

# Local 70125 - PSAC

Foreign Affairs and International Trade



PLEASE CIRCULATE

REGULAR MONTHLY MEETING  
MONDAY, APRIL 28 1997

12:00 P.M.  
ROOM C3-400

VEUILLEZ CIRCULER

ASSEMBLÉE MENSUELLE  
LUNDI, LE 28 AVRIL 1997

12h00  
ROOM C3-400

ASS\_MBLEE

1. CALL TO ORDER
2. ROLL CALL
3. ADOPTION OF AGENDA
4. MINUTES OF PREVIOUS MEETING
5. BUSINESS ARISING FROM MINUTES
6. CORRESPONDENCE
7. REPORTS  
    Executive  
    Committees
8. NEW BUSINESS
9. ADJOURNMENT

1. OUVERTURE DE LA RÉUNION
2. APPEL NOMINAL DES DIRIGEANT(E)S
3. ADOPTION DE L'ORDRE DU JOUR
4. COMPTE-RENDU DE L'ASSEMBLÉE PRÉCÉDENTE
5. DÉBAT DU COMPTE-RENDU
6. CORRESPONDANCE
7. RAPPORTS  
    Dirigeant(e)s  
    Comités
8. AFFAIRES NOUVELLES
9. FERMETURE

MEETING

# Section Locale 70125 - AFPC

Affaires étrangères et Commerce international

**P.S.A.C. Local 70125**  
**Minutes of Regular Monthly Meeting**  
**April 28, 1997**

1 The meeting was called to order at 12:00pm by President Corrie Pyl.

2 **ROLL CALL:**

Corrie Pyl, President  
Ron Legault, Vice-President  
Laura Burgess, Second VP  
Peggy Coupland, Third VP  
Les Cundell, Treasurer  
David Delaney, Steward  
L. Corriveau, AS Member  
David Brush, AS Member  
Sherry Smith, CR Member  
Ron Francis, CR Member  
L. Alexandre, SCY Member

Sean Franey, GS Member  
Bill Gloss, CR Member  
Catherine Brennan, SCY Member  
Gary Curtis, CR Member  
Ed Cashman, CR National Director  
Outside Canada  
Eunice Dube, CR VP Outside Canada  
Ruth Wright, SCY Member  
Lynn Kehler, CR Member  
D. Walker, SCY Member

3 **ADOPTION OF AGENDA:**

One item of New Business was added.  
A) Seminar in Brussels

M/S/C Gloss/Delaney

4 **MINUTES OF PREVIOUS MEETING:**

The minutes for the Monthly Meeting of March 17, 1997 were brought forward.

M/S/C Legault/Delaney

5 **BUSINESS ARISING FROM MINUTES:**

It was indicated that there would be a workforce adjustment question and answer period at the end of the meeting.

6 **CORRESPONDENCE:**

Questions were addressed clarifying two items of correspondence. The April 28 "Day of Mourning" is the day on which the Alliance recognizes those who have died on the job. ETH is the Employer Health Tax notification.

## **7 REPORTS:**

### **Executive**

#### **A) President's Report**

The president presented a written report. In response to a question from the floor he indicated that he would explore the option of releasing reports on e-mail ahead of time so that they could be read in time for the monthly meetings. Then he drew attention to two items.

1) Alliance Triennial Convention - Brother Pyl acknowledged the hard working and worthwhile efforts made by the delegates, VP and National Director Outside Canada, and observers at the convention. He then informed members of the fundamental changes that will occur in the structure of the Alliance. The change process is called "Regionalisation", and it is a decentralization of the service and structure of the organization. This started 3 years ago in Quebec, and the rest of the country will now undergo the process. So members will be seeing a different type of union - hopefully more effective and cost efficient.

2) Equal Pay - Brother Pyl spoke to the members who attended the various meetings that were held on the issue of Equal Pay. The Local has been extremely busy organizing and running these meetings and hopefully the effort and continued commitment to ensuring that members are informed is appreciated.

Brother Pyl gave special thanks to Barb Delaney for being the Local's contact person when the delegates were at the convention in Toronto. She was faxed news releases to be posted.

Following this in response to several questions, brother Pyl clarified that on the topic of Equal Pay the mandate of the PSAC was 100%, and this is a figure to which the PSAC is legally obliged as any decision made by the union on this issue must be in agreement with the Human Rights Commission.

**M/S/C Pyl/Cundell**

#### **B) First Vice-President's Report**

Brother Legault presented a written report. His report focused on the people at the PSAC convention. He felt that the Local was well represented both on and off the floor. He noted that members attending the convention were approached by people from the National Component convention held in October. Meetings were held with both Doug Chalk and Daryl Bean, which he thanked Laura Burgess for arranging. Finally, he stated that Local 70125 has been very political and well represented, and brother Cashman and sister Dube are continuing this tradition in their senior positions within the union.

Brother Legault also attended a pay equity meeting with brother Cashman, and on a personal level he felt embarrassed at the way that some of the members attacked brother Cashman personally. He reminded members that this is all volunteer, and that a great deal of time was spent. The Local is here to help, but personal criticism can drive people away.

**M/S/C Legault/Cashman**

C) Second Vice-President's Report

Sister Burgess presented a written report. Following what brother Legault said regarding volunteers, sister Burgess encouraged everyone to become active by coming to meetings, and attending courses. She recently attended a course entitled "Basic Union Solidarity" and encouraged people who wanted any information to speak with her.

**M/S/C Burgess/Cundell**

D) Third Vice-President's Report

Sister Coupland received a phone call from a member, who had to attend a meeting with his director and a staff relations officer, regarding his attendance. She advised against this course of action, and had the member speak to brother Pyl. The member did not attend this meeting; however, the matter has been taken to the second grievance level.

**M/S/C Coupland/Legault**

E) Treasurer's Report

The treasurer presented a verbal report as the Local's accounts had been audited and some of the items had yet to be returned. At present the Local has \$15,000 in its operational account and a healthy Strike Welfare Fund. Technically the Strike Welfare Fund is \$80,000, and the \$100,000 remainder is accumulated surplus for use at the Local's discretion.

**M/S/C Cundell/Gloss**

**COMMITTEES:**

A) VP Outside Canada

Sister Dube thought that the townhall meeting attended by all its difficulties, went very well and was of great importance and magnitude to everyone who serves abroad. FSD's are being inadvertently attacked, and everyone was quite concerned about that. She said that anyone who feels strongly about a career abroad and the Foreign Service Directives, be ready to give the call. She said she would be happy to answer any question regarding the FSD's, at any time by phone.

Sister Dube brought to the members' attention that the Local was able to pass at the PSAC convention a resolution for Foreign Affairs, stating that the Alliance will pressure the government to protect Canada in its travels and challenges abroad.

Brother Pyl brought to people's attention the importance of that resolution. The Local is a very small cog in this big Alliance, but we were able to put something onto the floor, and many other resolutions were not even considered.

**M/S/C Dube/Cashman**

A question was addressed by brother Delaney regarding the reverse order of merit and examinations of knowledge and ability when determining people to be "surplussed" as discussed at the last meeting. While at convention he spoke to union representative brother John Gordon, who is on the Workforce Adjustment committee, at the NJC, on behalf of the Alliance. There is a section in the WFA that deals with affirmative placement which is what the competition process falls within, but there are a lot more guidelines, rules and regulations, and the union is having someone look into it. He will provide more information when he knows the results. Much discussion ensued.

**B) FSD's**

Brother Cashman said that there was a meeting with the ADM of Treasury Board, and that as a committee on staff-side, a decision was made that an impasse had been reached on the FSD's. The impasse revolves around two items - FSD 45 and FSD 50 - and a recommendation was made to the presidents of all organizations sitting at the NJC. There will be a special executive meeting Thursday, May 1 at which time Daryl Bean will be our representative.

On tax compliance issues we were able to find solutions to all the FSD's that were judged to have holes in them except 45 and 50. There have been at least 7 proposals made on FSD 45. Treasury Board is trying to reduce the costs, as they want to base it on excursion fare. They have also proposed to eliminate it, but since Taxation lost the Lycie Claudel case they may have to reconsider the taxation issues.

**M/S/C Cashman/Legault**

**C) Health and Safety:**

Brother Pyl mentioned that there will be a Health and Safety meeting at the Pearson Bldg. on Wednesday. There have been some issues raised that he wanted to bring to the meeting: first, the concern of the health effects of constant flying by Diplomatic Couriers; second, the workplace inspections to be undertaken by the Health and Safety committee. As the Labour Code revisions - a relatively progressive piece of legislation - did not pass parliament, the old provisions will remain in effect. On Wednesday, teams of workplace inspectors will be formed, and brother Pyl asked that someone from our Local be on each team. There will be up to ten teams.

**M/S/C Pyl/Gloss**

**D) Observers Reports:**

Brother Gloss read his written report.

**M/S/C Gloss/Delaney**

Sister Dube noted that Local 70125 was opposed to Regionalisation against a sea of those in favour. The reason the Local was opposed was that there will be a dues increase and this was

considered unacceptable. The feeling is that the regional councils are not ready yet.

Brother Delaney presented a written report, and in response to the question as to what observers do at convention stated that they learn about the process, and support the position of the Local by organizing, preparing, and getting work done.

M/S/C Delaney/Smith

#### **8 NEW BUSINESS:**

A) Seminar in Brussels in May - Brother Cundell made a motion to put \$5000.00 aside to send president Corrie Pyl to the seminar. With the two issues at hand, pay equity and especially regionalisation, it is important to reform locals abroad. At one time there were locals in London, Brussels, and Washington. It would be wise to send a Local representative to the Seminar in Brussels; there is a Component and an Alliance representative going. This will help to encourage the people on posting who are attending the seminar to get involved.

Especially now with Regionalisation, we have to maintain our region if we want to keep Outside Canada and positions that we have within the structure. This is the time to do it.

Brother Legault stated that he believed that there was support from the Component and that sister Dube was working with Doug Chalk who is behind this. As a former president of Local Z0252 of Washington D.C., brother Legault was very happy that they had a local at that time, because it gave members input into the running of the embassy and its day-to-day functions, and better representation at the Local level. He then asked what the \$5000.00 represented.

Brother Cundell stated that it was for 1) loss of salary 2) per diem 3) air fare.

M/S/C Cundell/Legault

#### **9 ADJOURNMENT:**

The meeting was adjourned at 1:10pm with a note that the meeting for May was yet to be determined, but members would be informed.

M/S/C Pyl/Gloss

## **PRESIDENTS REPORT LOCAL 70125 APRIL 1997**

This past month has been an extremely busy time for the Local. We have held five meetings with our members, our delegates have attended the Alliance's Triennial Convention, and as always there have been numerous grievance issues that have been handled.

First the convention. The 1997 PSAC Triennial Convention was pivotal for the future direction of this union. Perhaps the most important resolution that was dealt with was the whole question of union's future structure. The 1994 convention after a long struggle determined that the union will be better served with a regional structure. In the 1997 convention a resolution that would have delayed implementation of this decision was defeated. Therefore the union has decided to decentralize its structure to a regional basis. Although this decision has a great impact on the union; for our Local the change will not alter many things. We determined this by meeting with the head of the Alliance, Daryl Bean, who assured us that we would not lose our National Director position and would not influence any other services we receive. Our new regional VP John Baglow also is well acquainted with the special needs of our Local so we can rely on his support for future concerns. I wish to thank Dave Delaney and Bill Gloss for their active role in support for this Local. Their past experience and dedication greatly helped our Local at this convention. I would also like to thank Ron and Laura for their support and work during the convention. Fellow delegate Les Cundell and VP Outside Canada, Eunice Dube and National Director Ed Cashman also contributed to the convention by their dedication and hard work.

Of equal importance during this past month was the issue of Equal Pay. The Local worked hard to bring the correct information to our members during the last week. A special thanks to Barb Delaney who worked on this issue when the Local executive was attending the convention. I also wish to thank Ed Cashman who contributed a lot of time and effort to the info sessions. I really hope that the membership realizes the amount of time and work that went into arranging and conducting these meetings. As President I was encouraged by the turnout and the often vigorous debates we had in these meetings. Equal Pay is an important issue to many of our members. It is by pursuing this issue that we as a Local and a union can make a difference to our members.

The third issue I want to bring up in this report is the health of the Locals in our region, Outside Canada. In discussions with the Component President, Doug Chalk the whole issue of our status as a region came up again. I know that our new VP Outside Canada has worked hard on revitalizing other Locals in the region but even more effort is needed. I think our Local should put more energy in this struggle since it will affect us profoundly. We derive a lot of political clout and status from the fact that we have this region called Outside Canada; as we found out at the Component convention and the Alliance convention. This Local would lose its status if we can not turn around the other Locals in this region. Since the health and financial viability of this Local is in good shape we will need to contribute more if we are to survive as a region.

*Post UP*

REPORT TO LOCAL 70125

The first item is to say thank you to all the members for electing me to the position of observer to the PSAC convention.

My report is focussed on my fellow delegates and observers.

Special mention is to be given to the following individuals:  
Ed Cashman, as a member of the both the PSAC board of directors and as important committee member, who worked long hours on our behalf.

Eunice Dube, for her knowledge and various contacts with the component delegates and the equity groups.

Corrie Pyl, our President, and Les Cundell, our Treasurer, (our two delegates) for their presence on the floor and their consistent voting record on the various resolutions.

David Delaney, for his special effort working behind the scene for President Bean on his re-election campaign.

Laurie Burgess, for her effort in arranging for meeting with all the candidates for the various elected officer positions. Well done Laurie.

And finally special mention to my fellow observer, and table mate, Bill Gloss, for his guidance to me and all the other observers regarding the procedural process for the debate of the resolutions.

Overall Local 70125 has always been very political and well represented by members such as Fortune, Larkin, Doherty, and Ryan and we are now continuing this trend by having Brother Cashman and Sister Dube in senior positions in our union.

*Ronald  
Segura*

255 2.8.1997



REPORT OF THE 2ND VICE-PRESIDENT

LAURA M.G. BURGESS

TO THE 28TH APRIL, 1997 MEETING OF LOCAL 70125

As reported in my report to the meeting of March 17th, I was to attend a PSAC course March 22-23 entitled 'Staffing' which I did. This course covered some of the process of competitions within the federal civil service. This course would be useful to those who are contemplating applying for competitions and would like assistance with resume writing and interview techniques.

This past weekend, April 26-27th, I attending the 'Building Union Solidarity' course and found it extremely educational. I found the examination of both the Master Agreement and the Group Specific Agreements to be useful and I expect will prove helpful to my work. Those who wish to know more about their rights under the Collective Agreements are recommended to attend this course. The next session is May 30-June 1 and members can call 230-7422 or fax 230-2571 to register in the English course and telephone 777-4647 or fax at 777-9407 to register in the French course.

The key activity in which I was involved since our last meeting was the PSAC Convention held in Toronto April 14-18th. As an observer (no voting rights) I sat at the back of the sessions and listened to the speakers and learned more of the issues and concerns of federal civil servants across Canada. The debates often were acrimonious with passion exhibited on both sides of the issue. Democracy anywhere is not always a picnic, however at the end of the day, I believe individual interests were set aside in favour of the common good of all members. The most debated issue was the Constitution Resolution concerning regionalization. The PSAC voted in favour of continuing this process and, as passed at the 1994 Convention, union dues will increase only .57 cents per month effective in July. I encourage all members to become active in the process of formulating a better, more effective structure of the PSAC as a result of this initiative. At the convention I was tasked to arrange meetings with candidates for executive positions and these meetings were well-received.

In conclusion, this past month has been extremely educational and I wish to thank those who supported and assisted me. I also would like to encourage other members to think about actively participating as a union member such as taking a course.



TO DESTINAIRE

LOCAL 70125

TEUR

W.J. GLOSS

REFERENCE RÉFÉRENCE

SUBJECT OBJET

OBSERVERS REPORT-P.S.A.C. CONVENTION APRIL 1997 / April 22, 1997

Security / Sécurité <b>UNCLASSIFIED</b>
Accession / Référence
File / Dossier
Date April 22, 1997
Number / Numéro

ENCLOSURES PIÈCES JOINTES

DISTRIBUTION

I WOULD FIRST LIKE TO TAKE THIS OPPORTUNITY TO THANK THE LOCAL FOR ALLOWING ME TO ATTEND THE CONVENTION IN TORONTO.

2. THE CONVENTION OPENED WITH NATIVE DANCING AND A SPEECH FROM LINDA TORNEY OF THE TORONTO LABOUR COUNCIL. THERE WERE 375 ACCREDITED DELEGATES AND 229 OBSERVERS. OF THE ACCREDITED DELEGATES APPROXIMATELY 50% WERE FIRST TIME DELEGATES. BROTHER BEAN SPOKE ON THE PAY EQUITY OFFER OF 1 BILLION FROM TREASURY BOARD. BROTHER BEAN CLARIFIED THAT T.B. HAD NOT PRESENTED AN ACTUAL OFFER ON PAY EQUITY. HE ADVISED THAT THE UNION WAS NOT OPPOSED TO T.B. OFFERING 1 BILLION AS A DOWN PAYMENT.

3. CONVENTION BUSINESS COMMENCED AND A CONTROVERSIAL CONSTITUTION COMMITTEE RESOLUTION # 49 WHICH DEALT WITH GIVING THE AREA COUNCILS THE RIGHT TO VOTE WAS THE FIRST MAJOR ISSUE ON THE FLOOR. BEFORE THIS RESOLUTION CAME TO THE CONVENTION, THE AREA COUNCILS HAD VOICE BUT NO VOTE. THE COMMITTEES RECOMMENDATION OF NON CONCURRENCE WAS DEFEATED AND A VOTE OF CONCURRENCE WAS CARRIED THUS ALLOWING THE AREA COUNCILS TO HAVE BOTH VOICE AND VOTE. AS THIS WAS A VERY CONTROVERSIAL ISSUE, CONSIDERABLE TIME WAS SPENT ON DISCUSSION BOTH PRO AND CON. THIS SET THE TONE FOR THE REST OF THE CONVENTION.

...2

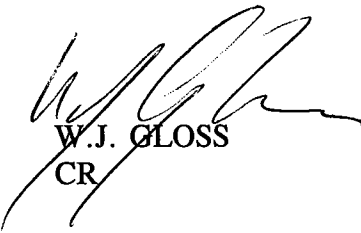
4. OVER THE NEXT FEW DAYS THERE WAS CONSIDERABLE AND EMOTIONAL DEBATE OVER THE SETTING UP OF 7 REGIONAL STRUCTURES. IN THE END, THE DELEGATES VOTE TO ESTABLISH THE REGIONAL STRUCTURES AT A COST OF .57 CENTS PER MEMBER PER MONTH. NOTE: THIS AMOUNT WAS PASSED AT THE 1994 P.S.A.C. CONVENTION TO ESTABLISH THE REGIONAL STRUCTURES. THE DELEGATES WERE INFORMED THAT THE REGIONS HAD NOT DONE THEIR REQUIRED PLANNING OVER THE LAST 3 YEARS. THE DELEGATES HOWEVER IGNORED THE INFORMATION AND VOTED TO ESTABLISH THE 7 REGIONAL STRUCTURES. PERSONALLY WHILE I SUPPORT REGIONALIZATION DUE TO THE GOVERNMENT DECENTRALIZATION, I FEEL THAT BECAUSE THE REGIONS DID NOT DO THEIR HOMEWORK, WE WILL BE POURING MONEY DOWN THE DRAIN AND CAN ONLY HOPE THAT I AM WRONG

5. DUE TO THE PROTRACTED DEBATES OVER AREA COUNCILS AND THE REGIONAL STRUCTURE, VERY LITTLE BUSINESS WAS CARRIED OUT. WHILE THE FINANCIAL BUDGET AND A HARASSMENT POLICY WAS PASSED, I WAS DISAPPOINTED THAT MORE BUSINESS WAS NOT CONCLUDED.

6. THE CONVENTION CLIMAXED WITH THE ELECTION OF THE A.E.C. (2 POSITIONS) INCLUDING THE RE-ELECTION OF BROTHER BEAN AND THE ELECTION OF THE NEW 7 REGIONAL VP'S.

7. ONCE AGAIN, I THANK YOU FOR THE OPPORTUNITY TO HAVE ATTENDED THE 1997 P.S.A.C. CONVENTION.

~~HARASSMENT POLICY HARASSMENT POLICY WAS PASSED~~

  
W.J. GLOSS  
CR

UNCLASSIFIED

FM DAVID DELANEY 24APR97

TO LOCAL 70125

---PSAC TRIENNIAL CONVENTION APRIL 11-19, 1997

THIS IS MY REPORT TO THE LOCAL ON MY ATTENDANCE TO THE PSAC TRIENNIAL CONVENTION IN MY CAPACITY AS AN OBSERVER ON BEHALF OF LOCAL 70125.

I ASSUMED RESPONSIBILITY TO MAKE TRAVEL ARRANGEMENTS FOR THE LOCAL OBSERVERS ATTENDING THE CONVENTION. IN SO DOING I WAS ABLE TO CONVINCE THE TRAVEL AGENT TO UTILIZE A PREVIOUSLY UNUSED DISCOUNTED TICKET FOR A PREVIOUS CONVENTION THUS SAVING THE LOCAL IN EXCESS OF \$500.00. UPON ARRIVAL IN TORONTO, THE LOCAL WAS EXPERIENCING DIFFICULTY IN OBTAINING A CAUCUS ROOM TO CONDUCT THE OUTSIDE CANADA BUSINESS DURING CONVENTION AND PUT MINE UP FOR USE WHICH WAS USED THROUGHOUT THE CONVENTION THUS SAVING THE LOCAL APPROXIMATELY ANOTHER \$700.00.

THE PAY EQUITY ISSUE HIT THE CONVENTION LIKE A STORM, AND BY TAKING SOME OF MY OWN INITIATIVE MADE PHONE CALLS TO SOME CONTACTS IN OTTAWA AND ARRANGED TO FAX THE PSAC NEWS RELEASES AS THEY BECAME AVAILABLE FOR IMMEDIATE DISTRIBUTION TO OUR MEMBERS AT THE WORKSITE. I MADE ALL NECESSARY ARRANGEMENTS UNDER THE LOCAL PRESIDENTS AUTHORITY, INCLUDING SETTING ASIDE MEETING ROOMS FOR THE MONDAY, APRIL 21ST IF REQUIRED.

REGIONALIZATION OF THE PSAC RAISED NEW CONCERNS FOR THE OUTSIDE CANADA GROUP, AND AS A MEMBER OF THE PSAC PRESIDENTS RE-ELECTION CAMPAIGN WAS ABLE TO GET BROTHER BEAN TO SET TIME ASIDE IN HIS BUSY SCHEDULE TO MEET WITH THE OUTSIDE CANADA CAUCUS TO DISCUSS OUR CONCERNS.

RESOLUTION 176/177 DEALING WITH CONTRACTING OUT, IN PARTICULAR THOSE JOBS CURRENTLY BEING PERFORMED BY ROTATIONAL SUPPORT STAFF WAS WELL PRESENTED BY OUR DELEGATES AND HAD THE UNANIMOUS SUPPORT OF THE FLOOR. IT CAN NOT BE STRESSED ENOUGH THE IMPORTANCE OF THIS ISSUE AND THE IMPACT THIS WILL HAVE WITH OUR EMPLOYER IN FUTURE DISCUSSIONS. WELL DONE DELEGATES.

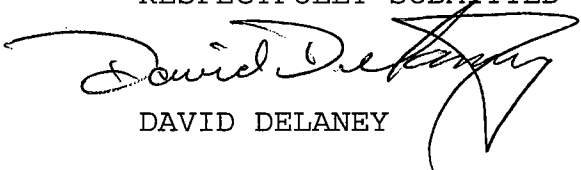
DAVID DELANEY

996-0436

THE OUTSIDE CANADA CAUCUS MAINTAINS A VERY STRONG PRESENCE AT THESE FUNCTIONS AND REMAINS HIGHLY RESPECTED BY OUR BROTHERS AND SISTERS THROUGHOUT THE ALLIANCE. I PERSONALLY HEARD FROM SEVERAL COMPONENT PRESIDENTS, AEC VICE-PRESIDENTS AND CONTENDERS FOR VARIOUS OFFICES, NUMEROUS COMPLIMENTARY REMARKS ON THE ACTIVITIES OF THE OUTSIDE CANADA CAUCUS ESPECIALLY AT THE CONCLUSION OF THE CONVENTION.

I WOULD LIKE TO EXPRESS MY APPRECIATION TO THE LOCAL FOR ALLOWING MYSELF TO ATTEND AND ASSIST WHERE POSSIBLE. I ESPECIALLY WOULD LIKE TO COMMEND OUR LOCAL PRESIDENT FOR HIS LEADERSHIP DURING THE CONVENTION ESPECIALLY AS THE NUMEROUS SERIOUS ISSUES AROSE. I WOULD ALSO LIKE TO THANK HIM FOR HIS ASSISTANCE AND PERMISSION TO SPEND TIME ASSISTING BROTHER BEAN IN HIS CAMPAIGN.

RESPECTFULLY SUBMITTED

A handwritten signature in cursive script, appearing to read "David Delaney". The signature is written in dark ink and is positioned to the left of the typed name.

DAVID DELANEY

MEMBER, LOCAL 70125

**ACTIVITY REPORT**  
**OF THE**  
**VICE-PRESIDENT, OUTSIDE CANADA**

The past few months have been hectic ones for our Members at Foreign Affairs as they are faced with more rumors of cuts and await the outcome regarding changes to the Foreign Service Directives. Any major changes could impact on our Members serving abroad. All rotational Members await the final outcome which could have great bearing on their career paths. All we can do is wait for the final package and hope for the best!!

Attended a town hall meeting held in the auditorium at Foreign Affairs which lasted several hours. Present were: Brother Daryl Bean, President of Public Service Alliance of Canada who spoke on our behalf, Brother Ed Cashman, National Director, Outside Canada, Corrie Pyl, President, Local 70125, Brother Les Cundell, Alternate Vice-President, Outside Canada, and Brother Ron Legault, First Vice-President, Local 70125. Also in attendance were the Assistant Deputy Minister of Personnel, Management Representatives, Representatives of PAFSO, numerous Foreign Service Officers and many of our Rotational Members. The proposed changes to the FSDs were discussed at great length and all present were seeking the same answers to questions that could have adverse consequences. I am pleased to report that the majority in attendance were impressed by what Brother Bean had to say and many Members, as well as some management, approached me after the meeting to convey the thought that the most truthful and realistic approach to the problem was voiced by the Alliance. It was a proud moment for Union representatives and Members alike!! The battle continues and we are waiting the final and official package. Brother Ed Cashman keeps us updated on meetings and provides an overview of what took place.

Was kept informed regarding PSHCP Reimbursement Procedures for members abroad. Was contacted by Members in Warsaw regarding Union courses available to them. Participated in a conference call with Ed Cashman to provide guidance and assistance to a member in Bogota whose job was being cut. Was contacted by a member in Jakarta regarding the Education Schedule for 1997 and approached a second time by same Member for information regarding harassment in the workplace. Referred Member to Local 70125. Assisted a Member at Headquarters in dealing with Management's discrimination based on the fact that he was a single male employee. Took up matter, keeping 70125 informed, and member has received an open apology from the Manager, and the problems that existed have been resolved to the Member's satisfaction.

Was in touch with Head of Pay and Benefits for clarification regarding Compensatory leave cash outs for Members at Headquarters and abroad. Was contacted by Members in TFC regarding updates on Pay Equity and they were questioning bonuses to Senior Management. Brothers Cashman, Pyl and I presented a Pay Equity update session to our Members at Place Vanier. It was well attended and all those present were pleased with the information and material provided.

**RAPPORT D'ACTIVITÉ**  
**DE LA**  
**VICE-PRÉSIDENTE EXTÉRIEUR DU CANADA**

Les derniers mois ont été mouvementés pour nos membres des Affaires étrangères face aux rumeurs accrues de coupures et à l'attente des résultats concernant les changements aux Directives sur le service extérieur. Tout changement d'envergure aurait des retombées sur nos membres en service à l'étranger. Tous les membres qui occupent des postes de rotation attendent le résultat final, qui pourrait avoir une grande incidence sur le cheminement de leur carrière. Nous ne pouvons qu'attendre le train de mesures définitif et espérer que tout s'arrangera!!

J'ai assisté à une assemblée publique à l'auditorium des Affaires étrangères, laquelle a duré plusieurs heures. Étaient présents le confrère Daryl Bean, président de l'Alliance de la fonction publique du Canada, qui a parlé en notre nom, le confrère Ed Cashman, directeur national, Extérieur du Canada, Corrie Pyl, président du Local 70125, le confrère Les Cundell, vice-président suppléant, Extérieur du Canada, et le confrère Ron Legault, premier vice-président du Local 70125. Ont aussi participé à l'assemblée le sous-ministre adjoint du personnel, les représentants de la direction, les représentants de l'APASE, de nombreux agents du service extérieur et un grand nombre de nos membres qui occupent un poste de rotation. Les changements proposés aux DSE ont donné lieu à de longues discussions et toutes les personnes présentes cherchaient les mêmes réponses aux questions pouvant entraîner des conséquences négatives. Je suis heureuse de signaler que la majorité des participants ont été impressionnés par les propos du confrère Bean et que j'ai été approchée après l'assemblée par un grand nombre de membres et quelques cadres qui m'ont mentionné que la vraie solution — et la solution la plus réaliste — avait été présentée par l'Alliance. Ce fut là un moment glorieux, tant pour les représentants syndicaux que pour les membres!! La bataille continue et nous attendons le train de mesures officiel et définitif. Le confrère Ed Cashman s'occupe de nous tenir au courant des réunions et de nous résumer ce qui s'est passé.

On m'a tenu informée des procédures de remboursement du RSSFP pour les membres en service à l'étranger. Des membres de Varsovie ont communiqué avec moi concernant les cours syndicaux à leur disposition. J'ai participé à une conférence téléphonique avec Ed Cashman pour fournir de l'aide et des conseils à un membre de Bogota dont l'emploi a été supprimé. Un membre de Jakarta a communiqué avec moi concernant le calendrier de formation pour 1997 et m'a approché une deuxième fois pour obtenir de l'information sur le harcèlement au travail. J'ai orienté le membre vers le Local 70125. J'ai aidé un membre de l'administration centrale à venir à bout de la discrimination dont il était l'objet de la part de la direction, laquelle était basée sur le fait qu'il était un employé mâle et célibataire. J'ai pris l'affaire en main et j'ai tenu le Local 70125 au courant de la situation. Le membre a reçu des excuses officielles du chef de service et les problèmes existants ont été résolus à sa satisfaction.

Was contacted by Members in the SIGNET Help Center in Tower "C" regarding lack of working space. Contacted the Health and Safety Co-ordinator and we conducted a tour of the area and within a few days extra space was provided. Received a thank you message from Brother Bruce Sondergaard on behalf of the Members affected stating that space allocation had been resolved to their satisfaction.

Was contacted by our National Director, Ed Cashman and we discussed the implications of FSD 34 as regards our Members, the DFAIT grievance process and a specific problem relating to lunch room facilities in the basement of Tower "A" for Members working shifts. A meeting ensued which was attended by Brother Cashman and the problem has been resolved. Provided advice to a Member in SXIS concerning a request for advance of sick leave. I did refer to 70125 but, because of the urgency involved, it was handled by me at the request of the member and the issue has been resolved. Met with our Service Officer, Liz Holden to discuss with a Member concerning his intent to submit a grievance regarding overtime allocation. As all had been done in accordance with the Master Agreement, we advised him of this fact and suggested various options he could pursue. The President of 70125 was kept informed of the situation and, I believe, that a grievance was eventually filed. Was contacted by Members in Tokyo regarding SCY Representative and referred to Local 70125. Because the President of Local 70125 is not physically located in the L. B. Pearson and because of his heavy workload, we have agreed that, on occasion, either I or Brother Cashman would attend meetings on his behalf, keep him informed, and consult on the process. We call it team-work and it seems to be working well!!

Was contacted by a Member in Bridgetown regarding amendments to FSDs and what PSAC intends to do. Referred to National Director. Contacted Staff Relations concerning our Equal Opportunities Representative and her attendance at the February EO meeting. We remain in constant communication.

Attended Local 70125's Annual General Meeting with Brother Doug Chalk and Service Officer Liz Holden and assisted in Elections which were chaired by Brother Chalk. Also attended two of Local 70125's regular monthly meetings.

Attended a meeting with Regional Representatives, Brother Cashman and Brother Corrie Pyl concerning the Approval of Demands. Worked with Bob Allen of the Regional Office to obtain the Approval of Demands documentation in English and French for our Members abroad. After much work by Bob Allen to provide all the information on diskette, a general distribution message was sent to all our Members abroad which enabled them to participate in the process. Although there was not an overwhelming response, due to the time limits imposed, and the snags that exist in the system, a good number of our Members did receive the documents and replies were received directly at a special e-mail address that Bob Allen had arranged for us at the Alliance. I received direct e-mail messages from some of our Members abroad saying that they could not download and could I resend via Departmental e-mail. Thanks to the diskette Bob Allen had provided, I was able to send through our e-mail facilities and the documents were received by those who had requested them. Our thanks to Bob Allen for all his assistance!!



J'ai communiqué avec le responsable de la paie et des avantages sociaux pour obtenir des précisions concernant le paiement forfaitaire des congés compensatoires pour les membres de l'administration centrale et hors du Canada. Des membres de TFC ont communiqué avec moi pour faire le point sur l'équité salariale et remettre en question les primes versées à la haute direction. En compagnie des confrères Cashman et Pyl, j'ai réuni nos membres à Place Vanier pour faire le point sur l'équité salariale. Nous avons obtenu une bonne participation et toutes les personnes présentes étaient satisfaites de la documentation et des renseignements fournis.

Des membres du centre d'aide SIGNET, dans la tour «C», ont communiqué avec moi concernant le manque d'espace pour travailler. J'ai communiqué avec le coordonnateur en matière de santé et de sécurité et nous avons visité le secteur ensemble. Quelques jours plus tard, on leur a fourni l'espace supplémentaire. J'ai reçu un message de remerciement du confrère Bruce Sondergaard qui, au nom des membres touchés, m'a affirmé que l'allocation d'espace avait été résolue à leur satisfaction.

Notre directeur national, Ed Cashman, a communiqué avec moi pour discuter des conséquences de la DSE 34 pour nos membres, de la procédure de règlement des griefs au MAECI et d'un problème particulier concernant la salle à manger du sous-sol de la tour «A» pour les membres travaillant par quart. Une réunion s'est ensuivie, à laquelle a participé le confrère Cashman, et le problème a été résolu. J'ai donné des conseils à un membre du SXIS concernant une demande de congé de maladie anticipée. Je l'ai bel et bien orienté vers le Local 70125 mais, en raison de l'urgence de la situation, je me suis occupée de l'affaire à sa demande et la question a été résolue. J'ai rencontré notre agent fonctionnel, Liz Holden, pour discuter avec un membre de son intention de présenter un grief concernant l'attribution des heures supplémentaires. Comme tout a été fait conformément à la Convention cadre, nous l'en avons informé et lui avons suggéré diverses options concernant la ligne de conduite à suivre. Nous avons tenu le président du Local 70125 au courant de la situation et je crois qu'un grief a éventuellement été présenté. Des membres de Tokyo ont communiqué avec moi concernant le représentant des SCY et je les ai orientés vers le Local 70125. Compte tenu que le président du Local 70125 ne travaille pas à l'édifice L.B. Pearson et qu'il a une lourde charge de travail, nous avons convenu que le confrère Cashman ou moi, à l'occasion, participeraient en son nom à certaines réunions, le tiendraient informé et le consulteraient au sujet du processus. C'est ce que nous appelons le travail d'équipe et ça semble bien fonctionner!!!

Un membre de Bridgetown a communiqué avec moi concernant les modifications aux DSE et les intentions de l'AFPC à cet égard. Je l'ai orienté vers le directeur national. J'ai communiqué avec les Relations du travail concernant notre représentante de la promotion de l'égalité et sa participation à la réunion de février de la PÉ. Nous sommes continuellement en contact.

J'ai assisté à l'assemblée générale annuelle du Local 70125 en compagnie du confrère Doug Chalk et de l'agent fonctionnel, Liz Holden, et j'ai assisté aux élections qui ont été présidées

Attended two Health and Safety meetings at which items discussed included: slips and falls in the Foyer, workplace inspections, ongoing asbestos problem in Moscow, Health and Safety films, building carpeting, and a Health and Safety presentation in our building in June. I have already contacted the Regional Office regarding material that could be provided for the booth we intend to set up. This will enable us to make the Union more visible and provide a different perspective than Management's to our Members at Headquarters in relation to Health and Safety in the workplace. I also maintained a record of how many of our Members fell in the lobby or hallways, advised them to report their injuries to the Health Unit, e-mail details to the Health and Safety Co-ordinator, with copy to Local and me. Problem solved. Was informed through Local 70125 that the Diplomatic Couriers at Foreign Affairs have asked that their cause be presented at our next Health and Safety Committee meeting. It involves the results of a study by Dr. Pierre Band at Health Canada on the effects of radiation on airline pilots. It has generated concerns among the Diplomatic Couriers Group and they are wondering just what type of occupational hazards they are being exposed to in the carrying out of their duties. We are hoping that some of the group will be in attendance at our next Committee meeting and Brother Corrie Pyl, chairperson of the Committee will be pushing for a formal inquiry with my 100% support. Our next meeting is scheduled for April 23, 1997.

Now for the good news!! Have contacted Members in Brussels/NATO and they are willing to participate and form an Executive to serve Members in that area of the world!! We are in the process of preparing for a Seminar which will be held in Brussels, May 23 to 26, 1997. Our President, Doug Chalk, and the Executive Secretary, Lloyd Fucile are providing guidance concerning all the details and I am preparing an e-mail message that will be sent directly to all Members in good standing in Europe to inform them regarding the Seminar. This is one that I am looking forward to. Upon arrival, and sometime during the first evening, it is expected that Elections will take place to decide upon the incoming Executive, after which, we are planning on the usual seminar presentations, such as, Steward and Union Solidarity training, an EO presentation, updates on collective bargaining, communications, job classifications .etc. I am preparing an update on what is happening at Headquarters, and, as Ed Cashman will be present, he, hopefully, will have some good news to share when he provides an update on the FSDs. I am pleased to report that, for the first time in a long while, a Local President will be attending this Seminar in his capacity of Local President!! Brother Corrie Pyl, President of Local 70125 will be with us. As he is the chairperson of our Health and Safety Committee, I know that he will be able to provide our Members with important updates as well as information on changes to the Code made recently. All in all, plans are falling into place and I am looking forward to meeting with those in attendance.

Was sorry to learn of Joyce Koke's resignation from the Executive. In the short time we spent together, I was able to recognize in her, dedication to the Members and a strong sense of direction. I will miss her and wish her well in all future endeavors.. Looking forward to working with her replacement.

In Solidarity,

April, 1997

par le confrère Chalk. J'ai aussi participé à deux assemblées mensuelles régulières du Local 70125.

J'ai participé à une réunion concernant l'approbation des revendications, en compagnie des représentants régionaux, du confrère Cashman et du confrère Corrie Pyl. J'ai collaboré avec Bob Allen, du bureau régional, pour obtenir de la documentation en anglais et en français concernant l'approbation des revendications, à l'intention de nos membres en service à l'étranger. Après beaucoup d'efforts déployés par Bob Allen pour fournir toute l'information sur disquette, un message d'intérêt général a été envoyé à tous nos membres en service à l'étranger, ce qui leur a permis de participer au processus. Bien que la réponse ne fut pas extraordinaire en raison des délais imposés et des anomalies du système, un bon nombre de nos membres ont bel et bien reçu les documents et nous avons reçu des réponses directement à une adresse électronique spéciale que Bob Allen avait obtenue pour nous auprès de l'Alliance. J'ai reçu directement des messages par courrier électronique de certains de nos membres en service à l'étranger, lesquels me disaient qu'ils étaient incapables de télécharger et me demandaient de renvoyer la documentation via le courrier électronique du Ministère. Grâce à la disquette fournie par Bob Allen, j'ai été en mesure d'expédier les documents par la voie de notre équipement électronique et ceux qui les avaient demandés les ont bel et bien reçus. Nous remercions Bob Allen pour son aide précieuse!!

J'ai assisté à deux réunions de la santé et de la sécurité, au cours desquelles il fut notamment question des glissades et des chutes dans le Foyer, de l'inspection des lieux de travail, du problème persistant d'asbestos à Moscou, de films sur la santé et la sécurité au travail, de la tapisserie dans les immeubles et d'un exposé sur la santé et la sécurité qui sera présenté, en juin, dans notre édifice. J'ai déjà communiqué avec le bureau régional concernant la documentation à fournir pour le kiosque que nous comptons aménager à cet endroit. Le syndicat sera ainsi plus visible et nous aurons l'occasion de fournir à nos membres de l'administration centrale un point de vue différent de la direction sur la santé et la sécurité au travail. J'ai aussi pris note du nombre de nos membres qui font des chutes dans l'entrée ou dans les corridors et je les ai informé de signaler leurs blessures à l'Unité de la santé, puis d'envoyer les détails par courrier électronique au coordonnateur de la santé et de la sécurité et de m'en faire parvenir copie, ainsi qu'au Local. Le problème est réglé. Le Local 70125 m'a informé que les courriers diplomatiques des Affaires étrangères avaient demandé que leur cause soit présentée au cours de la prochaine réunion du Comité de la santé et de la sécurité. On nous fera part notamment des résultats d'une étude du D<sup>r</sup> Pierre Band, de Santé Canada, sur les effets de la radiation sur les pilotes de ligne. Cela crée des inquiétudes dans le Groupe des courriers diplomatiques, qui s'interrogent sur les risques d'accident du travail auxquels ils sont exposés en accomplissant leurs tâches. Nous espérons que certains membres du groupe participeront à la prochaine réunion du Comité et que le confrère Corrie Pyl, président du Comité, fera pression pour la tenue d'une enquête officielle, à laquelle je souscris totalement. Notre prochaine réunion est prévue pour le 23 avril 1997.

Passons maintenant aux bonnes nouvelles!! J'ai communiqué avec des membres de Bruxelles (OTAN) qui sont disposés à mettre sur pied un exécutif et à y participer pour desservir

les membres de cette région du monde!! Un colloque est en voie de préparation, qui se tiendra à Bruxelles du 23 au 26 mai 1997. Notre président, Doug Chalk, et le secrétaire exécutif, Lloyd Fucile, donnent des conseils aux membres sur tous les détails dont il faut tenir compte et je suis en train de préparer un message électronique qui sera envoyé directement à tous les membres en règle de l'Europe pour les informer à ce sujet. Je me réjouis déjà à l'idée de participer à un tel colloque. La première journée, dès notre arrivée, je m'attends à ce que des élections se déroulent en soirée pour déterminer les membres du prochain Exécutif. Par la suite, nous comptons tenir les activités habituelles, notamment la formation des délégués syndicaux et le cours sur la solidarité syndicale, présenter un exposé sur la promotion de l'égalité et faire le point, entre autres, sur la négociation collective, les communications et les classifications d'emploi. Je prépare un bulletin sur ce qui se passe à l'administration centrale et j'ose espérer qu'Ed Cashman, qui sera présent à cette occasion, aura de bonnes nouvelles à communiquer lorsqu'il fera le point sur les DSE. Il me fait grand plaisir de vous signaler que, pour la première fois depuis longtemps, un président de Local participera à ce colloque en qualité de président du Local!! Le confrère Corrie Pyl, président du Local 70125, nous accompagnera. Étant donné qu'il préside notre Comité de la santé et de la sécurité, je sais qu'il sera en mesure de bien informer nos membres à ce sujet, de même que sur les changements apportés au Code récemment. Tout bien pesé, les préparatifs vont bon train et j'ai hâte de faire la connaissance des participants à la réunion.

Je suis désolé d'apprendre que Joyce Koke a démissionné de l'Exécutif. Durant la courte période où nous avons travaillé ensemble, j'ai été en mesure de constater son dévouement pour les membres et ses grandes qualités au plan de l'orientation. Elle me manquera et je lui souhaite de connaître du succès dans ses projets futurs. J'ai hâte de collaborer avec son remplaçant ou sa remplaçante.

En toute solidarité,

Avril 1997

Foreign Affairs  
and  
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