

Local 70125

external affairs



REGULAR MONTHLY MEETING

MONDAY, MAY 16, 1988

7:30 p.m.

246 QUEEN STREET, SUITE 202

ASSEMBLEE MENSUELLE

LUNDI, le 16 MAI, 1988

7:30 p.m.

246 Queen, Suite 202

A G E N D A

1. CALL TO ORDER
2. ROLL CALL
3. ADOPTION OF AGENDA
4. MINUTES OF APRIL 25/88
5. BUSINESS ARISING FROM MINUTES
6. CORRESPONDENCE
7. REPORTS
Executive
Committees
8. NEW BUSINESS
Elections of Nominees:
 - 1) National Director, Countries Outside Canada
 - 2) Alternate National Director, Countries Outside Canada
9. ADJOURNMENT

DON'T FORGET - We are now
located at 246 Queen Street
Suite 202

ORDRE DU JOUR

1. BIENVENUE
2. PRESENCE
3. ADOPTION DE L'ORDRE DU JOUR
4. COMPTE RENDU du 25 AVRIL
5. DEBAT DU COMPTE RENDU
6. CORRESPONDANCE
7. RAPPORTS
Exécutif
Comités
8. AFFAIRES NOUVELLES
Elections des candidats
pour les positions de:
 - 1) Directeur/trice National(e) Pays en dehors du Canada
 - 2) Alternatif Directeur/trice National(e), Pays en dehors du Canada
9. AJOURNEMENT

N'OUBLIEZ PAS: NOUS SOMMES
MAINTENANT A: 246 rue Queen
Chambre 202

ASSEMBLEE

MEETING

Section Locale 70125

affaires exterieures

PSAC LOCAL 70125 (EXTERNAL AFFAIRS)

MINUTES OF REGULAR MONTHLY MEETING

MAY 16, 1988

1. The President, Gary Doherty called the meeting to order at 7:30 p.m.

2. PRESENT: GARY DOHERTY, President
EUNICE DUBE, First Vice-President
HEATHER BROOKER, Second Vice-President
MOLLY BEAUCHAMP, Secretary
WILLIAM GLOSS, Treasurer

Les Cundell, National Director, Countries Outside Canada
David Adcock, Alternate, National Director, C.O.C.
David Delaney, Vice-President, Countries Outside Canada
Peggy Coupland, Education/Publicity Representative
Robert Phillips, SI Representative

Also present were twenty-nine members.

3. ADOPTION OF AGENDA

M/S/C Eunice Dubé/W. Gloss.

4. MINUTES OF MAY 16 MEETING

M/S/C William Gloss/Molly Beauchamp.

5. BUSINESS ARISING FROM MINUTES

N I L

6. CORRESPONDENCE

No list was presented.

7. REPORTS:

PRESIDENT'S REPORT: Submitted by Gary Doherty

Since our last regular monthly meeting I have had six consultations with Staff Relations, filed seven grievances and attended four grievance hearings.

I also had meetings with seventeen employees of the Department.

On May 4, I attended a meeting of Local Presidents concerning an up-date on Collective Bargaining and a report of the RAC Committee for the National Capital Region. This was held in the evening.

On the 10th of May, I participated in an LMC concerning the appraisal system for rotational SCYs. Heather Brooker and Mary Ramsay also attended. The Department was represented by senior officials of Personnel Branch.

M/S/C Gary Doherty, Eunice Dube.

Discussion followed.

FIRST VICE-PRESIDENT'S REPORT: Submitted by Eunice Dubé

ANNEX A

M/S/C Eunice Dubé, William Gloss.

SECOND VICE-PRESIDENT'S REPORT: Submitted by Heather Brooker

ANNEX B

M/S/C Heather Brooker, Molly Beauchamp

SECRETARY'REPORT: Submitted by Molly Beauchamp

Since our last monthly meeting held on April 25, 1988 I attended two Day Care meetings on April 25 and May 9; I helped Sister Brooker on May 5 attach the Day Care Questionnaire to employees' pay cheques.

I have answered informally questions from members re the dental plan, problems with terms Secretaries, etc. Unfortunately this is an extremely short report with not much to report on but I will submit it anyway.

M/S/C Molly Beauchamp, Eunice Dubé.

FINANCIAL REPORT: Submitted by William Gloss, Treasurer

RECONCILIATION As of April 30, 1988

1. Cash on hand as of March 31, 1988	24.60	CR
2. Revenues for April 1988	4017.06	CR
3. Expenditures for April 1988	4264.69	DR
4. Equals cash on hand	223.03	DR
5. Unpresented cheque (Taxation - April remittance)	592.58	CR
6. Equals bank statement	369.55	CR

M/S/C William Gloss, Heather Brooker.

8. NEW BUSINESS

1) Election of Nominees : NATIONAL DIRECTOR, COUNTRIES OUTSIDE CANADA

Gary Doherty, President turned the Chair to **Les Cundell** to preside the election for the position of **National Director, Countries Outside Canada**. Les spoke of the duties required of the position. Thirty-eight members were eligible to vote.

Nominated: Heather Brooker nominated by Molly Beauchamp
seconded by Maureen O'Meara

David Adcock nominated by Gary Curtis
seconded by Peggy Coupland

Molly Beauchamp spoke on behalf of Heather Brooker

David Adcock spoke on his behalf.

The secret ballots were collected by Les Cundell and counted by Les Cundell and Maureen O'Meara.

ELECTED by majority vote: HEATHER BROOKER

1) Election of nominees : ALTERNATE NATIONAL DIRECTOR, COUNTRIES OUTSIDE CANADA

Nominated: Donald Larkin nominated by David Adcock
seconded by Max Sherrin

Bill Gloss nominated by Heather Brooker
seconded by Maureen O'Meara

David Adcock nominated by Peggy Coupland
seconded by Paulette Chartrand

David Adcock declined the nomination.

ELECTED by majority vote: DONALD LARKIN

MOTION: By Maureen O'Meara

That all ballots be destroyed.

Seconded by: Eunice Dubé. Carried.

Les Cundell returned the Chair to Gary Doherty, President.

3) Technological Change Coordinator for Local.

Election tabled for the June 20 monthly meeting.

Gary Doherty said he had been approached by a coordinator of the Departmental Golf Tournament for financial support.

Request denied.

Bill Gloss, Treasurer thanked Leonne Kemball for getting the blinds - bought and installed way under budget.

9. ADJOURNMENT

M/S/C That meeting adjourn at 9:00 p.m.

Our last regular Monthly Meeting stands out in my "memory bank" as being a bit out of the usual based on the fact that there were a few differences of opinion which revolved around interpretation of procedures. These differences have been put to rest.

In the interim, I have been kept busy with the following:

Six telephone consultations with Members on sick leave. Two of these with one Member seeking advice on whether or not to comply with the directives received from Management. The four others to follow closely what is evolving in a very complex situation. It may take some time to unravel. As I sit back to analyze, one case seems to be heading towards a possible forced early retirement and the other towards a possible rejection on probation. Not if I can help it!!

Three meetings to advise a Member concerning how to proceed in regards to the re-classification of a position and response to written memoranda. A few verbal scare tactics were thrown into the scenario and I then consulted with Professional Services in order to be prepared should these tactics materialize. Also met with one of the supervisors and ran a few questions by him. This particular situation seems under control.

Spent much time answering questions in relation to the Collective Bargaining Negotiations. They consisted of: "What's happening? Are they sitting at Seven Tables? What percentage will we get? "How much are we asking for? I can assure you that it took some patient explaining to answer these. Somewhere in the vast network, birth was given to a number of rumours (false I would hope) !! One was that a Medical Certificate will have to be provided for each and every single day of sick leave and the other was that no Group whatsoever would be getting pay increases. Where do these rumours start??

While at the peak of frustration with the system, asking myself: "Why do I keep on trying?" something positive happens. Last Friday evening, as I was leaving the building, one of the Members I had advised stopped me to say "thank you". That Member's problems have been solved and I had my answer. As long as there are Members out there who need help, I have my reason to persevere. At times, I feel that my contribution is minimal and dulls in comparison to the accomplishments of the Brothers and Sisters. I consider all the pressures on our President, all that has been done recently in relation to E.O., the Study for Equal Pay, Day Care, Health and Safety, and here I sit in the world of grievances. My sincere congratulations to the Brothers and Sisters for all the time and effort and the jobs well done.

Meanwhile, I shall tackle whatever is assigned with determination, help those who need assistance no matter what the situation and do my utmost to ensure that improvements become reality for the entire Membership. I conclude my report in anticipation of tonight's Meeting and would like to take this opportunity to wish GOOD LUCK to the Members who have indicated their interest in the position of National Director and the position of Alternate National Director Countries outside Canada. It is a very important Office and the incumbents shall face many challenges.

E. B. Dubé

May 16, 1988

Monthly Report (Combined Past Two Months)
2nd Vice-President
Heather Brooker

If all is to be said then this report will be lengthy, my apologies for that fact now. Since my last report, submitted at the March monthly meeting, many things have transpired and I have been extremely busy.

March 23 was a landmark day for two reasons: a demonstration advocating the 7 tables for collective bargaining purposes was staged nationwide and the ADM of Personnel informed us that diplomatic status for support staff abroad would be granted and a telegram of instruction would be going out to all posts the next day.

As Strike Captain for Local 70125 I can report that the demonstration was well attended and our picket line was a success. We counted approximately 70 people and some enthusiastic sisters that were late comers decided to stay after our purpose had been achieved.

As a former participating member of the Committee (headed by President of Local 70137 - Communicators) against the discriminatory practice of a two-tier system for Canadians serving abroad I am very pleased to announce that Management finally saw the light and announced that a telegram of instruction would be going forward to inform all HOMs that attaché status should be sought from Foreign Ministries for support staff serving at a post. It was a long, hard fight and we were prepared to go to court, however, we were granted our status barring that action.

The Equal Pay for Work of Equal Value Study (EPFWOEV) is progressing just slightly behind schedule. Of the 84 personnel (in this Department) selected to fill out the questionnaires all but 15 questionnaires have been returned. The Departmental coordinator and myself are following up with phone calls gently encouraging the selected employees to complete the questionnaires. I will be attending a course the weekend of May 26-28 for evaluation team members as part of the training process to make us ready to meet with Treasury Board when the evaluation teams sit down to assess the completed questionnaires. I will be circulating a petition that weekend amongst participating members for pay equity for team evaluators. I feel this will be an important first step towards true "Equal Pay for Work of Equal Value" so as not to shroud the study in an atmosphere of hypocrisy.

As a result of the last EAJC and the agenda item I forwarded re: declassification of SCYs (APS memo to all SCYs dated January 22 refers) 4 noon-hour seminars (2 French, 2 English) will be held next month - the notice was in last week's Admin Notice. The subject matter will be concentrating on SCY job descriptions and the aim is to apprise SCYs of how job descriptions should be written; where points are allotted and how a job description is compared to the T.B. benchmarks. There are 20 openings in each seminar and I hope they will be full. If the response is positive then more seminars will be scheduled. I also suggested that the seminars be videotaped so they can be sent to missions abroad so SCYs in the field do not miss out on the basis of their geographical location. I urge all SCYs present tonight to attend to keep this initiative afloat so it can become a regular occurrence.

By now all HQ employees will have received the Day-Care questionnaire stapled to their paycheque/stub. All personnel abroad will be receiving theirs as soon as the bag containing them normally arrives at their respective post. With the help of Sister Beauchamp, two brothers in BICO A-3, and an officer in my division we stapled all the questionnaires to 4,000 paycheques/stubs. I will be preparing an analysis of the results to table at a future Day-Care executive meeting. We are actively pursuing all other aspects necessary to set-up an on-site day-care.

I have received numerous phone calls from members seeking advice and guidance on a wide range of issues from excessive overtime concerns to the rotational promotion exercises now ongoing. Appraisal concerns were paramount during the past few months and I have lunched several times with members as well as received phone calls at home and listened to members concerns. With summer upcoming and the posting season at hand the major concern amongst SCYs is the denial of LWOP due to a shortage of SCYs at this time. The result could be several grievances.

I was an observer at the PSAC Convention held in Halifax last month. I made new and renewed contacts on a national level. I suffered a severe disappointment at the defeat of Resolution #10 from the Constitution Resolution book. My aim in the coming year will be to reword the intent of Resolution #10 and resubmit it to the Component Convention to be forwarded to the next Alliance Convention in 1991. If Resolution #10 had been passed it would have made a provision for those members who find themselves in a temporary position of being management exclusion to apply for associate membership to the Alliance. It was an experience that can be called nothing less than an eyeopener and an education in Alliance politics. For the next Convention I hope to be a delegate which would facilitate my having voice and vote in order to support the resolution to reconstitute a provision for associate membership. For if there is one former member (that could well become a future member) that is denied representation in their hour

of need, that is one too many in my books and I shall endeavour to see that my proposed resolution has the full backing of this Local, our Component and lastly the complete understanding of Alliance convention delegates to protect temporarily excluded members.

I chaired a Labour/Management Committee meeting on Tuesday morning past. The President and a Component Service Officer (Mary Ramsay) were also present. The subject of the meeting was the appraisal system for rotational SCYs. I formulated an agenda containing 6 items on the basis of personal experience and conversations with SCYs that have been both successful and unsuccessful with the present system. The overall impression we got was that Management were aware of our concerns and were receptive to our ideas. Bearing feasibility and legalities in mind some of the fruits of our labours might be implemented at some future date (it would be too optimistic to hope that all our ideas will be embraced) but for now we await the written reply to the meeting from Management. One of the points I belaboured at that meeting was the necessity for Management to recognize and implement language training for unilingual SCYs so as not to bar them from advancement due to the introduction of the new language bill. For those SCYs who have some form of bilingualism, the necessity to upgrade their language skills so they can complement the language abilities of the senior managers' that they will be expected to work with once they reach the senior levels of the SCY group.

In solidarity,



Heather Brooker