

LOCAL 70125 (EXTERNAL AFFAIRS)

REGULAR MONTHLY MEETING

MONDAY, NOVEMBER 19, 1979

7:30 p.m.

53 Queen Street, Room 14

1. CALL TO ORDER ✓
2. ROLL CALL ✓
3. ADOPTION OF AGENDA ✓
4. ADOPTION OF MINUTES: October 15 Meeting ✓
5. BUSINESS ARISING FROM MINUTES ✓
6. LOCAL 70125 PROPOSED BY LAW AMENDMENTS ✓
7. CORRESPONDENCE ✓
8. REPORTS: a) Executive ✓
b) Standing Committees ✓
c) Group Representatives ✓
9. ELECTION: Third Vice-President
10. NEW BUSINESS:
Nominating Committee Chairman for forthcoming Annual General Meeting
11. ADJOURNMENT

**N.B. THERE WILL NO MONTHLY MEETING IN DECEMBER
(Local By-law 8, Section 1)**

MINUTES OF THE REGULAR MONTHLY MEETING
PSAC LOCAL 70125 (EXTERNAL AFFAIRS)
HELD AT 53 QUEEN STREET, ROOM 14
NOVEMBER 19, 1979

1. The President called the meeting to order at 7:35 p.m.

2. PRESENT: Françoise Maher President
Margaret George Blagrove 1st Vice-President
Pat Lalonde 2nd Vice-President

COMMITTEE REPRESENTATIVES

Joan Jeakins, Membership
Rick Murray, Education
Ed Walsh, Steward

GUEST:

Don Larkin, National Director
Countries Outside Canada

GROUP REPRESENTATIVES

George Stewart, AS Chairman
Barry Kemball AS Delegate
Garry Curtis CR Vice-Chairman
Harold Ade CR Delegate
R. Belair CR Delegate
L. Tinsley, Rotational CR Research
Group

3. ADOPTION OF AGENDA

M/S/C Harold Ade, seconded by R. Murray agenda adopted as presented.

4. ADOPTION OF MINUTES - October 15 Meeting

F. Maher pointed out that "Motion by Don Larkin that for the purpose of this meeting;" etc. should read: "Motion by Barry Kemball that for the..." etc.

M/S/C D. Larkin seconded by J. Jeakins Minutes adopted as corrected.

5. BUSINESS ARISING FROM MINUTES

a) At the suggestion of André Laporte, letter has been sent to Don Larkin to look into PSAC Group Life Insurance Plan concerning benefits.

b) clarification on the percentage of cutbacks. Letter available on Control file for members needing clarification.

c) display rack and notice board in the lobby of LBP Building for Union purposes only and shared with CM Local 70371.

No. 9, under NEW BUSINESS. The President does not think that under the present circumstances that she can be available for a week in Toronto to attend OFL Convention. There will be no money involved for that purpose.

Page 3 - CR Group Report: Harold Ade specified he did not recall saying that he would report at the next meeting but a special report of a LMC Meeting of September 28 concerning diplomatic passports for admin staff had been given to the President. The President confirmed this and said the Minutes of the LMC Meeting of September 28 would be circulated separately.

Page 2 - President's Report, last paragraph. Don Larkin queried how successful the series of noon courses on matters of interest to the members were. The President asked Rick Murray, Education Representative, to elaborate. Rick reported that the attendance is quite successful but more publicity is needed. The courses are very interesting and informative. The President asked

Rick Murray if posting a notice near the entrance of the cafeteria might be helpful and if he thought so, could he do it for the next session. Rick confirmed that it would be advertised.

M/S/C B. Kemball, seconded by Ed Walsh that Minutes be adopted as corrected.

6. PSAC LOCAL 70125 PROPOSED BY-LAW AMENDMENTS

The President suggested a Committee of the Whole then passed the Chair to George Stewart assisted by Barry Kemball.

Copies of Local By-laws as revised in 1978 and copies of the proposed amendments were made available to all members present at the meeting. All proposed amendments were discussed at length and members present agreed in majority.

The subject will be raised at the Annual General Meeting in February for a vote of acceptance or non-acceptance by the general membership. It will be included in the Annual General Meeting Agenda and posted a month preceding the meeting.

One of the reasons given for the proposed amendments to the By-laws, is the fact that the CM Group (approx. 250 members) have now formed their own Local, it is felt that fewer elected members are now required on the Executive of Local 70125.

MOTION: Barry Kemball: "I am making a notice of motion that the proposed amendments to the By-laws of Local 70125 (External Affairs) as presented at this meeting be embodied in the notice of the Annual General Meeting."

George Stewart: "I second that motion."

The President returned to the Chair.

7. CORRESPONDENCE: See Annex A

M/S/C Françoise Maher, Margaret George Blagrove that list of correspondence be accepted as presented.

8. REPORTS

President's Report See Annex B

First and Second Presidents' Report covered in the SCY Group Report

Treasurer's Report:

RECONCILIATION FOR OCTOBER 1979

1.	Cash on hand as of September 30, 1979	2119.04	CR
2.	Revenue for October 1979	1504.00	CR
3.	Expenditures for October 1979	1499.28	DR
4.	Equals cash on hand as of October 31, 1979	2123.76	CR
5.	Outstanding cheques (Nos. 955 & 956	243.00	CR
6.	Equals bank balance per statement October 31, 1979	2366.76	CR

FINANCIAL POSITION

Cash on hand (in bank)	2366.76
Petty Cash Advance	50.00
Saving Certificates	5000.00
	<u>7416.76</u>

Prepared by: L. Kemball, Office clerk

Because of the absence of André Laporte, Treasurer, who is now on temporary duty, it was suggested that report be tabled at next meeting.

M/S/C F. Maher seconded by B. Kemball that financial report be tabled.

COMMITTEE REPRESENTATIVES REPORTS

Education: Rick Murray asked that members be more involved in the publicity of Union activities mainly the weekly information sessions about our Union. Words of mouth sometimes give better results than posters.

GROUP REPRESENTATIVES REPORTS

AS: George Stewart: The AS Group had asked for some money as a donation for the group's Christmas spirit. As we were getting organized, we learned that the EARO was having a wine and cheese party so we have cancelled any plans for the time being and will not need any money for the AS group from this year's budget.

M/S/C G. Stewart, seconded by B. Kemball that report be accepted.

CR: Harold Ade, CR Delegate spoke on behalf of Adam Blackwell. The CR group held a meeting on November 15 at which time elections were held for a new executive. A. Blackwell was elected Chairman and Gary Curtis, Vice-Chairman. Also elected were delegates and alternates.

There had been no major activities until about June when the CRs were called at a meeting to discuss the matter of the proposed concept of the rotational AS Group. About 100 CRs attended. Even though no definitive decision was reached at that meeting, we did decide then to form a CR Rotational Research Group. Since then, there has been a few meetings, Working Paper No. 1 prepared and sent to all Rotational CRs at home and abroad asking for their support. The replies are encouraging but we are still expecting a lot more.

M/S/C H. Ade, seconded by Ed. Walsh that report be accepted.

PRC: Ed Walsh reported that nothing has been heard about plans re Security Managers position for the group. No one can confirm if it will be carried through or not.

M/S/C Ed. Walsh, seconded by H. Ade that report be accepted.

SCY: Margaret George Blagrove and Pat Lalonde reported the following:

Since our last meeting, the special ST Group Committee has formulated their report to the Minister on Causes for Concern and Recommendations. This report was taken to the Minister's Office on Friday, November 16.

A copy of the report was also given to Mr. Gordon Smith (GSS) at his meeting with ST Group members on November 19. Several good points were raised with Mr. Smith at this meeting and follow-up is to come. (150 members attended the meeting).

In discussion with members of Personnel Bureau, Margaret George Blagrove and Pat Lalonde have obtained commitments from members of that Bureau to attend future meetings of the ST Group in relation to topics as follows:

Posting Procedures	Appraisal Reports
Job Classifications	Promotions
Career Development	

Meetings in this regard will be organized in the near future and will average approximately two per month.

M/S/C P. Lalonde seconded by M. George Blagrove that report be accepted.

9. ELECTION: Third Vice President - Tabled at next meeting.

10. NEW BUSINESS:

Nominating Committee Chairman: The President confirmed the acceptance of Charles Landon as Nominating Committee Chairman.

M/S/C F. Maher seconded by H. Ade.

The President read a letter from Local 261 (Hotels, Clubs, Restaurants and Tavern Employees' Union) received through the National Component, concerning assistance to outside Unions.

11. ADJOURNMENT:

M/S/C Ed. Walsh, seconded by Harold Ade meeting adjourned at 10:00 p.m.

EXTRACT OF CORRESPONDENCE RECEIVED SINCE OCTOBER 15 MEETING

1. Oct. 26 Donation for \$50.00 sent to the Labour College of Canada
2. Oct. 16 From Staff Relations and Compensation, APO response to Staff Side's submission of Sept. 14 on single assignments abroad.
3. Oct. 9 Received Oct. 22. From National Component, G.37/79 re Courses for Members Located in Isolated Areas. Distributed to Executive, R. Murray and Ed. Walsh.
4. Oct. 18 From C. Dann, PSAC Services Officer, copy of the 'Recommendation Concerning War Risk Limitation under the Disability Insurance Plan'
5. Oct. 26 From C. Dann, letter addressed to M. Sheldon, IS Group Representative Re: Information Services Bargaining.
6. Oct. 25 From National Component to a Member of this Local, re: Furlough Leave.
7. Oct. 26 Poster from this Local advising Members of a series of information conferences starting Oct. 24 between 12:00 - 12:30 in LBP Building.
8. Oct. 31 From National Component re: Strike Preparedness. Distributed to Executive, Group Representatives and Standing Committees-
9. Oct. 26 From L. Fucile, National Component to Director of APO re: Position of Deputy Director for Creative Services.
10. Nov. 2 R. 135/79 from National Component, re: Dental Plan
11. Oct. 26 G.38/79 from National Component. Received Nov. 7 re: 1980 PSAC Winter-Spring Education Schedule in Residence Courses. Distributed to Executive, Standing Committees and Display Rack.
12. Oct. 26 G.39/79 from National Component. Received Nov. 7 re: National Component Scholarship Awards to Labour College of Canada.
13. Nov. 1 R.136/79 from National Component. Received Nov. 19 re: Assistance to Outside Unions.
14. Nov. 7 From C. Dann to a member in Paris re Colour Television Grievances.
15. Nov. 7 From Labour College of Canada letter of Thanks re \$50.00 Donation.-
16. Nov. 8 to APRS attaching original copy of the Summary of Labour/Management Committee Meeting on Insurance Benefits signed by Local's President.
17. Nov. 8 From Local Office to National Component re G.36/79 Monitoring of Cutbacks.
18. Nov. 14 From Local President to D. Larkin, National Director Countries Outside Canada re: information about the benefits to be derived from the PSAC Group Life Insurance Plan.
19. Nov. 16 From J. Sparks to President of Local. Letter of resignation as Recording Secretary Local 70125.

N.B.

Re: Working Paper No. 1 - Rotational CR Research Group Questionnaire dated October 4, 1979. Response from home and abroad is very encouraging. Thank you for participating.

PRESIDENT'S REPORT - Presented by Françoise Maher

The following covers the main items which have come up since the last monthly meeting.

The PSAC warned members that "the PSAC has not requested Kay & McCabe Ltd. to establish a dental plan on behalf of members". The Alliance is presently negotiating a dental plan at the National Joint Council for all public servants and it is anticipated that a plan will be in force sometime in 1980.

Announcement has been made of the National Component \$2,500 grants for two (2) scholarships a year to the Labour College of Canada. The 1980 session will be held from May 24 to July 19, 1980. Members in good standing are invited to submit their application for consideration. For information, contact this Local's office.

All Locals have been asked to appoint a strike captain from among members who are in an occupational group which have opted for the conciliation/ strike route and for which "notice to bargain" has been given.

Realizing once again that members had difficulty attending week-end courses because of lack of children care facilities, the PSAC has for the first time provided such a service on the occasion of the steward course held the weekend of November 17-18, 1979.

In-residence courses are announced. The President of this Local attended such a course and advises members interested in Union matters to register.

A series of courses has started on Wednesday, at noon, in the Pearson Building. This is where your questions could be answered. We hope that more members will take advantage of these courses.

Representatives of a few Locals representing employees of External Affairs have visited nine moving and storage companies in Ottawa to see how long term storage was handled. General evaluation:

- Excellent: Duprix Moving Co..
Hill Security
- Very Good: Boyd's
Tippet-Richardson
Moloughney's Moving
- Good: Curry's Moving
Dickson Moving.

On November 15, the CR group elected its new executive.

The President has to announce that one of the members in long and good standing has tendered her resignation from the position of Recording secretary. Joan Sparks has decided to leave External Affairs. She has been very active in various capacities within this Local since nearly its beginning and is to be remembered as one of those who kept the fire burning. We wish her the best for her future accomplishment.

November 19, 1979

PRESIDENT'S REPORT - Presented by Françoise Maher

We have been given copy of an answer by PSAC President to a protest about the maintenance of Vice-President Wyllie's salary. This will be read at the January meeting in order to decide if this Local should protest at the next Board meeting in a few days. (Excerpt of letter attached).

A meeting was held with some DAs at the request of PSAC to determine reasons for designation of certain DAs in case of a strike. Another meeting with Management will be forthcoming.

There have been inquiries from External Affairs Services Officer, Chris Dann, to the Chief of Staff Relations, John McCann, on Occupational Safety Policy Departmental Programs and Joint Safety Health Committees and with various locals related to External Affairs on technological change. Members who have some comments to make on occupational safety and actual and foreseen changes or problems brought by technological changes are urged to let Local 70125 know so that we can work for you, reason why your representatives were elected.

The question of choosing statutory holidays at one post was brought up. What are the pros and cons of having same holidays as the ones in the country of work. Please let your Local know.

This Local has just received copy of a letter to APR from past president Moe Lambert, now in San Jose, protesting against some of the contents of the booklet "Privileges granted to diplomatic and consular representatives in Canada, a general information bulletin" published September 1979. Is he the only member that has something to say for or against its content? Please let your Local know.

The executive of this Local hope that members read PAN Notices where up to date news on EAJC meetings are reported every two months. Priority number one is given at this moment to Diplomatic passport as a means of security.

The executive of Local 70125 want to extend to all its members their best wishes for a Happy New Year.

Françoise Maher
President

January 21, 1980

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The following is an excerpt of a letter from PSAC President, A.I. Stewart in reply to a protest from a Regional Vice-President concerning Vice-President J. Wyllie's salary.

"This is in reponse to your letter of October 31, 1979 in which you register your dissatisfaction with the decision of the National Board of Directors' decision to maintain Vice-President Wyllie's salary at the pre-convention level and also with a statement that appeared in the Weekly Newsletter regarding dental plans.

I have noted your opposition to the Board's decision with regard to Vice-President Wyllie's salary and I wish to provide some information which was prepared in response to other questions. Whether or not you agree with what transpired, I hope it will give you a clearer understanding of what has taken place since the Convention.

As reported in the Minutes of the September meeting of the Board, the following motion was placed before the Board and subsequently carried:

"That Brother J.K. Wyllie whose position due to an election change from the SX-2 classification to SX-1 be considered as a lateral transfer and he remain at the same rate of pay."

The argument was advanced that Vice-President Wyllie's salary should be maintained at his previous level since that is the manner in which we expect to have the Employer treat a Public Service employee. I believe that this argument was the central theme of the debate.

The effect of this decision, provided it is not subsequently altered, according to my interpretation is that the present salary is frozen. The SX salary ranges are normally reviewed annually with effect from April 1. In accordance with our policy, any increases approved by the Governemtn for these levels, are automatically applied to the salaries of the five elected officers. These increases will not, however, be applicable to Vice-President Wyllie's salary until the maximum of the SX-1 salary range exceeds his present salary. On the basis of increases granted over a period of the past five years, I believe I could forecast that this would not happen before April 1, 1981.

The statement has been made that the salaries for the elected officers were established by the Convention. On the basis of the deliberations of the Convention as recorded in the verbatim report, I cannot unfortunately substantiate that statement. A delegate requested the Chairman of the Finance Committee to provide the Convention with the salary levels of the elected officers. The delegates were given the actual salary of each incumbent. It was unfortunate indeed that this specific matter was not raised on the convention floor following the lectures on the final day.

The question has also been raised as to whether the motion was in conflict with the budget adopted by the Convention. I don't believe that either the budget presented or the explanatory notes to the budget were specific enough to draw that conclusion. The salaries of the elected officers were included in budget item 3 "Salaries (excluding Group Insurance Program)" which included all staff salaries as well. The explanatory note to item 3 in Appendix "A" page 2 read as follows:

"Salaries were costed on the basis of salaries being paid, plus the cost of the nine additional Regional Representatives and four additional support staff, plus a portion of the cost of salaries to fill vacancies, plus estimated overtime costs, plus 8½% for 1979; 10% for 1980 and 1981."

Most certainly increases in the salaries of the elected officers for the years 79-80 and 81 will not approach the percentages forecast for this item.

Immediately following the Convention, I reviewed P.S.A.C. Regulation No. 17 and concluded that Vice-President Wyllie was entitled to receive the maximum salary for the SX-1 level. This was discussed with the other officers and implemented. When this decision became known, the matter was placed on the agenda for the September Board of Directors' Meeting and the Board, by a majority vote, decided otherwise.

I have been asked to provide the reasoning behind the Board's decision. Quite frankly that is an impossibility. Only individual Board members can provide you with that insight. In many cases members of the Board vote on issues on which they have not spoken, I am not being critical since as in all bodies, all members are not expected to speak on every issue, and one would have to be a mind reader in order to state their reasoning.

Several requests have been received in this office asking that this decision be rescinded. If that is your wish, I would suggest that you contact your Component President with a request that the matter be raised at the next meeting of the Board. For your guidance under our Rules of Order such action would have to be raised as a motion to rescind which, in order to pass, would have to receive the support of two-thirds of those voting."