

PSAC LOCAL 70125 (EXTERNAL AFFAIRS)

MINUTES OF REGULAR MONTHLY MEETING

NOVEMBER 16, 1987

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

2. **PRESENT:** Gary Doherty, President
Eunice Dubé, First Vice-President
Heather Brooker, Second Vice-President
Molly Beauchamp, Secretary
Les Cundell, Treasurer & National Director, Countries
Outside Canada
David Adcock, Alternate National Director, Countries
Outside Canada
Bill Gloss, CR
Paulette Chartrand SCY
Peggy Coupland, SCY
Robert Phillips, SI
Diane Crouse, SI

3. **ADOPTION OF AGENDA**

Motion by David Adcock:

That item 8(c) Honorarium be moved to item 4.

Seconded by Robert Phillips.

Agenda approved and carried as amended.

4. **HONORARIUM COMMITTEE REPORT** Submitted by Diane Crouse

SEE ANNEX A

M/S/C D. Crouse, seconded by R. Phillips. Carried.

President Gary Doherty, on behalf of the Executive thanked the members of the Honorarium Committee.

5. **MINUTES OF OCTOBER 19 MEETING**

M/S/C R. Phillips, seconded by D. Adcock. Carried.

6. **BUSINESS ARISING FROM MINUTES**

N I L

7. **CORRESPONDENCE** **ANNEX B**

Item 7 re CLC Women's Conference January 27-30/88 in Ottawa.

Molly Beauchamp asked Gary Doherty if he still had the correspondence received. G. Doherty answered in the affirmative.

8. **PRESIDENT'S REPORT:** Submitted by Gary Doherty

ANNEX C

M/S/C Gary Doherty, seconded by B. Phillips. Carried.

Discussion followed.

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

ANNEX D

M/S Eunice Dubé, seconded by David Adcock.

President, Gary Doherty left the Chair to speak on the last Paragraph of the 1st. Vice-President's report - Contracting Out.

The President resumed the Chair.

Second Vice-President's Report: Submitted by Heather Brooker ANNEX E

The Second Vice-President's Report and Rotational SCY Report Representative were combined into one.

M/S/C H. Brooker seconded by Bill Gloss. Carried.

Discussion followed.

SECRETARY'S REPORT: Submitted by Molly Beauchamp

ANNEX F

M/S/C M. Beauchamp seconded by Les Cundell. Carried.

TREASURER'S REPORT: Submitted by Les Cundell

RECONCILIATION AS OF THE END OF SEPTEMBER 1987.

1. Cash on hand as of August 31, 1987	2913.84
2. Revenues for September	5267.20
3. Expenditures for September	4737.90
4. Equals cas on hand as of September 30/87	3443.14
5. Unpresented chaeques	1105.72
6. Equals bank statement	4548.86

FINANCIAL POSITION

Cash on hand	3443.14
Strike Welfare Fund	3000.00
Local 70125 Contingency Fund	1000.00
Accummulated Interests	414.79
	<u>7857.93</u>

M/S/C Les Cundell seconded by H. Brooker. Carried.

9. NEW BUSINESS

a) Finance Committee

The following members volunteered to be part of the Finance Cttee.

Bill Gloss
David Adcock (to be contacted)
Les Cundell
Gary Doherty

b) Budget Committee

Les Cundell Gary Doherty Heather Brooker Pierrette
Chartrand Diane Crouse

c) ANNUAL GENERAL MEETING 1988

Approved date for the AGM is February 15, 1988

10. ADJOURNMENT

M/S/C G. Doherty, seconded by B. Phillips that meeting adjourn at 8:45 p.m.

PRESIDENT'S REPORT: Submitted by Gary Doherty

Since our meeting in October I have been involved in the following activities:

5 consultations with Staff Relations;
2 consultations with Staffing;
meetings with members of the Local executive;
I have filed 7 grievances and transmitted 6
to second level;
34 inquiries from employees.

I attended the European Seminar in Athens in my capacity as Alternate Vice-President Regions Outside Canada. This gave me the chance to discuss problems with our members abroad. I was very impressed by the amount of material that was covered in just two days.

Our Office Manager and myself went to look at office space on Queen Street and met with a representative of Royale Lepage. In addition we were given a tour by the President of the DRIE Local of their office space in that building.

The EAJC scheduled for November 18 has been postponed until December 2, 1987.

There will be an information meeting for all Local Presidents at 5:30 p.m. at the PSAC Regional Office and I will be attending.

November 16, 1987

REPORT OF THE FIRST VICE-PRESIDENT

Submitted by E. B. Dubé

At our last regular monthly Meeting, was bestowed the position of First Vice-President replacing Sister Carol Chilton who has departed for greener pastures. She will be missed.

The following is a list generalizing the activities which have kept me busy since my last report:

Served in capacity of Acting President for Local 70125 during Mr. G. Doherty's absence to attend the European Seminar. A report summarizing the events which occurred in his absence was submitted to the President last week.

Looked into a pay issue and feel an acceptable solution was arrived at

Spoke to Member and am following up on question of LS Group equalization pay.

Met with Staff Relations for Member relieved of responsibilities.

Spoke to Office Manager.

Spoke to and met with Second Vice-President.

Spoke to several people at PSAC.

Spoke to Member on sick leave at home and closely followed the chain of events she was subjected to. Had a meeting with Staff Relations and met with Member again. Tried to convince Member not to hand in resignation but to no avail. Member resigned but sincerely feel that it was what was best for her due to her state of health. She is happy and on the road to recovery.

Was asked for Intent to Appeal Form and advised Member to pick one up from Staff Relations.

Was approached by Member concerning matter of Elective Service.

Advised and met Members with the possibility of the filing of three grievances.

Spoke to and met with five Members seeking advice on problems they had encountered in their workplace.

Am made aware daily of the discontent of the Membership with contracting out and the hiring of terms and they are all hopeful that something can be done about it. Heard from a few smokers - they are not pleased with the designated areas. Spent many hours on telephone conversations with Members discussing general and particular problems always trying to advise them on the best course of action to follow to resolve situations. Some listen, some don't. Will keep on trying. So ends a hectic period and so ends my report.

E. B. Dubé

Report by 2nd Vice-President

Heather Brooker

Since our last monthly meeting I have been very busy. I have had 5 working lunches with members of the Executive and Union members with concerns. One was to discuss the successful outcome of a request to Personnel that we had originally thought may result in a grievance. The employee is very happy and has consequently asked me to pass on her thanks to all who work for members.

I have attended a 2-day course on Equal Pay for Work of Equal Value earlier this month. I have been appointed Regional Coordinator and have been working in conjunction with the Departmental Coordinator on presenting the 84 employees selected to fill out the questionnaire on their particular position. I have had many phone conversations with Robert Charron (APSC), who is now away for a month and being replaced by Alan Dillon for the next month. We talked briefly today about possible substitutions for employees who do not fit the description that has been provided by Treasury Board, I will be in touch with him as to when the next briefing of employees will be taking place. In that regard Mr. Charron and I have briefed 6 employees earlier this month and it went very well. We also had a lengthy meeting to discuss substitutions and the A. Dillon phone call was a follow-up to that meeting. The Department is being very cooperative about this Joint Union/Management Initiative and I have offered my services in what ever way I can to ensure that all possible information is afforded the selected employee when filling out their questionnaire. In this respect I have also submitted my resume and request to the National Component to be considered as a member of the future Evaluation Teams to be made up to assess the 4,419 questionnaires being filled out by Public Servants nationwide.

The survey of the SCYs for proposed posting policy change has now passed the submission deadline and all the answers are in. From both HQ and abroad an average of 30% answered, of that 30% approximately 92% are not interested in the proposed change. A more detailed report on the answers received from abroad is being prepared (is in the preliminary stage) and will be ready for the next meeting tentatively scheduled for next week. I have spoken with the Component President on this issue and he is away this week and wishes to be present at the next meeting therefore it has been postponed until next week. Those persons from the Unionside who will be present at the meeting will be meeting prior to the meeting with Management to discuss what aspects of the report from the survey will be conveyed to Management.

Other than the above-mentioned I answer routine questions from members all the time as they see me in the halls, in the cafeteria or come to my desk for a visit. I also have plans for the ensuing months in keeping the SCYs alerted (or possibly calling a meeting of all SCYs) as to Management's position in light of their feelings on the new proposed posting policy.

Heather Brooker

November 16, 1987

SECRETARY'S REPORT: SUBMITTED BY M.J. BEAUCHAMP

Since our last monthly meeting I attended the National Component's Equal Opportunities Committee meeting representing Regions Outside Canada. This meeting took place in Montreal on November 4-5. I found the meeting to be very interesting and there is a lot of work being planned to get accomplished within the next three years. I have been assigned the technological change portfolio which will involve doing a report on what is happening with technological change in the government today, problems that are being encountered and possible solutions to these problems. This area is of great importance to External Affairs employees, as the Department is introducing COSICS and FINEX within the next three years, there could possibly be a great number of positions affected and we need to look at ways and means of dealing with this problem now before it is too late. I have also been assigned to the sub-committee who is looking after the logistics of planning an EO Conference in 1989. This will involve looking into the possibilities of where to have the conference, when, and how many participants to attend.

After the EO meeting ended on November 5 I stayed on in Montreal to attend the PSAC National Women's Conference which lasted until November 8. Again this was a busy time for everyone as there always is so much to accomplish in a short period of time. I was involved in the Affirmative Action workshop (of which there were 7 altogether). We worked on resolutions to be put forward at the plenary session which was held on November 8. There were 62 resolutions put forth at the plenary session and 33 were passed to be put forth at the PSAC Convention in Halifax. As this was my first Conference I found it a very worthwhile experience for me as I learned a great deal.

During the month I have had informal conversations with members re appraisals, job descriptions, dental plan but no one wishes to go any further i.e. grievance procedure. They want to know what they should do and what their rights are and that's where it ends.

M.J. Beauchamp