

Local 70125

external affairs



PLEASE CIRCULATE

VEUILLEZ CIRCULER

REGULAR MONTHLY MEETING
MONDAY, NOVEMBER 20, 1995

ASSEMBLÉE MENSUELLE
LUNDI, LE 20 NOVEMBRE 1995

7:30 P.M.
246 QUEEN STREET
ROOM 202

7:30 P.M.
246 RUE QUEEN
PIÈCE 202

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 DIRIGEANTS
3. ADOPTION DE L'ORDRE DU JOUR
4. COMPTE-RENDU DE L'ASSEMBLÉE PRÉCÉDENTE
5. DÉBAT DU COMPTE-RENDU
6. CORRESPONDANCE
7. RAPPORTS
Dirigeants
Comités
8. AFFAIRES NOUVELLES
9. FERMETURE

Section Locale 70125

affaires extérieures

ASSEMBLÉE

MEETING

PSAC LOCAL 70125

MINUTES OF REGULAR MONTHLY MEETING

NOVEMBER 20, 1995

1. The meeting was called to order at 7:30 p.m. by President Dubé.

2. **ROLL CALL:**

Present: E. Dubé, C. Pyl, L. Cundell
J. Kruithof, W. Gloss, R. Francis

3. **ADOPTION OF AGENDA**

M/Pyl S/Cundell Carried

The following items were added under "NEW BUSINESS":

- | | |
|---------------------|--------------------|
| a) Photocopier | b) Christmas Party |
| c) Supplies | d) EO Conference |
| e) Budget Committee | f) Inventory |
| g) Resignations | h) Food Bank |

4. **MINUTES OF PREVIOUS MEETING**

M/Kruithof S/Pyl Carried

5. **BUSINESS ARISING FROM MINUTES**

The filing system is coming along. President Dubé commented that it is getting better and better all the time.

6. **CORRESPONDENCE**

NOV 2 from Ottawa Food Bank: This was a \$200 donation made on behalf of the Component and Locals were asked to consider making donations.

REPORTS**Executive****a) President's Report**

M/Dubé

S/Cundell

Carried

In adding to her report, President Dubé commented that while Management has the right to downsize and reorganize, the Union can make a challenge if employees affected do not receive fair and equitable treatment and receive all entitled benefits - e.g. if permanent employee must leave and two terms are allowed to stay.

One member suggested that a letter be done and sent to all members since they do not understand the degree to which we are restricted as to what we can do.

Spousal Employment: Union could challenge if a Canada-based employee is brought back and replaced with a spouse. J. Kruithof also attended meetings of the Foreign Service Community Association. Both the Local and the Association expressed the view that you pretty well need two incomes these days, so spousal employment is certainly a concern.

Meeting with Mr. Normand: President Dubé said that he was amazed that there were no job descriptions with respect to the CRs in Finance and the new Geographic Desks. He promised that they would be forthcoming.

CR Reclassification: President Dubé checked into the legality of holding the exam (A number of positions in Finance are to be reclassified to CR-5 from CR-4). The union cannot do anything to prevent this exam from being held since it is a knowledge exam. Those passing the exam are automatically reclassified to CR-5. Those who don't pass will have their training period extended until they are successful - i.e. their jobs are secure. Management ensured that the purpose of the exam was not to eliminate any one individual or any one position; it is simply to meet certain criteria (knowledge).

b) First Vice-President's Report

M/Pyl

S/Kruithof

Carried

First impressions of EO Conference attended just over a month ago were positive.

Several former colleagues in Place Vanier who were CRS have been reclassified to EGs.

Planning to take next Steward Course.

c) Treasurer's Report

M/Cundell S/Pyl Carried

July, August, September and October financial statements were presented.

The Treasurer stated that we are in a position to make arrangements to have the accounts transferred to the Royal Bank.

Committees

a) FSD Committee

M/Kruithof S/Gloss Carried

The question of Rental Shares is currently being looked at. Rental Shares can be collected in one of three ways:

- It is taken out of allowances. This is the most preferred method.
- Write a cheque in Canadian funds.
- Write a cheque in local funds equivalent to the Canadian rate.

There were only a few responses to the FSD Input Call.

b) Health & Safety Committee

M/Pyl S/Cundell Carried

It was a busy month for this Committee. C. Pyl attended meetings in both the Pearson Building and Place Vanier.

Pearson Building: Two meetings were held. The first one dealt with asbestos removal, and project managers and construction people were briefed. This is a full-scale project; proper clothing must be worn, etc. The work would be completed after work hours (6:00 P.M.) and during the weekend. All air circulation systems would be shut down and everything would be plastified. Tiles are to be removed; every second one had traces of asbestos. There was a notice placed in Panorama with the Health & Safety Committee phone numbers.

The second meeting dealt with the corridors in A-G. They had been full of supplies and materials. Public Works, Labour Canada and the fire marshall were called. A stop work order was issued to local managers. If the corridors were not cleared of the supplies and other materials, everyone would have to leave. Quick action was taken to clear the corridors.

Place Vanier: Meeting went well. It dealt with air quality, elevators and smoking. These items are all ongoing concerns.

Air quality: Public Works spoke to building management. A lot of money was spent on the air quality system. A number of complaints were received from one particular area (headaches, drowsiness). At the meeting, this was raised with Public Works. About 15 minutes after the meeting, a building engineer came. He and C. Pyl toured the area and spoke to people. Next day the engineer returned to measure the CO2 levels and maintenance officers were contacted. Oxygen level improved and CO2 levels went down.

Smoking: People are not allowed to smoke in garage. Signs are posted throughout but the policy is not being enforced by management. It was suggested that Public Works talk to management. Public Works official is to get back to C. Pyl.

8. NEW BUSINESS

a) Photocopier

L. Cundell stated that nothing was on our files to indicate that the photocopier was rented, not owned, other than the invoice from Xerox. A letter was written November 16 arranging for the pickup of the old machine.

b) Christmas Party

M/Cundell S/Gloss Carried

That \$2500 be put aside for the Party, in order to cover the cost of wine and food, as well as other expenses.

It was suggested that in light of French nuclear testing, other wines be purchased. Last year, the costs associated with the Party came to just under \$2000.

c) Supplies

M/Cundell S/Kruithof Carried

That \$400.00 be set aside to purchase various supplies - e.g. clock radio, cassettes, stationery, etc.

d) EO Conference

M/Gloss S/Pyl Carried

That Treasurer be reimbursed for time off work. He had to take whole day off, but his flight left in the afternoon.

e) Budget Committee

This Committee is comprised of W. Gloss, C. Pyl and L. Cundell. The Committee will sit in January or February, prior to the Annual General Meeting.

f) Inventory

With respect to the insurance policy, L. Cundell will compile an up-to-date inventory.

g) Resignations

The resignations of the Second Vice-President and Third Vice-President were tabled. President Dubé expressed appreciation to both for their contributions and also mentioned that P. Coupland would continue to help out whenever she could. She also mentioned that the Vice-President for Outside Canada was resigning as of December 31 at 5:00 P.M.

h) Food Bank

M/Gloss

S/Francis

Carried

That \$100.00 be sent to the Ottawa Food Bank by the Local.

President Dubé stated that if other requests were received, they would be considered as well.

HAPPY HOLIDAYS TO ALL!!!

EB Dube
20/11/95

REPORT OF THE PRESIDENT Submitted by E. B. Dubé

Since our October meeting, the Department has been a bee hive of activity. Some areas are in the process of yet another reorganization, while others are still waiting for new job descriptions and reclassifications. Numerous questions have been brought forth and, as a result numerous meetings were called.

A meeting was convened by our Assistant Deputy Minister of Personnel, Mr. Judd. I attended with Doug Chalk, President of the National Component, Brother Doherty, Vice-President, Outside Canada, our Service Office, Mary Ramsay and Lloyd Fucile the Executive Secretary, National Component. Numerous items were discussed including reviving the Union Management meetings which were held every two months. It would seem, that once again, all Unions which exist within DFAITC will sit jointly with Management to resolve issues of concern to our Members. Staff Relations will shortly be sending a draft of the new Terms of Reference to us for comments. There were also two meetings held to explain the changes taking place in the BICOs and I have discussed several facets of these changes with Members and Management alike. We will be kept informed as the Pilot Project evolves. We are also closely following the project and comparing notes with other Unions involved. A meeting was also held to discuss issues of concern to a group of CRs in Finance. We have asked Staff Relations to address some concerns we had and have requested official job descriptions for our Members as well as answers to situations that pose problems for them. The Health and Safety meeting finally took place and we seem to be making progress. The Committee members and advisors were identified in Panorama and an update on asbestos was given adequate space by way of information to concerned employees.

Other than that, the usual - grievances, interpretations of the collective agreements, E-Mail from missions seeking advice and calls from Members who wish to be accompanied to meetings. I heard a rumour that some mail was circulating to all Rotational CRs pointing out their dissatisfaction with their dwindling numbers. In as much as I feel deeply for anyone whose position is cut, I cannot challenge Management's right to downsize, reorganize, etc.. I can only ensure if asked for help by Members that everything is carried out in a fair and equitable manner and that they receive all the benefits they are entitled to. In the text of these messages circulating we were referred to as " the wine and cheese union", so, I would like to remind you that our Wine and Cheese will be held on the 14th of December in the Skelton Lobby starting at 5:00 p.m. I sincerely feel that with all the other hardships we have had to endure over the past years, that our Members are at least entitled to a decent Christmas Party as it is perhaps the only manner that a good number of our Members receive something from the Local. What better occasion than that period which speaks of peace on earth, good will to men!!! My conscience is clear. Remember, there is no meeting in December!!