

Local 70125

external affairs



REGULAR MONTHLY MEETING

MONDAY OCTOBER 17, 1988

7:30 p.m.

246 QUEEN STREET, SUITE 202

ASSEMBLEE MENSUELLE

LUNDI le 19 OCTOBRE 1988

7:30 p.m.

246 rue QUEEN, CHAMBRE 202

A G E N D A

1. CALL TO ORDER
2. ROLL CALL
3. ADOPTION OF AGENDA
4. MINUTES OF SEPTEMBER 19/88
5. BUSINESS ARISING FROM MINUTES
6. CORRESPONDENCE
7. REPORTS:
Executive
Committees
8. ELECTIONS
President
Secretary
9. NEW BUSINESS

XMAS WINE & CHEESE
RECEPTION (date)
10. ADJOURNMENT

ORDRE DU JOUR

1. BIENVENUE
2. PRESENCE
3. ADOPTION DE L'ORDRE DU JOUR
4. COMPTE RENDU DU 19 OCTOBRE
5. DEBAT DU COMPTE-RENDU
6. CORRESPONDANCE
7. RAPPORTS:
Exécutif
Comités
8. ELECTIONS
Président (e)
Secrétaire
9. AFFAIRES NOUVELLES

Réception de Noël -
(date tentative)
10. AJOURNEMENT

ASS_MBLEE

MEETING

Section Locale 70125

affaires exterieures

PSAC LOCAL 70125 (EXTERNAL AFFAIRS)

MINUTES OF REGULAR MONTHLY MEETING

OCTOBER 17, 1988

1. **The Acting President, Eunice Dubé,** called the meeting to order at 7:30 p.m.

2. **PRESENT:** Eunice Dubé, Acting President
Heather Brooker, 2nd Vice-President
William Gloss, Treasurer

David Delaney, V.-P. Regions Outside Canada
Gary Doherty, CR and Past President
Barry Honeyman, SI
Ash Babber, EG
Diane Crouse, SI
Jane Oliver, SI
R. McVicar, SI
Barry Kemball, AS

Eunice Dubé pointed out that she had received a note from Donald Larkin (CR) that he was unable to attend meeting as he was having minor surgery that day.

3. **ADOPTION OF AGENDA**

MOTION by Gary Doherty: THAT item no. 8, **Elections** be moved to no. 4, **Minutes of September 19 Meeting.**

Seconded by: Heather Brooker. Carried.

4. Sister **Eunice Dubé** asked **Brother David Delaney, Vice-President Regions Outside Canada** to chair the elections for the positions of **President and Secretary.**

Brother Delaney specified that two positions, that of President and Secretary were to be filled in the election. He asked is everyone present had signed the attendance sheet and if that all members present were card carrying members. It was confirmed that all members present were signed in and members.

Nominations were called from the floor and repeated three times.

PRESIDENT: **Eunice Dubé** nominated by **Gary Doherty** seconded by **Bill Gloss.**
Eunice Dubé elected by acclamation.

SECRETARY: **Diane Crouse,** nominated by **R. McVicar** seconded by **Heather Brooker.**
Diane Crouse elected by acclamation.

5. **MINUTES OF SEPTEMBER 19 MEETING**

M/S/C Heather Brooker, David Delaney. Carried.

6. **BUSINESS ARISING FROM MINUTES**

N I L

7. CORRESPONDENCE (ANNEX A)

- a) Item 11 - Oct 6 Re: New Departmental Area of Competition Policyé Sister Dubé and Sister Brooker was conferring to submit comments on the subject to the National Component by the required deadline. Before submitting comments, all members of the Executive will be consulted.
- b) Item 5 - Sept. 26 Re: Access to mailing lists. All Component Presidents and Local Presidents mailing list could be available on a voluntary basis.
- c) Item 12 - Oct 11 Re: Invitation to attend Union-Management Meeting on COSIC.

A member asked if the membership will be asked for their views and concerns before decisions are transmitted to Management. Eunice Dubé replied that it is her intention to contact the membership of all occupational groups for their comments.

8. REPORTS

PRESIDENT'S REPORT: Submitted by Eunice Dubé (Annex B)

M/S/C E. Dubé, G. Doherty. Carried.

Gary Doherty gave a few comments as a member of the Executive for the period of September 19 until his official resignation on September 30.

Gary attended the EAJC meeting on September 28. It was then reported by the CM President, John Kruithof that 67 countries have replied favourably on giving diplomatic privileges to support staff abroad. Fifteen (15) countries are still holding out.

Gary Doherty also confirmed attending a meeting on workforce adjustment where an employee affected would be offered a "reasonable" relocation employment.

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

(Annex C)

M/S/C H. Brooker, B. Gloss. Carried.

TREASURER'S REPORT: Submitted by Bill Gloss

FINANCIAL POSITION as of August 31, 1988

1. Cash on hand as of July 31, 1988	1333.36	CR
2. Revenue for August	4023.56	CR
3. Less Expenditures for August	3826.94	DR
4. Equals cash on hand as of August 31, 1988	1529.98	CR
5. Unpresented cheque (Taxation)	793.92	CR
6. Equals bank statement as of August 31, 1988	2323.90	CR

M/S/C Bill Gloss, E. Dubé. Carried.

9. NEW BUSINESS

Tentative date for the Xmas Wine & Cheese Reception

December 8 from 5:00 p.m. to 9:00p.m. is the date scheduled for the reception.

MOTION: by Bill Gloss. THAT the Local be allowed to spend to a maximum of \$900.00 for the Xmas wine and cheese reception as budgeted for 1988.

Seconded by H. Brooker. Carried.

It was brought up that a new location may have to be found as the offices of the Local may not be large enough to accommodate the large turn out we have had in the past years. Office Manager, Leonne Kemball to look into the situation and advise the Treasurer.

10. OATH OF OFFICE

Before adjournemnt the President Eunice Dubé asked the Local Past President, Gary Doherty to administer the oath of office to the new members of the Executive.

11. ADJOURNMENT

M/S/C G. Doherty, David Delaney that meeting adjourn at 9:15 p.m.

At our last regular Monthly Meeting, needless to say that I was taken aback when the President announced he was resigning. I am saddened by his resignation but understand his reason for so doing. He has been many things for me, my President, my support during crucial times, a source of information, a patient listener but, most and foremost a FRIEND!! I am encouraged by the fact that he remains on the premises and is only a phone-call away. He has earned the right to take a much deserved rest and what he has taught us will remain. My profound thanks for the guidance, patience, humour and always the ability to find just the right words to motivate when all else had failed.

2. After recovering from the shock, I found myself trying to walk in the shoes of the fisherman, big shoes to fill I assure you. It has been trying, it is a learning experience, I will have some roller skating to do but, I will do my best. So here are a few - items that have kept me involved over the past few weeks:

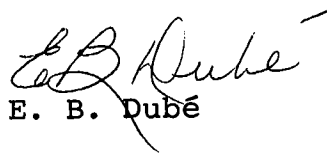
- Call from Member concerning appeal period and letter not received.
- Consultation with Member in connection with acting pay and was asked if Equal Opportunities represented men as well.
- Pay issue settled. Member was owed a large amount.
- Verification of Members' whereabouts for Professional Services.
- Consultation concerning question at interview. Assured Member that question was not rated.
- Meeting regarding possible grievance.
- Contacted by Member and set up meeting. Member decided to wait.
- Received letter of invitation to Seminar in London as EO Representative.
- Spoke to Member vis-à-vis a pending case.
- Attended a meeting on self-funded leave. Another meeting scheduled.
- Advised Member concerning appeal form.
- Spoke to Member and advised re sick leave.
- Spoke to Member concerning previous problem and advised how to proceed Member to call me back.
- Met with Member to discuss request made by Director.
- Was invited to attend one of our Member's adjudication hearing but was unable to due to previous commitment.
- Advised Member to grieve - increment problem.
- Filed appraisal grievance at first level.
- Provided information concerning expiry of AS contract.
- Sent grievance and transmittal forms to Member in Warsaw.
- Consulted with Member in relation to position - time frame.
- Received call from Member - possible grievance.
- Contacted Members of the ED Group, provided them with literature and ballots.
- Met with Member re converted position.
- Spoke to Member and provided minimum and maximum pay scales.

- Discussed at length with many re COSICS interviews.
- Discussed situation of Member on suspension.
- Spoke to Member concerning Make or Buy study. Will follow up.

There are many other developments taking place, pending or still to be dealt with but time does not permit me to list them all right now as, this report would not be ready in time for our Meeting. Will cover them all in my next report.

All there is left to do now is offer my sincere congratulations to Sister Heather Brooker, National Director, Outside Canada and wish her well in all her endeavours. My thanks to Molly-Jo Beauchamp for the information she so aptly provided in relation to EO, her participation and an overview of what has taken place so far. It will help me immensely when I attend the Meeting in Ottawa on October 15th and 16th. My thanks also to L. Kemball for her assistance and cooperation and constant good humour!!

Respectfully,


E. B. Dubé

SECOND VICE-PRESIDENT'S REPORT: Submitted Heather Brooker

Dear Brothers and Sisters:

I am pleased that the democratic decision taken by this Local was upheld by the National Board of Directors in their forum by a majority vote in which I was victorious. My heartfelt thanks goes out this night to my supporters and I shall endeavour to uphold the trust and faith they entrusted in me to perform satisfactorily in this portfolio. I believe I'm off to a good start.

I have accepted the National Component's invitation to attend the European Seminar in London to address the recently negotiated FSDs. It is important for members of this Local in the field to feel "union presence" at this time.

My participation as an evaluator on the "Equal Pay for Work of Equal Value" study is progressing. I've completed a week and one half training course and two weeks of practical application. For the first time in government classification history the employer is taking into consideration: knowledge and skills, mental demands, accountability and working conditions. The desired outcome is not only to prove that female dominated groups (i.e. SCY, CR, DA, LS) have been historically undervalued, and hence underpaid, but to what degree disparity exists between the pay scales of the gender-dominated groups in the federal service. The process is a branch of classification and thus far removed from what I'm used to.

I was approached by training in my capacity as rotational SCY representative to see if I would be available to attend a meeting to discuss my perception of the impact of COSICS on the SCY group. I declined an answer, but expressed interest, until I had time to confer with Sister Dubé. I may be called upon later, and hope I am, but for now Alice Power is leading the charge for SCY views and has been from the outset. I touch base with Alice periodically to express views voiced by members in passing.

It has been a while since the Daycare Parent Association has formally met but we have been in touch by phone. It seems the Daycare is closer to coming a reality and an architect's services have been solicited. An action plan consisting of phases will be developed next. No target date has been discussed although located in another building provisions may be made so I can continue my participation on the executive.

I was approached by a member at post who was seeking information on her rights to have a baby at post and take maternity leave. To date the Department has not drafted a policy and deal with the issue on a case-by-case basis. I believe this Local should adopt a position to persuade the Department to draft policy on this issue, in consultation with staffside, for the benefit of employees, let alone members. I have been approached by PAFSO to consider a united staffside position. Some managers have taken it upon themselves to try and dictate to employees where they will have the baby and whether or not a posting hangs in the balance of a decision to have children while on post. These practices by individuals must be stopped and clearly defined policy should be developed to address this issue and it should be acceptable to all.

HAPPY HALLOWE'EN

October 17, 1988

Heather Brooker