



PLEASE CIRCULATE

VEUILLEZ CIRCULER

REGULAR MONTHLY MEETING

ASSEMBLEE MENSUELLE

TUESDAY, OCTOBER 27, 1992

MARDI, LE 27 OCTOBRE 1992

7:30 P.M.

7:30 P.M.

246 QUEEN STREET, ROOM 202

246 RUE QUEEN, CHAMBRE 202

1. CALL TO ORDER
2. ROLL CALL
3. ADOPTION OF AGENDA
4. MINUTES OF SEPTEMBER 21, 1992  
REGULAR MONTHLY MEETING
5. BUSINESS ARISING FROM MINUTES
6. CORRESPONDENCE

1. BIENVENUE
2. PRESENCE
3. ADOPTION DE L'ORDRE DU JOUR
4. COMPTE-RENDU DU 21 SEPTEMBRE,  
1992 - ASSEMBLEE MENSUELLE
5. DEBAT DU COMPTE-RENDU
6. CORRESPONDANCE

7. REPORTS

7. RAPPORTS

Executive  
Committees

Exécutif  
Comités

8. NEW BUSINESS

8. AFFAIRES NOUVELLES

- A Meeting on Collective Barg.
- B Meeting with Reps for Rk Worker
- C mtg 7th Collective Bargaining
- D EAUC
- E Division of Task
- F Smoking Policy
- G FAT Machine

9. ADJOURNMENT

9. FERMETURE

ASSEMBLEE

MEETING

PSAC LOCAL 70125 - EXTERNAL AFFAIRS

MINUTES OF REGULAR MONTHLY MEETING

OCTOBER 27, 1992

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

2. PRESENT: Eunice Dube, President  
Jacques Quinn, First Vice President  
Les Cundell, Treasurer  
Peggy Coupland, Secretary  
Tom Rainboth, Chief Shop Steward  
William Gloss, National Director  
Outside Canada  
Michel Labreche, Member  
Jim Davidson, Member

3. ADOPTION OF AGENDA

Six items to be added under New Business:

- Meeting on Collective Bargaining
- Meeting with Representative for RA Workers
- Meeting November 7 on Collective Bargaining in Aylmer
- EAJC Meeting
- Division of Tasks
- Smoking Policy

M/S/C Eunice Dube/Les Cundell Carried

4. Minutes of September 21, 1992 Regular Monthly Meeting:

M/S/C Peggy Coupland/Jacques Quinn Carried

5. BUSINESS ARISING FROM MINUTES

In response to a question as to whether Gilles Maurice was in a management position or not, the President advised that she had spoken to him, and he advised her that he was not. The President also expressed concern about his attendance at meetings (for example, 75% attendance is required in order to be eligible to attend the PSAC Convention), and is planning to speak to him further about this.

Alternate for ED Committee - Discussion took place as to two possible names. No name had been chosen.

With respect to the question of purchasing a fax machine, there was no report as to prices or capabilities of various models since Laura Burgess, who was to look into the matter was absent from the meeting. The National Director Outside

Canada stated that anything over \$100.00 must be tabled before purchase could be approved. The Treasurer suggested that a dollar limit be set and if the cost goes over that, approve it at the next meeting. It was agreed on the necessity of a fax machine since it was felt that we are out of touch with members abroad. Once we had one, members could advise us of problems and provide input and suggestions as to collective bargaining and other matters.

6. CORRESPONDENCE

#8 Question was whether it was a grievance or not. It was a notice that Nicole Turmel, Executive Vice-President, would be in Hong Kong from September 23-25 to meet with members.

#10 These were press clippings on various issues of interest to the labour movement as a whole. They were sent to the Local by John Kruithof of our Washington Local. The President read out the titles and stated that they were available for perusal after the meeting.

The President also stated that notices had been received from other labour movements and unions, asking for our support on their position with respect to the October 26 referendum. She expressed concern in particular over one from the Federation des Travailleurs et Travailleuses du Quebec (FTQ) which had requested a minimum donation of \$200.00, that could be made payable to either the FTQ or the Parti Quebecois. She stated that the Local would not be making a donation.

The National Director Outside Canada stated that at the Board of Directors Meeting, PSAC was neither for nor against. Each Component was left to take its own position, and he stated, as a point of information, that most Components were against it. Daryl Bean's endorsement of it came through the CLC since he sits on their board, and they were in favour.

#27 This concerned renewing contracts of certain term employees. It is a form letter asking for our approval by a certain date. Although the letter was dated October 6, it was not received in the Local until October 19. She stated that the Local would not approve it.

The President stated that the Union believes in the exclusion order for rotational employees in case of extreme emergency or necessity - for example, medical evacuations. A person would fill the position of the evacuated employee until such

time as that person returns to the post. The President mentioned that management, however, is now filling every little gap and pothole. She stated that this has been extended to protecting certain positions for certain people, and that it of course writes off costs of health and pension plans, UI, etc. and that it cuts into the power of the union because dues are not being received, thus reduced revenues. She stated that it is not easy to keep track of all terms, since the list is getting bigger, also that management moves them around like pawns on a chessboard.

The President also mentioned the existence of a BF system in the Department so that management knows which terms are approaching the four-year period (when they could be made permanent), and terms are often released just before they reach four years. She also mentioned that there were guidelines that went out to managers which stated that it was good management that if a manager could justify employing someone for four years, that he/she ought to look into making that person permanent. She stated that she had suggested to terms who complain that they get together and walk off the job. Maybe then management would start hiring permanents through the PSC.

With respect to a question as to whether there was an increase in contracting out, the President replied that management seems to be going more to three-month periods. The National Director Outside Canada stated that the current contracting out provisions make it not favourable to renew contracts after a second term.

## 7. REPORTS

### A) PRESIDENT'S REPORT (ANNEX A)

M/S/C Eunice Dube/Bill Gloss Carried

The Director Outside Canada asked if the meeting regarding cooperation with the Australians was part of EAJC. The President said no, that an emergency meeting had been called on short notice - Garrett Lambert, ADM of Personnel, Staff Relations, herself and representatives from other unions. She learned from the Union that unions in Australia had sent a letter to PSAC and has asked Lloyd Fucile of the Component for a copy.

The National Director Outside Canada was contacted by PSAC to look after the matter, but by and large information was lacking. Reply was wanted by

October 16, the date the letter was received. The only information obtainable on the subject was possible chancery moves project in Bangkok and he so far has not been able to obtain additional details from MRP, so that he can liaise with the Australians.

B) FIRST VICE PRESIDENT'S REPORT:

M/S/C Jacques Quinn/Les Cundell Carried

The First Vice President had no real report to submit except to state that he was the representative responsible for collective bargaining demands. The National Director Outside Canada suggested that since doctor's certificates will no longer be covered under OHIP/GSMIP that item waiving requirement for a medical certificate - i.e. all sick days in a year could be used without the need for a certificate - be used as a bargaining tool since it was too late to get it in as a demand for this round of negotiations.

C) CHIEF SHOP STEWARD'S REPORT:

There was no report, but rather a suggestion from him that union meetings be held earlier, say 5:00/5:30 to encourage greater attendance and interest on the part of our members. Others stated that it would be a problem since those who must work later would not be able to attend. Discussion took place as to times. It was suggested and agreed that a survey be done.

D) SECRETARY'S REPORT:

M/S/C Peggy Coupland/Bill Gloss Carried

With respect to the minutes of last month's meeting, the Secretary participated with other members of the Executive on a lunch-hour march in connection with the first anniversary of the strike. However, it did not get off the ground thanks to the weather. Since the termination of the staff member's employment, she has been involved with putting together the minutes and as time goes on, she expects to be involved with other matters. The President expressed appreciation for her work and stated that there is the feeling that the Local really belongs to us now - for example, the computer is now being used, and the Secretary expressed appreciation for having a set of keys for the office.

E) TREASURER'S REPORT:

M/S/C Les Cundell/Peggy Coupland Carried

The Treasurer stated that in July, that was when we started getting extra money which was approved at the AGM for transfer to the strike welfare fund. (\$1 per month per member). September's figure will show on the October statement. The Welfare Fund generates interest on its own, and no cheques can be written on it.

He also stated that we now have approximately \$16,000. Out of that amount, \$10,000 was a loan from the National Component to cover pay separation costs for our former staff member. The October, November and December statements will show a sharp drop in revenues, as the Local will be paying back that loan to the Component by the end of the calendar year.

With respect to a question regarding payment of salary in August, the Treasurer stated that there was overtime costs. He also stated that the separation costs were paid in September as well as one day's salary (August 31).

Discussion also took place as to building access for handicapped persons and the question of the other Local sharing our space. The President stated that the law in Ontario was that all buildings must be made accessible. She stated that this was not the problem of the Local, but rather the owner of the building.

The President stated that she wanted to hold off the question of signing since: (a) report of committee was not tabled at the time the lease was forwarded for signature; (b) if the other Local elects a new president, maybe they will still want to keep their own office just the same in spite of their own financial situation; and (c) she has tried to approach management with respect to trying to rent space right inside External. Rent remains the same until the end of 1994.

M/S/C Bill Gloss/Tom Rainboth Carried

That the Local have authority to purchase a fax machine up to \$1500.00. Anything over that amount must be approved at the next Local meeting.

8.

NEW BUSINESS

- A) Meeting on Collective Bargaining on October 28 - The Local will not be sending a representative to this meeting.
- B) The President met with the representative for the RA workers who supplied her with information as well as a petition to be signed. Photocopies were made for members to circulate. She also stated, as a point of information, that a letter of complaint about the contractor as to cleanliness was received by the representative of the RA Workers.
- C) Meeting November 7 on Collective Bargaining in Aylmer - The President stated that she, the Vice President for Countries Outside Canada and perhaps one or two others would attend.
- D) This was raised by the National Director Outside Canada because of the Australian letter (see President's Report). The President also mentioned the question of having a rotational chair. She felt that it would mean a better chance of getting different views into meetings.
- E) Division of Tasks - Discussion took place as to what individuals could do - e.g. making photocopies, phone calls, etc. The President stated that the main concentration now should be on getting more things out to the members - e.g. posting material on all floors in External.
- F) Smoking Policy - Since an area cannot be designated in our Local office, it was suggested that there be a break in the middle of meetings.

9.

ADJOURNMENT

M/S/C/ Tom Rainboth/Michel Labreche Carried.