

Local 70125

external affairs



REGULAR MONTHLY MEETING

MONDAY, SEPTEMBER 19, 1988

7:30 p.m.

246 QUEEN STREET, SUITE 202

ASSEMBLEE MENSUELLE

LUNDI le 19 SEPTEMBRE, 1988

7:30 p.m.

246 rue QUEEN, SUITE 202

A G E N D A

1. CALL TO ORDER
2. ROLL CALL
3. ADOPTION OF AGENDA
4. MINUTES OF JUNE 20, 1988
5. BUSINESS ARISING FROM MINUTES
6. CORRESPONDENCE
7. REPORTS:
Executive
Committees
8. NEW BUSINESS

9. ADJOURNMENT

ORDRE DU JOUR

1. BIENVENUE
2. PRESENCE
3. ADOPTION DE L'ORDRE DU JOUR
4. COMPTE RENDU DU 20 JUIN
5. DEBAT DU COMPTE RENDU
6. CORRESPONDANCE
7. RAPPORTS:
Exécutif
Comités
8. AFFAIRES NOUVELLES

9. AJOURNEMENT

ASS_MBLEE

MEETING

Section Locale 70125

affaires exterieures

PSAC LOCAL 70125 (EXTERNAL AFFAIRS)

MINUTES OF REGULAR MONTHLY MEETING

SEPTEMBER 19, 1988

1. The President, Gary Doherty called the meeting to order at 7:45 p.m.
2. **PRESENT:** Gary Doherty, President
Eunice Dubé, First Vice-President
William Gloss, Treasurer
Les Cundell, National Director Outside Canada
Patrick Fortune, President of National Component PSAC
David Delaney, V.-P. Outside Canada
Donald Larkin, CR Member
David Adcock, CR Member

3. **ADOPTION OF AGENDA**

M/S/C Eunice Dubé / W. Gloss Carried.

Gary Doherty pointed out that Sister H. Brooker, 2nd V.P. as she had to attend a course tonight.

4. **MINUTES OF THE JUNE 20 REGULAR MONTHLY MEETING**

M/S/C David Delaney / Don Larkin. Carried.

5. **BUSINESS ARISING FROM MINUTES**

Brother Larkin asked the President if bargaining demands for specific groups were available. Brother Doherty replied that copies were available and Brother Larkin was given a booklet of demands for all groups.

6. **CORRESPONDENCE** (Annex A)

7. **REPORTS:**

THE PRESIDENT, Gary Doherty gave a verbal report. He reported that since the last monthly meeting in June he has been transferred to a new division within the Department. Herewith are the highlights of his report.

Joined the President of the National Component, Brother Fortune for a luncheon with some members of the Australian Foreign Service.

Filed 18 grievances - dealing with acting pay, classification, appraisals. Had seven (7) direct meetings with Staff Relations on possible change of Departmental Policies. Received a letter from APSS requesting that the Local give them permission to extend the Exclusion Order as of October 1, 1988 which he has sent to the National Component with his comments.

There is a meeting scheduled on September 22 on self-funded leave.

The EAJC meeting scheduled for September 28 carries a heavy agenda.

There were further meetings on "Make and Buy" studies - a subject which was discussed at the June 1988 monthly meeting.

M/S/C Gary Doherty / Bill Gloss. Carried.

Much discussion followed especially on Contracting Out, Person Years and Positions.

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

(ANNEX B)

M/S/C E. Dubé / D. Delaney

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

(ANNEX C)

FINANCIAL STATEMENTS: Submitted by William Gloss.

Financial statements for the months of May, June and July were submitted. Herewith is the financial position as of July 31, 1988.

1. Cash on hand as of June 30, 1988	291.43 CR
2. Revenue for July 1988	4056.86 CR
3. Expenditures for July 1988	3014.93 DR
4. Equals cash on hand	<u>1333.36 CR</u>
5. Plus unrepresented cheque (Taxation)	513.46 CR
6. Equals bank statement as of July 31, 1988	<u>1846.82</u>

M/S/C W. Gloss / D. LARKIN. Carried

FSD REPORT: Submitted by Les Cundell

(ANNEX D)

M/S/C L. Cundell / D. Delaney. Carried.

8. **NEW BUSINESS**

a) **Collective Bargaining**

A member asked if it would be possible to approach the respective parties on bargaining to have the meetings opened to the members. It may be too late for these rounds of negotiations but for future negotiations.

Much discussion followed and the conclusion is that there is not much hope for such an open forum.

b) **Election of National Director Outside Canada**

Les Cundell told members present that the lection of the National Director Outside Canada would take place on September 26, 1988 and that he would make the motion to have election as first item on the Agenda.

c) **EAJC**

The EAJC is scheduled for September 28 and the Agenda is being distributed tonight to the Executive members of the Local.

d) **Presidency of Local 70125**

Gary Doherty announced his resignation as President of Local 70125 to take effect on October 1, 1988. He is resigning for personal reasons.

e) **Minutes of Meetings and Reports:**

Brother Larkin asked if it would be possible to receive Minutes of Meeting and reports to be discussed prior to attending monthly meeting. Gary Doherty replied that it can't hardly be done as

some reports are given verbally and that written reports do not reach the Local Office until the evening of the meetings.

The agenda of meetings are well distributed and members interested attend meetings at which plenty of time is given to members present to read reports before discussion.

Before adjourning meeting, **Gary Doherty** thanked Pat Fortune for attending meeting. He also thanked Molly Beauchamp for the time she served on the Executive. She is missed. **Gary** thanked Eunice Dubé and wished her well in the future. He also thanked Les Cundell.

9. **AJOURNMENT**

M/S/C Gary Doherty / Les Cundell that meeting adjourn at 9:30 p.m.

REPORT OF THE FIRST VICE-PRESIDENT

Submitted by E. B. Dubé

After our last regular Monthly Meeting, I left our office thinking that the summer months would be quiet ones for Local 70125. Much to my amazement, our Local was a veritable bee-hive of activity.

I received phone calls and was stopped in the hallways every day to answer questions concerning collective bargaining, the possibility of a strike, what stage the negotiations had reached, etc. etc.... I contacted many people and asked many questions, plus read much literature to keep abreast of new developments in order to be able to inform the Membership. I also had many discussions and consultations with our President and Mary Ramsay of Professional Services.

During the summer months, I was fortunately able to resolve several pay issues for Members and am still working on a few others. Although my paper entitled "In Search of a Consensus on Smoking" is not a Union activity, it surely kept me hopping and will, I hope, if we receive a favourable response to our request, benefit the Members who have signed and are smokers.

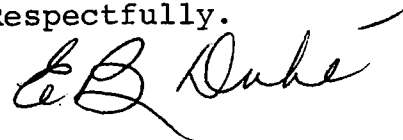
I met with Staff Relations and was able to secure pay cheques for a Member who had handed in her resignation. I requested a meeting with Personnel regarding misuse of the Exclusion Order and attended same with Mary Ramsay of Professional Services. Shortly thereafter, the issue was resolved. Also resolved were two acting assignments and one issue relating to re-classification.

I was appointed as EO Representative and sincerely hope to be able to make a substantial contribution. I will be attending the next EO Meeting in October and should have some feedback to report to the Membership then. I was scheduled to attend the LOAT course held at Mont Ste.-Marie in September but had to cancel due to the re-organization of our Division and the arrival of my new boss to the Section. I am in the process of making arrangements to attend the next course and, so far, it looks promising. I submitted an application to attend the "Women at Work" course but the course was fully booked. Will hopefully, be accepted to attend the next one. I received material from Mary Ramsay concerning EO and will meet with Sister Beauchamp to discuss what has transpired previously, what her main functions were and what, at the point of her departure, was our Local's concept of where we should be going in relation to this Committee. Will report.

Other than that, I have devoted many hours to helping as many Members as possible as often as possible. With the secondment of Sister Brooker to the study on Equal Pay for Work of Equal Value I anticipate that our Executive will be kept more than busy with the heavy workload. We hope to keep up to date on what is happening there through reports from the Sister. I am sure she will represent us well.

I end this report by saying "I hope you all had a very good and restful summer and are prepared for what lies ahead !!"

Respectfully,



REPORT OF THE 2ND VICE PRESIDENT
SUMMER '88

I apologize for my absence this evening but the call for higher education is loud and since tonight conflicts with the first night of my course, I decided to attend the course. It would seem that I will be able to attend future meetings but for now I felt it necessary to attend the first night of my course.

The summer months were fairly busy despite holidays by employees. During the absences of executive members on their holidays it seemed to intensify, as if people instinctively knew we were short-handed.

I filed and represented four grievances this summer, three have been resolved to the grievor's satisfaction and the fourth is still under investigation and an outcome is not expected until mid-October. I also had a complaint from BNATO to deal with but with swift action the matter has been settled to the member's satisfaction. In short, her position was cut from under her and she was told there were no more postings available and she would have to return to Ottawa. Upon writing a memo and going with her to see her posting officer an offer was forthcoming 8 days later. I have also received a collective complaint from a post abroad and the matter has been passed to the National Component since it is a regional issue best handled at the next EAJC. I did do some preliminary investigation into the situation but the issue seems very complicated and is best handled at the regional level. All-in-all, what with meeting with members, listening to their complaints, preparing my arguments for the first level and subsequently representing them, follow-up procedures, etc., an average of 1-2 hours per day was spent on the above 6 cases. When I reflect on the fact that the entire steward network is made up of the executive and I know for a fact that they have also been run off of their feet dealing with their own cases, I find it disheartening and discouraging that more members with Steward training do not come forward to volunteer to lend a hand. A Union cannot be strong if there are only a few support pillars at all times and those pillars have no chance at a temporary relief.

I attended the Alliance update on collective bargaining and to put things into a nutshell it seems the employer is not bargaining in good faith and it could mean lengthy delays before satisfactory contracts are put on the table for all groups. The latest I heard, on the radio, was that Treasury Board filed a bad faith bargaining charge against the Alliance because they claim they have made real offers to the AS, GS and LS groups but the Alliance are not taking their offers seriously - probably because there was no salary increase proposed.

Today was the first day of the week-long training course for the Equal Pay for Work of Equal Value Study. The actual evaluating by the teams will begin in the Jackson Building next week. I think it will prove to be a valuable and enjoyable experience. If we are successful it could mean financial remuneration for the 9-female dominated groups in the Public Service.

The election for the National Director for Regions Outside Canada will be conducted on September 26/88, according to my sources. Since I am the democratically elected candidate of this Local, and since other Locals of the region have come out in support of my candidacy, I remain extremely optimistic that my campaign will be successful. My report next month will reflect the outcome of the selection process the National Board of Directors will undertake next Monday.

Sister Dubé is in the process of circulating a petition for smokers' rights, more power to Sister Dubé for putting words into action. The initiative is long overdue but it seems that once again the few are tasked to lead the many.

It seems that External Affairs will have a daycare, keep your eyes open in the PAN Notices for more info. Although I'll be located in the Jackson Building the President of the Parent Association for an External Affairs Daycare has asked me to consider staying on as an executive member. I shall have to see if my schedule permits.

In sum, although this report has been hastily thrown together I believe I have touched base on all counts.

Fraternally,



Heather Brooker

REPORT OF THE FOREIGN SERVICE DIRECTIVES COMMITTEE

LOCAL 70125

On August 12, 1988, after 26 sessions, the Triennial Review of the Foreign Service Directives was completed. All outstanding issues were resolved. It is expected that the new Directives will become effective January 1, 1989 after all parties have agreed to the drafts that are presently being prepared.

To date, the drafts have been approved for FSD's numbers: 16, 39, 40 and 42 respectively. The following FSD's; numbers: 9, 26, 28, 35, 37, 38, 59 and 66 have "no change" reported. The others are in the process of being drafted.

There are approximately 70 changes which will be implemented in the FSD's. Some of the changes are editorial and others will result in an improvement. Some of the changes selected are listed below:

FSD 10.12 -

Expand deputy head discretion to extend repayment period of loan on early return to Canada.

FSD 15.01 Guideline 2 -

Revise provisions for time off to effect the relocation.

FSD 15.04 (a) (ii) -

Consider staff-side proposal to update all air travel in excess of 7½ hours to business class in conjunction with the revised Treasury Board Travel Policy.

FSD 15.19 - 15.26 -

Pay claims of \$500 or less for compensation for damage/loss of effects in transit at replacement cost value as listed on the employee's inventory, without receipts and simplify claims procedure.

FSD 25.01 (c) -

Shelter cost may be paid in Canadian dollars or in local currency equivalent. The exchange voucher must be presented to post administration before the first working day of the month in which the shelter cost is payable.

FSD 25.09 (a) -

Expand current provisions to include situations during an assignment outside Canada where, through no fault or choice, an employee is placed in a double rent situation because the principal residence is vacant, subject to a maximum total waiver not to exceed six months per posting.

FSD 36.06 -

Provide for payment of post-secondary shelter assistance in advance, for the complete academic year, subject to evidence of actual costs and verification of school attendance, up to annual maximum.

FSD 50.06 -

Provide an employee option to claim either up to 20kg of accompanied excess baggage per person or up to 20kg of air cargo per person, on return to a level III, IV or V hardship post.

FSD 54.11 -

Provide for payment of expenses for employee and spouse rather than employee or spouse, in cases of critical illness of a parent of employee or spouse.

FSD 69.03 -

Provide for retroactive salary equalization adjustments for collective agreements/salary revisions signed or approved on or after October 1, 1989, such change to be effective on the date of the change in salary.

FSD 69.06 -

Efforts will continue outside the FSD's to resolve the problem of maternity leave without pay with respect to salary equalization and to consider the staff side position to continue foreign service premium and post differential allowance. If a way is found to make provisions for payments under the Directives while on maternity LWOP, the Directives will be re-opened.

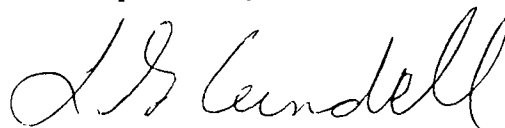
Treasury Board deferred their proposals on simplification for FSD's 15, 45 and 50 until the next triennial review. Treasury Board felt that there should be more discussions with other Government Departments as simplification could result in a policy change.

A decision made on June 8, 1988 by the Public Service Staff Relations Board resulted in a revised calculations in the method of calculating increases in the relevant FSD's allowances. The revised calculation was 7.3% and not 3.2% as was used on April 1, 1987. Action has been taken to adjust the allowances for that period.

Mr. Alan Sullivan, ADM Personnel, provided the National Component with a letter that both parties "could live with" on length of postings and has agreed to re-issue the Circular Document on "Lengths of Postings". This was the result of prolonged and frustrating negotiations.

At this time I would like to thank all members of the Executive of Local 70125 who assisted and provided me with guidance during the negotiations of the FSD's and especially to Brother David Adcock who attended many sessions in my absence.

Respectively submitted



L.G. Cundell
Committee on Foreign Service Directives
September 19, 1988