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**Did you know?**

While NRCan has many employees eligible for membership in CAPE, membership is not automatic. The executive is committed to reducing the number of Rand members (those who pay mandatory dues but are not yet members). CAPE members are entitled to receive publications and other material, to have a voice in the affairs of the association through general meetings and the election of officers, and to be represented by CAPE with the employer. To join, simply complete the on-line membership application form on the left-hand side of the CAPE website:

<http://www.acep-cape.ca/en/>

**WELCOME TO THE NRCAN CAPE LOCAL**

Welcome to this second Newsletter from your recently created NRCan CAPE Local. In case you have not yet heard, an NRCan local for the National Capital Region was first created on March 29, 2006, with an interim executive. On September 21, 2006, a meeting was held to introduce proposed bylaws and talk about how the CAPE local could serve the needs of members at NRCan. The first Annual General Meeting (AGM) of the local was held on October 26, 2006, at which time the bylaws were accepted and the executive members were elected. With the formal

election of the executive members, your local has been attending formal labour-management meetings; this newsletter contains summaries of these meetings. The members also gave the executive some additional ideas of other potential Local activities. The newsletter was one such idea as were holding information sessions about the upcoming reclassification of the ES/SI group, getting word out about CAPE at new employee orientation sessions or staffing an information booth/table about CAPE in the lobby of 580 Booth.

Please don't hesitate to contact one of the executive members for copies of the minutes of meetings or if you have questions. If we don't know the answer we'll try to direct you to someone who does.

## **LABOUR-MANAGEMENT MEETINGS**

### **NRCan Labour Management Consultation Committee**

*Labour-Management Consultation Committees (LMCC's) provide an opportunity for union and management to communicate and maintain a sustained dialogue on issues that confront or may confront either one or both parties. NRCan has a departmental LMCC and a number of sector level LMCC's.*

#### **What are the benefits of an NRCan CAPE local?**

A number of members have asked the executive to describe the benefits of having a local at NRCan. One great benefit is the opportunity to attend Labour-Management meetings such as those described above. These meetings give members, via the executive, an opportunity to comment and become involved in processes that affect all NRCan employees.

Sarah Lawson and Claude Vezina (CAPE Labour Relations Officer) attended the departmental LMCC on November 6th, 2006. It was the first meeting attended by our new Deputy Minister

where she outlined her commitment to labour-management communications and her interest in exploring the potential for co-development at NRCan. There were a number of presentations on the new Informal Conflict Management System and the related shared mediator program; Health of the Workplace Indicators; and Departmental Workforce Adjustment (which started last summer and has a goal of maximizing employment for affected employees). The meeting finished with a discussion of consultation in general and a suggestion from bargaining agents that NRCan hold a full-day Labour- Management Symposium.

Copies of the presentations are available from Sarah ([slawson@nrcan.gc.ca](mailto:slawson@nrcan.gc.ca))

### **Energy Sector Union Management Consultation Committee**

Geoff Bokovay and Franco Bello, attended the Energy Sector Union Management Consultation Committee that was held on November 23, 2006. Items that were discussed at this meeting included:

- An update on the affected employees from One Tonne Challenge and the Housing and Equipment Division of the Energuide Program;
- Status of Renovation Plans for Bells Corners;
- Raising the Local Purchase Order Limit from \$5,000 to \$25,000;
- De-linking the Management Information System Time Keeping from Performance Appraisals; and
- PIPSC Sponsored S&T conference.

### **Meeting of the Workplace Health and Safety Committee**

Geoff Bokovay attended the 211th meeting of the Workplace Health and Safety as an observer.

CAPE will be formerly invited to participate at the next meeting of this committee in early 2007. The committee discussed a number of items including: fire drills, hazardous occurrences investigations, building cleaning, floor inspections, health and safety database (NRCan), air quality and elevators.

**Should CAPE members have issues regarding workplace health and safety at NRCan, please contact Geoff Bokovay at 995-9779.**

## **NRCAN EMPLOYEE VOLUNTARY ASSISTANCE PROGRAM**

*The Employee Voluntary Assistance Program is a voluntary, confidential, counseling and information service for NRCan employees and their families to help manage both personal and work-related issues and challenges. For first time appointments and counseling call toll-free: 1-800- 387-4765, TTY Service: 1-877-338-0275. Help is available 24 hours a day, 7days a week.*

NRCan's Human Resources and Security Management Branch held a meeting on November 17th, 2006 that provided an overview of the Employee Voluntary Assistance Program (EVAP). NRCan has released a request for proposals for a new provider as the contract with the current service provider ends in 2007. An evaluation of the program is underway and employees will be surveyed.

## **NATIONAL CAPE AGM & LOCAL LEADERSHIP MEETING**

CAPE's local leadership meeting was held on November 27th, 2006 and Sarah Lawson and Carol Fairbrother were both in attendance. The CAPE Annual General Meeting followed the local leadership meeting and was attended by a number of NRCan members. There was a great dinner followed by a number of spirited discussions and presentations by the presidential candidates. The results are in - - José Aggrey was re-elected to serve another two year term as President; 5 EC directors were elected; and participants voted in favour of the Financial Ballot, and By-Law and Constitutional Amendments.

## **RECLASSIFICATION**

Advice for writing EC work description is available online at the CAPE website:

<http://www.acep-cape.ca/en/ecNews/>.

EC members should expect to receive copies of their new work descriptions in early 2007 and should have an opportunity to comment on the content.

### **Want to save paper and costs by receiving an electronic copy of the Newsletter?**

Send an email to one of the executive members stating that you would like to receive an electronic copy of the Newsletter. CAPE posts copies of our Newsletter on the website:

<http://www.acep-cape.ca/en/ecNews/>