



FIRST YEAR ACHIEVEMENTS 2014-2015

Executive Team

2014-2015

Maria Montilva – President (Leaving INFC)

John Morris – Vice President

Rose Chammas – Treasurer

Christine Tremblay – Secretary

YOUR CAPE LOCAL 526 IS WORKING FOR YOU!

HEALTH, WELLNESS, SAFETY AND CAREER ADVANCEMENT

ENGAGEMENT

- Created the first-ever Local at INFC and related working structures.
- Provided ongoing consultation & engagement (e.g. EC Forums, upcoming consultations on topics relevant for the ECs, ongoing meetings with Senior Management).
- Established communications channels including website link hosted by CAPE, access to INFC Outlook for invites, available bulletin boards on each floor, and a secured online dialogue.
- Created logos and templates for the Local 526 branding and identity.
- Provided ongoing guidance to Members.
- Increased 60% CAPE membership registration at INFC.
- Maintained a record of EC employee’s migration.
- Developed a positive and constructive relationship with INFC/EC Members, INFC Human Resources, Labour Relations, Senior Management, CAPE National Office, and the EC network across the Public Service.

AWARENESS

- Defined and promoted the role of the CAPE Local 526.
- Represented INFC/CAPE Members’ rights and best interests when required.
- Identified Members’ needs through consultation.
- Proposed and participated in creation of an internal Labour-Management Consultation Committee (LMCC) for formal consultation with all Unions represented at INFC (CAPE, PSAC, PIPSC, and ACFO).
- Held discussions with INFC about Informal Conflict Management Service (ICMS) by ensuring convenience and confidentiality.
- Ensured CAPE representation at key departmental committees related to our mandate.
- Proposed ideas to encourage a safer, ethical and healthier work place.
- Provided ongoing updates on the bargaining of the CAPE Collective Agreement.

COLLABORATION

- Consulted other federal departments on best Labour management practices.
- Proposed and established an Inter-Union committee including unions represented at INFC to discuss proactively issues of interest to our Members.
- Consulted with ICMS Service Providers to learn about their benefits to support a proposal to INFC.
- Maintained ongoing dialogue with Senior Management in order to improve working conditions.
- Identified opportunities for collaboration among Members.
- Consulted Members on the possibility of having an online forum to discuss issues of their interest.
- Worked collaboratively with the CAPE Labour Relations Officer.
- Analyzed the PSES survey 2011 and 2014 results (special focus on the EC results). Provided advice to INFC.
- Provided ongoing inputs to information requests.