

August 2006

Hello fellow CAPE members,

On behalf of CAPE and your interim local executive I would like to invite you to a fall meeting of Natural Resources Canada's CAPE local – Thursday September 21st from noon to 1pm at 580 Booth Room 19A3. Lunch will be provided so please confirm your attendance with me (sarah.lawson@nrcan.gc.ca) by Sept. 18th.

Following our successful inaugural meeting of NRCan's CAPE local on March 29, 2006, your interim executive has been hard at work developing draft bylaws for your approval (see enclosed). The focus of our next meeting will be the bylaws. Please take time to review the bylaws and bring any suggestions to the meeting.

The agenda for the meeting is:

- 1 Meet and greet
- 2 CAPE representative to introduce CAPE
- 3 Discussion and approval of bylaws
- 4 Notice of Annual General Meeting (AGM) and Elections, October 26, 2006
- 5 Other
- 6 Adjournment

I look forward to seeing you on September 21st.

Sincerely,

Sarah Lawson
NRCan CAPE local interim President
sarah.lawson@nrcan.gc.ca

Presenting your interim local executive:

Sarah Lawson, President

Sarah has recently started working as a policy analyst at the Strategic Policy Branch and worked for the past year with the Canadian Forest Service. She is a recruit from NRCan's Policy Analyst Recruitment and Development Program. She holds a Masters degree in Forest Conservation. In her spare time she enjoys camping, canoeing and hiking, reading and cooking.

Carol Fairbrother, Vice-President

Carol has worked in the federal government for over 26 years. In her previous career as a librarian with the National Research Council, first she was part of the Executive, and then, for six years, Chair of the Library Science Group for the Professional Institute of the Public Service of Canada (PIPSC). During that time she has worked on various labour-management issues such as workplace policies, contract negotiations, reorganizations and resolution of the LS-CS pay-equity study. Carol wishes to share her knowledge and experience in union activities before she retires from the public service.

Margot Ashfield, Director

Margot has been working at NRCan as a statistical officer in the Minerals and Mining Statistics Division of MMS for over 4 years. She has an accounting background, some studies in HR Management and previously worked in the private sector. She enjoys family time, traveling and Senators' hockey.

Franco Bello, Secretary/Treasurer

Franco has been working at NRCan as an economic advisor since 2002. He obtained a Masters degree in Economics at Carleton University. Recently, he got married and in addition to spending time with his wife, he likes traveling, cooking and playing tennis.

Did you know?

While NRCan has many employees eligible for membership in CAPE, many remain Rand members. So called "Rand" members are employees who pay mandatory dues but are not yet members of CAPE.

Encourage Rand members that you know to become CAPE members. Membership in CAPE is free. It entitles members to receive publications and other Association 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. There are also other benefits such as group life insurance and Medoc (out of country medical insurance).

To join CAPE, simply complete the on-line membership application form at <http://www.acep-cape.ca/en/choosingCape/membership-form/>

Our new collective agreement

In an unusual round of collective bargaining, CAPE successfully negotiated a one-year collective agreement for the EC group just one month after our contract expired. Response from the membership was overwhelming and the agreement has been ratified.

What does this mean for you?

The agreement allows for a 2.5% salary increase effective June 22, 2006. Other changes include: the replacement of the Marriage Leave Article with a new clause under the Vacation Leave Article that allows 37.5 hours (5 days) of Leave with Pay once in your career; and the maternity and parental provisions in the EC collective agreement have been harmonized with the Quebec Parental Insurance Plan.

What was unusual about this round of bargaining?

This round of bargaining was expected to be quite lengthy because CAPE and Treasury Board were scheduled to come to an agreement regarding an entirely new set of pay lines after conversion to the new EC classification standard (see the next article on the "New EC Classification Standard"). The employer had anticipated coming to the table with a database charting where all ES and SI positions would land in the new EC classification.

However, in mid-June the employer advised CAPE that the database would not be ready until well into 2007 (at the earliest). This meant that CAPE's bargaining committee was faced with an unreasonable delay - it appeared that an agreement would in all probability be signed in 2008.

The EC bargaining committee decided that it was not in the membership's interest to wait

another two years and lose out on improvements in the collective agreement. Therefore, CAPE proposed a tentative agreement to Treasury Board that could be signed immediately. Treasury Board and CAPE came to a mutually acceptable tentative agreement for a one-year contract.

Bargaining will begin anew in 2007 and should be completed in 2008.

New EC Classification Standard

For approximately 4 years CAPE has been involved in consultations with the employer with respect to the development of a new EC classification standard. It is important to note the word "consultations" as this is a different concept than "co-development". Consultation means that the employer is in control of the process and has consulted with CAPE throughout the 7 iterations of the standard rather than allowing CAPE to have an equal role in its development. A classification standard specifies how the factors of a job are rated and determines the level of any individual position. Ultimately, this is how your salary is determined.

After the demise of the Universal Classification Standard (UCS) in 2002, the employer wished to develop group specific standards. For the ES and SI groups, this means that there will be one classification standard for both groups.¹

¹ For a full discussion of the development of the EC Conversion, please refer to *Professional Dialogue*, v. 2, no. 1, June 2006 found on the CAPE website: http://www.acep-cape.ca/en/PDF-files/ProfDialogue_June06_e.pdf

The latest version of the new EC standard was delivered in May 2006. While the employer had wanted to merge contract negotiations with negotiation of new pay scales, our contract had expired before sufficient work had been done on the conversion of positions to the new standard. CAPE took advantage of the opportunity to quickly negotiate a one-year contract on our behalf (Good going CAPE!).

The next step for the employer will be converting a sampling of jobs and testing them against the standard. Eventually, managers will be responsible for ensuring that new job descriptions are written for every position. These will then be rated against the standard. For employees who have additional responsibilities in their jobs since the last job descriptions were written, it will be important to ensure that these are accurately reflected in new job descriptions. Similarly, it will be important that responsibilities are not underestimated in the writing of the new job descriptions.

Let members of your local union executive or CAPE know what kind of assistance you would find helpful in the implementation of the new classification standard. For example, perhaps an information session on the new EC classification standard would be of benefit to members. Also, don't forget that if you think there is a problem in the area of reclassification that you can turn to CAPE to represent you **AS LONG AS YOU ARE A MEMBER OF CAPE**. (See insert "Did you Know?"). Finally, please assist CAPE. If you are called upon to comment on the matter of group allocation, or if you are informed by management of the results of a group allocation analysis that concludes that a significant number of ES or SI positions should not be converted to EC positions but rather to positions of another

occupational group², CAPE would ask that the matter be brought to the attention of your Labour Relations Officer, Claude Vezina.

**Mark your
calendars!**

**The CAPE NRCan
local AGM will be
held on
October 26, 2006**

² http://www.acep-cape.ca/en/ecNews/econversionJune2006_e.htm