

**WELCOME TO THE NRCAN
CAPE
LOCAL NEWSLETTER**

Welcome to the third Newsletter from your NRCan CAPE Local. An NRCan local for the National Capital Region was first created in March 2006. Our second Annual General Meeting (AGM) will be held on June 13th in Gamble Hall.

We will be electing our local executive at the AGM – please consider running for a position or nominating a colleague.

**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. NRCan has a departmental LMCC and a number of sector level LMCC's.

Sarah Lawson and Claude Vezina (CAPE Labour Relations Officer) attended the departmental LMCC on May 10th, 2007. The meeting included presentations and discussions on Employment Equity, Departmental Workforce Adjustment, Corporate and Administrative Shared Services (CASS - an SSO-type initiative under discussion at Treasury Board), Sunset Programs, and Federal Laboratories.

**Minerals and Metals Sector (MMS)
Labour Management Consultation
Committee**

Sarah Lawson and Margot Ashfield represented the CAPE executive at the MMS Labour Management Consultation Committee meeting held on March 29, 2007. Agenda items included MTL Relocation and Governance study update and Workforce Adjustment issues, including possible information sessions on the Public Service Employment Act.

**Energy Policy Sector and Energy
Technology and Programs Sectors
Labour Management
Consultation Committee**

This Committee meets twice per year to discuss issues of concern by any of the unions or and management representatives from the Energy Policy and Energy Technology and Programs Sectors.

Carol Fairbrother attended the meeting on April 24, 2007 on behalf of CAPE. Minutes from this Committee and other labour/management meetings should soon be available on NRCan's intranet site. Of particular interest to the CAPE members were exchanges concerning the workplace environment (specifically finding suitable office space), potential follow up to the Public Service Employee Survey, and the Human Resource (HR) plans that are currently being developed by EPS

Energy Sector's LMCC (Cont..)

and ETPS. It's fair to say that while there is concern about the space issue, there is no easy solution. There were no specific responses about questions concerning actions as a result of the PS Employee Survey. EPS did a follow-up survey but the response rate was only 12%. Carol pointed out that many EPS employees may have felt that the follow-up survey was only relevant to them if they wanted to speak to issues of harassment. Philip Jennings indicated that results of the EPS follow-up study will be discussed at an all staff meeting. Representatives from both sectors also saw that some of the issues in the Employee Survey could be addressed in the HR plans. Each sector is preparing an HR plan and the intent is to roll them up into one plan for NRCAN, possibly by the fall 2007.

EC RECLASSIFICATION

NRCAN launched the preparation phase of the EC Classification conversion in April 2007. An EC Conversion Working Group, with representatives from each sector, had its first meeting on May 7th. As of April 3, 2007 NRCAN had 602 positions (369 employees and 233 vacant positions) that will be impacted.

Since NRCAN has a unique approach to position classification using broad banded work descriptions, the preparation work for this project will

be simplified. The Classification and Organizational Design Unit, HR Policies and Programs Division, Human Resources and Security Management Branch, has drafted 31 EC broad banded work descriptions. They are presently being translated.

They would like to make them available to employees through the NRCAN intranet site. ES and SI employees will be encouraged to send feedback on the draft EC broad banded work descriptions through the intranet site which is expected to go live at the beginning of June.

The EC Conversion Working Group has had its first meeting on May 7th and will meet again on May 28th. Representatives from each sector have been identified. We will ask for their input in regards to consultations with employees on May 28th. We would like to have your input as well.

There will be a presentation about EC Reclassification at the AGM.

Recommendations to EC Bargaining Committee

In February and March 2007 local leaders at NRCAN circulated a memo requesting input for the EC bargaining committee. Input was solicited via email as well as at an informal luncheon held on March 26th.

A short report was submitted to the bargaining committee on March 28th,

EC Bargaining (Cont.)

2007. While increasing both pay and leave were supported by the majority of members there was no consensus on specific suggestions. Some topics – such as increasing volunteer leave and accountability for volunteer leave were quite controversial and led to very interesting discussion.

What does CAPE do for members?

CAPE Representation services are provided to all CAPE members, subject to its Constitution and By-laws, protocols, representation history, jurisprudence and financial resources. The following is an example of a case where CAPE represented a member.

(from NEC minutes – January 2007)

An employee appealed his fifth place result in a competition to staff four SI-03 positions. The appeal was upheld and the competition cancelled in its entirety since the selection committee had not used its options to shorten the staffing procedure. The poster was issued on October 14, 2004 and the testing of candidates was held on February 24, 2006. It was held that the merit principle had not been respected as the delay was unreasonable and it had created a situation whereby some candidates were at a disadvantage. The employer will have to start the process anew under the provisions of the new PSEA and complete it in a reasonable period of time.

Did you know?

In the case of a workplace conflict you should contact our Labour Relations Officer (LRO). The LRO Responsible for NRCan is Claude Vezina. Claude can be reached at: 613-236-9181 or 1-800-265-9181