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I have been a Vice-President of CAPE since 2009. I currently sit on the Finance Committee (which is responsible, among other things, for preparing the budget), the Constitution and By-Laws Committee, the Communications Committee, the Human Resources Committee and the Mobilization and Job Action Committee. In addition, I previously served on the Accommodation Committee. From 2005 to 2009, I held the post of TR Director on CAPE's National Executive Committee (NEC).

In addition, I am the Francophone translators representative on the Translation Bureau Local's Executive Committee – a position I also held from 1994 to 2003 as a member of the TR Group Executive of the former Canadian Union of Professional and Technical Employees (CUPTE). Since 1994, I have participated in numerous union-management consultation meetings with the Translation Bureau's management team. I was a member of the labour-management committee on non-monetary incentives that initially proposed the establishment of a Financial Incentives Plan (FIP) within the Translation Bureau, and I also participated in 13 FIP and collective agreement bargaining teams on behalf of the TR group. I have been a union steward for 25 years.

The main problem currently facing CAPE members is the Phoenix Pay System, which continues to victimize federal public servants despite all the efforts to correct it. In response to pressures exerted by federal public service unions, including CAPE of course, the government is moving to address the issues that have created hardships for many of our members. It is incumbent upon us to keep the pressure on so we can make certain that the government resolves Phoenix-related issues more quickly and provides suitable compensation to our members who have faced financial and tax problems, sometimes of truly outrageous proportions, because of Phoenix. If the government fails to take appropriate steps in this regard, we will have no choice but to launch court challenges, in partnership with our fellow federal public service unions.

Pressures exerted on the government by CAPE have also improved the status of its TR members considerably. Buoyed by the results of the last election and the open-mindedness of the newly elected government, we stepped up our efforts to lobby MPs in order to make them more aware of the problems resulting from the Translation Bureau's status as a Special Operating Agency (SOA) and of the need to restore the Bureau's role as the sole provider of translation and related services within the federal public administration. We argued our case before the House of Commons Standing Committee on Official Languages, and the Committee produced a report supporting our position. Ultimately, the government decided to establish a committee to review

the status of the Bureau and propose a recommendation on its future. This internal Translation Bureau committee is made up of Bureau employees and senior managers, including new CEO Stéphan Déry, who will be tasked with presenting the committee's preferred option to the Treasury Board ministers for approval. However, the period of attrition at the Bureau now seems to have come to an end and a number of new TRs have been hired. We can therefore be cautiously optimistic about the future. That being said, we must remain vigilant and be prepared to exert new pressure on the government and parliamentarians if the situation demands it.

Regarding CAPE's own internal affairs, the situation has been particularly unstable and chaotic over the past two years. We need to return to calm and stability by replacing our current process for handling complaints with a new process revolving around mediation and arbitration. We must also clarify and/or update our administrative and financial policies, and establish new ones where necessary. CAPE's new Human Resources Committee is the vehicle for this task, and it is already hard at work.

We must continue to consult periodically with local leaders on the directions to be taken by our union, and to take their views into account in our decision-making.

In the public arena, our union must of course participate in debates on social issues, but only those issues directly affecting our members, such as pay equity. In this regard, relations have been established with journalists in the print and electronic media and with parliamentarians in order to convey CAPE's messages effectively; this has elevated the profile of our union and made it possible for us to present and defend our views on a number of issues. We should avoid getting involved in causes that do not concern our members or that concern them only indirectly.

A new round of collective bargaining will begin next year. Among other things, we must concentrate on securing wage increases that at least match the rate of inflation. We must also make sure that the new sick leave and short- and long-term disability system currently being negotiated by a labour-management committee constitutes an improvement and not a step backward in terms of employee protection.

Lastly, we must continue to ensure that the services CAPE provides to its members are consistent with their needs, particularly with respect to the timeliness of service delivery.