

Canadian Association of Professional Employees

CAPE ANNUAL REPORT
2005 - 2006





Table of Contents

◀ Membership Communications – CAPE Annual Report 2005 - 2006

<i>President's Message</i>	<i>2</i>
<i>Collective Bargaining</i>	<i>4</i>
<i>Elections and Rumours: the Translation Bureau</i>	<i>6</i>
<i>EC Classification Review</i>	<i>8</i>
<i>The Pension Surplus Litigation</i>	<i>11</i>
<i>CAPE 2006 December Elections</i>	<i>12</i>
<i>National Executive Committee Planning Retreat</i>	<i>13</i>
<i>Who We Are, What We Do</i>	
<i>The EC Group</i>	<i>14</i>
<i>The TR Group</i>	<i>15</i>
<i>The Analysts and Research Assistants Group</i>	<i>16</i>
<i>Representation and Consultation</i>	<i>17</i>
<i>CAPE Committees</i>	<i>22</i>
<i>Stewards' Training</i>	<i>27</i>
<i>Local Leadership</i>	<i>27</i>
<i>Membership Distribution</i>	<i>31</i>
<i>National Office Staff</i>	<i>33</i>

President's Message

A Bright Future for CAPE

My message to you this year, as 2006 draws to a close, centres on these themes: Stability, Progress, and Appreciation.

Stability and Progress

What a difference a year makes! Only a year ago, our Association was in a deep financial crisis, a situation that seriously threatened its very survival. As President, I worked extremely hard to successfully lead CAPE through this most difficult time. Now, I am very proud to inform you that CAPE is in a stable financial position and has a bright financial future.

In the past two years, I have had the opportunity to listen to many of you, through bilateral meetings, at Local and National AGMs, Local Leadership meetings, through your emails, telephone calls, and at meetings of CAPE subcommittees.

Your excellent ideas, recommendations, suggestions, and advice have helped me enormously in moving CAPE forward on a number of significant initiatives. These include:



- ▶ Improving information to members. Working closely with the Communications Committee, we will continue to double our efforts in this area and, as well, explore avenues to enhance the quality of information to the membership.
- ▶ Standing up for members and fighting management abuses in the new staffing regime which has given more power to managers.
- ▶ Enhancing visibility of CAPE in several ways. I have had ongoing meetings with Federal Ministers and Deputy Heads to make them aware of our contributions to Canadian society. We have produced, for the first time, CAPE promotional materials - pens, pads, and mugs for members and the public. We have raised CAPE's profile at the NJC, PSAC Convention and at the International Federation of Professional and Technical Employees Congress.
- ▶ Increasing the number of Labour Relations Officers to better serve members. As some of you have suggested, more definitely needs to be done in this area as the ratio of CAPE staff to members is still very low, and by far the lowest among federal government bargaining agents.

- ▶ Making efforts to meet on regular basis with the Presidents of other bargaining agents to ensure we work cooperatively and collaboratively, where possible, to advance the common interests of our respective memberships.
- ▶ Intervening in order to help the negotiations of a bridging one-year collective agreement to ensure members enjoy their pay increase immediately.

Appreciation

It has been my pleasure to lead CAPE in meeting the challenges of the past year. However, it is important for me to stress the contributions of the many with whom I have worked and who represent the backbone of the organization. Firstly, I wish to thank again the hundreds of members who have shared their thoughts with me and provided valuable advice. Secondly I wish to thank the Local Leadership for communicating to my office and to the national executive the concerns and wishes of the locals. Thirdly, I sincerely thank the members of the National Executive. While as it should be expected there have been disagreements and healthy debates, in the end consensus reigned and the interest of the membership remained the guiding principle of the committee.

For years, many of you have committed your time and energy in contributing to the success of your Association without the due recognition that you deserve. I believe an organization that relies and depends on volunteers to serve its members should have in place appreciation awards. As President, I plan to introduce Appreciation Awards to recognize outstanding contributions of individuals to CAPE members.

Last but not least, I wish to convey my gratitude to the staff of the national office. There are no words to describe the commitment of CAPE's employees to the members. It is only by working with the staff day in and day out that I have had the good fortune of experiencing first hand the high standards of professional advocacy that has become synonymous with the Canadian Association of Professional Employees. Together, we are finding new ways to serve the members.

Conclusion

Finally, let me take this opportunity to welcome all the new members of CAPE and to assure you that you belong to a very well respected and professional union that you can count on to defend your interests and protect your rights in the workplace. I urge you to find a mentor, formal or informal, who will help you successfully navigate the sometimes nebulous and difficult career path and will provide you with a wealth of information that will make your career in the federal government successful and enjoyable.

Many thanks to all members who have worked hard to make 2006 a better year for CAPE.

Sincerely and always at your service,

José Aggrey

Collective Bargaining

Circumstances over the past year have required of CAPE almost uninterrupted work at the bargaining table. A new collective agreement for its members at the Library of Parliament was signed on February 7, 2006. A new TR Financial Incentive Plan (FIP) was signed on March 24, 2006. A new TR collective agreement was signed on June 29. A new EC collective agreement was signed on August 14, 2006.

The rapid succession of bargaining tables, not to mention the overlaps, imposed a new level of demand for services upon CAPE's national office. Accordingly, work was re-organized in order to provide the Association's many bargaining committees with the information and, more importantly, the analysis that was required in order to make the appropriate assessments and to design effective strategies.

Tentative collective agreements were presented to each of the three bargaining units during the six-month period from January to July. CAPE members voted, in some instances in record numbers, in support of each of the agreements. The level of support was overwhelming, and confirmed that processes designed to secure membership input had been successful and that CAPE's bargaining committees and bargaining teams had kept in touch with the priorities and expectations of the membership.

This type of connection is paramount in any round of bargaining. But it was particularly important in the past year when the national office was required to invest extra energy at each table in order to ensure that the specific concerns and most importantly the priorities of each bargaining unit were reflected by each of the tentative agreements.

The addition to their collective agreement of an article defining the prohibition of harassment had been a priority of CAPE members at the Library of Parliament for several rounds. The successful negotiation of a "harassment clause" was a major achievement of 2006. The achievement was not simply that CAPE was able to bargain for more protection against abuses of authority for its members at the Library. It was also that CAPE and the Library's negotiating team were able to come to a common understanding of the issue and to address the issue in a manner that both parties believe will prove efficacious.

Negotiation of a new Financial Incentive Plan for CAPE's TR members in February and March 2006 resulted in minor adjustments to the plan. The plan had been the object of a major overhaul a year earlier. Insufficient information was available to properly assess the strengths and weaknesses of the general re-engineering of the plan. The bargaining team raised many basic

issues, such as the ceiling and the nature of the work that should be covered by the incentive. But similar to discussions that occurred in previous rounds, talks did not result in agreements that would address the matters raised by CAPE.

Negotiation of the TR agreement was affected by the federal elections and the transition period to a new government. In the late fall of 2005, CAPE's negotiating team had come close to reaching an agreement with the employer's team when it was suddenly advised that Treasury Board's bargaining mandates were suspended. Bargaining was interrupted for a period of approximately five months during which an election campaign, the transition to a new governing political party and a review by a new Treasury Board minister paved the way to a new mandate and the resumption of bargaining. In the end CAPE's TR bargaining team had secured five additional days of paid leave and solutions to irritants including the manner in which the work of a new service had been organized.

The rapid succession of bargaining tables, not to mention the overlaps, imposed a new level of demand for services upon CAPE's national office.

Concomitant to wrapping up the Library of Parliament negotiations, carrying out the FIP negotiations and completing the TR collective agreement negotiations, CAPE prepared for the EC bargaining table. The EC bargaining committee was faced with the additional challenge in the 2006 round of preparing for negotiation of en-

tirely new pay scales that would fit the yet to be determined new EC levels for the new EC classification standard being prepared by the employer. However as both CAPE and Treasury Board realized on their way to the bargaining table, the Public Service Human Resources Management Agency (PSHRMA) was not in a position to guarantee delivery of the conversion database in 2006. While the standard was ready, there were too many steps to the database, some of which were beyond PSHRMA's control, to reasonably expect data before some time in the spring of 2007.

CAPE took the initiative of proposing a one-year agreement that would expire in June 2007. After some initial resistance to the notion of a one-year agreement, and after negotiating the terms of the agreement once the idea was accepted, Treasury Board signed the tentative agreement on June 29. As a result, the EC bargaining committee was able to successfully address the top priorities identified in the EC input questionnaire as well as a couple of other matters of great importance to some members. The new provisions have been effective since August 14, when after the ratification vote by CAPE's EC members and authorization by Treasury Board ministers the agreement was signed by the parties.

Less than three weeks later, a new round of FIP negotiations was set in motion with a call for volunteers. A week later, CAPE's national office sent out a call for volunteers to negotiate a new TR collective agreement. In the same week, CAPE's National Executive Committee decided to call upon its EC bargaining committee to resume work in preparation of a return to the bargaining table some time in the spring of 2007.

Three bargaining tables in 2007... Here we go again! ●

Elections and Rumours: the Translation Bureau

Rumours of the Translation Bureau moving to New Brunswick ebbed and flowed with the political winds that swept the country in 2005 and 2006. Anticipating federal elections, politicians and business representatives from the province of New Brunswick began in the spring of 2005 to raise the specter of uprooting the Bureau and its employees from the National Capital Region and moving the Bureau and its people to the outskirts of Moncton.

At the time, the Minister responsible for the Bureau was Scott Brison, who happened to be one of the few liberal ministers in the federal cabinet from the Maritimes. The nexus of a coming election and a Minister from the same region from which originated lobbying efforts had the trappings of political meddling into the operations of the public service. However, as is most often the case in such instances, appearances were deceiving. There was no plan to move the Bureau. A move was not being considered. The move only existed in the minds of a group of unofficial lobbyists.

Unfortunately, the persistence of the rumour was very real. The effects on moral of the rumour were also very real. The

major disruption in personal life that a move would entail is not a trivial matter. Employees of the Bureau living in the National Capital Region, including several hundreds of CAPE's TR members, were understandably upset and living for all intents and purposes day in and day out with the threat of a major change to their lives.

CAPE responded to the legitimate concerns of its members by requesting and securing a meeting with the Minister's office. CAPE President José Aggrey, the President of CAPE's local at the Bureau Luc Gervais and CAPE's Executive Director Claude Danik met with the Minister's special advisor on matters of the Bureau. CAPE representatives raised their

objections to any project of moving the Translation Bureau. In response they were told that, though the department of Public Works and Government Services Canada (PWGSC) was in the midst of an expenditure review similar to reviews being carried out in other departments, no move was being planned or even explored. Luc Gervais and Claude Danik then met with the President of the Translation Bureau who explained how the expenditures review did not include the scenario of moving existing jobs out of the National Capital Region.

But an article in the Ottawa Citizen resurrected the rumours in the fall of 2005. José Aggrey contacted several National Capital Region liberal

MPs. The consensus confirmed again that the Bureau was not going anywhere.

A federal election came. A federal election went. On February 8, 2006 in one of his first public statements the new Treasury Board Minister, John Baird, committed himself to reversing the trend of jobs moving out of NCR. Shortly thereafter, José Aggrey met with Baird and received further confirmation of the minister's intentions. The rumour temporarily subsided.

Several weeks later it was reported to CAPE's national office that the rumours were still out there, hanging over the heads of hundreds of TRs. A meeting was arranged in May with Michael Fortier, the new minister of PWGSC. Representing CAPE members, Aggrey and Danik explained how moving the Bureau made no sense. They received reassurances from the minister that moving the Translation Bureau was not even on his list of

matters to review. No move was forthcoming.

There can be no sound operational or financial rationale to move the Bureau. It would be irresponsible to move the Bureau.

Thereafter, rumours began to subside. Will the Translation Bureau ever move to New Brunswick or to anywhere else in Canada? A move is most unlikely. There is no sensible business case to move the Bureau. To move the Bureau would cost taxpayers millions of dollars. It would generate irrational increases in operating

costs. It would precipitate a shortage of translators as many TRs would retire rather than disrupt their family lives with a move. It would seriously hinder the Bureau's ability to carry out its mandate. It would have a negative effect on the economies of Gatineau and Ottawa.

There can be no sound operational or financial rationale to move the Bureau. It would be irresponsible to move the Bureau.

Will rumours persist? Are there politicians prepared to ignore reality and obstinately commit to making political hay out of the prospect of seeing the Bureau or other parts of the federal public service move to their respective regions? Yes, of course. It is most likely that the rumours of a move will resurface. They will ebb and flow with the political winds. In fact, a federal election is anticipated for some time in the coming year. The rumours will probably come back during the elections. The foolishness of moving the Bureau will not disappear. But rest assured that CAPE will have something to say, again, on the matter. ●

EC Classification Review

The signs are not obvious. However, considerable progress has been made since the previous Annual Report on implementation of the new EC classification standard. The new classification standard is ready. The accompanying classification guide, the EC Classification Standard Applications Guidelines, is for all intents and purposes completed. Evaluation and classification of the 280-plus work descriptions of the validation sample has been completed. Several departments and agencies are well into the processes of work description writing, and evaluation.

Departments and agencies appear to be fully aware of the timelines and the work that needs to be done in order to ensure that conversion can occur whenever new rates of pay are negotiated in the coming round of EC collective bargaining.

It is important to remind ourselves, here, that the development of the classification standard has been the responsibility of the Public Service Human Resources Management Agency (PSHRMA). The *Public Service Labour Relations Act* makes it clear that the employer, in this instance represented by the agency, has full authority over classification. But as we recognize PSHRMA's responsibility it is also important to underscore that the agency has consulted the stakeholders in order to inform its decisions. The EC Group Advisory Committee, grouping together department representatives and a representative from CAPE, has played an important consultative role in the process.

The agency has relied on the advisory committee to review various aspects of the development of the new standard, and to provide comments, advice and, in the case of department representatives sitting on the committee, coordination within departments. It has not always been easy in the past year for PSHRMA to move the process along. Quite frankly, there were instances when hesitations and reviews were due to comments made by CAPE. But it is our view that the agency is committed to producing a well constructed standard. As such it did consider the advisory group's input, and the members of the advisory group demonstrated a shared interest in assisting the agency in the production of the most effective standard possible, a standard that allows evaluators to clearly expose and rate the full value of work defined in each and every new EC work description.

It was reported earlier in the June 2006 issue of *Professional Dialogue* that by September 2005, PSHRMA was up to version 4 of the standard. The advisory committee provided comments in the Fall of 2005 on version 4. More tests were done. The test results under-

scored new problems. Version 5 was more problematic, so much so that it was not even brought to the advisory committee for review. Version 6 was completed in January, 2006. PSHRMA felt at the time that it was very close to the final version: inconsistencies in evaluation appeared to be less frequent with version 6. More comments were provided by the advisory committee. PSHRMA decided that a simplification of some of the evaluation grids might result in a better understanding of the relativity of values. By end of March 2006, version 7 or the final version of the new EC standard incorporated only single factor grids, thus establishing evaluation of each element on the easy to handle continuum of linear scales. The standard included nine elements: decision making; leadership and operational management; communication; knowledge of specialized fields; contextual knowledge; research and analysis; physical effort; sensory effort; and, working conditions. There will be 8 levels to the new EC group.

CAPE is very mindful of the importance of the new EC standard and of the conversion that will occur in the wake of the next round of bargaining.

Concomitant to the development of the classification standard, the application guidelines were also being honed. The fourth and final draft was completed in the summer of 2006. In contrast to the old ES and SI classification standards, the new EC standard will not include benchmark

position descriptions. The guidelines, however, will include examples of work activities for each value of each element of the standard. They will also give general direction on the interpretation of the values of each element.

By the spring of 2006, it was clear that progress on the classification tools was going well. However, two issues came to the forefront of discussions at the consultation table of the advisory committee. Firstly, there was the matter of group allocation. Secondly, there was the matter of the data base that would be necessary to bargain new rates of pay.

The group allocation issue was a matter of great concern to the association as it threatened to undermine the integrity of the EC group. From the beginning of the EC classification standard development process, CAPE has acknowledged the probability of some re-allocation of work descriptions to other occupational groups: conversions always result in some work description re-allocation. However, in the first few months of 2006, rumours of significantly higher than normal rates of re-allocation were emerging from various departments. At the May meeting of the advisory committee, CAPE reminded departments that it would be counterproductive to move work descriptions out of the EC group prior to conversion only to be forced to move them back further to grievances or management decisions. The Association suggested that greater attention to the occupational group definition would facilitate writing work descriptions that would either fall clearly under the EC group definition or clearly outside of its parameters. As a result, department forecasts of re-allocations have dropped significantly.

The database issue was a matter that could not be resolved at the consultation table. The realities of preparing the database were such that

PSHRMA and departments could not meet the deadlines that were being imposed by the collective bargaining calendar. CAPE was about to return to the bargaining table in June 2006 to negotiate a new collective agreement for its EC members. The standard was ready. But the guidelines were not. Departments were far from having completed writing work descriptions. Work descriptions would need to be evaluated, rated and entered into a database. The parties at the table would need the database long before they really got down to bargaining. In May, it was clear that this was not going to happen.

At the bargaining table in June, CAPE proposed a reasonable solution to an impossible situation: a one-year agreement. While there was some resistance to the idea, in the end it was agreed that a one-year agreement was the only solution possible that was in the interest of all parties. The agreement provided CAPE's EC members with an immediate pay adjustment, and a handful of new entitlements that would be available as soon as mid-August 2006 (August 14, when the new collective agreement was signed). Considering that the alternative was a signed agreement some time in 2008, the one-year agreement did seem more reasonable. Furthermore, departments would have the time needed to complete writing, evaluating and rating work descriptions. PSHRMA would also have time to enter the ratings into the database for collective bargaining. In fact, the latest news from the agency is that implementation is on track, and the database is expected for early spring 2007 just in time for a return to the bargaining table in June 2007.

It has been an eventful year. CAPE is very mindful of the importance of the new EC standard and of the conversion that will occur in the wake of the next round of bargaining. The Association's ability to advocate on behalf of members is defined in legislation, sometimes seriously circumscribed by legislation. Its role at the consultation table is clearly limited when compared to its role at the bargaining table. However, this does not mean that CAPE has taken the former responsibilities any more lightly.

In closing, it is important to acknowledge the important work carried out by CAPE local officials and members within their respective departments. The national office has not been in a position to provide much direction to its local officers on the matter of the new EC standard. Until September 2006, the information required in order to prepare advice for EC members was not available to CAPE. As a result local officers at Statistics Canada as well as at other departments have worked hard, and mostly on their own, in consultations with department management in order to produce new EC work descriptions. The process is far from over. CAPE hopes to release, by the time of publication of the annual report, guidelines to assist members reviewing work descriptions for the new EC standard. But the tremendous work carried out by our local officers and members so far must be recognized by all as essential to the success of the conversion. ●

The Pension Surplus Litigation

The first phase of the trial in the case challenging the federal government's confiscation of the surplus in the federal public service, Canadian Forces and Royal Canadian Mounted Police Superannuation Plans took place in November 2005 and resulted in a favourable ruling from Justice Panet of the Ontario Superior Court of Justice.

The case involves a challenge by the Association, Professional Institute of the Public Service, Public Service Alliance of Canada, The Armed Forces Pensioners'/Annuitants' Association of Canada and RCMP employee associations to pension legislation passed by the government in 1999 (Bill C-78). The legislation allowed the government to appropriate the \$30 billion pension surplus in the three pension plans. The action claims ownership of the pension surplus for federal government employees.

It had been expected that the entire trial would take place in November and December of 2005. However, when the government lawyers tried to block the admission into evidence of 128 documents that would weaken their case, it was neces-

sary to first obtain a ruling from Justice Panet on the admissibility of the documents. These documents consisted primarily of statements, policies and communications by high level government officials and show that during the 1990s, the government was using questionable accounting techniques to appropriate the surplus and pay down the deficit. They also reveal disagreements between Treasury Board and Ministry of Finance officials over the ownership and use of the surplus.

Justice Panet ruled that all of the documents were admissible and contained statements that are relevant to crucial issues in the case. He further found that it would be unfair to require the plaintiffs to call the authors of the documents as witnesses and that it was open to the government to call the authors to explain the documents.

Unfortunately, the court did not have any available dates for the second phase of the trial until February 2007. Six weeks have been set aside for the trial and an additional two weeks is available for final argument. Justice Panet will continue to preside over the trial.

In the interim, counsel are continuing to work co-operatively to prepare for trial. Most recently, additional expert reports were prepared to respond to the government expert reports. A case management conference before Justice Panet was held on October 31, 2006 in order to ensure that the trial proceeds as efficiently as possible.

The trial is expected to be completed by June 2007. However, because of the large volume of evidence that will be submitted and the complexity of the issues, it will likely be several months before the judge issues his decision. We expect that whoever loses will file an appeal following this decision. ●

CAPE 2006 December Elections

Every year CAPE holds elections for various seats on the National Executive Committee. This allows for the assurance of continuity in the Association's leadership. To hold elections for all positions at the same time runs the risk of having an entirely new executive with no "corporate memory" lead the organization.

This year, the President, EC Vice-President, TR Vice-President, one TR Director, one Library of Parliament Director and five EC Directors will be elected to fulfill two year terms, beginning January 1, 2007.

In addition, members will be asked to vote on a By-Law amendment, and a Constitutional amendment, the details of which can be found on the Association's website at www.acep-cape.ca.

This year we are hoping that the increased interest that the members have demonstrated in the running of the Association will translate into strong voting turn-out.

Members will receive their voting packages in mid-November, and will be asked to return their ballots to the national office sometime in mid-December. The exact date and time of the deadline for returning ballots will be indicated clearly in the voting package. Individuals who are members of one of the bargaining units represented by CAPE, but not yet registered members, are strongly encouraged to register as members online at the Association's website, so that they may exercise their right to vote.

The Candidates

During the course of the elections, the candidate's biographies will be available for review on the Association's website.

President

Five individuals were nominated for the position of President:

- ▶ José Aggrey
- ▶ Derek Brackley
- ▶ Richard Oslund
- ▶ Clayton Therrien
- ▶ J. Kevin Workman

EC Vice-President

One individual was nominated. Karl Lakaski has been acclaimed as the EC Vice-President.

TR Vice-President

One individual was nominated. Lionel Perrin has been acclaimed as the TR Vice-President.

TR Director

One individual was nominated. André Picotte has been acclaimed as TR Director.

LoP Director

One individual was nominated. Sebastian Spano has been acclaimed as LoP Director.

EC Directors

Seven individuals were nominated for the five available EC Director positions:

- ▶ Riley Brockington (nomination subsequently withdrawn)
- ▶ Ghislain Dussault
- ▶ Marcy Holyk
- ▶ Maurice Korol
- ▶ Robert McVicar
- ▶ Anna Sipos
- ▶ Stan Spak

The First Annual National Executive Committee Planning Retreat

The Retreat

In our June Professional Dialogue, we reported that the CAPE National Executive and CAPE Management closely reviewed the manner in which the Association currently operates, and explored several options regarding improving the way in which CAPE conducts its affairs. Virtually all aspects of the Association were examined. The resulting document, "Improving Service to the Membership – Ideas, Initiatives, Priorities", will be used as a guide to the Association's leadership in both the short and long-term.

- ▶ The CAPE constitution will be reviewed, more locals will be established, and the manner in which the NEC operates will be examined.
- ▶ An examination of the ratio of professional staff to CAPE members will be undertaken, with the goal of addressing any needs that might be identified.
- ▶ CAPE's services will be examined with the goal of identifying what services should be added, changed or discontinued.
- ▶ CAPE's membership participation will be fostered and encouraged.
- ▶ CAPE's policy and Decision Making Process will be examined.
- ▶ CAPE's growth potential will be explored and outlined.

The Follow-Up

In a follow session, the Leadership of the Association prioritized these initiatives, and established time frames for implementation.

Many initiatives identified are of an ongoing nature, and some have already been accomplished. For example, an internal communication review was undertaken during the summer and fall of 2006, laying the groundwork for an Information/Communication protocol for the Association's National Office. In addition, a new Stewards' Training course has been developed by the Labour Relations Division, to reflect the new Labour Relations environment in the public service. ●

The EC Group

– Who We Are, What We Do

We bring to our work experience and expertise from the public, private and voluntary sectors, and academia. We are among the best educated within the public service, and our work forms the backbone of Canadian public policy, research, evaluation, and program management in federal industry, labour, employment, health and social welfare programs. Our professions include economists, sociologists, lawyers, statisticians and health professionals, and we work as methodologists, evaluators, researchers, policy consultants, project leaders and managers.

Typically the work that we do is invisible to those outside the Federal Government, yet our work has major impact on the day to day living of most Canadians: Using leading edge surveillance technologies and practices, epidemiologists work to protect Canadians from major communicable diseases such as SARS; statisticians produce sound economic, social and health data and information for decision making by politicians, business leaders, and the public influencing everything from the location of your local shopping mall to responsive family policies; we participate in negotiations between differing parties including federal and provincial governments, and business and labour organizations; we manage major contracts, grants and contributions, adhering to solid financial and management principles.

To ensure that our work meets real needs, as much as possible we consult broadly with our various internal and external stakeholders, and collaborate and share information with representatives of other levels of government, academia, professional organizations, major voluntary agencies, business, labour, and with the general public. What drives our work is what we hear from Canadians, including from our political leaders, through the formal expressions of individuals and organizations, through focus groups where we ask directly for Canadians' opinions on important issues and trends, through internal and extramural research, and through the use of surveys and questionnaires (yes....we are often the people behind those government phone surveys).

What we do influences the development, evaluation, and renewal of major government policies. The results of our work - be it informed opinion, statistics, or research results - can be found in articles on the front pages of Canadian newspapers, in every federal department's list of publications, and at major national and international symposia. Often our work forms public discussion, from the House of Commons to classrooms to coffee bars.

As federal employees, we are aware of the investment that Canadians make in us throughout our careers. We, in turn, respect that investment by constant improvement to our skills and expertise through continuing education, professional accreditations, and by endeavouring to work in both official languages. ●

The TR Group – Who We Are, What We Do

We are not a homogeneous group: we translate, we revise, we carry out terminological research and we interpret in English, French and many other languages.

In the Translation Bureau of the Government of Canada, we work in departmental sections that service a particular federal department or agency. We also work in specialized central sections, translating more specialized material in such fields as the natural sciences, technology, informatics, medicine, economics and law that are forwarded from the departmental units. We provide linguistic advice to our clients. We conduct on-demand terminological research in the short term to assist our colleagues with their translations, and longer-term terminological research in specific subject areas, in order to assemble glossaries on a wide variety of subjects that will be of use both to our colleagues and to members of the general public. We interpret in both official languages in the House of Commons and the Senate, at meetings of parliamentary committees and at conferences in which the federal government is a participant. We also provide sign-language interpretation.

More recently, our technolinguistics unit has been using cutting-edge technology in projects to create, translate and localize Web sites and other multimedia products of the Government of Canada. The work demands knowledge and skills in both linguistics and informatics, and the results are turnkey projects.

We also translate, interpret and do terminological research in languages other than English and French. Our main clients for such services are the departments of Foreign Affairs and International Trade, and National Defence, but many other federal departments and agencies use our multilingual translation services from time to time.

We come from a variety of backgrounds. Our education has not been limited to translation: many

of us have studied—for example—history, economics, law, physics or engineering, and for many of us, translation is a second career.

Some of us work in regional offices in such centres as Saint John, Montreal, Quebec City, Toronto, Winnipeg and Vancouver, serving the regional offices of federal departments and agencies. Others work alone, having been attached to specific clients. Yet others who work in departmental sections are “assigned”, meaning that they handle all of the work from a specific client, at the client’s request.

In our work, we use not only paper dictionaries of every kind, but also terminological databases such as Termium, which is a general terminology bank contributed to by Translation Bureau terminologists and other practitioners, and Termicom, which is a compendium of electronic glossaries for individual units of the Bureau, stocked by the TRs who work there. We have access to the databases and Web sites of the federal departments and agencies we serve, and because a proper understanding of the meaning of a document is vital in order to translate it correctly, we consult the relevant works of reference and Web sites. In this area, the Internet is gradually replacing paper references. We also use text recognition software that enables us to find translations of expressions or word strings in previously translated material.

We work constantly to develop our skills not only in language, but also in the specialized fields – such as informatics – in which we operate.

To sum up: we play a vital role in implementing a fundamental policy of the Government of Canada: official bilingualism. The Official Languages Act gives federal public servants the right to work in the official language of their choice, and entitles Canadians to be served in either language. Bilingualism is dependent on translation, and thus on TRs, since we enable public servants and all Canadians to enjoy these rights. We can therefore claim to be one of the pillars of the modern Canadian state. ●

The Analysts and Research Assistants Group

– Who We Are, What We Do

Working on Parliament Hill poses special challenges for the approximately 80 CAPE members who work for the Parliamentary Information and Research Service of the Library of Parliament. The principals, analysts, research editors, statistical officers, and research assistants who make up the Analysts and Research Assistants Group provide objective and confidential research, analysis, and advice to Members of the Senate and the House of Commons.

During the course of their work, the CAPE Library of Parliament members often find themselves in the thick of the political action, but because they serve members of all political parties, they must be non-partisan, tactful, and discrete. Navigating the partisan shoals of the Hill can be as exciting as it can be risky.

The CAPE Library of Parliament members include scientists, economists, lawyers, and social scientists. They are experts in fields as diverse as fisheries, defence and security, finance and banking, agriculture, transportation, international affairs, health, aboriginal affairs, the environment, human rights, and public administration. Through their work, they help Members of Parliament perform their roles in reviewing legislation, scrutinizing the executive, and undertaking enquiries and studies.

Principals and Analysts, who form the greater part of the Library of Parliament membership, spend much of their time assisting parliamentary committees. They prepare work plans, witness lists, briefing notes, and draft committee reports. They also accompany the committees when they travel to hold public hearings.

Analysts also serve parliamentary associations such as the Assemblée parlementaire de la Francophonie, the Inter-Parliamentary Union, and the Commonwealth Parliamentary Association. As well, they respond to requests from individual parliamentarians.

The CAPE Library of Parliament members participate in the Library's seminar program for Members of Parliament. They also prepare publications on legislation and public policy issues for the Library's publication program. These publications are available on Parliament's public website (www.parl.gc.ca).

The CAPE members at the Library of Parliament form a distinct group because they are governed by the *Parliamentary Employment and Staff Relations Act*, which is different from the legislation governing their public service colleagues.

Through their professional expertise, their commitment to promoting sound public policy, and their organizational and interpersonal skills, the CAPE Library of Parliament members are a vital help to parliamentarians in their roles as legislators and representatives of the Canadian people. ●

Representation and Consultation

As always, the Annual Report affords CAPE the opportunity to highlight what is, without question, one of the most important functions of the Association – our Labour Relations activities. CAPE's Labour Relations professionals are the face of the Association – they are who the member sees – at the workplace, in the grievance hearing, in consultation, at the Public Service Labour Relations Board, at the Commission, and in the National Office. They are responsible for informing and advising members and representatives of the Association. They are responsible for representing members informally, as well as representing members through various formal dispute resolution mechanisms. They also have a key role in the consultative responsibilities of the Association.

Casework and Representation

An Appeal: The Labour Relations Officer alleged that the appellant was not evaluated in the same manner as other applicants, by virtue of the fact that all other candidates were interviewed by three people, while the appellant was interviewed by only one. The appeal board ruled that the appellant was disadvantaged by the absence of a third person's opinions and input, and as such the process violated the merit principle. The appeal was upheld.

A Harassment Complaint: The Labour Relations Officer presented the member's allegations that a very poor performance evaluation (which resulted in a demotion) was nothing more than an abuse of authority. The resolution saw the performance evaluation revised, the demotion reversed, the difference in salary reimbursed, and the member guaranteed that they would not have future working contact with the manager in question.

A Harassment Grievance: The Labour Relations Officer represented a member who filed a

harassment grievance, alleging that the supervisor made frequent, offensive comments and assigned work inappropriate for the member's classification. The grievance was resolved to the member's full satisfaction.

A Harassment Grievance: The Labour Relations Officer represented a member who alleged that the conduct of two managers constituted harassment. The member felt offended by their comments, made both in a group meeting and in a meeting with the member alone. The member also felt that the managers' conduct had been offensive by their deliberately excluding that employee from the group. The grievance was upheld and the managers did apologize to the member and to the whole group. Commitments were made to improve communications within the group. The group members were given an opportunity to express their views and felt, as a result, that management was now listening.

A Classification Grievance: The Labour Relations Officer presented the members' allegations

Representation and Consultation cont'd...

that their positions were incorrectly classified at a lower level. After a lengthy period of time, a decision was reached that supported the members' position, and the positions were reclassified, retroactive to 2002. Accordingly, pay was adjusted and a cheque was issued for retroactive pay back to 2002.

The Duty to Accommodate: As a result of physical requirements, the member required special accommodations in order to perform the duties and responsibilities of the position. After several meetings, the Labour Relations Officer negotiated all of the required accommodations, the employer implemented the required changes, and the member now works in an environment that accommodates the restrictions of the medical condition.

A Sun Life Disability Claim: (Often the most difficult of cases, because the member's illness is frequently exacerbated by the stress inherent in struggling for benefits). A member diagnosed with cancer was compelled to take leave without pay, because the employer had failed to submit the necessary information and forms to the insurance company. Once the Labour Relations Officer stepped in, matters were quickly addressed. The forms were submitted, the benefits approved. A return to work plan was negotiated with the employer and Sun Life, and the insurance company approved benefits for the periods of leave without pay that the gradual return to work plan necessitated.

Workforce Adjustment: A member's position was declared affected. Various options were explored and advanced by the Labour Relations Officer, in attempts to avert a surplus situation for the member, who was close to retirement. After several informal meetings, a resolution was reached which allowed the member to enter a Special Assignment Program for two years. This allowed the member to reach retirement.

CAPE's Labour Relations

*professionals are the face of the
Association – they are who the
member sees.*

Rejection on Probation: The Labour Relations Officer represented a member who grieved an appraisal and subsequent rejection on probation. A human rights complaint with respect to discriminatory treatment was also filed. The settlement included a payment of more than \$10,000 to the aggrieved member.

Discipline: The Labour Relations Officer represented a long-service CAPE member, who had received three disciplinary measures in a period of less than two years. A grievance was filed against the second disciplinary measure, a

suspension, but it was rejected during the grievance procedure. The grievance was not referred to adjudication because a thorough analysis of the matter and an examination of the jurisprudence led CAPE to conclude that it would not be upheld. Another grievance was filed when the second suspension (the third disciplinary measure) was imposed and it was held in abeyance by the parties while they, at the request of CAPE, attempted mediation. The Labour Relations Officer and member were successful in reaching a confidential agreement that dealt with the suspensions and a number of other work related issues.

Often, the parties involved in a grievance elect to attempt to resolve the issues informally, and/or by way of confidential agreements. By their very nature, these cases cannot be cited in any way that would identify the parties involved, but nonetheless are worth noting:

Group Grievances: Under a new provision of the Public Service Labour Relations Act, a group of employees filed 2 group grievances. A confidential memorandum of agreement worth \$25,000 was reached.

EC Overtime: (Overtime has long been an issue for CAPE. Our EC members have historically been called upon to work unclaimed overtime, a practice that violates the EC Collective Agreement.) A confidential settlement was reached worth close to \$50,000.00.

Overtime and Vacation Leave: A confidential agreement was reached that saw the member reimbursed almost 400 hours of overtime and vacation leave.

Not only do our Labour Relations Officers carry significant caseloads, but they are also responsible for representing the interests of the Association at various consultative fora at the National level, and the departmental/organizational level. These consultative responsibilities are also shared by the Association's Director of Labour Relations, the Research Officer and the Executive Director, and, of course, the CAPE National President.

Consultations at the Departmental/ Organizational Level

CAPE has experienced a great deal of frustration with the governments, both past and present – and the numerous restructurings which, over a period of time, involved our members and the consultative processes at : Human Resources Development Canada, Human Resources and Skills Development Canada, Social Development Canada, Service Canada and Human Resources and Social Development Canada. Significant time and energy was invested in adapting consultation fora, as a result of the ongoing changes brought about by the last two governments. The work has often been redundant, and certainly has been frustrating.

In other fora, however, the consultative process has been quite rewarding.

CAPE Labour Relations officers sit on many committees and sub-committees that reflect their broad knowledge base: Occupational Health and Safety, Ergonomics, Policy Committees, including Consultation and Ergonomics , Working Conditions, Hours of Work, Exclusions, Departmental EC Conversion Committees, HRs Planning and Staffing Strategies,

Representation and Consultation cont'd...

Informal Conflict Management Systems, and Employment Equity, to mention a few.

Specific Department/Organizational Consultations include, but have not been limited to:

RCMP:

Unilateral management changes to the harassment training program

The move of the Canada Firearms Centre to the RCMP

The "Categories of Employees" initiative

The future relocation of the National Headquarters building

Industry Canada and Western Economic Diversification:

ES recruitment and development programs

Public Safety and Emergency Preparedness:

The relocation of the National Headquarters building

Justice:

The impact of classification review activities on SI and ES positions

The creation of a new bargaining unit of lawyers

The impact on the Aboriginal Affairs Portfolio of the Indian Residential Schools settlement

Department of Fisheries and Oceans:

Labour Relations Symposium

EC Classification Reform

Informal Conflict Management System

Employment Equity

Correction Service Canada:

Classification review activities concerning behavioural technicians/counselors

Concerns regarding the area of selection for EC positions

Assignment and hours of work concerns

CAPE refused to participate on CSC Joint Return to Work Committees

Translation Bureau:

Occupational Health and Safety

Development of an organizational Ergonomics Policy

Rumoured relocation of the Translation Bureau to the Atlantic Provinces

Development of a Consultations Policy, including a training program

- Hours of Work
- TR recruitment
- Professional Development
- Clandestine TR work
- Pay Equity
- Exclusions

Statistics Canada:

- Monthly meetings with the Statistics Canada Local Leaders
- National Labour-Management Consultation Meetings
- Implementation of the Human Resources Modernization Act
- EC Classification Reform
- EC Classification Reform working groups
- Various working groups related to issues and concerns surround the implementation of the new staffing regime.

Environment Canada:

- Labour Relations Symposium
- EC Classification Reform
- Informal Conflict Management System
- Employment Equity

Health Canada:

- As a result of consultations with CAPE, Health Canada agreed to shelve its draft surveillance policy. CAPE argued that it violated members' right to privacy.
- A process was developed to limit wait times for harassment investigations.

Agriculture and Agri-food Canada:

- Established employment equity as a standing item on the national labour-management consultation agenda.

- Agreement to work towards joint presentations on employment equity at the National Joint Council Joint Employment Equity Committee.

Consultations at the National Level

One of CAPE's primary commitments has been to increase our visibility at the national level – and as such we have strengthened our roles on many National Joint Council Committees. Our Labour Relations Officers play an active role on the National Joint Council Official Languages Committee, the Workforce Adjustment Committee, and the Dental Care Board of Management.

CAPE plays a key role in relation to the Public Service Employee survey.

As a member of the Joint Employment Equity Committee, CAPE is reviewing proposed changes to Treasury Board Policies which might adversely affect employment equity groups. CAPE is also participating in the scheduled review of the Employment Equity Act.

We also play leading roles in the Public Service Commission Advisory Council (PSCAC), the PSCAC's Appointment Framework Working Group, and Political Activities in the Federal Public Service Working Group.

We play a central role in union-management consultative efforts to bring together and develop a consultative framework that would allow several small, and very small, agencies to coalesce and meet as a single entity. ●

CAPE National Executive Committee

José Aggrey
CAPE President
jaggrey@acep-cape.ca

Derek Brackley
Vice President EC/LoP
Human Resources and Social
Development Canada

Richard Oslund
TR Vice-President
Public Works and Government
Services
Translation Bureau

Carol Card
TR Director
Public Works and Government
Services
Translation Bureau

Marcy Holyk
EC Director
National Defense

Maurice Korol
EC Director
Agriculture and Agri-Food Canada

Carl Lakaski
EC Director
Public Health Agency of Canada

Robert McVicar
EC Director
Statistics Canada

Julienne Patterson
EC Director
Statistics Canada

André Picotte
TR Director
Public Works and Government
Services
Translation Bureau

Philip Rosen
LoP Director
Library of Parliament

Stan Spak
EC Director
Agriculture and Agri-Food Canada

Clayton Therrien
EC Director
Statistics Canada

Michael Zinck
EC Director
Veterans Affairs Canada

Claude Danik
Executive Director
CAPE

Donna Martin
Manager of Administration Services
CAPE

CAPE Finance Committee

André Picotte - Chair
Public Works and Government
Services
Translation Bureau

José Aggrey
CAPE President

Derek Brackley
Vice President EC/LoP
Human Resources and Social
Development

Luc Gervais
Public Works and Government
Services Canada
Translation Bureau

Allan Gordon
Health Canada

Klaus Kostenbauer
Statistics Canada

Mike Monaghan
Statistics Canada

Richard Oslund
Public Works and Government
Services Canada
Translation Bureau

Clayton Therrien
Statistics Canada

Claude Danik
Executive Director
CAPE

Sandra Wensink
Finance Officer
CAPE

TR Collective Bargaining Committee

Carol Card

Public Works and
Government Services Canada
Translation Bureau

Luc Gervais

Public Works and
Government Services Canada
Translation Bureau

André Picotte

Public Works and
Government Services Canada
Translation Bureau

Suzanne Dumas

Public Works and
Government Services Canada
Translation Bureau

Micheline LaSalle

Public Works and
Government Services Canada
Translation Bureau

Claude Poirier

Public Works and
Government Services Canada
Translation Bureau

Ellen Garmaise

Public Works and
Government Services Canada
Translation Bureau

Lionel Perrin

Public Works and
Government Services Canada
Translation Bureau

Claude Danik

Executive Director
CAPE

Hélène Paris

Research Officer
CAPE

TR Collective Bargaining Team

Carol Card

Public Works and
Government Services Canada
Translation Bureau

Luc Gervais

Public Works and
Government Services Canada
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Claude Danik

Executive Director
CAPE

Suzanne Dumas

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Government Services Canada
Translation Bureau

Lionel Perrin

Public Works and
Government Services Canada
Translation Bureau

Hélène Paris

Research Officer
CAPE

Ellen Garmaise

Public Works and
Government Services Canada
Translation Bureau

Claude Poirier

Public Works and
Government Services Canada
Translation Bureau

TR Financial Incentive Plan Negotiating Committee

Caroline Leclerc

Public Works and
Government Services Canada
Translation Bureau

André Picotte

Public Works and
Government Services Canada
Translation Bureau

Isabelle Rochon

Public Works and
Government Services Canada
Translation Bureau

Stephen Mullen

Public Works and
Government Services Canada
Translation Bureau

Claude Poirier

Public Works and
Government Services Canada
Translation Bureau

Claude Danik

Executive Director
CAPE

Hélène Paris

Research Officer
CAPE

EC Collective Bargaining Committee

Derek Brackley
Human Resources and Social Development Canada

Gabriel Breton
Library and Archives Canada

Brad Buxton
Health Canada

Marilou Dufour
Correctional Service Canada

Ghislain Dussault
Canadian International Development Agency

Marcy Holyk
National Defense

Charles-Ebw Lasalle
International Trade Canada

Anna Sipos
Foreign Affairs Canada

Stan Spak
Agriculture Canada

Clayton Therrien
Statistics Canada

Barbara Townsend-Batten
Statistics Canada

Michael Zinck
Veterans Affairs

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Executive Director
CAPE

Hélène Paris
Research Officer
CAPE

EC Collective Bargaining Team

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Ghislain Dussault
Canadian International Development Agency

Marcy Holyk
National Defense

Anna Sipos
Foreign Affairs Canada

Clayton Therrien
Statistics Canada

Barbara Townsend-Batten
Statistics Canada

Gabriel Breton
Library and Archives Canada

Charles La Salle
International Trade Canada

Claude Danik
Executive Director
CAPE

Hélène Paris
Research Officer
CAPE

Library of Parliament Collective Bargaining Committee

Frédéric Beauregard-Tellier

Micheal Dewing

Andrew Kitching

Sonya Norris

Philip Rosen

Claude Danik
Executive Director
CAPE

Hélène Paris
Research Officer
CAPE

CAPE Communications Committee

Maurice Korol - Chair
Agriculture and Agri-Food Canada

José Aggrey
CAPE President

Bob McVicar
Statistics Canada

André Picotte
Public Works and
Government Services Canada
Translation Bureau

Philip Rosen
Library of Parliament

Clayton Therrien
Statistics Canada

Michael Zinck
Veterans Affairs Canada

Deborah Fiander
Communications Officer
CAPE

Claude Danik
Executive Director
CAPE

Constitution and By-Laws Committee

Clayton Therrien - Chair
Statistics Canada

José Aggrey
CAPE President

Bachir Belhadji
Health Canada

Derek Brackley
Human Resources and
Social Development Canada

Carl Lakaski
Health Canada

Mike Monaghan
Statistics Canada

Graham Myres
Health Canada

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Public Works and
Government Services Canada
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André Picotte
Public Works and
Government Services Canada
Translation Bureau

Luc Pomerleau
Public Works and
Government Services Canada
Translation Bureau

Philip Rosen
Library of Parliament

Francine Logan
Committee Secretary
CAPE

Elections Committee

Michael Dewing - Chair
Library of Parliament

David Aubry
Public Works and
Government Services Canada
Translation Bureau

Larry Deters
Statistics Canada

Hélène Gagnon
Industry Canada

Nick Giannakoulis
Public Health Agency of Canada

Ross Holden
Indian and Northern Affairs Canada

Zhiyong Hong
Public Health Agency of Canada

Jason Jacques
Transportation Safety Board of
Canada

Salma Jaroudi
Agriculture and Agri-Food Canada

Janson LaBond
Human Resources and
Social Development Canada

Bev Miller
Justice Canada - Yukon Region

Robert Palinic
Statistics Canada

Seth Sazant
Finance Canada

Anita Bangiricenge
Committee Secretary
ACEP

Young Members Advisory Committee

Tammy Belliveau - Chair
Correctional Service Canada

Richard Duranceau - Chair
Health Canada

José Aggrey
CAPE President

Heather Anderson
Human Resources and
Social Development Canada

Ben Black
Public Works and
Government Services Canada

Megan Brown
National Defense

Ashifa Jiwa
Public Health Agency

Sarah Lawson
Natural Resources Canada

Marie-Eve Neron
Natural Resources Canada

Caroline Raymond
Translation Bureau

Seth Sazant
Finance Canada

Martin Tremblay
Environment Canada

Jonathan Wallace
Human Resources and
Social Development Canada

Erin Weir
Finance Canada

David Welsh
Human Resources and
Social Development Canada

Julie Parisien
Committee Secretary
CAPE

Equal Opportunities and Diversity Committee

José Aggrey
CAPE President

Tammy Belliveau
Correctional Service Canada

Carol Toone
Public Works and
Government Services Canada

Tomo Yokoyama
Privy Council Office

CAPE Local Leadership

A New and Improved Stewards Training Program

CAPE welcomes new volunteers to the national network of Local Leaders. The commitment and dedication of these individuals is recognized as being one of our greatest strengths, and adds credence to our reputation as one of the most well regarded public service unions.

Every year, the CAPE Local Leadership is invited to participate in our Stewards' Training Program. Because of the many changes to the laws and regulations dealing with Human Resources and Labour Relations in the public service, a new Stewards Training Program was developed by the Labour Relations Division during the course of the summer and fall of

2006. New components have been developed, as well as new courses, in order to better equip our representatives with the information and tools needed to represent the Association and our members in a capable and competent manner. These include Occupational Safety and Health, Ergonomics and Collective Bargaining, for those members who volunteer to represent their colleagues at the bargaining table.

In addition, this year CAPE organized noon hour training sessions on the Public Service Modernization Act (PSMA) / Public Service Employment Act (PSEA). ●

Stewards and Local Leadership

National Capital Region Association Representatives

Agriculture Canada (Local #507)

President	Luc Tanguay
Vice President	Chris Legget
Secretary/Treasurer	Roy Blais
Stewards	Maurice Korol Mai Dang

Employment Equity Representative	Maurice Korol
Health and Safety Representative	John Wheeler

Canadian Human Rights Commission

Steward	Donna Duvall
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Canadian International Development Agency (Local #517)

Vice President	Rebecca Mellett
Secretary-Treasurer	Pierre Bernier
Stewards	Ghislain Dussault Josée Patry

Canadian Radio-Television & Telecommunications Commission

Steward	Hermia Harris
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Elections Canada (Local#518)

President	Steve Skorenky
Vice-President	Louise Lussier

Treasurer Secretary Directors

Éric Bolduc
Jean Roy
Stacey Paquette
Daniel Plasse

Foreign Affairs & International Trade (Local #516)

President	Archie Campbell
Vice President	Anna Sipos
Treasurer	Karen Diechun
Directors	John Aboud

Sylvie-Aimée Anseme-Baha
Charles La Salle
Katie MacLaurin
Christine Pendragon
Nancy Stewart
Bill Wilson

Health Canada (Local #512)

President	Carl Lakaski
Treasurer	Martine Brault-Krzan
Communications Officer	Ron Wall
Stewards	Bachir Belhadji

Sandra Chatterton
Ida Henderson
John Horvath
Patrick Laffey
Pierre Levasseur
Carol Milstone
Simone Powell

Human Resources and Social Development Canada (Local #514)

President	Barry Maloney
Vice President	Syed Nassem
Stewards	Antonio Bakopoulos Cynthia Carter Kenneth Horricks Gilles Léger Damian Londynski Sarah Lutaaya Garry Malloy Barry Maloney Jean-François Plamondon Christian Strano Alex Berljawsky Barry Maloney
Health and Safety Representatives	

Immigration Refugee Board (Local #501)

President	Louise Hollister
Secretary Treasurer	Louise Carriere
Stewards	Sean Dineen Christine Sarafian Sean Stewart Suzanne Tomek

Indian & Northern Affairs (Local #502)

President	Patrick Sampson
Treasurer	Jean Fisk
Stewards	Saajida Deen Steve Rozak Nancy Stewart Steve Rozak
Health & Safety Representative	

Industry Canada (Local #508)

Directors	Jeff Corman Norman Fee
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Justice Canada (Local #513)

Directors/Stewards	Josée Baril Rosanne Kelly Paula McLenaghan Robert Depew Phyllis Doherty Jane Evans Judith Eyamie
Health & Safety Representatives	
Health and Safety Policy Committee Representative	Phyllis Doherty

Library and Archives Canada (Local #519)

President	Peter Rochon
Vice-President	Diane Giroux
Treasurer	Jean-Rony Benoit
Director	Cathy Vye
Steward	Gabriel Breton

Library of Parliament (Local #515)

Directors	Frédéric Beauregard-Tellier Michael Dewing Andrew Kitching
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National Parole Board

Steward	Linda Goldberg
---------	----------------

Public Service Commission (Local #509)

President	Carole Sage
Steward	Debbie Romain

Statistics Canada (Local #503)

President	Clayton Therrien
Vice President	Riley Brockington
Secretary	Riley Brockington
Treasurer	Mike Monaghan
Employment Equity Officers	Mike Monaghan Anna Morrone Clayton Therrien Howard Hao Anna Morrone Klaus Kostenbauer Clayton Therrien Mike Monaghan Julienne Patterson Clayton Therrien

Health and Safety Representatives

Informal Conflict Management System

Labour Management Consultation Committee Local Communications Committee

Recruitment and Development Committee Directors

Stewards Agriculture

Industrial Org. & Finance

International Trade Manufacturing, Construction & Energy Transportation

Status of Women Canada (Local #510)

Directors	Michele Bougie Maria Shin Teresa Edwards Teresa Finik
Stewards	

Translation Bureau (Local #900)

Executive Committee	
President	Claude Poirier
Regional TR Representative	Isabelle Girouard
EC Representative	Vacant
Francophone Translators Representatives	André Picotte Anne Rousseau Ellen Garmaise Peter Schmolka
English Translators Representative	
Multilingual Translators Representative	

Interpreters Representative	Teresa Beauregard	<i>IPTD</i>	
Terminologists Representative	Iliana Auverana	Parliamentary Committees	Danielle Zanibellato
Parliamentary Translators Representative	Lionel Perrin	Conferences	Francine Roy
			Roland Sarot
CAPE TR V.P.	Richard Oslund	Debates	Xavier Riochet
		Parliamentary Documents	Lionel Perrin
<i>Stewards: National Capital Region</i>			Isabelle Rivard
Agriculture	Caroline Milot	Parliamentary Interpretation	Paule Antonelli
Auditor General	Vacant		Carol Card
Corporate Services	Luc Pomerleau	<i>Terminology</i>	
Courts	David Aubry	Professional Development	Cathryn Anne Arnold
	Claude Leclerc	Human Sciences	Marie-Thérèse Mocanu
Criminology	Monique Charette		Iliana Auverana
	Lucie Verreault	Scientific and Technical (including Montréal)	Vacant
External Affairs	Marie-Anne Courbaron		
Government Services	Rachelle Doiron	<i>Regional Offices</i>	
	Lise-Renée Pettigrew		
Health	Marilyn Gagné	Halifax	Denise Aucoin-Deveau
Heritage	Line Niquet	Charlottetown	Lyne Perrotte
	Cécile Lamirande	Moncton	Claude J. Poirier
		Montreal	Vacant
Human Resources Development	Diane Bisson	Economics and Legal Services	Vacant
		Informatics Unit	Vacant
IRB	Marc Vallée	Military Translation	Kate Forster
Industry	Vacant		Isabelle Girouard
Justice		Montreal Regional Unit	Renata Isaslovic
Life Sciences	Ellen Garmaise		Heather Leighton
	Dave Perron	Quebec	Anouk Jaccarini
National Defence	Christian Poulin		Danièle Lévy
	Wayne Thompson	Toronto	Mary Varcoe
Public Safety and Emergency Preparedness	Suzanne Dumas	Vancouver	Nathalie Lavallée
	Caroline Raymond	Ville Saint-Laurent	Raymonde Leclerc
Revenue	André Picotte	Winnipeg	Stéphane Dresler
Technical Section	Micheline LaSalle		
	Luc Gervais	Transport Canada (Local #506)	
Transport Unit	Vacant	Director	Jeff Harris
<i>Multilingual</i>		Treasury Board	
Americas and Middle-East	Bruno Lobrichon	Steward	Chris Prince
DG INT	Vacant		
Europe-Asia	Zoubair Rubio		

Regional Association Representatives

Alberta (Local #801)

Edmonton

Directors/Stewards

Jason Brisbois
Sarina Daviduck
Lana Dolezal

Health and Safety Representative

Roberta Robertson
Dennis Siska
Rod Smelser
Ghada Ahmed

British Columbia (Local #301)

Directors/Stewards

Ghada Ahmed
Anna Benke
Derek Brackley
Mardie Campbell
Philip Davies
Mike Haberl
Dale Komanchuk

Manitoba (Local #601)

Directors/Stewards

Sharon Allentuck
Wayne Kramble
Brad Morrison
Stan Spak
Jodi Turner
Jodi Turner

Health and Safety Representative

New Brunswick

Stewards Samuel Le Breton
Gilberte Nowlan

Newfoundland (Local #101)

President Frank Corbett
Vice-President Paul C. Cahill
Secretary/Treasurer Gail Kenny
Stewards Sharmane Allen
Bonnie Gauvin

Nova Scotia (Local #201)

Stewards Ben Black
Wendy Stonehouse
Christine Sutherland

Ontario

Guelph
Steward Candice Lee

Kingston (Local #504)

President/Treasurer William Bailey
Vice President Marcelene Holyk
Steward Lisa Manson-Shillington

Toronto

Vice President Ivonne Coucette 416-952-6886
Treasurer Wendy Dennis
Steward Cherill Baynham

Sault Ste-Marie

Steward Mercedes Aquilina

Prince Edward Island (Local #102)

President Michael Zinck
Vice President Teresa Pound
Directors Sherri Doherty
Samuel Ileso
Danny Kunic
Derek Lefebvre
Tara O'Connor

Québec – Montréal (Local #402)

President Mario Jodoin
Stewards Hubert Brown
Claire Courtois
Marilou Dufour
Chantal Labonté
Sylvie Lanoie
Yves Proulx
Hélène Puskas
Jean-Pierre Racine
Sylvie Thévenin

Canada Economic Development Agency Quebec Region

Caroline Ranger

Québec - Québec City/Ste-Foy (Local #401)

President Bruno Levesque
Steward Frederick Lessard

Saskatchewan (Local #701) (Northern Region)

Directors/Stewards Myka Pappas Beckers
Deqiang Gu
Linda Lazarescu-King
Joyce Olson
Lori Warring
Patricia Yeudall
Cecilia Vadnais

Saskatchewan (Southern Region)

Steward Rob Raisbeck

Yukon - Whitehorse

Department of Justice
Occupational Safety and Health Darlene Mataseje

Membership Distribution

Department or Agency	EC	AN/RA	TR	Total
Statistics Canada	2175			2175
Public Works and Government Services	300		999	1299
Human Resources and Social Development Canada	1006			1006
Health Canada	828			828
Indian & Northern Affairs Canada	435			435
Justice Canada	380			380
Agriculture & Agri-food Canada	376			376
Public Health Agency Canada	368			368
Industry Canada	354			354
Natural Resources Canada	351			351
Finance Canada	315			315
Environment Canada	263			263
Transport Canada	254			254
Foreign Affairs Canada	239			239
Treasury Board of Canada Secretariat	225			225
Library and Archives Canada	213			213
Fisheries & Oceans	178			178
Correctional Service Canada	167			167
Canadian Heritage	151			151
Canadian International Development Agency	124			124
Privy Council Office	117			117
Indian Residential Schools Resolution	94			94
Library of Parliament		80		80
Elections Canada	80			80
National Defence	78			78
Public Safety and Emergency Preparedness	71			71
Citizenship and Immigration Canada	71			71
Royal Canadian Mounted Police	48			48
Infrastructure Canada	47			47
Public Service Human Resources Management Agency	46			46
Atlantic Canada Opportunities Agency	45			45
Immigration & Refugee Board	40			40
Public Service Commission	34			34
Veterans Affairs	34			34
Canada Border Services Agency	26			26
Western Economic Diversification	24			24
Canada School of Public Service	17			17
Canada Economic Development - Quebec	14			14
Canadian Transportation Agency	12			12
Canadian Human Rights Commission	12			12
Patented Medicine Prices Review Board	12			12
Supreme Court of Canada	11			11
Passport Canada	11			11
Status of Women Canada	10			10
Canadian Radio-television and telecommunications Commission	10			10
Transportation Safety Board	10			10
International Trade Canada	9			9
Department or Agency	EC	AN/RA	TR	Total

Membership Distribution cont'd

Canadian International Trade Tribunal	9			9
Canadian Dairy Commission	7			7
Canadian Grains Commission	7			7
Office of the Information and Privacy Commissioners	6			6
Canadian Space Agency	5			5
Canada Industrial Relations Board	5			5
Prairie Farm Rehabilitation Commissioner of Official Languages	4			4
Canada Firearms Centre	4			4
Federal Judicial Affairs	2			2
Canadian Artists and Producers Professional Relations Tribunal	2			2
National Parole Board	1			1
National Farm Products Council	1			1
Copyright Board of Canada	1			1
Law Commission of Canada	1			1
Military Police Complaints Commission	1			1
NAFTA Secretariat	1			1
Total:	9744	80	999	10823
Associate Members:	37			37
GRAND TOTAL:	9781	80	999	10860

Canadian Association of Professional Employees

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Hélène Paris
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Sandra Wensink
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Donna Martin
Anita Bangiricenge
Chantale Lebel
Francine Logan
Julie Parisien
Sharon Wilson

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Director of Labour Relations
Research Officer
Communications Officer
Research Assistant
Professional Services Assistant
Labour Relations Officer
Labour Relations Officer
Labour Relations Officer
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Labour Relations Officer
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