

Canadian Association of Professional Employees

ACEP
Association canadienne
des employés professionnels



CAPE
Canadian Association of
Professional Employees

CAPE ANNUAL REPORT
2010 - 2011



Table of Contents

President’s Message	2
Collective Bargaining	4
Position Reductions, the Work Force Adjustment Directive and Alternations	6
CAPE Communications	8
CAPE 2011 Elections	10
Results of the 2011 Electronic Vote	11
2011 Constitution and By-Law Amendments	12
The Pension Appeal	13
The Charter Challenge	14
Representation and Consultation	15
Harassment in the Workplace – Words Are Not Enough!	21
CAPE Committees	26
Local Leadership	30
Membership Distribution	34
Organization Chart, CAPE National Office	36
National Office	37

President's Message

Dear colleagues,

A few years ago, no one would have thought that we would go from a country that was working hard to reimburse its debt, thanks to our yearly surpluses, to a Canada with an ever increasing debt, fueled by yearly deficits. Of course, that was before we inherited a government whose main objectives were first to lower taxes, thereby contributing to such deficits, and second to spend money on fighter jets and new prisons. We did not know, or at least we were trying not to see, that this same government would finance its spending spree and tax reduction program by slashing public service jobs.



We also would have refused to believe our ears if someone had told us that our government's job creation program would end up creating unemployment in only one group of Canadian tax payers: public service employees. We would probably have expressed our doubts if some Machiavellian mind had implied that, after cutting departmental budgets year after year, our Prime Minister himself would accuse public service employees of lowering the level of services offered to Canadians. Does Mr. Harper really think that the fact that departmental budgets have been under attack for the past five years has had no effect on services? All this is unfortunately our sad reality.

Is there anything we can do about it? Of course! First, as professionals, we have to keep offering the Canadian public the excellent levels of services they have been receiving. Now more than ever, we have to prove to our detractors, whoever they are, that they don't have the real or complete picture.

But that will not be enough. As your union, CAPE must provide information to all Canadians on the direct and indirect value of the Public Service of Canada. We will have to show, with the necessary data, the real effects that any job cuts will have on the Canadian public. Direct and indirect effects can range from a slow-down of the economy, private sector jobs being lost, to the closing of small and medium-sized businesses. Some stakeholders already know this. CAPE has indeed received the support of the Canadian Business and Information Technology Network (CABiNET) which represents IT businesses in Canada.

Our cooperative efforts with other unions in the federal public service has been increased in the past few years. We have made another step forward by distributing a public petition from PSAC and PIPSC against the cuts in services to Canadians. The effort will continue in a communication campaign on services to Canadians. The Harper government has been using a negative messaging strategy regarding the public service. We will counter by a positive message regarding what Canadians get for their money and what they stand to lose.

Of course, communications will be key to the work we do for you, as well as to a better understanding of what is happening in your workplace. We have started our migration from paper to electronic communications. This year's vote was conducted electronically and the response rate has shown that we are on the right track. In early 2012, we will launch the next phase of this migration - a discussion platform through which we will be able to open different lines of dialogue and survey you without having to make those costly mail-outs.

In the meantime, staff and volunteers at CAPE are getting ready to face this government's deficit reduction budget in the New Year. Let's hope that our efforts will help Mr. Harper understand the real effects on Canadians of what he is about to do.

However, this fight must not be limited to unions being more active than ever. You, as citizens, will have to show this government that you care about the future of Canada and of our institutions. Of course, you can get involved in your Association, but there are other ways. If Canadians decide to be more active on the political scene, politicians will have to start listening. No matter who you voted for in the last election, let your MP know that you care and that you will stand up for Canadian values. Write a short personal message. Start a Facebook page or become a member of an existing one. Be a part of the solution. This is not a short term fight and we must get involved or Canada stands to lose its unique fabric. ●

Claude Poirier
CAPE President

Collective Bargaining

At the time of this writing, CAPE is at the bargaining table on behalf of all three bargaining units. The TR collective agreement expired on April 18, 2011, the EC collective agreement expired on June 21, 2011 and the LoP collective agreement expired on June 15, 2011.

EC and TR Collective Bargaining

As you are aware, CAPE declined the employer's invitation to the EC and TR bargaining units to return to the table early, to participate in "expedited bargaining", late in 2010. The Bargaining Committees then proceeded to develop collective bargaining surveys. CAPE conducted electronic collective bargaining surveys and the Committees developed their demands and arguments based on membership input.

TR and EC members have identified pay, vacation leave and pensions as their top priorities. Specifically, EC members identified family related responsibilities leave, career development, telework and sabbatical leave as collective bargaining priorities. TR members

identified family related responsibilities leave, rest periods, excessive overtime, web casting of interpretation, pay for team leaders and telework as collective bargaining priorities.

Meetings with the employer began in earnest in June of 2011 when the parties met at both the TR and EC tables to exchange proposals.

Both the TR and EC Bargaining Committees then spent the summer analyzing the proposals and preparing for discussions that began again in September of this year. Several blocks of three day negotiations have been scheduled for both TR and EC Bargaining Committees through to the end of 2011.



As a CAPE member you may have noticed a shift in our communications from hard copy to electronic communications. Our first major venture into this area was with the administration of the TR, EC and LoP collective bargaining surveys.

And Severance Pay?

At this time the Bargaining Committees, and CAPE, cannot make the position of the bargaining units' memberships public. This information will be presented to the employer when the employer tables a proposal and opens the proposal to discussion. All that the Committees have been able to say publicly, thus far, is that the respective memberships' positions are more nuanced now that when the issue erupted late in 2010. Details will be provided to each respective bargaining unit once a tentative agreement has been reached on their behalf.

Library of Parliament

The Collective Bargaining Committee for CAPE's members at the Library of Parliament conducted an online survey of the membership in June 2011. The Bargaining Committee spent much of the summer analyzing the results from the survey and establishing priorities. The Committee anticipates that this round of bargaining will be particularly challenging as the membership has made it very clear that the long standing issue of salary relativity with the Clerks at the Senate and House of Commons must be addressed. This will involve the negotiation of new rates of pay in relation to the conversion to a new classification standard.



Translation Bureau Financial Incentive Plan

In May of 2011 the Translation Bureau Financial Incentive Plan was renewed for a two year period. No significant changes were made to the plan, however minor changes served to clarify specific articles in the Plan.

Electronic Surveys – The Way of the Future

As a CAPE member you may have noticed a shift in our communications from hard copy to electronic communications. Our first major venture into this area was with the administration of the TR, EC and LoP collective bargaining surveys. As with all significant operational changes, much was learned during these exercises, and this knowledge will be used to streamline and simplify the processes in the future. ●

Position Reductions, the Work Force Adjustment Directive and Alternations

Harper Government Estimates 20,000 Public Service Employee Retirements in 4 Years.

When the present Conservative government came to power, public service bargaining agents began preparing for anticipated attacks on public service employee's positions. We did not have to wait long.

In their June 6, 2011 budget the Harper government announced its intentions to eliminate up to 80,000 Canadian jobs and eliminate related services on which Canadians depend to maintain their standard of living. They continued to claim that attrition will allow the government to meet its goals of reduction in government spending and claimed an anticipated 20,000 positions will be vacated by means of attrition over the course of the next four years.

On June 20, the Harper government announced cuts to programs and positions at Public Works and Government Services Canada (PWGSC) – cuts that directly impacted CAPE members. Shortly after this, on August 4, it was announced that several positions within the Translation Bureau were also going to be abolished.

“Clearly the Conservative government’s claim that attrition would be enough to attain the desired savings was a fallacy,” said CAPE President Claude Poirier, in reaction to the announced cuts at PWGSC. *“Is this a sign of what to expect over the next four years?...”*

In response to these announced cuts, and what CAPE anticipates will be the first of many,

CAPE instituted a mechanism whereby employees who are at risk of losing their employment may exercise their rights within the Work Force Adjustment Directive (WFAD) to switch positions with an employee who actually wants to leave the employ of the federal government – *alternation*.



CAPE has established an “Exchange Facilitation Service”, wherein CAPE members who wish to voluntarily leave the public service and vacate a position that could be filled with an opting employee are invited to communicate with the Association and have their names and contact information put on a list. The list will then be made available to opting

“Our members possess knowledge, skills and experience that make them valuable and highly employable public service employees,” said Claude Poirier. “We are confident that there will be few actual job losses to our members.”

members who communicate with the Association. Both volunteers to leave and opting employees are invited to contact CAPE at options@acep-cape.ca.

The “opting” employee, as referred to in the WFAD, that is, the employee who wishes to remain in the employ of the federal government, maintains employment, while the employee who volunteers to leave will receive either a lump-sum payment equivalent to up to 52 weeks of pay, depending on years of service, or up to 52 weeks of pay plus up to \$11,000 in tuition fees ([see the Work Force Adjustment Directive for details](#)).

Members visiting CAPE’s website will find a new section entitled “[Work Force Adjustment](#)” a link to which can be found on the CAPE homepage. CAPE developed several information tools, including “The Continuation of Employment for Affected employees”, as well as a Work Force Adjustment: Questions and Answers document, which was originally a document prepared by the National Joint Council, but has been tailored to the unique nature of the CAPE membership.

For CAPE members, considering the wide range of skills that are typical of the membership and considering current demand for these skills, in most instances it should be expected

that a notice of affected status will be followed with a reasonable job offer. Where a reasonable job offer is not made, in most cases where alternates come forth, alternation will occur.

As the current government moves further into its mandate, more cuts “*Our members possess knowledge, skills and experience that make them valuable and highly employable public service employees,*” said Claude Poirier. “*We are confident that there will be few actual job losses to our members.*”

Work force adjustment can be a devastating experience. CAPE will do everything that it can in order to support members. CAPE will work to minimize involuntary departures, and will constantly and consistently remind the employer that they share this responsibility.

For members who are not directly affected by job cuts, it will be important to keep an eye on work load. A work force will often experience overload when managers refuse to accept that less staff means less work can be accomplished. CAPE members should contact a Labour Relations Officer at CAPE if they feel that work load has become unreasonable. ●

CAPE Communications

CAPE communications have undergone dramatic changes over the course of the past year. The CAPE Communications Committee served as a powerful force in reshaping the way that CAPE communicates with its membership, and the manner in which CAPE members can access CAPE information.

Electronic Communications

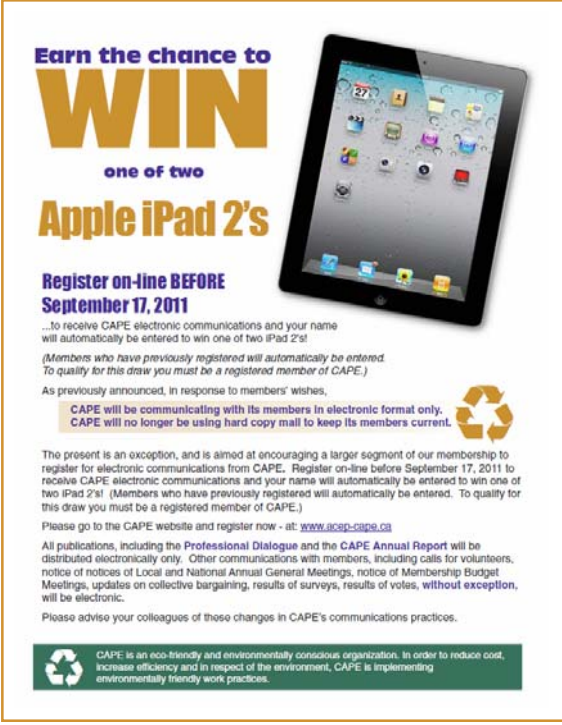
The CAPE Website was redesigned in response to members' input regarding ease of access to information. The information architecture of the redesigned sight allows members to find what they are looking for more easily, and more intuitively.

In addition to the major overhaul of the Website, the CAPE Communications Committee made a commitment to the membership to convert, once and for all, from paper communications to members, to electronic communications. This conversion includes, without exception, all communications to the membership. This year has seen massive electronic collective bargaining surveys, and CAPE undertook its first electronic voting process this fall.

iPad 2 Contest

With the goal of encouraging members to register for the electronic mailings, CAPE held its first ever contest, open to registered members of the Association. CAPE offered current members registered for electronic mailings, and newcomers to the list, the opportunity to win one of two Apple iPad 2s. The response to this initiative was overwhelming and CAPE's list of members who will now receive electronic communications from the Association was increased by almost 30%.

CAPE has also developed an Online Discussion Platform, that is currently in use by the National Executive Committee and its various sub-committees. The CAPE Communications Committee is



Earn the chance to
WIN
one of two
Apple iPad 2's

Register on-line BEFORE
September 17, 2011

...to receive CAPE electronic communications and your name will automatically be entered to win one of two iPad 2's!
(Members who have previously registered will automatically be entered. To qualify for this draw you must be a registered member of CAPE.)

As previously announced, in response to members' wishes,
CAPE will be communicating with its members in electronic format only.
CAPE will no longer be using hard copy mail to keep its members current.

The present is an exception, and is aimed at encouraging a larger segment of our membership to register for electronic communications from CAPE. Register on-line before September 17, 2011 to receive CAPE electronic communications and your name will automatically be entered. To qualify for this draw you must be a registered member of CAPE.

Please go to the CAPE website and register now - at: www.acsp-cape.org

All publications, including the Professional Dialogue and the CAPE Annual Report will be distributed electronically only. Other communications with members, including calls for volunteers, notice of notices of Local and National Annual General Meetings, notice of Membership Budget Meetings, updates on collective bargaining, results of surveys, results of votes, without exception, will be electronic.

Please advise your colleagues of these changes in CAPE's communications practices.

CAPE is an eco-friendly and environmentally conscious organization. In order to reduce cost, increase efficiency and in respect of the environment, CAPE is implementing environmentally friendly work practices.

planning to make this communications tool available to the membership in the coming year. This tool holds great promise for direct and immediate contact with the membership, and will allow the membership the opportunity to provide informal feedback through the discussion forums.

The NMOO

A significant addition to the CAPE Communications Strategy was the addition of a New Media and Outreach Officer position late in 2011. This Officer is tasked with the responsibilities of enhancing CAPE's media profile, increasing member access to the above mentioned Online Discussion Platform, easing CAPE's access to the Members of Parliament who influence the direction of the Canadian government, and supporting the CAPE Communications Committee's mandate, which is in part to provide a forum for the creation, development and evaluation of communications and public relations initiatives to enhance the visibility and image of the Association.

The COA

In response to the growing CAPE membership, and its concordant growing needs, the fundamental Communications functions within the CAPE national office far outpaced the limited Communications staff. To address this shortfall in resources, CAPE created a position of Communications Officer Assistant, whose primary responsibilities include maintaining the new CAPE Website, which is our primary communications tool. The COA also acts as a "shadow" to the Communications Officer, thereby ensuring that the communications needs of the membership can be met at all times.

Bargaining Agents Recognize the Value of Collaboration

In an effort to address the issues that are unique to federal public service professionals, CAPE joined forces with the Professional Institute of the Public Service (PIPSC) and the Association of Canadian Financial Officers (ACFO) to form an alliance called "*Professionals Serving Canadians*". Two very well-attended and popular events were held – the first, in late

2010, featured a respected panel including Lawrence Martin, a public affairs columnist for the *Globe and Mail*, Dan Gardner, an award-winning columnist, and Armine Yalnizyan, senior economist for the Canadian Center for Policy Alternatives. In response to the success of this initial foray into collaboration between bargaining agents representing professional public servants, *Professionals Serving Canadians* hosted "The Public Service Pension Plan: Perspectives for its Professionals". This event, held at the Ottawa Convention Center, was the first ever to be made available to CAPE members via a Webcast. 500 places were filled for the Webcast in a very short period of time, in addition to the 500 on-site seats which were also reserved in advance of the event. *Professionals Serving Canadians* has invited other bargaining agents representing professionals working in the federal public service to join them in their cause, and is looking forward to more and greater successes in the coming year.

Further indications of the success of cooperation between bargaining agents was seen in the banding together of 18 unions in the fall of 2011, to call on the federal government to reverse plans to cut valuable public services and jobs. In a joint news conference held in Moncton on September 19, the unions announced a country-wide petition to call on Tony Clement, President of the Treasury Board, to put the well-being of Canadians ahead of radical short-term reductions in the size of the federal public service. This petition is being made available to all members of each of the 18 unions involved in this alliance, and can be found on [CAPE's website](#).

CAPE continues to be responsive to the demands of the membership for high quality, objective information in state of the art format. ●

CAPE 2011 Elections

In June of 2011 the CAPE Elections and Resolutions Committee issued an official call for nominations and resolutions. CAPE elections are held every three years and are for all positions on the CAPE National Executive Committee, not including three non-voting management positions.



The positions up for elections in 2011 included the CAPE President's position, the EC/LoP Vice President position, the TR Vice President position, thirteen EC Director positions, two TR Director positions and one LoP Director position.

All positions were filled by acclamation, save for one TR Director position, which remains vacant. The vacant position will be filled by the NEC early in their mandate in 2012.

The composition of the NEC is as follows:

President:
Claude Poirier

EC/LoP Vice President:
Ray Zwicker

TR Vice President:
André Picotte

EC Directors:
Derek Brackley, Gordon Brennan, Riley Brockington, Cindy Creran, Sandra Gagnon, Ann Kurikshuk-Nemec, Janet Marshall, Shawn Menard, Gregory Philips, Patrick Warner, Lee Whitmore, Ambrose Wong and Michael Zinck.

TR Directors:
Stephen Mullen

As mentioned previously there are two TR director positions, one of which will be filled in early 2012, by the NEC.

LoP Director:
Jean-Luc Bourdages ●

Results of the 2011 Electronic Vote

As mentioned previously, this year members were asked to vote on a number of changes to the CAPE Constitution and By-Laws – the purposes of these changes are explained elsewhere in this e-publication. Please see “2011 Constitution and By-Law Amendments” [at page 12](#).

Members were also asked to vote on a Resolution regarding the Public Service Health Care Plan, as well as on the Financial Statements. Members were also asked to vote on the CAPE Audited Financial Statements, the appointment of a CAPE Auditor, and the CAPE 2011/2012 and 2012/2013 budgets. In addition, members were asked to vote on an additional Emergency Financial Ballot. All background and informational materials relating to the ballots can be found on the CAPE website at www.acep-cape.ca.

With a response rate of almost 20 % the members demonstrated a strong interest in this year’s ballots, and the results were all in favour;

By-Law Amendment #10 – 93% in favour

By-Law Amendment #12 – 96% in favour

By-Law Amendment #13 – 92% in favour

By-Law Amendment #14 – 93% in favour

Constitutional Amendment #11 – 93% in favour

Constitutional Amendment #15 – 91% in favour

Approval of Audited Statements – 97%

Acceptance of the Executive’s recommendation that the firm of Thomas Foran C.A. be the Association’s auditor for the fiscal year ending 2012 – 96% in favour



Approval of CAPE 2011/2012 2012/2013 Budget – 92% in favour

Approval of Exceptional Financial Ballot – 79% in favour

Approval of PSHCP Resolution – 90% in favour

The electronic voting process was used the first time by CAPE in this year’s voting process, and was a resounding success. *“The process was almost flawless, and the members have been extraordinarily supportive of this electronic initiative,”* said CAPE President Claude Poirier, *“The increased results have strongly justified the growing pains, and I would like to thank all of the members who have contributed to this year’s voting successes.”* ●

2011 Constitution and By-Law Amendments

The Constitution and By-Laws Committee was mandated by the National Executive Committee to review the Constitution and By-Laws in order to address new issues that have arisen. During the course of the past year the Committee has spent countless hours reviewing and analysing the current Constitution and By-Laws and examining ways that these critical governance tools can be amended to better address the needs and concerns of the Association.

Several changes were submitted to the membership for a vote, and they include the following:

Amendment to By-Law #10 – Retired Members

The objective of this change is to allow the NEC to appoint a former member of CAPE or its predecessors who has retired from the public service as a non-voting advisor to any sub-committee of the Association.

Amendment to By-Law #12 – Loans to Members

The objective of this change is to prohibit the loaning of membership monies or any other valuables by any CAPE entity to any of its members or another party.

Amendment to By-Law #13 – Constitutional Amendment Process by Member or Local or NEC

The objective of this change is to outline the process for a member or Local or the NEC to submit a petition to a vote of the membership to amend the Constitution.

Amendment to By-Law #14 – Suspension due to Absenteeism

The objective of this change is to describe the process by which the NEC can suspend one of its members from the NEC or one of its sub-committees.

Constitutional Amendment to Clause 11 – Duties and Responsibilities of Members of the National Executive Committee

The objective of this change is to describe the duties and responsibilities of members of the NEC. This is a new section as these duties had not been described before.

Constitutional Amendment to Clause 15 – Resolutions

The objective of this amendment is to remove the ability to use Resolutions to propose changes to the Constitution or By-Laws as there are proposed or existing processes which members use to undertake such amendments.

Constitution and By-Laws Revision

As previously reported, the membership voted overwhelmingly in favour of all the proposed changes. The Constitutional amendments and By-Law amendments will appear in these governing documents in early 2012. ●

The Pension Appeal

Each year for over a decade, the CAPE Annual Report has updated the membership regarding the Pension Appeal. This year is no different. It is a legal saga that has spanned over 11 years. This year, however, we can say that there is finally an end in sight.

The Background

Several years ago the Canadian Association of Professional Employees, the Professional Institute of the Public Service of Canada, the Public Service Alliance of Canada, the Armed Forces Pensions/Annuitants' Association of Canada and RCMP employee associations launched a legal challenge against pension legislation passed by the government in 1999, specifically Bill C-78. This legislation allowed the government to (mis)appropriate over \$30 billion in pension surplus in three pension plans – the Public Service Superannuation Plan, the Canadian Forces Superannuation Plan and the RCMP Superannuation Plan. The Action, filed in the Ontario Superior Court of Justice, claimed ownership of the pension surplus for federal government employees.

The Ontario Superior Court of Justice denied our claim, and an appeal was subsequently filed to the Ontario Court of Appeal. The Ontario Court of Appeal dismissed the actions.

The Latest

The parties next submitted to the Supreme Court of Canada an application for leave to appeal the Ontario Court of Appeal decision.

This leave to appeal was granted early in 2011, and so the saga continues. When CAPE was advised of the Supreme Court's decision to hear the case, CAPE President Claude Poirier observed that "...we are extremely pleased with the Supreme Court's decision. Bill



C-78 gave the federal government the legal right to misappropriate \$30 billion in pension funds. That is not an amount that we are willing to walk away from."

The Supreme Court has indicated that the matter will be heard in February, 2012. ●

The Charter Challenge

There are provisions in the Public Service Labour Relations Act (PSLRA) which prohibit federal employees from negotiating protections and improvements to pensions, classifications and staffing.

The Background

In 2007 the Supreme Court of Canada concluded in *BC Health Services* that the right to collective bargaining is constitutionally protected by the *Canadian Charter of Rights and Freedom*. Flowing from this, restrictions imposed by the *PSLRA* on bargaining over important terms and conditions of employment for inclusion in a collective agreement appear to violate the guarantee of freedom of association contained in the *Charter*.

CAPE and the Professional Institute of the Public Service of Canada (PIPSC) filed a legal challenge to vindicate the constitutional rights of their members.

It is CAPE and PIPSC's position that certain provisions of the *PSLRA* impose severe restrictions on the rights of their members as they are imbedded in the *Charter*.

The Latest

The past year has been spent addressing the herculean task of preparing affidavits with and for a group of expert witnesses. It had been hoped that this process would be completed by late 2010, but unfortunately the legal complexities of the matter and the coordination of a number of affidavits and supplementary affidavits made this impossible.

CAPE and PIPSC worked in tandem with legal counsel through countless hours to identify,



coordinate and clarify issues identified by the multiple affidavits.

“This is an ongoing process, and is of importance to the membership. As such every care must be taken that when we do this, we do it right,” said CAPE President Claude Poirier.

“When successful, this challenge will expand the scope of issues that we can address at the bargaining table twofold,” said CAPE Executive Director of Policy, Claude Danik. *“Considering the narrowing of issues that the employer has imposed on public service unions over the past rounds of bargaining, in some ways we can say that we are reasserting the importance of bargaining to public service employees.”*

In early July, counsel for CAPE and PIPSC wrote to Treasury Board to explore the possibility of settling matters out of court. The parties have seen each other's affidavits, for the most part. And there is a feeling on the union side that there may be common ground on which an agreement could be built.

Courts have come to a few unexpected decisions over the past couple of years that would seem to indicate that a winning argument isn't necessarily a winning case. Working things out rather than rolling the die of tribunals may be less risky for both parties. ●

Representation and Consultation

CAPE Labour Relations Officers are the front line in the battle to protect the rights of members – whether through consultations with Departments and Agencies, or through representation, both formal and informal. They are the faces of the Association that are most known to the membership, and to the employers. They are committed to the membership, and the rights of CAPE members are their foremost concern. What follows is a snapshot of the work performed by CAPE Labour Relations Officers over the past year...

Representation

- ▶ A case which has been previously reported, but bears repeating, is the Labranche case. This *Public Service Labour Relations Board (PSLRB)* decision garnered national media attention. The details of the case are horrid, but the gist of the matter was that a CAPE member, Ms. Labranche, filed a grievance alleging that the employer failed to protect her from religious discrimina-

tion and failed to recognize and acknowledge religious discrimination, and then failed to accommodate her once the discrimination began to affect her health. The *PSLRB* found that the member had in fact been discriminated against because of her religious beliefs. The adjudicator reserved her decision regarding the appropriate remedy on the understanding that the parties



would try to reach agreement. In December 2010 the matter was resolved to the satisfaction of Ms. Labranche.

- ▶ A member was denied acting pay for a long period of time. CAPE proceeded to present the file to the first level with all supporting documents. The grievance was sustained and the member will be compensated for approximately \$8,000.00.
- ▶ A member was denied two days of union business leave to attend a two-day training course offered by CAPE. After filing a grievance the employer authorized the leave.
- ▶ A member at a Central Agency was declared affected in September 2010 for an indeterminate period as a result of a reorganization in the workplace. The member and CAPE met with management to explore work options that would meet our member's accommodation needs which were very complex. Our member identified an assignment with a non-profit organization who was interested in our member's work experience. The member obtained a leave fully paid for by the employer (salary and benefits) for a period of 3 years through an Interchange Canada Agreement. Our member remains an employee of the federal government during his assignment.
- ▶ A member received a verbal reprimand for allegedly failing to attend a mandatory staff meeting. The manager did not believe that the employee did not

know about the meeting as meetings were generally held weekly. The grievance was allowed at level two. CAPE was able to establish on the day in question that the member was not aware of the invitation due to a flaw in the e-mail system and that contrary to the manager's assertions, the meetings were not always held at the same times or on the same days.

- ▶ A member filed a grievance after the employer refused to grant two days of compensatory leave that was requested by our member. No explanation was advanced on the part of the employer for the reasons the request was denied. After the grievance was filed, the employer allowed the leave requested.
- ▶ A member filed a grievance against an acting appointment for which she had never received financial compensation. At the first step of the grievance process, management recognized that she did perform the duties and responsibilities of the higher level position. The grievance was allowed at the first step of the grievance process, and the grievor was compensated for the lost acting pay (salary and benefits) for a period of 3 years.
- ▶ A member had long standing grievances – suspension, performance appraisal – which exacerbated his relationship with his employer as well as with his colleagues in the workplace. Because our member was close to his retirement, after consulting with the



employer, and with the approval of the member, a settlement was reached which allowed the member to finish his career with a clean record, performing the duties that he wished to perform.

- ▶ A number of translators were not aware that they have the right to a paid meal break if they work three or more hours of overtime immediately before or after their regular work hours, as well as the right to reimbursement for the meal. The same thing applies to the four hours that follow the initial three hours of overtime or more. CAPE explained this to the members and indicated how to claim these entitlements. The conditions stipulated in the article also

apply to employees who have a formal telework agreement, because their place of work is in their home. The members were delighted to learn what their rights are.

- ▶ A member had an issue with the high temperature in his building, and spoke to CAPE regarding appropriate measures to take regarding the heat. The employer allowed employees who were affected by the heat to do telework for the remainder of the day, while hoping that some of the employees would stay at the workplace to ensure service in the case of an emergency. According to the Directive on Leave and Special Working Arrangements, the employees were entitled to time off with pay.

As a result of the EC Conversion, many classification grievances were filed in 2009. The results have been varied...

Members filed a total of 133 EC conversion grievances. In many instances, the grievances covered the position of more than one employee. Some of the grievances have been withdrawn, mostly because members did not understand the new classification system when the grievances were filed. Many members

With the announcement of the June 2011 federal government budget, Labour Relations Officers went on high alert and became sensitive to the nuances of the department and agency consultations.

grieved for the simple reason that the official notification noted that there was a deadline for grieving. In order to protect their rights, and allow adequate time to assess their classification, they filed grievances which in many cases were later withdrawn. In other instances, CAPE reviewed the documentation and found that the classifications were in fact appropriate. These grievances were withdrawn.

So far, of the EC conversion grievances that have been heard by Grievance Committees, the classification levels of 29 positions remained the same and, for 28 other positions, the classification levels were upgraded. Some

of the favorable decisions affected many members across Canada, including employees who had not even filed grievances, since they dealt with generic work descriptions.

The following two cases are of interest – a member working in a region whose work description was classified at the EC-02 level. The member performed the same work as members in the NCR who are classified at the EC-03 level. The regional member was reclassified to the EC-03 level.

In the second case, following the writing of a new work description, Human Resources erred when transcribing the document and omitted certain details that impacted on the classification. Corrections were requested prior to the grievance hearing. Once these corrections were made, management agreed that the classification was incorrect and 25 members' positions were reclassified from an EC-01 to an EC-02 level.

Consultation – Departmental, Regional, National...

With the announcement of the June 2011 federal government budget, Labour Relations Officers went on high alert and became sensitive to the nuances of the department and agency consultations. At **Statistics Canada** employees are bracing for a 5% to 10% budget reduction. Some program reallocations and operation changes under the Corporate Business Architecture initiative will require some staff to be redeployed/relocated. **Statistics Canada** has, to date, been able to bide by their internal “no layoff policy”. Discussions regarding budget reductions and Workforce Adjustment have similarly been held at many other departments and agencies, among others **Health Canada, Industry Canada, Public Prosecution Service of Canada, Public Safety Canada, Environment Canada and the Translation Bureau.**

At Veterans Affairs Canada in Prince Edward Island, the **lifeline provision** was a topic of consultation. This provision allows federal employees of the department in Charlottetown to apply for positions open to federal employees located in the National Capital Region. Consultations are continuing regarding the potential transfer of the Ste-Anne-de-Bellevue Hospital to the province of Quebec.

Employment Equity was a matter of consultation at Justice Canada, the Public Prosecution

Canada, Immigration and Refugee Board and Passport Canada.

Monitoring of non-advertised appointments was examined at Atlantic Canada Opportunities Agency and the Public Prosecution Service of Canada.

Public Service Renewal was the focus of consultations at Public Health Agency.

Official Languages review was discussed at Treasury Board Secretariat, Industry Canada, and the Public Service Commission.

Term Employment was a topic of consultation at Treasury Board Secretariat and Department of Finance.

Transformation of Pay Administration Initiative was discussed at Treasury Board Secretariat and Industry Canada.

Other topics of consultation addressed by CAPE Labour Relations Officers included Public Service

Renewal, the Public Service Health Care Plan Benefit Card, Workplan for Values and Ethics, Pay Consolidation, Employee Innovation Program, EC Development Program, Departmental Staffing Policies, language training, workload and mobility, Code of Conduct and informal conflict management.

National Joint Council

Employment Equity Committee consultation subjects included: the fitness to work assessment process, *Charter of Canadian Human Rights* Human Rights Maturity Model and Employment Equity Model, Treasury Board's Disability Management Initiative and the



Service of Canada, Public Safety Canada, Public Works and Government Services Canada and Agriculture and Agri-Food Canada.

Harassment was the focus of consultations at Atlantic Canada Opportunities Agency, Justice Canada and Canadian Heritage.

Disability management was reviewed at Atlantic Canada Opportunities Agency, Justice Canada and Public Safety Canada.

Strategic review was a topic of consultation at Atlantic Canada Opportunities Agency, Treasury Board Secretariat, PWGSC, Canadian Heritage, Environment Canada, the Translation Bureau, Agriculture and Agri-Food

impact of decentralization of Treasury Board policies to departments on employment equity goals.

Workforce Adjustment Committee

Unions had input into the cyclical review of the WFA Directive which resulted in minor improvements coming into effect. The Committee held its first meeting of 2011 at the end of August. At CAPE's suggestion the agenda focused on an interpretation of section 6.2 of the Directive on Alternation. The need for interdepartmental coordination in the area of alternation was discussed.

Other

Public Service Commission Pension Advisory Committee

Several meetings of the PSCPAC were held during the course of the past year. Numerous matters were discussed including PSC staffing audits, staffing surveys, abuse of authority under the *Public Service Employment Act*, the priority administration system, merit and non-partisanship. By far the most contentious issue discussed was the use of temporary help services. To address this issue a Working

Group was struck. The final report of the Working Group is expected to be presented to the PSCAC late in 2011.

Administrative Authority of the Public Service Health Care Plan (PSHCP)

CAPE now has a sitting member on the Board of Directors of this Committee. CAPE is now in the position of influencing the evolution of the Public Service Health Care Plan until 2012. With a representative on the Board of the Administrative Authority (AA) of the plan, CAPE can utilize these resources in an informal manner. The AA adopted a strategic plan in June of 2011 which seeks to occupy the terrain as expert resources on the PSHCP, as Treasury Board does not have the resources to monitor plan performance under the new provider, nor does it plan to augment its personnel to fill the role. ●



Harassment in the Workplace – Words Are Not Enough!

An Insidious Toxin

Sarcasm, intimidation, verbal abuse, abuse of authority: there are countless forms of harassment in the workplace, each of them harmful in their own way. Whether it is overt or subtle and insidious, harassment causes injury to the targeted individuals.

Victims of harassment often have overwhelming thoughts as they relive injurious incidents in their minds over and over again, agonizing over them to the point of paralysis and all-too-often sinking into a state of depression. Loss of job motivation can result, as well as anxiety, fatigue, insomnia and a lack of self-confidence.

Harassment also causes “collateral damage” in the workplace, spreading like a toxin and affecting members of the employee population to varying degrees. For instance, witnesses may be rendered uncomfortable and may not know how to react, or people may become more or less unwitting accomplices of a perpetrator of harassment in order to avoid becoming targets of harassment themselves. A climate of distrust begins to brew, individuals look out for themselves, and what until recently had been a nice place to work, characterized by mutual assistance and a pleasant atmosphere, has now been poisoned as workers become withdrawn and apprehensive.

A growing problem

Public service employee surveys have shed a bit of light on the scope of this problem. Not only is it very widespread, but statistics show that an increasing number of federal government employees feel they are victims of harassment in the workplace.

One truly worrisome statistic is the fact that, while 21% of respondents in 2002 claimed to have been victims of workplace harassment in

the previous two years, 28% of respondents (more than one in four employees) made that same claim in 2008.

Another indicator of the growing nature of this problem is the fact that more and more CAPE members are calling upon their labour relations officers to help them deal with what they consider to be harassment in the workplace. The number of harassment files has increased by 25% annually, from 36 in 2007 to 71 in 2010, and the first eight months of 2011 seem to indicate that the number of files will be even higher in 2011.

This number of reported “cases” may seem relatively small, but it is only the tip of the iceberg: many employees in difficult workplace situations will not call on the union for assistance because they are afraid they might aggravate the situation or simply because they have resigned themselves to the situation and feel powerless and without resources. So, as the tip of the iceberg gets bigger, there is every reason to believe that the overall problem is getting worse, not better.

Why the rising trend?

A new version of the Treasury Board Policy on Prevention and Resolution of Harassment in the Workplace (<http://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=12414>), promoting harassment prevention, came into effect more than 10 years ago, in June 2001.

Over a decade later, despite numerous meetings to raise awareness of the problem, the spread of harassment continues unabated. Why? Some would argue, quite correctly, that increased awareness is prompting more employees to identify the problem of harassment as it arises and to react to harassment situations in greater numbers. While this factor must certainly be considered, the possibility that a deteriorating job atmosphere is making employees more vulnerable must also be taken into account. The 2008 Public Service Employee Survey indicated that excessive workloads and a growing lack of resources constituted one of the main problems affecting the public service. Thirty-seven percent of respondents to that survey stated that they felt compelled to work overtime – without always claiming the hours – in order to meet the requirements of their positions. And the situation has only deteriorated since 2008, with the federal government requiring most departments to make substantial cutbacks in expenditures and staff. Doing more with less is now the watchword, and there is considerable pressure to increase production and to produce faster. As demands become increasingly difficult to meet, a growing number of managers are finding it difficult to deal with the stress and their relations with their subordinates are deteriorating as a result. Some are flat out abusing their authority. According to the 2008 Public Service Employee survey, 76% of harassment cases involved people occupying positions of authority over the victim.

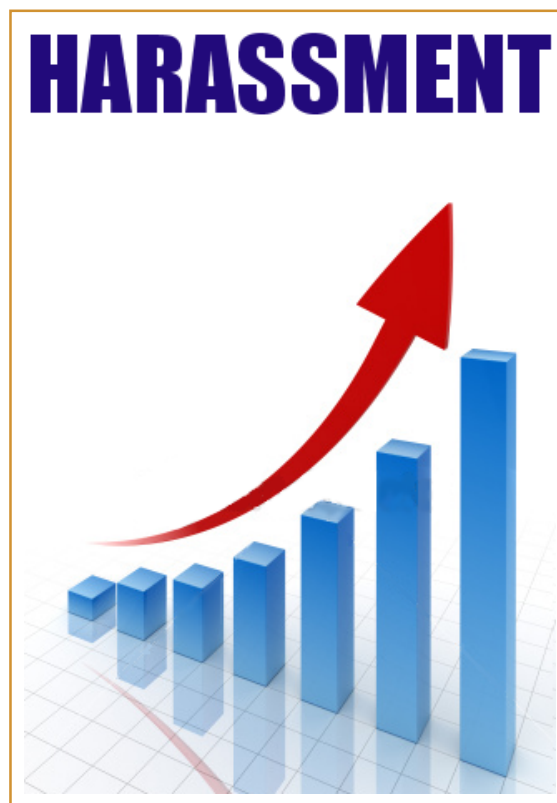
Limited redress

One of the reasons why harassment has been so difficult to control is the relative weakness of the tools that are available to address the problem.

The main weakness in the Treasury Board Policy is that it does not open the way for a

neutral third party to analyse the facts and allegations and rule on the nature of the complained of acts by the alleged harasser.

If the delegated manager concludes from an initial analysis of the complaint that one or more of the allegations of harassment fit the



definition of harassment in the Treasury Board Policy, the complainant and the alleged harasser will first be offered the possibility of resolving their dispute through mediation. If either of the parties refuses mediation or if mediation fails, an investigation is initiated. However, the problem is that the investigator is hired by the employer, and there have even been cases where the investigation was assigned to an employee of the department involved! This lack of distance can often lead to dire consequences. First, in many cases, the

Vigilance, prevention and quick responses will help reverse the tide of harassment in the workplace. Respect for individuals and dignity at work are priceless commodities.

employer seems to be dragging its feet, and it is not uncommon for more than a year to elapse between the time a complaint is filed and the moment when corrective measures, if any, are taken. This is quite a long wait for someone who has experienced a demeaning or even traumatizing situation. The waiting time often has even more insidious effects on the victim than did the harassment itself. The individual is left to wonder why the employer is taking so long to act. Victims often think, “Don’t they take my situation seriously? Are they trying to protect the alleged harasser?” Moreover, the fact that the investigator is chosen by management and hired by the department also becomes a source of concern. It is a natural reflex not to bite the hand that feeds you, so it is not surprising, then, that the vast majority of complaints are considered to be unfounded...

The decision as to whether a complaint is founded following an investigation and the choice of corrective or disciplinary measures is up to the employer: no outside redress is available. It is always possible to file a grievance against the results of the investigation;

however, with few exceptions ([see sidebar page 24](#)), such grievances are not adjudicable, i.e., they cannot be heard by a *Public Service Labour Relations Board (PSLRB)* adjudicator.

Instead of filing a complaint, an employee may file a grievance. This other type of redress gives the employee a greater measure of control over the process, since the employee benefits from union assistance and the grievance will be supported by a CAPE Labour Relations Officer. However, there is an obstacle here as well: for Treasury Board employees, such grievances cannot be heard by a *PSLRB* adjudicator unless they involve sexual harassment or are founded on one or more of the prohibited grounds of discrimination set out in the collective agreement (Article 5.03 of the TR Agreement and Article 16 of the EC Agreement, entitled *No Discrimination*) or in Section 3 of the *Canadian Human Rights Act* (<http://laws-lois.justice.gc.ca/eng/acts/h-6/page-1.html>).

Complaint or grievance? Despite its expressed reservations about this process, CAPE considers the filing of a complaint to be the preferred approach. If it is allowed, a complaint will result in an investigation. And an investigation that is conducted properly, thoroughly and impartially will often redress the situation that forms the subject of the complaint.

So what do you do?

- ▶ **Don’t hesitate to contact CAPE!**
- ▶ **Do not become discouraged by obstacles.**

If you believe that you are a victim of harassment, the first thing you must do is react immediately so as not to allow the situation to

Sidebar

Since 2005, when amendments to the *Public Service Labour Relations Act* came into effect, *PSLRB* adjudicators have had the authority to interpret the *Canadian Human Rights Act* when a grievance refers to discrimination based on any of 11 prohibited grounds of discrimination. If the harassment that forms the subject of an employee's complaint is related to one of these grounds, the grievance becomes adjudicable. Prior to this change, the complainant had to first exhaust the redress procedures before the *PSLRB* (the adjudicator ruled without in fact having jurisdiction in the matter), then a complaint was filed with the Canadian Human Rights Commission. This two-step process was so long, however, that many complainants became discouraged by or exhausted with the duration and complexity of the procedures and withdrew their complaint.

deteriorate. In many cases, just objecting to improper behaviour is sufficient to cause the employee who is the source of that behaviour, assuming he or she is a fair-minded individual, to mend his or her ways and change that behaviour for the better. Many situations that are perceived to be harassment are in fact based on a misunderstanding that can be cleared up. If the situation persists, however, you should not hesitate to contact CAPE's offices to obtain help and advice.

With their experience and knowledge of the available forms of redress, CAPE's Labour Relations Officers can help you see your way clearly through a situation, support you in your complaint or represent you in your dealings with management within the context of the grievance procedure.

You may also have a harassment complaint directed at you. CAPE can assist you in such cases as well. Pursuant to *Protocol 1 – Redress Representation and CAPE*, adopted by CAPE, if both the complainant and the respondent are members of CAPE and both approach their union for assistance and advice, the second member to approach CAPE will be referred to the Director of Operations, who will take the necessary steps to procure outside representation for that member at CAPE's expense.

Union stewards and members of CAPE Local Executives can also play a key role in the prevention of harassment in the workplace and in raising awareness of the harmful consequences of harassment.

Vigilance, prevention and quick responses will help reverse the tide of harassment in the workplace. Respect for individuals and dignity at work are priceless commodities.

Treasury Board could learn from several separate employees

Public service unions have long been critical of the deficiencies in the Treasury Board Policy on Harassment, particularly the lack of external redress. A review process initiated several years ago essentially went nowhere.

The unions have also used the negotiation process to bolster the protection their members receive under their collective agreements. The Treasury Board's attitude on this subject is rather troubling. Notwithstanding the fine

words and commitments contained in the Policy, the employer has so far resisted union pressure to have the definition of harassment amended to include psychological harassment.

However, several separate employers – among them the Library of Parliament – have agreed to this change. This means that CAPE members working for the Library of Parliament receive more protection against harassment than do CAPE members whose employer is the Treasury Board of Canada, since the wording of their collective agreement allows them to refer any unresolved harassment grievance to a *PSLRB* adjudicator.

Excerpt from the Collective Agreement between the Treasury Board and CAPE for the TR Group (Article 39.01) and for the EC Group (Article 17.01):

“The Association and the Employer recognize the right of employees to work in an environment free from sexual harassment and agree that sexual harassment will not be tolerated in the work place.”

Excerpt from the Collective Agreement between the Library of Parliament and CAPE for the Analysts and Research Assistants Group (Article 42.01):

“The Association and the Employer recognize the right of employees to work in an environment free from any form of harassment, including abuse of authority, sexual harassment and personal harassment. The parties agree that harassment will not be tolerated in the workplace.” ●



CAPE Committee Members

Minutes of all CAPE committee meetings can be found on the CAPE Website at www.acep-cape.ca

CAPE National Executive Committee

To contact any member of CAPE's Committees or Local Leadership, please call our National Office at 613-236-9181 or 1-800-265-9181.

Claude Poirier
CAPE President

Ray Zwicker
EC/LoP Vice President
Public Works and Government Services

André Picotte
TR Vice President
Public Works and Government Services
Translation Bureau

Jean-Luc Bourdages
LoP Director
Library of Parliament

Riley Brockington
EC Director
Statistics Canada

Sandra Chatterton
EC Director
Health Canada

Cindy Creran
EC Director
Justice Canada

Sean Maguire
EC Director
Aboriginal Affairs and Northern
Development Canada

Stephen Mullen
TR Director
Public Works and Government Services
Translation Bureau

Gregory Phillips
EC Director
Statistics Canada

Geneviève Thibault Gosselin
TR Director
Public Works and Government Services
Translation Bureau

Lee Whitmore
EC Director
Service Canada

Ambrose Wong
EC Director
Statistics Canada

Michael Zinck
EC Director
Veterans Affairs Canada

Claude Danik
Executive Director of Policy
CAPE

Jean Ouellette
Executive Director of Operations
CAPE

Donna Martin
Manager of Administration Services
CAPE

Finance Committee

André Picotte - Chair
TR Vice President
Public Works and Government Services
Translation Bureau

Riley Brockington
Statistics Canada

Ray Zwicker
EC/LoP Vice President
Public Works and Government Services

Claude Poirier
CAPE President

Claude Danik
Executive Director of Policy
CAPE

Sandra Wensink
Finance Officer
CAPE

Audit Committee

Claude Poirier - Chair
CAPE President

Felix Meunier
Transport Canada

Ann Kurikshuk-Nemec
Statistics Canada

Marc-Alexandre Beaulieu
Public Works and Government Services

Communications Committee

Ray Zwicker - Chair

Public Works and Government Services

Sandra Chatterton

Health Canada

Scott Crawford

Atlantic Canada Opportunities Agency

Lauren Levesque

Public Works and Government Services

André Picotte

Public Works and Government Services
Translation Bureau

Marc Vallée

Public Works and Government Services
Translation Bureau

Claude Poirier

CAPE President

Claude Danik

Executive Director of Policy
CAPE

Jean Ouellette

Executive Director of Operations
CAPE

Pierre Label

New Media and Outreach Officer
CAPE

Deborah Fiander

Communications Officer
CAPE

Brigitte Richard

Communications Officer Assistant
CAPE

Constitution and By-Laws Committee

Michael Zinck - Chair

Veterans Affairs Canada

Stephen Mullen

Public Works and Government Services
Translation Bureau

André Picotte

Public Works and Government Services
Translation Bureau

Philip Rosen

Advisor

Claude Poirier

CAPE President

Claude Danik

Executive Director of Policy
CAPE

Donna Martin

Director of Administration Services
CAPE

Elections and Resolutions Committee

Ellen Garmaise - Chair

Public Works and Government Services

Zhiyong Hong

Health Canada

Walter Omariba

Statistic Canada

Jacob Porter

Health Canada

Nathalie Pothier

Library of Parliament

Young Members Advisory Committee

Ben Black - Chair

Public Works and Government Services

Craig Abbott

Service Canada

Jennifer Mullane

Fisheries and Oceans

Julie Courty

Administrative Clerk
CAPE

EC Collective Bargaining Committee

Gord Brennan
Aboriginal Affairs and Northern
Development

Gabriel Breton
Library and Archives Canada

Normand Faulkner
Human Resources and Skills
Development

Todd Johnson
Human Resources and Skills
Development

Laura E. Munroe
Royal Canadian Mounted Police

Patrick A. Warner
Health Canada

Ambrose Wong
Statistics Canada

Claude Poirier
CAPE President

Claude Danik
Executive Director of Policy
CAPE

Hélène Paris
Research Officer
CAPE

EC Negotiating Team

Gord Brennan
Aboriginal Affairs and Northern
Development

Gabriel Breton
Library and Archives Canada

Normand Faulkner
Human Resources and Skills
Development

Todd Johnson
Human Resources and Skills
Development Canada

Laura E. Munroe
Royal Canadian Mounted Police

Patrick A. Warner
Health Canada

Ambrose Wong
Statistics Canada

Claude Poirier
CAPE President

Claude Danik
Executive Director of Policy
CAPE

Hélène Paris
Research Officer
CAPE

TR Collective Bargaining Committee

Matthew Ball
Public Works and Government Services
Translation Bureau

Isabelle Girouard
Public Works and Government Services
Translation Bureau

Pascal Machado
Public Works and Government Services
Translation Bureau

Lionel Perrin
Public Works and Government Services
Translation Bureau

André Picotte
Public Works and Government Services
Translation Bureau

Marc Vallée
Public Works and Government Services
Translation Bureau

Claude Poirier
CAPE President

Jean Ouellette
Executive Director of Operations
CAPE

Hélène Paris
Research Officer
CAPE

TR Negotiating Team

Matthew Ball

Public Works and Government
Services Canada
Translation Bureau

Isabelle Girouard

Public Works and Government
Services Canada
Translation Bureau

Pascal Machado

Public Works and Government
Services Canada
Translation Bureau

Lionel Perrin

Public Works and Government
Services Canada
Translation Bureau

André Picotte

Public Works and Government
Services Canada
Translation Bureau

Marc Vallée

Public Works and Government
Services Canada
Translation Bureau

Claude Poirier

CAPE President

Jean Ouellette

Executive Director of
Opérations
CAPE

Hélène Paris

Research Officer
CAPE

TR Financial Incentive Plan Negotiating Committee

André Picotte

Public Works and Government Services
Translation Bureau

Marc Vallée

Public Works and Government Services
Translation Bureau

Claude Poirier

CAPE President

Jean Ouellette

Executive Director of Operations
CAPE

Hélène Paris

Research Officer
CAPE

Library of Parliament Collective Bargaining Committee

Alison Goody

Library of Parliament

Sonya Norris

Library of Parliament

Nathalie Pothier

Library of Parliament

Dominique Valiquet

Library of Parliament

Claude Danik

Executive Director of Policy
CAPE

Hélène Paris

Research Officer
CAPE

Library of Parliament Negotiating Team

Claude Danik

Executive Director of Policy
CAPE

Alison Goody

Library of Parliament

Sonya Norris

Library of Parliament

Hélène Paris

Research Officer
CAPE

Nathalie Pothier

Library of Parliament

Dominique Valiquet

Library of Parliament
Legal Affairs

National Capital Region Representatives

Agriculture Canada (Local #507)

President	Salma Jaroudi
Secretary-Treasurer	Maurice Korol
Steward	Maurice Korol
Steward and Employment Equity Representative	
	Maria Rodriguez
Occupational Safety and Health	Randy Muma John Wheeler

Canadian International Development Agency (Local #517)

President	Emmanuelle Tremblay
Vice President	Mia Mouelhi
Treasurer	Pierre Bernier
Alternates	Angela Keller-Herzog Tamara Sequeira Duy Ai Kien

Citizenship and Immigration Canada (Local #522)

President	Michael McCormick
Vice-President	Tannis Bujaczek
Secretary	Bruce Kelly
Treasurer	Kamal Dib
Stewards	Geneviève Bélair Derrick Deans David MacGregor Ahmad Syed Monica Van Huystee

Correctional Service of Canada

Steward	Sara Rubenfeld
---------	----------------

Elections Canada (Local #518)

President	Alain P. Tremblay
Vice President	Jean Roy
Treasurer	Martin Grégoire
Secretary	Kathryn Gallacher
Directors	Tanney Kennedy Stacey Paquette Kevin Phillips Tanya Primok Stephanie Reid Barbara Robertson

Health Canada and Public Health Agency of Canada (Local #512)

President	Simone Powell
Vice President	Nick Giannakoulis
Directors	Sandra Chatterton Jacob Porter
Occupational Safety and Health - Health Canada	Louise Bouchard Jano Tobreluts

Occupational Safety and Health – Public Health Agency of Canada	Nick Giannakoulis
---	-------------------

Human Resources and Social Development Canada (Local #514)

President	Dorin Petriu
Vice President	Liam Lynch
Secretary-Treasurer	Geoffrey Gurd
Directors	
200 Montcalm	Todd Johnson
Place Vanier	Jeanne To-Thanh-Hien
Promenade du Portage II	Richard Duranceau Michel Fourzly Eric Cormier
Promenade du Portage IV	Normand Faulkner Brian McDougall

Immigration and Refugee Board (Local #501)

President	Louise Carrière
Occupational Safety and Health	Louise Carrière

Industry Canada (Local #508)

Directors	Theodora Cosac Hélène Gagnon Michael Matthews
-----------	---

Justice Canada (Local #513)

Directors	Paula McLenaghan Lista Papathanasopoulou
Stewards	Josée Baril Shelley Sutherland
Occupational Safety and Health	Lisa Raymond

Library and Archives Canada (Local #519)

President	Dave Pelc
Treasurer	Jean-Rony Benoit
Steward	Gabriel Breton

Library of Parliament (Local #515)

President	Nathalie Pothier
Directors	Sonya Norris Alex Smith Julia Nicol
Occupational Safety and Health	

Natural Resources Canada (Local #520)

President	Allan Howatson
Vice President	Galina Obolenskaia
Secretary	Elizabeth Walsh
Directors	Margot Ashfield Carol Fairbrother Gerly Jean-Baptiste

Public Works and Government Services (Local #521)

President	Alexander Butler
Vice President	Tammy Maker
Director - Employment Equity	Richard Sharpe
Steward	Barry Rosenfeld

Statistics Canada (Local #503)

President	Greg Phillips
Vice President	Ambrose Wong
Director	Riley Brockington
	Mario Balerna
Secretary	Raymond Chan
Treasurer	Ann Kurikshuk-Nemec
Stewards	Michael Carleton
	Ron Loder

Status of Women Canada (Local #510)

Director	Michele Bougie
----------	----------------

Translation Bureau (Local #900)

Executive Committee

President	Marc Vallée
Regional TR Representative	Jackie LeBlanc
Francophone Translators Representatives	André Picotte
English Translators Representative	Renata Isajlovic
Multilingual Translators Representative	Sophie Rouy
Interpreters Representative	Paule Antonelli
Terminologists Representative	Marie D'Aouïst
Parliamentary Translators Representative	Lionel Perrin

Translation Bureau – Professional Services

Multilingual Translation, Regions and National Security Branch

National Defense Division

National Defense HQ Unit	Christian Poulin
OHS Rep	Yanick Lindor

Prairies Regional Unit	Kimberley Winslow
OHS Rep (Regional)	Pascale Lamoureux

Montréal Military Translation Unit	Isabelle Girouard
	Kate Forster
OHS Rep	Isabelle Girouard

Security and Emergency Preparedness Division

Pacific Regional Unit	Michel Pigeon
OHS Rep (Local)	Michel Pigeon

Regional Translation Services Division

East Coast Regional Unit	Lyne Perrotte
	Denise Aucoin-Deveau
OHS Rep (Ottawa VAC Outlet)	Carmelle Simard

Montréal Regional Unit	Barbara McClintock
Steward	Heather Leighton
OHS Reps	Maryann Mullin
	James Connelly

New Brunswick Regional Unit	Marie-Claude Molyneux
	Claude J. Poirier
OHS Rep (WOHS Co-chair)	Jackie LeBlanc
OHS Rep (Regional)	Jackie LeBlanc
OHS Rep (Local)	Mylene White

Multilingual Translation and Localization Division

Europe, Asia and Middle East Languages	Peter Whimster
DND Foreign Languages Sub-section	Barbara Schultz
OHS Rep	Julian Kolibaiev

Scientific and Technical Translation Branch

Finance and Administration Division

Finance/Treasury Board Unit	
OHS Rep	Marie-Eve Côté

Industry Unit	
OHS Rep	Anne-Marie Venne

Sciences and Technology Division

Medicine and Technology Unit	Geneviève Thibault Gosselin
------------------------------	-----------------------------

Meteorology Group	Raymonde Leclerc
OHS Rep	Nicholas Vaughan

Government Services Division

Corporate Services and Central English Scientific and Technical Translation	
OHS Rep	Amanda Kenney

Technical Translation Division

Transport Unit	Andrée-Anne Côté
	Karine Bigras
OHS Rep	Andréa Lazarté-Tanguay

Mechanical, Electrical and Civil Engineering Translation Service	Manon Hinse
	Marie-Ève Vézina

Sociopolitical and Legal Translation Branch

Québec Division

Human Sciences Unit	Danièle Lévy
OHS Rep	Danièle Lévy

Major Projects Unit	
OHS Rep	Marie-Émilie Bilodeau

Political Sciences Unit	Céline Danis
OHS Rep	Céline Danis
OHS Rep Alternates	Stéphanie Calder
	Ève Lyne Marchard
	Geneviève Parent

Local Leadership cont'd...

Social Programs Division Skills Development Unit Health Unit

André Picotte
Marilyn Gagné

Human Resources Unit

Diane Bisson
André Picotte

Legal Translation Division

Economics and Legal Services Unit

Chantal Desrochers
Loïc Hameon-Morrisette

Courts Unit

Claude Leclerc

Political Translation Division

CIDA

OHS Reps

Etienne Rancourt
Brigitte Pombert

International Trade Canada Unit

OHS Rep

Delphine Moser

Privy Council Unit

OHS Reps

David Rettie
Annie Bayeur

Sociocultural Translation Division

Indian Affairs Unit

OHS Reps

Émilie Viens
Christine Lee

Immigration Unit

OHS Reps

Marc Vallée
Marie Tremble

Canadian Heritage Unit

OHS Rep

Line Niquet
Lucia Molino

Operational Planning and Business Management

Corporate Services

Training and Evaluation

OHS Rep

Annie Leblond

Interpretation and Parliamentary Translation

Parliamentary Proceedings

Committees I

OHS Rep

Martin Meunier
Johanne Lemieux

Parliamentary Documents

Committees and Library of Parliament

Anne Rousseau

Services to Parliamentarians

Lionel Perrin

Legislative Translation

Stephen Mullen

Conference Interpretation

Brigitte Donvez
Aimée Lavoie

Parliamentary Interpretation

Karine Circé

Terminology Standardization Directorate

Standardization Strategies Division

Luc Pomerleau

Scientific and Technical Division

OHS Rep

Marc-Alexandre Beaulieu
Karine Rondeau

Terminotics Division

Christine Hug

Regional Association Representatives

Alberta (Local #801)

Directors/Stewards	Valerie Chessor Lillian Cook Marcie Hawranik Laura Munroe Connie van Rosmalen
--------------------	---

British Columbia (Local #301)

President	Michael Haberl
Vice President	Ian Dawson
Directors	Ghada Ahmed Lisa Banxachai Robert Russo Rod Smelser
Stewards	Ruth Cherry Rachelle Haider Joanne Kelly Susan Mansoor Michael Parasiuk Shelagh Travers

Manitoba (Local #601)

President	Cindy Creran
Vice President	Yvonne Kunce
Treasurer	Thea Haut
Director/Steward	Pam Lucenkiw

New Brunswick (Local #202)

President	Samuel Le Breton
Vice President	Manon Mallet
Occupational Safety and Health	Matthew English Julie Nadeau

Newfoundland (Local #101)

President	Joe Michaud
Vice President	Catherine Hollahan
Steward	Juanita Knee
Labour Management Consultation Committee – Atlantic Canada Opportunities Agency	Paul Parsons
Occupational Safety and Health – Atlantic Canada Opportunities Agency	Joanne Fennelly

Nova Scotia (Local #201)

President	Ben Black
Vice President	Robert Grandy
Director	Glenn McMullen
Steward	Steve Jreigo
Occupational Safety and Health – Environment Canada	Jennifer Burley
Occupational Safety and Health – Department of Justice	Tracy Kempton
Labour Management Consultation Committee – Canadian Coast Guard College	Monique Berger

Nunavut

Steward	Sarah Smale
---------	-------------

Ontario

Kingston (Local #504) President	Marcelene Holyk
------------------------------------	-----------------

Toronto (Local #511)

President (on leave)	Lauren Kirk
Vice President	Karen Miranda Mendonça
Treasurer	Wendy Dennis
Stewards	Teresa Cuke Ed Frankow

Occupational Safety and Health Labour Management Consultation Committee	Karen Miranda Mendonça Karen Miranda Mendonça
--	--

Prince Edward Island (Local #102)

President	Craig Abbott
Vice President	Mary Beth Maclean
Director	Teresa Pound
Stewards	Scott Crawford Don Ramsay Michael Zinck

Québec

Montréal (Local #402)

President	Mario Jodoin
Stewards	Hubert Brown Gwen Cartier Marilou Dufour Caroline Lefebvre Réal Lortie Michel Morin Yves Proulx Jean-Pierre Racine

Québec City/Ste-Foy (Local #401)

Principal Representative	Frédéric Lessard
Assistant Representatives	Natacha Canuel Martial Ménard

Saskatchewan

Northern Region (Local #701)

Directors/Stewards	Laurie Desautels Pat Yeudall
--------------------	---------------------------------

Southern Region

Steward	Rob Raisbeck
---------	--------------

Membership Distribution*

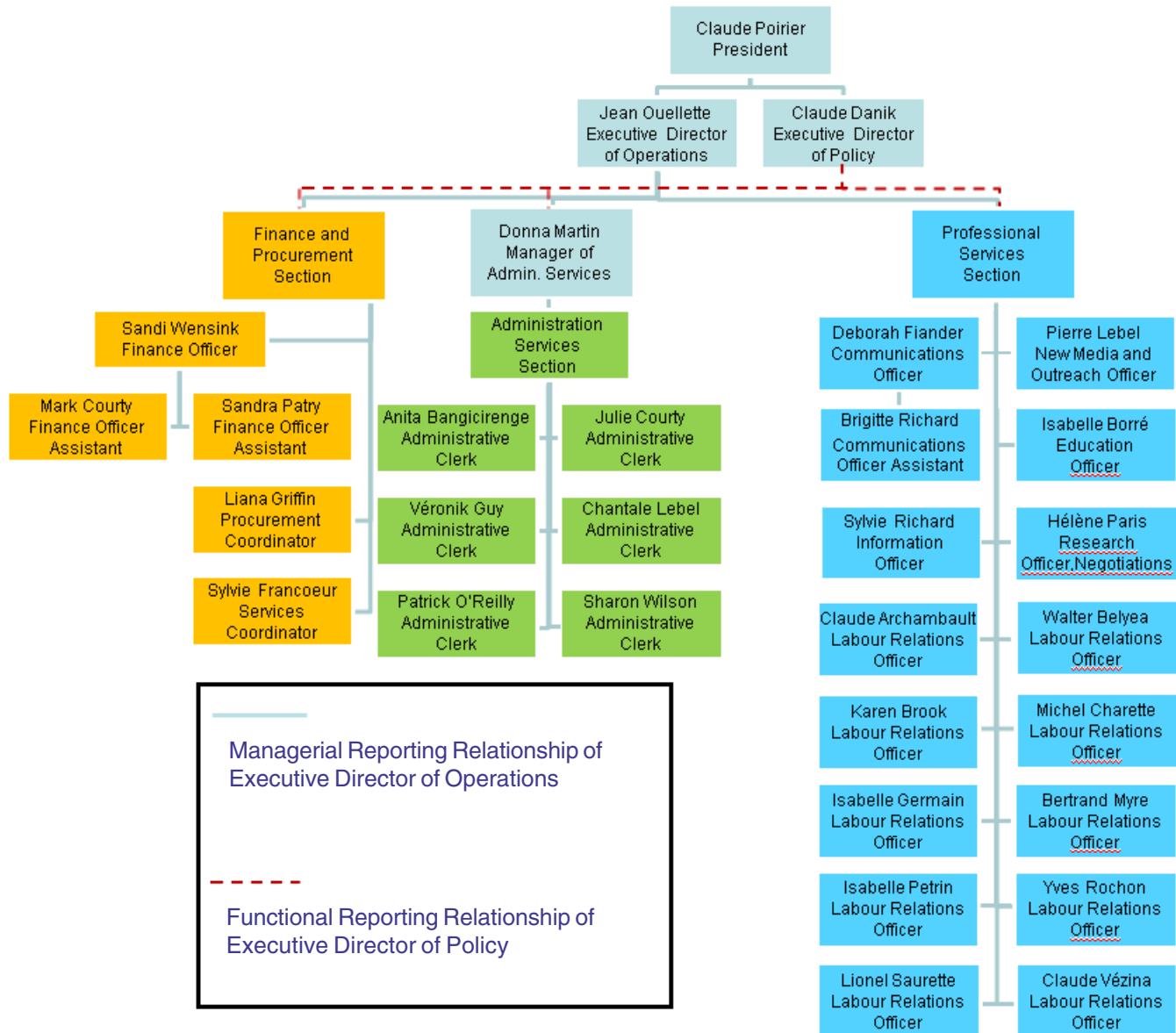
Department or Agency	EC	AN/RA	TR	Total
Statistics Canada	2217			2217
Human Resources and Skills Development Canada	1381			1381
Health Canada	1029			1029
Aboriginal Affairs and Northern Development Canada	741			741
Public Health Agency	696			696
Justice Canada	440			440
Agriculture and Agri-Food Canada	436			436
Public Works & Government Services	433		1009	1442
Industry Canada	423			423
Natural Resources Canada	416			416
Environment Canada	384			384
Transport Canada	379			379
Treasury Board	370			370
Finance Canada	350			350
Foreign Affairs Canada	329			329
Citizenship and Immigration Canada	306			306
Fisheries and Oceans	256			256
Library and Archives	237			237
International Development Agency	199			199
Public Safety Canada	185			185
Canadian Heritage	143			143
Privy Council Office	110			110
National Defense	105			105
Elections Canada	97			97
Infrastructure Canada	97			97
Library of Parliament		85		85
Public Service Commission	77			77
Canada Border Service Agency	77			77
Royal Canadian Mounted Police	72			72
Office of the Director of Public Prosecutions	69			69
Correctional Service Canada	57			57
Atlantic Canada Opportunities Agency	49			49
Veteran Affairs	46			46
Federal Regional Development (Quebec)	46			46
Western Economic Diversification	36			36
Canada School of Public Service	32			32
Immigration & Refugee Board	28			28
Passport Canada	24			24
Canadian Environmental Assessment Agency	23			23
Canadian Transportation Agency	23			23
Office of the Privacy Commissioner of Canada	17			17
Federal Economic Development Agency for Southern Ontario	16			16
Canadian Space Agency	15			15
Coordinator Status of Women	14			14
Human Rights Commission	12			12
Patented Medicine Prices Review Board	12			12
Registrar of the Supreme Court of Canada	12			12
Radio-Television & Telecommunications	11			11
Transportation Safety Board	10			10

Membership Distribution* cont'd....

Department or Agency	EC	AN/RA	TR	Total
Canadian Dairy Commission	10			10
Canadian Grain Commission	8			8
Canadian International Trade Tribunal	6			6
Registry of the Tax Court of Canada	5			5
Military Police Commission	3			3
Assisted Human Reproduction Canada	3			3
Federal Judicial Affairs	3			3
Copyright Board	3			3
CLR - Canadian Labour Relations Board	3			3
Canadian Artists and Producers Tribunal	2			2
National Parole Board	2			2
Office of the Registrar of Lobbyists	2			2
Commissioner of Official Languages	1			1
National Farm Products Council	1			1
Communications Security Establishment Canada	1			1
Hazardous Materials Information Review Commission	1			1
NAFTA Secretariat	1			1
Public Sector Integrity Canada	1			1
TOTAL:	12593	85	1009	13687
Associate Members:	16			16
GRAND TOTAL:	12609	85	1009	13703

*Based on the most recent information provided by Treasury Board

Organization Chart CAPE National Office



Canadian Association of Professional Employees

National Office Staff

Claude Poirier	President	cpoirier@acep-cape.ca
Claude Danik	Executive Director of Policy	cdanik@acep-cape.ca
Jean Ouellette	Executive Director of Operations	jouellette@acep-cape.ca
Donna Martin	Manager of Administration Services	dmartin@acep-cape.ca
Deborah Fiander	Communications Officer	dfiander@acep-cape.ca
Brigitte Richard	Communications Officer Assistant	brichard@acep-cape.ca
Pierre Lebel	New Media and Outreach Officer	plebel@acep-cape.ca
Hélène Paris	Research Officer	hparis@acep-cape.ca
Sandra Wensink	Finance Officer	swensink@acep-cape.ca
Mark Courty	Finance Officer Assistant	mcourty@acep-cape.ca
Sandra Patry	Finance Officer Assistant	spatry@acep-cape.ca
Sylvie Francoeur	Services Coordinator	sfrancoeur@acep-cape.ca
Isabelle Borré	Education Officer	iborre@acep-cape.ca
Sylvie Richard	Information Officer	srichard@acep-cape.ca
Liana Griffin	Procurement Coordinator	lgriffin@acep-cape.ca
Sharon Wilson	Membership	swilson@acep-cape.ca
Claude Archambault	Labour Relations Officer	carchambault@acep-cape.ca
Walter Belyea	Labour Relations Officer	wbelyea@acep-cape.ca
Karen Brook	Labour Relations Officer	kbrook@acep-cape.ca
Michel Charette	Labour Relations Officer	mcharette@acep-cape.ca
Isabelle Germain	Labour Relations Officer	igermain@acep-cape.ca
Bruno Loranger	Labour Relations Officer	bloranger@acep-cape.ca
Bertrand Myre	Labour Relations Officer	bmyre@acep-cape.ca
Isabelle Petrin	Labour Relations Officer	ipetrin@acep-cape.ca
Yves Rochon	Labour Relations Officer	yrochon@acep-cape.ca
Lionel Saurette	Labour Relations Officer	lsaurette@acep-cape.ca
Claude Vézina	Labour Relations Officer	cvezina@acep-cape.ca
Anita Bangiricenge	Administrative Clerk	abangiricenge@acep-cape.ca
Julie Courty	Administrative Clerk	jcourty@acep-cape.ca
Véronik Guy	Administrative Clerk	vguy@acep-cape.ca
Chantale Lebel	Administrative Clerk	clebel@acep-cape.ca
Patrick O'Reilly	Administrative Clerk	poreilly@acep-cape.ca

Canadian Association of Professional Employees

CAPE ANNUAL REPORT 2010 - 2011



Canadian Association of Professional Employees
100 Queen Street, 4th Floor
Ottawa, Ontario K1P1J9
613-236-9181 • 1-800-265-9181 • Fax: 613-236-6017
Web site: www.acep-cape.ca