

Dear Members,

What better time to take stock of the situation at your Local than early fall? Well, if you think I am trying to make a connection between how things are going and the depressing weather, you are mistaken: the picture isn't so bad despite the fact that clouds sometimes hide the sun.

However, enough of the poetic references, let's go straight to the good news: I am officially your president for the next two years! Let us sing and dance in jubilation! And I would like to give an equally enthusiastic cheer for the re-election of Ellen Garmaise and André Picotte as representatives of the English and francophone TRs respectively, for additional two-year terms. Congratulations to the three of us, and thanks for our dedication!

I also wish to thank all the other executive members, who have devoted themselves body and soul to making our Local work well, in addition to our invaluable stewards who ensure we are present in the field. Speaking of self-sacrifice, I call upon all the TRs and ECs who haven't yet taken part in union activities : by giving your name, becoming stewards, participating in CAPE's many committees, or simply attending membership meetings, you will make sure the union remains a vital organization since, after all, it exists for you! And what a joy to go to bed at night knowing you have done your duty . . . But here ends my digression into promoting the union.

I will now give an overview of our activities on a national level and in the various sectors. Despite my superhuman abilities, I will unfortunately not be able to touch on all the projects we are currently working on, but if you would like to know more, please read the minutes of the union's consultations with the employer on our Local's Web page; you will find lots of interesting information there, and you will be able to see for yourself what we are doing.

### **Translation Bureau Update**

#### *Pandemic*

We are closely following the Bureau's plans for managing any impact of the H1N1 virus on activities. On the whole, the Bureau is following the plan established by PWGSC as well as the Treasury Board's guidelines. Your manager should have already spoken to you about general precautions that have been taken at the Department, the Bureau, and your unit.

As well, managers are responsible for asking employees to go home if they present flu symptoms, and employees with these symptoms are also responsible for remaining at home to limit the risk of contagion.

By virtue of the *Canada Labour Code*, employees also have the right to refuse to work if they believe being at their place of work would endanger their health or safety. If this is the case for you, you must be at work to refuse to work; your manager will then communicate with the governmental officer in charge of occupational health and safety issues.

Although Treasury Board has decided that employees wishing to be vaccinated must do so outside working hours, it has stipulated that, if for any reason, an employee is not able to get to a vaccination clinic outside his/her working hours, the manager may allow the employee to leave work in order to be vaccinated, in which case the absence is counted as paid leave not attributed to the employee's sick-leave credit, by virtue of the policy on leaves for medical appointments. (Therefore, do not submit a leave request in the LIMS; simply enter the time as "paid leave" in the IIS for TRs.) Note however that according to the policy, an employee can take a maximum of half a day at a time for such a leave; if it takes longer to get vaccinated, the balance will be taken from your sick leaves.

It is incumbent on the employer to keep you updated on the situation, but it is also incumbent on each employee to stay informed about steps that should be taken to avoid contracting the flu or spreading it to colleagues. Additional information on the flu in general—questions and answers in particular—can be found at [www.fightflu.ca](http://www.fightflu.ca); specifics for federal civil servants (including details on human resources issues)

can be found on the Treasury Board's Web site (<http://www.tbs-sct.gc.ca/h1n1/index-eng.asp>); and PWGSC specifics can be found at TheSource ([source.tpsgc-pwgsc.gc.ca/intranet/h1n1-eng.html](http://source.tpsgc-pwgsc.gc.ca/intranet/h1n1-eng.html)). For those without access to PWGSC's network, the Bureau has, at CAPE's request, copied the relevant information in [atrium.gc.ca](http://atrium.gc.ca). In addition, do not hesitate to ask your manager questions.

### *Compensation advisors' services*

Having received a number of messages from employees who were having difficulty getting answers from their compensation advisors, we discussed the problem with the employer. A number of factors underlie the recent difficulties, including the fact that Treasury Board approved numerous collective agreements at the same time, requiring advisors to work at triple speed to calculate retroactive payments. More retirements and increased personnel movements have also complicated things.

The employer assures us it is aware of the situation and the resulting difficulties posed for employees; we discussed possible solutions with the employer. In particular, the employer is making efforts to hire an additional full-time advisor, and it has hired two casual employees to cope with the overload.

One immediate solution for members is to make more use of the compensation Web application (<http://www.tpsgc-pwgsc.gc.ca/remuneration-compensation/txt/index-eng.html>); on this site, you can find the answers to many of the most basic questions, make address changes, and carry out other basic operations.

For our part, we will continue to monitor the situation closely because, let's face it, compensation and benefits are at the heart of our presence at the Bureau. If you are not able to get answers to your questions using the Web application and if, after a reasonable period of time, your advisor has still not responded to your messages, please contact your representative on the Local executive; he or she will be able to follow up with HR management.

Please remember that, as is the case with your colleagues, courtesy is important when dealing with your compensation advisors. Should you have a conflict with the person in charge of your file at Compensation, do not let things fester; instead, contact your manager or your union so that things can get settled.

### *Ergonomics*

Our labour-management working group on ergonomics continues its activities. It is now at the stage of assessing its analysis of gaps in the application of ergonomics-related provisions in the *Labour Code* at the Bureau. Our courageous group representatives are Ellen Garmaise, Micheline Lasalle and Luc Gervais.

Also on the topic of ergonomics, we discussed with the employer the need to replace the experts from Health Canada who no longer do ergonomic evaluations for civil servants with medical certificates. For the moment, the situation is being handled on a case-by-case basis, but a working group is to be created to find a permanent solution on the level of PWGSC, and I will probably be a member of it.

### *Occupational health and safety*

I began attending PWGSC's National Occupational Health and Safety Policy Committee meetings in order to provide input on the major guidelines issued by the Department in this area. The Local is also looking into the Bureau's representation on PWGSC's regional committees.

### *Training*

In the area of training, we had set up a labour-management committee, but we put it on the back burner after only one meeting because the two sides did not agree on an approach. We agreed with management to try another, higher-level approach, namely holding an extraordinary annual consultation on implementing training policy with the sector vice presidents and studying each sector's more specific needs within the

framework of the normal sectoral LMCCs. We hope that this approach will be more fruitful and will enable the TRs and ECs to have access to the training they need.

#### *ECs*

We followed the conversion closely and, despite our disappointment at not obtaining good-faith bargaining with Treasury Board on the possible adjustment of pay increments (an issue that is still in dispute), we were excited to learn that the SI-01s had become EC-02s.

Now that the conversion is a done deal, we are in discussions with the employer at Professional Services (at the employer's instigation, to give credit where credit is due) to finalize the details of the "paralinguist" position, the work description outline in particular.

### **Terminology Standardization Directorate**

#### *New stewards*

Thanks to the diligent efforts of our terminologist representative, Sophie Rouy, we had the pleasure of welcoming three new stewards to represent the TRs and ECs from the TSD: Christine Hug, Chantal Reid, and Marc-Alexandre Beaulieu. Their arrival immediately diversified and expanded our consulting activities at the TSD, and the employer gave us full support for this mutually productive activity.

#### *Portal*

We watched with interest as the Language Portal team was put into place, and the employer kept us up to date on the operational details. We did our best to ensure this project would bring about more diverse duties for the terminologists, but these efforts were thwarted by the financial constraints the employer is facing. We will nevertheless continue our efforts to make the terminologists' work highly stimulating.

#### *Termium VI*

We are staying abreast of new developments in connection with Termium VI, as well as their impact on the TRs' and ECs' work.

### **Professional Services Directorate**

#### *Secondments*

The number of secondments continues to increase at Professional Services, and we have insisted that the employer provide better supervision for these employees who get sent directly to client locations. We submitted to the employer a list of vital questions that loaned employees ask themselves every day, in particular about their hierarchical relationship to the client, and the employer indicated that, as we had been requesting, it was planning to create a "secondment guide" as well as training for seconded employees.

#### *Telework*

At the employer's request, a joint working group was created to try to clarify the rules for allocating telework. The group created a user-friendly quick reference guide that will be published shortly featuring a summary of the provisions governing telework as well as employer and employee obligations. The group also looked into redefining the formula for allocating telework in order to increase access to it, and continues its work in this direction.

### *Translation memory*

Since the implementation of the translation memory is quite advanced, the employer carried out a study on the productivity gains it generates, and asked the union to consult on this operational repercussions of the memory. A joint working group should be created shortly.

### *Automatic translation*

Still in the area of technology, Professional Services is launching a test of automatic translation in an operational context. The employer has updated the union on the project, but has clarified that this tool will not be used in the TRs work in the near future. It will update the union with the test results.

### *English translation*

Management dismantled the steering committee that had been created following the joint report on English translation that was published in September 2007. Other labour-management meetings are planned to study the best way of handling the issues specific to English translators in the future.

## **Interpretation and Parliamentary Translation Directorate (IPTD)**

### *Interpreters' work description*

CAPE followed the drafting of the interpreters' new work description closely, and insisted to the employer that it be ready as quickly as possible and that the work not drag on, given that it was essential for employees to have a reliable work description.

### *Organizational redesign*

The employer kept the Local updated on its organizational redesign project, and the Local was able to highlight its concerns. CAPE also closely followed the redesign of the office space and the organization of office sharing.

### *Telework*

The Local was consulted about the telework pilot project at the House of Commons and was able to make observations, particularly in light of the work that has been done by the group that is dealing with the issue at Professional Services.

### *Automatic translation*

As at Professional Services, the IPTD is launching a pilot project to simulate the implementation of automatic translation, and is keeping the union updated on its activities in this area.

## **Conclusion**

To you who have been courageous enough to read through to the end of this report, I would like to thank you for your concern for union matters, and if you have questions, concerns, rave reviews, or abusive remarks to make, in all cases except the last, please do not hesitate to contact your shop steward, your representative on the Local executive, or even myself, and we will be happy to respond to you. You will find our contact information at [http://www.acep-cape.ca/EN/local\\_900/Membership\\_e.htm](http://www.acep-cape.ca/EN/local_900/Membership_e.htm)

I look forward to seeing you at an upcoming meeting!

Marc Vallée

Your most excellent president and genius in all areas