

Dear CAPE members,

I am Shelley Hovey, the local president of local 520 at Natural Resources Canada (NRCan). I have been working in the Minerals and Metals Sector as a statistical officer for the past 11 years and I have been involved in CAPE at the local level for the last 6 years, half of it as Vice-President and the other half as President of the local.

I am one of only a few local leaders that has been trained and has experience in member representation such as disciplinary hearings, return to work, workplace accommodation and case consultation. Local 520 has a dedicated local executive that has continuously ensured that CAPE members at NRCan have a voice and representation in all departmental and sectoral labour-management consultation committees.

I am in my 6<sup>th</sup> year as Employee Co-chair and CAPE's representative on NRCan's largest Workplace Health and Safety Committee covering a building with a total of 21 floors and 1800 employees, at the Booth street complex. The committee was built from scratch 6 years ago and still has the same dedicated employee members today. In those 6 years, I have coordinated the overall operational and legislative requirements of the committee, have ensured that senior management is continuously apprised and are addressing its employee's health and safety concerns, as well as implementing programs that will continue to safeguard their health and safety in the future such as the recent AED (defibrillator) program introduced this past spring.

I have also recently become the Employee Co-chair and CAPE representative of NRCan's Policy Committee for Occupational Health and Safety.

I was very happy to join CAPE's recently-created National Health and Wellness Committee and I am grateful that the current CAPE leadership finally saw the importance of OHS and other related matters such as the duty to accommodate and mental health in the workplace.

I have also gone back to school part time at Algonquin College in order to earn my certification and diploma in Occupational Health and Safety.



Why am I running

A lot has been done over the last 20 months at CAPE and I am confident that I can contribute positively to bringing forward further positive change for local empowerment and member engagement, as well as for an enhanced attention by CAPE to Occupational Health and Safety matters.

I think there is much I can contribute in terms of applying some of the best practices we have developed at NRCan to other Departments and other locals. I look forward to supporting other local leaders and mentoring them, in particular in the context of OHS and meaningful labour-management consultation. It is refreshing to note that CAPE is now seeing the value of engaging members and local leaders by facilitating platforms for sharing such best practices. In the past, there was a sense that whenever we met at the National office, it was to get an information download and not to share amongst ourselves.

I look forward to an open and frank dialogue about the proposals for reviewing the Constitution and Bylaws, as there needs to be a participatory process for challenging the hard-wiring of the Association from one that does not even feel the need to sign-up Rands or even inform the members because decisions were already made for them on bargaining by an arbitrator, to one where member engagement becomes second nature.

One example of how the current leadership shows it listens to members is the creation of the new CAPE Workplace Health and Wellness Committee. The Committee was formed at the request of rank and file members by a responsive national leadership that cares about its members input.

I look forward to bringing my extensive experience with reinforcing locals, so that CAPE can become truly meaningful for members in the workplace. This is what we have seen happening at NRCan and are starting to see happen in many other workplaces in the NCR and across Canada.

I support the orientation that was proposed by our current National President Emmanuelle Tremblay and I look forward to working alongside her to make CAPE a stronger, more active and more democratic union.