

Q&A

1. What progress has been made in CAPE's ability to represent us?

On March 23rd 2018 the Federal Public Sector Labour Relations and Employment Board came to the decision under s.58 that the TRL and ESS members of the RCMP are now a part of CAPE's TR and EC bargaining units respectively. Because of this decision, CAPE is now your official bargaining agent and can represent you in dispute resolution at the RCMP and can provide advice on labour relations matters. As previously stated, CAPE is currently working under the Memorandum of Understanding (MOU) which allows leave for the purpose of collective bargaining, the use of the employer's facilities to hold information meetings, and the collection of union dues.

2. How are my current terms of employment and benefits affected by the Memorandum of Understanding and the recent decisions made by the Federal Public Sector Labour Relations and Employment Board?

Your current terms of employment and benefits remain unchanged under the MOU and the board's decisions. This is the case until negotiations between CAPE and Treasury Board under the MOU are done or we agree to re-open the EC and TR collective agreements to amend them. CAPE will strive to safeguard your current benefits during the negotiations.

3. What is ServicePlus?

As a member of CAPE, you can join ServicePlus for free. ServicePlus will get you instant year-round savings on things such as travel, hotels, furniture, electronics, and more. ServicePlus also has an annual draw giving you the chance to win big prizes.

4. Will I now be paid through the Phoenix system?

No, as of right now you will not be paid through the Phoenix system until the deeming date of May 21 2020. The deeming date has been moved back because of the consistent problems with the Phoenix pay system and this should give adequate time for the Phoenix to be corrected and for your information to be implemented properly into the system. CAPE understands and shares your concerns with the Phoenix pay system and will work to ensure that Phoenix is fixed before your official transition into the public service. For more information on your pay and how it is affected by the transition visit the RCMP website.

5. What are my Union dues? When will I start paying dues?

CAPE is proud to have lowest union dues of any bargaining agent in the federal government at \$48.00 a month. The National Executive Committee has decided that your dues will start being collected on September 1st 2018. This date was decided upon because CAPE wanted to ensure that our Labour Relations Officers would be properly trained and ready to effectively represent you before you start paying dues. Overall, your dues pay for a proven, dedicated, and capable staff of labour relations officers and employees who work to ensure that you and your co-workers have the best job experience possible.

6. What information will be disclosed by my employer?

For CAPE to comply with its legal obligations to represent its members, the employer must disclose the home addresses and telephone numbers for all employees in the bargaining unit to their bargaining agent. The process and requirements in handling the information are outlined in a Memorandum of Agreement between CAPE and the employer providing for appropriate privacy and security safeguards of the information. For more information or to view a copy of this MOA, please contact CAPE. It is in every employee's interest to proactively provide CAPE with their current contact information and to advise the union of any changes that may occur to that information in the future.

7. How can I get involved in the collective bargaining process?

CAPE strongly encourages its members to get involved with collective bargaining and make sure that their voice is heard in bargaining negotiations. As a member of CAPE you can become a steward and gain knowledge on labour negotiations through CAPE's training as well as the ability to join committees that impact executive decision making at CAPE. If you are interested in becoming a steward click here (insert link).

8. What is a Rand?

Rand is a term that comes from a Supreme Court of Canada decision that Justice Ivan Rand rendered in 1946. That decision ended a long strike at the Ford Plant in Windsor, Ontario. In this decision Rand had to deal with how union dues are to be paid, and his subsequent decision ended the strike and established the rationale on which union dues are still paid today. In his decision, Rand rationalized that everyone who benefits from a collective agreement should also pay union dues. He decided that it is the task of the employer to take the dues out of his/her employees' paycheck as it would be an unreasonable task for the union to collect dues from each individual member every month. Due to the fact that Rand decided that everyone has to pay union dues, regardless of whether they were a member or not, non-union members who are paying dues have since been called Rands.

9. What is a Member in good standing?

A member in good standing is simply a person who pays dues and signs up as a CAPE member. To register as a CAPE member, you can sign up on our website

<https://user.insitesystems.com/user/custom/cape/membership/register>.

10. What is the difference between a rand and a member? What do I gain from becoming a member?

Despite Rands not being official members of the union, they are still eligible for union protection and representation. However, there are more benefits if you sign a CAPE union card and become an official CAPE member. As a member of CAPE, you will have access to legal counsels and representatives who can provide you with valuable advice. In particular, there is a dedicated team of Labour Relations Officers who are motivated to help resolve any disputes or issues that may arise between you and your employer. CAPE will also work with federal politicians to make sure that the voices of our members are heard, while also working to identify and resolve issues that are of high importance to our members, such as the current issues regarding the Phoenix pay system, fingerprinting in the public service, performance assessments, and the problems regarding Bill C-27. Also, and perhaps most importantly, as

a member, you can participate directly with CAPE through voting, joining committees, becoming a steward and participating in annual general meetings.

11. What is a Local?

A local is a union branch of CAPE that represents interests of a bargaining unit or region and consists of its own executives and bylaws that function under CAPE. You can form a local when 10 or more members support its formation. A member can only be part of one local. If you're interested in starting a local visit the CAPE website for more information.

12. What is a Steward?

“Steward” is an expression used in labour relations to define a union member who assists other members in a designated work area. The steward is a volunteer and an official of CAPE. Only regular members may be appointed as stewards. The steward has a recognized status in the workplace because the authority to appoint stewards is provided for in each of CAPE's collective agreements. The employer is obligated to respect and work with stewards. Legislation, the collective agreement, and case law provide protection for stewards when performing their duties. Accordingly, stewards have the authority to deal with the employer on an equal basis. A strong steward network is important to CAPE because it assists the permanent staff in tackling difficult and complex issues in your workplace.

13. What types of training are available at CAPE?

CAPE wants you to be able to be a successful and active member in our union. That is why CAPE offers a variety of training opportunities for CAPE representatives. This includes the Basic Stewards' Training, Advanced Steward's Training, the Know Your Collective Agreement Course, the Duty to Accommodate Training Course, the Occupational Health & Safety Course, the Collective Bargaining Course, and the mobilization training course. If want more information about these seven courses, including how to sign up, please visit the CAPE website.

14. How can I communicate my questions and concerns to CAPE officers and Executives?

CAPE strives to maintain transparent and effective communication with our members. Our President Greg Phillips is committed to meeting with new RCMP members in the National Capital Region to discuss concerns or questions you have about the transition into the public service and your new union. You can also communicate any questions and concerns you may have by email at rcmp-grc@acep-cape.ca.