



President's Message,

Dear members,

On March 29, 2012, the federal government tabled a budget that included \$5.2 billion in spending cuts. Since then, about 3,500 CAPE members have received notices informing them that their positions could be affected by a work force adjustment (WFA) process resulting from those cuts. CAPE started preparing for this eventuality last summer when our colleagues at PWGSC went through a similar exercise.

In brief, we have already taken the following measures:

- We have prepared several documents that can be accessed via the [Work Force Adjustment](#) link on the CAPE Web site, including the Work Force Adjustment Directive, Q&As on WFA, an explanation of the alternation or “job swapping” process, information sheets for members and local representatives, information on language requirements, etc.
- Two labour relations officer positions have been created to deal specifically with WFA issues.
- An internal system has been established for the monitoring of affected positions in the various departments and agencies.
- A mechanism has been established for communicating with locals and with affected members.
- Additional training has been made available for stewards and local representatives on their roles and responsibilities, and on WFA issues in particular.
- Teleconferences on WFA are being held with our members outside the National Capital Region.
- WFA information meetings are being held with National Capital Region locals.

You can consult this section of our Web site at the following address:

<http://www.acep-cape.ca/EN/specialNotice1/>

CAPE also learned of the existence of a national WFA management consultation committee and insisted that it should be an active participant in that committee, since CAPE represents more than half of the employees subject to the Work Force Adjustment Directive. Treasury Board ultimately agreed, thus providing

CAPE with a forum for exerting pressure on Treasury Board to ensure the uniform application of the Directive in all affected organizations.

We urge you to contact us should you have any questions about work force adjustment or the application of your collective agreement in general.

Rest assured that you can count on the support of your Association throughout this difficult period.

Claude Poirier
CAPE President