

YOUR CAPE LOCAL 526 IS  
WORKING FOR YOU!



# FIRST YEAR ACHIEVEMENTS

## 2014-2015

**Executive Team**  
2014-2015

Maria Montilva – President (Leaving INFC)  
John Morris – Vice President  
Rose Chammas – Treasurer  
Christine Tremblay – Secretary

### HEALTH, WELLNESS, SAFETY AND CAREER ADVANCEMENT

| ENGAGEMENT  | AWARENESS   | COLLABORATION  |
|---|---|--|
| <ul style="list-style-type: none"><li>Created the first-ever Local at INFC and related working structures.</li><li>Provided ongoing consultation &amp; engagement (e.g. EC Forums, upcoming consultations on topics relevant for the ECs, ongoing meetings with Senior Management).</li><li>Established communications channels including website link hosted by CAPE, access to INFC Outlook for invites, available bulletin boards on each floor, and a secured online dialogue.</li><li>Created logos and templates for the Local 526 branding and identity.</li><li>Provided ongoing guidance to Members.</li><li>Increased 60% CAPE membership registration at INFC.</li><li>Maintained a record of EC employee’s migration.</li><li>Developed a positive and constructive relationship with INFC/EC Members, INFC Human Resources, Labour Relations, Senior Management, CAPE National Office, and the EC network across the Public Service.</li></ul> | <ul style="list-style-type: none"><li>Defined and promoted the role of the CAPE Local 526.</li><li>Represented INFC/CAPE Members’ rights and best interests when required.</li><li>Identified Members’ needs through consultation.</li><li>Proposed and participated in creation of an internal Labour-Management Consultation Committee (LMCC) for formal consultation with all Unions represented at INFC (CAPE, PSAC, PIPSC, and ACFO).</li><li>Held discussions with INFC about Informal Conflict Management Service (ICMS) by ensuring convenience and confidentiality.</li><li>Ensured CAPE representation at key departmental committees related to our mandate.</li><li>Proposed ideas to encourage a safer, ethical and healthier work place.</li><li>Provided ongoing updates on the bargaining of the CAPE Collective Agreement.</li></ul> | <ul style="list-style-type: none"><li>Consulted other federal departments on best Labour management practices.</li><li>Proposed and established an Inter-Union committee including unions represented at INFC to discuss proactively issues of interest to our Members.</li><li>Consulted with ICMS Service Providers to learn about their benefits to support a proposal to INFC.</li><li>Maintained ongoing dialogue with Senior Management in order to improve working conditions.</li><li>Identified opportunities for collaboration among Members.</li><li>Consulted Members on the possibility of having an online forum to discuss issues of their interest.</li><li>Worked collaboratively with the CAPE Labour Relations Officer.</li><li>Analyzed the PSES survey 2011 and 2014 results (special focus on the EC results). Provided advice to INFC.</li><li>Provided ongoing inputs to information requests.</li></ul> |