



RCEA | **AECR**
RESEARCH COUNCIL | ASSOCIATION DES EMPLOYÉS
EMPLOYEES' ASSOCIATION | DU CONSEIL DE RECHERCHES

ANNUAL GENERAL MEETING

**Wednesday, 5 October 2011
4:15 P.M.
Auditorium, Building M-50**

MEETING AGENDA

1. Rules of Meeting
2. Minutes of Annual General Meeting – 20 October 2010
3. President's Report
4. Treasurer's and Auditor's Reports
5. Collective Bargaining Update
6. Questions from the Floor
7. Other Business
8. Adjournment

Refreshments will be available.

From the Desk of the President . . .

Dear Members,

It's the Annual General Meeting time again. As you all know I have been acclaimed for a third term as President of the RCEA. I thank you all for your support and confidence over the years. It has been another busy and interesting year for the RCEA.

At the AGM you will have the opportunity of being informed on the activities of your union. We will be discussing the impact the Shared Services announcement will have on the RCEA. As well, our auditor from Deloitte & Touche will present our financial statements.

The AGM is your opportunity to have your say. We need you to attend, because everything we do at the RCEA is on behalf of and for the benefit of you, our members. So please join us and come to the AGM this year.

You will find the complete AGM newsletter and the Auditor's Report on our website (www.rcea.ca).

I encourage you to read them and be a participant at the AGM. Various issues will be discussed in greater detail, as will plans for the upcoming year.

I would like to take this opportunity to recognize the hard work of my Management Committee, the Constitution Committee, Institute representatives and the RCEA staff. Their efforts allow the RCEA to be a strong voice on your behalf.

Hope to see you on October 5.

Sincerely

Serge Croteau
President

RCEA FINANCIAL REPORT

Fiscal Year 1 July 2010 - 30 June 2011

This year the RCEA membership dropped to a monthly average of 2090 members. Despite this and a substantial rent increase for our office space, the dues increase and lower legal fees again resulted in a positive budget.

Revenues

The \$2.00 dues increase and loss of 100 members is accurately reflected in the increase in membership revenue. Revenues were up 5.26%.

Expenses

The RCEA expenses related to travel to the regional laboratories more than doubled because visits to some sites had been delayed from last year. Office rent has increased substantially as they are being ramped up to market rates.

Another additional cost is the introduction of a post-retirement benefits package for RCEA staff. Perhaps surprisingly, legal costs were almost half of last year's figure. Overall, the RCEA expenses increased by an overall 4.53%.

Forecast

We expect about 100 RCEA members (mainly CS) to be transferred to PIPSC as they are moved from NRC to Shared Services Canada. The 3.75% drop in dues revenue will be mostly offset by the dues increase which goes into effect on January 1, 2012 (3.44%). We already know that legal fees will be above the amount spent in 2010 (over \$25,000). The RCEA should again have a modest contribution to the budget balance.

J.G. Kresko
Treasurer

Year	Revenues	% Change	Expenses	% Change	Balance *
2002	\$445,707	0.19	\$430,449	11.64	\$720,900
2003	\$480,091	7.71	\$435,905	1.27	\$761,916
2004	\$500,941	4.34	\$449,627	3.15	\$813,533
2005	\$495,942	-1.00	\$527,431	17.30	\$776,764
2006	\$504,263	1.67	\$607,511	15.18	\$674,114
2007	\$553,370	9.73	\$611,147	0.59	\$610,655
2008	\$577,688	4.39	\$582,459	-4.70	\$608,363
2009	\$637,760	10.39	\$645,901	10.89	\$603,624
2010	\$665,245	4.30	\$604,236	-6.46	\$666,795
2011	\$700,267	5.26	\$631,647	4.53	\$734,218
2012	\$714,380	2.01	\$665,371	5.34	\$783,227

* Balance ignores capital assets.

2012 Revenues: based on 2000 members with monthly dues of \$28.00 for 6 months and \$30.00 for 6 months, 60 associate members at \$1.50 per month, and \$17,300 interest from investments.

2012 Expenses: based on an annual increase which is the average of the previous 10 years.

AUDITOR'S REPORT: Available on the RCEA web site, www.rcea.ca

Regional Laboratory Reports

(a) Report from Plant Biotechnology Institute, Saskatoon – J. Condie, S. Polvi

At PBI, there are 57 Continuing and 37 Term employees who are eligible to be members of the RCEA. We currently have 89 members and 5 Rands. Additionally, our membership also includes 1 member each from FB and HR, and 2 members from IRAP. This year, several members have retired and 1 Term AS left IRAP before the end of a term deemed to be non-extendable.

We usually have at least three meetings a year, including one before the AGM so that we can represent our members' concerns and one following our return from the AGM to provide an information update. Our method of communication is mostly personal contact on a regular basis either to inform members or to advise them.

At the beginning of the year, there was a lot of optimism at PBI when the Wheat Flagship Program was announced. That optimism has faded with the announcements of lay-offs at NRC and other government departments, the changes to IT, and all the uncertainty concerning the switch to program-based management.

Although a LLMCC was established at PBI in 2009, we have not had any meetings since then. Our DG has held several round-table discussions with non-supervisory staff members this year at which he updates us on what's happening at PBI and NRC. During these discussions the Director General provides the opportunity to ask questions and bring up issues that are of importance to us.

In August, our Director General, Jerome Konecni, announced that he was leaving PBI at the end of September to become the CEO of Innovation Saskatchewan.

We would like to thank Laurette, Jackay, and Suzanne for all the work they do throughout the year and we would like to give a special thank you to Joan Van Den Bergh for all her efforts on behalf of our members.

(b) Report from Industrial Materials Institute, Boucherville and Saguenay – J. Dufour, M. Pruneau

We are pleased to attend this year's meeting. IMI has 127 members at its three sites, 4 more than last year; 109 members hold continuing positions (a gain of 2), and there are 18 term positions (also a gain of 2). So, despite the tendency of job cutting, IMI has nevertheless increased its staff.

To our knowledge, there are no Rand deductees at IMI.

The table below shows the distribution of members in the various categories for the three sites in July 2011.

Category	Boucherville		Saguenay		London		Total
	Continuing	Term	Continuing	Term	Continuing	Term	
AS	3	0	1	0	2	0	6
PG*	2	0	0	0	1	0	3
CS**	7	3	2	0	2	0	14
AD	12	1	3	0	6	1	23
AT	45	10	12	3	11	0	81
Grand total	69	14	18	3	22	1	127

* 1-PG (Boucherville) will be retiring in December and she will probably not be replaced.

** 1-CS Sort-term (Boucherville)

At the ATC, the RCEA representative met five times with the director to discuss the employees' concerns and resolve some employee-supervisor disputes; he also met with 4 members with regards to issues related to their vacation entitlement and overtime.

The ATC Director is quite open to discussions related to the work climate; he also often asks for the representative's viewpoint on how he wants to direct activities. In short, relationships are quite good with the ATC Management.

In London, there are 23 members but no representative.

At IMI, we held our first meeting of the Local Union-Management Consultation Committee (LUMCC) in November 2010. The meeting was constructive, and the next one is already being scheduled. Besides, the NRC President wants every I/D/P to have their committee.

The review of common services worries many individuals; several see this as a way of saving money by cutting jobs.

Joan and Serge visited with us in June. Among the issues dealt with at that meeting, the cuts at NRC and the reorganization were the main topics discussed. We held an informal meeting with the General Director, Blaise Champagne; the latter spoke at length of the reorganization at NRC, and he reiterated that he was doing all he could to avoid layoffs. His strategy is to not replace voluntary departures and hopes there will be a sufficient number of retirements.

We wish to close by expressing our thanks to the RCEA Executive Committee, the Office Staff, the Bargaining Officer, Joan Van Den Bergh, as well as the President, Serge Croteau, for their involvement.

(c) Report from Institute for Ocean Technology, St. John's – V. Benson

The RCEA members at IOT extend their greetings and best wishes to all RCEA members across Canada. I would like to extend a sincere appreciation to all RCEA Staff for their continued support throughout the past year from the RCEA members here at IOT and me. As of August 6th, 2011, the RCEA membership at IOT is: AD – 4, CS – 6, TO – 37, and OP – 9. Of these 56 positions, all are Continuing except for 1 Short Term TO.

IOT has been moderately busy this past year. Our three major facilities: 1 Towing Tank, 43.6% utilization - 2 Offshore Engineering Basin, 78.8% utilization – 3 Ice Tank, 52.1% utilization. These numbers are down from previous years, and the work is a combination of both research and commercial work. We also have 9 companies in our Ocean Technology Enterprise Center (OTEC).

Serge and Joan visited IOT on the 11th of July this past summer, and the annual meeting was well attended by RCEA members. There were many questions put forward, regarding such issues as reclassification and NRC program restructuring. We also had a cordial meeting with the Director General during their visit.

During the past year, I have had formal LLMCC meetings every second month with the Director General, HRB and PIPSC. These meetings are a good platform to discuss issues that affect not only RCEA members, but the whole Institute. These formal, recorded LLMCC meetings are a great improvement over the previous meeting structure.

Over the past year at IOT, we have had our share of issues come up between management and RCEA members. Some formal grievances were filed but most were handled informally. Issues ranged from building closure policy due to storms (IGOR), reclassification and harassment. The relationship between our current management and the RCEA is a work in progress, but we are working hard to improve this situation for our members.

The overall morale of RCEA members at IOT is somewhat low. We have our own internal issues to deal with, but larger NRC issues such as the restructuring of NRC, budget cuts, parking, salaries and reclassification to name a few, are of concern and are starting to wear on our members. I assume similar issues are experienced across the rest of NRC as well.

Again, I would like to thank all RCEA members for their support over that past year, and hope that we continue to work towards making IOT and NRC a better place to work in the coming year.

(d) Report from Institute for Biodiagnostics, Winnipeg – T. Wessel, P. Kulbaba

This has been a rough year for the IBD. We got hit with huge parking costs at our Winnipeg facility late in 2010 followed by a significant work force adjustment in the spring of 2011 which resulted in the loss of a number of RCEA members. Current RCEA membership at the IBD stands at 57; this includes members at our satellite labs in Calgary and Halifax. Pauline and I are also RCEA contacts for one CISTI member, 3 IRAP members and 2 Finance Branch members in our Winnipeg building.

Morale at the IBD is so-so. NRC's President McDougall is shaking things up and IBD members have a strong suspicion that he does not approve of certain areas of medical research, including much of the research at the IBD. The IBD is currently struggling to fit in with the president's vision of a world class RTO; this is a work in progress. The CTE initiative seems to simply add insult to injury since we currently have no idea where we fit into the RTO grand scheme and the President's long-promised strategy is still unavailable.

As of this writing Serge and Joan have yet to make their annual visit to the IBD but we're sure they will be in line for plenty of questions from the local members when that visit does take place.

We would like to thank our RCEA Officers, Office Staff and all the members of the Bargaining Committees who all work so hard on behalf of all our members throughout the year.

(e) Report from Biotechnology Research Institute, Montreal – M. Lévesque, R. Tom

The 2011 year of uncertainty has arrived in its typical cyclical fashion; we fear job cuts resulting from NRC's strategic renewal and new Conservative government cost-cutting measures.

BRI has about 142 continuous members and about 25 members who have been on Long-Term (LT) status ranging from 3 to more than 7 years thus far.

Our number of Rand employees has decreased over the years but we are hovering around 10% of employees (out of 200 employees).

Due to severe budget restraints, the contracts of LT employees and many Short-Term employees are extended for 3 to 6 months at a time; some have been asked to work on a part-time basis (3-day work weeks). The Operational budgets are so tightly controlled, groups are having a hard time purchasing lab essentials; it is difficult to purchase materials to start revenue generating contract work.

We have seen that information transmission concerning extension of terms and hiring of new employees between the NRC and RCEA is not rapid. We have become aware of cases where lapses in information transmission has resulted in unpaid union dues for many employees.

We have had 2 grievances and 1 complaint from our membership this year so far. We have been consulted by 14 members concerning termination, health issues, and WFA policy.

The BRI membership appreciated Serge and Joan's visit in mid-June. While the business plans had not yet been submitted to the NRC SEC, members got to familiarize themselves more with the workings of the WFA policy.

Like the rest of you, we are telling ourselves and our colleagues to continue working to the best of our capabilities. We don't have much more to say to members except to wait for the SEC decisions and the outcome of the next Federal Budget in 2012.

(f) Report from Institute for Marine Biosciences, Halifax – P. LeBlanc

Last year, a long time barrier was taken down and we announced that we had a TO5 at IMB. This year, we are pleased to say we now have a second TO5 in the building. Let's keep it coming!

IMB has a total of 67 members of which 30% are Terms. In addition, we have 1 CISTI member, 1 HR member, 7 IRAP members and 2 Finance Branch members at the Institute.

In the past year, the Local Labour Management Consultation Committee (LLMCC) met only once. Joan and Serge visited us in July and during their visit, a meeting was held for all members. Even though it was smack in the midst of summer, there was a big turnout at the meeting. There were many positive comments following the meeting pointing out that it was very informative this year.

How is the mood at IMB? Well, some people are understandably worried because they still don't know with any certainty "if and how" they will fit into the new NRC. Others have been informed that their work "fits in" (at least for now). The IT people have more questions than answers regarding the new Shared Services Agency. So, we all cross our fingers and hope for the best.

That's about it for this year.

As always, a big thank you goes to Serge, Joan, Laurette and Suzanne for everything that they do for us. Welcome aboard Suzanne!

(g) Report from Herzberg Institute of Astrophysics, Victoria – R. Walker

Mr. President, Executive, and fellow members across NRC, it is my pleasure to attend the 2011 AGM and I bring the best wishes of the membership at the Herzberg Institute in Victoria. Our membership has remained fairly stable this past year with 29 Continuing members, 7 Term members, and 9 Rands.

Our annual meeting with Serge and Joan happened in August and we had a good turnout to meet with them. The biggest issue of concern to members was the announcement of the new Shared Services Canada agency and the lack of information regarding who will be affected. I have been a regular participant in our local LLMCC meetings which includes videoconference attendance from the HIA Penticton management, RCEA, and PIPSC representatives. The LLMCC has been very informative and productive with good open dialog. Members in general have had few questions or concerns and I have only had to deal with one issue.

Members continue to make important contributions on a number of projects at HIA Victoria. The Band 3 cartridges for the ALMA observatory (<http://www.almaobservatory.org/>) in Chile continue to be assembled and tested by our staff and local contractors. HIA completed and shipped several major components of the Gemini Planet Imager (GPI) next generation adaptive optics instrument for the Gemini Telescope (<http://www.gemini.edu/>). Significant contributions to the design of the Thirty Meter Telescope (TMT) project (<http://www.tmt.org/>) continue being made at HIA. The Canadian Astronomy Data Centre (<http://www.cadc.hia.nrc.gc.ca/>) continues to be a world leader in astronomical data management, astronomical virtual observatory services, and is at the forefront of providing cloud computing services for astronomical research.

(h) Report from National Institute for Nanotechnology, Edmonton – B. Szeto

Mr. President, Members of the Executive and fellow RCEA members: It is my pleasure to attend the 2011 AGM as the RCEA representative for NINT.

The vision for the National Institute for Nanotechnology (NRC-NINT) will be Canada's flagship nanotechnology institute, recognized internationally for excellence in the research and development of integrated nanosystems, and will establish Alberta as a leading centre of innovation and commercial enterprise in nanotechnology. This year NINT

officially opened the Hitachi Electron Microscopy Product Centre (HEMiC), a \$15-million collaboration between NINT and Hitachi High Technologies.

After leading NINT for seven years, Dr. Nils Petersen retired from his position as Director General at NINT effective July 21, 2011 and Dr. Marie D'Iorio currently serves as the interim Director General until a permanent replacement is found.

As of August 1st, 2011, NINT consist of 397 people; this includes staff, visiting workers, cross appointees and students. There are 85 NRC employees, of which 39 are RCEA members (25 TO, 8 AD, 2 CS, 2 PG, 1 AS and 1 OP).

I can report several issues in which it required advice from the RCEA. All of which were resolved except for one which is currently in the process of grievance.

It is understood that last year's issue of the parking fees is effectively dead despite the seeming unfairness that NRC loses money maintaining parking in many Institutes and makes money off us the employee in other institutes.

There is general concern over the ongoing transition process NRC is undergoing and current government cut backs but otherwise overall morale is good here.

I look forward to work with all of you in the future. Thank you!

(i) Report from Institute for Fuel Cell Innovation, Vancouver – M. Robertson

Greetings to all from the Institute for Fuel Cell Innovation in Vancouver.

The concerns regarding finances at NRC have grown this year as our Institute tries to grapple with reduced funding and the new program structure. The restructuring of IRAP IT services has impacted two of our members locally and worries for all are growing.

Beside worries about ongoing employment, some members are frustrated at the long time NRC takes to review Job Descriptions or PIQs, the lack of a person based promotional structure and the cost of parking.

Our Institute continues to make use of the Local Labour Management Consultation Committee structure to allow concerns of staff to be brought forward by union representatives. Meetings are scheduled every 6 months.

Many thanks go to Serge and Joan for their visit to our Institute in August. A meeting with our DG also was arranged. Local members were kept up to date on issues at an additional members meeting held in June and through informal communication and emails.

Finally, some statistics: Our Institute currently has 41 RCEA members and 2 Rands. Twenty-three (23) of these are Continuing and 18 are Term. Our IRAP office has 11 members (6 Continuing and 5 Term).

Many thanks go out to Jackay for her many years of service and best wishes for her retirement. Welcome to Suzanne Clarke who has filled Jackay's position. Thanks also go to Laurette, Serge, Joan and the RCEA Executive for their work throughout the year.

(j) Report from Herzberg Institute of Astrophysics, Penticton – A. Hoffmann

RCEA membership at Penticton has remained fairly stable with a total of 13 members (11 Continuing/2 Term) on the site. This is a drop of one member from the previous year. We will additionally be losing another member to retirement in October with no indication that they will be replaced. There are currently no Rands at Penticton. Serge and Joan were on site in early August to give members their annual update and attendance was good in spite of summer holidays. Discussion on the CTE in particular was useful for the local members getting a chance to voice their views on the process. I currently co-chair the local COSH and am a member of the newly formed LLMCC for HIA. I have not met with the DG

recently but do get the opportunity to see the HIA Operations Manager several times a year. There are no current grievances at DRAO but I am always available to provide advice as needed. The Institute programs in Penticton are still very active with work going on in several areas on development of future radio telescopes. Local relations with management are fairly good. CTE process and possible budget cutbacks are two of the main concerns for members.

(k) Report from Institute for Nutrisciences and Health, Charlottetown – J. Sanderson

INH currently has 10 Continuing and 6 Term RCEA members for a total of 16. We currently have 1 Rand.

My activities as Shop Steward included the following: I have participated in several joint IMB/INH LLMCC meetings by teleconference. Serge Croteau and Joan Van Den Bergh visited INH in July and we had a productive meeting with the INH members. I have also met with the INH Director of Research to discuss the workplace. I have been approached by several members over the last year for information and have been active in reaching out to the members. I have also relied on the advice of experienced RCEA Shop Stewards such as Pat LeBlanc at IMB.

As with last year, the main areas of concern expressed by our members include the local management of overtime policies and improving communications both top-down and at the operational level across organizational boundaries. The latter is particularly important given that we share space and physical resources with UPEI and AAFC research groups in an open-concept lab environment. Resulting from the recent RCEA site visit, INH Management has agreed to help coordinate a RO-TO round table meeting to discuss work load and overtime concerns.

Thus far it's been my experience that the Management has a very good relationship with the RCEA.

Group Committee Reports:

(a) Administrative Support Category

No representative - No report submitted

(b) Administrative Services Group

No representative - No report submitted

(c) Computer Systems Administration Group – G. Scriver

Welcome to the 2011 RCEA AGM.

What a difference a year can make. It has been anything but quiet for the CS group as with all other RCEA bargaining groups. We are all aware of the new direction that NRC is undertaking as a government organization and the challenges that goes with it. Change is never easy and is being felt by all RCEA members.

As CS's we struggle to provide and maintain the information technology (IT) support in an ever changing IT world. The uncertainty of what is happening to our jobs and the service that we provide is being felt across the Council at every level all across the country.

On August 4, 2011 the government of Canada announced measures to streamline and identify savings in information technology (IT) through the creation of a new IT government department called Shared Services Canada (SSC). They want to streamline and consolidate IT in the areas of email, data centres and networks.

As the government of Canada launches its IT transformation to SSC, most people are not opposed to the consolidation of IT services within government, but are opposed at the way it is being done and at the rate it is being implemented. As of the writing of this AGM report, another Order in Council (OIC) will be presented by the Privy Council Office on October

4th, 2011. Shared Services Canada will take over existing IT shared services and resources, as well as roughly 7,000 more public servants from 43 different government departments and agencies. Unfortunately, NRC is one of those identified agencies that will be impacted by the OIC. NRC will be sending RCEA members to SSC; the exact number is not known at this time. Rest assured that the RCEA is working hard on your behalf to find out how this will impact all of our members (CS, AD, AS) and how we can lessen the impact and make for a smooth transition.

The current CS collective agreement will expire this year on December 21, 2011. Who knows when our next collective agreement will come into effect, only time will tell!

Please stay tuned to the RCEA website for all updates.

(d) Operational Group – P. Sullivan

Very little to report this year for the Operational Group. We find ourselves, as of July 30th, without a contract. Many of the members from the previous Bargaining Committee are ready to “team up” once again in the hopes of this time being able to negotiate some key issues with NRC. As we all remember in the last round, there was legislation that was introduced that prevented us from bargaining anything monetary. Hopefully this will not be the case this time around.

(e) Technical Group

No representative - No report submitted

(f) Purchasing Group

No representative - No report submitted

Institute Reports

(a) Report from Institute for National Measurement Standards – C. Fraser

This year has been uncertain for INMS, as for all institutes. Not knowing or fully understanding the new NRC flagship and program initiatives, it has left many members feeling in limbo about their own project directions. But all of our institute members have continued to work diligently in their programs.

RCEA members now stand at 51 but this number will be changing over the summer months and again in the early part of 2012 as some members will be retiring. I wish them all the best in their new adventures. Of our total RCEA number of 51 members, we have 13 Term positions and after contacting 4 Rands in May, they have signed their RCEA membership cards and are now voting members of their Union.

For me, as Shop Steward, it has been a quiet year at INMS. I have dealt with or am dealing with the few phone calls/emails I have received from members. If ever you need me, please do not hesitate to contact me, anytime. 613-993-2523.

(b) Report from Administrative Services and Property Management – F. Zarboni, M. Bédard

ASPM has 148 members and 13 Rands down from 178 members and 17 Rand last year. There are 114 Continuing positions and 47 Terms. As a result of changes this year, ASPM members have been moved to HR and IMSB.

There were many questions received this year concerning possible layoffs in the upcoming year.

We met with our acting Director General, Don Rocque early in the year about changes that might occur and were told that things would be stable for the better part of this year. We haven't met with our new acting Director General this year.

Most members who come forward to discuss complaints were unwilling to speak with the union about their concerns with the exception of 3 members this year. Two of these members met with Joan and discussed problems with her. We never hesitate to encourage persons with complaints to contact the RCEA.

Below is the breakdown of members at ASPM with the first column indicating Operational members in their various categories and the second column indicating all other categories.

<u>Category</u>	<u>Members</u>	<u>Category</u>	<u>Members</u>
ELEC	10	AD	55
HP	9	AS	6
HVA	4	CS	1
MECH	12	DS	7
PLA	14	TO	29
PRS	1	PG	10
PR	1		
PSF	2		
	53		108
		TOTAL	161

We would like to thank Laurette and Joan for their support this year.

(c) Report from Canada Institute for Scientific and Technical Information – S. Lussier

Continuing members – 43, Limited Term members – 0, Rands – 7.

CISTI has now had the chance to recover and set new strategies in moving forward from the cutbacks of a year ago. Though new challenges and departmental structures have changed, we have not seen staff numbers diminish. We are also in the process of negotiating contracts for the collective agreement and this will be ongoing for the next few months. This will take some time.

Nothing new to report from the membership. In the past year we have also seen very few grievances from members.

Thank you to all who have helped and the RCEA staff for all the work they do for the membership.

(d) Report from Institute for Microstructural Sciences – S. Rolfe

There are 55 RCEA members in IMS of which 5 are Term positions. There was a lot of activity at IMS this year, mostly consisting of administrative. Some IMS staff have taken on the “Printable Electronics” flagship program. Our Director General was relocated to Alberta (NINT). The subsequent management shuffling left us with four out of five managers in acting roles where they have an abundance of new duties to learn. These acting roles reflect the uncertainty that a lot of IMS members are feeling. The Canadian Photonics Fabrication Centre is NRC management’s idea of success, and is looked on favourably.

I attended two Local Labour Management Consultation Committee meetings. These were a good place to ask questions and get some information, but only minor local issues are resolved. The relationship between the RCEA and Management is still fairly good.

Our members’ main concern is the questionable future of NRC. Despite the demand for a quick change in direction from senior management and requests for new projects and their justification, very little guidance is forthcoming for members, and many new administrative procedures have been added. We look forward to NRC’s new structure and work being settled or even partially settled.

(e) Report from Design and Fabrication Services – D. Hewitt

The hub of our Institute is located in the M-4 building with a full design and fabrication services, but having satiate shops located in M-2, M-10, U-61, and U-66. Our Institute representative is Daniel Hewitt. Jim Beasley has also been a representative but is off due to health reasons. Our group consists of TO's, AD's and an LSA which consists of Toolmakers, Designers, Welders, Administrative staff, and a Maintenance staff consisting of one Electronic Technician and a fill in Millwright that helps from time to time when the work load is high. We presently have three Toolmaking apprentices that are in their third year of apprenticeship.

The 2010-2011 period has been very busy with working on many different large projects, still providing the small walk-in jobs for various clients, and trying to get the shop cleaned up with efficient organization of the tools, material and equipment since the shop amalgamation a year ago last spring. The shop is functioning efficiently but there is still room for improvement such as shop cleanliness, which will contribute to better safety and a healthier work environment.

In this past year we have had a few people retire. We congratulate them, and wish them a very happy retirement! Their positions have not been filled. On a sadder note we lost a very kind individual and excellent journeyman due to the passing of John Waters this past July. He will be truly missed by all.

All in all we have had a good year! We are looking ahead with anticipation of what the New Year may bring.

(f) Report from Information Management Services Branch – G. Scriver, K. Foster

IMSB would like to welcome everyone to the 2011 RCEA Annual General Meeting, there are a total of 118 IMSB RCEA members and IMSB currently has 114 Continuing and 4 Term positions, plus 2 RO's.

CS – 85

AS – 12

AD – 19

RO – 2

The overall morale at IMSB is ok to good; unfortunately there is still a lot of uncertainty throughout the Institute, due in large to the previously announced re-organization of IMSB. Most recently an announcement was made from our DG, Shane Brunas and the NRC President, John McDougall about the IT Common Services Review. The final plans for the IT Common Services Review will be announced sometime this Fall, September or October time frame. If necessary an update on the plan will be given at the AGM in October.

As with all NRC Institutes the apprehension surrounding the Public Service overall and the financial impact on NRC's budgets have had a big impact on how IMSB delivers its IT service.

On the positive side our Branch still continues to grow and, may expand by another 100+ more employees if the IT Common Services Review plan moves forward, unfortunately we have also lost a few good people to other NRC IBP's, other Government agencies and retirements.

Our DG continues with an open door policy and holds regular all staff IMSB meetings. As different issues or concerns have risen we are able to bring them to his attention for consultation and quick resolutions.

Our Institute does conduct regular scheduled meetings of the Local Labour Management Consultation Committee (LLMCC). Current representation on this committee is from our DG, HRG and both RCEA Institute Stewards. We all hope this committee will continue to build a positive and interactive IMSB.

Key IMSB events of 2011-2012

- Migration of ASPM Record Services Office into IMSB
- Migration of ASPM Physical Security Office into IMSB
- New IMSB IT Operations Centre Manager

- IT Common Services Review

On behalf of IMSB members we would like to thank Serge, Joan, Laurette and Suzanne for all their hard work that they have done throughout the past year, keep up the good work.

(g) Report from Institute for Aerospace Research, Uplands –C. Legare

This year has been lighter in terms of clients testing but there was no shortage of work on the repairs and maintenance agendas. Both our 8.1 and 6.7 Mw plants have undergone major repairs due to wear and tear and aging. The low speed wind tunnel external balance is also undergoing repairs due to a deformed flexure. Throughout these repair projects, we have attended our DG's information sessions about the new direction NRC is taking. Based on these and other related discussions with my peers, two main issues seem to dominate everyone's mind: The practical impact of the new NRC goals is unclear to the technical workforce. Second, the funding structure for supporting the facilities doesn't seem to be defined. These two points seem to conspire by weighing the team morale down by grinding any planning work and long term investments, maintenance and upgrade on infrastructures and lab support equipment to a near halt. Emergency "band-aid" fixes only seem to be achievable in such times and end-up costing more to fix properly over time. Workplace safety is also impacted as issues are raised, solutions are found but lack adequate funding to implement corrective actions. Consequently, work efficiency drops as we make decisions on a day-by-day and case-by-case basis and maneuver around these daily challenges. Naturally, concerns about term employees renewal is on everyone's mind as not only the employees in questions are left wondering about their potential future with NRC but also all the other staff members who have come to depend on their vital work contributions to provide an adequate service to our clients. Our business model depends on these now experienced and trained employees. Hiring freezes are also hard to understand when work and demand is present yet still need lengthy approval stages. These are sentiments I echo on behalf of my peers.

I have little else to share at this point as I recently came on board and have not yet met everyone.

(h) Report from Centre for Surface Transportation Technology - Woodroffe Campus – A. Anderson

There are a total of 17 NRC-CSTT employees permanently stationed at the Woodroffe Campus - down from 20 last year. Fourteen (14) are RCEA members with one being a Rand and I'm pleased to say all have Continuing positions.

Here at "the Farm" our major client is DND and we provide them with a complete electronics/communications systems integration service including engineering, documentation, prototyping and limited product production. Although we are part of CSTT we feel, at times, isolated. I had tried to get our President and key members of the Executive Committee to visit our campus but unfortunately there was a scheduling problem so our members here were disappointed.

In the last year, the major concerns I've heard from the members here have related to parking, severance and TO contract negotiations, with pressure being applied to me to continue to bring forward Income Averaging and additional increments to be added to pay scales.

This is my second year of being an RCEA representative and I find I've become more comfortable with my role in the RCEA and more knowledgeable about the inner workings of the union thanks to workshops and handouts. I would also like to thank Kurt Konieczny, CSTT's experienced rep, for his guidance and patience and all the members of the committee providing training and support.

(i) Report from Centre for Surface Transportation Technology – K. Konieczny

There are a total of 129 employees at CSTT most of the employees are concentrated in the Lester Road campuses and the rest are located at our Woodroffe Campus.

We have 75 RCEA members (50 Continuing and 25 Term) and 6 Rands (4 Continuing and 2 Term). We had 6 members retire from CSTT this year, 5 TO's and 1 AD.

The visit from Serge and Joan to CSTT last year just prior to the AGM was greatly appreciated and an eye opener for those members that attended the meeting at the Lester Road campus.

This year many RCEA members have asked about reclassification, many members have been stranded in the “top of the salary” in their current classification (5 to 10 years). The RCEA can’t help in this matter, help or guidance should come from the Supervisors, unfortunately they have their own view points and “lip service” is always free.

Everyone is paying attention to the TO negotiations for this year. The main concern is protection of the Severance package for all. The agreement that PSAC accepted from Treasury, 90% of the CSTT members do not want the RCEA to accept. The other major input was “more money”.

I’ve had a few discussions with our DG about using the internal mail (email) to convey and receive information from and to the RCEA members within and from outside of CSTT. He has no objections as long it is for information purposes only and not “stir the pot” messages.

Our thanks to Serge, Joan, Cathie, Greg and Gregory for their help and the excellent job that they do for us. A special thanks to the hard workers at the RCEA, Laurette, Suzanne and happy retirement Jackay, ladies thanks for your efforts.

(j) Report from Institute for Chemical Process and Environmental Technology - F. Toll

The Institute for Chemical Process and Environmental Technology has 34 RCEA members consisting of many Short Term, Long Term, RPY’s and Continuing.

The Institute unveiled a new matrix structure for employees to whom they would be reporting to last year. This exercise seems to have been well adopted by most employees. This year (2011), as we all know, will be a program oriented structure yet to be finalized by NRC Management, making most employees very uneasy and concerned. I am still not sure what Strategic Plan really means? The CTE being implemented before programs?

In the last year, I have had many RCEA members ask about how the program structure will affect them as it is has not been clear what the programs will be. Employees have no idea of what programs they might be in or not, leaving a very low morale and confusion. The employees have also noticed how the managers are very much aware of the contract book and its articles.

The travel budget has been cut again within the Institute, and members have complained again, as it has mainly affected training and conference presentations for TO’s, AD’s, AS’s and CS’s.

The TO’s are interested in when contract negotiations will begin, and if there will be any incentives for early retirement. The reduction of accumulated annual leave is still a concern for some RCEA members as the cash for leave is not on a level playing field in our Institute.

The President’s visit to ICPET was well received; members generally seem to be satisfied with his casual visit.

The most feared is rumors of cuts up to 20% and what they mean for employees and NRC. The new Shared Services Department and how it affects RCEA employees.

I would like to thank Serge, Joan, Jackay and Laurette, Cathie, Greg and Greg for doing a great job for us during the last year. Be ready this year as I think it will be extremely interesting for you all. Many members are unaware of the work they do until they need the Union.

(k) Report from Institute for Information Technology – M. Zaluski

At IIT, we have 51 employees, which 46 are Continuing employees and 5 on Term. The make-up of the RCEA membership within IIT is 37-CS, 8-AD, 3-AS, and 3-TO. These members are located in Fredericton, Gatineau, Ottawa,

and Moncton. Compared to last year, the number of IIT members was reduced due to WFAs, resignations, and Term employee turnover.

In January, IIT underwent another round of WFAs. There were 3 positions affected in this round. This resulted in 2 AS positions declared surplus and one new AS position was created. The one TO position affected was not replaced. Also, there were 3 continuing employee resignations and 4 term employees were not renewed last year.

The main concerns with the IIT members are related to the restructuring of NRC. Two issues are the implementation of the new program-based research structure and realignment of the common services. These and other issues were brought up in the latest Local Labour Management Consultation Committee meeting on August 4th.

If any IIT members have any concerns or issues, please feel to contact me.