



National Research Council
Canada

Conseil national de recherches
Canada

President

Président

NRC-CNRC

10 April 2015

Ms. Catharine Fraser
President
Research Council Employees' Association
Box 8256, Alta Vista Terminal
Ottawa, ON K1G 3H7

Dear Cathie,

Thank you for your e-mail. I understand your reaction to a letter seemingly out of the blue. Let me assure you that the letter is not intended in any way to suggest our relationship is changing. And I sincerely hope that once bargaining commences, we continue to enjoy the mutual respect we always have. The letter simply reflects the need to treat all of our bargaining units consistently.

I know and appreciate the fact that you understand the need to ensure that bargaining, preparation and strike planning are kept separate from the workplace. The NRC letter basically confirms that understanding. Therefore, I don't think the proposed process in any way limits your ability as RCEA President to travel to various NRC sites and hold 'meet and greet' sessions with your members. When you ask us to consider an agenda for such an event, we will treat your request very much in line with that understanding.

Sincerely,

John R. McDougall, P.Eng.

cc: Isabelle Gingras, NRC Vice-President, Human Resources

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