



# RCEA | AECR

Research Council Employees' Association  
Association des employés du Conseil de recherches

April 9, 2015

Mr. John R. McDougall  
President  
National Research Council  
1200 Montreal Road  
Building M-58, Room W-307  
Ottawa, ON K1A 0R6

Dear Mr. McDougall:

Yesterday I received the attached email from Joe Grebenc. I am very concerned and disappointed in its content. For over 40 years, the sitting President of the RCEA has regularly travelled to NRC locations across Canada to meet with members. These meetings have always been location and not bargaining unit based. They are open to all RCEA members in that location. These meetings have always been information and Q & A sessions. They have never been related to bargaining preparation, strategy or strike planning. NRC is fully aware that the RCEA does its preparation, with members, for collective bargaining outside of working hours and not using NRC facilities. The upcoming meetings, scheduled for April 20-24, are no different.

I have communicated this on five different occasions. First to Joe Grebenc when he called to question our future visits. I explained at that time that as I had not yet been to Vancouver, Victoria and Saskatoon since becoming RCEA President, these meetings would be meet and greets. I also discussed this with Denise Leblanc, Andy Reynolds, Greg Fahlman and Christopher Ryan. Ms. Leblanc, Mr. Reynolds and Mr. Ryan all readily agreed to these meetings. It was my hope to also meet with them, if available, as we have done in the past. Dr. Fahlman was not in a position to agree as he had already been warned off by Labour Relations. Am I not to be taken at my word?

It is troublesome that NRC has issued these directions with no consultation or discussion. The RCEA has always notified NRC of our intentions to meet with our members and received the go ahead before any such meetings took place. Certainly NRC has benefited from these meetings, as we often meet with DGs or GMs after these meetings to brief them on issues and concerns raised by their employees.

I recognize that you may view the upcoming rounds of bargaining as difficult. I do not know if this will be the case as bargaining has not commenced for any RCEA groups, in fact four of our bargaining units have not yet served notice to bargain. But there have been difficult rounds in the past and NRC has not resorted to this. Do I interpret these actions as an indication of NRC's changed views with respect to fruitful and productive labour relations?

Sincerely,

Cathie Fraser  
President