



16 March 2016

Good day,

The purpose of this correspondence is to express our continued and shared commitment to fostering and supporting effective union-management consultation across NRC. Meaningful and regular consultation encourages open communication and promotes mutual understanding. The development of constructive working relationships, based on respect and shared information is advantageous to all concerned and enhances the National Research Council's ability to achieve its objectives.

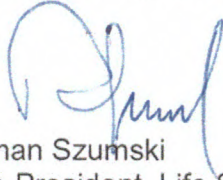
For all these reasons, union and management representatives encourage employees, supervisors and managers to participate in consultation committees at the local and national level. Consultation at the local level is important because it supports the early identification of workplace issues and provides a forum to work together to discuss and resolve them. For this reason, NRC management and union representatives are currently working together to support the formation of Local Labour-Management Consultation Committees (LLMCCs) across the NRC. We need all employees in both NRC unions - RCEA and PIPSC - to consider stepping up to represent their union and participate actively in their LLMCC when it is formed in their location. At the LLMCCs, local representatives from both unions and management will work together to resolve local issues. Consider getting involved to add your voice and ideas to a process that will make NRC a better place to work for all of us!

Please do not hesitate to contact your union representative below or your Human Resources Generalist to learn more about how you can get involved. Information about your union is available via Zone at the following links:

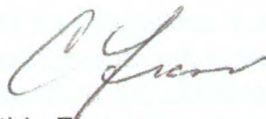
RCEA: <http://www.rcea.ca>

PIPSC: <http://www.pipsc.ca/portal/page/portal/website>

Thank you for your consideration and efforts to improve the NRC workplace.

A handwritten signature in blue ink, appearing to read 'Roman Szumski'.

Roman Szumski  
Vice-President, Life Sciences

A handwritten signature in brown ink, appearing to read 'Cathie Fraser'.

Cathie Fraser  
RCEA President

A handwritten signature in blue ink, appearing to read 'Patricia Loder'.

Patricia Loder  
PIPSC NRC Consultation President