



Canadian Nuclear
Safety Commission

Commission canadienne
de sûreté nucléaire

CMD 18-H2.79

File/dossier: 6.01.07

Date: 2017-12-11

Edocs: 5414253

**Written submission from
Chalk River Professional
Employees Group**

**Mémoire de
Chalk River Professional
Employees Group**

In the Matter of the

À l'égard des

Canadian Nuclear Laboratories

Application for the renewal of the Nuclear
Research and Test Establishment Operating
Licence for the Chalk River Laboratories

Les Laboratoires Nucléaires Canadiens

Demande de renouvellement du permis
d'exploitation d'établissement de recherche
et d'essais nucléaires pour les Laboratoires
de Chalk River

Commission Public Hearing

Audience publique de la Commission

January 23-25, 2018

23-25 janvier 2018



**Chalk River
Professional
Employees Group**



Chalk River Professional Employees Group
PO Box 1224
Deep River, ON
K0J 1P0

2017 December 11

Submission to
The Canadian Nuclear Safety Commission on
The Application for the Renewal of the Nuclear Research and Test Establishment Operating
Licence for the Chalk River Laboratories.

The Chalk River Professional Employees Group represents employees performing scientific or engineering work at the Chalk River site. The group represents some 700 employees and is the largest single union group at Chalk River.

Worker Safety:

CNL maintains a Site Safety and Health Committee, in accordance with the requirements under the Canada Labour Code Part II: Occupational Health and Safety. CRPEG actively participates in the Site Safety and Health Committee. Any worker safety-related matters are brought to the attention of the committee for resolution.

Labour Relations:

CNL demonstrates its ongoing commitment to work closely with union groups through regularly scheduled meetings with union leaders and the Senior Executive. In addition, CRPEG meets monthly with senior management representatives to discuss issues in the workplace, upcoming changes, and other matters related to employment. This provides an opportunity to address matters of importance directly and efficiently.

For individual matters of dispute, CRPEG members utilize the grievance process. This process is used routinely, up to and including final arbitration.

Under the new GoCo (Government-owned, Contractor-operated) model, there have been many changes. CNL has demonstrated a commitment to employees and to improving how the company is managed; most recently, a second annual employee engagement survey was completed. While there are still some areas requiring improvement, overall the results have shown improvement over the previous year.

Human Resources Plan:

Over the next 3 years, CNL will be in a growth mode. Projected hiring is in the order of 800 new employees, many of those in the scientist or engineer category. Additionally, efforts are being made to redeploy employees who are affected by the shutdown of NRU and affected facilities. There are uncertainties for employees, particularly around the transition out of the Public Service Pension Plan in September 2018; an increase in retirements has been forecasted by CNL as a result of the planned transition to a private pension plan.

Long term view:

In addition to the annual funding commitments, AECL has made an additional \$800 million commitment over the next five years which will enable the construction of new facilities and renewed infrastructure. This sends a clear message to employees and the surrounding communities that CNL is and will be an important part of the Ottawa Valley for years to come. The plans to revitalize the Chalk River campus are progressing, and the information is shared regularly with employees.

CNL is a major employer in Renfrew County. The economic benefits from CNL extend beyond the employees, to the local businesses who support the employees, as well as local contractors providing goods and services to CNL.

Conclusion:

CRPEG fully supports the licence renewal for Canadian Nuclear Laboratories for a ten year period.

Respectfully submitted by:



Jonathan Fitzpatrick
President, CRPEG