



The union for financial professionals.
Le syndicat des professionnels de la finance.

Getting to know ACFO-ACAF

Welcome to ACFO-ACAF, North America's largest union exclusively representing finance and audit professionals. We are excited to welcome all members and internal auditors of the CT-IAU (former AS) subgroup into our community. Below you'll find the essential information about your new union. If you have any questions or need any further details about this transition, please contact Labour Relations Advisor Danielle Viel at dviel@acfo-acaf.com. We at ACFO-ACAF are always happy to hear from our members.

30 years of professional representation

ACFO-ACAF celebrated 30 years of representing public service finance and audit professionals in 2019. Throughout our history, we've established a reputation for professionalism and thoughtfulness. We are firm but fair advocates for our members and a respected voice on key issues, which has resulted in direct benefits for our community, including:

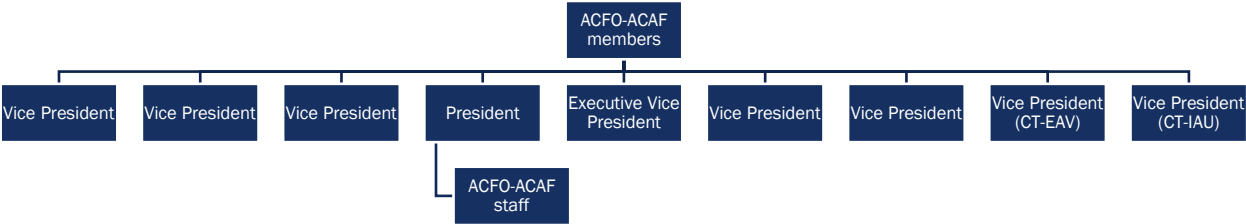
- above-average increases at the bargaining table;
- group-specific wins for FIs including better annual leave provisions and a robust annual training fund jointly managed with the employer;
- reimbursement of CPA fees; and
- an in-house training and development institute specifically tailored to finance and audit professionals.

We are also active affiliates of the Canadian Labour Congress and Public Services International, which gives us a louder voice and the support of strong allies when we bring issues forward. We regularly appear before parliamentary committees; we've been invited to appear before the UN and the International Labour Organization (ILO); and we are widely known to "punch above our weight" in the workplace and at decision-making tables at every level.

Direct accountability to our members

ACFO-ACAF prides itself on being a directly democratic union. All members directly elect representatives to the board of directors and, as such, the board is accountable to the membership. Every member is entitled to cast a vote in elections, on our bylaw amendments and on any other resolution brought before membership as part of our Annual General Meeting (AGM). Electronic voting ensures all members can exercise their democratic rights regardless of their ability to attend the AGM.

As ACFO-ACAF members, these rights now extend to you: you will be entitled to vote in all elections, amendments and resolutions at the next AGM. Furthermore, we know how important it is for the audit community to have a strong, dedicated voice in ACFO-ACAF’s vision and strategic decisions, so we have ensured representation on our board of directors, with a board seat specifically designated for a member of the CT-IAU Subgroup. An election for the position will be held at the next ACFO-ACAF Annual General Meeting.



While we do not have shop stewards, we do have volunteer departmental representatives who share information and best practices with the ACFO-ACAF Community and act as liaison between members and the union within their department. You can find the ACFO-ACAF representative in your department at <https://www.acfo-acaf.com/about/acfo-departmental-representatives/>.

Services beyond the norm

Labour relations

Unlike most unions, ACFO-ACAF does not rely on stewards for workplace representation. All our members have the right to get one-to-one labour relations support directly from our professional, experienced staff. We’re proud of the labour relations service we provide – from answering questions about provisions of your collective agreement to support and representation on even the most complex grievances or complaints. Our Labour Relations Advisors will manage your case from beginning to end, and your conversations and correspondence with them are confidential unless you agree to make them otherwise.

We pride ourselves on our collaborative and professional approach to workplace issues. We’re often able to resolve cases without resorting to formal grievances, thus maintaining good relationships for our members in their workplace and resolving cases more quickly. When we do need to move forward with something more formal, our track record is solid, and our membership satisfaction scores are consistently higher than average.

Collective bargaining

ACFO-ACAF also believes in a professional and collaborative approach to collective bargaining. We were among the first groups to pilot interest-based bargaining in the federal public service and we've managed to consistently secure better-than-pattern increases for our members.

Beyond improvements to rates of pay, we have also secured a robust annual training fund and other group-specific benefits for our members that recognize the unique, professional role they play in the workplace.

Services at a low cost

ACFO-ACAF is also a flat organization; we don't have components or locals. This keeps our dues low while maximizing value.

At \$62.42 per month (increasing with inflation each year as of April 1), ACFO-ACAF's union dues are among the lowest in the federal public service. We strive to provide you with the best service possible with experienced and knowledgeable labour relations advisors, all while keeping union dues as low as possible.

Professional development and more

ACFO-ACAF is much more than a union: we're a professional association too, one that is committed to helping our members progress in their careers. We run our own in-house professional development institute called the Comptrollership Training Centre and provide a career matchmaking service through our CV Inventory. Additionally, our flagship Spring Tune Up event attracts world-class speakers like Prime Minister Jean Chrétien, astronaut Chris Hadfield, broadcasting legend Peter Mansbridge, Olympian Clara Hughes, Dragons' Den star Manjit Minhas and more. We're always working to meet and anticipate your needs as finance and audit professionals in the public service.

ACFO-ACAF members also have access to the comprehensive annual State of the Community survey reports. The survey reports allow you to compare work-life balance and other job satisfaction scores for departments across the public service as rated by your fellow ACFO-ACAF members. This can help you to make smarter decisions about your career progression and gives us the ability to advocate for improvements among lower-performing departments.

And of course, ACFO-ACAF members have access to a range of discounts on products and services through membership in the ServicePlus discount program and as part of deals with insurance and professional service providers.

ACFO-ACAF: Your union, your community

Many of you submitted the membership cards that helped ensure ACFO-ACAF was chosen to represent the new CT Group and that is something we will not forget. We are looking forward to

proving to you that ACFO-ACAF offers superior service and the best possible representation for all public finance and audit professionals. It's a high standard that we as a union – as your union – are excited to meet. We encourage you to fill out the enclosed membership form to help ACFO-ACAF learn more about our newest members and how best to serve you.