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Fellow Members,

Thank you for taking the time to review the election documents. This election is very important to all of us. The outcome will define the direction of our union for the next 3 years. Below you will see my platform outlining what I stand for. Hopefully it will leave you with a clear idea of what I have in mind for the future of our union.

The services that we as public servants provide to the public are changing. Our work environment is changing. So the union also needs to change and work with you to help protect your interests. We need a leader who has worked through all these changes to lead us now.

Experience

- In 2005, appointed as a director of the Statistics Canada Local Executive Committee
- National Executive Committee EC Director since 2009
- President of the Statistics Canada Local (approximately 2,200 ECs) since 2010
- Representing our members on many consultation committees with senior departmental management
- Awarded the Queen Elizabeth II Diamond Jubilee Medal

It's time for sound **Financial Management** and a better use of our dues.

- We have the lowest union dues and I will work diligently to keep them that way. I will work to focus the unions' activities on our key mandate of defending members in the workplace and negotiating a fair collective agreement.
- I believe that our membership is very fiscally prudent. As the next President of our association, I will respect that and guide my actions by this principle.
- The last dues increase vote was most unfortunate. I will ensure a situation like that is not repeated. I will conduct a review and write a "lessons learned" document. I will also look into the suggestions put forward by members with interest.
- I recognize that the location of the national union office was controversial. I believe in consultation and under my leadership a situation like this would not happen.

It's time for **Effective Leadership**

- I propose that we have a 2-term limit for the President's position. Six years should be long enough to accomplish the things that you set out to do.
- We need fresh ideas, a new vision, and someone who can bring that about.
- I have been on the National Executive Committee since 2009 and I have a lot of knowledge and experience with the national office. I can bring the necessary changes effectively and expediently.

- I believe there is a real disconnect between the national office and the local leadership. Since I have been a Local President since 2010, I can bridge this gap by encouraging consultations, cooperation, and support. I would encourage locals to provide brief reports directly to the National Executive Committee. This would open up the lines of communication resulting in each group gaining a greater understanding of each other.
- I will be a leader who listens to people, during these difficult times. I will be a leader who will seek input and advice and then will adapt the union's plans to meet the resolve of our membership, while respecting our shared culture of professionalism.
- I will not be encouraging our union to pursue controversial and dangerous ideas such as breaking it up and joining another union.

It's time to have a plan in place if negotiations for this round of **Collective Bargaining** fail.

- The first step must be extensive consultation with the membership to find out what our members are prepared to do to defend our sick leave and pension. It is time for an engaging leader and an engaged membership.
- Before the association makes any important decisions, I will ensure we gather information and look at all the facts.
- In the event of a need for job action, I will ensure it is well structured and organized.
- I do not believe in raising a new strike fund to deal with the current situation. A strike fund would require an increase in dues by nearly 40%, bringing them to about \$65 a month, and only after a year would we have enough money saved up for you to go on strike for one day. This is clearly not acceptable and not feasible.
- I believe in our union and I don't wish to waste our limited resources and time discussing the dissolution of CAPE. We need to dedicate ourselves to making CAPE stronger and finding ways to ensure it works for you.
- We need to develop a uniquely CAPE approach to this current round of bargaining. We need to analyze the situation and come up with new strategies that deal with our current reality. We need to work with the other unions and educate the public about the real cost of sick leave. The public needs to know that arbitration is what we wanted, that arbitration is a fair way of settling disputes. I think we all know that the only reason why the government does not want arbitration is because they want to implement something that is decidedly unfair.
- Essentially, we need a **modern response** to this **modern problem**.

It will be my honour to serve you as President of CAPE.

I invite you to contact me or view my various sites:

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