

# Alex Butler

## Let's be future ready!!!



Please visit my website or email me for my resume, questions on phoenix, a retro pay cost calculator or simply to discuss your concerns or to share any suggestions you may have. I am always here to listen. Also stop by and become a part of the **Vote 10 Strong** initiative (more details below)

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I believe in what this union can be. If we set politics aside and focus on getting back to the basics we can build a strong foundation to support members' key interests: getting the right pay; strength at the bargaining table; and ensuring that dues remain low while being financially prudent.

My name is Alex Butler and I am running for the position of CAPE president. I have been involved in CAPE as a local president for the past seven years and part of the National Executive Committee (NEC) for the past five, and despite several attempts to affect positive change for members from both those positions I know that I will be most effective at ensuring that we **fix the foundation of the association**, get back to **supporting members' key issues**, **mobilize members through positive engagement**, **rebuild the CAPE image** and **strengthen locals** as your National president.

My plan for the next three years is to focus on these five key elements which are as follows:

1. **Fix the foundation:** CAPE has several fundamental core weaknesses that need to be addressed as a priority including the governance framework, HR and financial controls; implementation of a performance management framework within the national office; rebuilding office relationships between staff, management and elected officials; separating the political and operational leadership roles of the association; and establishing a member-led vision.
2. **Support members key issues:** There have been several distractions over the past 2 years and it is time to get back to supporting members' issues including getting paid what we are due and ensuring that members are well represented in the upcoming round of negotiations including sick leave.
3. **Rebuild CAPE image:** Due largely to events over the past 2 years, CAPE is suffering from a negative image. It is time to positively change the way the association is seen amongst the media, fellow union leaders, staff and members. Together we can build a union we are proud of!!!
4. **Mobilization through positive engagement:** Instead of only engaging with your union when something goes wrong, our union should be a resource members can use as part of your jobs. The Association should be engaging members through the establishment of communities of practice to help build connections across departments, as well as, leveraging member skills by offering various developmental opportunities to support the association needs while increasing members' marketability.
5. **Strengthening locals:** Locals are the backbone of the association that connect the executive to the membership and provide hands-on support to members. We need to empower and strengthen our locals by providing them with the appropriate technology such as tablets, phones, email and video conferencing technology. We also need to connect newer local leaders with mentors or more experienced leaders to foster a stronger labour management structure and culture. We need to realign the regional local model to better support members while facilitating easier engagement and consultation with departments.

**Work Experience:** (these are brief highlights, please go to my website or email me for more details) I have worked in Human Resources and Skills Development Canada (HRSDC) and Public Services and Procurement Canada (PSPC) over my **15 year public service** career. I was also a **management consultant for 4 years** with Government Consulting Services (GCS) or formerly known as Consulting and Audit Canada (CAC).

As a management consultant I supported several various departments, agencies and commissioners some of which include HRSDC, The Office of the Public Sector Integrity Commissioner (OPSIC), Health Canada (HC), Canada Revenue Agency (CRA), Transport Canada (TC) and Natural Resources Canada (NRCan) and specialized in the areas of **governance, process re-engineering, transformational change and strategy development.**

I also gained significant experience in **organisational design, business and risk planning, needs assessments, privacy impact assessments, performance measurement and project planning and management.**

I have also completed my **Master's in Business Administration (MBA)** from the University of Ottawa in 2008, have been a **certified health care practitioner** for 12 years and was a **volunteer firefighter** with the city of Pontiac for 5 years.

#### **My Union Involvement:**

I have been the **local president of PSPC for the past 7 years** representing members. However, it was after only 6 months where I was confronted every day with the true reality of how our union can and does help support its members as well as the role I was able to play in their time of need when myself and 103 colleagues **became affected as a result of the first strategic review cuts** in 2012.

I have been a **National Executive Committee (NEC) member for the last 5 years** and am currently the **chair of the investigation subcommittee** responsible for ensuring that the fairness and integrity of the investigation process is respected at all times. I am also **the co-chair of the HR subcommittee** and a **member of the finance committee**; all positions I have assumed in line with my 2014 commitment made to members of holding national office to the same standards that I hold myself to.

In November 2016 I was asked to represent CAPE members on the **Phoenix Technical Subcommittee** with the key mandate of stress-testing the strategy presented by PSPC to achieve a steady state. This committee has allowed me to get a very technical understanding of Phoenix and the end-to-end system for processing pay and ultimately potential solutions. This technical subcommittee submitted its initial findings to the phoenix cabinet committee in early summer 2017 and continues to support further mandates. If elected I will leverage my knowledge and relationships established through this work to address phoenix issues so members can finally get paid correctly.

#### **Why Me:**

- My experience as a management consultant allows me to look at an issue from a **solutions perspective** through a management frame
- Supporting CAPE at the national level for 5 years facilitates me to **“hit the ground running”**
- CAPE is currently in need of a **business practitioner** more than a political specialist

Please come by my website and register for the **Vote 10 Strong Initiative** where we can turn one vote into 10. I have pamphlets/posters you can print and post around your respective departments as well as platform speaking points and other helpful tools to help get your TR, EC and LoP colleagues on board. Let's all **Vote 10 Strong** and together we can win this election and start to rebuild CAPE from the ground up. Thanks again for your support.