

# WAYNE FAN

## CANDIDATE FOR PRESIDENT

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### **Why I am running to be the President of CAPE?**

I have heard a lot of great ideas, from friends and colleagues in the Public Service, to improve the work place and better serve Canadians. I have launched this campaign to turn those ideas into reality. I am seeking your support to build a more dynamic, responsive and progressive union for all of us.

I have been a member of CAPE's Finance Committee and the co-chair of the Young Members Committee. I have participated in union-management initiatives, organized local meetings, and I am a founding member of the Public Service Inter-Union Youth Caucus, a collaborative project with CAPE, PSAC and PIPSC.



**Biographical Note:** I moved from B.C. to Ottawa to work as an economist and then as a trade policy analyst at Fisheries and Oceans Canada. I have worked outside of the NCR internationally in the Canadian Trade Office in Taipei and in B.C. for Citizenship and Immigration and Statistics Canada. I have a BA from Simon Fraser University and a MSc from the London School of Economics.

I would like to engage and mobilize more Public Servants to work together on the issues that truly matter in our lives and in the work place. One of my proud achievements is leading the consultation project on Millennials in the Public Service and co-authoring the report "Millennial Voices: Informing the Future of Canada's Federal Public Service". While it started out as a project to better understand young people in the work place, the consultation found that the issues and concerns that Public Servants of all generations face are really not that different.

As I talk to public servants from different walks of life, I am convinced that we all have much more similarities than differences. Everyone wants work-life balance, a healthy work environment, meaningful career opportunities, and getting paid on time and accurately. There are common values we share across generations, ethnicities, geographical origins, job classifications and levels. The presidency is a unique position to build a platform to bring about fresh thinking and some long overdue ideas to make the Public Service a better work place for all. It is in this spirit of solidarity, service and collaboration that I have decided to run for the presidency of CAPE.

### **My Platform: A Union For All**

My Platform - A Union for All - is a call for CAPE members to come together to address both the obvious challenges of the day (e.g. Phoenix, healthy work place, work-life balance, wages that keep up with inflation) and also to stand in solidarity to advocate for the issues that matter to others. These ideas came from in-depth engagement with members of CAPE and the broader Public Service, and I hope to count on your vote and your support to spread the word to other CAPE members and colleagues.

#### **1. Modernize Benefits**

- Advocate for wages that keep up with inflation
- Make it easier for members to save for retirement by advocating pension buyback as the default option
- Request tools and facilities that promote healthy living (e.g. standing desks, exposure to natural light)

- Advocate for preventative health (e.g. coverage for fitness memberships)
- Improved choice of contraceptions for women in the Public Service Health Care Plan (e.g. intrauterine devices)

## **2. Empower Diversity**

- Advocate for a set number of paid leave within the Collective Agreement to respect, observe and learn from various cultural and religious traditions that reflect CAPE's diversity
- Ensure services and entitlements are accommodating to the LGBTQ+ community, including a broader definition of "family" for bereavement leave and other services.
- Close the opportunity gap for regional employees of the federal Public Service (e.g. promoting assignment opportunities, teleworking, language training, etc)
- Recognize the value of diversity in CAPE's membership and promote accommodation through the creation of diversity consultation groups (Indigenous, women, visible minority, disability, socio-economic class, LGBTQ+, and cultural/religious minorities)
- Build a collective bargaining team that reflects CAPE's diversity
- Recognize the benefits of linguistic diversity beyond our Official Languages

## **3. Address Phoenix**

- Take a stronger position to ensure that Phoenix problems are rectified, including mobilization of members and potential legal challenges
- Dedicate staff to addressing Phoenix questions and concerns
- Develop tools to help employees understand and calculate their pay
- Form Taskforce to help members deal with increased taxes, accounting expenses, and other financial penalties due to pay errors

## **4. Improve Language Training**

- Push to expand language training opportunities for those who need it and to add it to the Collective Agreement
- Work with management to understand and promote best practices of language training in the work place

## **5. Promote Work-Life Balance & Job Security**

- Improve work-life balance by equipping employees with the right tools to support telework (e.g. laptops and other hardware requirements for telework, training for managing telework, security protocols for telework)
- Promote flexible work arrangements for employees (e.g. compressed time)
- Promote the roll-over of term to indeterminate contracts for CAPE members after two-years of service
- Work with the employer to allow term employees who have served in the same position for the required number of years to be put on a priority list toward less precarious employment within the federal system
- Explore the possibility of organizing students and casuals with other major unions in the Public Service

## **6. Improve Service Delivery & Explore Institutional Reform**

- Improve service standards for labour relations and other services provided by CAPE to ensure members get the help we need, when we need it
- Outline the important roles of local and committee leaders in the Constitution
- Dedicate staff, financial resources and paid leave for local and committee leaders to take on projects to better serve members

## **7. Build Bridges with Community Partners & the Broader Labour Movement**

- Increase solidarity and effectiveness by collaborating and developing standing agreements with other unions on activities of mutual interest
- Study the costs and benefits of the status quo versus merging with another union
- Engage with the broader community (e.g. other labour organizations)
- Support others in building a better society (e.g. recognize Indigenous rights including supporting National Indigenous Peoples Day as a statutory holiday)