

## **Sami Rehman: Bio for CAPE EC Director**

My name is Dr. Sami Rehman. I have been working in Health Canada, as a Senior Policy Advisor, for almost 18 years. I have been actively involved with unions for over ten years. Since 2015, I have the privilege of serving our fellow members as the Chair of the CAPE Audit Committee.

### **CAPE Activities:**

Since joining the CAPE Audit Committee in 2015, I have worked tirelessly with my colleagues to establish and maintain an adequate internal control structure and procedures for financial reporting. I have also streamlined the CAPE audit process. In 2017, through a bidding process we hired new external auditors to review CAPE financial statements for the year ending April 30, 2018.

As you may know, I also worked with NEC and Management in 2017 to identify and investigate the unsupported financial transactions (approximately \$400,000) which took place in previous years going back to 2009. Subsequently, as the Chair of the Audit Committee, I recommended to NEC significant additional controls and processes to reduce financial risks.

I am also the Treasurer/Secretary of CAPE Local #512 - Health Canada and Public Health Agency of Canada.

### **My Philosophy for CAPE:**

I think our members can be served better if we can improve the management of CAPE funds and pay special attention to many serious issues like Phoenix pay, bargaining with Treasury Board, and provide high quality legal representation to our members when they are faced with unjustified employer's actions.

As the Chair of CAPE Audit Committee, I have serious concerns with the rising costs of legal and professional services to settle various law suites – which run in millions. Most of these disputes are originating due to lack of proper internal controls, mismanagement and communication issues.

As the NEC director, I can provide a valuable insight to address most of these issues and help build a better organization to support our members.

### **Education:**

I have a Ph.D. from the University of Florida, USA, and Post Doctoral experience from the Institute of Food and Agriculture Sciences, Florida, USA.