

## Alex Butler

### A Refreshed Perspective!



Candidate for EC-  
Director NEC

In this time of COVID, we are forced to evolve and adapt to new circumstances. I look at CAPE and see only opportunities. We can embrace video-conferencing technologies, sharing information in abundance between national office, local leaders and members as well as seeking out new technologies to further support volunteers, members and staff.

We must also determine how we maintain our human connections, to our colleagues, friends and families, and from this perspective, our members.

Supporting the president, and moving forward the agenda of the National Executive Committee is a great opportunity to use my experience and skills to deliver on these priorities and others for the membership.

During my 19 years' in the federal public service, I have specialized in **governance, process re-engineering, transformational change** and **strategy development**; all areas crucial to our work environment in this COVID and post COVID time.

My significant experience in **organisational design, business and risk planning, needs assessments, performance measurement, real estate planning, and project planning and management** will also be of benefit as we determine how our workplace and our Association will look and function in the future.

Furthermore, I have completed my **Master's in Business Administration (MBA)** from the University of Ottawa in 2008, have been a **certified health care practitioner** for 15 years and was a **volunteer firefighter** with the city of Pontiac for 5 years.

I have been the **Local 521 President at Public Services and Procurement Canada (PSPC) for the past 11 years**, representing some 400 members and am confronted daily with the reality of how labour organisations like CAPE can and do help support its members in very concrete ways.

I have been a Director on the **National Executive Committee (NEC)** (2012-2017) and was the **Chair of the Investigation Subcommittee** (2016-2017), and represented CAPE on the TBS led **Phoenix Technical Subcommittee** affording me a very technical understanding of Phoenix and the end-to-end system for processing pay which in turn helped me resolve Phoenix issues for members. I have also served at the national level as a **member of the Constitution and By-Law Committee, Co-Chair of the HR Subcommittee, a member of the Finance Committee, Chair of the Audit Committee** (present) and a member of the **EC Collective Bargaining Committee** (present) for the upcoming round of bargaining.

## **Why I Am Running for EC Director Position**

Four years ago I ran to be the president of CAPE. The results of that election afforded me the opportunity to refocus on the needs of my local members. Over the past three years I supported members in various areas ranging from Phoenix pay-related issues, to mental health, bullying and harassment, parking, ergonomic / Duty to Accommodate (DTA), performance management, career advice and support.

Although it's incredibly rewarding seeing the direct results of your efforts, I know I can make even more of an impact for our members by being involved and helping lead and implement the decisions made around the National Executive table.

As COVID becomes more of a long-term reality it is important that there is an increase in mental health supports and that employees are adequately equipped to work remotely in a comfortable, safe and ergonomic set-up. As departments prepare for a return to the workplace, it is paramount that members concerns are heard and that the workplace of the future is reflective of the new reality we are in. Flexibility in the workplace needs to be embraced and supported by management, as employees balance caring for loved ones, home schooling and daycare pressures, and the need for mental health / screen breaks. As your labour representatives it is our role to ensure that you are getting the right pay; working in a harassment free environment; have strength at the bargaining table; and that dues remain reasonable while being financially prudent.

I believe in what this union can be and know that I can work with the President, TR Vice-President, EC Vice-President and fellow members of the Board of Directors to drive positive change through constructive discussion and action.

My career and union service have been guided by my principles of integrity, transparency and accountability, and these principles will continue to guide me in executing my duties as one of your EC-Directors on the NEC.

I am here to listen, so please feel free to contact me to discuss your concerns or to share any suggestions you may have.

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