



CANDIDATE FOR EC-LoP VICE-PRESIDENT RE-ELECT *NICK GIANNAKOULIS*

Dear CAPE Colleagues,

I am seeking another mandate with our Association for the 2021-2023 EC/LoP Vice-Presidency, to continue the privilege of serving our diverse members across our varied public service portfolios.

Background

I have been working in the federal public service for over 20 years in various areas of the health portfolio, primarily at Health Canada (HC) and the Public Health Agency of Canada (PHAC); and since 2002 I have worked at the EC-7 level, where I have occupied various technical, policy, advisory, operational and strategic positions. I focussed my undergraduate and graduate work in public health at the University of Manitoba, Carleton, and the University of Ottawa; and I hold a M.A. in Public Administration and Policy Studies.

I am originally from Winnipeg, and have worked in the NCR for the past 25 years, living in Ottawa initially, and in Aylmer, Quebec since 2003. I have been married the past 20 years, and we have two amazing children: an 11 year-old daughter and 15 year-old son. I enjoy community service, volunteering on several local community associations, advocacy boards, and school board related committees to enhance public education, and have served as a parent commissioner.

Association Related Experience

I have been an active member and volunteer in our Association for the past 20 years, initially in the HC/PHAC CAPE Local 512 as a Steward, and currently as Local President for the past 9 years. I am very active in our second largest CAPE Local with approximately 2,000 ECs across the health portfolio, engaging directly on member issues, as well as a representative on all Labour-Management Consultation Committees, where I am the union co-chair of several of these, including the Departmental Policy Health and Safety Committees.

I am the current three-term incumbent EC/LoP Vice-President on the National Executive Committee (NEC), and a member of most of the NEC Sub-Committees, where I chair both the Finance Committee, and the Constitution and By-Laws Committee; and a Pension Trustee. I also sit on the Local Leadership and Presidents' Councils, and have previously served on oversight committees, such as the Elections and Resolutions Sub-Committee. I have also been privileged to be able to represent our members on CAPE's previous EC Collective Bargaining Committees and Teams.

I have also been a member on CAPE's internal management team since 2014, where I serve the interests of our Association, liaising with our internal CAPE Employees' Staff Union (ESU), representing our members' interests, sitting on internal management committees; as well as acting for the various national Presidents over the years, during their absences, under my tenure.

All of the above functions, I have been serving as a non-remunerated volunteer, on behalf of our members.

CAPE Policy Direction

While I am proud to be engaged in CAPE and have worked hard to represent the interests of our members, ensuring respectful and healthy workplaces with an increased focus on mental health and work-life balance, I find that CAPE does not currently have the political direction and leadership to address our members' needs in terms of representation and mobilization. We have seen increased demands for member representation, namely on Phoenix



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pay matters, accommodation, harassment, performance management, staffing, health and safety issues, and other employment and labour relation matters; and we need to better support our members when they find themselves in difficult circumstances. This will require additional effort in order to renew and modernize CAPE's internal representation policies and Constitution and By-Laws, to be able to further give voice to our members' concerns.

As a long standing Chair of the Finance Committee, I can report that while CAPE has enjoyed many years of continuous seven-figure annual surplus budgets, which have helped to grow our Legal Defence and Mobilization Fund to over \$7M since its inception in 2015, we now need to re-focus our efforts to realign our internal resources and operations. This entails an expansion of our member services to better support our bargaining unit colleagues, while alleviating excessive workload pressures and demands for our national CAPE office staff, by expanding our professional expertise, hiring additional Labour Relation Officers, to focus on enhanced member representation, in order to vehemently defend our members' collective interests. Coupled with this, we need to expand Local engagement, mobilization and education efforts which have been lacking in recent years, to strengthen and empower our Locals' internal capacity and expertise within individual Departments.

As always, I am passionate about ensuring that CAPE remains a strong, progressive, member led professional Association, whereby I have spent the bulk of my professional career volunteering for our Association, providing high quality service to our members and helping to secure strong collective agreements. We now need to better empower, engage and strengthen our Locals and members, while providing professional nation-wide service to our membership, across all of our respective bargaining units.

Why I Am Running Again for the National Executive 2021-2023

Given our current reality these past several months, in light of ongoing COVID-related challenges in the interim, our members are anxious about an uncertain future, with fiscal decline, significant federal deficits, and a minority government, in terms of what this might bring for our collective bargaining position and potential program review for our members in the coming years. This is a time when we need to better position our members' interests, to anticipate these challenges rather than instead continue to remain reactive as a National Executive. As such, we need a new direction in national leadership that can respond and address these challenges, while giving voice to our members' concerns and anxieties, in a rapidly changing world, as we begin to face an eventual physical return to work over the coming months, during this ever evolving time.

We need a return to member service, acknowledging members' interests, with a realignment of our Association, moving away from a static business union, to a more dynamic service-based collective, that can more effectively service our members and their unique challenges. We also need to restore internal transparency and financial accountability, while ensuring that as an Association, we become an inclusive and representative National Executive, that reflects our members' diversity and values. Only with more member engagement, participation, and oversight over our internal matters, will we be able to move forward in a positive light, to build on our collective strengths and face the challenges to come.

I also wish to thank all of my colleagues on the NEC these past three years, and all the candidates that have come forward during this election, across the various positions on the National Executive, for their engagement and commitment to our Association. As always, please do not hesitate to contact me directly at (613)316-9923 or ngiannakoulis@acep-cape.ca, to reach out to me with your thoughts and questions, and to voice your concerns.

Warmest regards,
Nick

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