

**CAPE swearing-in ceremony
CLC Canadian Council
Ottawa, Thursday January 28, 2021
Virtual Meeting**

Address by Greg Phillips, CAPE President

Thank you for the introduction.

Good afternoon to all the members of the CLC Canadian Council.

It is my great pleasure to connect with all of you today to confirm our affiliation by taking my oath of office.

I am here on behalf of the members of the Canadian Association of Professional Employees – better known as CAPE, a community that is now 18,500 people strong.

Our members work across various federal departments and agencies as economists, statisticians, policy analysts, interpreters, translators, and terminologists.

Our association was formed in 2003 as a much smaller union to represent social science employees. We have since grown exponentially to become the third-largest federal public service union in Canada.

Our members' desire to join the CLC was expressed on several occasions in the last few years – and through a recent resolution, a vote was held in 2020 which confirmed the will of our members to move forward.

As a union, we lead with values that include dialogue, diplomacy, collaboration, fairness, justice and solidarity; also, the pursuit of facts and evidence is core to how we work.

We have led many battles to fight for and protect our members' rights and benefits; we also share with the CLC family a strong desire to always do more to advance social and economic justice.

In recent years, CAPE has increased its efforts to raise awareness on the need to protect our members' human rights, seeing an opportunity to step up and help tackle critical issues of our time, including gender equality, racism and racial discrimination, LGBTQ2+ rights, freedom of faith, and climate change.

Our membership very much mirrors Canada's rich diversity and we are fully committed to protecting their right to be treated with fairness, respect and dignity, in the workplace and in society.

Joining the CLC will be of great benefit to our members, and I do hope that our contribution will also bring value to the broad CLC community, and help strengthen the Canadian labour movement as a whole.

Our voices are stronger when we are united.

We look forward to collaborating on ways to promote fairness and to improve the working conditions of all Canadians through advocacy and education.

It is our greatest honour today to have reached this important milestone in the history of our association.

As I conclude, I would like to express my deep gratitude to Hassan Yussuff and Larry Rousseau for taking time out of their busy schedule last year to meet with CAPE members on several occasions to tell them more about the CLC and to take their questions before their 2020 vote.

Hassan, Larry your collaboration was deeply appreciated, and is certainly among the many reasons we are now part of the family.

Thank you all.

Check against delivery.