

# GREG PHILLIPS

## My Pledge: Protecting Members and Negotiating a Fair Collective Agreement



### As President, I will:

- Diligently protect members
- Faithfully negotiate fair collective agreements
- Champion causes that benefit our members
- Keep membership dues stable and affordable

### My Leadership Style:

- Professional and level-headed
- Results-oriented and makes evidence-based decisions
- Proactive, responsive, and thorough
- Passionate, collaborative and innovative
- Values privacy, ethics, and integrity
- Open and transparent

As a career public servant and long-serving President of CAPE's largest local (Statistics Canada #503; 2,400 members), I have met with, helped, and worked on behalf of hundreds of members to deliver innovative solutions and advocate for important issues.

The passion I have for serving CAPE's membership at Statistics Canada began over 10 years ago. Since 2005, I have been a part of the local in various capacities and have volunteered on the National Executive Committee since 2009. The energy and dedication that I have for CAPE, and for serving my colleagues in the Statistics Canada membership is what continues to engage me at the local and at the national level.

I believe strongly in finding the best solution for a problem, and negotiating in a way that is likely to deliver the most impactful results. For some issues, this might mean taking a collaborative approach and working hand in hand with senior management to find solutions where everyone wins. In other cases, this may mean taking a more assertive stance and making sure that the voice of our membership is heard loud and clear.

My desire to look out for people's best interests combined with my dedication to ethics and integrity helps me to resolve issues while preserving a functional working relationship between everyone involved.

I would like to bring my style of leadership, and extensive grassroots experience to the National Office as CAPE's next President, and make sure we are there, ready and able to help you should the need arise.

### Working for CAPE Members

Protecting and defending members is about more than helping with day to day issues such as performance, pay issues, or harassment. It also means looking ahead and proactively investigating issues that may impact members in years to come, like improvements to benefits, or ensuring the quality of our pension plans.

Over many years as President of CAPE's largest local, I have supported Statistics Canada colleagues, worked collaboratively with management to obtain the best possible results, and

minimized grievance rates through innovative solutions and informal conflict management. Providing advice to members experiencing difficulties in the workplace, and building relationships based on trust have been fundamental to why the membership at Statistics Canada has trusted me as their long-time Local President.

### **Negotiating Fair Agreements Supported By Member Input**

Our Collective Agreements affect every single member. Negotiating new agreements fairly and with the results that our membership expects must be the association's top priority.

Our current contracts (EC, TR, and LoP) expire next year, and to be successful in negotiations, we must hit the ground running and ensure that significant CAPE resources – financial, professional, staff and volunteers – are focused on getting results. We also need to ensure that our demands are built upon facts and member input. This includes hot-topic issues such as sick leave and short-term disability, but applies to many other issues as well. To understand them and make a compelling case, we need research, consultation with members and experts, and data analysis. This will help us to determine our priorities, and help to develop a strong and winning strategy for the next round of negotiations.

### **In Summary**

During my years as a Local President I have worked with many people, unions, and senior managers with diverse priorities and opinions. My leadership style is to see the differences, but to also recognize common ground and build upon it. I respect different viewpoints and encourage everyone to work towards a common and greater goal - improving working conditions for all employees.

Union dues ensure there is a safety net if we need it, and under my leadership as President, I will make sure that this safety net is strong and reliable. When negotiating our Collective Agreements, I will ensure that our strategy is based on sound evidence, strong research, and a very well-reasoned case. I will make sure that we are well positioned to negotiate not only our sick leave and short term disability provisions, but able to put in place a strong foundation for all improvements to our next collective agreements.

Yours faithfully,

### **Greg Phillips**

*President CAPE Local 503, Statistics Canada  
EC National Director on the National Executive Committee*

### **My Experience:**

- 7 years as President of CAPE's largest Local, at Statistics Canada, with 2,400 members
- Part of the Statistics Canada Local Executive since 2005.
- Awarded the Queen Elizabeth II Diamond Jubilee Medal for outstanding service to Canada / Canadians
- National Executive Committee EC Director from 2009 to 2015, re-elected in 2017
- Serves members in both official languages with a language profile of EBC

### **Contact Me**

Find out more about what I stand for and my background:



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