

Anthony Coles - CAPE Executive Director Nominee 2024-2026

Do you want the basic human courtesies of respect, honest and integrity?

Do you want your union dues spent on you, what matters to you and your values?

Do you have hopes and expectations of working conditions that work for you?

Do you want your collective rights protected and advanced in paper and practice?

Do you want a union that supports and invests in your wellbeing and future?

These are collective decisions that belong to us, that we control or that we can bear significant influence over. But it starts with belief, expectation and choice. You do have a choice and these decisions belong to you.

This is why I am running for the position of CAPE National Executive Director. This is what I believe. This is what your union will be about from 2024 to 2026. You are CAPE. We are CAPE. I wish to lead members to a new beginning focused on members, service, respect, integrity and a collective self-determined future. Here is what I propose.

In Year One (2024) we will develop a member driven strategic plan and operating budget. We will re-invent CAPE as an outwardly focused service based organization. Year One will also dawn a member-driven transparency and accountability policy framework. CAPE will develop budgeted policy options for members to vote on at the 2024 Annual General Meeting.

Year One (2024) will also introduce a comprehensive review on the CAPE Constitution and By-Laws with an aim to de-centralize CAPE giving more power and autonomy to local and regional bodies; to address concerning trends with a concentration of power with the position of CAPE President; and, to better neutralize internal political dynamics and tendencies towards an inwardly focused national executive committee.

Year Two (2025), we will implement an organization-wide service delivery model and we will undertake extensive consultation on amending the Constitution and By-Laws to be offered as fully detailed options for resolution at the 2025 CAPE Annual General Meeting.

Year Three (2025) will feature implementation of any amendments to the CAPE Constitution and By-Laws. CAPE will also conduct an initial implementation review of the new CAPE service delivery model.

Who am I?

My name is Anthony Coles. I have been working in the federal public service for over 20 years, and I have taken on various policy roles at Health Canada, the Public Health Agency of Canada (PHAC), and Employment and Social Development Canada. I currently work at the Pest Management Regulatory Agency as a Senior Policy Analyst.

My education has focused on public policy analysis as well as administration. I have both a Master of Arts in Public Policy and Administration (from Carleton University) and a Bachelor of Arts in Political Science with a specialization in Public Policy and Administration (from York University).

I currently serve as Vice President of Local 512 (Health Canada and PHAC). I am a member of the Health Portfolio Departmental Occupational Health and Safety Policy Committee. From 2017 to 2020, I was an EC Executive Director on the CAPE National Executive Committee (NEC); I was a member of the Finance Sub Committee and Collective Bargaining Committee.

In 2020, I ran for CAPE President. A diverse set of 14 other CAPE member ran as part of my team for Executive Director positions. Unfortunately, it was determined that we were ineligible candidates. Despite various informal and formal appeals, our team as well as 13 other nominees lost the opportunity to participate in the CAPE 2020 election. Words cannot describe our disappointment.

My experience with CAPE has been invaluable. More than ever, I am convinced that CAPE has a vital role to fulfill today and in the coming years. The public service is facing serious challenges, significant uncertainties, and inevitable change because of COVID-19, soaring deficits, economic decline, and the changing nature of our work, which leave many of us on precarious terms, some more than others (e.g., women, minorities, and people with disabilities.) Personally, I identify as neurodivergent, so I have some understanding of being and sometimes being treated differently. Strong leadership will be crucial if we want to prevail.

For those of you who hold the same values, beliefs, and priorities, please provide me your support, vote for me, and provide me this mandate to be a leader in your union.

Sincerely,

Anthony Coles

