

MAUREEN E. COLLINS (she, her/elle)
CANDIDATE - EC, LoP and OPBO VICE PRESIDENT
ACEP-CAPE - NATIONAL EXECUTIVE COMMITTEE



As a candidate for EC Vice President on CAPE's National Executive Committee, I look forward to representing, supporting, and advancing the interests and rights of EC, LoP, and OPBO members.

Why elect me as your EC Vice-President on the CAPE National Executive Committee?

As federal public servants, we face significant challenges in the workplace. The latest Public Service Employee Survey results speak clearly to unresolved and worsening harassment, discrimination, and burnout, and ongoing Phoenix impacts on our pay and job mobility. Imminent spending cuts are beginning that will impact us through job cuts, hiring freezes, and/or reduced departmental spending.

We need strong, coherent voices, using evidence-based material to successfully address these issues. I occupy a place of privilege in many aspects of my life, and leverage that to be a strong ally when appropriate and to advocate fearlessly. As I near retirement, I worry about the state of the federal public service for those of you coming behind me.

A federal public servant for almost 20 years, I work from a social policy perspective, typically on behalf of women, children, and families, and primarily those in marginalized, disadvantaged, and/or "at risk" environments. Prior to that, I worked locally, internationally, and collectively with numerous NGOs and volunteer organizations with a social justice, public health, multicultural, and/or community development perspective. I have supported many workplace diversity/inclusion/equity-seeking networks and or initiatives over the years, as a member or an ally/member and as a workplace trainer.

I have long personally protested inequality and "isms". At 11yrs, I led a petition, with my female classmates, demanding our church to allow us to be Altar Servers. Unsupported by the priests, parents or teachers, we were unsuccessful, however, a small flame of activism had been lit. In 1979, I participated in my first demonstration, protesting hikes to post-secondary tuition, and in 1983 began publicly campaigning in support of reproductive rights. I was the "token" woman on a city grounds crew back in the early 80's, and subsequently became a strong advocate for women in non-traditional employment.

In 1991, I began my official labour movement involvement as an OPSEU Steward, continued as an NSGEU Steward, and I have been a CAPE EC Steward since 2010. I was elected as a CAPE EC Director (2016-18) in the 2015 by-election. In 2018, I declined an acclamation as an EC Director, as I have been firm and vocal in espousing my belief that acclamations reflect the disinterest and disengagement of the membership, not their needs and opinions. Notwithstanding that, I was again acclaimed

in 2021 and accepted the seat, balancing distaste for acclamation with the need for fulsome representation at CAPE's national table. As a NEC Director, I have also participated in various committees, including Collective Bargaining, Human Resources, Negotiating, and Diversity, and the Collective Bargaining Team (2015-18).

As Vice President and President of my IRCC Local, I collaborated with my fellow Labour representatives, ensuring members' concerns came to the attention of senior executives. For example, in 2020, in consultation with the other bargaining agents at IRCC, I authored and delivered 3 papers at the Deputy Minister-led National Labour /Management Consultation Committee concerning Consultation, Employee Privacy, and Remote Work. This brought significant and ongoing issues to the table to be addressed, and generated frank and productive discussion, and immediate results in IRCC's close collaboration with CAPE and the other bargaining agents as we addressed COVID-19's impacts on our members, working to protect their health, safety, and overall wellbeing and rights while getting back to business. I am an EC Steward at Immigration, Refugees and Citizenship Canada (8+ years), and was (formerly) INAC (2 years) prior to that.

As a long-time volunteer and/or manager/executive in various of organizations, I have long advocated for inclusion, diversity and equity well before it was a "thing". I continue to volunteer for various professional and community initiatives, and as a coach/mentor for friends, colleagues, and aspiring public servants. I believe that kindness, compassion, bravery, and grace are the foundations of good leadership, and strive to lead that way in all facets of my life.

I advocate strongly for that which I believe is right... inclusion, diversity, equality, transparency and accountability. I listen. I hear. I observe. I act. As circumstances and the evidence warrants, and as I continue learn, I reconsider and amend my positions as appropriate. I still have much to learn, particularly about issues specific to CAPE's LoP and OPMO members, and look forward to hearing from you in this regard.

I won't promise what I can't or won't deliver, but I'll work fearlessly and tirelessly in concert with my CAPE President, colleagues, the Local Leaders Council, and regional Locals, on your behalf to advance and protect your rights, ensuring your dues are being spent efficiently, effectively and in keeping with our values and mandate.

Finally, I hope I can count on your vote for me....for me and for accountable and transparent, and effective and efficient representation as your National Executive Council Vice President. I won't disappoint you!

Not everyone appreciates a strong advocate, but everyone appreciates advocacy that achieves a positive outcome for them.

Questions? Concerns? Happy to chat.... mecollins64@gmail.com or [Maureen E. Collins for EC Vice President | Facebook](#)

Please make sure you are registered so that you can vote, and thanks!

Best, Maureen