

Good evening and thank you for the opportunity to speak today.

My name is Arden Kayzak, and I am currently an EC-06 Unit Head at Statistics Canada, with experience acting at the EC-07 level. Over the course of my career, I have managed multidisciplinary teams, led national programs, and worked on complex operational and modernization initiatives. This experience has given me a strong understanding of how organizational decisions translate into real impacts on employees.

I'm seeking to join the bargaining committee because I want to contribute meaningfully to shaping an agreement that reflects the real needs of our members. I also believe these upcoming negotiations are particularly important given the current economic and political environment.

I'll focus on a few key questions.

First, what gains would I like to see in bargaining and why?

There are three priorities that stand out to me: telework, fair compensation, and leave provisions. Telework is no longer a perk—it's a core part of how many of us work effectively, and we need clear, enforceable language that ensures fairness and consistency. Compensation must keep pace with inflation so that members are not falling behind in real terms. And leave provisions need to reflect today's realities, supporting work-life balance, health, and family responsibilities.

Second, what is my plan to win telework?

Success here will require a disciplined, evidence-based approach. We need to clearly demonstrate that telework supports productivity, retention, and employee well-being, while still meeting operational requirements. Just as important, we need strong member engagement and solidarity—because our leverage at the table is strongest when members are aligned and actively supportive of the priorities being advanced.

Third, am I able to commit to the full bargaining process?

Yes, absolutely. I am prepared to commit for as long as it takes. In fact, I expect this round of bargaining may be longer and more complex given the current environment and the importance of the issues on the table—particularly telework. Achieving meaningful gains will require time, persistence, and focus, and I am fully prepared to see that process through.

Fourth, what will be my bargaining style?

My approach is collaborative, focused, and principled. I believe in being well-prepared, using evidence to support our positions, and working constructively—but also being firm on key priorities. My experience managing teams and working with senior leadership has taught me how to navigate complex discussions, balance perspectives, and stay focused on outcomes.

Finally, how will I stay connected with members?

This is critical. I believe in regular, transparent communication and active listening. That means creating opportunities for members to share their concerns and ensuring those perspectives are brought forward to the table. Representation is not just about speaking—it's about listening first and making sure members see themselves reflected in the process. To conclude, I am particularly motivated to ensure that member voices are heard and accurately represented. I see serving on this committee as both a responsibility and a privilege, and I am committed to contributing the time, focus, and effort required to help achieve a fair, equitable, and forward-looking collective agreement.

Thank you,
Arden Kayzak