

My name is Frank Assu, I am a senior analyst with DGIA (or Director General Indigenous Affairs), and I joined DND in December 2025. I am running to be your EC Bargaining representative as I feel that CAPE needs to do more to keep members engaged, supported, and informed.

In 2014 I became indeterminate with CBSA as a border officer, and it is there that I started my union journey as I became a steward in the CIU Union of PSAC.

Then in 2018 I began my nomadic adventure in the GC as part of the Free Agent Program. It is here that I started my Policy journey as I completed 10 different assignments in nine different departments over the past 8ish years.

During that time, I joined the EC cadre and became an active member of CAPE.

I was previously at Natural Resources Canada where I was a Steward and Vice-President of their Local, and a member of their Local Organizing Committee. On the National level I was elected to the National Executive Council for CAPE as an EC Director, I sit on the EDI Sub Committee, am CAPE's liaison to the CAPE Indigenous Circle, as well as participating in a few other CAPE sub-committees.

Open Bargaining only works if members truly have a say and can make Informed decisions based on timely and accurate information shared with them!

I am now a Steward here at DND and helped bring a Local Organizing Committee to DND and I pledge to keep listening to member concerns, bringing you information on all things CAPE, and advocating for all of your needs.

I believe that members want more from their union, want better from their union, they want to be able to ask questions - more importantly have those questions Answered!

I believe in Communication, Relationship Building, and Trust!

### **Answer to Question 1:**

I will connect with as many women DND CAPE members to have their needs heard and documented so I can bring those forward.

Due to my role on the EDI sub committee, I will continue to collaborate with CAPE's Gender Justice Caucus as I have been connected with them since their formation, I agree with what they are seeing and bringing forward, then bringing that back to DND members for their feedback. I will conduct another round of connection with our members based on the new information.

I will seek to include new provisions that are specific to our DND CAPE members.

I recognize that women are more adversely affected by policies that are unfair and unreasonable for women. Women are responsible for more caregiving roles and are predominantly more affected by government policies that interfere with these caregiving roles. I recognize that women's health needs are not supported or protected either, such as menopause and supports for women going through menopause and its many symptoms and affects. I feel that more leave provisions and supports should be provided to women of all ages across the public service.

**Answers for Questions 2 and 3:**

I think that because DND is so large, with our CAPE members spread across all of Canada creates a unique situation that created barriers not seen in other departments. Not only are we spread across the country but with a majority of our members working in Carling Campus, the size alone of that complex makes it extremely difficult to get information to members.

I pledge to find ways to meet with you digitally, in person (when I am in Ottawa), and to provide you with regular updates, possibly through emails, polls, surveys, newsletter and more!