

**What provisions would you include in the CBA to ensure indeterminate employees holding position less than 20 years are shielded from WFA and/or replacement by casual or part-time workers to comply with agency budget directives?**

Flipping the script on this one slightly; my plan would be to work closely with HR experts to strategically future-proof long term planning for staffing, retention and succession in a way that benefits members. There are many decisions that will be outside of the scope of control for employees and unions alike, so learning from the lessons of the previous WFA and the current WFA processes, there are likely many ways to protect members through more strategic long-term planning, including capacity building/training to make it advantageous for the employer to consider indeterminate employees first due to alignment with business needs and priorities.

**What is your plan to win telework?**

Working closely with other unions to achieve power in numbers. Aligning bargaining posture strategically with partners to push for the same requirements from the employer. This could include but is not limited to pushing for strategic WFA posture that grants members longer period to respond to possible SERLO (like counterparts in PIPSC).

**What gains would each candidate like to see in bargaining and why?**

Ultimately I would hope to seek an economically fair contract that ensures salaries and benefits keep up with rising costs. Additionally, it would be important to seek stronger posture on making training available and prioritized for OL, upskilling, competencies, etc.

**Are you able you commit to the whole bargaining process, which could take up to 2 years?**

yes.

**What will be your bargaining position/style?**

My bargaining position would be firm collaboration. It's important to work with the employer rather than against them, but standing strong and pushing for fair and advantageous positioning where required.

**How do you plan to stay connected with members throughout the bargaining process?**

I'm very easy to connect with - you can email me, send a chat, etc. I am happy to support as needed.