

Hi everyone,

My name is Thomas Wood. I'm an analyst at Statistics Canada, where I've spent about seven years working on surveys related to business research and development.

My day-to-day work is technical. I work with microdata, build outputs, and turn complex information into something usable for decision-making.

Outside of work, I'm a new parent and part of the disability community. Those experiences have changed how I think about work. Flexibility, predictability, and accessibility are not abstract, they directly affect whether I can do my job effectively and sustainably.

That perspective is a key reason I'm interested in joining the bargaining committee.

Looking at the current environment in the public service, several issues stand out. There is clear pressure on budgets, ongoing conversations about restraint, and increasing reliance on casual and term staffing. At the same time, there has been a shift toward more prescribed in-office presence, even in roles that functioned well remotely. On top of that, tools like AI are beginning to change how work is done, without clear expectations or consistent guidance.

These are immediate, practical issues affecting how people work.

On workforce adjustment and job security, protections need to be concrete. It is not sufficient to state support for indeterminate employees; the agreement should prevent situations where indeterminate work is replaced with casual or contract roles. For example, if a position is removed due to budget pressures but the same work is reassigned externally, that should be challengeable. There should also be stronger requirements to prioritize internal redeployment before positions are declared surplus.

On telework, a more structured approach is needed. If a role can be performed remotely, that should be the default. Requirements for in-office presence should be tied to clear operational needs and subject to challenge if they are not justified. This is also directly connected to accessibility, where flexibility can determine whether someone is able to participate fully in the workplace.

On AI, expectations are still evolving. In analytical roles, these tools are already influencing coding, documentation, and reporting. This creates opportunities, but also risks. If tasks become faster, that can lead to increased workload without recognition. There are also gaps in training and guidance. The union should take a proactive role by ensuring proper training, establishing reasonable expectations, and preventing unacknowledged shifts in workload.

In terms of broader priorities, the focus should be on areas that affect employees daily: clear telework rights, stronger job security protections, and compensation that keeps pace with the cost of living. Workload is another area that requires attention, as many teams are operating under sustained pressure that is not always reflected in formal structures.

This process requires consistent engagement over time. I am prepared to commit to that, from initial proposals through to ratification.

My approach to bargaining is practical. I focus on evidence, understand constraints, and aim for solutions that are durable in practice. At the same time, it is important to be clear about priorities and maintain focus on what matters most. There is a balance between being reasonable and being firm, and both are necessary.

Staying connected with members is essential. Open bargaining is only effective if people understand what is happening. That requires regular, clear communication, not just summaries, but explanations of key issues, areas of progress, and points of disagreement. It also requires mechanisms for input, such as surveys or targeted discussions.

The objective is to ensure that negotiated outcomes reflect how people are actually experiencing work. Workplace conditions are evolving, through telework, AI, and job security, and employees should have a clear role in shaping how those changes are managed.

Thanks.