00:00:02:19 - 00:00:47:28
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Hey everyone.
I am James Fitzerald and I am a policy analyst with Employment and Social Development Canada.

Hey, everyone. I am James Fitzgerald. I am a policy analyst with Employment and Social Development Canada. I am running with a team called Members United because I believe in open bargaining, empowering locals, bringing resources back to our stewards to allow stewards to do what every other union in the federal public service in Canada is able to do with their stewards, which is have stewards do outreach, do initial casework, file grievances, and do the work that stewards can do on the ground because a colleague in the workplace knows far more about what's actually going on than

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some LRO in an office outside of the public service. I believe that our union can be better, and I've seen it actually happen over the last three years. I've seen people get involved. I've seen campaigns reinvigorate and bring people into locals at NRCAN, at ESDC, at other departments. I have seen open bargaining actually work for the TRs and bring people in and show people what Treasury Board is actually trying to do in this cycle of negotiation.

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I think that locals are a central point of democracy and need the resources in our union to do good work. On the other hand, I think campaigns through the organizing committees can really bring in great people to the locals and empower people to actually go do outreach as a empowered steward, a steward that's able to file grievances and part of the pilot program.

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I've been able to actually reach out directly to members and start flagging issues prior to them escalating to the LRO. So rather than waiting for people to come to the union when a problem has reached like a level ten, we are trying to find ways through engaging members directly through campaigns and OS. So we're actually trying to solve problems before they get even worse.

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So proactive solutions as opposed to reactive solutions, we're trying to fundamentally change how our union operates. And finally, I think shared leadership begins with a foundation of respect for other unions, for our colleagues in the workplace, for CAPE staff and for each other. And I you know, we are not always going to agree on everything. That's part of life, that's part of working together.

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But when we care about a better contract, shared wages, supporting each other to build a better workplace and a better union, we can show up for each other and do incredible things. Thank you very much.