

Responses prepared for the Quinte Labour Council

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Strength Through Awareness

Municipalities Matter!

Questions for Municipal Election Endorsement

- Do you want the endorsement of the Quinte Labour Council?

Chantal Fraser – An endorsement from the Quinte Labour Council would be greatly appreciated. Endorsements and the responses to questions that earned the endorsements will be posted on my campaign web page www.chantalfraser.ca which should be published by August 18th, 2014.

- Do you have a long term plan for infrastructure in Quinte West?

Chantal Fraser - I would like the City of Quinte West to invest in long term infrastructure, using sustainable building practices. For example the Consolidated Quinte West Publics Works Facility includes several environmentally friendly initiatives such as the green swale in the parking lot. I would also like to implement more active living alternatives, such as dedicated bicycle lanes. I would like the City of Quinte West to continue to support the development of the Trenton and Frankford downtown areas while expanding public transportation to assist those living in Murray and Sidney Wards pursue education, employment and volunteer activities.

- What has been your relationship with unions?

Chantal Fraser – I would judge my relationships with unions as overwhelmingly positive. The majority of my dealings with unions were as a human resources officer in the Canadian Armed Forces. I have also participated in win-win-win collective bargaining on behalf of management for non-profit organizations. The organizations, the unions, and the employees all benefited from the collective bargaining sessions. In the 1990's I successfully worked with the union, employees and management to orchestrate a federally mandated directive to downsize the total number of public service employees at my unit. We were able to re-assign duties so that employees who self-identified as interested in early retirement received their packages, protecting the employment of those who wished to remain. I've also responded to grievances submitted by PSAC members, resolving the grievances to the satisfaction of the employees, the union and the management teams affected. As an aside, my husband Michael Tiffe has been a member of UA 787 for the majority of his career. He has been an area representative for the strike fund and the Market Enhancement Recovery Fund (MERF). Michael has been a trainer for UA 787 for more than 10 years.

- Where do you stand on the collective bargaining process?

Chantal Fraser – Collective bargaining is an important and necessary process. I strive to deliver win-win solutions, where the employees, the union and the organization benefit from the final collective agreement. Treating employees with respect and dignity, providing them the training, resources and leadership required to accomplish their jobs is the way I do business. When I am elected to the Quinte West Council I will be looking into the Firefighter collective bargaining process.

- How do you feel about the “right to work”?

Chantal Fraser – I believe that everyone has the potential to make a meaningful contribution to our community. When people are able to work in an area for which they have the ability and potential required, and are willing to learn how to increase their skills, we all benefit. I believe that pay equity is extremely important, as many members in our community do not receive equal pay for equal work. I believe in letting people know what their options are, providing them encouragement, and access to the resources they need to succeed. Everybody should have the right to pursue work to support themselves and their families.

- Do you support legislation on municipal ability to pay during negotiations?

Chantal Fraser – I believe that it is critical for employers to continue paying their employees during collective bargaining negotiations. There is a contractual obligation to pay people for the work they were hired to do, just as there is a contractual obligation for people to do the work that they are being paid to do. It is my preference to complete collective bargaining before the end of the current collective agreement, so that everyone can perform their functions with peace of mind.

- Do you support the Ontario Training Board?

Chantal Fraser – I support all forms of lifelong learning, both formal and informal. I support the East Central Ontario Training Board (ECOTB). I am a member of the ECOTB Advisory Board for the development of a Human Resources Toolkit.

- Do you support a living wage?

Chantal Fraser – I strongly support a living wage. This is extremely important as Hastings and Prince Edward County have the second highest food insecurity rates in the province of Ontario. I support affordable reliable and accessible childcare. I also support pay equity for men, women and under-represented groups in the work force (members of visible minorities, Aboriginal peoples and persons with disabilities).

- Would you support a procurement policy that requires contractors to pay their employees a living wage?

Chantal Fraser – Yes, I would support a procurement policy that requires contractors to pay their employees a living wage. I also support pay equity for men, women and under-represented groups in the work force (members of visible minorities, Aboriginal peoples and persons with disabilities).

- Tell us about your experiences in your community? What kind of issues have you participated in your local community?

Chantal Fraser – I believe in volunteering in my community. Like many parents I volunteer at our children’s schools. I have served in a leadership role on several non-profit organization boards: Quinte Chapter Human Resources Professional Association (6 years to date); the Trenton Military Family Resource Centre Board (5 years), and Kingston Daycare Inc. (3 years). I also held volunteer positions as a Leader with the Girl Guides of Canada (10 years) at the Unit, District and Division level. In July 2014, I was elected as the President for the Trenton & District Business and Professional Women’s Club. I have mentored people both formally and informally since 2002. As a leader I consistently seek to implement programs and policies that help people reach their potential. For example I led the team that implemented an award winning Mentorship program for the Human Resources Professional Association Quinte Chapter.

- If successful, what would be your priorities for your constituents after 2014 election?

Chantal Fraser – My number one priority is to help everyone achieve their potential, with particular emphasis on under-represented groups. I would do this by pursuing policies and programs that support the people in my community such having Quinte West implement a Living Wage policy, having Quinte West become a signatory for the Women’s Empowerment Principles, expanding public transportation to help people from Murray and Sidney Wards have better access to employment, education and leisure activities, preparing youth for future employment/business opportunities, and implementing active living programs.

- How do you view the role of public services in our society?

Chantal Fraser- I proudly served in the Canadian military for 28 years. Now that I am a veteran, I wish to serve my community by becoming a municipal councillor. I have a healthy respect for public servants who provide the backbone of support to government and implement programs and policies for their communities. Without public servants, Federal, Provincial and Municipal elected officials would not be able to perform their duties.

- What value do you place on public services?

Chantal Fraser –I know the value of public services, goods and utilities; they must continue to be managed by local governments for the benefit of the people who live in our communities and for future generations. I am categorically opposed to privatizing public services, goods and utilities.

- What do you see as the challenges at City Hall as we go into the election year?

Chantal Fraser – The challenge of any City Hall is to provide support to their community members, while being fiscally responsible and encouraging the development of local businesses. The biggest challenge to all communities, whether they choose to admit to it or not, is how to accomplish their goals in an environmentally friendly manner. There are three vital parts to living a sustainable life, taking care of your people, taking care of the planet, and making a reasonable profit. While companies that choose to

treat their people fairly and embrace environmentally friendly policies are increasingly proving to be more profitable in the long run, too many companies continue to seek immediate profits at the expense of both their people and the planet.

- Where do you stand on contracting out and privatization of public services?

Chantal Fraser – I believe in leveraging the strengths of our people. Everyone is more productive when they do what they enjoy and are skilled at. In some cases, it makes sense to contract out specialized services, to assist the public service in the performance of their roles and to be fiscally responsible, particularly in terms of infrastructure and equipment. I am categorically opposed to the privatization of public services, public utilities and public goods.

- What role do you see for the City and City Councillors around economic development and jobs protection?

Chantal Fraser – I believe that the City and Councillors should implement policies and programs, and work with others who already offer programs to encourage the locally owned and operated businesses. I know that every dollar spent at a locally owned business or other organization generates significantly more economic stability for that community, than the money spent at multi-national businesses. I believe that people should have a reasonable expectation to remain employed so long as they fulfill their end of the contract by performing the work that they were hired to do.

- Where do you stand on a “no sweat policy” for procurement?

Chantal Fraser – The first time I heard of the “no sweat policy” for procurement was when I read this questionnaire. My preliminary research was to read the following websites: <http://www.oxfam.ca/our-work/campaigns/no-sweat>, <http://en.maquilasolidarity.org/nosweat>, and <http://www.workersrights.org/search/ontariocsb.asp>. I was pleased to learn that the Canadian company that makes the uniforms for my oldest daughter’s school is a certified “no sweat” supplier. I support a “no sweat policy” for procurement.

- What is your commitment to labour representation on community boards and agencies?

Chantal Fraser – I believe that the best solutions are arrived at when diverse groups of people from different organizations work together to find the best way forward. In my experience, when everyone treats each other with respect, genuinely listens and tries to understand each other’s concerns, and is committed to finding the best win-win solution possible we can accomplish what most would consider impossible.

- It takes a lot of capacity to run a City Council race in Quinte West, describe what is needed to be successful.

Chantal Fraser – In order to run a successful campaign to be a City Councillor in Quinte West, it is important to connect with the people and business owners, by meeting as many as possible in person. Meeting people is the best way to learn what really matters to them. It is important to receive support

through testimonials, endorsements, donations (in kind and cash) and volunteer assistance. I am running a lean environmentally friendly campaign. I am sharing my campaign platform online, and using a local company for all printed materials. The printed materials, www.chantalfraser.ca and other social media feeds are being used to augment my door to door communications campaign. An endorsement from the Quinte Labour Council would also assist my campaign. Thank you for giving me the opportunity to respond to your questions.