

Regional Representative Statement of Qualifications – Andrew Stephen

Andrew has served as Regional Representative for Locals 4003 and 4004 since 2015. Prior to that, he was the Local Chairperson for Agreement 1 in Local 4003 between 2010 and 2015, with a further two years as Grievance Officer before that. Andrew has also served as Local Vice-President and has been a delegate to CAW/Unifor Councils and Conventions, as well as CAW/Unifor Council 4000 Convention, where he has twice been on the resolutions and bylaws committee. Over that time, he has developed advanced skills in:

- ✓ grievance administration
- ✓ interest and rights arbitration
- ✓ collective bargaining
- ✓ human rights
- ✓ disability accommodation, and
- ✓ workers' compensation administration and appeals.

More than that, Andrew has a sophisticated knowledge of the Canada Labour Code, Collective Agreements 1 and 2, the Human Rights Act, and the Canadian Railway Office of Arbitration jurisprudence.

Andrew has a decade of direct involvement in shepherding grievances from the earliest stages and has written hundreds of grievances at Step 3 alone. He has successfully presented numerous grievances at arbitration. He is the only candidate in this election who has represented members not only in hundreds of workplace investigations, but also at quasi-judicial, third-party hearings; and the only candidate who has been at the bargaining table.

Andrew graduated from Queen's University with an Honours Bachelor of Arts degree in Political Studies. Following that, he earned a graduate certificate in Human Resources from Sheridan College. He has successfully completed several courses at the Unifor Family Education Centre in Port Elgin, Ontario, such as Grievance Handling, Collective Bargaining, Economics for Trade Unionists, and WSIB Appeals.

Andrew brings a wealth of experience and education to the role of Regional Representative. We urge you to support him in this election.

In solidarity,

The Committee to Re-elect Andrew Stephen

<http://andrewstephen.ca>
a.stephen@unifor4000.com

647-669-8723