



## Election / Élection

PLEASE POST  
VEUILLEZ AFFICHER

### Notice of Nominated Candidate(s)

TO: Local 2002 members  
FROM: Unifor Local 2002 Elections Committee  
SUBJECT: Election for the following position:

**1 - President**  
**1 - Secretary-Treasurer**

DATE: April 7, 2026

The following members were officially nominated at the close of nominations on: March 30, 2026

President | Président(e)

Tammy Moore  
Samira Rezgui  
Antonios Kourteridis

The term of office begins immediately following the election. Vacancies filled during the term of office shall begin immediately following the election and shall not exceed the original term (Bylaw 4.1.08).

In solidarity,

Manon Camiré  
Unifor Local 2002 Elections Committee Chairperson

### Avis de mise(s) en candidature

DESTINATAIRES : Membres de la section locale 2002  
DE LA PART DU : Comité d'élection de la section locale 2002  
OBJET : Élection au poste suivant :

**1 – Président(e)**  
**1 - Secrétaire-trésorier(ère)**

DATE: 7 avril 2026

Les membres suivants ont été officiellement présentés comme candidat(e)s à la clôture des mises en candidature: 30 mars 2026

Secretary Treasurer |  
Secrétaire-trésorier(ère)

Wade Ireland  
Charlotte Pape

Le mandat débute immédiatement suivant l'élection. Les vacances comblées en cour du mandat débutent immédiatement suivant l'élection et ne peuvent pas être d'une durée supérieure au mandat initial (Règlement 4.1.08).

En toute solidarité,

Manon Camiré  
Présidente du comité d'élection de la section locale 2002

## *Meet Charlotte Pape...*



**Why do you think you would be the best candidate for the position? As a follow-up, how long have you been with the union and with your respective company?**

Thank you for reaching out and offering this opportunity for communication with the candidates in this election.

I offer a strong mix of relevant experience, a willingness to learn and adapt, a solid work ethic, and a solution focused approach to challenges.

We are an extremely large organization, the largest Local within Unifor, we are in fact larger than most other Unions in Canada. Our organization requires steady, thoughtful leadership. As outlined in our bylaws, the role of Secretary Treasurer is multifaceted, encompassing oversight and stewardship of the Local finance office, responsibility as Local office manager, and support to the President. This scope carries a clear responsibility: to ensure the organization remains well-structured and that day-to-day operations run seamlessly.

Managing dues is another key part of the role. It's important that those funds are used responsibly to support leadership and members, invest in education and bargaining, and make sure we're in a strong financial position, to carry us during tougher times.

A union is not a separate entity; it is our members who are the driving force. Their engagement and understanding of their rights, their agreements, and our shared history really is our greatest strength. When people are informed and involved, the entire Local is stronger. My goal is to create a stronger more resilient Local that can weather whatever storms come our way and to have members who see value and pride in being part of it all I have been with Air Canada for 37 years. I started in Reservations and after 6 years moved to the Airport and have held many different positions in both Locations, so I am aware of the good, bad and all the in between. I have witnessed and had to adapt to a multitude of changes over the years as well. I have always been involved passively but due to family obligations I didn't become more involved until 2017, when I ran for Central Region Vice President and held that role for six years. That experience really helped me understand the different needs across units and how important it is to support District Leadership effectively.

I was appointed into the role of EAP coordinator in 2022 after the person who held the position retired.

Having been on the Executive Board for 6 years and having heard concerns from Leadership across the country over that time I felt like it was the right time to take what I had learned and to do more so I then ran for Secretary Treasurer in 2023. There is still work to be done and I'd like the opportunity to continue building on that and help move our Local forward.

**This role requires you to support multiple groups, and District 300 will be just one of them. How will you ensure Toronto Contact Centre members still receive consistent, meaningful support? What does visibility look like in your approach?**

Having previously held the role of VP Central Region I am familiar with the differences between each District and their various needs. There is however a common thread, the need for proper training, so ensuring the appropriate funding is available is important and our budget is key to that. The Regional VP is the district's first line of support and as such they need the tools to be able to support the District Leadership to best represent the members. While there is an annual budget prepared, as VP I know I did not find it of particular use as it was not treated as a live document, which it should be to best allow for movement to allocate funds where necessary. The formula baseline numbers, that were used for each region, were outdated so first step was to update those numbers which allow for greater allocation of funds to cover members time off etc. for training and other initiatives, which we've done.

Along with that we are redirecting expense allocations to reflect more specifically to each District which will allow our VP's to have a clearer picture as to what their district expenditures are. We will also be providing our Regional VP's with quarterly Budget vs Actuals, which wasn't previously done, so they will be more up to date with their regional spending.

While the primary support for the districts comes from the regional VP, in the role of Secretary Treasure I know that availability for open conversation and good communication is the key. Being open to listen to what the needs are and having discussion around how those needs can be met is the best way to provide meaningful support. Ultimately my focus is on our people and how we can best reinvest their dues money back into them and their needs.

Anyone is welcome to reach out to me if they have further questions.

## *Meet Wade Ireland...*



I am seeking election to continue serving our members by bringing stability, integrity, and accountability to the finances of our Local. Over more than a decade, I have provided continuity through multiple leadership transitions and ensured that the financial operations of the Local remained functioning, even during times of significant change. When the original accountant—who had been with the Local since its inception—departed, we lost not only technical expertise but also an experienced union leader. At that point, I became the only person in the Finance Department who fully understood the Local’s operations and financial activities, and I assumed responsibility for overseeing every aspect of the department while maintaining reliable, accurate results.

From 2011 to 2023, I served as your Financial Secretary-Treasurer at a time when our Local was not in a strong financial position and needed serious rebuilding. Working with the Executive Board, I focused on careful budgeting, stronger controls, and protecting every dues dollar. By 2022, we had moved into a position of real strength—with over \$10.3 million in total assets, more than \$3.2 million in cash and

cash equivalents, and over \$5.7 million in invested appropriated funds to support negotiations, education, strike readiness, and our building fund, including the creation of a \$1 million Strike Fund. The 2022 audited financial statements show an excess of revenue over expenses of \$665,959 for the year and growing appropriated funds, which speaks for itself about how far we came financially during my tenure.

During my time in office, I also modernized our financial systems to reflect how the Local actually operates and brought our processes into the electronic age. I updated and rationalized the financial reports, introduced Electronic Funds Transfers (EFTs) to replace paper cheques, and implemented electronic filing of our records. These improvements proved critical when the COVID-19 pandemic forced us to work remotely, allowing financial operations and record access to continue with minimal disruption.

I understand our structure, our obligations, and the specific needs of our Local. I have a clear plan to make the Finance Department more self-sufficient, resilient, and efficient in the years ahead. To achieve this, we need an Executive Board that shares a vision of transparency, fiscal responsibility, and support for frontline leaders. That is why these elections matter: members must elect people who are prepared to work collaboratively and put the long-term health of the Local first.

Financial transparency is also essential to rebuilding and maintaining trust. In the past, audits and financial statements were provided to the Executive Board, who were then expected to share them with District Chairs and, ultimately, with the membership. That process has not always been effective, and in recent years the absence of completed financial statements has meant that even the Executive Board has not always had the information it needs. I believe we must do better. My goal is that, once the Executive Board has approved the statements, the Secretary-Treasurer will attend Regional meetings to present and explain them directly to District Chairs. Those District Chairs would then circulate the statements to all members via their email lists, so that every member receives clear information directly in their inbox rather

than having to search for it on a website. This approach promotes greater openness, accountability, and a shared understanding of how your dues are being used.

For District 300 and the Toronto Contact Centre, visibility means you will actually see and hear from me. I will do my best to attend key Leadership and Membership meetings (in person where possible, or virtually where that makes more sense), provide brief, plain-language financial updates that explain what the numbers mean for you and your union, and make myself available so members and leaders can raise concerns or ask questions directly. I want members to feel that the Finance Department is not a distant back office, but a partner you can rely on to support the work being done by both your Leadership, and the Members in the workplace.

Throughout my career, my work ethic has been consistent and unwavering. I have always been willing to put in the time required to ensure the work is done properly and on time, choosing to prioritize the day-to-day needs of the Local over unnecessary travel or events that did not provide a clear benefit to our members. The reality that our financial reporting is now behind represents a serious challenge, but it is one I am prepared to face. I would not be putting my name forward if I did not believe I had both the experience and the determination to bring us back on track and restore confidence in our financial reporting.

Next month, I will mark 40 years with the airline. Since the early 1990s, I have been deeply involved in our union, beginning as a Vice Chair and Shift Committee/CRC member, where I helped fight for and secure compressed work weeks in the Call Centre. Over the years, members have entrusted me with a number of roles at the Local 2002 level, including service on the Local Elections Committee and two terms as Trustee. In 2011, I was elected Secretary-Treasurer and re-elected for three additional terms, serving a total of 12 years in that position. I continue to serve today as an elected Trustee for the Local. This experience has given me a comprehensive understanding of our Local's finances, governance, and the importance of strong internal controls and clear reporting.

This role supports multiple groups across the Local, and District 300 will be one of several constituencies I serve. While I am not directly responsible for grievances, arbitrations, or negotiations—those responsibilities rest with District Chairs, Bargaining Representatives, the President, and National Representatives—my work directly affects their ability to represent you effectively. My responsibility is to safeguard your dues, oversee all aspects of the Local's finances, and ensure that your leaders have the time off, resources, tools, and training they need to do their jobs. I believe strongly that no union representative should be out of pocket for doing union work. Clear, fair, and reasonable expense guidelines, and timely payments are not optional; they are a matter of respect.

A strong District depends on a strong Local. That means dues must be collected on time; bills must be paid without incurring unnecessary penalties; and financial statements and budgets must be produced on schedule. When finances are properly managed and members' dues are treated with respect and care, every District—including District 300—benefits from a stable foundation that allows leadership to focus on advocacy, enforcement of collective agreements, and member support rather than financial crises.

These elections are important. I am asking for your support so that I can continue to bring experience, stability, and transparency to the role of Secretary-Treasurer, and to ensure that District 300—along with every other District—receives the consistent, meaningful support it deserves. My commitment is to responsible stewardship of your dues, honest communication with members, and a Finance Department that serves as a strong, reliable backbone for the work of all your leaders.