

The Pressure Point



2081.cupe.ca

News & Views of CUPE Local 2081

Fall 2011

Cubbies finish in Third Place at the 20th Annual Michael Dunahee "Tournament of Hope" mixed Slow-Pitch Tournament

Congratulations to your CUPE Cubbies who finished 3rd in the B Division at the 2011 Tournament of Hope held August 5, 6 & 7 at Topaz Park. It was the 20th year of the tournament. The weather was perfect for the 24 teams that competed at this year's event. After going 1-2 in the round-robin your Cubbies won their first playoff game but came up short in the second one. This year's Cubbies included brothers and sisters from our local. Once again we had Crystal Dunahee and many first time players. A special thanks to them all! As always, the Tournament's organizer, Steve Orcheron of

Child Find BC ensured that the tourney had professional Child Care and once again it was members from 2081 who set up and ran the Centre. Thanks again to the Child Care sisters. Another unique activity is the kid's game which Steve coordinates.

I must thank the Executive and members of CUPE 2081 who have supported the Cubbies for the 20 years they have been involved with the TOH with the registration costs. It's Locals like ours that help keep the "Hope" alive.

In solidarity,
Ken Whitehead



Editor's Note: Next year's dates for the Tournament of Hope are August 11th and 12th, 2012. Mark your calendars to be apart of this great fundraiser for CHILD FIND BC!

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The Pressure Point is published four times a year: Winter, Spring, Summer and Fall. The opinions expressed in The Pressure Point are those of the writers/contributors and not necessarily the views of CUPE Local 2081.

What is YOUR opinion?

Do you feel strongly about something you have read here? Would you like your voice to be heard?



Send your **signed** letters or articles to the editor

Sukhie Bangarh at
cupe2081@camosun.bc.ca

Find YOUR Name Contest

Three lucky CUPE 2081 members have had their names randomly selected for the 'find your name contest'. If you find your name in ***Italic Bold underlined***, please contact the Union office for your prize!

Next Pressure Point Edition:

Winter 2012

SUBMISSION DEADLINE:

Friday, December 9th.

Send your submission(s) for the next issue to CUPE 2081

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President's Corner

Here we go again as another school year begins. I hope everyone enjoyed summer and got some time away. The work ahead for your union executive is fairly daunting as bargaining, approving a budget, by-law changes, and more are on the agenda.

Bargaining continues to be at the forefront as we work to get a new collective agreement in place. Until then of course, our previous agreement that expired in June of 2010 remains in place. Bargaining, as you may know, consists of two negotiating tables, the local table where your bargaining committee negotiates with our employer about non-monetary issues. The money issues are negotiated at the Common Table with representatives from the Post Secondary Employers Association. These negotiations usually take place in Vancouver and also include union representatives from other Public Post Secondary Institutions from around the province. This group of Union members makes up the College and Institute Support Staff Bargaining Association- CISSBA – and includes our committee: the CUPE Colleges Bargaining Committee-CCBC.

Usually CCBC meets to discuss bargaining issues as they pertain to our CUPE Colleges before we meet with the CISSBA group, which meets before we all meet at the Common Table. Together. All of this means lots of travel and meetings in order to conclude a collective agreement. Some pro-

gress has been made at the local table and hopefully that will conclude soon. The Common Table negotiations are stalled at the moment as the government is still demanding a net zero or no wage increase mandate. Once we get started up again and when your committee is prepared, we will provide an in-depth bargaining update at a special meeting.

Other issues your executive is working on are proposed changes to our bylaws governing donations / contributions, and a hardship fund for our members. These are tough times and we need to focus our limited resources where they serve our members the best, but still support Strong Communities and the students we serve. As well, your executive will be presenting a new budget for 2012. Your Sec-

retary Treasurer, Ranbir Prihar and I will be working hard to produce a budget to present to your executive and then to the membership for approval.

This is a real challenge as the cost of doing business has increased, but with a fixed dues rate and wages for our members, our revenue has not.

Recently, we have been assigned a new CUPE National Representative to assist us in labour relations, John Horsfield. I wish to thank our previous representative Ian McLean, who has served us well over the past many years and I wish him luck at his new posting out of the Nanaimo Area Office. Ian is our chief negotiator at the common table and does an incredible job in that regard.

Your CUPE 2081 executive is

working hard to address the needs of our members. We are a dedicated, caring group, who volunteer our time at monthly meetings, both executive and membership, and in your workplace. Ultimately we take direction from you, the membership. As the saying goes, "the world is run by those that show up." I urge you to consider taking the time to attend a membership meeting and exercise your right to have input on decisions that affect you in your work place and in your union.

It's time to rekindle a dialogue with your coworkers about what you want in a new collective agreement, and what you are willing to do to get it. In the end, it is the membership of CUPE 2081 that will earn a new collective agreement. Your bargaining committee is just the mechanism to deliver the collective agreement that YOU want.

More than ever, the road ahead is uncertain. The political climate in this province is in turmoil, with the HST fiasco, low ratings in the polls for the governing BC Liberals, and a lack of direction from government as to what will happen next.

Stay tuned, we are all on the same train, and we will overcome the current situation and a better day will come for Post Secondary Workers in British Columbia. It's time we all stood together for the recognition and respect that we all deserve for the work and commitment that we provide in services that are so vital to our communities.

In Solidarity,
Jerry Oetting,
President, CUPE 2081



Useful Websites

	CUPE 2081	www.2081.cupe.ca/
	CUPE BC	www.cupe.bc.ca
	CUPE National	www.cupe.ca
	BC Federation of Labour	www.bcfed.com/bcindex
	Vancouver Island District Council (VIDC)	www.vidc.cupe.ca
	Camosun College	www.camosun.ca

Members' Information

Colleges Works Campaign!

You may recall some time ago CUPE 2081 joined the other CUPE BC Colleges Committee members from around the province to create a 'Colleges Works Campaign' to deliver a message to our local communities about the work CUPE members do at our various Post Secondary Institutions, and how that work benefits those in our communities.

The first stage of this campaign resulted in the 'Camosun Community' Posters you see around our campuses on various bulletin boards. The poster includes photos of CUPE 2081 members in their workplaces with some quotes.

The next stage of our campaign involved the creation of a short video of our members speaking about Post Secondary Education and our Communities.

To that end, we commissioned CUPE 2081 member Jason King to produce the videos. Camosun College President, Kathryn Laurin gave her approval to proceed with

the creation of the video using our workplaces.

The resulting video will be posted on our respective websites, and other venues. Each participating institution, six in total, will produce a similar video. At that time, excerpts from each institution's individual video will form a "collage" depicting CUPE members from all of the participating institutions in one video, providing 2 separate videos for each institution.

Our video, produced entirely by CUPE 2081 members, is now available on our new CUPE BC COLLEGE'S WEBSITE at: bccolleges.cupe.ca/

I am extremely proud of this effort by everyone involved. Importantly, I was able to reach out to our membership and ask for volunteers to be in our video, and I am grateful for the incredibly positive response as so many were willing to stand up and be the face of CUPE 2081, that we couldn't fit them all in the video!

Many thanks to Brother Jason King who did an incredible job for us all, and really showed the kind of skill and ability that CUPE members bring to the table. I also wish to thank all of those volunteers who stepped up and made this video possible! I have also expressed our gratitude to our College President, Kathryn Laurin, for allowing us access to our workplaces to produce our video.

In Solidarity,
Jerry Oetting,
President, CUPE 2081

Margaret Harrison

Education Corner

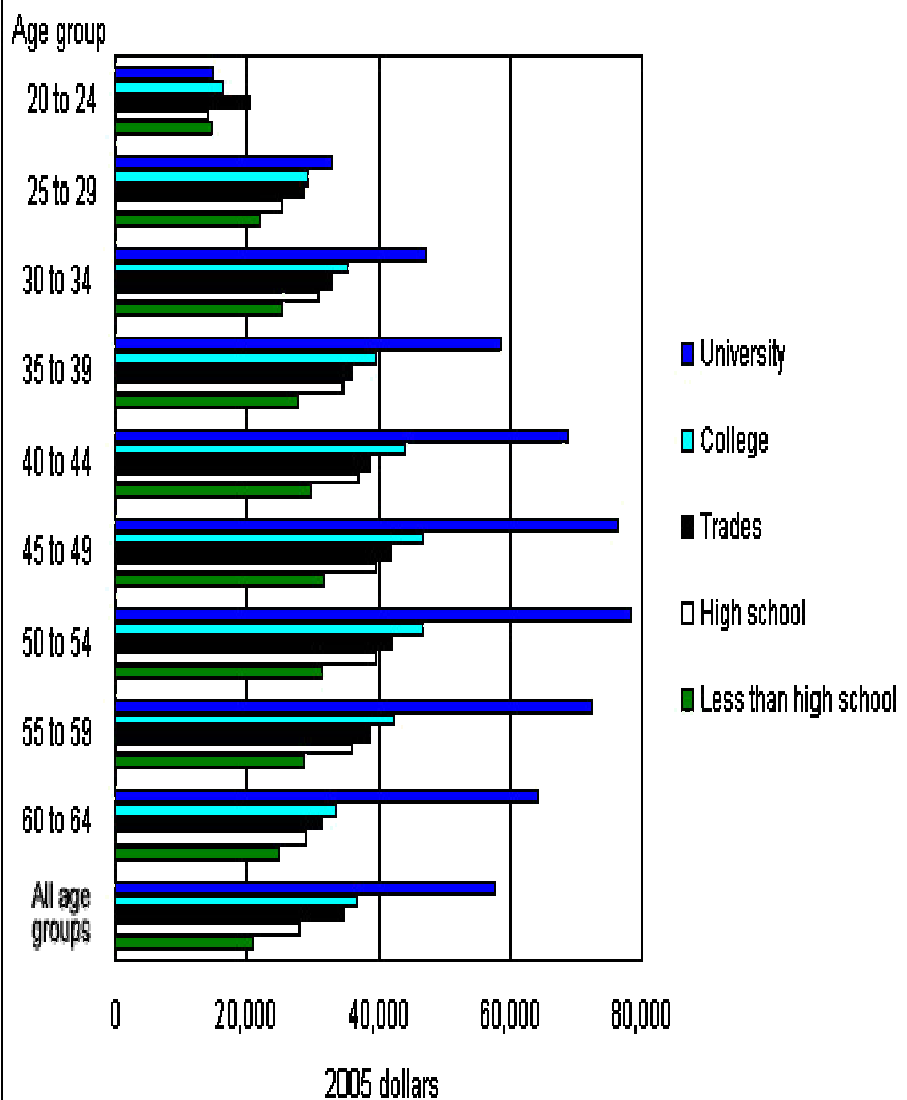
Traditionally, September is considered for many of us the *'beginning of school'*. Fortunately, with your CUPE PD Funds, you are able to access up to \$2000 each Fiscal Year (April-March). As you can see from the chart below education and employment have a strong link so as CUPE 2081 Members you owe it to yourself to take full advantage of this negotiated benefit.

Education can be defined in many ways, and my mother was a firm believer that if you learned something new before 9:30am it was a good day!

During the next few weeks, there will be information available as to our "in-house" courses and CUPE focused learning. These courses are not part of your personal PD funds and provide great learning opportunities.

As the CUPE 2081 Education Coordinator, my soap box thoughts for the day: while Education is important for everyone, women make up 65% of the minimum wage earners in BC and still continue to earn an average of 29% less than male counterparts in the non-union sector. The average difference in a unionized setting is still approximately 10%, so continue to learn, however you choose to define that for yourself.

Average employment income, by age group and education level, Canada 2006



Source: Statistics Canada, 2006 Census of Population.

FUN STUFF

What is BC's official animal?

- A: Beaver
- B: Raccoon
- C: Golden Retriever
- D: Spirit Bear?

How many First Nations groups are there in the province?

- A: 14
- B: 197
- C: 250
- D: 36

Which three countries combined are the same size as B.C.?

- A: England, United States, Russia
 - B: France, Germany, the Netherlands
 - C: Cuba, Germany, China
 - D: Japan, Rwanda, Brazil
- COME TO THE NEXT GENERAL MEETING and I will provide the answers!



In solidarity
Jennifer Erwin

Welcome back to a new school year! It seems summer is still trying to hang on out there which is a good thing!

I want to first thank all of the Executive and Stewards who were able to cover off the summer for me while I took some time off to spend with my family and recharge.

It's been an arduous year so far for many of us. It seems the grievances and issues we deal with are ever changing and becoming increasingly more difficult to deal with, given what appears to be the Employer's propensity for reinterpreting the Collective Agreement. Please understand that although the Employer may say "the Union won't agree," this may not be accurate. The sad truth is we've had a couple of meetings with members where confusion has occurred. The Union representatives meet with the employer, reach an agreement about how to proceed or resolve an issue, only to find the employer has "changed their decision" without informing the Union, leaving the Union representative trying to explain to a rather distraught member that the agreement reached is no longer in effect.

This is making it difficult to resolve concerns. For instance, it has led the Union to seek dates again with our Arbitrator Rod Germaine in attempts to resolve the ongoing Contracting Out issues.

For those of you who may not understand the makeup of Human Resources, we have several CUPE members working in that department responding to your needs in

many different support staff roles. There are also a number of Exempt (non-Union) HR staff, including the Human Resources Consultants, Generalist, the Executive Director and his direct support, the Labour Relations Manager and the Benefits Coordinator just to name a few.

When you're engaging the services and advice of Human Resources, we encourage you to also utilize the assistance of a shop steward to avoid any misinformation or misunderstandings about what the Collective Agreement means and how it should be applied. This can prevent potential grievances from occurring later.

I want to end by wishing our National Representative Ian McLean well in his new posting at the Nanaimo office. We'll miss his humour and his perspective in resolving issues. And I want to welcome our new National Representative John Horsfield, who has an extensive background in legal and has served as a National Representative for CUPE 873 (Ambulance Paramedics of BC) for many years. We look forward to working with him over the coming years.

In solidarity,
Louise Oetting
 Chief Steward/Office Coordinator



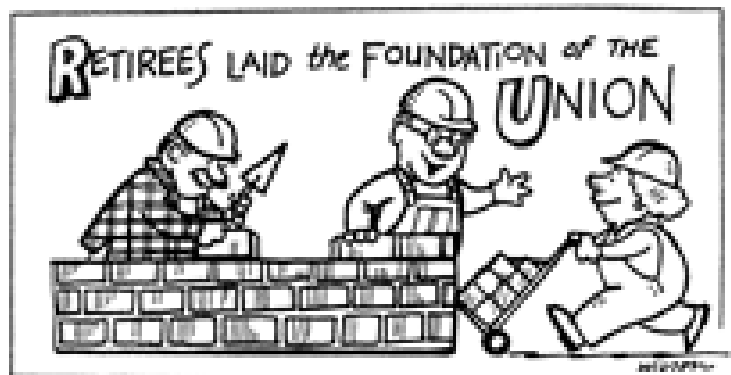
If you have any household supplies that you would like to donate please email child-care20@camosun.bc.ca Things that can be used for the mosaics include: tiles (*small or large in primary colours preferred*), unused china, marbles, stones, shells, unused glass, unused mirrors, etc. Stay tuned for upcoming dates where you can have your hand in creating these murals! "Donations required by October 12 to Child Care Services. Stay tuned for tiling parties in October and November!"



Happy Retirement!



After 20 years as a CUPE 2081 member, Deborah Stephenson, retired in July! Wishing her all the best from CUPE 2081!



Brian Faught

JOB EVALUATION PROCESS for SUPPORT STAFF (CUPE)

The process of review of a position classification may be initiated by an employee, Union or supervisor/manager. This could be the result of changes to an existing position, or a requirement for a new position.

It is strongly recommended that job descriptions be reviewed for possible changes on an annual basis. This should be done as part of the annual performance review process. In this way, long periods of retroactivity for pay adjustments can be avoided.

EMPLOYEE INITIATED

An employee may request a review of the classification of his/her position as per the Collective Agreement. He/she can approach any of the following to initiate action:

- Supervisor
- JAJEC (Joint Advisory Job Evaluation Committee)
- A union representative

UNION INITIATED

The Union may request a review of one or more positions as per the Collective Agreement.

SUPERVISOR OR MANAGER INITIATED

A supervisor/manager may initiate a review of a job classification. If there are one or more incumbents in the position, the process must include them.

PROCESS

A. POSITION ALREADY EXISTS AND THERE ARE INCUMBENTS

- Read
- Employee(s) fill(s) out a position questionnaire. The entire questionnaire may be done, or only the pages which need to be updated from the previous questionnaire. The front page must

be signed and dated and the questionnaire is passed to the supervisor/manager

- Supervisor and management reviewer assess and sign off as per instructions on the questionnaire. NOTE: Any clarification/amendments made by the supervisor or manager MUST be reviewed with the employee(s).
- Job description is updated by supervisor or manager in consultation with employee(s).
- The original is returned to the employee who submits the original

& four copies of the position questionnaire and job description to JAJEC (c/o Human Resources) for evaluation. Department and incumbents, please keep a copy of the Questionnaire for your records.

- Position is classified using the point factor plan.
- Employee and appropriate departmental and divisional heads are notified of the committee's recommendation and 10 days is given to agree or request a review. The memo sent from JAJEC will outline the steps necessary to appeal the decision.
- A retroactivity date is requested of the parties.
- Following approval, employee and appropriate departmental and divisional heads are notified and pay changes are initiated if applicable.

NOTE: JAJEC (c/o Human Resources) does not establish an effective date for a revised salary

classification. This is done according to Collective Agreement requirements. Generally, the employee and supervisor agree upon a date based on when the new duties took effect.

B. NEW POSITION

- Using the *Job Description Template* the supervisor/manager creates a job description
- The job description and template is submitted to JAJEC (c/o Human Resources) for evaluation.
- Position is classified using the point factor plan. NOTE:

JAJEC (c/o Human Resources) may recommend that the position be "grouped" under another already existing job description. This would be done as long as the general, typical duties and qualifications are the same.

- Appropriate departmental and divisional head are notified of the committee's recommendation and 10 days is given to approve or request a review. The memo sent from JAJEC will outline the steps necessary to appeal the decision.
- Following approval the position may be filled according to Collective Agreement procedures.
- The job is placed on the six month review list and the incumbent fills out a position questionnaire following six months in the position. This is submitted to JAJEC (c/o Human Resources) for review. The position is evaluated as in section A.



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Members' Information

2011 Summer Institute for Union Women Putting Women in their Places: in our Unions, in Politics and in our Communities.

I cannot stress enough, how informative and just plain fun this event was for me and also the many other women in attendance. The 2011 Summer Institute held at UVIC this year had the largest number of attendees and 'first time' participants.

The venue: two core courses and one 'group event'. My initial core course was 'So You Want to be a Leader,' and the content looked at motivating groups of people to act towards achieving a common goal. This workshop was facilitated by Heather Inglis from CUPE BC. I have met Heather on various occasions and was so impressed at her understated, professional, kind and informative approach.

My group consisted of 25 women, with professions as varied as:

Biomedical Engineer, Transit Driver, Mill Worker, Curriculum Provider for Environment Issues, Library Workers, Chemical Engineer, Student Union Leader, Health Care Workers, Rural

Postal Workers, Heavy Duty Mechanic, and Dock worker. Express Yourself – Group Project I joined the Taiko (fat drum) drumming workshop – My goodness the sounds went right through your body and I had an initial moment when I thought I would break down in tears! Fortunately, I pulled myself together as I started to make so many mistakes!! Anyway, at our final performance we were magnificent.

My second Core Course was on Social Media – Facebook, Twitter. It was interesting and I would like to see us offer a similar workshop for CUPE 2081 Members.

I truly recommend this event, and thank the Local for sending two members from our Local. Myra and I attended and it was very comfortable having her at the Institute not only as a friend, but a familiar face at gatherings. If you have children all the arrangements have been made so that you have

childcare in the day and living arrangements on campus in the evening. There is something very special about being in the company of women!

In sol
Jennifer Erwin



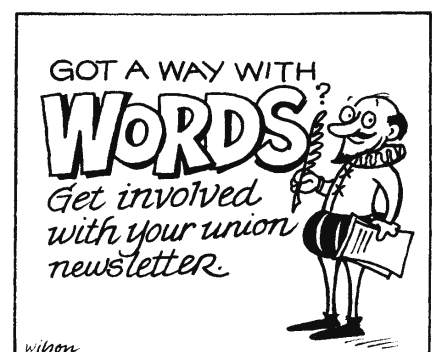
(Continued from page 8)

C. JOB DESCRIPTION UPDATE FOR POSTING PURPOSES

If a job description exists and has subsequently been evaluated based on a position questionnaire, it is essential that the job description match the questionnaire. If the job description has not been updated, this must be done by the

supervisor/manager, in consultation with the incumbent(s). The job description must then be submitted to JAJEC (c/o Human Resources) for evaluation. Posting of a position may be delayed unless this is done, as outlined in the collective agreement.

Submitted by Gail Barnard
JE Coordinator



News from CALM

Remember this while on Facebook and Twitter

CMG/CALM

July 2011

AS AN employee, you have some obligations to your employer that don't always end when you leave the workplace. At the same time, it's in your interest to keep your life outside of work your own as much as possible.

Here are some things to remember when you post to your favourite social media site even when you're in the privacy of your own home, on your own time and using your own account.

Don't badmouth your employer or colleagues. The B.C. Labour Relations Board recently found that the walled garden of Facebook is not private. Everything you post on Facebook or Twitter is considered public, even if it's just between friends, and you may be subject to discipline for comments that appear to affect your ability to do your job (i.e. "I can't work with that idiot, so-and-so" or "I'm so bored/tired/sleepy/frustrated with work"). Don't even joke about it: the Internet is the place irony goes to die. The same is true

for Twitter and any other social networking site.

Avoid being Facebook friends with your boss. You should also avoid friending your supervisor or manager on Facebook. You're not friends, you're in a power relationship. It's not really necessary, or advisable, to expose the details of your private life to your boss. If using Facebook is important in your work team, set up a work account.

Don't identify your employer on your personal Facebook page, or Twitter page or blog. This is another strategy to avoid blurring the line between your personal life and your work. It will give you some protection against potential claims you are exploiting your employer for your own gain.

You can blow the whistle on unethical behaviour, but not on Facebook or Twitter (or any other website.) Public criticism of your employer is risky business. You have a duty of loyalty under the law. If you have a concern about something that's going on at work, talk to a union rep about how best to resolve it. If you're bothered about the way your employer is handling something, don't vent online.

Don't release info about your employer that isn't already public. If it's not your job to make public announcements, don't make them. You can get into trouble for revealing proprietary information.

Your work computer is your employer's property. Don't assume that what you

do on that computer (or mobile device) is private, even if you're using a non-work account. It's company equipment and the company can monitor your computer use. At CBC, their contract says workers can expect respect for their personal privacy and a workspace free of surveillance, unless management has a legitimate reason to monitor you.

Help save B.C. parks

NUPGE/CALM

July 2011

SINCE 2001, the B.C. Liberal government has cut \$10 million from the B.C. Parks budget—including \$2.5 million in 2009 and more than \$660,000 in the last year alone.

In the past two years, more than 40 vehicle leases were terminated. Gasoline and travel budgets for park rangers to patrol provincial parks were slashed. Some rangers have been forced to patrol parks by Greyhound bus. Some park areas have no budget for toilet paper. Only 10 full-time park rangers are left to cover the entire province. Sixty per cent of seasonal rangers' jobs were cut and their work contracts cut to four months a year.

The B.C. Government and General Employees Union has started a campaign to ensure B.C. parks do not take any more neglect. Infrastructure is decaying. Lack of patrols is resulting in damage and an increased risk of forest fires. Park supporters are encouraged to send a message to the provincial Liberal government, to restore B.C. Parks funding to the 2000 levels (\$40 million) and to reclaim some of Canada's most valuable natural assets.

Other ways the public can help



News from CALM

are to send an email to the premier and environment minister, post campaign links to Facebook profiles and Twitter feeds and circulate the awareness ads and new video to friends and relatives.

The future

July 2011

THE FACTORY of the future will only have two employees, a man and a dog. The man will be there to feed the dog. The dog will be there to keep the man from touching the equipment.

- Warren G. Bennis (1925–) U.S. scholar and organizational consultant

Internet/CALM

July 2011

Dear Noah,
We could have sworn you said the ark wasn't leaving until five.
Sincerely, Unicorns

Dear Icebergs,
Sorry to hear about the global warming. Karma's a bitch.
Sincerely, The Titanic

Dear America,
You produced Miley Cyrus. Bieber is your punishment.
Sincerely, Canada

Dear Yahoo,
I've never heard anyone say, "I don't know, let's Yahoo! it..."
Just saying...

Sincerely, Google

Dear boyfriends and girlfriends who have been dumped,
There are plenty of fish in the sea... Just kidding! They're mostly dead.
Sincerely, BP Oil

Dear Saturn,
I liked it, so I put a ring on it.
Sincerely, God

Dear Fox News,
So far, no news about foxes.
Sincerely, Unimpressed

Dear iPhone,
Please stop spellchecking all of my rude words into nice words.
You piece of shut.
Sincerely, Every iPhone User

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cupe.ca/subscribe



News from CUPE BC

Public employee
View the latest
edition
cupe.bc.ca



Krista Amyotte

Executive Table Officers, Representatives and Shop Stewards for 2011-2012

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VACANT				Education Coord
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