

# Pressure Point

NEWS AND VIEWS FROM CUPE 2081



## In Your Words

Having processed thousands of pages of client feedback (student comments) over the years, something became obvious to me. Ninety percent of the comments were complimentary, the other ten percent were not. When we asked you some questions about our meetings, it was the other way around. Ten percent complimentary, ninety percent not. Surprising? Perhaps. And maybe I am comparing apples and oranges. In any event, the recent survey with you has provided a lot of interesting and helpful information and a comfortable amount of room for improvement!



Of all the things we could ask about, why did we decide to have a survey about meetings? Did it make you think, “Ugh!”? Attendance at meetings is low, so it seemed logical to ask why, so we would have some answers for making desired changes to increase attendance. Like lunchtime meetings. Eighty-one percent of you prefer to get together around midday. Instead of our usual ten evening meetings, this year (Sep-Jun), we will have six lunchtime meetings and only four evening meetings. All general meetings will be held on Thursdays. A yearly schedule has been posted to our website and more information will be added as it becomes available. Some room booking timelines and priorities exist, so we cannot make all of our bookings now.

Timely sharing of information in advance of meetings has been improved, too. In addition to posting a year's worth of meeting dates, agendas, past minutes, and monthly reports will be posted prior to meetings. Ideally, a week in advance, but no less than 48 hours; I am an “office of one” and will always strive for the ideal! Prior posting provides opportunities for early review, increased worksite discussions, and better decision making. Please see the News page of our website at <http://2081.cupe.ca/news/> to access meeting information.

Transportation is an issue for about thirty percent of you. Our lunchtime meetings will be video conference broadcasts at each campus, so no transportation is required. For our evening meetings, is there a volunteer out there, who is willing to coordinate carpooling? Actually, why not take carpooling a step further? Several of our members live on the outskirts of town and even further afield. How about a carpool for work, too? New travel, new friends, new savings! Is this a good project for you?



According to you, you want to attend meetings online. Huh? Sorry, I don't know what that means. Is there another savvy volunteer among you that could help set up such a thing? Call me! On the phone. You know. That thing we use to telephone someone, not to

attend meetings! Yep, feeling my generation. Oh, yes, and I face a book to read it, a chain links in, and a retweet is something a tweety bird does, when it tawt it taw a pudgy tat! Yep! My generation! Can someone help?

You want an online fillable form. So do I! Even at ninety words a minute, it takes too much of my precious spare time to process eight pages of answers from fifty nine surveys, after putting my pet peeve of duplication aside. Does a streamlined survey process from input to results exist? Are you a survey expert? Maybe you can help? Call me!

A couple of you have mentioned an “online discussion board.” Sounds like a great tool! I have a quasi-understanding that “a blog” is “a weblog page,” so assume such a board is “a cussbo?” I hesitate to sound like a broken record (ha, ha, I bet some of you don't know what that is), but, can you help?

Where to from here? What do we ask next? Here's where all of you can help. We need to know what you want to tell us. We know you want meetings to focus on important things. Like what? The recent survey provided a few suggestions, but we need more. We must conduct certain business, so what else is important to you? Improvement has no end, so keep your valuable feedback a'comin'! In the meantime, we will let you know when the survey results and answers to specific questions have been posted!

With Unity - Dawn Svendsen  
September 2015

## CUPE 2081 Memorial Bursary Endowment

In 2003 your Union, CUPE 2081, established an Endowment Fund with the Camosun College Foundation, with the criteria that the recipient be selected in this order: member in good standing; spouse, daughter, son, stepchild or legally adopted child of a member in good standing; or a member of another union in good standing.

As of December 31, 2014 the fund had established a principal of 22,527. This year the amount available for disbursement is 1,133.

In general, disbursement funds are based on the interest gained on the principle. If you would like to contribute to the Endowment to recognize a loved one or for any particular reason please contact one of the Advancement Managers in the foundation office. Thank You to the many monthly contributors.

This year a 3rd year Dental Hygiene and a 1st year Computer Systems Technology student will share the Endowment.

In solidarity - Keith Todd

**Cover:** United Way of Greater Victoria spreads fundraising awareness at Labour Day 2015 celebrations.

See story on page 4 for how you can get involved.

## Occupational Safety & Health: Working outdoors can be hazardous

Sun exposure causes more than 90 percent of skin cancer, and sunburns can lead to an often deadly melanoma. Outdoor workers are particularly vulnerable. There are a few things you can do to reduce your risk.

“Unlike people on holidays, when you’re on the job, you can’t simply stay out of the sun,” says Cathy Cook, executive director of the BC Municipal Safety Association. “But you can cover up and use high-quality sun protection, and whenever possible, get out of direct sunlight.”

The Township of Langley made sun safety education a focus of their North American Occupational Safety and Health Week activities. In addition to spreading the word about sun protection, they put sunscreen dispensers in many of their facilities and made tinted safety glasses available to employees.

*Here are the foundation’s top five tips for staying sun-safe on the job:*

**1. Cover up:** Cover all exposed skin with lightweight, UV-blocking clothing. Attach a back flap to your hard hat or other headgear to protect your neck.

**2. Slather on the sunscreen:** Apply broad-spectrum sunscreen of 30 SPF or higher at least 20 minutes before sun exposure and reapply regularly to any skin not covered by clothing. Broad-spectrum products protect against UVA- and UVB-ray damage, and waterproof sunscreen

lasts longer. Apply it liberally, remembering lips and ears.

**3. Protect your eyes:** Wear sunglasses that offer 100-percent UVA- and UVB-protection or safety glasses that offer sun protection.

**4. Stay hydrated:** Drink plenty of water and, if your work is very physical, consume sports drinks as well. Avoid caffeine products, such as coffee or colas that can dehydrate you.

**5. Seek shade when you can:** The sun is strongest from 11am to 3pm, so take your breaks in the shade during those hours. Recognize the symptoms of too much sun, including blurred vision and nausea, and let your supervisor know if you experience them.

Protect yourself on the job from the sun’s damaging rays. Before you head outdoors to work, check out the following sites for more information:

[www.saveyourskin.ca/about/sun-at-work/](http://www.saveyourskin.ca/about/sun-at-work/)

[www2.worksafebc.com/pdfs/YoungWorker/](http://www2.worksafebc.com/pdfs/YoungWorker/)

[StudentWorkSafe2014/environmental\\_exposure.pdf?ga=1.71023568.1179120579.129174893](http://StudentWorkSafe2014/environmental_exposure.pdf?ga=1.71023568.1179120579.129174893)

[www.cancer.ca/en/prevention-and-screening/live-well/sun-and-uv/being-safe-in-the-sun/?region=bc](http://www.cancer.ca/en/prevention-and-screening/live-well/sun-and-uv/being-safe-in-the-sun/?region=bc)

Source: WorkSafeBC

In Solidarity,  
Sister Shirley Wendland



Amanda Chuddy (centre) receives the Richard Rayfuse & Keith Todd Literacy Award. Keith Todd (left), Karen Lightbody (right)

## Richard Rayfuse & Keith Todd Literacy Award:

In 2010, I established this award to recognize a very dear friend of mine who passed away the year before.

I had known Richard since we were six. He was caught in a house fire at a young age and never returned to traditional school. Although he struggled with literacy he always persevered.

As of December 31, 2014 I have personally raised 10,995 thanks to Richards Family, my Family, friends, Camosun Colleagues and people unknown.

***You get knocked down,  
you get up, dust yourself off,  
and go about life***

This award, with the School of Access, has the following criteria.

The student will have:

- Successfully completed or is pursuing the Fundamental level of English Academic Upgrading
- Overcome significant obstacles either personal, social, or institutional in pursuing their education

- Demonstrated involvement with and concern for their peers
- Demonstrated enthusiasm about his/her studies, the ability to work as part of a team, classroom leadership, and continued leadership.

I refer to the criteria as the “you get knocked down you get up dust yourself off and go about life”. This October the 3rd I will present the award to a most deserving student at the annual School of Access Student Awards Night.

I would encourage you to invest in the students here at Camosun by making a contribution to these awards or to the Foundation in general.

In solidarity, Keith Todd



Kim Manton (right) Labour Coordinator for United Way Greater Victoria

## CUPE 2081 and United Way

Your Union has a long history of supporting the United Way. This year, the campaign kicked off with the Solidarity for Charity Dunkathon and BBQ, where President Tony Nelson teamed up with Sonja Kennedy, Labour Relations Specialist, to lead the fundraising charge.

Tony, Sonja, and many other well-known characters from the

workplace bravely lined up for their turn in the dunk tank, and together managed to raise almost \$3,000.

The fundraiser typically runs every year through October, with last minute pledges and donations accepted for a few days afterward. Key to remember, though, is that fundraising and awareness continue all year long. Financial support is always welcome, but there are more ways that you can help on a regular basis.

- Use your social media profiles to share the United Way campaign message
- Volunteer at any of the fundraising or awareness campaigns throughout the year
- Set aside interesting items for the annual United Way Auction.

The United Way uses the support of unions across Canada to build stronger communities, and gives us as the chance to share any good fortune that may come our way.

In Solidarity, Earle Thompson



“Don’t let the government squelch their potential” - Jerry Oetting

**Got cool CUPE photos?  
Email them to  
[thompson@camosun.bc.ca](mailto:thompson@camosun.bc.ca)**

## Labour Day Celebrations - September 7, 2015

A day to celebrate, and to remember a few things you can thank your union for...



Collective bargaining. Pay raises. Pensions.



Unemployment benefits. Holiday pay.



The right to strike.



Child labour laws. Parental leave. Sick leave.



The list could go off the page, and every reason here is another reason to attend meetings, and cast your vote.

## Barack and Me

Catchy title, huh? But what does it mean? Is this an article about me and the President of the United States of America? Well...actually, yes, it is. Is he a friend of mine? Not currently. Then, what could I possibly have in common with such a person? I'm female, white, and Canadian, none of which are attributes shared with Mr. Obama. So, what, then, could this article be about, to do justice to its title?

Politics? I don't do politics. Well, I didn't. Politics, in its plethora of forms, is something I have chosen to consciously avoid throughout my lifetime. (Probably unsuccessfully, probably didn't notice.) When I began working as a chief shop steward, the reality of the significant impact of politics on so many aspects of the job was painfully recognized, and could no longer be purposely ignored. I dragged myself kicking and screaming into the political arena, even though I just wasn't ready. Nice hair, though. (See, I'm learning!)

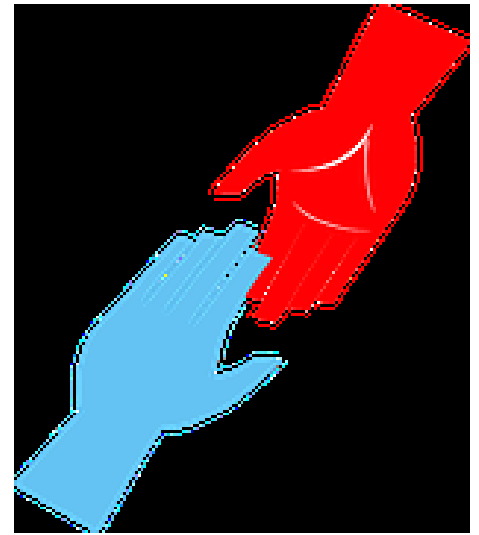
My hubby and the television remote control are inseparable and sports are his number one choice. Slim chance for political anything. One day, while he was channel flicking, a charismatic personality giving a speech appeared on screen, capturing my attention faster than Corrie Street. "Stop!" I shouted. I heard the remote hit the floor with that sickly sound that only good cheap plastic can make. Who was that speaker? Barack Obama.



I listened to the rest of Mr. Obama's speech and marvelled at its simplicity, its realness, and its fortitude. Indeed, several times during the next few years, I would watch his televised speeches, whenever an opportunity to do so arose. Always, I felt myself being drawn in to what he was saying, wanting to be there to support his visions, marvelling at the possibilities of what I could do to help my comrades, my community, my country. Wait! That's not right. Isn't it the other way around? Isn't it up to all of them to help me? Either that, or don't we all just do our own thing?

And there, dear readers, is the crux of what I have learned from Mr. Obama. Actually, not so much learned. Rather, he triggered an awareness of what I already knew through my upbringing, my life experiences, and my reflections. His profound, provocative, piercing words triggered my awareness, and it could no longer be ignored. Turns out it ain't all about me, after all.

And he's right. Sure, it's easy to sit back and criticize and complain a cacophony about everything wrong with coworkers, the campus, the College. Heck, even your Union. Think about it another way. What can you do to make some things right? Don't like the way your job was evaluated? Learn about JAJEC, become a rep, initiate a new process! Want paid time off for staff development, like the other three bargaining unit employees enjoy? Join the Negotiating/Bargaining team and make it so! Don't like what you read in the Pressure Point? Great! Write an article! It may all relate back to what we can collectively do to help our comrades, our community, and our country.



Sounds easy. For some, perhaps. Maybe you are one of those people for whom being helpful to others for the betterment of all comes naturally. Not me. Yes, I naturally had it, but it was somewhat buried. I have since learned, and continue to learn, about this fundamental tenet. Fundamental to who? All of us! You, me, your supervisor. Supervisor? Yes! The next time you are challenged by your feelings about someone, try thinking about that person as a human being. Wonder about their work, their play, their life. Smile. Give thanks. Make their day!

This fundamental tenet to care for others exists within the union, too. We make charitable donations to like causes, participate in fund-raising activities for institutions like the United Way, and support our members in times of unexpected hardship. (Yes, we do, please contact us!) Such things cannot not make a difference! Having said that, our helping hands are few, and needs are many. People help, until they can help no longer. When we realize how much we can individually and collectively do, it is overwhelming. Imagine that, overwhelmed with goodness! Is it your time to help out?

Back to Barack and me. He is in the top job. But wait. I'd like to challenge you to think about that phrase for a moment. I'd rather say he is in the front job. Top? Front? What's the difference, I hear you ask? A leader can lead from above, or a leader can lead from ahead. I choose a leader who is ahead. Think about it. A true leader, no matter how far ahead of you, or how many people between you, or how many people behind you, is with you. She inspires your desire to work with her, empowers you to perform at your best, and when the job is done, celebrates that inevitable success with you. In a heartbeat, I would follow true leaders I have worked with (not for). In less time than that, I would wave "so long" at the back of a steadfast leader on high, and think, "have fun!"



p.s. the remote recovered nicely!  
With Unity - Dawn Svendsen  
September 2015



Collective Agreement, Meetings schedule, pension info, SD forms, job postings and more...

**2081.cupe.ca/resources**

## ***CUPE National President Paul Moist announces retirement after 12 years at the helm (courtesy CUPE National)***

OTTAWA – After 12 years at the helm of Canada's largest union, CUPE National President, Paul Moist announced he will not stand for re-election at CUPE's National Convention next November. "CUPE members serve Canadians around-the-clock, 365 days a year, delivering public services such as Medicare and Public Education that makes Canada a fairer more just society," said Moist. "I have been honoured to work for those members throughout most of my adult life."

"But after 40 years of membership, 32 years of full-time union work, and the last 12 years as National President, it is time I stepped aside and let a new generation of leaders emerge within CUPE." said Moist.

Moist is CUPE's 5th National President, the first ever from Western Canada. Since his election in 2003 as the head of Canada's largest union:

- CUPE has added 100,000 new members, and today represents 634,000 workers.

- CUPE's National Strike Fund has grown from \$13 million to over \$80 million today.

- CUPE's connection to the Canadian Labour Congress, Public Services International (a global public service union body representing over 20 million members), the New Democratic Party of Canada, and a

wide range of social justice groups, including the Council of Canadians and the Canada Health Coalition, has increased.

"CUPE is full of talented activists and I am confident that delegates at our upcoming National Convention will select a great leader to lead the union forward." added Moist.

In retirement, Moist plans to continue his activism with the NDP and social justice groups such as the Council of Canadians.

The Canadian Union of Public Employees is Canada's largest union, with over 634,000 members across the country. CUPE represents workers in health care, emergency services, education, early learning and child care, municipalities, social services, libraries, utilities, transportation, airlines and more.

CUPE's National Convention will be held in Vancouver from November 2 to 6.

For information:  
Philippe Gagnon  
CUPE Media Relations  
613-894-0146  
pgagnon@scfp.ca

### ***Your opinion matters!***

Please send via email, and make sure to include your pictures. Email submissions to: [CUPE2081@camosun.bc.ca](mailto:CUPE2081@camosun.bc.ca) and [thompsons@camosun.bc.ca](mailto:thompsons@camosun.bc.ca).

Drop off written submissions at the CUPE 2081 office on the second floor of the Young Building, Lansdowne campus.

## **CUPE LOCAL 2081**

Office: Lansdowne Campus, Young Building, Room 224

Phone: (250) 370-3665

Fax: (250) 370-3668

Email: [cupe2081@camosun.ca](mailto:cupe2081@camosun.ca)

Website: [2081.cupe.ca](http://2081.cupe.ca)

## **EXECUTIVE BOARD**

President: TONY NELSON (250) 370-3843 [nelsont@camosun.bc.ca](mailto:nelsont@camosun.bc.ca) LACC 226 (Int)

Vice President: KEITH TODD (250) 370-3783 [todd@camosun.bc.ca](mailto:todd@camosun.bc.ca) JW 100C (Int)

Secretary-Treasurer: MATTHEW MARTIN (250) 370-3665 [martin@camosunstudent.org](mailto:martin@camosunstudent.org) Y 224 (Lans)

Recording Secretary: MICHEL TURCOTTE (250) 370-3590 [turcotte@camosun.bc.ca](mailto:turcotte@camosun.bc.ca) RH 204 (Lans)

Correspondence Secretary: MEGAN HALE (250) 370-4858 [halem@camosun.bc.ca](mailto:halem@camosun.bc.ca) LACC 226 (Int)

Chief Shop Steward: DAWN SVENDSEN (250) 370-3665 [svendsend@camosun.bc.ca](mailto:svendsend@camosun.bc.ca) Y 224 (Lans)

Education Coordinator: ERYNNE GRANT (250) 370-3611 [grante@camosun.bc.ca](mailto:grante@camosun.bc.ca) LLC 143 (Lans)

Interurban Campus Steward: (vacant)

Lansdowne Campus Steward: (vacant)

Health & Safety Coordinator: IDA COLANTONIO (250) 370-3962 [colanton@camosun.bc.ca](mailto:colanton@camosun.bc.ca) E 320E (Lans)

Job Evaluation Coordinator: GAIL BARNARD (250) 370-3640 [barnard@camosun.bc.ca](mailto:barnard@camosun.bc.ca) E 103A (Lans)

Member at Large: GULCAN BARCLAY (250) 370-4591 [barclayg@camosun.bc.ca](mailto:barclayg@camosun.bc.ca) LACC 229 (Int)

Member at Large: RANBIR PRIHAR (250) 370-3632 [prihar@camosun.bc.ca](mailto:prihar@camosun.bc.ca) E 328A (Lans)

Communications Officer: EARLE THOMPSON (250) 370-4210 [thompstone@camosun.bc.ca](mailto:thompstone@camosun.bc.ca) LACC 314 (Int)

Student Society Representative: MIKE GLOVER (250) 370-3590 [gloverm@camosun.bc.ca](mailto:gloverm@camosun.bc.ca) RH 104 (Lans)

Trustee: DARYL COWDEN (250) 370-3637 [cowdend@camosun.bc.ca](mailto:cowdend@camosun.bc.ca) E 113 (Lans)

Trustee: PATRICE PALMERINO (250) 370-3603 [palmerin@camosun.bc.ca](mailto:palmerin@camosun.bc.ca) LLC 148 (Lans)

Trustee: BONNIE STACKHOUSE (250) 370-3546 [stackhouse@camosun.bc.ca](mailto:stackhouse@camosun.bc.ca) ID 109 (Lans)

## **BOARD OF GOVERNORS**

Representative: JENNIFER ERWIN (250) 370-3687 [erwin@camosun.bc.ca](mailto:erwin@camosun.bc.ca) ID 201L (Lans)

## **SHOP STEWARDS**

Chief Shop Steward: DAWN SVENDSEN (250) 370-3665 [svendsend@camosun.bc.ca](mailto:svendsend@camosun.bc.ca) Y 224 (Lans)

Steward: GAIL BARNARD (250) 370-3640 [barnard@camosun.bc.ca](mailto:barnard@camosun.bc.ca) E 103A (Lans)

Steward: IDA COLANTONIO (250) 370-3962 [colanton@camosun.bc.ca](mailto:colanton@camosun.bc.ca) E 320E (Lans)

Steward: ERYNNE GRANT (250) 370-3611 [grante@camosun.bc.ca](mailto:grante@camosun.bc.ca) LLC 143 (Lans)

Steward: WENDY MCDONALD (250) 544-2192 [mcdonald@camosun.bc.ca](mailto:mcdonald@camosun.bc.ca) SAEC (off campus)

Steward: DALE MOSHER (250) 370-3419 [mosher@camosun.bc.ca](mailto:mosher@camosun.bc.ca) F 104C (Lans)

Steward: TONY NELSON (250) 370-3843 / (778) 677-7261 [nelsont@camosun.bc.ca](mailto:nelsont@camosun.bc.ca) LACC 226 (Int)

Steward: ED NICHOLAS (250) 370-3059 [nicholas@camosun.bc.ca](mailto:nicholas@camosun.bc.ca) F 143 (Lans)

Steward: GREG PRATT (250) 370-3591 [editor@nexusnewspaper.com](mailto:editor@nexusnewspaper.com) RH 201 (Lans)

Steward: PAUL SAMPSON (250) 370-3586 / (250) 588-0262 [sampson@camosun.bc.ca](mailto:sampson@camosun.bc.ca) TC 152 (Int)

Steward: ANTON SKINNER (250) 370-3621 [skinner@camosun.bc.ca](mailto:skinner@camosun.bc.ca) LLC 152 (Lans)

Steward: MICHEL TURCOTTE (250) 370-3590 [turcotte@camosun.bc.ca](mailto:turcotte@camosun.bc.ca) RH 204 (Lans)

Steward: SHIRLEY WENDLAND (250) 370-3842 [wendland@camosun.bc.ca](mailto:wendland@camosun.bc.ca) LACC 226 (Int)