

## CONTENTS

### PAGE 1

Celebrating CUPE  
Local 2081's  
accomplishments in  
2019

### PAGE 2

President's Message

CUPE Local 2081  
Executive

### PAGE 3

Provincial CUPE  
News

National CUPE News

Report from 2019  
CUPE National  
Convention

### PAGE 4

See Yourself as a  
Shop Steward



CUPE 2081 members jumped on the picket line with striking CUPE 441 members in November 2019.

## CUPE Local 2081's Accomplishments, 2019

By Roseanne Harvey, Editor, Pressure Point

### Welcome to Pressure Point 2.0

After a few years of dormancy, CUPE Local 2081's lil' newsletter is back!

2019 was another busy and full year for CUPE Local 2081. We were involved in a number of local, provincial and national projects.

We started off the year after a successful solidarity campaign for CUPW postal workers in their struggle for equal pay and better health and safety protections on the job.

We also supported CUPE BC's decision to contribute \$50,000 to ensure that BC Summer Reading Club continues to award medals to children across the province who participate in this successful, inclusive and much-loved program.

In October, we contributed \$660 (membership numbers for the month) to the United Way of Greater Victoria.

In 2019, members of your Executive attended the biannual CUPE National Convention, when over 3,500 union activists from across the country gathered in Montreal. Read our report on page 3.

And finally, we spent the last quarter of the year bargaining our Collective Agreement with the employer. This essential work is carried forward into the new year.

We look forward to building on our successes in 2020, and celebrating them in this rebooted Pressure Point newsletter. Read on for a special report from President Keith Todd and for union news from around the province and country!

## Local 2081 Executive

as of January 2020

**President**  
KEITH TODD

**Vice President**  
SHANE JOHNSON

**Labour Relations Officer**  
ERYNNE GRANT

**Secretary-Treasurer**  
PETTY WONG

**Recording Secretary**  
MICHEL TURCOTTE

**Correspondence Secretary**  
KELLY SPEAK

**Education Coordinator**  
SHELLEY BUTLER

**Campus Stewards**  
NAJI YAZDI  
JESSE SCOTT

**Health & Safety Coordinator**  
APRIL ATKINS

**Job Evaluation Coordinator**  
MILO ANSTEY

**Member at Large**  
MELISSA DAVIDSON

**Member at Large**  
RANBIR PRIHAR

**Communications Officer**  
ROSEANNE HARVEY

**Student Society Representative**  
MIKE GLOVER

## President's Message



Well, how do you wrap up close to 30 years of activism? It's been an honour to serve CUPE Local 2081. As I prepare to step aside as president of our local, I can't help but look back over what's been done in the past decades.

I started working at Camosun College in November 1985 as a custodian. After I moved into the welding department's tool room in the early 1990s, I started regularly attending union meetings. I went to National Convention as a rank and file member, and I was elected on the executive board as a member-at-large then as president. I've served several other terms as president of Local 2081, most recently since 2016.

I have so many highlights and memories from my time as president.

The groundbreaking provincial settlement of 1999 was definitely a major highlight. CUPE and BCGEU locals from 11 colleges in

British Columbia were at the bargaining table. We met for months, then we hit an impasse; a strike was set, the province's colleges shut down after work Tuesday night, and we went back to the table. We reached a settlement at four in the morning Friday, and we all went back to work a few hours later.

All the late nights and long meetings were worth it. We achieved many things that are very important to our collective agreements today, including employer-paid long term disability benefits.

While I'm proud of our past, I also see that the future looks bright for Local 2081. I'm so proud of our local and all our members.

This membership has shown when we need to pull together we can and we will. If we do not, then we fail those that came before us. As the saying goes, "We walk on the shoulders of those that came before us." Thank you for that walk, now it is my time to place my shoulders so others that are new can enjoy the same walk I had.

In solidarity forever,  
Keith Todd  
President, CUPE Local 2081

## Provincial News

### Royal Roads CUPE staff ratify collective agreement that improves livability for lowest-paid members

Via CUPE BC Website (cupe.bc.ca)

CUPE 3886 support staff at Royal Roads voted on December 13 to ratify a new three-year collective agreement, signing off on the tentative agreement reached on December 9.

“We are pleased that members agreed that we key in on the living wage issue,” said CUPE 3886 President Don Burrows, noting that 56 per cent of

membership were working for less than a living wage.

“We fought really hard for this, so that members at the lowest pay rate will now receive a living wage.”

The new agreement follows the provincial mandate of two per cent increases in each year of the three-year contract that runs from June 1, 2019 to May 31, 2022. Other items negotiated include an increase for safety footwear from \$150 to \$225 as well as reimbursement of protective clothing and wet weather gear required to work safely.

## National News

### Saskatoon Public Library workers (CUPE 2669) reach tentative agreement

Via CUPE National Website (cupe.ca)

Workers at the Saskatoon Public Library (SPL) have ratified a tentative collective agreement.

After more than three years of bargaining, on November 27, 2019, CUPE 2669 and the Saskatoon Public Library reached a tentative agreement via a voluntary mediation process. The last collective agreement expired on December 31, 2016.

“The wage increases are meager in contrast to the

money SPL has directed into its reserves for a new building. It is our position that employees should be given first preference over a new building and structure,” said Rhonda Heisler, the CUPE national representative.

“However, we were able to jointly clarify and expand many processes in the collective agreement, including grievances, layoff and recall, sick leave, and other leaves.” The new contract will expire on December 31, 2020.

CUPE 2669 represents 270 public library workers in the City of Saskatoon at nine Saskatoon Public Library locations.

## Report from the 2019 CUPE National Convention

Executive members of CUPE 2081 attended the CUPE National Convention, October 7-11, 2019 in Montreal, Quebec. Erynne Grant, Keith Todd, Petty Wong, and Shane Johnson were elected by membership to represent our local.

It's important our local has a presence at provincial and national CUPE events. National Convention occurs every two years. It's our union parliament where governance decisions about the next two years are made.

We discussed and debated several issues that impact our work at the college. Union activists discussed the rise of hate and alt-right recruitment on post-secondary campuses across Canada.

We also discussed how post-secondary workers are seeing an increase in precarious work. Our local helped convince delegates to vote in favour of resolving to combat the rise of precarious work on our college and university campuses.

This is just a peek into what happens at National Convention. We look forward to returning in 2021!

# See Yourself as a Shop Steward

## What does a shop steward actually do?

With content from the Steward Handbook, published by CUPE

Shop stewards play an important support role in our union. They represent union members and connect workers with union officials.

Anybody can be a shop steward. You don't need any special talent or experience. You just need a copy of CUPE 2081's Collective Agreement (and be ready to look things up at any time) and care about your fellow members. Training is available for new shop stewards.

Here are some of the things that a shop steward may do:

- Investigate situations on behalf of members.

- Help to solve problems outside the grievance procedure.
- Ensure good communication between the members and the Executive.
- Educate members about the collective agreement, about the union's role in the workplace – and about important social issues.
- Stand up as a strong ally with members from equity-seeking groups.
- Mobilize members to support the union's role in bargaining, to attend public rallies, etc.
- Act as a mediator when members are in conflict with each other.
- Help a member get accommodation or return to work after an injury or illness.

A shop steward's role is to watch and listen to what's happening in the workplace, on behalf of the local. As part of this role, a steward will want to inform the Executive of issues that the local needs to deal with in bargaining; watch for early warning signs of privatization or contracting out; and stay alert for other problems.

At Camosun, a shop steward's main duties are to support members by being present for discussions between employees and supervisors (especially if disciplinary action is expected) and starting the grievance process.

Can you see yourself as a steward? To express your interest, call or email the union office (250-370-3665 / [cupe2081@camosun.ca](mailto:cupe2081@camosun.ca)) or talk to any Executive member.

## CUPE Local 2081 Contact Info

### CUPE Local 2081 Office

Young 224  
Lansdowne Campus  
Phone: (250) 370-3665  
Email: [cupe2081@camosun.ca](mailto:cupe2081@camosun.ca)

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

Follow us on Facebook for all the latest news and retirement party photos!

[facebook.com/CUPELocal2081](https://facebook.com/CUPELocal2081)

## Upcoming Events

### Black History Month

February 1 – 29, 2020

### International Women's Day

March 8, 2020

### CUPE Local 2081 Annual General Meeting

TBD

### CUPE BC Convention

April 22 - 25, 2020

### Day of Mourning for Workers Killed and Injured on the Job

April 28, 2020

### CUPE Local 2081 Retirement Planning Workshop

May 7 - 9, 2020