

## **Lori Isaac**

I come from an administrative services background and am a member of Component 12. In 2014, I was elected to the Area 01 Local Executive of the BC Government and Service Employees' Union (BCGEU), which represents 67,000 working women and men.

I have been a local steward for the Ministry of Health since 2011. I have sat as a union representative on the Joint Occupational Health and Safety Committee since 2013, and was recently been appointed as Co-Chair, in 2017.

To better represent members, I routinely upgrade my training skills to keep abreast of changes and regularly attend local meetings, to ensure our members have a voice. As a member at large, I embrace the opportunities to increase my activism by participating in further member engagements, campaigns, and assisting members and stewards, as needed.

I have an active voice within the labour movement, fighting for fairness and equality; my activism also includes sitting on the Cross Component Committee, the Education and Scholarship Committee, and the Victoria Labour Council. I have also participated in the last two BCGEU's triennial conventions held in 2014 and 2017.

I am passionate about being a part of the process to ensure a positive work experience across the Ministry of Health and Government of BC.

Dear Brothers and Sisters:

My name is Abebe Tilahun and I am asking for your vote to serve as member-at-large on local 1201 executive team.

I have been shop steward for seven years and member-at-large for four years. During my on going work with our union, I have participated in member-to-member engagement, campaigning and community outreach activities. I have listened to members and supported them in solving many problems at their work sites, and even personal and outside of work issues. I have also stepped up to be peer educator and facilitate the Step Up course. As bargaining time is around the corner, I have been consulting with members for bargaining proposal and I am prepared to bring the proposals for voting. I am a team player, I work well with members, stewards and staff.

My volunteer experience includes Black History month, Intercultural Association of Victoria, University of Victoria CFUV radio station and soccer coach at middle schools. My interest includes reading, computers, exercise and gardening.

In Solidarity!

Abebe Tilahun

## Bio of Liam F. R. Smith

I have been working in the public sector as administrative and clerical for 2 years prior to coming to HIBC during the transition in 2004. I am currently going into my 14<sup>th</sup> year of duties under MAXIMUS. I have been an activist and steward within the BCGEU for 11 years.

I have been involved with the Bargaining Committee on two successful contracts as well as campaign assisting during Triennial convention. I am avid supporter of the Member to Member program and community support initiatives participated in by the BCGEU; I believe that as a collective we can change the workplace and our communities for the better.

As a member at large on the local executive, I would like to bring us as a union closer together and form a stronger sense of solidarity between Union members. We are all the Union and it is up to us as a whole to make changes occur.

As your steward and union representative, I will bring forth concerns and provide accurate and detailed responses to inquiries. I will also work with you as the Union towards change to create a more positive and equitable workplace.

The local executive to all of us means clear guidance for union members as well as guidance for the employer to deal with the members in a positive and progressive way.

**Pamela Brown**

Candidate for Member at Large executive position,  
Local 1201

I became involved in labour organizing in 2004 when I was hired as a Business Manager for CUPE Local 3908 in Peterborough, Ontario. Supporting contract faculty at Trent University, I participated in collective bargaining and assisted our executive in winning a significant increase in wages and benefits for our members. Part of that process included organizing information sessions and coordinating a successful strike vote. I also administered the members' professional development and benefit funds and managed the daily business of the local.

Between 2008 and 2010, I held a term position of Equity Advisor in the Equity and Human Rights Office at University of Victoria. I worked alongside union local leaders to support labour initiatives and I advised departments on policy development, reported on university hiring to the Federal Contractors Program and the BC Human Rights Tribunal, co-chaired the Employment Equity Committee and designed a workshop for helping management improve fair hiring practices. I also co-founded the Positive Space Network.

In 2010 I returned to school and completed a MA in Public Health and Social Policy. My research focussed on developing a lens for evaluating the impact of technology on people in policy-rich environments. If I was doing my research today, I would be looking at the Phoenix Pay system debacle. Personally, I am concerned about the impacts of technology on workers and interested in how the BCGEU may support workers whose jobs are now dominated by computers (e.g., ergonomics, adequate software functionality, remote work safety, privacy). As workers, technical changes often have negative impacts on our clients as well.

While completing my MA, in 2011 I worked temporarily at CUPE 4163 (UVic contract faculty) as a Business Manager where I participated in collective bargaining, assisted with updating bylaws and designed a membership database.

Since 2012, I have worked in IT for organizations unionized by the BCGEU. At ISM I was a shop steward and a member of the 2014/2015 bargaining committee. I also sat on the OHS committee where I assisted with developing check-in/check-out practices for staff who work remotely. Currently I am a shop steward (and technical writer) at the BC Pension Corporation.

As your Member at Large I will be committed to addressing systemic and emerging issues for administrative officers (and all workers). I'm also interested in educating members about the union, engaging new members and encouraging them to get involved.

Thank you for considering me for election! If you have any questions, please email me at [paganda@gmail.com](mailto:paganda@gmail.com).

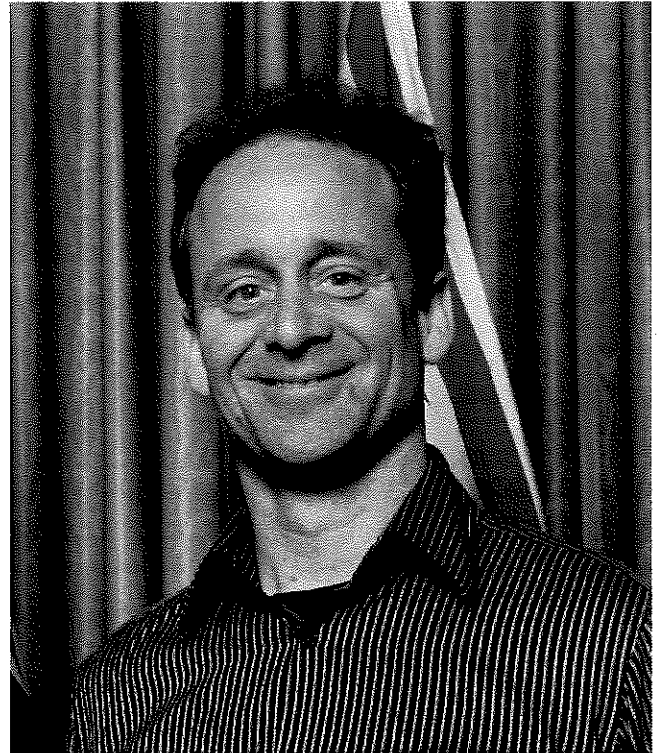
In solidarity,  
Pamela Brown

# **Gordon O'Connor**

## **Member at Large Candidate**

Hi everyone,

I work in the Ministry of Health, I have a long history organizing in labour and other social justice movements and I'm excited to help our local represent you. Here is a snippet of my experience and qualifications.



**Two Years VP of CUPE 4163:** Initiated new communication protocols, tripled member engagement, led shop steward council, organized strike vote and negotiated on bargaining team.

**Shop Steward Experience:** CUPE 4163, BCGEU 301 and BCGEU 1201

**Former local 301 exec:** Organized member engagement activities, participated in BCGEU convention, labour/management committee and wrote user's guide to the collective agreement

**Campaign Organizer:** Extensive experience with NGO campaigns, First Nations solidarity and leadership in social/environmental initiatives.

**Masters of Education Degree:** research focused on adult education in social movements.

# Terrence McKenny

## Member at Large

I am seeking your support for member at large in the 1201 Local Executive.

Experience includes:

- Current shop steward;
- Representing members in hours of work and competition appeals, including the formal hearing process;
- Representing members in all types of disciplinary meetings;
- Representing members in all forms of grievances, including suspensions, dismissals, letters of reprimand, and letters of expectation;
- Supporting members through bullying, harassment, and misuse of supervisory authority complaints;
- Assisting members with Collective Agreement interpretations.
- Positive working relationship with BCGEU staff, current local executive and members in other locals and unions;
- Very familiar with BCGEU structure;
- Numerous labour relations courses with the BCGEU.
- Former member of the local executive;
- Former member of the OSH Committee.

As we approach bargaining for 2019, we need to be very organized. Over the last ten years, we have witnessed significant staff reductions combined with an increase in workload. BCGEU members are becoming burnt-out as they try to keep up with demands. Examples of bullying, harassment, and increase in responsibilities, without an update to the job-description, are becoming common.

I was heavily involved in the past and would like to continue working with members and the BCGEU on these and other important labour relations issues.

If you have any questions/ideas, please do not hesitate to call.

I appreciate your support.

In solidarity,

Terrence

## Candidate Information Sheet

### Katia Gauvin

Local Executive Position

BCGEU Local 1201

Local 1201 members! I am seeking your support for the position of Member-at-Large.

Following are some examples of experience I bring to the role:

- I took the basic steward training in 2014 and have had the privilege of assisting members when they needed support.
- I recently completed the Canadian Labour Congress course, "Facing Management Effectively" (Jan. 22-26, 2018) as well as the BCGEU course, "Anti-Bullying & Harassment in the Workplace" (Jan. 16, 2018).
- I am on the "Article 29" committee for my ministry. Ministry and union staff meet regularly to discuss current issues and common concerns.
- I have some experience in an executive position. I was 2<sup>nd</sup> vice-chair on Local Executive 2001 until a change in employment and transfer to Local 1201 in spring 2014.
- I administered the 17<sup>th</sup> Public Service Master Bargaining Unit ratification vote in my building. I distributed information, talked to members, and collected the votes (2014).
- I participated in Area 01 Cross-Component Committee (CCC) meetings for about a year and volunteered at CCC events (2014).
- I care about the health and well-being of members and colleagues. I took Occupational Health and Safety (OHS) training and was on the OHS committee for my building. I am currently an Occupational First Aid Level II attendant.
- For my Master of Arts thesis, I employed a critical discourse analysis (CDA) approach to examine the ideologies and power relations involved in management discourse. In particular, I looked at the BC Public Service's human resource plan, "Being the Best" (2012).

Thank you for your support. I really look forward to working for you!

In solidarity

Katia



January 31, 2018



## ***Local Executive Recorder***

My name is Rhonda Campbell. I am asking for your continued support as a Local 1201 Committee Member.

I have been a public servant and a union activist for the past many years and look forward to many more years of investment too. My union activities have given me an opportunity to represent members in several ministries and participation in many different activities to assist our union in moving forward.

My main union activities are:

- Shop Steward – 1992 to present
- 1201 Local Committee Member – 2011 – present (involvement in different activities and tasks to assist the membership)
- Occupational Health and Safety Representative (OH&S) – 1993 to present (member and co-chair positions, OH&S Facilitator and OH&S Networker )
- Union Counselor – 2002 to present

Union Education includes:

- BCGEU Leadership training;
- BCGEU Membership Engagement training
- Basic and Advanced Shop Steward training
- OH&S and OH&S Co-Facilitator training
- Union Counselor, Duty to Accommodate, Women in Leadership, Bullying/Harassment in the Workplace, Facing Management and other miscellaneous training sessions.

I have many years of increased knowledge and experience in negotiations, communication, and leadership through various educational programs and experiences supporting and working with members, management, and member to member engagements.

I believe that it is grass roots leadership direct from the members that are most important to our union and I am committed to that end. Responding to the concerns, issues and problems of our members is foremost in what I hope to achieve if elected to this position.

I look forward to continuing as part of our 1201 local to allow me to increase my efforts to assist members in a greater way.

In Solidarity

Rhonda Campbell





## ***Local Member at Large***

My name is Rhonda Campbell. I am asking for your continued support as a Local 1201 Committee Member.

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In Solidarity

Rhonda Campbell



My name is Suzy Labelle. I am honoured to again be nominated for election as a Member at Large on your Local 1201 Executive Committee.

I currently work as a Quality Assurance Analyst for the Ministry of Justice and Attorney General, as well as the Ministry of Public Safety and Solicitor General.

Having been a proud BCGEU member for over thirty years, and a front line Union Representative for over a decade, I keep my Steward knowledge current and as up to date as possible. I attend the Steward meetings regularly, research my member questions in order to provide informed responses, and am familiar with the Master Agreement, as well as our Administrative Component Agreement.

To date, I have attended two tri-annual conventions representing the members of Local 1201. I've also completed the BCGEU Leadership course and continue

to increase my knowledge anytime training opportunities arise.

Members tell me I have a good reputation as a fair representative when attending management to member meetings, who will speak up when needed. If in doubt, I will seek guidance from our BCGEU Staff Representatives before proceeding on a certain path. I have been known to call a halt to meetings when things unexpectedly go sideways, in order to request an opportunity to seek guidance from my union and then reconvene at a mutually agreed upon time.

Management teams have told me that they don't mind working with me, as I keep an open mind and am usually able to facilitate some sort of compromise that makes all parties comfortable and feeling like the meeting was effective, and a plan is in place. I strive for Win-Win situations.

Being on the Local 1201 Executive Committee allows me to remain informed and ask questions in person from the Staff Representative(s) and our Component Vice President as needed. Thru the executive meetings, the Steward meetings, general meetings, and the joint 1201 and 601 Component meetings, I continue to increase my knowledge in order to assist you, our members.

I hope I can count on your support in this election,

In solidarity,

Suzy Labelle

Member at Large

Local 1201 Executive Committee

## Bio for Dave Amoss

I ask for your support, for the position of Member at Large, on the Local 1201 Executive. I have been a BCGEU shop steward for 7 years now.

I have served two, 3 year terms on the Local 1201 executive as a member at large. For 4 years of those years I have served as the 1201 appointee to the Cross Component Committee.

I am member of the Article 29 committee for BCGEU  
I have participated in the Annual Member to Member (1201 and 601) BBQ's for the past 4 years. I participate in mentoring new Shop Stewards at our area office

Prior to coming to work for the Province and becoming a BCGEU member, I served as an HEU Shop Steward for 12 years.

I am a very active Steward, taking on grievances and other issues in the workplace. I have been successful at resolving many issues at the local level.

I have taken a number of courses, including the Steward's courses, prevention of harassment and bullying, building a respectful workplace, I enjoy working with the members and am passionate about protecting member's rights. I volunteer for many other union activities, including, the free family day swim on Family Day, The free Christmas skate at Save-On Memorial and other Cross Component Committee activities. Occupational Health and Safety Committee recruitment and the ratification votes, among other things.

I would appreciate your support so that I can continue in my role as a member at large on the 1201 Local Executive Committee and continue with the work I have been doing, to support the membership of 1201.

Thanks Dave Amoss, In solidarity