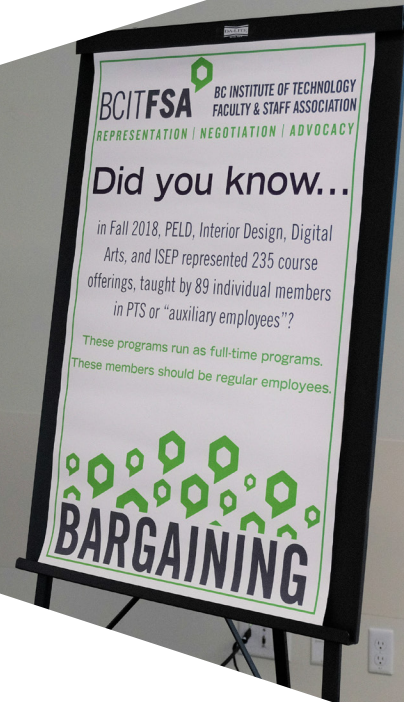


April 2019 • Volume 50, Issue 3



BCITFSA VOICE



President's Message: Strengthening Our Proposals



Peter Fenrich
President

As you would expect, preparing for bargaining is still our main focus. Your Collective Agreement Committee (CAC) has been gathering data to help illustrate where our current Collective Agreement lags behind others in our effort to prove to management that there are problems. We continue to collect stories that help to illustrate why there truly is something to be concerned about. The data and stories are being used to inform our bargaining proposals.

As you know, the provincial government has mandated that public sector employees will receive a 2% wage increase for each of three years. Any additional "modest" funding needs approval from the BC Post-Secondary Educator's Association (PSEA). Essentially, if management is not convinced that an issue we present is a significant concern, there is little hope for that change because management would not request any funding from the PSEA for that. Issues that pose a risk to the BCIT Strategic Plan, Education Plan, and brand should be important to management and the Board of Governors (BoG). Please send us more stories about how the

provisions in our Collective Agreement lead to problems that management and the BoG will be concerned about. For example, these can be a result of hiring or retention problems that stem from uncompetitive salaries and benefits, or almost no benefits as is the case for most of our PTS instructors.

The bargaining team and I participated in a second two-day negotiation workshop that was led by Jeff McKeil from the Canadian Association of University Teachers (CAUT). As was with the first workshop, the second workshop was very valuable. We participated in a simulation, discussed provincial and sectoral bargaining, timeline strategies, and team dynamics at the bargaining table, and focused on writing some bargaining language for one of our bargaining priorities.

As always, I am advocating for you whenever an opportunity presents itself. This can be through attending meetings and also key events, such as when the BCIT Strategic Plan is discussed and Employee Engagement results are presented. To help with this and with bargaining, the whole CAC and I need to know what your issues are and hear your stories. I would be pleased to meet with you or your department. My Outlook calendar is fully up to date. You can see when I am available using Outlook's Scheduling Assistant tool.

TEMPORARY FSA OFFICE RELOCATION

Due to construction in BBY-SE16, the FSA office will be relocated from May 21st through to late-August. We will be in a temporary office located at BBY-SE41 room 240.

The best way to reach us during that time will be by phone or email:

604.432.8695 or fsa@bcit.ca.

Executive Director's Message: Working Through Difficult Issues



Jude Morrison
Executive Director

When sitting down to write this article, I have two competing themes in my mind, taking up the proverbial “band-width.” The first is my growing ruminations on matters of academic freedom in an applied institute setting and how that affects the students FSA members serve and the novel research produced at BCIT.

The second matter is the incredible engagement of our membership who work in the Bachelor of Science in Nursing (BSN) program as the faculty and instructional support, who – without exception – are working passionately in support of new pedagogy.

Given the immediacy and importance of the latter I will provide only a teaser of what is to come on matters of academic freedom. I recently read a set of papers on the matter of “trigger warnings” in the classroom. After reading both the general comments on this, followed by a 2019 scholarly paper referenced within it, I then reviewed with interest the policy statements issued by the Canadian Association of University Teachers (CAUT), of which we are a member; and the statement from the American Association of University Professors (AAUP). Both make the distinction between medical conditions such as PTSD, which are beyond the scope of Institute Faculty, and challenging students in the classroom through a thoughtful use of critical content. This does not mean that faculty should be encouraged to be overly graphic in the type of content utilized, but that Faculty are entrusted to use their critical judgement and academic freedom to select appropriate course content to achieve academic goals.

This sounds relatively benign until one thinks about some of the courses any of our faculty might cover – be it in Forensics, Healthcare or Media, not to mention many others. We will be exploring this issue and the more fulsome topic of academic freedom in the near future. I was delighted to attend a weekend long session on this topic at CAUT’s annual Harry Crowe Conference on Academic Freedom earlier this year.

We also want to bring your attention to the current plight of our BSN program at BCIT. Prior to coming to work at the FSA, I was knowledgeable of this program – as well as the Specialty Nursing program offered via

BCIT, due to my long-service with the BC Nurses’ Union (the BCNU).

The BCNU was deeply engaged in creating agreements at the hospitals to allow nurses to take leaves without penalty to become faculty and teach these programs at BCIT. We also were involved in negotiating with local hospitals and health authorities to facilitate nurses taking leave from the hospitals to become students in the nursing specialty programs offered at BCIT, including (at the time) such programs as Operating Room Nursing; RN First Assist; RN Anesthesiologists; Neo-Natal (the latter recently featured in the news for the use of lifelike baby models); Emergency Department Nursing and Intensive Care Unit Nursing.

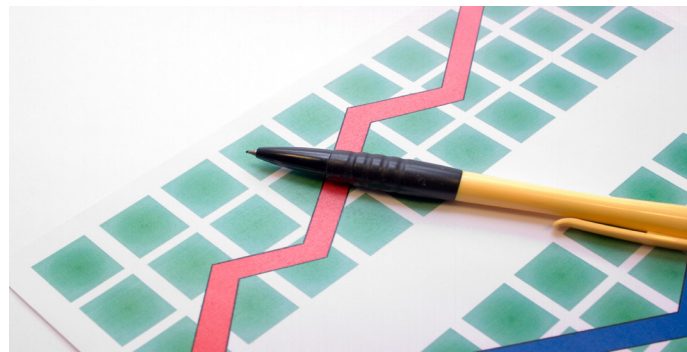
When I started at the BCITFSA just one short year ago – then as backfill for our Senior Labour Relations Representative, Heather Neun, and now in the capacity of Interim Executive Director, one of the first meetings I attended was that of the entire Bachelor of Science in Nursing department. The faculty were deeply engaged about the imminent commencement of the new BSN program; which would now have three (3) instead of two (2) annual intakes and would offer a new best practice in nursing pedagogy, to better serve the needs of healthcare communities. Unfortunately, there have been several sudden changes in leadership within this department which has resulted in substantial upheaval.

This past year has consumed this department, its leadership and the focus of the FSA. It has been and continues to be a painful process of change and growth. It would be an understatement to say that this has been a very challenging time for anyone associated with the program. It would also be an understatement to say that this faculty is not deeply engaged towards the best possible outcomes for their own working conditions and the learning conditions of their students.

What has struck me is the incredible tenacity, dedication and passion I see at every level of the Institute regarding this program. We have been literally inundated with emails, phone calls and meetings with all faculty, program heads, curriculum writers and specialists, Associate Deans and senior leadership of BCIT. Our members care deeply about this program, its relevance and its success. There are clear divides in what that means,

“Auxiliarization” Trend Slowed

By Heather Neun, Union Counsel



but I truly see this as a requisite process that will eventually succeed in achieving a better and more durable program. This process should have happened earlier and under a different set of circumstances: I would not wish upon another department what this group of faculty have gone through. There has been deep conflict, medical leaves and sadly, people choosing to resign and leaving BCIT. This has not been a healthy process.

However, I believe the BSN faculty represents a fully, passionately, and completely engaged group currently working at BCIT. I believe if all BSN faculty and their leadership continue to centre innovation, creativity, and producing talented nurses through this work, there is no question we will get there. The FSA will not give up and we continue to advocate at all levels of BCIT on behalf of this group that is clearly struggling, yet remains committed to producing graduates in nursing excellence.

There is a connection, I believe, between the two themes I was grappling with for this article. One could say that the faculty in the BSN program are deeply engaged in a process of academic freedom and academic rigor. This is not an easy process, nor is it comfortable. It also takes time and resources. We want to trust that BCIT, the government, and all stakeholders will recognize this and that, in turn, these faculty members will continue to deliver the reputation of excellence they are known for.

In October 2017, the FSA wrote about efforts to stem the alarming tide of converting regular employment to ‘auxiliary’ employment, where the FSA’s bargaining unit work is performed under Part-Time Studies (PTS) contracts rather than by regular employees (Collective Agreement Article 4, Statement of Intent, Articles 4.1 and 4.1.2).

We viewed this trend as one that not only threatened the amount of secure FSA jobs and also presented threats to the quality of BCIT instruction, but often violated the Collective Agreement. A series of grievances was filed to address this problem head on. Eventually we began to see some tangible advances. In addition to finding allies in management who understood the business case for regular employment, we also began to see reversals in certain departments and programs.

In 2015 and 2016, BCIT approached us about the conversion of one program in School of Business in the opposite direction - from PTS to regular. Around the same time, after filing grievances, BCIT jettisoned two other “conversions” to PTS. We held firm on other efforts to ensure that departmental supervisory work (such as program head duties) was properly posted as regular work rather than under PTS administration work contracts.

Most recently, FSA staff are working with management in another School of Business program as a longstanding PTS certificate program is being replaced with a new diploma program that will employ regular status instructors. The FSA will continue to press for the proper application of our collective agreement rights, to ensure fair and stable employment as well as the necessary conditions for delivering the stellar education that FSA faculty are so committed to providing.



Correction: In the January 2019 edition of the FSA Voice (p.6) we used the words “hearing impaired” where we should have used “deaf or hard of hearing”. We have made the correction in the online version of the edition and want to express our appreciation to the FSA member who brought this to our attention.

SALARY SCALE INITIAL PLACEMENT

We encourage all members to know about the importance of Initial Placement so that when new colleagues start in your Department you can encourage them to ensure that they have been placed properly. We have several “hard to fill/difficult to recruit to” disciplines where having this knowledge is key.

In general, placement on salary scales should reflect your knowledge, experience and abilities, regardless of who you are. In this sense, the placement on the BCIT salary scale should apply equally to any person applying for and successfully attaining a technological faculty or staff position.

There is a mechanism in the Collective Agreement for determining this initial placement for all key classifications of faculty and staff. There is also a mechanism for appeal of this placement in Article 11. You have six (6) months from initial date of hire to appeal your placement. Review your placement form to ensure all experience and qualifications are credited. (Articles 11.2.2, 11.4.2, 11.6, 11.7).

All FSA members should receive a “placement form” with their appointment letter. There is a barrier step on “initial placement” meaning that the top of scale rates of pay usually are not available at point of hire. However, there are circumstances such as market shortages, which may allow for a mutually agreed-to variance of such a barrier. The initial placement is determined by the selection committee (Art 5.2.3.3.5), reviewed by the Dean (Art 11.2.5), and sent to BCIT Human Resources for the offer.

FSA members have six (6) months to appeal a placement.



Best Practices

MEMBER PROFILE

Kathy Quee is a highly respected, long-service FSA Faculty Member in the Accelerated Baccalaureate Nursing program. She was suggested to FSA by her Nursing Faculty Colleagues as one to highlight due to her many valuable contributions over the years to the success of the BSN Program at BCIT.

How long have you worked at BCIT?

I started at BCIT in April 1979, so almost 40 years! I'm not sure where the time has gone.

What motivates your work?

The growth, change and learning of each student over the term.

One word to describe the FSA?

Collaboration.

What lesson has working at BCIT taught you?

To listen carefully! People always tell you what you need to know.

Which living person do you most admire?

A professor I worked closely with at UBC who thinks at a level I am in awe of.

If you could live anywhere, where would it be?

I have traveled all over the world and come home each time feeling so lucky to live in BC. The only place I love more than where I live now is our cabin up on the Sunshine Coast, which I see as the best place on earth.

What is the greatest issue facing BCIT?

Continuing to learn, grow and adapt to our upcoming learners.

What motivates you to be involved with the FSA?

I like being part of an association of professional educators who support students to realize their educational goals.

What was your first paying job?

At the age of 13, I started working in a daycare with a friend after school. Her parents owned the daycare and we basically played with kids for 2 hours each day. It was a wonderful introduction to work!



If you had \$1-million to give to a cause, what would you select?

Pediatric heart research.

What is the best book you have read recently?

The Curious Incident of the Dog in the Night-Time by Mark Haddon

What makes a workplace healthy?

Balance. Remembering what matters most to you, and making time for it. You'll never find time.

One way to make meetings better:

Turn the meeting into an open focused discussion.

If you had to choose an occupation other than your current one, what would it be?

I would be a vet. I love animals and have a passion for caring for them.

Do you have a non-work related passion or hobby?

Hiking, kayaking and recently paddle boarding along with bridge and reading are my passions.

The future of public post-secondary education is...ever

changing, evolving and at the same time striving to continue to help learners learn the fundamentals of how to think and problem solve.

What most inspires you?

Being a part of the development of new professionals.

What could you use right now if someone would invent it for you?

A light device that takes heavy objects and levitates them over rough terrain easily.

What's your favourite place on the campus you work at?

My desk! I like working with others and enjoy the group problem solving that goes on in a big office.

What is a course/class you would like to take?

Woodworking and philosophy



For this feature, the FSA borrows from Marcel Proust (and others who have popularized the French author's questionnaire), as a way for you to get to know our members, board members, and staff.

Parking FAQs: Lot 7, Burnaby Campus

By Terry Gordon, FSA Treasurer & Parking Commissioner

Over the past year, the FSA has received many complaints and questions about overcrowding in Lot 7. Some of the questions that we have received from members about this pressing issue are as follows:

Why can't I find a parking spot in Lot 7 if I arrive after 9:00 AM?

BCIT has confirmed to the FSA that Lot 7 is oversubscribed. According to Glen Magel, BCIT's Director of Safety and Security (the department that is responsible for parking at BCIT), the main reason for this is the temporary loss of employee parking due to construction in the northeast section of campus. Displaced employees have been reassigned to Lot 7 for the duration of construction. Also, Lot 7 is being used as a "catchall" lot for all new employees, part-time studies instructors who teach during the day, and contractors and other non-BCIT employees who drive to campus on a regular basis. Employees can apply to be assigned to other lots, but the waiting lists are horrendously long. The FSA is also aware that a small number of students illegally park in Lot 7.

Where should I park if Lot 7 is full?

BCIT is allowing anyone with a Lot 7 parking hanger to park in any student lot. Unfortunately, all desirable student lots are usually full by 8:30 AM. You will find space in the student lots in the southwest corner of campus (Lots J, K, L, M, N), which are never full. Of course, parking in those lots will mean at least a 10-minute walk to the central part of campus. Also, if you are carrying books, your computer, student projects etc., or if the weather is bad, parking in these lots is not a viable option.

I've noticed that Lots 5, 8, 15 and 22 often have empty spaces. Why can't I park in one of those lots if Lot 7 is full?

BCIT claims that those lots are fully subscribed and will not open them up for overflow parking. Your car will likely be ticketed if you park in one of those lots. Frankly, we think BCIT has a big problem with its parking allocation lists. BCIT cannot explain to us why those lots are never more than about 60% full.

What about students parking in Lot 7?

The FSA has been monitoring student parking in Lot 7 since September 2018. We estimate that on any given day, there are at least 10 students parking in Lot 7. These vehicles are routinely ticketed by Impark. BCIT has a "three tickets and we tow" policy but it seems to be rarely enforced by Impark. Also, students have discovered that they can reset their Impark ticket history periodically by paying a nominal fee to ICBC to change their license plates.



SPOTLIGHT

What is the FSA doing about the Lot 7 situation?

Over the past year the FSA has had numerous discussions with Glen Magel and BCIT's senior management about this problem. We have offered up various suggestions including:

- Stationing security personnel at the entrances to Lot 7 in the early morning hours during the first few weeks of each school term to stop students from parking in Lot 7.
- Aggressive enforcement of the "three tickets and we tow" policy.
- Linking unpaid parking tickets to student records (like unpaid library fines and other fees) and prevent students from graduating if they have unpaid parking tickets.
- Reserving spaces in Student Lot D for Lot 7 overflow parking (as was done during the construction of the solar panels in Lot 7).
- An automated system whereby employees could quickly obtain permission to park temporarily in another employee lot if Lot 7 is full.
- A more generous ticket forgiveness policy for employees who are unable to find parking in their designated lot (say three tickets per school term). The current policy allows for only one lifetime ticket waiver per employee! Better yet, suspend the ticketing of Lot 7 employees until the overcrowding in Lot 7 is resolved.

Unfortunately these suggestions seem to have fallen on deaf ears. We at the FSA believe that the long-term solution to the Lot 7 problem is a new parking allocation system that is more equitable and flexible than the current arrangement. BCIT management told the FSA several months ago that they were considering a new parking allocation scheme. We are still waiting for a proposal from management on this. The issue is a priority for the FSA and we will continue to push hard for a solution.



2019-21 Election Results

Thank you to everyone who voted in this year's elections. And a special thank you to all the candidates who stepped up to run.

Congratulations to the newly elected directors!



Kevin Cudihee
Director-at-Large



Terry Gordon
*Treasurer
(Acclaimed)*



Karl Hildebrandt
Director-at-Large



Shannon Kelly
Director-at-Large



Paul Mills
Director, Associate Members



Holly Munn
Director, Associate Members



Silvia Raschke
Director-at-Large



Ken Zeleschuk
Director-at-Large



BOARD PROFILE

Silvia Rashcke has one of the most varied careers possible within the FSA, going back to when she began working as an Assistant Instructor in Prosthetics and Orthotics in 1988 and then moving into an Instructor position after completing her PhD. Her research capabilities lead her to full-time work as a Project Leader in the Tech Centre. She has been on the FSA Board of Directors since 2008 and served as the Vice-President from 2012-14. Silvia is a long-time FSA Tech Rep as well as on the Bargaining Team for three rounds.

How long have you worked at BCIT?

31 years.

What motivates you to be involved with the FSA?

Having the ability to be a voice for our members, including those who do not participate in meetings, committees, surveys, etc.

An analytical approach is my foundation for being an FSA Board Member. For me, the FSA's 'primary customers' are the members who pay the dues. Dues that cannot be withheld if members are not happy with the FSA - much in the same way that amputees are not in control of what a health insurer will - and won't pay for - in the way of prosthetic technology. The passion and curiosity I have to bring a broadband 'this is what my customers want and need' voice to the FSA is what motivates me to continue to be involved with the FSA.

What is the best book you have read recently?

A refreshing book recommended by Bill Gates: *Factfulness: Ten Reasons We're Wrong About the World--and Why Things Are Better Than You Think* By Anna Rosling Rönnlund, Hans Rosling, and Ola Rosling

What motivates your work?

Seeing a student think outside the box and 'get it'. Supervising a talented student on a capstone project and seeing them go from needing guidance to being able to work on a project independently. Working with a start-up to solve a complex problem. Going from the point of having no idea what the solution could be to reaching the tipping point where things fall into place and a solution emerges. Curiosity. Considering how can things be made more efficient, effective, or performance or design be improved. The fourth industrial revolution.

Which living person do you most admire?

All underdogs who persist and succeed, especially in the innovation and disruption space. To name just one does injustice to all the others that are working hard to build and grow our Canadian economy.

What was your first paying job?

Helping my parents who worked as cleaners in office buildings. My jobs were emptying the trash bins and emptying & washing the ashtrays.

Do you have a non-work related passion or hobby?

Gardening and adopting elderly dogs from the SPCA (one at a time).

One word to describe the FSA?

YOUR voice in Labour Relations at BCIT. (Sorry - could not do that in one word)

If you could live anywhere, where would it be?

Some place where it does not rain much.

One way to make meetings better:

Consent Agendas (Thank you Taco Niet for that suggestion. It greatly streamlined our FSA Board meetings)

What most inspires you?

People who get things done. The young people I work with in the start-up community. Their energy and ability to think beyond constraints and ability to leapfrog over the status quo.

The future of public post-secondary education is...changing.

What makes a workplace healthy?

A place where people have the tools, resources, support and freedom to do their job.

What lesson has working at BCIT taught you?

The importance of a bottom up decentralized 'system' to support and facilitate the work faculty do - in all areas - teaching and non-teaching. The importance of valuing all types of work done at BCIT.

What is the greatest issue facing BCIT?

Low engagement.

What is a course/class you would like to take?

Pruning. I have yet to master how to prune my fig tree properly.

What could you use right now if someone would invent it for you?

Low cost (<\$1000) image scanner that produces a data set accurate to + 1 mm in under 1 second for items up to 1 m2 in volume and that can be uploaded into Solidworks for modelling and analysis. And, a sensor tissue or membrane (< 1mm thickness) that captures any shape it is moulded to as a data set that can be uploaded into Solidworks for modelling. Even better if it can transmit strain and pressure data applied to it as well.



For this feature, the FSA borrows from Marcel Proust (and others who have popularized the French author's questionnaire), as a way for you to get to know our members, board members, and staff.

MAKING UP A “SNOW DAY”

Snow days or other class cancellations due to campus closures are inconvenient for all members but can be particularly problematic for members teaching PTS (part-time studies) courses.

Must you schedule an in-person make-up class?

While scheduling an in-person make-up class may seem like the most obvious solution, this “solution” may cause other problems. If you add a class to the end of the term, PTS students or instructors may have other commitments in place already, preventing them from attending. Making up a class on a stat holiday or on another day is also problematic for the same reason (not to mention that BCIT employees should not work on a stat!).

Other ways to make up missed time

Providing students with a “take-home class” - where they complete specific readings, submit exercises, participate in peer reviews, and will be counted “absent” for a class if they don’t - is a great alternative. Some instructors make small but critical revisions to the overall course schedule such as combining two topics or adding an extra reading/exercise to each class. If the “snow day” occurred on a scheduled test day, the test can be moved to another day in the existing schedule, and one of the above methods used to make up the “bumped” class.

For an unavoidable class cancellation like a snow day; a little creative thinking will ensure the material is suitably made up.



Best Practices

STAFF PROFILE

Pierre Cassidy joined the FSA staff team in March of this year as our new Information Officer. Pierre has experience in the post-secondary environment as the previous Campaigns, Policy and Research Coordinator with the Simon Fraser Student Society and as a current Part-Time Studies Instructor in Liberal Studies here at BCIT. He has a Doctorate in Philosophy from the University of Ottawa and Certificates in Business Analytics and Database Administration and Design from BCIT.

How long have you worked at BCIT & the FSA?

I've been working at BCIT since the summer semester of 2018 and started with the FSA as the Information Officer in March 2019.

What motivates your work at the FSA?

The values of the labour movement generally are an important part of a healthy and balanced workplace environment. I want to contribute to a constructive and supportive dynamic that helps ensure the BCIT community takes a leadership role in the project of post-secondary education.

What makes a workplace healthy?

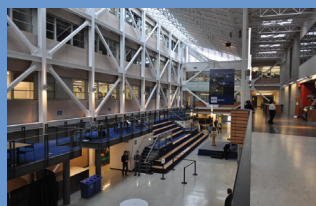
I think, perhaps, it's caring: caring about the people with whom you work, caring about the goal of the organization in which you work, caring about the quality of your work you produce, caring that the result of the work you do contributes somehow to making the world just a little bit better. If you care, everything else seems to fall into place.

What is a skill you would like to learn?

I'd love to learn land navigation, but nature around here can be as scary as it is breathtaking.

What is your favourite place at the campus you work at?

My favourite place to work at BCIT is SW1, on the tables above the 'bleachers'. I like sharing space with students.



Which living person do you most admire?

My wife, of course. She's the smartest, toughest person I know. If I succeed at anything, it's little more than the result of trying to keep up with her.

What was your first paying job?

Delivering flyers for half a cent a piece.

Do you have a non-work related passion or hobby? What is it?

Far too many I think. These days I'm mostly excited about mathematics, formal logic, and programming. I'd love to go work the bag in the great, new Rec Services boxing room, but I just can't seem to free myself while it's open.

The future of public post-secondary education is...utterly secure, though its form is rather up in the air.

One word to describe the FSA?

Tailored.

One way to make meetings better:

If someone disagrees with your view and provides you with a good reason to change your mind, thank them, and change your mind.

If you could live anywhere, where would it be?

Montréal, Ottawa, St John's... I hear the prairies are nice?



What is the best book you have read recently?

I've just finishing a book called Eleanor Oliphant is Completely Fine. It's the kind of book that makes you wish you could reach into it and give someone a big hug.

What most inspires you?

Curiosity

What is a course/class you would like to take?

Stanford has a series of physics courses for mature students called The Theoretical Minimum... or, maybe carpentry... or, sketching... or, an introduction to electrical circuits... or,...

What lesson has working at BCIT taught you?

That practical considerations and theoretical considerations are both more valuable when taken together.

What is the greatest issue facing BCIT?

Ensuring that its students, faculty, and staff are able to settle permanently and securely in the community that houses it.

If you had \$1-million to give to a cause, what would you select?

Access to education for young, single parents in economically precarious circumstances.

If you had to choose an occupation other than your current one, what would it be?

Electrical Engineer.

What could you use right now if someone would invent it for you?

Something to automatically mute TVs and stereos in public spaces.



For this feature, the FSA borrows from Marcel Proust (and others who have popularized the French author's questionnaire), as a way for you to get to know our members, board members, and staff.

Contribute to the FSA Voice!

Do you have news or a story that you think other FSA members would be interested in?

Consider contributing to the FSA Voice! Contact us at 604.432.8695 or fsa@bcit.ca

Upcoming Events

- May 8** Tech Rep Social
2:30-4:30pm
Habitat Pub
- May 15** Board of Directors Meeting
2:30-7:30pm
SE16-114
- Jun 5** Board of Directors Changeover Meeting
2:30-7:30pm
TBD
- Aug 28** Board of Directors Meeting
2:30-7:30pm
SE16-114

find out more on bcitfsa.ca/calendar

Contact Us

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search 'BCITFSA Group'

loop.bcit.ca/groups/BCIT-FSA
BCIT internal only

We acknowledge that the BCITFSA and its members' workplaces are located on unceded Indigenous land belonging to the Coast Salish peoples, including the territories of the Musqueam, Squamish, and Tsleil-Waututh Nations.

the FSA Team *at time of publication*



Peter Fenrich
President



Vnit Nath
Vice-President



Terry Gordon
Treasurer



Karl Hildebrandt
Director



Zaa Joseph
Director



Shannon Kelly
Director



Nancy Knaggs
Director



Paul Mills
Director, Associate Members



Silvia Raschke
Director



Colin Jones
Chief Negotiator



Jude Morrison
Executive Director



Maria Angerilli
Operations Director



Debbie Kinequon
Operations Assistant



Pierre Cassidy
Information Officer



Kyla Epstein
Member Engagement Officer



Heather Neun
Union Counsel



Jazz Sandhu
Labour Relations Rep



George Talbott
Labour Relations Rep

Labour Relations Reps on leave: Christine Nagy, Tess Rebbitt