

*MINUTES of the PROVINCIAL EXECUTIVE MEETING held on
December 3 and 4, 2009 at AUPE Headquarters, Edmonton*

The meeting was called to order at 9:08 A.M. with President Smith in the Chair.

Vice-President Azocar read the Statement of Equality.

ROLL CALL:

Present:

G. Smith, President	D. Mason, Loc. 009
B. Dechant, Exec. Sec-Treas.	A. Mcdonald, Loc. 004
S. Azocar, Vice-President	Y. Nielsen, Loc. 059 (Fri)
P. Bates Renouf, Vice-President	L. Pestano, Loc. 049
J. Heistad, Vice-President	A. Randall, Loc. 001
S. Kyle, Vice-President	L. Reid, Loc. 050
E. Raz, Vice-President	B. Ruff, Loc. 053
G. Scott, Vice-President	L. Scheideman, Loc. 042
C. Bittman, Loc. 071	J. Spencer, Loc. 046
B. Collins, Loc. 039	K. Sputek, Loc. 118
M. Dempsey, Loc. 005	M. Steele, Loc. 002 (Thurs)
M. Ellis, Loc. 012	C. Stefaniszyn, Loc. 057
R. Feland, Loc. 038	B. Thacker, Loc. 043 (Thurs)
L. Hansen, Loc. 056	D. Tilleman, Loc. 052
M. Heil, Loc. 054	S. Veldhoen, Loc. 048
J. Jacques, Loc. 047	K. Weiers, Loc. 095
D. Karbasheski, Loc. 003	J. Wilson, Loc. 060
J. LeBlanc, Loc. 044	M. Wright, Loc. 041

Alternates:

C. Chorney, Loc. 059 (Thurs)	
C. Levesque, Loc. 010	S. Stahl, Loc. 069

Absent with
Regrets:

B. Gibbons, Loc. 010
B. Nahornick, Loc. 069

Staff:

R. Hodgins, Executive Director
M. Guido, Administrative Assistant
M. Soderberg, A/Supervisor, Financial Services

ADOPTION OF AGENDA

A number of items were added and will be dealt with under New Business.

- (1) **MOTION:** To adopt the Agenda
Properly moved and seconded.

CARRIED

Vice-President Raz advised that his Arbitration Decision was out with a unanimous decision by the Board that no discipline should have been issued and he will be going back to work. Brother Raz thanked everyone for their support.

Congratulations were extended to the new members on the Executive Committee.

The President asked each PE representative to introduce themselves and what Local they are from. He expressed that it is important for the Union to work together as a whole team as the next months and years may be tough with cutbacks, etc.

RATIFICATION OF ROLL CALL VOTE:

The President advised that due to an unprecedented interest from the membership applying to be members of the Standing Committees, he decided to put an e-mail out. He understands this would impact the Constitution and why the following Motion was defeated. Perhaps something could be forwarded to Convention 2010 to resolve this situation.

MOTION: To ratify the rollcall vote of November 18, 2009:
"That the number of members on each AUPE Standing Committee be increased to up to 12 members (including the Chair)."
(12 in favour/23 opposed)
Properly moved and seconded.

It was noted that the Motion is out of Order as it is constitutional, however it was the request of the floor to move into the Committee of the Whole so discussion could occur.

(2) **MOTION:** To move into Committee of the Whole.
Properly moved and seconded.

CARRIED

(3) **MOTION:** To move out of Committee of the Whole.
Properly moved and seconded.

CARRIED

The Chair of the Legislative Committee undertook on behalf of the Committee to develop a policy. Many suggestions were given for the need to stress the time limits to submit your name, possibly have applications with criteria to follow and possible terms of reference.

The **MOTION** was **RULED OUT OF ORDER**.

ADOPTION OF PREVIOUS MINUTES

D. Tilleman, Local 052, requested that the word 'well' be struck from Page 2 of the PE Minutes, paragraph 3 under the Executive Committee report.

A query was made with respect to tracking of information re the remuneration of the cabinet compared to other public sectors. R. Hodgins advised that the Research Officers are working on this.

It was requested that the Minutes for the previous Provincial Executive meeting be included in the PE packages as well.

- (4) **MOTION:** To accept for information the Provincial Executive Minutes of October 21 - 24, 2009.
Properly moved and seconded.

CARRIED

Further discussion ensued with respect to increasing the number of members on Standing Committees which needs to be forwarded as a Resolution to Convention. Some suggestions were to come up with a rotation. As well PE should take this issue back to their Locals for feedback. M. Ellis, Chair of the Legislative Committee asked that any suggestions and input be forwarded to the Legislative Committee.

- (5) **MOTION:** To set direction that the Legislative Committee review and develop resolutions or policies for the Standing Committees and bring back to the February/April PE meetings.
Properly moved and seconded.

CARRIED

Vice-President Azocar was in the Chair.

PRESIDENT'S REPORT

The President spoke on mobilizing the membership and getting them involved in AUPE. This will need the entire commitment of the Provincial Executive to ensure this happens. A survey was sent out to unionists and activists and a plan will be presented to the next Provincial Executive meeting as to what the goals and strategies will be.

The President thanked the Executive Committee for the work they have done so far. The Vice-Presidents have been assigned regions which they will be in until the end of March. Those that can be on time off for union business will work in their assigned region full time.

Some comments ensued about the Vice-Presidents being off on union business full time as they thought the reason the increase to six (6) was so full time was not needed. The President explained that this was for the initial period to mobilize the membership.

A question was asked whether there would be e-mail addresses for each AUPE member. The Communication Director will attend later to explain.

The President explained he was working with a number of Common Front Unions to fight cuts within the public sector in terms of developing common strategies.

A SOS (Save Our Services) rally will be held at Alberta Children's Hospital on December 07, 2009. If anyone is in the area their support would be appreciated.

A concern was noted that courses should not be cancelled before Local Chairs are notified as they could possibly get more registrants. The President will ensure that the Education Department contacts the specific area in the future.

A question was raised whether Premier Stelmach's promise in the newspaper to not close any hospitals in Alberta applied to Alberta Hospital Edmonton. The President advised he would check if these comments have been made elsewhere.

Local 060, Alberta Research Council, will be going to arbitration with respect to their negotiations. However, along with Bill 27 the Corporation is changing. A request was made that the members be kept up to date as much as possible through their negotiator.

With respect to the Vice-Presidents taking a leave of absence from their positions, it was questioned whether this would risk the jobs of some of the Vice-Presidents. Vice-President Heistad advised he would be unable to take a leave of absence but would take time off as specifically needed.

The President advised the Executive would meet on December 14 and 15, 2009 and go over a plan of action to mobilize the membership. Dependent on what the plan of action is, a special Provincial Executive meeting may be called to go over that.

Vice-President Kyle was in the Chair.

Some of the Executive Committee stressed they will be making contacts in their assigned area and meeting with the grassroots members.

Vice-President Azocar was in the Chair.

The President responded that he appreciates what is being said however there is urgency in what needs to be done. One of the first tasks for the Vice-Presidents will be to contact the leaders, stewards, etc. by phone and solidify contacts before going out to meet with them.

A question was asked of Executive Secretary-Treasurer Dechant as to the implications on the budget and he advised there is room for this additional expense.

(6) **MOTION:** To accept for information the President's Report of December 3 and 4, 2009.
Properly moved and seconded.

CARRIED

COMMITTEE REPORTS**EXECUTIVE COMMITTEE**

MOTION: That the 2010 Provincial Executive meetings be held on February 4 & 5; April 9 & 10 (Calgary); June 10 & 11; September 10 & 11, October 13 (pre-Convention) and December 2 & 3.
Properly moved and seconded.

MOTION TO AMEND: To delete Calgary from April 9 and 10 and add to June 11 and 12 meeting location.
Properly moved and seconded.

Much discussion ensued with respect to the 2010 Provincial Executive dates and why traveling to Calgary in April. A suggestion was made to move the Calgary meeting to June. However, it was noted that there is a Convention on at that time and would be difficult to book a hotel and accommodations.

MOTION TO TABLE: To table until Friday to see if arrangements could be made in Calgary in June.
Properly moved and seconded.

Further discussion followed to deal with the amendment first and as to whether it was necessary to move the Calgary location to June.

In light of the discussion the person who made the Motion to Amend withdrew it.

MOTION TO AMEND WITHDRAWN.

As the Motion to Amend was withdrawn, the Motion to Table was not required.

MOTION TO AMEND: To amend the February date to 5 and 6.
Properly moved and seconded.

(7) **CALL THE QUESTION:**

CARRIED

(8) **VOTING ON MOTION TO AMEND:**

DEFEATED

(9) **VOTING ON ORIGINAL MOTION:**

CARRIED

Vice-President Heistad was in the Chair.

Some discussion with respect to Convention 2010 ensued. It was noted a list of hotels had been provided to Local Chairs to book for the upcoming Convention. As well there is information on the website.

Two motions brought to the October PE meeting in the Executive Committee Minutes were discussed at this time and in particular 'to organize only the unorganized groups'.

Motion #4: "To organize only the unorganized groups."

Motion #5: "That AUPE commence an organizing drive at Pembina Lodge & Smithfield Lodge and once the required support has been reached an application for certification be made to the Labour Relations Board."

It was noted that the previous Executive had concerns with organizing any organized groups. The President commented that the new Executive could review any motions passed by the previous Executive and that the Executive will assess and look at any organizing drives on their own merits at each and every time which may include organizing drives that will involve other unions.

M. Steele, Local 002 stated that by accepting the Executive Committee Minutes it would be seen as accepting that particular Motion and therefore the Motion should be ruled out of order as being too vague.

Vice-President Heistad was in the Chair.

Vice-President Azocar stated that the previous Executive had concerns about organizing organized members as they did not want to be seen as raiding nor actively organizing people that do not want to be organized.

Vice-President Heistad who was in the Chair ruled the **MOTION #4 OUT OF ORDER.**

Vice-President Azocar **CHALLENGED THE CHAIR.**

Vice-President Azocar advised that when the Executive discussed this and passed the Motion it was done with full knowledge and does not believe the Provincial Executive can overturn a decision they do not believe in wholeheartedly.

Vice-President Heistad responded that he would like to see the new Executive move on.

(10) **SHALL THE CHAIR BE SUSTAINED?**

CARRIED

As the Chair has been sustained, the ruling that the Motion is out of order stands.

(11) **MOTION:** To accept for information the Executive Committee Report of November 5 and 6, 2009.
Properly moved and seconded.

CARRIED

The meeting recessed for lunch at 12:11 P.M. and reconvened at 1:18 P.M.

President Smith introduced Michael Walters, Organizer, Greater Edmonton Alliance who provided a presentation on their new venture "Metro Alliance for the Common Good - Calgary" which they were requesting funding for. This would encompass the Calgary area and would run separately from the Greater Edmonton Alliance. Brother Walters was thanked for his presentation.

Reports of the Standing Committees

On another matter, the President advised that some of the Provincial Executive were now chairing Standing Committees as the Vice-Presidents will be involved in mobilizing and this would also utilize the Provincial Executive on Standing Committees. The following will now be chairing Standing Committees:

Mark Ellis - Legislative Committee
Karen Weiers - Anti-Privatization Committee
Brianna Collins - Young Activists Committee

A question was raised as to whether the Standing Committee Chairs will receive honorariums. The Executive Secretary-Treasurer responded that the Vice-Presidents receive honorariums.

Vice-President Azocar was in the Chair.

LEGISLATIVE COMMITTEE

Mark Ellis, Chair of the Legislative Committee, presented two sets of Minutes from meetings held prior to Convention. He advised that a lot of Resolutions died on the Convention floor. The Committee Chairs are to look at the Resolutions and see if they can be submitted to the Provincial Executive or have to be resubmitted to Convention. If anyone requires any help in writing the Resolutions, they are to contact the Legislative Committee.

- (12) **MOTION:** To accept for information the Legislative Committee Reports of September 01 and October 07, 2009.
Properly moved and seconded.

CARRIED

President Smith was in the Chair.

MEMBERSHIP SERVICES COMMITTEE

Vice-President Heistad, Chair of the Membership Services Committee, advised the new Committee had met and will be thoroughly reviewing everything. They discussed a recognition for stewards and will be submitting a proposal to the Finance Committee.

The Committee does not wish to have direct responsibility for the Provincial Union Boutique but rather would prefer to give suggestions in what the membership would like. The administration and financing will be the responsibility of the Executive Secretary-Treasurer and the staff.

- (13) **MOTION:** To accept for information the Membership Services' Committee Report of September 14 and 15, 2009.
Properly moved and seconded.

CARREID

HUMAN RIGHTS COMMITTEE

Vice-President Azocar, Chair of the Human Rights Committee, advised the Committee would like to bring forward the Resolutions not heard at Convention. The Chair of the Legislative Committee asked that they come forward in their next set of Minutes for the Provincial Executive and any with financial implications should go through Finance.

- (14) **MOTION:** To accept for information the Human Rights Committee Reports of August 24 and October 16, 2009.
Properly moved and seconded.

CARRIED

WOMENS' COMMITTEE

Vice-President Azocar, Interim Chair of the Women's Committee, advised that the final tally of money collected for the Local 049 family was over \$21,000.

The DOVE applications are to be in by February 1, 2010.

The Grandparent's Day picnic will be held on September 9, 2010.

On December 6th, the Alberta Federation of Labour are holding a brunch in commemoration of the death of 14 women in Montreal to end violence against women. They have a table for ten (10) people and if anyone wishes to attend to advise Vice-President Azocar.

On Friday at the Provincial Executive meeting a moment of silence to commemorate our sisters that were killed will be held.

- (15) **MOTION:** To accept for information the Womens' Committee Report of August 17 and October 02, 2009.
Properly moved and seconded.

CARRIED

MEMBERS' BENEFITS COMMITTEE

Executive Secretary-Treasurer Dechant welcomed Lori Nemirsky, PE, Local 020 to the Committee and advised that Brenda Thacker, PE, Local 043 was the Vice-Chair and Shauna Warrilow, Local 046 was the Secretary.

A question was raised why there were endowments provided by facilities that were not part of AUPE. Brother Dechant advised that endowments were set up at various institutions across the Province years ago which are given to AUPE members and children.

A query was made with respect to approved versus ratified. Approved applications are done on an emergency basis and then have to be ratified by the full Committee.

- (16) **MOTION:** To accept for information the Members' Benefits Committee Reports of September 18, October 20 and November 18, 2009.
Properly moved and seconded.

CARRIED

David Climenhaga, Director of Communications, attended at this time and provided information and answered questions with respect to a revision of the new website which should be online very soon. As well, it was discussed whether members should have AUPE e-mail addresses and a PE site that is secure that PE could log into.

FINANCE COMMITTEE

Executive Secretary-Treasurer Dechant advised there were two (2) new members on the Finance Committee: Myrna Wright, PE, Local 041 and Percy Ogden, Local 056.

- (17) **MOTION:** That AUPE donate \$1,795.00 towards the Alberta/Northwest Territories Command/Royal Canadian Legion "Military Service Recognition Book".
Properly moved and seconded.

CARRIED

The following is a special project in addition to the annual funding. It was recommended that a strongly worded letter be sent to Parkland Institute to ensure that they are adequately looking after AUPE's interests. The President advised he approached Parkland and asked that they target our issues too.

- (18) **MOTION** That AUPE donate \$25,000 towards the Parkland Institute proposed Budget Project.
Properly moved and seconded.

CARRIED

- (19) **MOTION** That AUPE donate \$1,000 towards the Canadian Fallen Heroes Foundation.
Properly moved and seconded.

CARRIED

- (20) **MOTION:** That AUPE proceed with the Education Sector conference in May 2010.
Properly moved and seconded.

CARRIED

- (21) **MOTION:** That BDO Dunwoody LLP, Chartered Accountants be retained as auditors for the 2009/2010 budget year.
Properly moved and seconded.

CARRIED

The following Motion was brought forward to assist other major Unions in a case to go in front of the Court of Queen's Bench about voter fraud, improprieties, etc. in the last provincial election.

- (22) **MOTION:** That AUPE support a Public Interest Alberta application for a declaration regarding the Alberta 2008 election in the amount of \$5,000 per year for two (2) years.
Properly moved and seconded.

CARRIED

- MOTION:** That AUPE pay for cell phone costs for the Provincial Executive members that chair Standing Committees.
Properly moved and seconded.

- (23) **MOTION TO AMEND:** To put a set flat rate of \$50.00 per month.
Properly moved and seconded.

DEFEATED

- (24) **VOTING ON ORIGINAL MOTION:**

CARRIED

- MOTION:** That AUPE donate \$20,000.00 to Metro Alliance for the Common Good - Calgary.
Properly moved and seconded.

- (25) **CALL THE QUESTION:**

- (26) **VOTING ON MAIN MOTION:**

CARRIED

The meeting recessed at 4:35 P.M.

Friday, December 04, 2009

The meeting reconvened at 9:09 AM with President Smith in the Chair.

The President asked that rather than providing a verbal report on Local issues, that everyone submit a one pager to the President prior to the next Provincial Executive Meeting.

The President further noted that Article 13.01 in the Constitution needs to be amended at the next Convention:

- 13.01 There shall be a Provincial Executive comprised of its members, the President, four (4) Vice-Presidents and the Executive Secretary-Treasurer. The Provincial Executive shall be the governing body of the Union between Conventions.

The Chair of the Legislative Committee undertook to do this through a Resolution to Convention.

Vice-President Azocar lead the Provincial Executive in a minute of silence for the National Day of Remembrance commemorating the fourteen (14) women whose lives ended violently in 1989.

FINANCE COMMITTEE (cont.)

- (27) **MOTION:** To accept the Financial Statement for the months of July, August & September 2009.
Properly moved and seconded.

CARRIED

Executive Secretary-Treasurer Dechant advised that there were twenty-one (21) outstanding cheques from Convention and 741 gift certificates for union stewards outstanding.

- (28) **MOTION:** To accept for information the Finance Committee Report of November 20, 2009.
Properly moved and seconded.

CARRIED

OFFICERS' REPORTS

Executive Secretary-Treasurer Dechant advised of some changes in his itinerary.

- (29) **MOTION:** To accept for information the Report of Executive Secretary-Treasurer Dechant of September - December.
Properly moved and seconded.

CARRIED

Vice-President Azocar highlighted some areas of her report and in particular the fight with child care. Public Interest Alberta is starting to fight back and possibly will be holding a rally around Family Day as there will be cutbacks coming in all Childrens' Services.

- (30) **MOTION:** To accept for information the Report of Vice-President Azocar of December 2009.
Properly moved and seconded.

CARRIED

Vice-President Bates Renouf highlighted some areas in her report and in particular the learning curve with the Grievance Review Board.

A request was made as to whether Locals could be provided with the information on cases that are heard by the Grievance Review Board. Executive Director Hodgins advised he would check and see if this was an issue under the Freedom of Information and Privacy Act.

- (31) **MOTION:** To accept for information the Report of Vice-President Bates Renouf of December 2009.
Properly moved and seconded.

CARRIED

Vice-President Heistad advised that he is not able to have three (3) months off on a leave of absence with his Employer. He does have the flexibility at work to attend as many meetings as possible. He reiterated that cuts will be coming in Education in the near future and AUPE needs to look at post secondary.

- (32) **MOTION:** To accept for information the Report of Vice-President Heistad of December 2009.
Properly moved and seconded.

CARRIED

Vice-President Kyle highlighted portions of her report and attended her first Environment Committee meeting. She had some suggestions for Convention and less paper. If anyone has any ideas, they are to submit them to her by e-mail.

- (33) **MOTION:** To accept for information the Report of Vice-President Kyle of December 2009.
Properly moved and seconded.

CARRIED

Vice-President Raz spoke on issues he had heard about while attending recent meetings. He asked that if anyone has connections with media outlets around the province in areas of service to advise so that a relationship could be built with the media.

- (34) **MOTION:** To accept for information the Reports of Vice-President Raz of December 2009.
Properly moved and seconded.

CARRIED

Vice-President Scott advised he has attended as many meetings as possible. Some have been drop-ins while working. He advised he Chairs the Committee on Political Action and they will be holding a seminar on April 15th in Calgary and on April 22nd at Headquarters for people running in municipal/provincial elections or anyone helping

on a campaign team. If anyone knows of someone on their worksite who this would benefit to please pass the information on to them.

- (35) **MOTION:** To accept for information the Reports of Vice-President Scott of December 2009.
Properly moved and seconded.

CARRIED

NEW AND/OR UNFINISHED BUSINESS

C. Stefaniszyn, PE, Local 057 read an e-mail from a member from the Red Deer Hospital worried about their jobs being abolished as of March 31st. This member was suggesting a province wide walkout or everyone call in sick as some action needed to be taken. Vice-President Heistad advised he would meet with members to get some strategies.

The President advised he will get information out in the newspapers in the Red Deer region so the public knows what is happening.

K. Weiers, PE, Local 095 advised a petition was being circulated with respect to SOS (Save our Services) was being circulated.

A request was made to provide the Hangman Poem entitled "First they came..."

First they came for the communists, and I did not speak out – because I was not a communist;
Then they came for the trade unionists, and I did not speak out – because I was not a trade unionist;
Then they came for the Jews, and I did not speak out – because I was not a Jew;
Then they came for me – and there was no one left to speak out for me.

As well, the message about the cut-backs should be made known through Public Interest Alberta, etc. and perhaps wearing a blue shirt every third day. Many ideas were then discussed as to whether wearing ribbons, blue shirts, pins, etc. would be appropriate.

- MOTION:** That AUPE provide funding from the public awareness campaign and put money out there to make a ribbon with the blood dots to every member in every Local that is willing to wear them on a Thursday.
Properly moved and seconded.

- (36) **CALL THE QUESTION:**

CARRIED

- (37) **VOTING ON MAIN MOTION:**

DEFEATED

- MOTION:** That AUPE encourage all members to wear a blue shirt on Thursdays to support the efforts to save our public services.
Properly moved and seconded.

(38) CALL THE QUESTION:***CARRIED*****(39) VOTING ON MAIN MOTION:*****CARRIED***

A number of concerns with respect to Convention 2010 were discussed. Executive Secretary-Treasurer Dechant asked everyone to e-mail him the concerns and he will take them to the next meeting of the Convention Working Group.

A question was raised about the Stop the Cuts Campaign which Public Interest Alberta is running. The Education Sector is concerned as the campaign only focuses on elementary, junior and high school and doesn't include post secondary. Vice-President Azocar advised that the campaign is actually funded by the Alberta Teachers' Association. Vice-President Heistad advised that Public Interest Alberta has a post secondary campaign coming out in the new year.

A concern was noted about the Occupational Health and Safety courses and people signing up for the Level 1 course being told they have to be a steward in order to attend. Some people are not interested in being stewards but rather only in occupational health and safety. Vice-President Raz, Chair of the OH&S Committee advised he would discuss this with the Committee.

MOTION: That AUPE propose to the Education Sector that a course called 'worksite contacts' be offered.
Properly moved and seconded.

After some discussion it was suggested that this be put forward to the Membership Services Committee. They are open to getting suggestions from Locals and can work directly with the Education Department.

The **MOTION WAS WITHDRAWN.**

President Smith was in the Chair.

The President advised that a plan of action will be provided for the next Provincial Executive meeting. This will be sent out electronically for everyone to have time to look at and offer feedback as to whether a special Provincial Executive meeting is required.

DATE OF NEXT MEETING

The next meeting is scheduled for February 4 and 5, 2010 at AUPE Headquarters.

ADJOURNMENT

(40) MOTION TO ADJOURN:

Properly moved and seconded.

CARRIED

The meeting adjourned at 12:29 P.M.

Respectfully submitted,

Guy Smith
President

RECORDING SECRETARY:

Cheryl Austin

**PROVINCIAL EXECUTIVE MEETING
ACTION SHEET
December 3 and 4, 2009**

BY WHOM**ACTION**

M. Ellis, Chair
Legislative Committee

Legislative Committee to review and develop resolutions or policies for the Standing Committees and bring back to the February/April PE meetings.

Exec Sec-Treas Dechant

Ensure action as follows:

1. \$25,000 to the Parkland Institute proposed Budget Project.
2. \$1,000 to the Canadian Fallen Heroes Foundation.
3. Education Sector Conference to proceed in May 2010.
4. BDO Dunwoody LLP, Chartered Accountants be retained as auditors for the 2009/2010 budget year.
5. Support PIA application for a declaration regarding the Alberta 2008 election in the amount of \$5,000 per year for 2 years.
6. Pay cell phone costs for the PE members that chair Standing Committees.
7. \$20,000 to Metro Alliance for the Common Good – Calgary.

M. Ellis, Chair
Legislative Committee

Legislative Committee to forward Resolution to Convention amending Article 13.01 in the Constitution.

President

Encourage all members to wear a blue shirt on Thursdays to support the efforts to save our public services.

STAHL	4			4			4		
	#22			#26					
	YES	NO	ABST	YES	NO	ABST			
SMITH									
DECHANT	4			4					
AZOCAR	4			4					
BATES RENOUF	4			4					
HEISTAD	4			4					
KYLE	4			4					
RAZ	4			4					
SCOTT	4			4					
BITTMAN	4				4				
COLLINS	4			4					
DEMPSEY	4			4					
ELLIS	4			4					
FELAND	4			4					
HANSEN	4			4					
HEIL	4			4					
JACQUES	4			4					
KARBASHEWSKI	4			4					
LEBLANC	4			4					
MASON	4			4					
MCDONALD	4			4					
METCALF	4			4					
NEMIRSKY	4			4					
NIELSEN (Fri)									
PESTANO	4			4					
RANDALL	4			4					
REID	4			4					
RUFF	4			4					
SCHEIDEMAN	4			4					
SPENCER.	4			4					
SPUTEK	4			4					
STEELE (Thurs)	4			4					
STEFANISZYN	4			4					
THACKER	4			4					
TILLEMAN	4			4					
VELDHOEN	4			4					
WEIERS	4			4					
WILSON	4			4					
WRIGHT	4			4					
ZAWADA	4			4					
Alternates:									
CHORNEY (Thurs)	4			4					

