

THE SOURCE



June 2017

Where's My Copy of the New Collective Agreement?

The Corporation of Delta has sent the union a draft of the new agreement. We are now in the proofing stage. It is a slow process as there is a large amount of detail within the document.

We will send the document back to the employer with our suggested changes. The employer will send us a final draft, we will check for any errors. If both parties agree the collective agreement is ready to print, the union ships it off to the printers. This process takes a fair amount of time. We are working as quickly as we can to get copies to you as soon as possible.

We have yet to receive the DPD's CA for proofing.

Thank you for your patience.

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Constitutional Committee

It is with pride and excitement that the Constitution Committee can report the recommendations received approval by the membership as of June 21, 2017 and from the Local's Executive Board. These recommendations will now be submitted to CUPE National in Ottawa for their review and approval.

The primary change, once approved by CUPE National, will allow all Local 454 Members to vote electronically at the next election. Other highlights are additions to the Local's Executive Board and a change in title for the leader of the Steward Group. These improvements are intended to modernize and update Local 454; the updates have been in the works for many months and it is time to move in this direction.

With future changes and recommendations to follow, the committee will conduct the same process and take direction for change from the Local's Members. It is expected that questions about implementation could arise, and the Local will welcome and encourage open communication for any question or concern. Understanding by discussion and involvement is a cornerstone of our democratic organization.

The Local's Executive Board would like to thank and express their support for the committee members; they are Michael Cotton, Kathleen Chan, Jennifer Clarke, Rob Limongelli and John Gibson.

CUPE Local 454 Membership Meetings 2017

Unless otherwise stated, Membership Meetings are held the third Wednesday of each month at the CUPE Local 454 Office.

September 20 - October 18 - November 15 - December 20



CUPE LOCAL 454

2017 SCHOLARSHIP APPLICATIONS

Available to CUPE 454 members, spouses, children and grandchildren of CUPE 454 Member's

Applicants must submit a letter requesting a scholarship and include an official transcript of grades with their application.

Please note: Online copies of grades are not considered "official transcripts"

Application deadline is Friday, July 21, 2017

The following scholarships are awarded annually:

- One First Year Scholarship of \$500
- One Second Year Scholarship of \$500
- One Third Year Scholarship of \$500
- One Fourth Year Scholarship of \$500
- One \$300 Scholarship to a CUPE 454 Member Murray Cameron Memorial Scholarship of \$500

For more information please contact Kathleen at 604-943-4526 or send an email to: cupelocal454@dccnet.com

Secretary

Hello! My name is Jenny-Lynn Brake and I am very pleased to be your newly elected Secretary. I grew up in North Delta and am happy to have found a career in a municipality close to my heart. I work for the Delta Police Department and previously served as the Executive At Large-Police. I am looking forward to familiarizing myself with more of the Corporation worksites, working closely with the rest of the Executive Members and meeting as many of you as possible in the next 2 years. I hope to see some new faces at the next Membership meeting and at the next Info on Wheels!

Jenny-Lynn Brake
Secretary

What We Do

When, in the course of my life I speak to family, friends and colleagues about my union activism I like to share my goals and aspirations for how things can be, often opposed to how they actually are. Sadly, I am usually characterized as an idealist and I am definitely okay with that. Ideally, I wouldn't need to shout for fairness, if the employer would simply do the right thing, because it's the right thing to do.

I also sometimes hear negative edged comments to me on unions, I look on this as an opportunity to have a real conversation about why I volunteer and how unions or union activists work to make things better. That is what we do.

Really my ultimate goal is to make my role unnecessary. The reality is that unions bring people together on shared concerns and unionists strive to better the standards of safety, health, employment legislation, laws or rights that benefit more than just the workers. The community, the province and the country all win when we stand for fairness and protection from discrimination or harassment. Canadian unions fought for and won things like minimum wage, overtime pay, vacation pay, workplace safety standards, maternity and parental leave. These battles, the hard work of activists led to employment standards and better working conditions for everyone, not just union members.

I hope my brothers and sisters of CUPE 454 will educate themselves on some of the history of unions. Further I really hope to see every single member at a meeting soon. Please come and check in, get the updates on things going on in YOUR union and provide the executive with the vital feedback they need to get the job done.

In solidarity,
Liz Stockdale
Exec at Large, Police

- Delta is a big place and a big organization. The membership meeting is a great opportunity to get to know a few of your brothers and sisters who work in other areas of the city/ and some of them are pretty great!

MOST IMPORTANTLY your attendance benefits the entire local through your show of solidarity. Higher membership meeting attendance results in empowered members, which can only lead to an improved work environment and better leverage at collective bargaining.

YOUR MEMBERSHIP MEETINGS are held on the third Wednesday of the month at the union office. Oh, did I forget to mention you could also win a few bucks in our monthly draw?

I hope to see you there sometime soon.

In Solidarity,
Craig Phillips

Executive at Large, Outside

For those of you who are not yet familiar with me I work in the Urban Forestry section, was recently elected as the Executive at Large, Outside, and I have also previously served the local as a job steward in the works yard. My personal interest in the union and my lifestyle afford me this level of involvement however I realize it is not for everyone. Our jobs as your elected representatives is to not only to make decisions for the Local, but also to listen to and address the concerns of all members.

Often comments begin "The union needs to/ ", or "Why doesn't the union/ ". I often hear "The Union" spoken of by other members as an external body, one assumed to have both powers and responsibilities separate from each of us as individuals. Personally, I believe this idea could not be further from the truth: As members EACH OF US ARE THE UNION, and without each of us the union is weaker in every way. The President, Executives, and Stewards, are the obvious faces of the local; however, I want to remind you that EVERY MEMBER is a valuable part of the union and that EVERY MEMBER HAS THE OPPORTUNITY TO SHAPE OUR LOCAL AND THE FUTURE OF OUR WORK ENVIRONMENT IN JUST ONE EASY STEP: COME TO THE MONTHLY MEMBERSHIP MEETING! Once you get involved you are under no obligation to come to every single meeting and your attendance at even a few meetings per year is of benefit to both yourself and your local in many ways:

- It's an opportunity to learn more about the nuts-and-bolts workings of your local, your rights as an employee and union member, and about the many potential opportunities for involvement including training and scholarships.
- You will have the opportunity to VOICE YOUR OPINION and vote on any topics brought to the membership. You will also have the chance to raise your own topics for discussion or ask questions as well. Usually the entire executive is present at each meeting.

The President's Report

It has been a very busy few months. I have attended the CUPE BC Convention the Canadian Labour Congress Convention and the CUPE Western Municipal Sector Conference. All three of these events were very beneficial to our local. We discussed global issues that impact our local. Networking opened-up some doors for a coordinated effort to deal with things like Attendance Management Policy issues and contracting jobs back in house. We heard about other local's contract issues and found some things that were common, some we far exceeded for improvements with our collective agreement. We found many other locals facing the same hurdles with many day to day issues and found some common strategies to deal with these things. There were several great resolutions at these conventions that benefit our local as there are many global issues that may impact our community and members. Many great speakers brought solidarity and inspiration to our delegates. I had the opportunity to sit with the CUPE BC President and Secretary Treasurer to discuss strategies that will benefit our local with the help and resources from CUPE BC.



Thank you to our membership for allowing us to attend these very important events. I work very hard at networking with all our affiliated groups and make full use of the resources that are provided to us through these affiliations. Solidarity is a word we all use frequently and I sure feel it when I am meeting and connecting with local Presidents, CUPE BC, CUPE National, CUPE Metro Council, BC Federation of Labour, Vancouver District Labour Council, New west District Labour

Council and Canadian Labour Congress. The relationship with all these groups is amazing and I will continue connecting with and utilizing the resources that are available to our local.

There have been many issues in all areas, I have been meeting with managers and directors to deal with these issues and we have made progress in many areas. Just to list a few, we were able to get some compressed work week issues sorted out at DPD. With the Corporation, we resolved some callout, bereavement leave, TFT callout and benefits, acting pay, shift and premium issues. We also resolved two grievances and are proceeding with 3 arbitrations.

We had a very good time coming out in the beginning of May with the CUPE BC trailer to break bread and have some great conversations with 454 members. It is my goal to bring the access and communications to a level that allows all members the opportunity to take part in the happenings of our great local CUPE 454. I made notes and have brought some good things forward because of these events and conversations with our members. This led to me holding a Facebook live event to discuss GPS and Camera surveillance with an amazing labour lawyer, Susanna Quail. We have had close to 3000 views on this feed and it holds some awesome information so please visit our Facebook page and watch if you have not watched it yet.

I will be spending time proofing our collective agreement and then starting the process of getting the final-proof. I will continue to work with the Executive as swiftly as possible to deal with issues as they arise. I will continue to build a strong union and build strong communications and create new and innovative ways to provide access to all 454 members.



John Gibson - President, Nicole Dodd - First Vice-president, Tamara Laza, Executive at Large—Inside



CUPE 454 President John Gibson and CUPE BC President, Paul Faoro



CLC Convention Delegates
Nick Angrignon - Executive Job Steward and John Gibson

Left to right: Kathleen Chan - Executive Job Steward, CUPE BC Photographer Josh Berson, Member Cheryl Desaulniers and Secretary, Jenny-Lynn Brake talking with 454 Members at Info on Wheels Event.





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Executive Board & Job Stewards

President - John Gibson
Treasurer - Richard Carter
Secretary - Jenny-Lynn Brake
1st Vice-President - Nicole Dodd
2nd Vice-President - Jennifer Clarke
Exec. At Lg./Inside - Tamara Laza
Exec. At Lg./Outside - Craig Phillips
Exec. At Lg./Parks - Jeff Kirkbride
Exec. At Lg./Police - Liz Stockdale
Executive Job Steward - Nick Angrignon
Executive Job Steward - Kathleen Chan
Job Steward - Jeff Leclair
Job Steward - Manpreet Singh Liddar
Job Steward - Sandra Murray
Job Steward - Dan Bruckshaw
Job Steward - John Schellenberg
Job Steward - Hugh Cullinan
Job Steward - Terri Contoli
Job Steward - Cherie Raines
Job Steward - Gordon Klammer
Job Steward - Moe Younesi

Newsletter Layout
Office Assistant - Kathleen Ladislaus
KI/Move-Up

We're on the web

www.454.cupe.ca

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CUPE Spring Weeklong School

Introduction to Human Rights

I would like to thank CUPE Local 454 for sending me to Kamloops to take the Intro to Human rights Course at the end of May. The content took us back into the history of this land before it became Canada and was so impactful and enlightening that it made me hungry to learn more about our Indigenous people. We also covered minorities, disability, LGBTQ which were also very insightful. We face these issues all the time but we don't need to make anyone feel that they are any different to ourselves. We are all brothers and sisters.

This course was put on by CUPE BC and is by far the best one I have taken. Education is what makes us grow as a Union and I would recommend this course to anyone interested in making our Union stronger.

Sandra Murray – Job Steward Delta Police.

Communicating CUPE & Social Media

I would like to thank the CUPE Local 454 Executive and Membership for giving me the opportunity to attend the CUPE BC Spring Weeklong School. The course was very informative. Many CUPE issues were shared and discussed in the both classroom and at mealtimes. It is my hope, much of the knowledge gained will be applied to better communicate with the CUPE 454 Membership and the greater community as required.

- Understand why & what we communicate
- Using different forms of communication
- Develop a communications plan
- Build member capacity to engage in successful communication
- Move our issues forward with members, employers and elected officials

Thank you again.

Kathleen Ladislaus

