

THE SOURCE

MARCH 2017

President's Message

2016 was an amazing year for DPD and Corporation of Delta Members!

We settled and ratified our new contract taking us through to 2020. We achieved excellent benefit improvements that will aid our member's health and well being for the future. We gained several premium increases and allowances and secured language that was vulnerable and in jeopardy of being removed in future rounds of bargaining. We have created committees to deal with some major areas of concern and it's my intention to ensure that we meet and have action towards these important issues. One committee has already made an important change for our Temporary Full Time workers. Previously, returning TFT workers would have to wait six months to collect benefits every time they were rehired. Now, if they are hired back

within six months, there will be no waiting period. This was a major concern and now it has been resolved through working with Human Resources.

There are two other committees, Auxiliary and Seniority, they will sit down and make some beneficial changes in the right direction for CUPE 454 members.

We also resolved many grievances and reduced our unfinished grievances to a more reasonable level. As your President, I have worked at following timelines and pushing our grievances through the proper cycle.

Our social media activity has increased by 100%. We are continually working on ways to improve communication and access.

The Constitutional Committee met in 2016 and will meet in March 2017 to look at several changes including language to enable us to be able to have electronic voting. With this capability, it will enable all members to participate in not only the elections but also in any votes we may have our members participate in the future.

We have Fulltime, Regular part time, Temporary Fulltime and Shift Workers. As a Union we get behind all our members and try to ensure access to information and participation in CUPE Local 454 current events and meetings for all. In conclusion, my goal is to bring the union to the members as much as possible and I will work tirelessly to achieve this goal for all CUPE 454 members in 2017.

In Solidarity,

John Gibson , President



Constitutional Committee Update

On March 14, the Constitutional Committee, Jennifer Clarke, Kathleen Chan, Michael Cotton and President, John Gibson met with CUPE National Representative, Rob Limongelli to begin the process of preparing exciting and progressive changes to the CUPE Local 454 Constitution. Details of the proposed changes will be presented to the CUPE Local Membership for consideration and discussion later this Spring.

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CUPE National Representative

My name is Rob Limongelli and I am the CUPE National Representative for Local 454. I have been involved with the local for two years and over this time I have had the opportunity of meeting many of you at various meetings or union functions.

Prior to becoming a national representative in 2002, I worked in the airline industry as a flight attendant with Wardair, Canadian Airlines and Air Canada. I was very active in my local where I held various elected union positions.

My current assignment in addition to local 454 includes: Local 402 - workers employed by the City of Surrey, Local 402-01 - workers employed by the City of White Rock and Local 402-03- workers employed by the Lower Fraser Valley Exhibition Association.

In general terms, my role is to work with and support your executive by providing information and advice on collective agreement interpretation and in seeking resolutions to workplace issues such as the disciplinary and duty to accommodate processes. Being a representative can be challenging and at times stressful but at the same time it is very rewarding. Every day brings new challenges and opportunities.

I must admit that my job is much simpler because of the strong leadership of Brother John Gibson, the members of the Executive, shop stewards, and health and safety representatives who on a daily basis advocate for and advance the interests of the membership. Together, we are all committed to representing you with a strong voice.

In solidarity
Rob Limongelli

CUPE 454 Occupational Health & Safety Committees

The following members were elected on February 22, 2017:

Delta Police

Pamela Hubbs Nicolette McLean

Corporation of Delta

Engineering/Parks Operations

Parks - Lee Hart Engineering - Tracy Gustafson

Municipal Hall & DCAS

Hall - Cheryl Desaulniers Nicole Dodd

DCAS - Tamara Laza

Parks, Recreation and Culture

Sungod - Shelley Donald SDRC - Gary Hebein

LLC - Jeff Kirkbride Winskill - Paula Thulin

NDRC - Kelly Wilson

Better Can Happen Here

BC Provincial Elections

With just under 2 months to go until our next provincial election, it's time we all stop and think. Think about what you and your family value most. If cutting funding to health care and education aren't things you support, then perhaps it's time for a change. Perhaps we need a government that cares more about our rising housing costs instead of tax cuts for the 2% and increased MSP fees.

What is at stake for CUPE members? If reelected, the BC Liberals are threatening to instate provincial wage freezes for local governments – this could affect all Corporation workers. The BC NDP promises to create better jobs with higher wages. They promise to invest in our public services and to provide support for families.

CUPE BC is actively working to defeat the BC Liberals on May 9th. It's time for a change – and not just any change – a change that CUPE delegates at our last Convention voted for: a BC NDP government. Out of this, British Columbia's labour movement launched a campaign called "Better Can Happen Here." It is focused on the issues that need to be made better such as seniors' care, accessibility to post-secondary education/skills training and our rising poverty rates. For more information on the campaign visit www.togetherforbc.ca. Here you can take the pledge to vote for the change our province has been waiting for. Show up on **May 9th** and vote for "better."

Jenny-Lynn Brake
Secretary



CUPE Local 454

National Day of Mourning

Remembering lives lost or injured in the workplace

Friday, April 28, 2017

**10:45 a.m. Rotary Park
(Delta Municipal Hall)**

April 28 has been singled out to offer employees and employers the opportunity to remember the dead, injured and ill as well as publicly renew their commitment to improve health and safety in the workplace. A day to remember the dead and a call to protect the living.

Everyone welcome!

AMP Series# 2

Thanks to those who responded to the union for comments on the AMP. There are many common themes that have been voiced and we will explore two of those now.

Q: "Why am I being punished for using my sick time? Isn't that what it's there for?"

A: We know that being called into a meeting with your manager or HR seems like punishment, I mean why else would you be called in for a meeting right? The AMP is a NON-DISCIPLINARY policy. This means that technically you are not being punished, it just feels that way. Members need to remember it is a management process to have the meeting. There is no punishment for using your sick time legitimately.

Q: "Why was I told that I can't use my Vacation leave, work off hours or come in on my Fortnight to make up for my sick leave?"

A: Vacation leave is meant for just that, vacation. When members use 'Paid Vacation Leave' or 'work off' their sick hours, this has a major negative effect. Human Resources uses an average of hours to determine who is using more than the "norm" for sick leave. This determines who will be called in to a meeting for 'discussions'. There are 2 sets of averages- Inside workers and Outside workers. When you exclude **ANY** of your sick hours, this drives the average down to an **unrealistic** number. For example, instead of the average being around 60-70 hours of sick leave hours, it is now down as low as 40 hours. That would be the equivalent of one member getting the flu twice in a year, having minor surgery, treatment for an illness etc.

You are not allowed to use Vacation Leave instead of Sick Leave and the sooner we can have members report their sick hours correctly, the sooner we can have an average that is a true reflection of what they should be. The Local expects managers and Human Resources to monitor and support that "off work" hours are being recorded properly.

If you are being told by your manager to report your sick hours in any other way than Paid Sick Leave, please inform us immediately.

Nicole Dodd
1st Vice-President

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.

April 19	May 17	June 21
September 20	October 18	November 15

Changes

Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has. – Margaret Mead

Change. It's a loaded little word sometimes. Change. The impacts of which can cause excitement, grief and in my case anxiety. Change is the one thing we can rely on, a given, a result of being alive on the planet. So if change is an inevitability why don't we talk about it more? Why do we fear change so? Why don't we welcome change in our lives for the opportunity it brings to make things better, right a wrong or simply find balance in an offbeat world?

In asking these questions I find myself looking inward toward what change has meant for me in my life, especially lately. Good change, bad change, it doesn't really matter which, all change makes me anxious. Recently I made a massive change in my life. Suffice it to say that I didn't dive in like I would a warm swimming pool surrounded by happy people drinking fruity cocktails. I tested the water, one toe at a time, like I would at a beach in Northern BC. I slowly immersed myself in the process and found I was supported in so many ways, ways I didn't really know I had until I needed that support. I asked for help, and I got it, in most cases unconditionally and without hesitation. Crazy, I thought, who would have known that the waters of change weren't so bad once you got used to it and the best part by far, realizing that you aren't swimming alone.

I always thought I could make a difference for others if I showed up and engaged in the process of change. I never really thought about looking inside until the day I did. I commit to the positive change that my role at the union provides, I hope you will too. I guess what I am trying to say is its okay to have anxiety about change, but the positive impacts to your life from taking that chance are worth it. Oh, and by the way, being brave isn't about not feeling fear. Being brave is about being afraid, and doing it anyway.

Liz Stockdale
Exec at Large, Police

Executive at Large—Parks

Hi, my name is Jeff Kirkbride. I'm on my second term of Executive at Large - Parks. One of my objectives as an executive member is to get our young members more involved in our Union. We need our youth to understand how our work force got to where it is today. With bringing in our younger members and educating them we can move forward with a stronger and more knowledgeable





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CUPE Mourns



BRENDA COOMBS

May 22, 1954—February 21, 2017



MICHAEL LANIER
June 1, 1950 –
January 12, 2017

Rest in Peace

CUPE 454 would like to take a moment to reflect upon the passing of Michael Lanier and Brenda Coombs. These amazing BC Union Activists left us far too early and we recognize the gains both of them made for many workers.

CUPE National - Feb 3, 2017

CUPE mourns the passing of Brother Wayne Harland, member of CUPE 500 at the City of Winnipeg. He passed away on Tuesday, January 31, while delivering mail as part of his work for the city.

Wayne's passing is the first workplace fatality in the CUPE family in 2017. Last year, we saw far too many CUPE members perish in workplace fatalities. We mourn:

- Paul Barao, of CUPE 2544 in Oakville, Ontario, passed away January 29, 2016.
- Thierry Leroux, of CUPE 5153 in Chicoutimi, Québec, lost his life on February 13, 2016.
- Claude Davidson, of CUPE 3333 in Longueuil, Québec died on February 20, 2016.
- Members of CUPE Nova Scotia lost acting President Mike McNeil on March 12, 2016.
- In Vancouver, BC, CUPE 1004 members lost member Jody Taylor on March 31, 2016.
- Nicole Leblanc, of CUPE 25 in Cobourg, Ontario, passed away on September 29, 2016.
- CUPE 30 members in Edmonton lost Saturino Sonson on November 1, 2016.

We will honour fallen members in a special ceremony on April 28th, the Day of Mourning, as we do every year.

"On behalf of CUPE members across the country, I would like to extend our deepest condolences to family, friends and co-workers of Brother Wayne, as well as to members of all the CUPE locals affected in the past year," said CUPE National President Mark Hancock. "We know how devastating a workplace death can be on surviving co-workers. Our hearts and solidarity are with you."

CUPE National Secretary-Treasurer Charles Fleury also offered condolences.

"We are always deeply saddened to hear about the passing of any worker," said Fleury. "The entire CUPE family mourns with you, and we re-commit to making our workplaces healthier and safer."

While CUPE celebrated its first proclaimed "Year of Health and Safety" in 2016, with special programs, campaigns and educational training to make our workplaces safer last year, health and safety continues to be our concern every year, month and day.

We're on the web

www.454.cupe.ca

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