

# THE SOURCE



**December 2017**

## PRESIDENTS MESSAGE



I am so proud to be a part of CUPE 454, you have all, really impressed me with the work you do in our community with services to the public and events at our facilities or parks. 454 members are always there to provide these vital services in Delta in our community. I am always amazed at the level of passion and dedication that CUPE 454 members have in everything they do no matter how big or small the jobs are, we get it done and done well. I have thoroughly enjoyed being out there and speaking to as many of you as possible and the feedback and ideas have been phenomenal. I have taken all those great ideas and put them into our strategic planning for the years leading up to bargaining in 2020. I have rolled up my sleeves and started really working with the bargaining team at CUPE National and CUPE BC to start planning strategically for bargaining in 2020. I attended an All Presidents Meeting on November 27<sup>th</sup> to get the ball rolling. It was a great day with many good ideas and strategies. At that meeting, I was asked to sit on a steering committee of 6 to help with the direction of this working group. This committee has met already and we will be meeting with the entire group in January to discuss the plan for 2018/2019/2020. We will be looking at strengthening member and community engagement. We will be putting together comprehensive bargaining surveys that will be very inclusive for all members. We want to ensure that we hear everyone's voice, its our future together, its your voice with our leadership that will guide us to fight for what our members want in 2020.

In closing I want to say, enjoy the holidays spend time with your families, but more importantly take some time for yourself to just relax and enjoy the time off. I am always available if any 454 Member needs me, so please don't hesitate to call me if you need support or advice. I will be at your worksites over the coming weeks and

look forward to hearing your always excellent feedback and ideas.

Happy Holidays,

John Gibson, President, CUPE 454

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## HOLIDAY OFFICE HOURS

- The CUPE 454 Office will be closed  
**Monday, December 25, 2017 to Monday, January 1, 2018.**

## **2018 Membership Meetings**

Unless otherwise specified, Membership Meetings are held at the CUPE 454 Office on the third Wednesday of every month with the exception of July and August:

Wednesday, January 17

Wednesday, February 21

Wednesday, March 21

Wednesday, April 18

Wednesday, May 16

Wednesday, June 20

Wednesday, September 19

Wednesday, October 17

Wednesday, November 21

Wednesday, December 19

## **LOCAL EXECUTIVE TRAINING**

CUPE Fall School – Nanaimo BC – October/November 2017

Liz Stockdale and myself recently participated in the new CUPE “Local Executive Training” series. This is a report to the membership on the training content and our general experiences during the training:

Training days and accommodations were located at the Coast Bastion Inn in Nanaimo, from October 29<sup>th</sup> until November 3<sup>rd</sup>. The venue, accommodations, and unionized staff were all terrific! Two other CUPE training series were being offered at the same time as ours, and as a result Liz and I had the opportunity to network and get to know many individuals from other CUPE locals from across the province.

The Local Executive Training series was lucky to have a number of very experienced facilitators, including CUPE 454’s own National Rep., Robb Limongelli. The training was delivered in individual modules that were each approximately one day long:

“Introduction to CUPE” focused on who CUPE is and our role in the history of the labour movement in Canada. We learned about the organizational structure of CUPE as well as the roles and responsibilities of locals and elected officials. Members hold the power to determine the direction of CUPE from the national to local level. We also discussed building solidarity and the difference between the terms equality, equity and justice.



*“An important highlight was the difference between speaking for someone versus getting them a seat at the table to tell their own stories.”*

“Introduction to Ally Skills” focused on how to be an effective ally in your local and build solidarity with marginalized members. We discussed how oppression works and unconscious bias, and there were a number of participatory activities. An important highlight was the difference between speaking for someone versus and getting them a seat at the table to tell their own stories.

“Duty of Fair Representation” focused on the definition of DFR and what happens when union representatives do not meet this duty. We learned about “arbitrary”, “discriminatory” and “in bad faith” issues with representation and discussed best practices.

“Parliamentary Procedure” is built around understanding “parli pro” and Bourinot’s Rules of Order, which are followed by CUPE. We learned about the entire meeting process from agendas and the role of the chair, to details such as dealing with motions in the correct order and multiple amendments to the same motion. We did a number of mock meeting scenarios for skill building.

“Leading as a Team” focused on the importance of local executive members working together. Topics included how to build a strong leadership team, leadership styles, how to plan together, and how to build consensus. There were demonstrative team building exercises that played into these topics and were fun and quite useful.

Upon our return Liz and I recommended to the executive that our local strongly consider arranging for in-house delivery of several of these modules. I personally feel that “Introduction to CUPE” and “Parliamentary Procedure” would be very beneficial for every member of the local who interested in understanding how our union works and would like to be better equipped to begin participating in membership meetings.

Thank you to the membership for the chance to participate in this training. We are both looking forward to the opportunity to apply these skills and knowledge for the benefit of the local.

Craig Phillips and Liz Stockdale

*Right: CUPE National Convention Delegates: L to R—Nick Angrignon, Secretary, Jenny-Lynn Brake, Executive : Parks, Jeff Kirkbride and John Gibson.*



*Nick Angrignon speaking at United Way Impact Red.*



*Left: CUPE BC Convention Delegates Day of Mourning, Victoria, B.C. L to R: Jeff Kirkbride, Executive: Police, Liz Stockdale, Executive Job Steward, Kathleen Chan.*

*Left: President, John Gibson, former 1st Vice-President, Nicole Dodd and current 1st Vice-President Tamara Laza at CUPE BC Convention.*



*Above: United Way Labour Appreciation Dinner, L to R: Jamie Cessford, John Gibson, Tamara Laza and Danielle Werner.*



*Above: Alison Graham and Karina Bedard*



*From left to right: Lisa Porter, Susan Clarkson, Jeff Leclair, Gary Hebein, Sara Sochting, Linda Kuntz, Kelly Johnson, Mette Jensen, Ravi Dhaliwal and Kelly Wilson.*



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## We're on the web

[www.454.cupe.ca](http://www.454.cupe.ca)

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### Executive Board & Job Stewards

President - John Gibson  
Treasurer - Richard Carter  
Secretary - Jenny-Lynn Brake  
1st Vice-President - Tamara Laza  
2nd Vice-President - Jennifer Clarke  
Exec. At Lg./Inside - Vacant  
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 Lidder  
Job Steward - Sandra Murray  
Job Steward - John Schellenberg  
Job Steward - Terri Contoli  
Job Steward - Cherie Raines  
Job Steward - Gordon Klammer

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

## HOLIDAY GREETING FROM YOUR OFFICE ASSISTANT

As unionists, we advocate the creation of a more just society through collective efforts in the workplace. Historically speaking, the impact of the union movement on many aspects of everyday life for members and to workers as a whole, has been significant. In the early days of the Canadian Labour Movement, some lives were lost in the fight for worker's rights. As Craig and Liz pointed out in their article, unionism is about building solidarity. The difference between the terms equality, equity and justice are distinct and equally important. It isn't just about earning higher wages or getting more vacation days, there are greater goals to achieve.

We live and work in diverse cultural environments. As we pause in our work to enjoy the holiday festivities, please take some time to reflect on the world we live in. We, as individuals and as unionists can create a world of equality, equity and justice for all of our brothers and sisters, no matter race, culture or creed.

It is a pleasure and a privilege to work for and with the CUPE Local 454 Membership. Thank you for the opportunity to serve you.

Happy Holidays and Best Wishes in the New Year!

Kathleen Ladislaus, Office Assistant



## Farewell

Longtime CUPE Local 454 Union Member and Activist, Hugh Cullinan has retired from the City of Delta. Hugh served CUPE 454 in many capacities over the years: as an Executive, Job Steward, and on the OH & S Committee.



We thank Hugh for his years of service to CUPE and wish him well in his retirement years. May they be long and happy ones.