



CUPE Local 454

March 2018

CUPE 454 2018 Election Results



Congratulations to the elected candidates and many thanks to the CUPE 454

Members who were willing to stand for election!

Elected Executive

President: John Gibson **Treasurer:** Richard Carter **Secretary:** Jenny-Lynn Brake

1st Vice-President: Tamara Laza **2nd Vice-President:** Nick Angrignon **Chief Job Steward:** Cherie Raines

Executive at Large: **Inside:** Kathleen Chan **Outside:** Craig Phillips **Parks:** Jeff Kirkbride

Parks Outside: Brian Talarczyk **Police:** Sandra Murray **Diversity:** Jorge Cardoza

Labour-Management Police: Liz Stockdale **Trustee:** Jennifer Clarke

Committees

Occupational Health & Safety:

Parks, Recreation & Culture: Nick Angrignon, Lisa Doecker, Shelley Donald, Paula Thulin

City Hall: Kathleen Chan, Cheryl Desaulniers, Jenna Grazier

Engineering/Parks Operations: Tracy Gustafson, Gordon Klammer **Police:** Pamela Hubbs, Sandra Murray

Public Relations & Community: Nick Angrignon, Tamara Laza, Manpreet Lidder, Jeff Kirkbride

New Westminster District Labour Council: Nick Angrignon, Jeff Kirkbride, Tamara Laza

CUPE Metro Council: Nick Angrignon, Tamara Laza, Sandra Murray

Bargaining Police: Jenny-Lynn Brake, Sandra Murray

Bargaining City: Nick Angrignon, Tamara Laza, Jeff Kirkbride

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Holiday Office hours

- The CUPE 454 Office will be closed Friday, March 30 and Monday, April 1.

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, **March 21**

Wednesday, **April 18**

Wednesday, **May 16**

Wednesday, **June 20**

Wednesday, **September 19**

Wednesday, **October 17**

Wednesday, **November 21**

Wednesday, **December 19**



We are also preparing for the next round of bargaining by working with other CUPE locals for a collective strategy. At these meetings, I was appointed to sit on the steering committee with five others to strategize with all Metro and Fraser Valley CUPE Locals for bargaining in 2020.

My other big priority this past term was to always take the time to visit our worksites, including hosting worksite BBQs to provide full access for all members of CUPE 454. I truly believe that this has built and strengthened our local and we will continue to have these events.

Over this past term I have been very involved in our local politics, for example, I sit on the NDP Constituency as the Vice-President. This provides an excellent tool to give our local a pulse of local politics, which is especially important with the Municipal Elections later this year.

As President of CUPE 454, I strive to know the issues our members are facing and deal with the issues that impact and effect the members of our Local. I believe as a good leader, I must plan and strategized future initiatives and campaigns that will strengthen our local. As the President, I always strive to ensure that we are communicating to our Membership. We do this through newsletters, social media, live video feeds and our website. This ensures that all members have access to our programs and resources and they have the support and the tools necessary to build our strength. This also creates tremendous attention at the metro and national level which keeps CUPE 454 in the forefront of the labour movement. I spoke with our National President at the National Convention, he commented that he enjoyed our live feeds and to keep up the good work.

PRESIDENT'S MESSAGE



I'd like to start by thanking all 454 members for the amazing support I have received. I can't say it enough, "Our members are awesome." I am so excited to be re-elected as your President. Here is a re-cap of the past two years, and a little on some things to come.

It has been amazing to serve as your President for the past two years, and in that time, I prepared for a tough round of bargaining with the help of the Bargaining Committees. I was the lead spokesperson at the table and we successfully settled our contracts, wherein, we achieved fair and balanced agreements. We successfully pressured the City to convert the 12 and 24 Members to fulltime, which has now been completed.

It was one of my highest priorities to settle and resolve current and outstanding grievances for our members. In 2 years We've gone from 42 grievances to 5 currently.

Over the past two years, CUPE 454 has made an impact in our community and in the labour movement. Through my involvement with CUPE Metro, I was endorsed and elected to the CUPE BC Health and Safety Committee and also elected Co-Chair at the One Big Committee Meeting held last fall. I was then endorsed to sit on the CUPE National Health and Safety Committee, bringing a voice to the table on behalf of our local at the local and national level.

We will continue to create committees that work on strategies to build our strength through education and long-term planning and we will continue to encourage members to get involved in the Union and help to foster the skills and potential future leaders of our Local.

I am excited to continue building a diverse and strong Executive and to attend worksites and all labour council meetings to ensure our Local has a voice at the table at the Metro and National level. I will continue to advocate on behalf of our Membership through labour management, grievances as well as through bargaining strategies for 2020. Over the past two years, I have focused on education though training including our Job Stewards, Executive and Members this only increases our strength in the workplace. It is vital that we provide our representatives the proper tools to confidently represent our membership. I am excited to continue working very hard with CUPE National and our Executive to create and host several courses in 2018.

In closing, I'd like to thank the Members of Local 454 for the honour to serve as the President of CUPE 454 for the past two years and I look forward to continuing to serve as your President for the next two.

I can't say it enough, "Our members are awesome."

CUPE 454 Goes Pink



CUPE 454 Members and Exempt Staff wore pink on Pink Shirt Day, February 28. Bullying in the workplace can be eliminated if we commit to work together. Let's all live and work by the principles set out in the CUPE Equality Statement.

Bullying stops with us!



Equality Statement

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.


Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.


MARK HANCOCK
National President


CHARLES FLEURY
National Secretary-Treasurer

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CUPE Canadian Union
of Public Employees





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We're on the web

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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 - Nick Angrignon
Executive at Large:
 Inside - Kathleen Chan
 Outside - Craig Phillips
 Parks - Jeff Kirkbride
 Parks (Outside) - Brian Talarczyk
 Police - Sandra Murray
 Diversity—Jorge Cardoza
Chief Job Steward - Cherie Raines
Job Steward s:
 Jeff Leclair
 Manpreet Singh Lidder
 John Schellenberg
 Terri Contoli
 Gordon Klammer
 Shelley Donald

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

Occupational Health & Safety

As your President, I attend many labour council meetings and in doing so, I represent CUPE 454 and work hard to create a strong voice on behalf of our membership. I have been appointed to a few committees, which are; **CUPE BC Health and Safety** and **CUPE National Health and Safety**. I would like to report to our members what our provincial and national committee's strategies and priorities will be for 2018.

CUPE BC HEALTH AND SAFETY COMMITTEE REPORT

The CUPE BC Occupational Health & Safety Committee meets several times a year in person or by conference call. We continue to strive to make our workplaces safer for all workers in British Columbia. The Committee discusses a variety of different subjects related to Occupational Health and Safety with the shared objectives of improving workplace safety in many different capacities

Violence in the workplace and reporting, are the committee's top priority for 2018. Please remember, if you see something unsafe or experience violence at work, report it immediately. We must report all incidents and near hits to prevent our co-workers and ourselves from becoming injured or killed while at work.

CUPE NATIONAL HEALTH AND SAFETY REPORT

The CUPE National Health and Safety Committee met March 4th to 7th in Ottawa. It was an intense few days. The national committee priorities are very similar to those of the CUPE BC Committee. Violence in the workplace is of major concern and this committee will be lobbying toward solutions to put an end to it. A worker should not be getting hit, verbally abused or sexually assaulted in the workplace. Unfortunately, employers are currently trying to let it slide and this is completely unacceptable. Our governments and WorkSafe need to act. We will also be focusing on reporting incidents in the work place including Near Hits. A *Near Hit* is when any incident that could have seriously injured or even killed you takes place, but you narrowly avoid, is considered a near hit. Please do not hesitate to report anything you see as a danger to your health and safety. The committee will be meeting again in August of this year and will start on resolutions for the CUPE National Convention in 2019.

In Solidarity,

John Gibson, President CUPE 454

FOR ANY MORE INFORMATION PLEASE CONTACT ME AT:

cupe454president@dccnet.com or visit the CUPE National or CUPE BC website.