

THE SOURCE

2018

HOLIDAY ISSUE

Presidents Message

It has been an interesting year, there were many changes in the City of Delta Human Resources Department. Vivian Klaiber retired, and Samantha Pillay was hired as Delta's new HR Director. The HR department also added Ryan Savileff as the newly created position of Labour Relations Manager. We have a newly elected mayor, George Harvie and new council members Dan Copeland, Alicia Guichon, Lois Jackson, Jeannie Kanakos, Dylan Kruger and Bruce McDonald. I have met with George informally at a few events and we will be having a formal sit down very soon. Our initial discussions were good as we talked about things the union would like to see over the next few years and the Mayor was very receptive to these things. I look forward to working with George and the new council and I will continue to attend council meetings as often as I can, to stay informed on matters that impact our members and community. With all these changes, I am optimistic that we will continue to build on our good labour relations with the City.

Samantha has been amazing to deal with, and always has time to discuss emerging issues. We are holding regular Labour-Management Meetings where we discuss issues that arise. We establish agendas and topics from the information 454 members provide to me and to your Job Stewards and Executive Members. So really, it's thanks to all of you for expressing your concerns, it helps me, as your president, to tackle the issues with the employers. I have also ensured that we meet twice per year to discuss the many issues that the Attendance Management Policy creates for our members.

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Think Tank: Left to Right - Richard Carter, Tamara Laza, Sandra Murray, Paul Faoro, Kathleen Chan, Craig Phillips, Rob Limongelli, Shelley Simpson, Pamela Hubbs, Meena Brisard, Jenny-Lynn Brake, John Schellenberg, John Gibson, Brian Talarczyk, Cherie Raines, Jorge Cardoza, Terri Contoli, Nick Angrignon, Jeff Kirkbride

di·ver·si·ty

[dəˈvɜrsədē, dīˈvɜrsədē]

: the condition of having or being composed of differing elements : VARIETY especially : the inclusion of different types of people (such as people of different races or cultures) in a group or organization

Workers who are Indigenous, racialized, LGBTTI, and have disabilities, face additional barriers and violence in our workplaces and society. CUPE has raised the bar on human rights and continues to lead social movements in Canada and globally. It is especially important for us to be vigilant and fight any attempts to roll back the progress being made to advance human rights around the world.

Last year CUPE 454 took a bold step forward in leadership by creating a Diversity seat on the Executive. Jorge Cardoza is the first 454 Member to be elected to the new executive position. Going forward, in 2019, a Diversity Committee will be struck. The committee will provide a safe place for members to meet and discuss the often sensitive issues diversity members face in the workplace.

GETTING READY TO BARGAIN:

Work to achieve a good deal in 2020 has already begun

CUPE represents more than 30,000 municipal workers across BC, and our sector gets bigger every day. Representing that many workers across such a vast geography has its challenges, including the many collective agreements in different parts of the province that expire at the same time.

Over the next two years more than 60 municipal collective agreements will expire. To meet this challenge head on, we must be working right now on the strategies and plans that will see us successfully defend and expand workers' rights. This includes CUPE 454: even though this agreement will not expire until December 31, 2020, the work to create a winning strategy starts now.

Beginning in 2017, 22 CUPE municipal locals representing approximately 19,000 members have been working together to prepare for bargaining through a cost share campaign co-funded by CUPE National. By working together, those locals, yourselves included, are building capacity and activism, developing new pro-active, creative ideas to earn and retain public support, and in so doing, are replacing a crisis-response model with one that strategically generates early support and awareness.

The broad goals of the campaign are to:

- develop an effective, coordinated bargaining plan so we can lead from a position of strength; this will help us achieve fair settlements without concessions or two-tier provisions.
- increase solidarity amongst members, and further engage members in the union to ensure we have a strong contingent of active members should we need to take action.
- create the right conditions to make gains in this round of bargaining, particularly on key issues like wages and precarity.
- establish the 'CUPE brand' within communities, and teach the general public about how the diverse work of CUPE municipal workers makes a positive contributions to the communities in which we live and work.

Phase 1 of the campaign was intended to be a pre-bargaining, positive public awareness campaign, where we focus on educating the public about the services CUPE members provide, and on which citizens depends.

A campaign video was developed (you can find the video on the CUPE BC website), as well as newspaper advertising was placed in newspapers across the region.

In the new year you will see ads on major billboards and transit shelters across the region, along with social media advertising to increase views of the video.

The key message of the campaign is summarized in the advertising to maximize understanding:

- There is a whole team of CUPE workers behind the services you count on everyday
- CUPE workers care about the communities they serve because they also live in those communities

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58TH BC FEDERATION OF LABOUR CONVENTION

November 26th to 30th 2018

Social justice and union activism was on full display at the BC Federation of Labour convention this past week. Highlights include:

Grounding First Nations' welcoming, passionate, heartwarming speech from Canada's NDP / Le NPD du Canada Leader Jagmeet Singh, CLC President Hassan Yussuff, Marissa Nahanee, welcome from Vancouver Mayor Kennedy Stewart, Tracey Prezeau, Signing of First Nations Protocol Agreement, inspiring Ivan Coyote, rally in support of CUPW STTP, testimony to workers' rights from BC New Democrat Caucus Labour Minister Harry Bains, moving tributes to outgoing officers Aaron Ekman & Irene Lanzinger, and unanimous election of President Laird Cronk and Sec-Tres Sussanne Skidmore - and a rousing thanks to the delegates from the first Premier of BC to address the Fed convention in 16 years by John Horgan. I hold my hands up to all those who spoke at the mics, took time off from family, but mostly, this movement of dedicated people whose shared objective is to make life better for their community and world.

In Solidarity and tremendous thanks to Joshua Berson for these words they absolutely captured the spirit of the 58th BC Federation of Labour Convention.



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Occupational Health & Safety Report

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 committee's strategies and priorities and 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 MORE INFORMATION PLEASE CONTACT ME AT:

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

Presidents Message continued - We have made many small changes through these meetings, its not every change we would like to see, but it is moving in the right direction. We discuss how are members feel about the policy and how it impacts the moral at our workplaces and sites. I have informed the employer that it creates stress for many of our workers and causes our members to come to work sick, rather than be placed in the AMP program. The employer is listening, and we are engaged in meaningful discussions. I hope to see more changes to this policy as we continually meet and talk about the current things that make the AMP problematic to CUPE 454 members.

As many of you noticed, we were out with the CUPE BC trailer and launched our Community Awareness Campaign. This was an amazing event and all the Metro and Valley Locals had events as well. I attended as many as I could, and it was awesome to see so many CUPE workers engaging and talking about the services we provide in our communities.

We have been working on our bargaining strategy for 2020 and so far, the members have been providing awesome suggestions for things our members would like to see in the next round of negotiations. I know it seems far back, but it will come soon, and the Bargaining Committee and I will be ready in October of 2020 to sit down and start negotiating. The goal is to have bargaining surveys out in the summer of 2019, so we can present our proposal to membership in June of 2020 and that puts us in a good position to hit the ground running.

In closing, please enjoy the holidays. Spend time with your families and loved ones. I know for some of us, holidays can be stressful, so please remember the Employee Family Assistance Program is always available (1-800-668-2055). I am always available to talk if any 454 member needs me, so please don't hesitate to call me if you need support or advice.

Happy Holidays

John Gibson, President CUPE 454



2018 CUPE BC Convention: Left to Right - Cory Viala, Mark Hancock, President, CUPE National,

Executive

Front row L to R: Treasurer, Richard Carter; Secretary, Jenny-Lynn Brake; President, John Gibson; DPD, Sandra Murray; Inside, Kathleen Chan; Parks, Jeff Kirkbride;

Back Row L to R: Parks Outside, Brian Talarczyk; 2nd Vice-President, Nick Angrignon; 1st Vice-President, Tamara Laza; Outside, Craig Phillips; Chief Job Steward, Cherie Raines; Diversity, Jorge Cardoza.



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 Stewards:

Jeff Leclair

Manpreet Singh Lidder

John Schellenberg

Terri Contoli

Gordon Klammer

Shelley Simpson

Pamela Hubbs

Greg Harrison

Mette Jensen

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



Tamara Laza, Nick Angrignon, Jeff Kirkbride and John Gibson showing their support of striking CUPW Union Members.

GETTING READY TO BARGAIN: Con't

In the new year you will see ads on major billboards and transit shelters across the region, along with social media advertising to increase views of the video.

The key message of the campaign is summarized in the advertising to maximize understanding:

There is a whole team of CUPE workers behind the services you count on everyday

CUPE workers care about the communities they serve because they also live in those communities

CUPE workers produce better services, which in turn make our communities better

Beginning in 2019, a Phase 2 of the campaign will narrow focus to build support around key bargaining issues. By working together and preparing in advance, we will lead bargaining from a position of strength and achieve settlements without concessions or two-tier provisions, and ideally advance our own issues in the process.

In closing I would like to thank all of you for the amazing work you do in providing fantastic service to your community. I would also like to thank Brother John Gibson and the entire executive for their hard work and commitment to you the membership.

I wish you all the best this holiday season. May you find peace, happiness, joy, and laughter with your family, friends, and loved ones. - National Rep. Rob Limongelli



2018 CUPE 454 BC Fed Convention Delegates:
L to R Jeff Kirkbride, Nick Angrignon, Kathleen Chan, Tamara Laza and John Gibson.