

The Source



CUPE Local 454

Spring 2020

President's Message

We're in this together!

COVID-19 has impacted all our lives, as CUPE 454 members you are front-line workers keeping our communities clean, safe and functioning for everyone in Delta. All the important services you are all providing deserves recognition, without that work during the past weeks, it would have made life more difficult for everyone in our community. A huge **thank you** to all.

Now I know we are all feeling anxious, as there is much concern in the coming weeks and months for all our futures. The Union has been working towards a wage protection agreement with the employer in the event of any layoffs. I know there are many uncertainties around this worldwide pandemic and what potential impacts may have on our lives and our families lives. None of us have ever faced such a global emergency in our working lives and I don't think we ever thought we would be in this situation in our lifetime. Please know we are working very closely with the employer and discussing the potential impacts to our members and will be releasing information on our website and Facebook page regularly.

I know there are many rumours circulating about what other cities are doing. We have been working closely with other CUPE locals. We presented an agreement to our employer on March 19th in line with our neighbouring CUPE local executive boards. We have been directed by CUPE national to work with our national representatives to put these agreements in place and we did reach an agreement with DPD and the City of Delta on March 30th. This agreement then went to your CUPE 454 Executive board and was approved after lengthy discussion. It was also approved by Delta Mayor and Council. I would like to thank Delta City Manager, Sean McGill and the Delta Human Resources Team for working with CUPE 454 to put this wage protection in place.

We will continue to get out to communicate with members for as long as this crisis is happening, answering all your questions and bring forward your issues and concerns to the employer. I will be meeting regularly with management to resolve any of those concerns. Please contact the office at 604-943-4526 or email to cupelocal454@dccnet.com.

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CUPE Members in Pink

Pink Shirt Day
PINK SHIRT DAY

February 26



Bullying Stops Here!
Together We Can Make a Difference
Wear pink Wednesday, February 26!

Move-Up



Above, South Delta Recreation Centre Staff.
Left to right: Kelly Johnston, Linda Kuntz,
Mette Jensen, John Gibson, Rebecca Hart,
Susan Clarkson



Left, Winskill Aquatics Centre Staff
Front row, left to right: Derrick Usipiuk, John
Gibson, Devon Heckard, Mackenzie Ste-
vens
Back row: Lisa Randazzo, Cherie Raines,
Heather McRae-Maloney, Katie Dunn, Ravi,
Judy Stepler, Kam Gill

Right, Ladner Leisure Centre Staff
Back row, left to right: Courtney Steel,
Laura Grandison, Paula Thulin, Marika Francois,
Kerry Cuthbert, Katie Barton, Carol Chardand
Michelle Toystyka
Front row, left to right: John Gibson, Chrissy Swan-
son, Cailan Mans, Harveer Garcha and Karlee
Grant





Danielle Fantillo

Member Spotlight

Danielle Fantillo

- ♦ Job Steward
- ♦ Delta Police Department Civilian
- ♦ Bargaining Committee

Favorite quote:

*The entire "Desiderata" poem (I encourage you to go look it up!)
My favourite line from the poem though is "You are a child of the universe, no less than the trees and the stars."*

What three words describe you? Loyal, listener, caring. (I'm a true INFJ!)

How long have you been a CUPE 454 Member? Since 2012.

What do you do at the DPD?

Court Liaison (In a nut shell, we are the liaison between the police officers and court system.)

What have you gained from being a job steward?

More knowledge of fellow member's issues and how to help them navigate through meetings with management.

You attended CLC Winter School. What was your biggest takeaway from your week of education?

I did the Bargaining Level 1 course and it was eye opening to hear from so many different union members about how their CAs are worded and issues facing their work environments. Amazing experience and I'd highly recommend it to anyone wanting more education within the Union!

How do you see your role on the bargaining committee?

I see myself helping, along with Liz Stockdale, to bring forward the voices of the CUPE Staff within the police department. While the vast majority of our CA is the same as the other City Staff we do have some unique scenarios and issues within the department. It has been very interesting so far to hear the "wants" of my co-workers and I look forward to working towards a successful bargaining term!

What are your long-term union goals?

Learn as much as I can and be a valuable asset to my fellow members in any way that they need me.

Where do you see yourself in ten years?

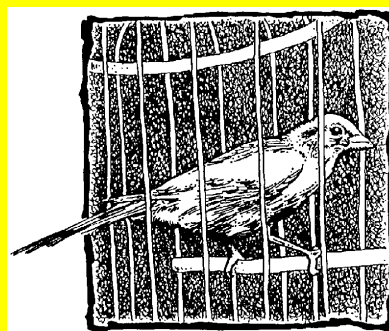
In the grand scheme of things I'm towards the beginning of my career so...likely still working here! (Pending a massive lottery win, of course!)

INFJ: *Introvert-intuitive-Feeler-Judger. Introverts tend to be reflective, reserved and private.*

April 28—Day of Mourning Ceremony

Please note, due to the on-going social distancing order in place, CUPE 454 is working on bringing you a ceremony at the usual time and place on April 28 via social media.

We will announce more details in the coming weeks.



Help is only a Phone Call Away

Keeping yourself and your family safe during the COVID-19 Pandemic is stressful. Seems so strange to use the word, pandemic. It is an altered reality we are all now living. Our freedom of movement is constricted by a duty to use precaution to protect not only ourselves, but others.

CUPE 454 members are facing uncertainty and concerns about health, work and finances, all of us are impacted by an unseen enemy attacking with impunity.

Each of us deals with stress in differing ways. Let's try and remember to be kind to one another. Stop and appreciate the good things that still abound despite this uncertain time. Be patient with co-workers who may be having a difficult time adjusting to new work procedures and social distancing.

If you need help, please do not hesitate to reach out to the union. Also, a reminder, available to CUPE 454 Members is the Employee and Family Assistance Program, Counselling & Referral Service.

President's Message continued

I also wanted to let you all know that the BC NDP government announced the COVID-19 Action Plan. <https://www2.gov.bc.ca/gov/content/employment-business/covid-19-financial-supports#BCEBW> The plan provides extra supports to British Columbians who are worried about staying afloat: Workers whose incomes have been affected can access a tax-free \$1,000-dollar payment.

Thanks to new legislation, no one will lose their job for following the advice of the Provincial Health Officer.

For the many people who carry student loans, repayments are suspended for six months.

BC Hydro customers can defer their bill payments, with no penalty. <https://www.bchydro.com/news/conservation/2020/covid-19-updates.html>

ICBC customers on monthly Autoplan payment plans can also defer their payments for 90 days, with no penalty. <https://www.icbc.com/Pages/default.aspx>

In addition, a comprehensive plan to help renters. While this crisis continues, we need to make sure people can pay their bills, stay safe in their homes, and provide for their families.

The government now has broad powers to make interim orders changing the EI regime. With the exception of waiving the one-week waiting period for employees who are quarantined, it appears these powers have not yet been exercised but could include things like reducing the number of hours required to qualify. <https://www.canada.ca/en/employment-social-development/corporate/notices/coronavirus.html>

I know these are very strange and uncertain times and we will do our best to help with any issues as we move forward and navigate any issues brought to us. More information, including how to access these benefits, will be available in coming days.

In Solidarity,
John Gibson

Additional Resources:

<https://www.healthlinkbc.ca/health-feature/coronavirus-disease-covid-19>

<https://www2.gov.bc.ca/gov/content/safety/emergency-preparedness-response-recovery/covid-19-provincial-support>

<http://www.bccdc.ca/health-info/diseases-conditions/covid-19/common-questions>

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*Jointly supported for your wellbeing by
The Corporation of Delta and CUPE Local 454*



Canadian Emergency Response Benefit

Many Members have been asking about the Canada Emergency Response Benefit (CERB) benefit so below is the info needed to know how this temporary benefit works:

The Emergency Care Benefit and the Emergency Support Benefit have been merged into the Canada Emergency Response Benefit (CERB). The CERB has also been better integrated with Employment Insurance to allow workers to apply for benefits through a single window.

Who is covered by the Canada Emergency Response Benefit?

This new benefit will cover people who have lost their job, people who are sick or quarantined, and parents who must stay home without pay to care for children, the same as the two previously announced benefits. The new CERB also includes workers who have no income due to the COVID-19 slowdown, but who haven't yet been officially laid off. It will cover employees, contract workers, and self-employed workers. To qualify, applicants must have had \$5,000 in employment income, self-employment income, or maternity or parental leave benefits for 2019 or in the 12-month period preceding the day they make the application.

How much will I get?

The CERB will pay out \$2,000 per month for the next 4 months, backdated to March 15th.

Where can I apply?

The application form will be available on April 6. If you have already applied for EI, you do not need to also apply for this new benefit, your claim will be automatically moved over to the CERB and you will receive the 16-week benefit. If needed, you can use your hours to apply for benefits after October 3, 2020.

You can apply in one of these three ways:

- by accessing it on your CRA MyAccount secure portal;

- by accessing it from your secure My Service Canada Account; or by calling a toll free number equipped with an automated application process.

What if I've already been laid off and applied for EI?

If you've already applied for EI you do not need to reapply for the CERB. Your claim will be automatically moved over to the CERB, and benefits paid from this program first. If needed, you can use your hours to apply for EI benefits after October 3, 2020.

What if I don't qualify for EI?

You can qualify for the CERB if you had \$5,000 in employment income, self-employment income, or maternity or parental leave benefits for 2019 or in the 12-month period preceding the day you make the application.

When will I get benefits?

The application is expected to be available April 6. Benefits should be delivered 10 days after you submit your application form. The earliest you could receive benefits through direct deposit is April 16th (or slightly later if by mail).

What if I'm already receiving EI Benefits?

You will continue to receive your EI benefits. If your EI benefits end before October 3rd, 2020, and you are still unable to return to work, you can apply to the CERB once your EI benefits run out.

What if I continue to be sick or unemployed after October 3, 2020?

If you have enough EI insurable hours, you will still be able to access your normal EI benefits after the 16-week period covered by the CERB.

Please go here for the most current information:

<https://www.canada.ca/en/department-finance/economic-response-plan.html>

Executive Board & Job Stewards

President - John Gibson

Treasurer - Richard Carter

Secretary - Nick Angrignon

1st Vice-President - Tamara Laza

2nd Vice-President - Kathleen Chan

Executive at Large:

Inside - Lee Fraser

Outside - Greg Harrison

Parks - Jeff Kirkbride

Parks (Outside) - Sam Abulail

Police - Liz Stockdale

Diversity - Jorge Cardoza

Chief Job Steward - Cherie Raines

Job Stewards:

John Schellenberg

Terri Contoli

Shelley Simpson

Pamela Hubbs

Mike Robinson

Jaspreet Sohi

Danielle Fantillo

Eli Wiebe

Jennifer Steffen

Joel Morrell

Gordon Klammer

Talvir Nijjar

Newsletter Layout by Office Assistant :

Kathleen Ladislaus

KI/Move-Up

2020 Election Results *Congratulations!*

President – 2 Yr. Term

John Gibson

2nd Vice-President – 1 Yr. Term

Kathleen Chan

Exec At Large - Inside – 1 Yr. Term

Lee Fraser

Exec At Large Parks – 1 Yr. Term

Jeff Kirkbride

Exec At Large – Outside

1 Yr. Term

Greg Harrison

Exec At Large – Police – 1 Yr. Term

Liz Stockdale

Labour Management Committee 1 Yr.

(Police)

Danielle Fantillo

Bargaining Police – 1 Yr. Term

Danielle Fantillo

Liz Stockdale

Bargaining - City – 1 Yr. Term

Sam Abulail

Nick Angrignon

Kathleen Chan

Trustee – 3 yr. Term 2020 to 2023

Kristine Trueman

Treasurer – 2 Yr. Term

Richard Carter

Secretary – 1 Yr. Mid-Term

Nick Angrignon - By Acclamation

Exec At Large – Diversity – 1 Yr. Term

Jorge Cardoza

Chief Job Steward – 1 Yr. Term

Cherie Raines

Exec At Large – Parks (Outside)

1 Yr. Term

Sam Abulail

CUPE Metro Council – 1 Yr. Term

Nick Angrignon

Tamara Laza

Cherie Raines

New West District Labour Council -

1 Yr. Term

Cam Fraser

Tamara Laza

Public Relations & Community Committee – 1 Yr. Term

Kathleen Chan

Tamara Laza

Shelley Simpson

Education Committee – 1 Yr. Term

Cliff De Silva

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We're on the web:

www.454.cupe.ca

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