

The Source



CUPE Local 454

Summer 2020

President's Message

We continue together with caution

COVID-19 continues to impact our lives, you have all navigated through much diversity and adaptation, some of you took on new challenges, roles and duties in working in different departments and some of you continued in your own positions. Either way you all stepped up and I cannot say it enough, I am really proud of all of you for your hard-dedicated work providing the vital services necessary to keep our community safe. I would also like to give a big thanks to the works yard members for welcoming the folks from parks facilities into your work sites I have received great feedback at the fact that they enjoyed their time working with you all.

Now I know we are all feeling uncertain about many things and looking at the current numbers of Covid-19 cases in BC are on the rise. The union will continue to watch and work with the employer to navigate through the rest of the year when it comes to maintaining a safe work place and the OH&S committees are working hard at ensuring there is an appropriate exposure control plan in place. As part of our commitment to safety, we handed out many CUPE masks to as many members as we could. Unfortunately, we have recently run out of masks. However, we will discuss purchasing more masks at the September membership meeting.

As some of us are aware facilities are preparing to open in September as Mayor and Council approved phase 4 of the reopening plan, Many CUPE 454 members were laid off in March and April. To date, we have seen many of those members return to work and more to come as the city will need people to open these facilities safely. The facilities will have limited hours and programs with many protocols in place to protect our members and to protect our communities.



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CUPE Members at Work

Below— Erin Clement
Right—Michelle Hebein and Lisa Doecker



Left—Liz Stockdale
Right—Erin Clement and
Leeann Graham

2020 has been an extraordinary year. Despite all the adjustments we've all made during the pandemic, life has gone on. Babies have been born, promises of love and building lives together with engagements and marriages. With permission we're sharing two really wonderful events.



Welcome Finn Maurice
Hanson (left) and (right)
Zion James Dearmin!





Member Spotlight

Liz Stockdale

- ◇ Executive Member
- ◇ Delta Police Department Civilian
- ◇ Bargaining Committee

"There is no innovation and creativity without failure."

- Brené Brown

What three words describe you?

Caring, optimistic and sassy!

How long have you been a CUPE 454

Member? Started at DPD in 2007 as an Auxiliary and became fulltime in 2013. I have served on the OH & S, Labour-Management and Bargaining Committees. Have been a job steward and Executive at Large.

What do you do at DPD? I am the Freedom of Information Assistant, working with the FOI Coordinator in the Risk Management Section.

What have you gained from your CUPE 454 position? I have gained a sense of community, learned much from my fellow members, built confidence and strength of purpose from my union activism.

Since the COVID-19 Pandemic, what do you

miss the most in the workplace? My biggest lesson from Coronavirus is patience and understanding with everyone! I miss the freedom to "do lunch" on a whim with my work peeps.

What are your long-term union goals? Long term goals are to instill in new/younger members the benefits of being active with the local and hopefully find someone who wants to step up.

Where do you see yourself in ten years? It's a struggle to see anything beyond the here and now in these uncertain times. I hope that in ten years I am planning a happy retirement, but my focus is on being vigilant in the now.

September 16 Virtual Membership Meeting

6:00 P.M. via Zoom

1. Go to https://us02web.zoom.us/join/register/tZwpde6ggzwsGdfRPfWXZzAPYzh8mD_Q9kK8 to register prior to the meeting. You can also scan the following QR code to the right on your phone
2. **You must register in advance to attend the meeting.** Registration will close at 4PM on . We cannot guarantee any registrations done after this point will be approved in time for the start of the meeting.
3. After your registration is approved, you will receive a confirmation code to the email you used to register. **There is a link that is unique to you inside that email – you must use that link to attend the meeting. Do not put in the Meeting ID and Password manually – that will continue to send you to the registration page.**



Practice Daily Self-Care to Reduce Stress and Anxiety

Build self-care into your day, even (and especially) as activities change and routines are disrupted. All the things you do to take care of yourself will help manage your stress. And by taking good care of yourself, you'll be better prepared to take care of others.

Some self-care ideas from BC Health:

- ◆ Meditate
- ◆ Play a board game
- ◆ Practice deep breathing
- ◆ Take a bath
- ◆ Read about something other than the virus
- ◆ Cuddle your pet
- ◆ Start a digital detox (leave your phone alone for a while)
- ◆ Exercise

Strategies to manage your mental health and increase your resilience:

- ◆ Continue to make social connection a priority via telephone and virtual social networks
- ◆ Stay active, regular exercise is a proven mental and emotional health booster in addition to improving physical health.
- ◆ Take up a relaxation practice, be it mindfulness, yoga or meditation
- ◆ Eat a brain-healthy diet
- ◆ Limit how often you check the news and only get news from reliable sources such as BC Centre for Disease Control
- ◆ Get plenty of sleep
- ◆ Coping with substance use issues, try and seek out support

Resources:

<http://www.bccdc.ca/health-info/diseases-conditions/covid-19/about-covid-19/mental-well-being-during-covid-19>

Masks

The COVID-19 Pandemic has altered so many aspects of our lives. At the beginning of the pandemic there was much debate regarding the wearing of face coverings when out in public. The debate continues and there have been no government mandates to date enforcing wearing them in public. They are mandatory in healthcare settings, airports and many other workplaces.

Here is a great resource for making your own mask:

https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/prevention-risks/sew-no-sew-instructions-non-medical-masks-face-coverings.html#_Sew_method

Coronavirus COVID-19



Face masks: How are they different?

Physical distancing, hand washing and staying at home if you are sick are the most effective ways to prevent the spread of COVID-19; masks do not replace these actions. Masks, face coverings and gloves are the least protective measures for reducing transmission of COVID-19. Masks, when worn properly and for short periods, may offer some protection especially when you are not able to keep a 2 metre distance from others. For work settings, refer to specific workplace guidance on masks.



Cloth masks (homemade or bought)

- May be used by the general public to reduce the spread of large respiratory droplets. However, these masks offer minimal protection to the wearer.
- Can be made from various types of machine-washable and dryable cloth.
- If homemade, use clean woven cotton or linen e.g., a tea towel, bedsheet, pillowcase, t-shirt.
- Must be designed and worn to fully cover nose and mouth.
- Should fit snugly, let you breathe easily, and attached securely with ties or ear loops.
- Re-usable and need to be washed regularly.



Other cloth face coverings

- E.g., bandana, niqab, scarf, neck gaiter.
- May be used to reduce the spread of large respiratory droplets. However, face coverings offer limited protection to the wearer.
- If the material is thin, fold it into several layers.
- Be sure that it covers mouth, nose and sides of the face.



Industrial N95 respirators

- Used to protect workers from inhaling dust, fumes, and hazardous aerosols.
- Available in hardware stores.
- These masks are not recommended to prevent COVID-19 because if they have a valve and you cough/sneeze, you may spread a stream of germs through the valve.

Personal protective equipment (PPE)

These medical masks/respirators should be reserved for health providers or those caring for sick people.



Medical/surgical masks

- Used by healthcare workers or those caring for sick people. Not for general use, in order to reserve critical supply for healthcare.
- Protect against large droplets.
- Flat/pleated or cup shaped with a looser fit.
- Water resistant; and may come with visor.
- Meant for one-time use.



Medical N95 respirators

- Used by healthcare workers in healthcare settings. Not for use by the general public.
- Protect against inhaling and exhaling very small airborne particles and aerosols.
- Fits closely over the nose and mouth to form a tight seal.
- Must be custom fit and worn properly.

COVID-19 Resources

Support App & Self-Assessment Tool

<https://bc.thrive.health/>

BC Centre for Disease Control

<http://covid-19.bccdc.ca/>

Questions about the virus?

For **non-medical information** about COVID-19, call 1-888-COVID19 (1-888-268-4319), 7:30am-8pm, 7 days a week.

If you have **questions about your health**, call 8-1-1 at any time or speak with your health care provider.

COVID-19 Test results hotline:

Call 1-833-707-2792 or 1-866-370-8355 (Vancouver Island only) from 8:30 AM to 4:30 PM, seven days a week. It may be easier to get through to someone on the line in the afternoon when the call volume is generally lower.

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:

President's Message—continued

Key Delta facility openings as part of Stage 4 of Delta's Reopening Plan include:

- **Sungod Recreation Centre** (mid-September) – arena, aquatics, weight room, gymnasium & recreation/culture programs
- **North Delta Recreation Centre** (early-mid September) – arena, weight room, gymnasium & recreation/culture programs
- **Ladner Leisure Centre** (mid-September) – arena, aquatics & weight room
- **Winskill Aquatic & Fitness Centre** (early September) – aquatics & weight room
- **South Delta Recreation Centre** (early-mid September) – arena, gymnasium & recreation/culture programs
- **McKee & Kennedy Seniors Centres** (mid-late September) – fitness classes, seniors fitness programs
- **Ladner Community Centre** (early-mid September) – fitness classes, preschool & rec programs
- **Pinewood Recreation Centre** (early September) – preschool recreation programs, before & after school care
- **Douglas J. Husband Discovery Centre** (late September) – soft opening for registered families or small 'bubble' groups.

Bargaining continues to move forward. Although, we have had to adjust and strategize our timelines as they have been altered through the pandemic. We are watching closely as Burnaby and Vancouver CUPE locals are currently in active bargaining with their employers. I am extremely optimistic that CUPE 23 and CUPE 1004 will achieve a good deal in the fall. CUPE 454 will plan to have proposals ready for approval in October and your bargaining committees will be meeting in the coming months to discuss strategies and put together a proposal that works. Your bargaining team is committed to working on getting a fair deal with the DPD and the City. It's hard to predict what the negotiations will look like. We understand that it will be different as there will be many challenges for both the Union and the employers. Our bargaining committee will work through these challenges and do whatever it takes to get it done. I would like to thank the committees in advance for the hard work that we will all be putting into crafting these new proposals.

I hope you are all enjoying the weather this summer. I would like to encourage you all to take time to wind down, put away the phone and just go offline for an hour a day. It really gives you a chance to recharge and reduce your stress levels. If that is not working for you, I would encourage you to please use the employee family assistance program. This is a free service paid for by the Union and the City. It provides members with the tools necessary to get through the bumps in the road that life creates.

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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

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SAFER SKIES NOW

As we navigate through COVID-19 turbulence, it's time to make flying safer for in-flight staff and passengers.



[Safer skiesnow.ca](https://safer skiesnow.ca)

President's Message—continued

I know in today's environment, COVID-19 is placing an incredible amount of stress on us all in different ways. Everyone has unique and personal circumstances and that is why this service is so important to use if necessary. You don't have to be alone, so please reach out if you require assistance.

Contact Employee & Family Assistance Program:

Brown Crawshaw Inc.
1490 1090 West Georgia St.
Vancouver, BC V6E 3V7

604-683-3255 or Toll Free 1-800-668-2055
www.browncrawshaw.com



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

We will again commit to continue to communicate. As long as there is a pandemic in our world, we will continue to answer all your questions and bring any safety or labour issues to the employer right away. Please contact the office at 604 943 4526 or email to cupelocal454@dccnet.com

In Solidarity,

John Gibson
President, CUPE 454

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We're on the web:

www.454.cupe.ca

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