

THE SOURCE

2019

HOLIDAY ISSUE

Presidents Message

It's been an incredible year working on new ways to engage the members with our annual info on wheels tour. These events give us the opportunity to talk face to face and share our goals and objectives together with many discussions around bargaining. We were asked about the bargaining working group committee that was discussed in august and members seem to be very excited about this initiative and opportunity to be part of the process. We also talked about ICBC and the proposed new changes that were to take affect in September 2019 not only that, but they also wanted it to be retro active to 2017. Members also shared their concerns with the attendance management policy that has been creating tension and anxiety for CUPE 454 members. These were just a few of the key issues that were discussed during these events and while visiting members in their workplaces.

I am very pleased to say that the bargaining working group comprised of members at large met, there is an article in the newsletter with details. I would also like to report around the proposed changes to the ICBC policy in the summer the union was advised that there were changes coming to the ICBC policies. The changes were going impact the drivers of at fault accidents even if it was another person that owned the vehicle that they were driving. This was also proposed to be retro active back to 2017 and take affect September 1st. It was discussed at the July CUPE BC executive board meeting and we talked about the impacts it would have on our members driving non-commercial vehicles. CUPE BC and CUPE National met with the Attorney General the changes were delayed until January of 2020 as well as the retro activity back to 2017 was removed from the proposed changes. At the next CUPE executive board meeting I brought some concerns forward from our members and once again CUPE BC and CUPE National committed to addressing these concerns with the proposed changes. I am very happy to report with all the pressure from CUPE and other unions and agencies that were affected by these changes it will no longer affect our members driving the cities vehicles thanks to the consistent pressure CUPE others applied.

I know I have had many conversations with many of you around the attendance management and I can tell you I have been very vocal with not only the employer

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Speaking to delegates at the 2019 Western Municipal Conference



2019 CUPE National Convention Montreal
Delegates: President John Gibson, Kathleen Chan, Jeff Kirkbride and Nick Angrignon.



Bargaining Innovation

CUPE 454 Working Group

On November 28, 2019 a Working Group comprised of rank and file members met at the CUPE Local 454 Office. CUPE National Representative, Rob Limongelli and Alex DeForge, CUPE National Research Representative. Assembling the working group was an innovative and historic idea proposed by CUPE 454 President, John Gibson. No other CUPE Local has ever assembled a working group outside Bargaining Committees to work on bargaining.

The purpose of the meeting was to create a Bargaining Survey with input from the members of the group which represented members from all sectors of the local. Regular Full and Part-time and Auxiliary, Parks, Recreation and Culture, Engineering Parks Operations and City Hall workers brought their ideas and combined experience to the discussion.

At the end of the day, Alex DeForge had the framework for a Bargaining Survey. The survey will be delivered to all CUPE 454 Members in 2020.

Many thanks to the following CUPE 454 members for their hard work and participation:

Jim Boswell	Chantel Bourdon
Rajan Sandhu	Harmeet Uppal
Jaime McIntyre	Rebecca Hart
Kimiko Young	Sam Abulail
Domingo Morrell	Kathleen Gratz
Scott Kobus	Amanda Cormier
Joseph Cress	Lori Nicholls
Glenn Kirkwood	

- President's Message continued

but also at the CUPE conventions and at the National and provincial health and safety committees. This is a health and safety issue and I will continue to find ways to reduce the impact it is having on our members. You will find the resolution that was passed at the CUPE BC convention on page 3. I will continue to raise this as a concern for all CUPE members across Canada. I know our CUPE family is listening as at our last convention I spoke to the reason why we should support the resolution because of the negative impact it is having on all our members, I am happy to say that it was definitely supported by more than 800 CUPE BC delegates as they passed the resolution.

The support of our executive and Job stewards over the year has been truly inspirational. Bringing the executive and stewards together for training watching everyone work together in solidarity has brought CUPE 454 to a higher level and for that I thank all of you for all your hard work over the year. With the strength of these folks that surround me it gives me the ability to be an advocate for CUPE 454 members. I am truly amazed at the way all our members bring issues forward and I am proud to serve as your president and was really excited to spend a day with the 18 members to discuss bargaining and I thank them for their willingness to sit on that committee.

Please 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.

In Solidarity,

John Gibson , CUPE 454 President



Working Group hard at work

Meet the CUPE 454 Job Stewards



Cherie Raines



Terri Contoli



Pamela Hubbs



Mike Robinson



Shelley Simpson



Eli Wiebe



Joel Morrell



Danielle Fantillo



John Schellenberg

Missing:

Jennifer Steffen

Jaspreet Sohi

Diversity: Metis Women Update

By Lee Fraser

My name is Lee Fraser and I work at the City of Delta as an Application Centre Technician in the Community Planning & Development Department. I have been a member of CUPE 454 for the past twenty-one years. I have held several positions for CUPE 454 including Job Steward, Second Vice President, and Trustee. I have served on several committees, and served a term on the CUPE BC Aboriginal Working Group. At home, I am a mother of 3 and a grandmother of 4. I am an elected representative of the Metis Nation BC – I am the Region 2 (Lower Mainland) Women's Representative. As a Metis woman, and I have experienced discrimination and lateral violence. I have also felt blanketed by unconditional love, acceptance, and inclusion. I am one of the lucky ones. I have the support of my whole family, my team at work, and my union executive.

Conferences attended in the last half of 2019:

July 2019 – Mid Island Metis Rendezvous in Duncan – Metis cultural event

Sept 2019 – Metis Nation BC AGM and Metis Women of BC Provincial Assembly in Prince George – Metis governance events.

Oct 2019 – National Metis Women's (Les Femmes Michif Otipimisewak or LFMO) Conference in Calgary

Nov 2019 – A Conversation Between Minorities hosted by the Metis Nation Canada in Ottawa

Nov 2019 – Annual Training Forum for EVA BC (Ending Violence Association of BC) in Richmond

Violence against indigenous women and girls:

Gender-based violence is a phenomenon deeply rooted in gender inequality, and continues to be one of the most notable human rights violations within all societies. Gender-based violence is violence directed against a person because of their gender.

This continues to be a major focus of these conferences. The statistics are alarming – indigenous women are 6 times more likely to experience violence than other women. I highly commend the work being done by the Ending Violence Association of BC (EVA-BC), in providing help, research, and training for survivors of gender-based violence. They have partnered with the BC Lions for the past ten years to put on “**Be More than a Bystander**” events all across Canada – to talk about how to recognize and help prevent gender based violence. I had the opportunity to meet the BC Lions at two of our events, and the work they are doing is so impressive – to see these physically intimidating men talking about respecting women, and to feel their gentle presence was quite an experience.

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I can see why they are in such demand as speakers. The Training Forum I attended for EVA-BC was intended for front line workers dealing with survivors of violence, particularly gender based violence. It was amazing to meet the counsellors and social workers doing this important and impactful work every day. The speakers were highly educated and respected researchers, many of them survivors of violence themselves.

***Trauma Informed Care** emphasizes physical, psychological and emotional safety for both consumers and providers, and helps survivors rebuild a sense of control and empowerment.*

Minorities in Canada:

In Ottawa I was very interested in the Conversation between Minorities hosted by the Metis Nation Canada. There was a diverse group of speakers and a diverse audience including indigenous peoples, refugees from many countries, and new Canadians. As we spent time together and listened to the speakers, it became evident that the Indigenous peoples of Canada share much with the other visible minorities. Racism is still present in Canada in spite of all the work being done to eradicate it. We felt that if all the minorities were to pool their talents and resources that we could make a huge impact on Canada. I particularly enjoyed listening to the story of Syrian refugee Tareq Hadhad (pictured below with me), whose family has created a company called Peace by Chocolate. His story is amazing and compelling and the pride and joy he feels being in Canada comes through as he speaks. The town of Antigonish, NS adopted the Hadhad family as refugees and have supported them in so many ways. <https://peacebychocolate.ca/>



Lateral Kindness:

Lateral Kindness is about extending your hand to hold people up, to pull them up when they need help, to be kind and stand beside others and to stand up against bullying and harassment.

Call for Cultural Sensitivity Training at CUPE 454 - I am so happy that there is a Diversity seat on the executive of CUPE 454. This is a positive move, and I hope that there will be cultural sensitivity training offered for all levels of employees. This training should be mandatory for all employees of municipal government, the way it is in some health regions. It is important to use education to boost understanding of diversity in our coworkers, our neighbours, and our customers.

Links for help or for information:

Ending Violence Association of BC - <https://endingviolence.org>

Be More Than a Bystander – violence prevention partnership between the BC Lions and EVA-BC, “BC Lions use their status and public profile to educate about violence against women in BC and urge everyone to ‘Break the Silence on Violence Against Women’.” <https://www.bclions.com/bemorethanabystander>

Delta Police Victim Services – DOVE – Delta Opposes Violence Everywhere - <https://deltapolice.ca/community-services/victim-services/dove>

Heads Up Guys – Depression and Suicide Prevention for Men - Health Strategies for Managing and Preventing Depression – <https://headsupguys.org>

Metis National Council - <https://www.metisnation.ca>

Metis Nation BC - <https://www.mnbc.ca>

Metis Women of BC - <https://www.mnbc.ca/directory/view/347-metis-women-of-bc>



Your Health Information, Your Rights

by Kathleen Ladislaus

You've been injured or diagnosed with a physical or mental condition, what do you tell the employer? Does the employer have the right to know the diagnosis? What exactly are you required to share, if anything? Often, the employer is well-meaning and genuinely concerned about you, however, the relationship between worker and employer is a contractual one. Your right to privacy applies.

For the purposes of operational need, an employer has the right to know how long you will be absent. They are not entitled to know the diagnosis of your ailment. The prognosis, yes, as that tells the employer how long you are likely to be absent. Will you be able to return to full duties or, will you require an accommodation? Sometimes, after a long illness, a worker requires a gradual return to work, rather than an immediate resumption to full work hours.

Why might an employer need more information? If your job is safety sensitive, the employer requires to know your resumption of duties will not pose a risk to yourself or to others. You can refuse to consent to give your personal health information, but there is a risk of consequences such as not being accommodated, not being allowed to resume

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CUPE 454

Good & Welfare



Please remember to contact the Union Office Assistant when a member is off work due to illness or injury, is retiring, has gotten married, added to their family or has lost a loved one. Thank you!

CUPE Local 454
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Attendance Management Policy Resolution

CUPE BC Will:

Lobby the provincial government to stop the implementation or continuation of attendance management policy/programs, in conjunction with the CUPE legal department.

Assist local bargaining committees to develop language that eliminates or limits the ability to create attendance management policies/programs.

Because:

All workers have the right to a safe and healthy workplace. Attendance Management policy/programs create an intimidating environment forcing workers to come to work sick increasing the risk of spreading infections as well as aggravating injuries including psychological conditions to workers in B.C.

This creates a false yearly average due to presenteeism and causes major stress on workers creating mental health issues for workers. Attendance management policies/programs violate the human rights charter by discriminating against the elderly and differently abled workers and where family status impacts workers attendance.

-Respectfully submitted, CUPE BC OH & S Committee



CUPE 454 President, John Gibson presenting the CUPE BC OH & S Committee resolutions to the 2019 CUPE BC Convention Delegates.

Below: John giving committee report at 2019 CUPE National Convention in Montreal.



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duties and in certain situations, discipline. Again, revealing the diagnosis is not required. Providing medical support verifying you are fit to return to work is.

The information contained in doctor's notes or on medical forms given to the employer should be confined to your prognosis, your abilities, functionality and disability, if any. Unless there is risk to the health and safety of other workers, especially with contagion, there is no reason the employer needs to know the details of your ailment.

Why should you limit information regarding your health information?

Sometimes, not often, an employer will elect to discharge an employee for non-culpable reasons such as excessive absenteeism for injury or illness, innocent or blameless absenteeism. While rare, it does happen, and has to our members. Workers with chronic health issues tend to miss more work leading up to a major health event. This usually has put them under notice with the employer if there is an Attendance Management Policy in place.

So, how do we balance our privacy against the employer's need of information?

Unless you have been injured at work, and even then, the employer's right to information is limited to the following:

1. *Will you require a leave of absence from work?*
2. *How long will you be off work?*
3. *Will you return to full duties or require an accommodation when you return?*
4. *When you return to work, will it be a gradual return?*

In closing, it is essential that a worker communicate with the employer regarding short- or long-term absences related to health issues. This provides the employer the ability to plan how to meet the operational needs during your absence and to be ready when you are able return to work. The employer does not need to know the details, only if you are fit to resume your duties. Your right to protect private medical information and still provide the employer the information they need to ensure you can perform your duties need not be stressful or adversarial. If you require assistance or advice, please contact the Union Office.

Executive Board & Job Stewards

President - John Gibson
Treasurer - Richard Carter
Secretary - Nick Angrignon
1st Vice-President - Tamara Laza
2nd Vice-President - Vacant
Executive at Large:
Inside - Kathleen Chan
Outside - Greg Harrison
Parks - Jeff Kirkbride
Parks (Outside) - Gordon Klammer
Police - Elizabeth 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
Jennifer Steffen
Eli Wiebe

Office Assistant - Kathleen Ladislaus
Newsletter layout—kl/Move-Up

***The CUPE 454 Office
will be closed
December 23 to
January 3.***

Below: President, John Gibson and CUPE Member Kathleen Gratz at one of the city's newly installed rainbow benches promoting diversity and inclusion.

