

# THE SOURCE

## 2020

### HOLIDAY ISSUE

## Presidents Message

Since last March all of us have experienced disruptions to our lives, be they major adaptations like working from home, or being redeployed to other departments taking on new duties and responsibilities. We have all had worries about our family's health and where or how your children will learn. Honestly, it has been so surreal for all of us to realize how quickly our lives have changed. I say this all the time, CUPE 454 members have adapted and rolled with the daily changes in process and protocol and done it well. Now we are nearing the end of 2020 and I for one will be happy to welcome 2021 bringing hope that we will soon be back to some degree of normality.

I would like to give you all a re-cap of 2020, the pandemic hit us hard on March 16<sup>th</sup>, the city had to close all the parks and recreation facilities. To ensure protection in the event of members being laid off we needed to work fast and negotiate with the employers to ensure there was a work adjustment plan in place, this agreement would provide 6 weeks of pay and benefit protection for regular staff and 4 weeks for auxiliary staff. We then entered into many discussions with the employer at both Delta Police and the City of Delta to ensure no fulltime staff were laid off but unfortunately we did lose approximately 500 auxiliary members to lay-offs as a result of facility and program closures. The layoffs mainly affected the City of Delta members but there were

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### Office Closure

The Union Office will be closed  
December 21, 2020  
to January 4, 2021



# Executive Member Spotlight



## Nick Angrignon

- \* Secretary
- \* City of Delta, Parks, Recreation and Culture
- \* OH & S Committee
- \* Bargaining Committee

**What three words describe you?** Easygoing, stubborn, goofy

**How long have you been a CUPE 454 Member?** I joined our Union in 2006 when I started working as an auxiliary Lifeguard/Instructor, so I'm going into my 15th year!

**What is your position at the City of Delta?** I'm an Aquatic Leader at the Ladner Leisure Centre – on a day-to-day, I supervise the lifeguards, make sure our programs run smoothly, and direct any emergency responses we may undertake.

**What have you gained from your CUPE 454 activism?** I think the best part of being involved in the Union has been the opportunity to make a lot of meaningful connections with other Union members both in our Local and in the larger Union Movement. I've had the opportunity to get to know and work closely with a lot of great, smart people.

**Since the COVID-19 Pandemic, what has been the biggest challenge for you in the workplace?** I think the biggest challenge for me initially was the round of layoffs we went through in the spring. John, Rob (our CUPE National Representative) and I worked really hard to secure a deal with the Employer around wage protections for those folks getting laid off, but it was still a very stressful time. Personally, I work with a lot of auxiliary staff, so it was hard to see them all be out of work, to see all of our workplaces closed, and to see the stress and uncertainty among those being redeployed to new and unfamiliar roles.

**What are your long-term union goals?** Right now, I think our focus has to be bargaining - we need to get our members a good deal that gives a certain level of financial security moving forward, especially in light of the pandemic. Over the longer term, I'd like to continue working on the Executive Board to make our Union as accessible and transparent to our membership as possible - I think being forced to have our Membership Meetings on Zoom has been a great step forward in making it easier for folks to stay connected with the Local, and I'd like to continue doing the work to make it as painless as possible to know what's going on. The strength of our Local is directly linked to how connected our members are to the work we're doing.

**Where do you see yourself in ten years?** I think at this point with the world having been so uncertain this year and with that uncertainty continuing into next year, my 10 year plan probably needs some work. But right now, in terms of goals, I want to continue to be a strong advocate for our members, to deepen my involvement in the Union movement and get involved in some committee work at the Regional/Provincial levels.

Also, I'd like a dog or ten. And a trip to somewhere new and warm!



## CUPE 454 January 2021 Membership Meeting

**When:** Jan 20, 2021 06:00 PM Vancouver

**Register in advance for this meeting:**

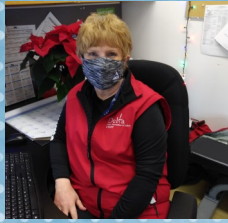
<https://us02web.zoom.us/join/ztZlceugrTKiGdyqLXsc3wvwwqMqi9vL6wrSA>

After registering, you will receive a confirmation email containing information about joining the meeting.





## CUPE 454 Job Stewards



Cherie Raines



Terri Contoli



Pamela Hubbs



John Schellenberg



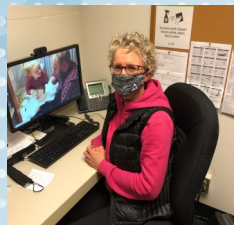
Danielle Fantillo



Gordon Klammer



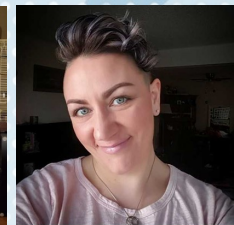
Eli Wiebe



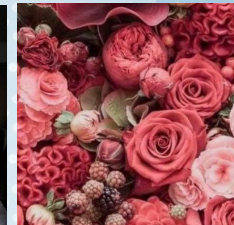
Shelley Simpson



Mike Robinson



Jaimie McIntyre



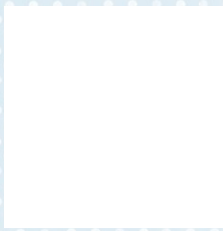
Jess Sohi



Joel Morrell

### Stewards-

- \* Investigate workplace problems
- \* Are your advocate
- \* Deal with workplace complaints



Talvir Nijjer



Jennifer Steffen

### Stewards also-

- \* Represent you meeting with management
- \* File a grievance on your behalf
- \* Answer Collective Agreement

## Cheryl Desaulniers is Retiring!



Linda Nielsen is also retiring. Linda (right) and Cheryl (left) started in PRC Admin the same year and are retiring the same year.

**Cheryl, how long have you been a CUPE 454 Member?** I sure hope you have record of this because my pension shows 16 ½ years but I actually worked part time in Clerks, then went Contract with the Committee Clerks, then back to Clerks, so collectively, maybe 19??

**What union positions have you held over the years?** Job Steward, EFAP Committee & OH&S Committee. I have also been an Emergency Warden for several years for my department and I've served on the United Way Committee as well.

**You have sat on the OH & S Committee for how many years?** Since the creation of the Hall/DCAS Committee.

**Do you feel you have made a difference in your role on the OH & S Committee and as an advocate for safety in the workplace?** I believe we all make a difference, if we band together. I have enjoyed my involvement with our local, which has been very meaningful to me. The safety and well-being of everyone is first and foremost.

**What are your retire plans?** My husband and I are building a home in Harrison Hot Springs, so when the Winter Schools are back and running, I expect people to look me up and come for a visit! I will also continue to volunteer in my community. But firstly, I will wear sweatpants every day and stay up past my bedtime.

**Cheryl, thank you for your years of service to CUPE Local 454.**

**May you and all of our retiring members enjoy a long and happy retirement!**



# Job Steward Spotlight



## Jaimie McIntyre

- \* New Job Steward
- \* City of Delta, Parks, Recreation and Culture

Favourite quote:

*"Be the change you wish to see in the world" - Ghandi*

### What three words describe you?

Resilient, Charismatic, Driven

### How long have you been a CUPE 454 Member?

Since 2011.

### What is your position at the City of Delta?

Customer Service | Parks, Recreation & Culture.

### What have you gained from your CUPE 454 activism?

A voice and knowledge about being a Union Member.

### Since the COVID-19 Pandemic, what has been the biggest challenge for you in the workplace?

The uncertainty of remaining open as restrictions & closures become more prevalent. As well, not working with my co-workers, who have become family over the years.

### What are your long-term union goals?

To gain as much knowledge and experience possible, while advocating for myself and fellow union brothers and sisters.

### Where do you see yourself in ten years?

Wow, 10 yrs...that's a long way away, but will be here before we know it.

I see myself as a police officer within my community, making a difference in the lives I touch, advocating for our at-risk youth and giving them hope.



## CUPE 454 Union Positions up for 2021 Election

### Executive - 2 Year Term

Secretary Vice-President

### Executive - 1 Year Term

2nd Vice President

Executive at Large – Police, Inside, Outside, Parks Outside

Parks Inside, Diversity

Executive Job Steward

### Committees – 1 Year Term

Bargaining – Corp Bargaining – Police

Education Labour Management – Police

Public Relations & Community CUPE Metro Council

New Westminster & District Labour Council

### Trustee - 3 Year Term

Trustee for 2021 - 2024

## Nominations Committee

If you are interested in running for a position, or know someone who could make a difference by getting involved, place the name and position into nomination with one of the following people on the Nominations Committee:

### Danielle Fantillo @ DPD

dfantillo@deltapolice.ca

604-946-4411 (ext. 3096)

### Pek Har Tan @ City Hall

ptan@delta.ca

### Eli Wiebe @ Works Yard

wiebe27@gmail.com

604-880-9567

### Jaimie McIntyre @ Sungod

jmcintyre@delta.ca

*President's Message continued -*

also Delta Police Auxiliary members that were laid off as well.

There was then redeployment for RFT/RPT members in parks and recreation. It was incredibly stressful for everyone, there were changes everyday in duties, schedules, processes, and safety protocol. The union worked extremely hard to help navigate questions and concerns. Of course, 454 members rose to the occasion and took Delta by storm meeting new members from many different departments and many different jobs.

Our members at the works yard were there to greet there CUPE family and help navigate through the new duties and I know some of the members went above and beyond reaching out to support these folks. For that, I am grateful, and I thank you. Delta police members were affected as well and some of those members were given different duties because of programs shutting down and many were moved to working from home along with the city hall members which brought many challenges. The union will continue to monitor them. Amid all this the Bargaining committee has been strategizing and have now officially served notice to Delta Police Department and the City of Delta to commence bargaining. We will work extremely hard to negotiate a good deal that will get us all through this pandemic as it will have an overarching impact on our communities over the next year.

I want to take the time to thank you all and wish you and your families the best for the holidays. Stay safe and enjoy each others company as different as it may be this year. We will prevail and come out stronger, better, and wiser as we are CUPE members, forever the backbone of our communities providing amazing services that keep everyone safe and healthy.

In Solidarity,

John Gibson, President

## **Ambulance Paramedics issue public warning of "triple threat" as holidays approach**

### **Three quarters of B.C. still without full-time ambulance service amidst two health crises, says CUPE 873**

VANCOUVER – As ambulance paramedics approach their busiest season, the Ambulance Paramedics of BC (CUPE 873) have warned the public of a "triple threat."

The union representing the province's 4,500 ambulance paramedics and medical dispatchers says that COVID19 protocols may compound mental health and addiction issues during the holidays – a time of year that can already be lonely for people – and emergency care for patients may be impacted due to critically low staffing among paramedics and dispatchers.

"Shift vacancy is the highest it has ever been," says Shane Sander, a primary care paramedic in Surrey. "When we come to work, the first question we ask one another is: 'How many ambulances will stay parked today due to staffing shortages?' The holidays will certainly test ambulance resources and resilience."

CUPE 873 President Troy Clifford says that physical, emotional and psychological exhaustion have set in among ambulance paramedics and dispatchers.

"We are coming on to one year of responding to the global pandemic and almost five years since the province declared an overdose emergency," says Clifford.

"These double health crises are already threatening our frontline emergency medical services, and the triple threat is that our

profession is experiencing recruitment issues and an increase in stress leave, which has created a critical shortage of staff. We are worried about members of the public feeling greater isolation over the holidays or using drugs alone and not having access to immediate medical care and transport to hospital."

Last week, the BC Coroners Service revealed that 162 people died of overdoses in October—a rate of five deaths per day. APBC is asking the public to frequently check in with family and friends who may be vulnerable and encourage anyone who may be using drugs to do it with someone else present.

Seventy-five per cent of B.C. does not have full-time ambulance service. In addition to burnout, says Clifford, retention and recruitment are at a breaking point.

"What British Columbians may not know is that 75 per cent of the province relies on an on-call service model, meaning there's no full-time ambulance service. This model makes retention and recruitment of paramedics a challenge because they don't get meaningful compensation – only \$2 per hour during an on-call shift with the hourly wage increasing only if they tend to an emergency or transfer a patient between health facilities."

Although there are significant staffing shortages in urban and metropolitan areas, there is a major shortage in rural, remote and indigenous communities, says CUPE 873. On-call paramedics cannot support their families, so they choose to move on to other professions.

Because ambulance paramedics have the most advanced lifesaving skills and training among frontline responders – and the only ones who can transport to hospital – Clifford says that resolving staffing shortages needs to be a government priority. Too many shifts left vacant.

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In October and November, APBC says there were communities who each had more than 50 vacant paramedic shifts, leaving them with no immediate ambulance response on some days.

"I was on shift every day from September 3 to October 16 to ensure that my community had coverage. This is not sustainable," says paramedic Kristi Schmitz, who works in the rural community of Haida Gwaii.

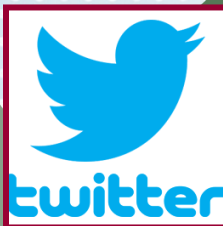
APBC says that paramedics and medical dispatchers are having to do significant overtime to cover shifts. Frequently, they work their entire shift going to back-to-back emergencies without a break or downtime, only to do it all over again. Being a paramedic requires physical, mental, and emotional resilience, as medical emergencies can be chaotic with family members witnessing it all unfold and time being critical.

"Our colleagues are incredibly resilient, but the stresses paramedics and dispatchers are facing are at an all-time high. More than ever, we are seeing them reach out for help because their coping skills are being tested and they are psychologically exhausted," says APBC's Mental Health and Wellness Coordinator Lindsay Kellosalmi.

COPE 491

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***Have a Safe and  
Happy Holiday!***

#### **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 - Elizabeth Stockdale**

**Diversity - Jorge Cardoza**

**Executive Job Steward - Cherie Raines**

**Job Stewards:**

**John Schellenberg**

**Terri Contoli**

**Shelley Simpson**

**Pamela Hubbs**

**Mike Robinson**

**Jaspreet Sohi**

**Danielle Fantillo**

**Jennifer Steffen**

**Eli Wiebe**

**Joel Morell**

**Gordon Klammer**

**Talvir Nijjer**

**Jaimie McIntyre**

**Office Assistant - Kathleen Ladislaus**

**Newsletter layout—kl/Move-Up**

#### **CUPE Local 454**

**360—6165 Highway 17A**

**Delta, BC V4K 5B8**

**Canada**

**Phone: 604-943-4526**

**Fax: 604-943-4523**

**E-mail:**

**cupelocal454@dccnet.com**