

# The Source



CUPE Local 454

Spring 2021

## President's Message

March 2020 the pandemic brought life to a screeching halt and the year has gone by incredibly fast but felt slow and had a forever lasting impact on all of us. There were no exemptions to the touch of the covid-19 pandemic at home at work at school for our friends and family across the world. My last message in 2020 was hope for 2021 and what it would bring us, we needed a positive change in our trajectory to navigate through the storm and survive maybe even thrive. As CUPE members we are always resilient we found better ways to become engaged to communicate through the virtual highway and we did it well. Our general meetings have tripled in attendance members are talking more and asking many questions and focusing on the horizon that lays ahead of us. With that and the strength of our members behind us the Bargaining committees for both the City and Delta Police forged forward to negotiate an agreement. With a goal to do just that, get through the eye of this storm and land on our feet on the other side of this pandemic. We presented a Roll over agreement to both employers on January 28th and had a good back and forth discussion around our proposal.

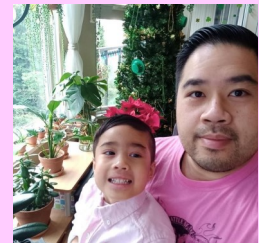
Both employers then presented us with a counter proposal the committee looked over the counteroffer and it was close to what the committees were wanting but not quite there, so we strategized and set up our next bargaining date for February 18th with both employers. We met with the employers on the 18th, and they presented the proposal back with wage and term from January 1st, 2021 to December 31st, 2022 at 2 percent wage increase per year and both committees were accepting of this tentative agreement. We then set up a ratification info session on March 8th at 6pm and voting to start at 7pm until March 10th 12pm.

I am happy to report that we ratified both agreements 96 percent for the City and 100 percent for Delta police. We had a large turnout at the meeting and that took part in the vote thank you for all that participated and the members that attended the zoom info session we had great discussions at that meeting. What is next well the bargaining committees will start preparing our next proposal for the next round of negotiations so that come October of 2022 we are ready for our first meeting with both employers.



Continued on page 3

# Pink Shirt Day 2021



*President's Message continued*

We will be reaching out to the members for feedback as we get closer to the date and look forward to a great, negotiated agreement in 2022.

We will also be celebrating our 70th year anniversary as a chartered local of CUPE and we look forward to coming up with new ways to celebrate virtually. There is so much to be proud of CUPE 454 has an amazing history and we cannot wait to share some unique stories about the strong leadership and incredible advocacy which is the foundation that helped to build our current collective agreement to where it is today.

In closing, I would like to say thank you for all your tremendous work and support and dedication to provide services for a better, safer, and healthier community. We will continue to find improved ways to adapt because we are CUPE 454 members dedicated to doing better, getting stronger and standing together in solidarity.

In Solidarity,  
John Gibson  
CUPE 454 President



*virtual*  
**CLC Winter School 2021**

REPORT TO THE LOCAL

Liz Stockdale | Labour Community Advocate Level 1 | January 2021



I attended the CLC Virtual Winter School in January, taking part in the Labour Community Advocate Level 1 program. My hope is that our members will not hesitate to reach out to me in times of need. That is after all the reason most of us become union activists, to make things better for our brothers, sisters, friends. If you are struggling and need to talk to someone, please reach out.

Liz Stockdale  
778-689-6320

**Labour Community Advocate**

**What is a Labour Community Advocate?**

Labour Community Advocates are individuals within a union who act as a resource to provide peer support to fellow workers trying to cope with workplace, personal or family challenges. Labour Community Advocates help their colleagues deal with personal problems and refer them to programs in their community that can provide direct support.

They are good listeners and they have credibility with co-workers and the local union executive. Dealings with members are kept strictly confidential and referrals to community resources are completely voluntary.

LABOUR UNITED WITH PARTNERSHIP

**Membership Meeting Schedule**

Meetings will continue to be virtual Zoom Meetings details to follow:

**April 21 - May 19 - June 16 - Last meeting until September**



**Executive Board & Job Stewards**  
 President - John Gibson  
 Treasurer - Richard Carter  
 Secretary - Nick Angrignon  
 1st Vice-President - Jeff Kirkbride  
 2nd Vice-President - Kathleen Chan  
 Executive at Large:  
     Inside - Lee Fraser  
     Outside - Greg Harrison  
     Parks - Jaimie McIntyre  
     Parks (Outside) - Sam Abulail  
     Police - Liz Stockdale  
     Diversity - Talvir Nijjer  
 Executive 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  
 Newsletter Layout by Office Assistant :  
 Kathleen Ladislaus  
 KI/Move-Up

## 2021 Election Results *Congratulations!*

### CUPE Local 454 – 2021 Elections Election Results

**1st Vice-President – 2 Yr Term**

Jeff Kirkbride - By Acclamation

**2nd Vice-President – 1 Yr Term**

Kathleen Chan – By Acclamation

**Exec At Large - Inside – 1 Yr Term**

Lee Fraser - By Acclamation

**Exec At Large – Parks (Outside) 1 Yr Term**

Sam Abulail - By Acclamation

**Exec At Large – Police – 1 Yr Term**

Liz Stockdale - By Acclamation

**Labour Management Committee 1 Yr (Police)**

Danielle Fantillo - - By Acclamation

**Bargaining Police – 1 Yr Term**

Danielle Fantillo - By Acclamation

Liz Stockdale - By Acclamation

**Bargaining - City – 1 Yr Term**

Sam Abulail

Nick Angrignon

Kathleen Chan

**Public Relations & Community Committee – 1 Yr Term**

Jeff Kirkbride - By Acclamation

Shelley Simpson - By Acclamation

Kathleen Chan - By Acclamation

Nick Angrignon - By Acclamation

**Secretary – 2 Yr Term**

Nick Angrignon - By Acclamation

**Exec At Large Parks – 1 Yr Term**

Jaimie McIntyre - By Acclamation

**Exec At Large – Outside 1 Yr Term**

Greg Harrison - By Acclamation

**Exec At Large – Diversity – 1 Yr Term**

Talvir Nijjer - By Acclamation

**Executive Job Steward – 1 Yr Term**

Cherie Raines - By Acclamation

**Trustee – 3 yr Term 2021 to 2024**

Cliff de Silva – By Acclamation

**Education Committee – 1 Yr Term**

Cliff De Silva - By Acclamation

Shelley Simpson - By Acclamation

**CUPE Metro Council – 1 Yr Term**

Nick Angrignon - By Acclamation

Jeff Kirkbride - By Acclamation

Cherie Raines - By Acclamation

**New West District Labour Council - 1 Yr Term**

Liz Stockdale - By Acclamation

Jennifer Steffen - By Acclamation

Nick Angrignon - By Acclamation

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We're on the web:

[www.454.cupe.ca](http://www.454.cupe.ca)

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## 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.