

The Source



CUPE Local 454

Spring 2023

CUPE BC Convention 2023

CUPE BC Convention was productive and engaging as ever. Over the four days delegates passed 48 resolutions to lay out a course of action in the year ahead.

Local 454 delegates: President-Sam Abulail, 1st Vice-President Talvir Nijjer, Secretary-Liz Stockdale, Exec at Large Parks-Mike Robinson, Exec at Large Police-Danielle Fantillo, Exec at Large Diversity-Michelle Taylor and Executive Job Steward-Luke Tetrault were honoured to be chosen to represent.



Highlights of the event include hearing from our fellow CUPE members of local 561, striking transit workers on the front line of fighting the good fight, the Indigenous Welcome from the Songhees Nation reminding us of our shared goals of truth & reconciliation, hearing committee reports speaking to some inspiring work being done by locals every day as well as hearing rousing motivational speakers such as CUPE National Executives, President Bea Bruske of the Canadian Labour Congress, Honourable Premier David

Eby and Squamish Nation Elder Sam George Jr.

Your executive has returned from convention with renewed commitment to fight for our members and the public services they provide; to ensure the workplace is a healthy and supportive environment for all.

- Liz Stockdale

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2023 Day of Mourning Victoria BC



CUPE 454 Secretary Liz Stockdale

Mental Health First Aid

Contributed by Shelley Simpson

First aid is the help given to an injured person before professional medical treatment can be obtained. The aims of first aid are:

- Preserve life
- Prevent deterioration of injury or illness
- Promote healing
- Provide comfort to the ill or injured

Mental health first (MHFA) aid is the help provided to a person developing a mental health problem or in a mental health crisis. The first aid is given until appropriate professional treatment is received or until the crisis is resolved. The aims of MHFA are:

- Preserve life where a person may be a danger to themselves or others.
- Provide help to prevent the mental health problem from becoming more serious.
- Promote the recovery of good mental health
- Provide comfort to a person experiencing a mental health problem

MHFA teaches people to:

- Recognize the symptoms of mental health problems.
- Provide initial help
- Guide a person towards appropriate professional help

MHFA does not teach a person to be therapists.

What is health?

The most common definition of health is one formalized by the WHO, World Health Organization over 50 years ago “a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity”

The Public Health Agency of Canada (PHAC) defines mental health as “the capacity of each and all of us to feel, think, and act in ways that enhance our ability to enjoy life and deal with the challenges we face. It is a positive sense of emotional and spiritual well-being that respects the importance of culture, equity, social justice, interconnections and personal dignity. “

For many, mental health also incorporates a spiritual dimension along with the physical, mental and social aspects of wellness.

What are mental health problems?

A variety of terms are used to describe MH problems: mental disorder, mental illness, nervous breakdown and burnout. Slang terms include cracked up, psycho, crazy, loony, nuts, wacko and stressed out. These terms do not give much information about what is really happening with the person. Worse, slang terms, reinforce negative attitudes about MH issues and can be hurtful to people with MH problems. Myths, misinformation and lack of knowledge lead to stigma around MH issues and discrimination that prevents people from accessing help and hinders recovery.

A mental disorder causes major changes in a person's thinking, emotional state and behavior and disrupts the person's ability to work and carry out their usual personal relationships. In Canada most health professionals use the Diagnostic Statistical Manual V TR (DSM V TR) or International Classification of Diseases (ICD 10) to determine whether or not a person meets the criteria for diagnosis of a mental disorder.

A mental health problem is a broader term that includes both mental disorders and symptoms of mental disorders which may not be severe enough to warrant the diagnosis of a mental disorder. A MH problem can cause major changes in a person's thinking, emotional state and behavior and can disrupt a person's ability to work and carry on their usual personal relationships. It is important to recognize that with most MH problems, the symptoms are not static and can improve or worsen over time. In Canada 1 person in 5 will experience some problem with their MH in the course of a year.

The 2 most common MH problems are depression and anxiety while schizophrenia and bipolar disorder are less common.

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June 21 Membership Meeting

Last meeting until September.

Details coming soon!

CUPE 454 Swag!

Ask the Job Steward or Executive Member in your work area how you can get some swag!



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The 5 Basic Actions of Mental Health First Aid. (ALGEE)

- A – Assess the risk of suicide and/or harm
- L – Listen non-judgmentally
- G – Give reassurance and information
- E – Encourage the person to get appropriate professional help or an elder.
- E – Encourage other supports.

Things to consider and bring to OH+S Monthly Meetings

- Psychological H+S standards on JOHS agendas.
- Add checks to facility inspections. Talk to workers.
- Normalize MH problems like a broken arm
- Physical WCB claims cause MH problems
- MHFA room? Do workers know it is confidential?
- Empathy – walking along side. Feeling with people. Drives connection
- Sympathy – feeling sorry for someone
- The COVID 19 pandemic dramatically impacted work places and brought an unprecedented recognition to the importance of supporting employee's psychological well-being. This came from the Mental Health Commission of Canada.
- Guarding Minds at work – a comprehensive resource to help assess and address psychological health and safety in the workplace.
- Self-care



2023 Campaign Associates Program

Are you?

- Looking to raise your profile within your organization
- Looking to advance your career and test your strengths in business and labour union environments
- Passionate about helping your community

Term

The program runs from August 28 to December 15, 2023

Based out of the United Way's Burnaby Office

Keep an eye on our website and watch for email announcements for details

Subject to Mayor & Council approval



Executive Board & Job Stewards

President - Sam Abulail

Treasurer - Kathleen Chan

Secretary - Liz Stockdale

1st Vice-President - Talvir Nijjer

2nd Vice-President - Cherie Raines

Executive at Large:

Inside - Vacant

Outside - Greg Harrison

Parks - Jaimie McIntyre

Parks (Outside) - Mike Robinson

Police - Danelle Fantillo

Diversity - Michele Taylor

Executive Job Steward - Luke Tetrault

Job Stewards:

John Schellenberg

Terri Contoli

Pamela Hubbs

Eli Wiebe

Gordon Klammer

Chantel Bourdon

Michele Davie

Melanie Pringle

Julius Simihag

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KI/Move-Up

CUPE Local 454 – 2023 Elections Final Results

President – Term ends 2024

Sam Abulail - By Acclamation

1st Vice-President – 2 Yr Term

Talvir Nijjer - By Acclamation

2nd Vice-President – 1 Yr Term

Cherie Raines - By Acclamation

Exec At Large - Inside – 1 Yr Term

Joel Morrell - By Acclamation

Exec At Large – Parks (Outside) 1 Yr Term

Mike Robinson - By Acclamation

Exec At Large – Police – 1 Yr Term

Danielle Fantillo - By Acclamation

Labour Management Committee 1 Yr (Police)

Liz Stockdale - By Acclamation

Bargaining Police – 1 Yr Term

Danielle Fantillo - By Acclamation

Liz Stockdale - By Acclamation

Bargaining - City – 1 Yr Term

Kathleen Chan - By Acclamation

Talvir Nijjer - By Acclamation

Greg Harrison - Subject to Election

Public Relations & Community Committee – 1 Yr Term

Gordon Klammer - By Acclamation

Luke Tetrault - By Acclamation

Mike Robinson - By Acclamation

Kathleen Chan - By Acclamation

Secretary – 2 Yr Term

Liz Stockdale - By Acclamation

Exec At Large Parks – 1 Yr Term

Jaimie McIntyre - By Acclamation

Exec At Large – Outside 1 Yr Term

Greg Harrison - Elected

Exec At Large – Diversity – 1 Yr Term

Michelle Taylor - Elected

Executive Job Steward – 1 Yr Term

Luke Tetrault - Elected

Trustee – 3 Yr Term 2023 to 2026

Todd Selig - By Acclamation

Education Committee – 1 Yr Term

Jaimie McIntyre - By Acclamation

Shelley Simpson - By Acclamation

CUPE Metro Council – 1 Yr Term

Vacant

New West District Labour Council - 1 Yr Term

Vacant

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We're on the web:

www.454.cupe.ca

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April 28 - Day of Mourning Ceremony



CUPE 454's 2023 Day of Mourning Ceremony held at Rotary Park in Ladner was hosted by member Gordon Klammer.

Many thanks to speakers the Honourable Carla Qualtro, Minister of Employment, Workforce Development & Disability Inclusion, MP, Delta, Delta Councillor Jennifer Johal, Jennifer Shum from WorkSafeBC, and Eva Kaczmarczyk, Health & Safety Manager, City of Delta.

Photos courtesy of Richard Pasco, City of Delta.

