

THE SOURCE

2023

HOLIDAY EDITION

President's Message

On behalf of the CUPE 454 executive I'd like to send the warmest of Holiday Greetings to all our members. I hope you have time to celebrate with family and friends and can relax and rejuvenate before 2024.

As we come to the end of the year, I want to acknowledge all our successes and achievements we had this year and none of that would be possible without all the hard work and dedication by all our CUPE 454 Committee Members, Job Stewards and Executive Team. The work you do is invaluable and I want to express my sincerest gratitude and say thanks to you all.

I would also like to reflect on the unwavering support that our Union Officials have received from our membership this past year. We had over 300 members show up to our Hotdog Day event, our Union Socials were full and our Ratification Meeting saw a record number of members attending. We will continue to rely on you for your insight and vision for our local. Your union will be busy next year working to prepare for upcoming collective bargaining negotiations for our members, making our communities stronger, and ensuring we all prosper together.

Happy Holidays and Happy New Year!

Sam Abulail
President Cupe Local 454



CUPE 454 Executive left to right: Sam Abulail, Mike Robinson, Talvir Nijjer, Kathleen Chan, Jaimie McIntyre, Luke Tetrault, Cherie Raines, Aaron Holt
Front, left to right: Liz Stockdale, Greg Harrison

CUPE Local 454

Nominations

Positions up for 2024 Election

Executive - 2 Year Term

President
Treasurer

Executive - 1 Year Term

2nd Vice President
Executive at Large – Police
Executive at Large – Inside
Executive at Large – Outside
Executive at Large – Parks Outside
Executive at Large – Parks Inside
Executive at Large – Diversity
Executive Job Steward

Committees – 1 Year Term

Bargaining – Corp
Bargaining – Police
Labour Management – Police
Public Relations & Community
New Westminster & District Labour Council
CUPE Metro Council

Trustee - 3 Year Term

Trustee for 2024 - 2027

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**:

Gordon Klammer - Works Yard

gklammer@delta.ca
778-887-0251

Ryan Biehl - City Hall

rbiehl@delta.ca
778-231-3438

Chantel Bourdon - Ladner Leisure Centre

cbourdon@delta.ca

Ella Rabilizarov - Sungod Recreation Centre

778-302-2904

At our **January Membership Meeting**, all persons nominated through the committee should be in attendance to ensure that their names are placed into nomination, so they can accept the nomination. This meeting is very important and everyone should attend.

It is a rewarding experience to assist your co-workers by getting involved in your union local. We all need to be active in our union, to keep it a strong and vibrant union.

Get involved!

CUPE National Convention

October 23 to 27, 2023

Quebec City, Quebec

CUPE Local 454 sent four delegates to the national convention. President, Sam Abulail; First Vice-President, Talvir Nijjer; Treasurer, Kathleen Chan; and Secretary, Liz Stockdale.

CUPE National document, Reclaiming Worker Power, Strategic Directions 2023—2025, highlights the following objectives for the CUPE Membership:

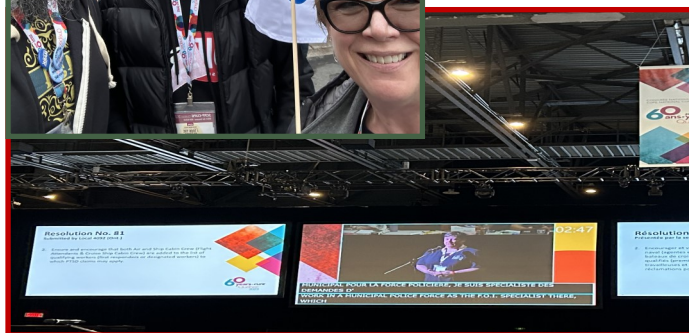
- Reconciliation with Indigenous Peoples
- Human Rights
- Building Strong Locals
- Bargaining
- Protecting our work
- Organizing Non-Union Workers
- Political Action
- Defending Against Privatization
- Affordability
- Protecting Our Planet
- International Solidarity

Reclaiming worker power: Strategic Directions 2023-2025 | Canadian Union of Public Employees (cupe.ca) can be found on the CUPE National website.



Left: Talvir, Sam and Kathleen rally in support of unions on strike / locked out.

Below: Liz speaks to Resolution 81. Ensure & encourage that both Air and Ship Cabin Crew (Flight Attendants & Cruise Ship Cabin Crew) are added to the list of qualifying workers (first responders or designated workers) to which PTSD claims may apply.



Right: Liz, Kathleen, Sam, and Talvir hard at work on the convention floor.

Sick? Stay Home!

By Kathleen Ladislaus

Since the COVID-19 Pandemic, we all have increased awareness of our obligation to try to minimize the spread of communicable diseases in the workplace. Most of us know how quickly the effects of a virus outbreak in our community can impact co-workers and our families. Seasonal outbreaks of Influenza A, RSV, and the common cold are underway. The good news is, COVID-19 cases have decreased since October, it is, however still with us as well.

Employers have a duty to protect their workforce and encourage sick workers to stay home. WorkSafeBC is specific on the responsibility of an employer to protect its workers.

It is not unreasonable for a worker to stay home 1 to 2 weeks during peak respiratory virus outbreaks in our communities. If you are a parent of a school-aged child, you are also likely to use more sick leave. Day care and schools do not want your sick child in attendance. Multi-worker offices and crowded public work settings also pose challenges for workers staying well during active outbreaks. Sick? Stay home!

Recently, members have expressed concern regarding usage of their sick leave. We have also heard the employer's Attendance Management Program is being applied to those using sick leave above departmental averages. What happens when a worker is cited for excessive sick leave usage? It creates stress, worry, and more frequently a tendency for a worker to go into work sick out of fear. Yes, fear, of further steps of the AMP being applied to them. If this situation is familiar to you, the union would like to hear from you.

Cold & Flu Facts

- Colds are most contagious in the first 2 to 4 days after symptoms start. You are most contagious when coughing and sneezing. The common cold lasts for about 10 days.
- Flu are most contagious 5 to 7 days after symptoms. Flu can last 1 to 2 weeks.

Stop the Spread at Work

- Regularly wash your hands with soap and warm water for at least 20 seconds and dry them properly. If soap and water are not available, use alcohol-based hand sanitizer.
- Practice good cough and sneeze etiquette. Cover your mouth and nose with a tissue or your upper shirtsleeve when you cough or sneeze. Throw away used tissues immediately.
- Refrain from touching your eyes, nose, and mouth.
- Frequently clean the surfaces and objects you've touched.
- Wear an effective N-95 mask if you are symptomatic.
- **Stay home for at least 24 hours after a fever has broken.**

Attendance Management

HEALTH AND SAFETY FACT SHEET

CUPE Canadian Union of Public Employees



What is Attendance Management?

Attendance Management is the act of managing attendance or presence in a work setting, to minimize the abuse of sick time, reduce productivity losses, improve efficiency and cut the costs of loss time or backfill. Attendance management programs are variously called "attendance improvement programs", "attendance review programs" or "work improvement programs (WIP)" and even "attendance support programs". Attendance control has traditionally been approached using time clocks, timesheets and time tracking software.

Attendance management programs are often brought in under the claim that workers are abusing sick time or somehow cheating the system. However, in many CUPE workplaces, we found that programs quickly move to monitor and punish workers for "non-culpable" or "innocent" absenteeism that is beyond the workers control, including bona fide illness that should be otherwise excused. For example, some CUPE members have even had to push back against employers forcing workers to be present at attendance management meetings as a result of ongoing treatment for cancer.

How are attendance management programs implemented?

Attendance management programs use various tools to essentially discourage workers from using legitimate sick time as provided for in labour standards and collective agreements. The overall technique is a form of what is known as "progressive discipline". It is applied to the use of short-term sick leave. These programs usually involve:

1. Establishing a standard for absenteeism:

These standards may use the provincial average annual use of sick time, an industry average, occupational average or depart mental average. These standards are then used as limits or triggers for an attendance review process.

2. Initiating an attendance review process:

This frequently involves the supervisor calling the sick employee at home to find out when the employee will return to work. It may also involve warning notices and meetings where there will be discussions regarding the employee's absence from work. It could also include a counselling process that may involve encouraging the employee to return to work in a modified work program. The worker might also be asked to be examined by an "independent" doctor that the employer chooses and be asked to provide medical certificates.

3. Dismissal: Should the employee not show significant improvement in his or her rate of absenteeism or fail to show an expectation of improvement in the future, the employer may attempt to dismiss the employee.

These programs can involve the use of various forms of intimidation and bullying to discourage workers from legitimately using sick leave they are entitled to when they should be. As a result, these programs threaten the job security of workers. Most attendance management programs fail to recognize the basic workplace causes of absenteeism. Management will use it to attack the workers rather than the underlying causes of the absenteeism.

CUPE HEALTH & SAFETY 1

How do these programs impact workers' health?

- First and most obvious, forcing workers back to work before they are better prolongs illness
- The harassment of workers who are sick is a major stressor that can aggravate existing illnesses and create new issues for workers mental health.
- Workers who feel pressured to come to work before complete recovery can be a source of infection to other workers.
- Workers who come to work sick may be less able to concentrate and focus, potentially becoming a safety hazard to themselves and other workers.
- Injured workers who feel compelled to work without appropriate accommodation of an existing illness or injury, risk aggravating the illness or injury, or may result in unsafe work performance.

Bargain better protections

There are several ways to push back attendance management programs through collective bargaining:

- **Negotiate accumulated sick leave provisions.** Earned benefits that must be fully provided by the employer are more difficult to take away.
- **Negotiate non-discrimination clauses to include disabilities and long-term illness.** This allows for grievances and arbitration disputes that are speedier than the slower process under human rights legislation.
- **Negotiate separate family responsibility leave or family illness leave.** This may alleviate the pressure to use sick leave in order to attend to family responsibilities.

Some legal considerations

While attendance management programs are legal, they must follow the following principles:

- The program must be fair, reasonable, and in compliance with the collective agreement, the Occupational Health and Safety Act, and the Human Rights Code.
- They must not be arbitrary or discriminatory in their nature.
- They must consider the particularities of the individual's case, the reasons for the absences and the prognosis of recovery.

Conclusion

Most attendance management systems are used to attack the gains made by CUPE members in their collective agreements. They end up making workplaces less healthy by endangering the health and safety of the workers. If you are faced with such a program, work with you CUPE servicing representative to ensure that workers are not being abused by the system and that your collective agreement rights are not being turned back.



FOR MORE INFORMATION CONTACT:

CUPE National Health and Safety Branch, 1375 St. Laurent Blvd., Ottawa, ON K1G 0Z7 tel (613) 237-1590 fax (613) 237-5508 health_safety@cupe.ca

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 - Aaron Holt

Outside - Greg Harrison

Parks - Jaimie McIntyre

Parks (Outside) - Mike Robinson

Police - Danielle Fantillo

Diversity - Dakota Payer

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

Sam Thandi

Newsletter Layout by Office Assistant - Kathleen Ladislaus
KI/Move-Up



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!

Tel: 604-943-4526
Email: cupelocal454@dccnet.com

January 17, 2024

Membership Meeting

Details to follow at:
<https://454.cupe.ca>

Holiday Closure

The CUPE 454 Office will be closed
Thursday, December 21, 2023 to January 2, 2024