



CUPE454

Delta Public Employees

CUPE Local 454 New Member's Guide



454.cupe.ca

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Message from our President



Welcome to CUPE Local 454 and our New Member Orientation program. We'll provide some background and explanation regarding the role CUPE 454 can play in your life, and we want to encourage you to get involved in your union's activities at whatever level you are comfortable with.

If you're one of our younger union members, a special welcome! You're way ahead of most young workers. Only 12% of Canadians between the ages of 15 and 24 are union members. That leaves many young workers without a strong voice in the workplace or protection against unfair labour practices.

As a member of the largest and most diverse union in British Columbia and Canada, you'll find Local 454 provides numerous opportunities to take part in activities that can enrich your personal & professional life. From education to scholarships; to becoming a union activist or Job Steward; to looking after the interests of Local 454 members in a number of other ways; your union is here to provide strength, support, and assistance to you and your fellow members.

Your union was built by your fellow members, and that has always been the basis of our strength. We look forward to serving your needs, and we hope you will make use of the opportunities and services available to you as a member of CUPE Local 454.

I invite you to take the time to read this booklet and learn a little bit about your union and its activities.

Yours in solidarity,

Sam Abulail, President
CUPE Local 454
Delta Public Employees

Working With a Union Contract

Below is a list of general advantages enjoyed by an employee working under a union contract....

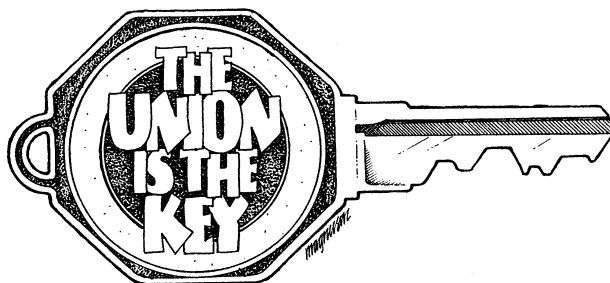
- **Contract** A legal document that defines hours of work, wages, and other conditions of employment; establishes procedures for the resolution of disputes.
 - **Wages** Union wages are negotiated with your employer and are guaranteed and spelled out in your contract.
 - **Seniority** Used to determine, among other things, layoff procedure, vacation and holiday scheduling.
 - **Discipline** Termination for just cause only, and there is in most cases steps of progressive discipline.
 - **Grievances** The contract provides a structured procedure for handling disputes in the workplace which are in violation of that contract.
 - **Arbitration** The contract provides for arbitration of grievances, when appropriate, at the Union's expense, not yours.
 - **Health/Welfare/Pension**
Benefits negotiated by the Union, with employer contributions to premiums.

Percentage in lieu of benefits for Auxiliary workers.
 - **Vacations** Paid vacation negotiated according to length of service with the employer (seniority).
 - **Holidays** Holidays above and beyond legal holidays (i.e., Christmas, Canada Day, etc.) with pay negotiated by the Union.
 - **Sick Leave** Paid sick leave.
 - **Leaves of Absence/Parental Leaves** Negotiated leaves which go beyond laws, with return to work guarantees.
 - **Layoff** Access to work by seniority. Return-to-work rights specified in contract.
 - **Protection** One of the best aspects of being a CUPE member is the dignity and respect that comes with having a voice in your workplace!
-

Vs Working Non-Union

as opposed to an employee working in a non-union position.

- **Contract** No contract. Employer's rules and policies may be changed at the employer's discretion or whim.
- **Wages** Employer sets wages. The law requires payment of minimum wage under certain conditions.
- **Seniority** The employer's choice whether to use seniority.
- **Discipline** YOU'RE FIRED...Employer makes decision about discipline at will.
- **Grievances** The employer may provide an "open door" policy to discuss disputes, but the employee often finds the door has been shut and locked.
- **Arbitration** Any legal action brought by an employee against an employer must be paid for by the employee.
- **Health/Welfare/Pension** Not required under law. Employer's option.
- **Vacations** Some basic legal rights to vacation, but typically vacations given, paid or unpaid, at the employer's whim.
- **Holidays** The employer must observe certain holidays by law, but is not obligated to pay the employee for these holidays.
- **Sick Leave** Sick leave paid at employer's discretion.
- **Leaves of Absence/Parental Leaves** The employer must grant only those leaves mandated by law and only under strict guidelines.
- **Layoff** No protection for long-term workers. In fact, sometimes layoffs start with long-term, higher paid workers.
- **Protection** NONE.



This is YOUR Union

CUPE Local 454, Delta Public Employees has been in existence since 1951. We have grown a great deal in that time, and we now represent over 1200 workers. The union's main job is to represent members in their workplace, and to make sure Collective Agreements negotiated with their employers are honoured by their employers. We negotiate and represent two Collective Agreements; The City of Delta, and Delta Police Board. These Collective Agreements provide our members with fair wages, benefits, working conditions, job security and a voice in their work place.

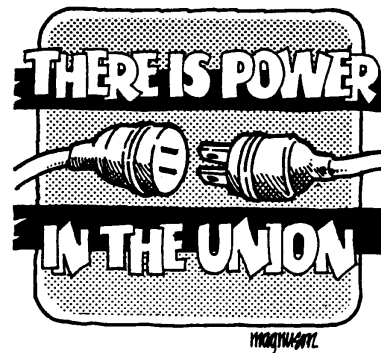
Your Local's office is located in Ladner at #360 – 6165 Highway 17A, Delta V4K 5B8
You can reach us by phone at 604-943-4526 or by email at cupelocal454@dccnet.com

We also have a website where you can get information and link to other CUPE sites, it is at www.454.cupe.ca

Your Local also has one part-time Office Assistant who helps with the day-to-day operation of the Local. You can reach the office at 604-943-4526.

CUPE Local 454 Executive

President - Sam Abulail
1st Vice President – Talvir Nijjer
2nd Vice President - Cherie Raines
Secretary - Liz Stockdale
Treasurer - Kathleen Chan
Executive at Large, Inside – Aaron Holt
Executive at Large, Outside – Richard Dalby
Executive at Large, Parks – Jaimie McIntyre
Executive at Large, Parks Outside - Mike Robinson
Executive at Large, Diversity - Dakota Payer
Executive at Large, Police – Danielle Fantillo
Executive Job Steward - Luke Tetrault



These people are elected by the members to represent you on your union's Executive. Elections are held every year for Executive Member's at Large, and every two years for Tabling Officers (President, 1st Vice President, Secretary, and Treasurer). Every member in good standing is eligible to run for office with CUPE Local 454.

With the exception of the President, Executive members are not full-time employees of the union; they work along side other members in various jobs with the City of Delta and Delta Police, . Occasionally, Executive members work on special projects for the union and on behalf of other union members, but they are regular members just like you.

The "job" of all union leaders is to advance their members' interests. Well-run union Locals solve workplace problems and represent their members. They ensure that employers live up to contract commitments and legal responsibilities that affect members at work.

Union Executive Member's Roles

President

The elected president is responsible for the Local union's administration, for diagnosing problems and for working out ways to deal with them. A president must communicate with all members and know how they feel about issues to effectively lead and represent the membership's interests when dealing with the employer.

A president's job includes: talking with members, chairing meetings, reporting on Local union activities, processing grievances, providing advice and support to executive members and job stewards, assigning tasks and setting deadlines, sitting on committees, observing CUPE's constitution and by-laws, and working with the CUPE National Representative and area office. As well, the president may serve as the Local's spokesperson during bargaining, at conventions or news conferences.

1st Vice-President and 2nd Vice President

The elected vice-presidents perform duties delegated by the president and take over the president's responsibilities when the president is absent. They also perform all the duties of Executive Members at Large on a day to day basis.

Secretary

The elected recording secretary is responsible for the Local's record keeping and written communication. A recording secretary keeps members informed on issues of concern to the Local and union activities. Duties include: maintain records and Local's files, take meeting minutes, ensure internal communication among the executive and members, handle external communication including forwarding contracts to CUPE National.

Treasurer

The elected treasurer is responsible for the Local union's money. The treasurer sees that the Local's spending priorities reflect the members' goals. As the person responsible for the union's finances, they develop the budget, ensures there is approval for all expenditures, prepares the necessary cheques and paperwork and keeps financial records up-to-date. The treasurer also ensures that the per capita (our affiliation fees) are paid in a timely manner.

Executive Members at Large

The executive at large positions assist in coordinating membership activities, providing members with information, advice, knowledge and support to effectively deal with their workplace concerns. They also bring the issues from their respective area of responsibility to the Executive meetings for information and debate. They are, along with the Job Stewards, the front line link between the Executive and the membership of your Local.

Job Stewards

Job Stewards play a crucial role in CUPE Local 454's work on behalf of our members. Stewards are the workplace representatives of the union; they help members ensure that their rights under the Collective Agreement are upheld, and where possible, will try and resolve any disputes or difficulties at the work site level.

While seeing that union members receive all they are entitled to under the contract is a crucial part of a Steward's job, they are also committed to the well-being of their members, and have often assisted members in all aspects of their lives, both on and off the job. From contract enforcement to serious life crises, Job Stewards are prepared to lend a hand and help members with whatever issues they face.

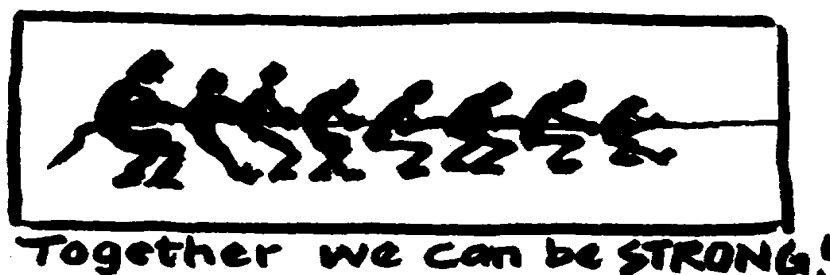
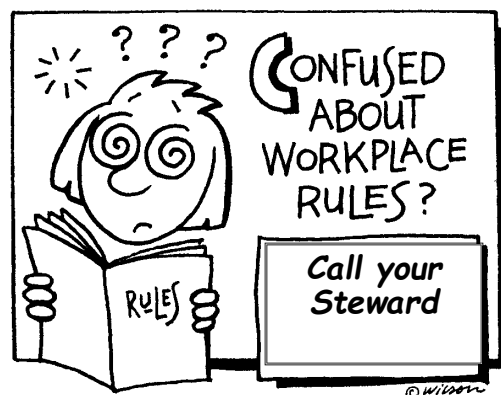


It is always a good first step to contact your Job Steward and attempt to resolve an issue at work site level. Members can contact their Job Steward anytime for advice and input into an issue of concern they may have.

Job Stewards are endorsed by their fellow union members within a work site on an annual basis. If you are interested in becoming a Job Steward, or know someone who would be a good Job Steward in your worksite, give the office a call for more information.

Current Job Stewards

Executive Job Steward – Luke Tetrault
 Pamela Hubbs—Delta Police Civilian
 John Schellenberg— North Delta Works Yard
 Terri Contoli—Winskill
 Gordon Klammer—Parks North Delta
 Eli Wiebe—Works Yard
 Chantel Bourdon—Ladner Leisure Centre
 Michele Davie - Ladner Leisure Centre
 Julius Simihag—Hall
 Melanie Pringle– Delta Police Civilian



CUPE National



The Canadian Union of Public Employees (CUPE) is Canada's largest union. CUPE was chartered in 1963 after the merger of two public sector unions, NUPE and NUPSE. CUPE now represents more than 740,000 members across Canada in health care, education, municipalities, universities, social services, public utilities, transportation, libraries, emergency services and airlines.

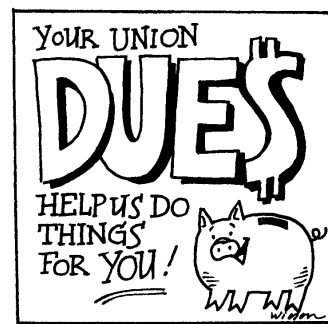
A strong and democratic union, CUPE is committed to improving the quality of life for workers in Canada. Women and men working together to form Local unions built CUPE. They did so to have a stronger voice – a collective voice – in their workplace and in society as a whole. Together they have won the right to negotiate their wages and working conditions; to stop arbitrary action by employers; and to speak out without fear of reprisal.

CUPE members are service-providers, white-collar workers, technicians, labourers, skilled trades people and professionals. More than half of CUPE members are women. About one-third are part-time workers. Workers, united through CUPE, have the clout and expertise to deal with the growing complexities of our global economy.

Your Dues Dollars at Work

It's can be difficult for members to see all that their dues dollars buys them. In fact, all of the dues you pay to the union come back to you, one way or another, in services provided by Local 454. The obvious use of dues dollars is to provide direct services to you and your co-workers.

- **Processing of grievances and arbitration;**
- **Access to occupational Health and Safety Specialists;**
- **Negotiation of Collective Agreements, including Pension and Dental Plans, Extended Health and other benefits;**
- **Union Representatives-your advocates who speak on your behalf;**
- **Education Programs to train Job Stewards, Health & Safety Committee members, and Union activists involved in collective bargaining;**
- **CUPE National Strike Fund.**



It pays to belong to Local 454!

First of all, your union dues are tax deductible, so the Income Tax you have to pay is reduced. But aside from this advantage, national studies of compensation (wage and benefit costs combined) show that the average union member earns three times more than the average non-union worker in Canada. The services outlined here provide you with a 'thumb nail' sketch of how your dues dollars are spent. Local 454 members receive valuable direct and indirect services from highly skilled, experienced, and professional staff. Local 454 is dedicated to providing the highest level of service to our members in the most cost-effective way possible.

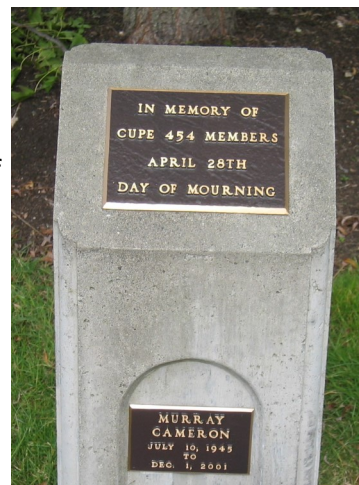


Health and Safety for CUPE 454 Members

CUPE 454 has long recognized the importance of workplace health and safety, and especially the importance of improving workplace health and safety for our members. Preventing work-related accidents and illnesses has always been a very important priority, not just when contracts are negotiated, but on the job, every single day. Job Stewards and Health and Safety Committee members in your workplace are trained to detect any hazards that may result in injuries, and all members should report any hazards or dangerous situations to their Health and Safety Committee and management. If the employer doesn't follow up and correct the hazard, contact your Union Representative immediately.

In 1984, the Canadian Labour Congress (CLC) declared April 28 an annual day of remembrance. The day is now recognized through an Act of Parliament as our nation's Day of Mourning. Each April 28 we hold a ceremony at our memorial at Municipal Hall to commemorate the lives of those killed, injured or made ill as a result of hazardous workplace exposures in a National Day of Mourning. We also resolve to put an end to the suffering.

Every worker has the right to know and understand the hazards of their work and CUPE Local 454 is committed to ensuring that health and safety is more than a piece of paper that sounds good – we work to make health and safety a reality on your workplace.



CUPE 454 Day of Mourning Memorial at Rotary Park, designed, built and maintained by CUPE 454 members

Worksafe BC Info - If You Are Injured

If you believe you have been hurt by an accident, a strain or exposure to a hazardous workplace material, **you should immediately report the resulting injury or disease to your supervisor.** Delays in reporting raise suspicion that your injury may not have been caused by work. Reporting your injury to your employer does not automatically start a Worker's Compensation claim! It doesn't matter if there has been an "accident", as long as there was something in your work that caused the problem.



-4526.

You have the right to seek first aid or medical treatment from a doctor of your choice if you believe you need it. Make sure the doctor is aware you believe it was caused by your work. For more information, call the Union office at 604-943

Long Term Disability (LTD)

CUPE Local 454 introduced a self administered LTD plan in the spring of 2011. This plan is available to all Regular Part Time, Regular Full Time and Temporary Full Time employees. The plan was optional for existing employees at the time of introduction, but it is now mandatory for all newly hired employees in those classification. You were to have been provided an application form when you were hired if you were eligible. Please complete the application and submit it to the union office as soon as possible. It is imperative that you get enrolled in the plan as soon as possible.

If you have questions, contact the union office at 604-943-4526 for more information.

Communication with Members

CUPE Local 454 is committed to providing union members with information relevant to their workplaces and to them as workers. A key aspect of Local 454's communications with members is our website, www.454.cupe.ca. It is updated on a regular basis with the latest news and information for union members. The Source is Local 454's official newsletter.



We ask that you please take the time to look over the information the union provides you. Effective communication is a cornerstone of our success as a union. Union members who are aware and well-informed of the issues and concerns affecting them make the union stronger for all members.

Education for Members

One of the ways that CUPE supports our members and the work that we do on behalf of the union is through our union education program.

There are many opportunities for our members to participate in CUPE's education program. You can attend workshops during the week or weekend, during the day or in the evening. Your Local can sponsor a workshop, your Local area district council can plan seminars or you can attend our spring and fall weeklong schools.

We want our members to be active in your Local, and giving back to the Local through what you learn at these courses is one way you can get involved to.

Local 454 offers courses to members who are interested in taking them. Here are a few examples of the courses that we send members to.



Getting involved with CUPE means learning new things ... about yourself, your union, your community.

Basic Job Steward Training
Grievance Handling
Equality Issues
Organizing
Political Action
Communications/Leadership Skills
Resolving Conflict

Stress in the Workplace
Safety Training
Facing Management
Assertiveness Training
Parliamentary Procedure & Public Speaking
Face to Face Communication
Respect in the Workplace

CUPE Local 454 Scholarships

Six scholarships are awarded annually to members, and dependents of members attending post-secondary studies in B.C. The applications are available beginning in May each year. To obtain an application for CUPE Local 454 scholarships, contact us at the union office.



CUPE 454 and the broader union movement

Union Facts vs. Myths

Aren't unions too big and powerful?

Comparing "BIG UNIONS" to "BIG CORPORATIONS" and "BIG GOVERNMENT" is a favorite trick of the media and other groups like the Canadian Chamber of Commerce.

"Big" and "powerful" are relative terms. In actual fact, most Canadian unions are quite small, and together they represent less than 40% of the country's workforce.

Even the largest unions, in terms of size and resources, pale by comparison with multinational corporations such as Walmart, CN Rail or General Motors.

Unions were good at one time but haven't they outlived their usefulness?

The Toronto Globe and Mail made this argument on May 6, 1886. Over 100 years have passed and unions continue to grow and become a more acceptable part of Canadian life. The simple truth is that unions will never be out of date so long as employers and governments control the lives of others by determining how much they earn or work or what kind of job they are entitled to.

Today employers are pushing even harder for lower safety standards, lower wages and less benefits. Just look at the six-dollar training wage. It is more important than ever to recognize that without a collective agreement outlining the conditions of work, wages and benefits, the employer has the right to treat its workers in any way it wants.

Why is the public the innocent victim of strikes by public sector workers?

Unions in the public sector have to bargain directly with government officials or their agents. Who are these officials representing if not the public? The legal process, that must be followed before a legal strike can begin, are all imposed by government in the name of the public. Unions simply follow these rules.

When government refuse to bargain in good faith, unions representing public employees have no alternative than to exercise their right to strike, when their members vote for this action.

People who may be hurt by such strikes should make an effort to look at both sides of the dispute - to determine if their employees' demands are justified. If this is clearly the case, then public pressure should be directed at governments to offer a fair settlement, rather than force unions out on strike because it might be politically convenient; or once a strike is enacted, impose back-to-work legislation or strike-breaking laws.

CUPE Local 454 is part of a wider movement that seeks social and economic justice in Canada and around the world.

CUPE 454 and the broader union movement

Union Facts vs. Myths

Don't unions protect the lazy, the people who should be fired?

No union contract requires an employer to keep a worker who is lazy, incompetent or constantly absent or tardy. What the union does is make sure dismissals are for 'just cause' - for real reasons - not personality clashes between supervisors and employees.

Older employees can't be fired as they once were when they're considered less useful to their employer. Women who have a union can't suffer discrimination from their boss because the boss fears they may get pregnant. In this way, unions do protect people's jobs. That's the purpose of a union.

Why do myths about unions exist?

Right-wing think tanks and anti-union groups funded by big corporations, not only have nothing nice to say about unions, they're interested in seeing unions and workers' power disappear.

Why? So they won't have to pay you a fair wage. So it becomes easier to fire you. So they don't have to provide safe workplaces. So there's no one raising the alarm about how corporations operate.

Well funded, these groups along with other employer associations lobby governments for a lower minimum wage, call for reduced child labour standards, want longer work weeks with fewer benefits and want laws changed to make it harder for you to join a union. They see unions and workers as standing in their way. In this case they're right.

You'll find unions working with the United Way, providing scholarships for young people to go to university, providing unemployment counseling and promoting sports for children. No matter where you look, unions are involved in things that make the community better.

*Union Facts & Myths are taken from the BC Federation of Labour website.
The site is maintained by members of COPE 378.*

Affiliations

In addition to CUPE National, we are also affiliated with the following labour organizations. You can obtain more information about them on their website links listed here.

CUPE British Columbia
CUPE Metro Vancouver District Council
New Westminster & District Labour Council
Vancouver District Labour Council
BC Federation of Labour
Canadian Labour Congress

www.cupe.bc.ca
www.metro.cupe.ca
www.nwdlc.ca/
www.vdlc.ca
www.bcfed.ca
www.canadianlabour.ca

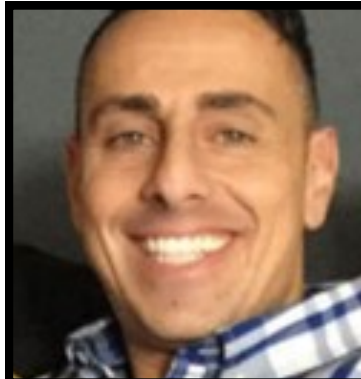
Our website also features links to each website and to other websites of interest.



Your Executive



Talvir Nijjer
Vice-President



Sam Abulail President



Cherie Raines
Second Vice-President



Kathleen Chan Treasurer



Liz Stockdale Secretary



Luke Tetrault
Executive Job Steward



Richard Dalby
Executive at Lg - Outside



Jaimie McIntyre
Executive at Lg - Parks



Mike Robinson
Executive at Lg
Parks Outside

You are CUPE 454

What is Your Role in Your Union?

Your role is critical in the union. It is up to you to stand up for one another; to make sure that your rights are protected and those of your co-workers. It is up to you to make sure your union remains strong. Attend your membership meetings, inform Stewards of problems in the workplace, and take the actions that your Executive asks of you when it is time to stand up for your rights, and for the rights of all workers.

We support a number of initiatives throughout the year, these include:

- Our support of Deltassist and other local food banks.
- Our Annual United Way Campaign
- Our Sponsorship of Local sports teams
- Our Scholarships for dependents of our members
- And so many more community initiatives.

Your involvement in, and support of, your union Local is critical to its success. Standing up for your co-workers when they are wronged, and ensuring that all members are treated fairly is a responsibility that we all share. That is your role, and the same for all of us, in this union.



Membership Meetings

We hold membership meetings on the 3rd Wednesday of each month, except July and August. It is at these meetings that YOU decide how your union is run, and YOU decide all areas of the union's operations. It is the most direct form of participatory democracy that you will find anywhere.

Every member has the right to attend, make motions, debate issues, and vote on the direction you want your union to go. This is all done in atmosphere that is safe and welcoming. You don't need to be scared or intimidated about coming to a union meeting. You have the right and the obligation to attend.

You will find information on our website and on bulletin boards in your work area that will tell you where, and when the next meeting will take place. We look forward to seeing you there!

As you can see, CUPE Local 454 is a democratic organization that provides members with the opportunity to have a voice in their workplace and a say in how their union can best work on behalf of all its members. Be an active participant in your union.





CUPE454

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CUPE / *Canadian Union
of Public Employees*
