

FEBRUARY
2019



The Members' VOICE



CUPE 15 VANCOUVER ART GALLERY MEMBERS

ON STRIKE!

2019

FEBRUARY

GENERAL MEMBERSHIP MEETING

February 27, 2019 - 5:30 p.m.

Room 5, Italian Cultural Centre,
3075 Slocan Street, Vancouver
(@ Grandview Hwy)

UNDER DISCUSSION:

- Vanessa Wolff, Guest Speaker - Bullying and Harassment
- Resolutions to the CUPE BC Convention
- Staff and Committee Reports

General Meetings provide all members with an opportunity to participate in decisions that affect the union.

Child care assistance & ASL Interpreter will be available upon request.

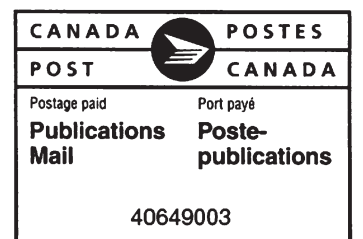
As this issue goes to print our members at the Vancouver Art Gallery are walking the picket line to protect existing language and fight for a fair and equitable collective agreement, including a fair wage increase. The employer is exercising

their option of a "last offer" vote which is scheduled on February 14, 2019. More information is available on our Facebook and twitter at @cupelocal15 and updates will be posted on the website as they happen.



SUPPORT FOR THE VAG MEMBERS FROM THE ATTENDEES OF THE CLC HARRISON WINTER SCHOOL

Return undeliverable
Canadian addresses to:
CUPE Local 15
545 W. 10th Ave.
Vancouver, BC
V5Z 1K9



Change is upon us

By Warren Williams, President



WARREN WILLIAMS
PRESIDENT

I wrote this article in 2015 and I still think it rings true today. We are celebrating Black History Month and acknowledging the work of those that came before us. It is also the year for bargaining in the City and Parks Sectors, the K-12 Sector, and the Colleges/University Sector.

The parallels between the civil

rights movement and the labour movement are different, yet similar. The struggle to be treated fair and equitably continue and change is always upon us.

Those words are a constant as life is always in flux. It's what we do with the changes we face every day that define us.

This is why I want to speak to you about solidarity. It's an important word; a word that dominates the union movement. Some would say it defines who we are and speaks to our belief systems and to some extent it does. There is a sense of power in the word; an ideal of being together watching out for one another having each other's back.

Some would say it's just a word and carries very little weight and they would be right if the lens they were looking through is skewed by individualism. However, a union is a body of individuals that have come together for the good of all, not the few. Everything we do as a union should start and end there. We are a union of over 7,000 members from several different public sectors which makes solidarity a difficult ideal to maintain as we all have different employers, collective agreements, work place concerns, and life styles that are affected by the way we make our living. Imagine the voice we would have if we stood together 7,000 strong in solidarity.

Changes in government, in our employer's management teams, and our executive all contribute to different levels of uncertainty. It's uncertainty which can help create divisiveness and attack our solidarity.

We are comfortable with the familiar and uneasy with the unknown. Solidarity is about acknowledging differences and coming together to create solutions that benefit all of us. Martin Luther King Jr. said "We may have come on different ships but we're in the same boat now".

How do we live up to the ideal of solidarity? I think it's by acknowledging that we're in the same boat and working together supporting one another being a voice for your union. This is your union. You make it strong and you create solidarity by your actions. We have all probably heard a co-worker say "what has my union done for me"? We all have a responsibility to each other to fight for our collective agreement rights and to ensure that those that came before us and fought for those ideals know we are still in the same boat working together moving forward. It's not easy. It takes hard work and resiliency and a belief that no matter the changes put before us together we can work together to benefit all.

After all, the truth is we're all in the same boat now. Solidarity is not just a word.

Secretary-Treasurer's Report

by Sally Bankiner, Secretary-Treasurer



SALLY BANKINER
SECRETARY-TREASURER

The warmest of greetings to everyone on this chilly February day! We just had our first snowfall for the year and we really can't complain - or can we? I remembering those days when we took job action in 2007 and what it was like being rained on, wet, cold, and frustrated out there on the picket line. Today I am thinking about the "solidarity" we show with all our members at the Vancouver Art Gallery who are in those same circumstances today. If the strike is still on when you receive this issue of the Members'Voice, if at all possible join our Local 15 members at the VAG on their picket line during your lunch break, before or after work, maybe bring a hot pot of soup with you and donate a few hours of your time on a Saturday or Sunday to show them your support.

With the job action in full swing at the Vancouver Art Gallery, the union office has been extremely busy with preparations for a strike headquarters, picket captain training, etc. so we have not done as much outreach during the month of February to worksites as we would have liked. However, we have been engaging the public a fair amount about some of the work our members do.

As we move through 2019, other bargaining units either have already elected or will be electing their bargaining committees, which was done near the end of January for the City et al contracts. I would like to thank everyone who put their name forward and to ask you to support those who have been elected to take on this challenging role. There is nothing more important than your bargaining committees and the support you show them. There was an incredible turnout at our special meeting to elect this committee with over 120 people in attendance; I'm thinking the largest number ever?

We still have a couple of spaces in our Introduction to Stewarding course in February so please reach out if you are interested and if you miss this one, we will get you into the next course. Also, our website Education tab has been updated at www.cupe15.org and you can review the courses available to stewards on line. If you are a steward or in training or on your worksite OH&S Committee, please contact the union office for more information on what may be available for training opportunities.



Megaphone and Hope in Shadows Calendar Winners at our January Membership Meeting

by Sally Bankiner, Secretary-Treasurer

Members sometimes ask about the "Social Justice" initiatives that the union supports and wonder what kinds of donations are made to strengthen our own Vancouver Community projects. Here is one amazing program focussing in the downtown Eastside that Local 15 has sponsored for many years. "Hope in Shadows" hosts an annual photo contest in Vancouver's Downtown Eastside each June and is open to community members living on low-incomes. The calendar is launched each October and is sold through a vendor program, which creates seasonal employment for people impacted by poverty. While most of the vendors are Downtown Eastside residents, the program is open to anyone who identifies as low-income. It has been an honour for CUPE Local 15 to participate with financial support for this program again in 2019.

Bursary thanks!

Thank you CUPE 15 for choosing me as recipient of this bursary!



I have been employed at the Vancouver Art Gallery since 2008, and now I find it is time to advance my education and opportunities.

Your financial help will greatly aid me in pursuing dual Master's degrees at UBC, in Library and Archive Sciences, beginning January 2019.

Returning to university as a "mature" student will be a challenge, but CUPE 15 has at least relieved me of some financial stress. Thank you CUPE!

Gillian Douglas

Donation Thanks

On behalf of the Evelyne Saller Centre and its volunteers, I would like to take this opportunity to express our gratitude for your generous donation of \$300 to our Christmas Hamper Program.

Every year during the Christmas season we put together food hampers for our volunteers in recognition of the time they commit to helping out at the centre and in the community.

Our volunteers, who live in the Downtown Eastside, have very few resources and your donation helped the centre to provide 20 grocery gift certificates valued at \$50 each.

From all the volunteers and staff at the Evelyne Saller Centre, thank you again for your support. It certainly made a difference. All the best in the New Year!

In solidarity,
Jacques Massé, Volunteer Program Coordinator
Evelyne Saller Centre

On behalf of the Carnegie Community Centre Association, I want to thank you very much for your generous donation of \$1,000. It will help ensure that our National Indigenous Peoples' Day celebration in 2019 is successful.

Your contribution means a great deal to us. Oppenheimer Park, the backyard of the Downtown Eastside, is home to many Indigenous people from all nations. Each year, the National Indigenous Peoples' Day event showcases the cultural richness of the Downtown Eastside with a variety of activities and entertainment for people of all ages.

Thank you again for your support. We appreciate your contribution to the community and to this important celebration.

Phoenix Winter
President, Carnegie Community Centre
Association

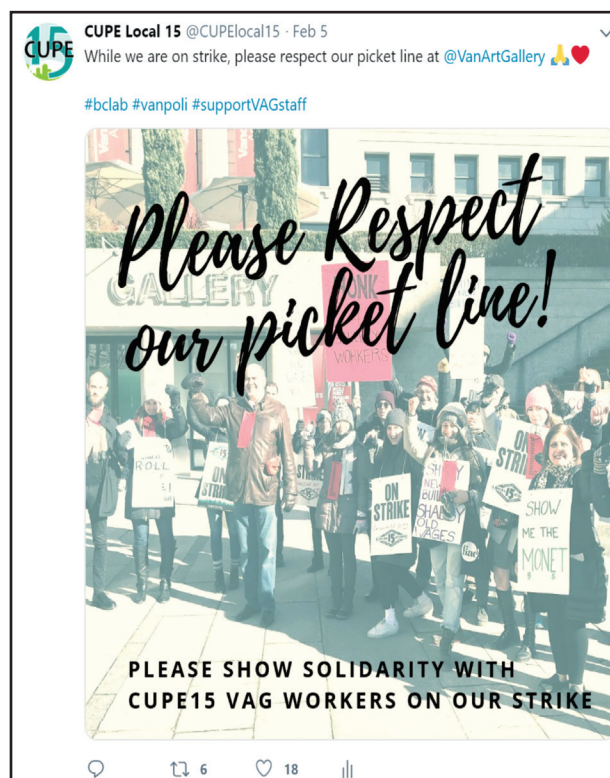
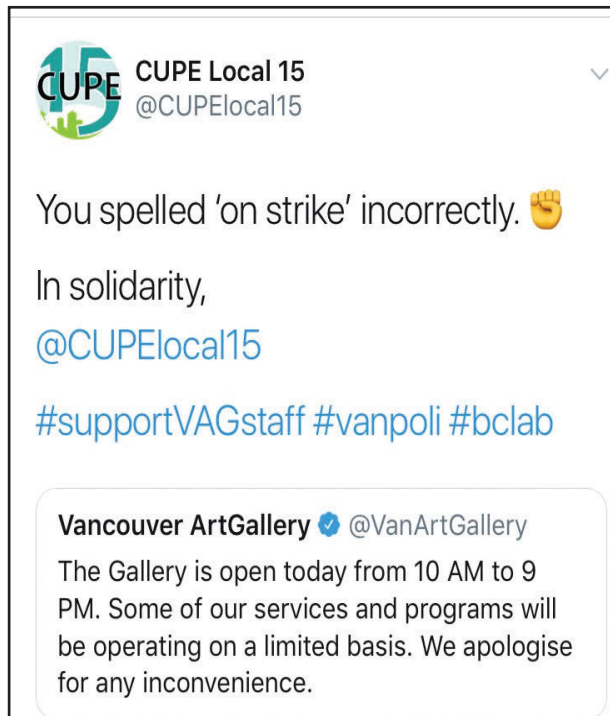
City et al Bargaining Committee Elected

On January 24, 2019 over 120 members crowded into a meeting room at the Italian Cultural Centre to elect their bargaining committee for the next round of negotiations. The following members were elected:

- Paul Chohan, Santino Scardillo, and Tony Zullo (City)
- Starla Bayley and Henry Lee (Parks)
- Michele Alexander and Joy Tullos (At Large)
- Leanne Anderson and Kyle Larson (Alternates)

John Geppert, the Staff Representative assigned to the Parks Sector will be the chief spokesperson and Steve Salsman, the Staff Representative assigned to the City Sector will also be at the table. Having both the Parks and City Staff Representatives at the table will allow for a greater perspective on issues.

@CUPELocal15 on twitter



decisions

The Executive decided:

There is no report this month as there was not quorum at the Executive and Society meetings scheduled on January 15, 2019.

The Members decided:

At the General Membership Meeting on January 23, 2019 the members in attendance made the following decisions:

- To endorse Paul Faoro in his bid for re-election to the position of President of the CUPE BC Division.
- To endorse Trevor Davies in his bid for re-election to the position of Secretary-Treasurer of the CUPE BC Division.
- To elect the following members to represent CUPE Local 15 at the 56th Annual Convention of CUPE BC:
 - Kyle Larson (Young Worker)
 - Allison Bell (Health Sector)
 - Kamal Gautam and Kasun Perera (City Sector)
 - Henry Lee (Parks Sector)
 - Craig Hopkins and Donna Petersen (K-12 Sector)
 - Rose Palozzi (College/University Sector)
 - Cynthia Schadt, Michele Alexander, Shirley Ann Harris, Azeem Kazi, Sunera Samarakoon, and Ravina Lal (At Large)
- As per CUPE Local 15 Bylaw 27.1 the President, 1st (Warren Williams), 1st Vice President (Santino Scardillo), 2nd Vice President (Debbie Mohabir) and Secretary-Treasurer (Sally Bankiner) have automatic delegate status.
- To bring resolutions for the CUPE BC Convention to the February 27, 2019 General Membership meeting if possible.
- To purchase a table for the National Congress of Black Women's Foundation Legacy Dinner at a cost of up to \$500 and to make the tickets available to members.

VSJ Job Share Opportunity

1. Looking for an Education Assistant (SSA) to start immediately to fill a job share position at David Lloyd George Elementary, Monday and Tuesday only. If you are interested, please email Jenny at jelau@vsb.bc.ca.
2. Job share partner required for Thursdays and Fridays at Maple Grove Elementary in Kerrisdale for the school year starting September 2019. Please contact Lindsay at lforsberg@vsb.bc.ca.

Draft Bylaw/Policies Update

In the January issue of the Members' Voice it was reported that a notice of motion would be published in the February issue regarding the draft bylaws and policies. As this work is not quite complete we hope to publish the Notice of Motion in the March Members' Voice for voting at the March 27, 2019 General Membership Meeting.



Emily Anne Howard (1946-2019)

A Life Well Lived and Fondly Remembered

by Sally Bankiner, Secretary Treasurer

It is with deep sorrow that I announce to our members the passing of our long time CUPE Local 15 activist and community advocate Emily Anne Howard.

Emily joined the growing family of the VMREU\ CUPE Local 15 workers in 1995 when the Gathering Place Community Centre first opened its doors. I met Emily for the first time in August of that same year when I was transferred from the Stanley Park Zoo to the "GP" to coordinate the opening of the Health Centre.

She was a friend to so many; a mother figure to scores of people in the community. She was a confidante, a companion, and embodied the true spirit of the work we all shared for the community we served. The Gathering Place was created to provide for the most vulnerable population in the Downtown South Community with the focus on making a community centre into a "living room" for the street kids, homeless, and seniors.

Emily brought her true self to this role and never failed in that purpose. She didn't make promises she couldn't keep! Her passionate unrestricted empathy, her love of life and community, along

with helping everyone all the time and wherever she could, made the brightest star in the sky dull in comparison to her tenacious spark and dry humour. Once she gave me the "eyeball" and I knew exactly what she meant – she was that kind of person. She didn't need words to tell you that you were stepping out of line, the "eyeball" was enough and everybody knew it!

She reached out to everyone; the marginalized and seniors, giving of herself to the most vulnerable community members. Emily never failed to share a smile, a jibe, or even bad joke that made some cringe and others laugh. She was flush with hugs that meant the world to each person that was so lucky to receive one. She touched the lives of thousands and everyone she crossed paths with.

Emily's unconditional love for her community helped transform her neighbourhood and Vancouver. She was a steadfast and determined advocate for the little guy and a trailblazer with the Downtown South Residents Association. For twenty-eight years Emily was a force to be reckoned with as a CUPE Local 15 Steward, a City of Vancouver employee, an advocate and a volunteer. She sported her fierce attitude proudly

but was humbled when one by one we all found out she had a big heart that was really made out of solid gold.

Emily was a pioneer and knew all the community resources and fought tirelessly for all residents' rights and loved to rally the community for a cause. I wish you all could have been as fortunate as I was to meet her in person as she truly touched me in a way that I still don't fully understand.

Our friend passed away in the evening of February 4, 2019. Emily Anne Howard was predeceased by her husband Jim and is survived by her children. We will miss your bright smile and laugh Emily and wherever you are right now, we miss you and your legacy will live on through all the work you did for all the years we had the pleasure of knowing you.

Our sincerest condolences to her family, her friends, and to our Local 15 family of staff and volunteers at the Gathering Place Community Centre who had the pleasure to love, know, and work with Emily for so many years.

March is Mental Health Awareness Month

A personal story submitted on behalf of the CUPE Local 15 OH&S Committee

I am one of those lucky people that have a positive working relationship with my co-workers. We talk about our families, we talk about our work, and we talk about any challenges in our lives. We are open and honest with each other, which contributes to a healthy work environment. There is one thing I would never tell my co-workers about, though, and that is my mental illness.

Mental illness is an invisible disability. Those who have it often suffer in silence because of fear and judgement. The truth is that stressors often cause or exacerbate mental illness. Often, these stressors can appear at work. In a changing job landscape, responsibilities can shift and change almost daily. Employees may be asked to do the work of two or more people. Stress levels are rising, and people are being told they need to take care of their mental health - but are not given the opportunity to do so.

I am better at managing stressors than I have been in the past. I have worked on relaxation techniques and cognitive behavioural therapy. I take medication, have a mental health team and a supportive family, and I work a full-time job in the Cultural Sector, where there seems to be a lot of understanding about mental illness and other disabilities. I am supposedly a "contributing member of society". Yet, I have heard the comments my co-workers make about people who are struggling, calling them "psychopaths," or meeting them with fear and suspicion. These comments tell me I can't be open about my disability... at least, not yet.

March is "Mental Health Awareness Month". As part of the Local 15 OH&S Committee, I would like to invite you to talk to your colleagues about their awareness of the fact and fiction surrounding mental illness. I would ask you to question the language you use when you're thinking about

someone with mental health challenges. You might not know it, but a person going through something similar might hear you say words like "crazy" or "insane" as insults, and unwittingly or not, cause them to feel worse about themselves than they do already. In any given year, "one in five working people in Canada will personally experience a mental health problem or illness" (Canadian Mental Health Association, 2018). We are all connected to someone who has, or is going through a mental health crisis, whether we know it or not. Stigma and discrimination is a serious barrier to mental health, not only for diagnosis and treatment, but also for acceptance in the community. These discriminatory attitudes make some afraid to even ask for help; I know I was.

In March, the OH&S Committee will be attending the Canadian Mental Health Association Bottom Line Conference. We will be going to workshops on different topics to do with mental health in the workplace. I am excited to learn more about this issue, in the hopes that I can share what I know with my colleagues, and that maybe, someday, I can share my diagnosis as well. Today is not that day.

But I can see it coming!

For more information on Mental Health and where you can get help, please visit the Canadian Mental Health Association website at <https://cmha.ca/about-cmha/fast-facts-about-mental-illness>.



FAST FACTS ABOUT MENTAL ILLNESS

Who is affected?

- Mental illness indirectly affects all Canadians at some time through a family member, friend or colleague.
- In any given year, 1 in 5 people in Canada will personally experience a mental health problem or illness.
- Mental illness affects people of all ages, education, income levels, and cultures.
- Approximately 8% of adults will experience major depression at some time in their lives.
- About 1% of Canadians will experience bipolar disorder (or "manic depression").

How common is it?

- By age 40, about 50% of the population will have or have had a mental illness.
- Schizophrenia affects 1% of the Canadian population.
- Anxiety disorders affect 5% of the household population, causing mild to severe impairment.
- Suicide accounts for 24% of all deaths among 15-24 year olds and 16% among 25-44 year olds.
- Suicide is one of the leading causes of death in both men and women from adolescence to middle age.
- The mortality rate due to suicide among men is four times the rate among women.
- What causes it?
- A complex interplay of genetic, biological, personality and environmental factors causes mental illnesses.
- Almost one half (49%) of those who feel they have suffered from depression or anxiety have never gone to see a doctor about this problem.
- Stigma or discrimination attached to mental illnesses presents a serious barrier, not only to diagnosis and treatment but also to acceptance in the community.
- Mental illnesses can be treated effectively.

An excerpt from the CMHA website:
<https://cmha.ca/mental-health/understanding-mental-illness>
Understanding Mental Illness

Mental illnesses can take many forms, just as physical illnesses do. Mental illnesses are still feared and misunderstood by many people, but the fear will disappear as people learn more about them. If you, or someone you know has a mental illness, there is good news: all mental illnesses can be treated.

In this section, you will learn about mental illnesses – which can also be called psychiatric disorders, and their treatment. You will also find helpful resources that provide more information to further your understanding of mental illness.

Hey - Did you hear? So, rumour has it that...



submitted by **Sally Bankiner,**
Secretary Treasurer

How often have either you or someone you know opened a conversation or yet another Facebook post with those lines or something similar to hook you? What follows is a juicy piece of gossip that they can't wait to share with anyone who will listen. It's destructive, malicious, and intended to harm someone either personally, professionally, or both. It happens in our personal lives and unfortunately more often than not at our workplace.

Have you been a target of workplace gossip, slander, liable, or the intended defamation of your character? Perhaps have you been unwittingly used as part of the gossip hungry food chain to pass on the tasty morsel you were just fed? Have you been the target of some nasty rumour that spread like wildfire at work by someone you thought was a good friend or a rumor that was slipped into your manager's ear at just the right time? After all – they say that the right timing and a good rumour is everything you need to destroy someone!

This is a topic that I have tackled before. However, we need to look at this objectively and take measures to protect each other and ourselves at our worksites. The next time you hear a rumour, don't pass it around and add fuel to the cold avalanche of misinformation and bullying behaviour! If it is that concerning to you and perhaps involves you, check the facts if you must and approach them personally. Tell the person who shared it with you that you will not participate in or feed gossip and you are taking a stand against that kind of behavior inside and outside the workplace. Tell them that it is wrong and to STOP! Consider the source

of the rumour and ask yourself why this person is telling you this. What is their true motivation for this gossip and what do they have to gain by spreading malicious rumors? When people badmouth or "trash talk" it does not make what they said true and more often than not it's completely untrue. Gems you learn from your parents at a young age like "If you don't have something good to say about someone, don't say anything at all"! It's the right way to behave as a child and certainly is as an adult, especially in your workplace.

How would you feel if it was you that was being maligned? Consider the reverse for decisions you make and think about how your words and actions (especially on social media) can result in actual harm to someone's career, reputation, family, and their actual life. It matters. No matter what has happened in your past, you deserve mutual respect and understanding as our "Equality Statement" says. Don't partake in this behaviour. Take a stand and stand far apart from those who seek to empower themselves by destroying the lives of others who are just trying to make a living and supporting their families.

Stand up and say NO to bullies, their malicious lies and propaganda. It is behavior no one wants to be subjected to but can happen to anyone! Now that you know the truth, you will know what to do the next time someone says to you... hey - did you hear?... rumour has it that...

NOTE: Please join us at our February 27th Membership Meeting at the Italian Cultural Centre at 5:30 p.m. to hear a special guest speaker on the topic of bullying and harassment.

Democracy Under Siege

INTERNATIONAL SOLIDARITY REPORT
By **Kamal Gautam, International Solidarity Committee**

It is not very difficult to pinpoint countries all over the world where democracy is "under siege" has never been more true. There are questions over electoral legitimacy in places like the United States and then there is a problem of short-termism, where politicians push through policies that will get them re-elected, not ones that will solve current or future problems. Politicians can never seem to think beyond the next election and that's why they cannot solve the truly difficult long term problems we face.

Take a look at what happened in America, where national debt is now at the highest level since the post World War II period. This under a president who said he would eliminate the national debt over eight years. Well in another 10 years, the debt is expected to be nearly the size of the entire US economy.

Perhaps there is an economic fix because everyone knows what the common sense economic solution is. The problem is that we cannot get politicians to do those things that they know they need to do and I guess we propose reforming the political system as the answer to solving some of these problems.

As labour unions and workers we love to focus on economic issues but we keep getting usurped by the political process. The European Commission has explicitly come out and said we all know what we need to do, but we do not know how to get re-elected after we have done it, and that is a very corrosive and centre problem of the political process today.

Maybe proposals, such as targeting voters and politicians for example would work. We can talk about potentially increasing the salaries and compensation of politicians, but force them to justify their compensation.

In Singapore, for example, politicians, members of cabinet, get 30% to 40% bonuses every year based on long term outcomes such as infrastructure, GDP, and improvement in left expectancy. The salaries are tied in some way to private sector salaries. Singapore's Head of State makes 1.4 million a year, the highest paid in the world, and Singapore has the best rating of governance and the lowest level of corruption in the world.

Voters should be more aware and informed about issues, like civic responsibilities. Citizens should want to engage in the process and we have seen voter participation plummet.

There are questions about how much knowledge the voters have, not just about their own rights but also about their political system. The solution could be to consider mandatory voting. Twenty-seven countries around the world including Australia, Belgium, Luxembourg and Greece have mandatory voting where voters are actually required to go and vote.

At the extreme we might also consider increasing or weighting, more or less, voters based on engagement so this is not about objectives such as wealth or race or gender. It's about ascribing voters based on those areas. Rather, it is about increasing the voter based on people's engagements, how interested they are, how engaged they are on some of the big prevailing public policy issues. Your vote could count a little more.

Another raising issue is short-termism. It is very hard to impose short term pain for long term gain so one of the proposals is extending the political terms of politicians. It seems little bit odd because we do not want to be authoritarian and have them sit in office for as long as possible, but places like Mexico have a six year term for the presidency and are only allowed to serve one term. Brazil has eight to nine year terms for senators which actually helps them to focus their minds. They are not interested in fighting the next election and essentially focus on immediate public policy problems.

Some will say these proposals are pie in the sky but go back 150 years when black people could not vote, women could not vote, only landowners could vote. We changed the system. It's clear something went fundamentally wrong with the political process where money has seeped into the political process. As you may know, 158 families in the United States are responsible for 50% of the political contributions. Voter participation is at an historical low. It makes you think there is something quite corrosive going on.

Campaign financing has been at the top of the agenda and the general view is that this is seen as a big set-back and there is hope to have much more curbs on lobbying and that's an area which we could put more binds around as well.

The One Pot Cookbook

February is Black History Month

Reprinted from www.cupe.ca



inners of the One Pot Cookbook at our January membership meeting



February 1st marks the beginning of Black History Month (also known as African Heritage month).

Black History Month is a time for all Canadians to reflect and educate ourselves on the history of enslavement, discrimination, bigotry, and criminalization of people of African descent. It is also a time to celebrate and highlight the best of Black history and culture and to honour the historic leaders of Black communities, their accomplishments and their enduring fight for freedom.

Canadian society has seen a lot of progress over the decades, but the realities of differential treatment towards African Canadians continue.

At the global level, the United Nations Working Group of Experts on People of African Descent is educating people on our world history of enslavement, discrimination, bigotry, and criminalization. In 2016, this UN body visited Canada and wrote a detailed report on what they learned. They called for a number of actions, including one for the federal government to "issue an apology and consider providing reparations to African Canadians for enslavement and historical injustices."

Last March, the federal government announced that it is developing a much-needed anti-racism strategy for Canada. CUPE participated in the government's consultations and we will watch its development closely.

Our union is committed to fighting racism and hatred in all its forms and to empower our members to speak out and act against discrimination. We encourage members to celebrate Black History Month and to keep fighting anti-Black racism in their locals, workplaces, schools, and communities.

submitted by **Sally Bankiner**

I first met Diane Brown around 1995 when she was a cook in the Carnegie Community Centre kitchen and I was doing a tour of all the downtown worksites in my new capacity at the Gathering Place Community Centre. Having come from an administrative position at Stanley Park Zoo I wanted to get a "feel" for how things operate in the Downtown Eastside and what it takes personally to work with our marginalized communities.

Albeit Carnegie's patron's needs can and do differ from the Gathering Place and the Evelyne Saller Centre, yet one need that remains constant is that everyone, no matter who you are or what you have or have not; needs good, healthy, and accessible food sources. The kitchen was the busiest place in the Carnegie that day and I am sure it still is!

Throughout my touring of all the centres in the DTES, I noted a distinct "feel" for each. There was a multitude and outpouring of true compassion and understanding around the real and concrete needs of each of the communities our members provide services to day after day and year after year. Diane was a very interesting person to get to know. She is passionate about her five star cooking and also cares deeply about those who eat it! Diane always gives from a place of true warmth and genuine character. Many of you in the City Sector likely know Diane or have met her at one of our Chili Cook Offs in the past.

Diane has moved on from the Carnegie but continues to use her skills and her passion around the kitchen at my former workplace, The Gathering Place. I thought this cookbook idea was ingenious and perfect for Diane to take on and champion. I often wondered how those skills in the kitchen at the Carnegie, preparing balanced meals in portions of hundreds for breakfast, lunch, and dinner would translate into "The One Pot". Well done Diane!

From Diane:

"I was working as a cook in the Downtown Eastside and was very interested in food security and collaborating on projects. An acquaintance who worked for the BC Centre for People with AIDS Society was doing an academic research project on barriers to healthy food for people with living with AIDS in the area. He wanted someone with professional cooking experience to give input.

"The One Pot Cookbook" was born from this project. I wanted to contribute a recipe book specifically for people living in Single Resident Occupancy Hotels (SROs) which at the time meant only a hot plate, no cupboard space, likely minimal cooking tools, potential vermin, and no refrigerator. So just one portion, no leftovers, and simple enough recipes that were more or less fail safe. I also wanted the recipes to be interesting, varied, and multicultural.

If you are living on a challenging budget you cannot afford whole jars of condiments like hot sauce so I made recipes which could use portion packages of ketchup, hot sauce, soy sauce, which could be accessed from a variety of fast food or community type kitchens in the area.

We added some useful food safety tips in the book and drawings were contributed by a local artist connected with Portland Hotel Society (PHS) who was also involved. PHS paid for 60 copies to be printed to be used in life skills cooking workshops.

I approached CUPE BC for a donation towards the printing and they offered to print about 10,000 copies! These were distributed all over the Downtown Eastside for free and to local agencies where they could be distributed as widely as possible to all those in need."



The Members' Voice is published nine times a year for members of CUPE Local 15 - Vancouver Municipal, Education and Community Workers. The deadline for submissions is 9:00 a.m. on the first Wednesday of each month. All submissions may be edited for brevity and clarity. Signed articles and letters do not necessarily reflect the views or policy of CUPE Local 15.

CUPE Local 15

545 West 10th Avenue
Vancouver, BC V5Z 1K9
Phone: 604-879-4671
Fax: 604-879-7582
Email: email@cupe15.org
Web: www.cupe15.org

Local 15 is a chartered affiliate of the Canadian Union of Public Employees and is also affiliated with the CUPE British Columbia Division, CUPE Metro District Council, the Vancouver & District Labour Council, and the BC Federation of Labour. CUPE 15 is a member of the Canadian Association of Labour Media (CALM).

CUPE Local 15 Executive Board

Table Officers:

President: Warren Williams
Secretary-Treasurer: Sally Bankiner
1st Vice President: Santino Scardillo
2nd Vice President: Debbie Mohabir

Sector Representatives:

City: Lorna Kao, Kamal Gautam
College/University: Gaye Fowler, Alex Fowler
Cultural: Noel Graves Macul
Health/HSSCBA: Allison Bell
Health/HSPBA: Mia Nickel
Parks: Kyle Larson, Starla Bayley
K-12: Peggy Wong, Cynthia Schadt

Trustees:

Thomas Leung, Ravina Lal, Donna Petersen

Staff Representatives:

Kathie Currie, John Geppert, Steve Salsman, Gail Johnson

Office & Administrative Staff:

Mark Gloumeau, Accounting Coordinator
Rosemary Matheson, Office Manager
Barbara Simpson, Office Assistant
Nadia Thibault, Office Assistant
Nancy Strider, Accounting Assistant
Tia Tang, Office Assistant

Building Service Worker:

Elaine Duan

CUPE National Representatives:

Chris Losito, Kelly Dussin

The CUPE Local 15 office is very old and unfortunately not accessible. For our members with mobility challenges please note that the office is on the 3rd floor and there is no elevator. If you are attending an appointment or meeting with one of our staff, please contact them in advance to make alternate arrangements for the meeting place or call the Secretary-Treasurer at 604-879-4671.

We sincerely apologize and want you to know we are working very hard to rectify the accessibility issues with our building.



ON THE PICKET LINE
SUPPORT THE VANCOUVER ART GALLERY WORKERS

