

JANUARY  
2020



# THE MEMBERS' VOICE

THE NEWSLETTER OF CUPE LOCAL 15, VANCOUVER MUNICIPAL EDUCATION AND COMMUNITY WORKERS

We are on the unceded Coast Salish Territories of the x̱w̱məθkw̱əy̱əm (Musqueam), Sḵwx̱wú7mesh (Squamish), and Səl̓ílwətaʔ (Tsleil-Waututh)



## Apprenticeship funding announcement at Tupper Secondary

New funding is being invested in thousands of youth, women and under-represented groups to get the training and support they need for apprenticeships and employment in the skilled trades.

"I was pleased to be able to attend this announcement. The interesting thing was that this announcement happened at the same time the VSB Trustees were going to close several instructional cafeterias in their culinary arts program. It essentially would take

opportunities away from students that would pursue a career in the culinary arts field. This was not acceptable to the Minister. The VSB Trustees have since decided to rethink it and have a more consultative process," said Warren Williams, President, CUPE local 15.

At Sir Charles Tupper Secondary school, Melanie Mark, Minister of Advanced Education, Skills and Training, announced that \$12.4 million will support seven new programs to help 2,036 women and other under-represented groups

access opportunities for pre-apprenticeship training, apprenticeship services and employment.

Additionally, an estimated 1,300 secondary students throughout B.C. will benefit from access to trades training, with \$1.37 million to fund Industry Training Authority (ITA) Youth Work in Trades programs at 51 school districts and several independent schools.

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### GENERAL MEMBERSHIP MEETING

January 22, 2020 - 5:30 p.m.  
Room 5, Italian Cultural Centre,  
3075 Slocan Street, Vancouver  
(@ Grandview Hwy) Free parking.

#### UNDER DISCUSSION:

- Amendments to the CUPE Local 15 Bylaws (starting at Section 20)
- Election of Delegates to the CUPE BC Convention
- Committee and Staff Reports
- Election of one alternate City et al bargaining committee member (must be City of Vancouver member)

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.

## More inside from our Children's Winter Party!



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





# Happy New Year and welcome to a new decade!

By Warren Williams, President



WARREN WILLIAMS  
PRESIDENT

I wish you, your friends and families a healthy, prosperous new decade with many days and months of happiness ahead for all.

2020 will be a busy year with bargaining in each of the City of Vancouver, Vancouver Park Board, Emily Carr University, and Langara College. If you work in any of these sectors your bargaining committees will post updates once bargaining commences. 2020 also brings with it new opportunities for investment through the new and improved VESP. You should be receiving or have already received direction from your employer on how to register with Industrial Alliance (IA) and how to give direction on your investment portfolio.

We will continue to have our bylaw amendments on the agenda for our General Membership meetings until the membership has approved them. The Executive may decide to hold a special membership meeting at some point in order to speed up the process. If this were to be the case you will be given notice via

the Members' Voice of time and place. There is good news regarding MSP premiums this year. As of January 1, 2020, Medical Services Plan (MSP) premiums will be eliminated. Elimination of the regressive tax will save individuals up to \$900 a year and families as much as \$1,800 a year. This is one of the largest tax cuts for people in BC's history.

A milestone has been reached in the Universal Childcare Plan with the Province funding more than 10,400 new, affordable, licensed child care spaces as part of the Childcare BC plan. The plan has further saved parents more than \$320 million through the Affordable Child Care Benefit and Child Care Fee Reduction Initiative. Through these initiatives, more than 20,000 families have received child care for no more than \$10 a day since September 2018. As well, the Province has made significant investments to improve supports to BC's early care and learning professionals. To date, more than 10,000 early childhood educators have received a \$1 per hour wage enhancement, with another \$1 per hour lift to come in April 2020.

Living Wage for Families is a new project that is launching a three-year participatory action research project to better understand the experiences of those doing low-wage and

precarious work. This research aims to provide a better understanding to policymakers of possible responses to the issue of working in poverty. CUPE BC is encouraging members to participate in the project design and facilitate the research activities. Participants are paid a living wage to participate in interviews and focus groups. If you are interested in learning more about this project, or have any questions or concerns, please contact Leila Trickey, Research Coordinator at leila@livingwageforfamilies.ca or 604-351-5430. You can also visit the website [www.livingwageforfamilies.ca](http://www.livingwageforfamilies.ca) for more information.

We are always seeking new Stewards to help protect your Collective Agreement rights in all of our sectors and to ensure our current Stewards are supported by others helping each other. If you are interested send an email to [email@cupe15.org](mailto:email@cupe15.org). Training will be provided and book off where necessary for those interested in becoming union activists by serving as Shop Stewards.

To the Executive and Staff of CUPE Local 15 thank you for all the support you have given to our membership and each other. I look forward to working with you in 2020.

In solidarity!

If you commit to winter feeding, you must commit fully. Non-migratory hummingbirds may come to rely on this food source and will suffer if it is interrupted. Don't put hummingbird feeders out if you're not prepared to clean and maintain them.

Clean feeders with a solution of one part white vinegar to four parts water about once a week. Change the nectar solution every few days, ensure it never freezes, and can be provided through the whole winter. Have a friend or neighbour check your feeder if you're away. In

harsh temperatures, you may need to bring your feeder in at night and defrost it if necessary.

To make nectar:

- boil water for two minutes
- mix one part white sugar to four parts water
- allow mixture to cool before filling feeder
- never use honey, sweeteners, molasses, brown or raw sugar and don't add red food colouring or other products

Help out our hummingbirds!



# Year 2020 marks our 102nd year as a Union

By Sally Bankiner, Secretary-Treasurer



SALLY BANKINER  
SECRETARY-TREASURER

We have had an incredible response from our members who have unselfishly chosen to step forward and work for the strength and improvement of our worksites and our union by becoming new Stewards.

They will be completing their basic training from January 15th to 17th and are very excited about the opportunity. After their basic training, they will continue through our mentorship and educational programs to improve their knowledge base to represent you in front of the employer in your worksites. Over the past few years, we have increased the number of

Stewards sector wide from 99 to 245 which shows our ongoing growth and commitment to our members and education programs. We now have Stewards at worksites that have never had an onsite Steward previously! A very sincere thank you to all the new and returning Stewards for all your hard work in 2019. If you are interested in becoming a steward and helping others, or if you just have questions about what is involved, please do not hesitate to email me directly at [sbankiner@cupe15.org](mailto:sbankiner@cupe15.org).

The Children's Winter Party on November 16th was a success again with over 367 registered to attend and I am so happy that more and more are attending our events. You can see the great family photos from the party and if you didn't pick your copy up at the time, we have them in the union office for you.

The Annual Open House was also an extremely successful event this year with several hundred attending and many members for the first time! We opened our office boardroom for all members to join us for a social occasion. There

really was standing room only this year as so many from all of our sectors and worksites attended and you can see photos from the event elsewhere in this issue.

I was happy to see a number of new members joining us at their first General Membership meeting at the Italian Cultural Centre in November and hope that more will join us at the January 22nd meeting at 3075 Slocan Street on Grandview Highway at Nanaimo in Vancouver. Our meetings are normally held on the 4th Wednesday of the month starting at 5:30 p.m. so mark the date in your calendar and perhaps you will be able to attend a few times a year. I look forward to meeting you in person.

The year 2020 marks our 102nd year as a Union and we have come a very long way together as a united Local and look forward with eager anticipation on what awaits us in the coming years. Have a great, safe, fun, and exciting 2020!



## Bursary Thanks

I want to express my gratitude to CUPE Local 15 in supporting my post-secondary education by providing me with a part-time bursary. This grant relieves me from financial hardship and it allows me to focus more on completing the Bachelor of Arts in CYCC program at Douglas College.

Sunera Samarakoon, VSB



I would like to thank CUPE 15 for the VMECW Society Dependent Bursary.

I am currently enrolled in the Associate of Science Degree at Douglas College. After completing the degree, I plan on continuing my education by attending UBC for pharmaceutical science to eventually become a pharmacist. The funding has gifted me the opportunity to focus more on my studies. I am truly appreciative for the financial assistance, as it has made the transition to post-secondary less stressful. I look forward to my post-secondary experiences.

Sincerely, Bradley Takai

## Donation Thanks

On behalf of UNITE HERE Local 40's members, we want to thank CUPE Local 15 for your very generous donation to hotel strikers during their historic hotel fight. Workers struck for 28 days at the Hyatt, Westin Bayshore, and Pinnacle Harbourfront and 59 days at Rosewood Hotel Georgia. Your assistance helped them win historic contracts with record wage increases, forced the industry to reckon with sexual harassment on the job, and led to other industry-setting standards in Canada's most profitable hotel market. We are grateful for your support of Vancouver's workers who bravely stand up for dignity and respect on the job.

In solidarity, Zailda Chan, President, Local 40

### VSB JOB SHARE OPPORTUNITY

My name is Lauren Zarin, I am a permanent student support worker looking for a on call job share partner to work Monday and Tuesday at Oppenheimer Elementary. Starting at the end of February when I return back to work from maternity leave. Please call/text 778-231-1096. Thank you.

## It's Winter! Snow Safety

by the Occupational Health and Safety Committee

Before beginning any work, we need to ask ourselves "What is my safety plan? How am I going to get this work done safely?"

Winter is the perfect time of year to remind ourselves that all work needs a safety plan. Exterior workers often deal with the changing seasons in different ways with many challenges. Extreme winter weather conditions can be responsible for injury or illness.

Preparation is key; anyone who works outside, all or part of the day, will tell you that they check the weather forecast days in advance. Being prepared to work outside in winter, and the rain, slush, snow, and ice, means dressing warmly in breathable layers and wearing insulated non-slip footwear.

Every task has a safe way to be accomplished. If the predictions for snow this winter are true, many of us will shovel snow this winter. It may seem a simple chore, but before you pick up that shovel, be prepared and go over your safety plan.

### Snow shoveling safety reminders:

- push don't lift
- wear breathable layers
- wear warm non-slip boots
- STAY HYDRATED

Shoveling snow is hard work, so stay safe out there.



### Casual Office Assistant Work Available

From time to time CUPE Local 15 requires casual office assistance for short term assignments, often with little notice. The union office is a fast paced environment that requires the ability to work to deadlines with frequent interruptions and multiple demands. This is clerical work of advanced complexity including word processing and data processing. Advanced knowledge of Microsoft Outlook, Microsoft Word, and Microsoft Access is essential. Knowledge of standard business formats for a variety of documents is also a requirement and broad knowledge of the union is required to carry out the duties of the job. A strong commitment to trade union principles is essential.

A reasonable amount of paid on the job training will be provided. If you are interested please forward a resume to the CUPE Local 15 Office Manager at rmatheson@cupe15.org. If you have any questions please feel free to contact Rosemary at 604-879-4671.

### CITY ET AL BARGAINING COMMITTEE ANNOUNCEMENTS

#### Election of one Alternate

#### Bargaining Committee member

There is one vacancy for an alternate on the City et al bargaining committee. Members will be nominated from the floor at the January 22nd General Membership Meeting. One position will need to be filled from members working under the City of Vancouver collective Agreement.

## decisions

### The Executive Decided

At the Executive and Society Board meetings on November 19, 2019 and December 17, 2019 the following decisions were made:

- To approve the draft 2020 Budget as amended as per the decision to lease the new folder/insert.
- To participate in DOXA 2020 as per previous years at a cost of \$637.50.
- To approve Phase II City et al Cost Share campaign at a total cost of \$7,604 (\$2 per member).
- To elect Carley Romas to the Staff Advisory Committee as Member at Large.
- To amend bylaw 20.2 regarding the Grievance Committee.
- To send seventeen members to 2020 CLC Winter School.
- To approve up to \$10,000 to secure the cage door and enclosure.
- To welcome LEAP at Langara College as new members of CUPE 15 per bylaw 2.5.
- To appoint Rose Palozzi as Chief Shop Steward for Langara College.
- To obtain outside counsel for a Human Rights case.

### The Members Decided

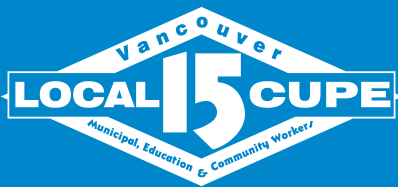
At the General Membership and General Society meetings on November 27, 2019 the following decisions were made:

- To elect Cynthia Keevil (City) to the vacant position of City et al Bargaining Committee Alternate (member has since declined - this position will be open for election at the next General meeting).
- To elect Mikiea Sayers (Parks, Ray-Cam, Britannia) to the vacant position of City et al Bargaining Committee Alternate.
- To approve 2020 Budget as amended from the draft.
- To approve the proposed Society Budget as amended from the draft.
- To approve the proposed Capital Budget as presented.
- To approve the Executive looking outside Vancouver in municipalities close by for a suitable building.

### Election of Delegates to the CUPE BC Convention

The 57th Annual Convention of CUPE BC takes place in Vancouver from Wednesday, April 22nd through Saturday, April 25th. Delegate elections will be held at the General Membership Meeting on January 22nd. In order to be eligible to stand as a CUPE 15 delegate a member must have attended a minimum of 50% of the General Membership meetings in the last 12 months.





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**

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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: Gaye Fowler

**Sector Representatives:**

City: Kamal Gautam, Ravina Lal  
College/University: Alex Fowler, Rose Palozzi  
Cultural: Noel Graves  
Health/HSSCBA: Allison Bell  
Health/HSPBA: Mia Nickel  
Parks: Kyle Larson, Starla Bayley  
K-12: Carley Romas, Cynthia Schadt

**Trustees:**

Donna Petersen, Michele Alexander,  
Aaron Cook

**Staff Representatives:**

Kathie Currie, John Geppert, Steve Salsman,  
Gail Johnson, Joy Tullos

**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, Patrick Barbosa

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.

**Long Time Activist Leanne Anderson  
Goodbye to CUPE Local 15**

Brothers and Sisters,

As I sit in my new office at AAPS-UBC I have had occasion to reflect on and celebrate with both pride and mournfulness, the years of advocacy, protest, strike, political action, networking, rallies and on the floor stewarding during my 30+ years as a member of CUPE Local 15. I take with me to this job a wealth of knowledge, experience, lessons and wisdom bestowed upon me by members, staff, stewards and labour activists alike.

My time at Local 15 was rich, Steward for 14 years, former Local 15 Executive member, President and Secretary-Treasurer is something I am proud of, but being President was not my crowning glory. The greatest moments of pride come from walking among my brothers and sisters:

- It was the silent protest at Vancouver city council in the 90's and 2000, where 40-60 workers would sit silently in council to protest the treatment, working conditions, disrespect and lack of collective bargaining they were being subjected to by a right wing Vancouver Mayor and Council. This was truly grassroots activism that engaged me, empowered and inspired me to become active and ultimately a steward.
- It was the appreciation shown by not just the Vancouver School Board CUPE members while on strike in 2013 but also the teacher who came up to me to say I was the only union official she saw in the many weeks she walked the picket line.
- It was driving the coffee wagon during the City et al strike of 2000 (one of three strikes I was on) where the local delivered coffee, tea, and snacks to picketers, where I saw the resolve, resentment, camaraderie and exhaustion on the faces of those picketing day in and day out for over two months.
- It was the member I assisted who stopped me on the street, yelling my name as he ran toward me. He wanted to hug me and thank me with tears in his eyes. The two year sober medal he had gotten at an addiction group, he said I should have it – I had believed in him when others had not.
- It was when I witnessed the efficiency, readiness, structure, and ownership of the members at Langara College (and Emily Carr University) as they took control of their own advocacy by organizing meetings, committees, drafting action plans, etc.

- It was the moment I first learned, heartbreakingly, of (as young as) 16 year old life guards at the Vancouver Park Board who, as first responders, were first on the scene to some poor soul who jumped from the nearby Burrard Bridge.
- It was so much more, the laughter, tears, pain, anguish we all had collectively, also the camaraderie of those who chose to fight together, long days, nights and weekends so that we could say, "we did this together".

***I take with me to this job a wealth of knowledge, experience, lessons and wisdom bestowed upon me by members, staff, stewards and labour activists alike.***



Thank you to staff, Rosemary, Nadia, Mark, Barbara, Maureen, Jeff, John, Graeme, Keith, Wendy, Samantha, Kevin and many more who patiently departed their knowledge, wisdom and guidance over the years. Thank you to members, coworkers who also treated me and others with utmost respect and dignity. Stewards: Jeannette, Patrick, Louise, Peter, Paul and Dierdre. Executive board members: Reba, Caroline, Christa, Tiffany, Nimmi, Mia, Donald, Brenda, and many more. Good lifelong friends: Dierdre, Randi, Lorna, Carl, Dan, Michele, Kamal, Ravina, too many to list.

I raise my hands to you all and thank you for being such an important part of my life at Vancouver City Hall and CUPE Local 15.

Leanne Anderson, Member Service Officer  
Association of Administrative and Professional Staff at UBC