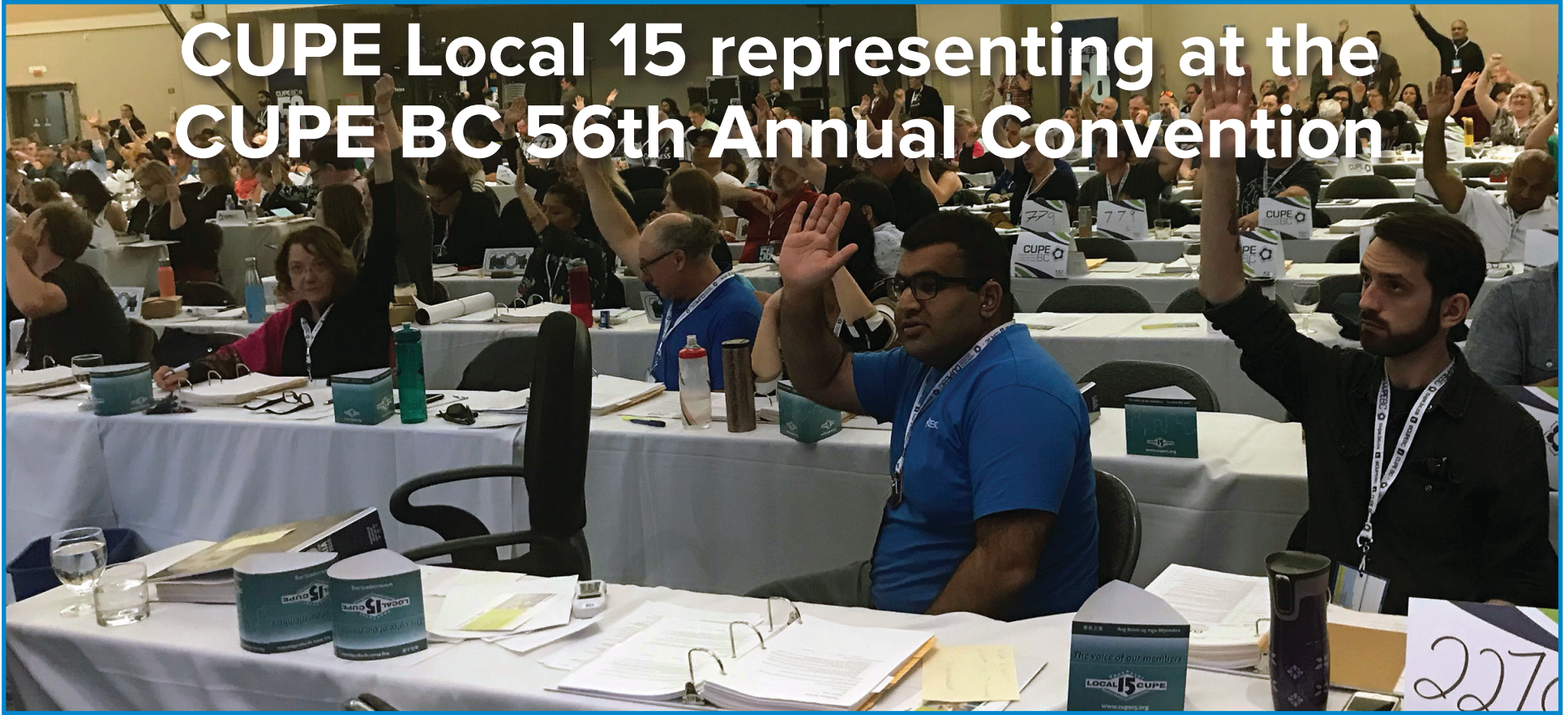


MAY  
2019



# THE MEMBERS' VOICE

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



## CUPE Local 15 representing at the CUPE BC 56th Annual Convention



### 2019 MAY

#### GENERAL MEMBERSHIP MEETING

May 22, 2019 - 5:30 p.m.  
Room 5, Italian Cultural Centre,  
3075 Slocan Street, Vancouver  
(@ Grandview Hwy) Free parking.

#### UNDER DISCUSSION:

- 2019 Executive Election Results
- 2018 Union and Society Audited Statements
- 2019 Union and Society Audit
- Amendments to the CUPE Local 15 Bylaws

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. Notice - The VMECW Annual General Society meeting will convene immediately following the Annual General Meeting on May 22, 2019.



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545 W. 10th Ave.  
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## May is the month of labour

By Warren Williams, President



WARREN WILLIAMS  
PRESIDENT

**M**ay is the month of labour.

May 1st is the day we celebrate the efforts and contributions of working people everywhere.

Did you know we are a chartered local of the Canadian Union of Public Employees? The largest public service union in

Canada with a membership of over 700,000. We are one of many locals that service all areas of the public sector.

Your friends, neighbours and families are benefiting from the services our members provide each and every day, let's continue to raise awareness of their hard work in our communities – thank you CUPE Local 15 members!

At the time while writing this article CUPE BC Convention is in session with Paul Faoro

and Trevor Davies continuing as our Division President and Secretary Treasurer.

CUPE Local 15 is proud to be here supporting all the work that went into convention with our Secretary Treasurer working on Resolutions along with many of our members assisting on Credentials and other committees.

Sister Michele Alexander is running for the position of Chair of the People of Colour Committee and Sunera Samarakoon is also running for the Chair of the Diversity Committee. Congratulations to all and thank you for all the hard work you bring to our Union.

It was a privilege to have been asked along with Yolanda McLean Diversity Vice President CUPE National, Cheryl Burns President CUPE 1936, Laura Bulk President CUPE 2278 and Cheryl Colburn National staff for human rights to sit on a panel of the Human Rights Forum at this year's convention. My speech centered around being an intersectional person and what barriers if any were a challenge when getting involved with CUPE. It was well received and well attended, thank you CUPE BC for asking me to participate.

This is one of the main reasons I am proud to be a CUPE member CUPE is always at the forefront

across this great country of ours fighting for positive change for all people. CUPE's position has always been that workers matter no matter where you live work or play. Whether you are a person of colour, indigenous, LGBTQ2+, or person with a disability.

We all matter and given the opportunity we have so much to offer. This is an important point especially during the push from those on the far right to eliminate everything our union and others have fought so hard to improve for all people not just the privileged few that the political right represent.

CUPE continues to challenge those fear mongers that lie to tell you that your place in society is at jeopardy if you embrace diversity. Nothing could be further from the truth. We have so much to gain if we embrace diversity.

CUPE believes this and works hard to embrace equity seeking groups. CUPE continues to challenge regressive governments and policies that work against you and for that I am proud to be a CUPE member and your President.

## It's election time, again!

by Sally Bankiner, Secretary-Treasurer

**M**ay is your Executive Board election(s) and I want to take this opportunity to encourage each individual member to not just think about voting, but to actually stand up and take part. Let your individual and collective voices be heard.



SALLY BANKINER  
SECRETARY-TREASURER

You should have already received the election information and PIN number to your home address via Canada Post. If you have changed your residential

address and have not alerted your union office, please do so ASAP. If you do not receive instructions and a PIN number, please do not wait until the last day to request it by email. Call the office and give them your personal email address and they will request Simply Voting to email your PIN number. It really is a privilege to be able to express your wishes with your vote so don't hesitate!

Many of our sectors are either actively engaged in bargaining or will be soon. You have an opportunity to participate in these extremely important negotiations with your employers by participating in the member surveys.

This is how you can tell your bargaining committee what is important to you and your family. We can't be idle and not participate in these critical choices for our families and our public services! These are our jobs and our benefits that employers try every time to reduce and undermine their value.

These type of negative bargaining strategies can seriously affect our negotiations involving your collective agreement rights.

Remember what happened to the nurses under the Liberal Government? For years we have been subjected to massive cuts and underfunding in our health care, education, family services and services for the disabled and disadvantaged in our communities.

Let's show our employers how we feel about their actions over the past years with our show of solidarity and people power! Using the USA as a prime example that each and every vote really matters. Make your vote count!

There will be an Introduction to Stewarding course within the next month at the union office and we have room for about five or six more people to participate, so if you are interested in exploring stewarding, please call me at 604-879-4671 and we can meet up over a coffee and discuss what stewarding is all about and how you can help your co-workers.

I am looking forward to honoring all of our stewards and committee members at our upcoming June 21st Steward Appreciation Dinner at the Italian Cultural Centre.

I hope that all our stewards and active committee members will be able to join us with their "life partners" as we celebrate their dedication and commitment to our local and their co-workers.

Your RSVP is required so don't miss out!



## Notices of Motion - Union

- 2018 Audited Financial Statement**  
The Executive recommends that the members receive the Union Audited Financial Statement for 2018.
- Union Audit**  
The Executive recommends that Fairhall Zhang and Associates be appointed to conduct the 2019 Union Audit.
- Bylaw Amendments**  
***Due to meeting schedules there is no Executive Board recommendation on the following Notice of Motion but one will be prepared for the May 22, 2019 Annual General Meeting.***  
Moved by Darren Parks and seconded by Lionel Grannis to amend Bylaw 20.5.2 as follows: (Strike out denotes deleted language and bolding denotes new language.)  
When the Grievance Committee forwards a grievance to arbitration the employer has the right to make a settlement offer. When a settlement offer is made to the union and the grievor is not in agreement with such settlement offer the Staff Representative or lawyer will refer the settlement offer to the CUPE Local 15 Executive Board **General Membership** at its next scheduled meeting. The decision of the Executive Board **General Membership** to accept or reject the offer is final and binding. If time limits do not permit the settlement to be presented to the next Executive Board **General Membership** meeting, then a decision can be made with the concurrence of:
  - At least 2 Table Officers and 1 Sector Representative from the sector where the grievance was initiated, or
  - If no Representative is available, a majority of the current Table Officers; and the decision will be reported to the next Executive Board **General Membership** meeting.

Con't on page 10-11

## Notices of Motion - Society

- 2018 Audited Financial Statement**  
The Executive recommends that the members receive the Society Audited Financial Statement for 2018.
- 2019 Society Audit**  
The Executive recommends that Fairhall Zhang and Associates be appointed to conduct the 2019 Society Audit.

## Rationale as to the proposed amendment to Bylaw 20.5.2

by Darren Parks

Bylaw 20.5.2 “kicks in” when it has been decided to advance a grievance to arbitration. Arguably, this is a critical time in any dispute between an employee and the employer, there is most likely a great deal at stake.

This section allows for a settlement offer to be put forward by the employer. I believe that the offer, if fair, would likely be accepted by the employee. Not many would chance an arbitration decision were the offer fair. What happens when the offer is not fair?

If the offer is so un-paltry to a grievor, to the extent that they would rather chance arbitration there should always be a final decision as to whether the settlement should be accepted, or that the grievance should proceed to arbitration. This amendment shifts the responsibility for this decision from the Executive Board to the General Membership.

It is my position, that by having the decision as to accept or deny a settlement being made by the General Membership as opposed to the Executive Board, will act as a check and balance against any prejudice by any Executive Board member and eliminates any undue influence into the decision made by the board.

The rank and file membership of the local should have the democratic right to direct their union. This amendment will better establish this right.

***Editor's Note: As noted in this letter, changes to Local bylaws can only be made by CUPE Local 15 members who vote at a General Membership Meeting. The Bylaw Committee cannot make or approve changes.***

***Prior to any vote to change the bylaws the Local is required to provide members advance notice of the plan to review the bylaws (Notice of Motion) so that you can participate in the discussion and vote to approve or defeat any proposed changes. Bylaw amendments require the support of a super majority (two-thirds of members in attendance) to be approved.***

***The Bylaw Committee has been working to bring forward proposals to update and modernize the Local's bylaws and, where appropriate, to entrench our policy into our bylaws. Any bylaw that is approved by members at a general membership meeting still has to be approved by the CUPE National President. During this process, the President reviews the changes to ensure that they do not conflict with the democratic principles entrenched in the Canadian Union of Public Employees' Constitution. Bylaws that conflict with the constitution are not approved.***

***The Bylaw Committee welcomes debate about the proposals and will continue to work to provide recommendations for review by members.***

## decisions

### The Executive decided:

There was no Executive nor Society meeting in April, therefore there is no report

### The Members decided:

At the General Membership Meeting on April 24, 2019 the members in attendance made the following decisions.

- To elect a trial committee
- To approve union paid leave for members of the trial panel to conduct the business of the trial for all scheduled shifts.
- To amend Section 3 of the union bylaws and amend bylaw 4.1, 4.2 and 4.3. See complete information elsewhere in this issue.

## VSB Job Share Opportunities

- SSA at Maple Grove Elementary in Kerrisdale looking for a job share partner for Thursdays and Fridays starting September 2019. Please contact Lindsay at lforsberg@vsb.bc.ca.
- I'm looking for a job share partner starting September 2019 at Nootka Elementary. Needing somebody to work Thursdays and Fridays. Nootka is an amazing school with a great staff and students. If you are interested please give Ria a call or text at 604-499-6693.
- SSW looking for a job share partner to work Wednesdays, Thursdays and Fridays for the upcoming school year, 2019-2020, at Mount Pleasant Elementary School. Please contact Jen at jen.prasol@telus.net.



It's the day after the #Dayof Mourning.

How will you do things differently to make workers safe today and every day?



5:43 AM - 29 Apr 2019

5 Retweets 14 Likes



# Get ready to vote for your Executive Board



by Rosemary Matheson, Office Manager

You should have received voting instructions and a Personal Identification Number (PIN) in the mail. This PIN will allow you to vote electronically in the 2019 Executive elections. If you have not received this information contact the union office immediately and we will verify your membership and contact the election provider on your behalf. Simply Voting has been hired as the independent third-party election provider and all PIN issuance and voting is maintained and monitored by them.

The deadline for requesting a PIN is Tuesday, May 21, 2019 at 10:00 a.m. No exceptions.

There will be an election for 2nd Vice President, City Sector Representative, Park Board Sector Representative, and K-12 Sector Representative. All members are eligible to vote for the 2nd Vice President position. Only members in a specific sector are eligible to vote for positions in that sector. The President, College/University Sector Representative, HSSCBA Sector Representative, Cultural Sector Representative, and Trustee have been elected by acclamation.

Voting will open by electronic ballot at 8:00 a.m. Pacific Standard Time on May 14, 2019 and will remain open until 11:59 p.m. on May 21, 2019. Polls will be accessible 24 hours a day. Results will be announced at the Annual General Meeting which convenes at 5:30 p.m. on May 22, 2019 at the Italian Cultural Centre. A computer will be available at the union office for those members who do not have access to one.

If you haven't already done so please provide the union office with a current personal email address. To ensure we have your up to date information please call 604-879-4671 or send it to [email@cupe15.org](mailto:email@cupe15.org).

## But first, a word from the candidates...

### Kamal Gautam for 2nd Vice President

Hello my sisters and brothers. Let me begin by saying thank you to my nominator and to you for taking the time to read my article. My name is Kamal Gautam and I am running in this upcoming election for 2nd Vice President.



I am passionate about ensuring that workers have a collective voice through representation and I am committed to social justice principles and the rights that have been fought for and negotiated through collective agreements.

I have been a CUPE 15 member for 28 years and a shop steward for 26 years. I have always maintained decent, respectful, fairness, frank, and ethical dealing with my members' employer, and if we can maintain this professionalism, we can move issues and concerns forward.

My background is as follows:

- Currently City Sector Representative on the Executive Board
- Previously Chief Shop Steward in the City Sector
- Former member of the Education Committee
- Delegate to the Vancouver and District Labour Council and CUPE Metro District Council
- Former Vice Chair and member of the OH&S Committee for Parking Enforcement
- Special Municipal Constable, Vancouver Police Department
- Member of the CUPE BC International Solidarity Committee

I have established respectful relationships in the work that I do, from keeping our employers accountable at the labour management level to working with our members. My experience as a Chief Steward and City Sector Representative gives me unique perspective on and insight into what is happening in various department and work sites. Having this broad view allows me to see the issues and management practices that are affecting our members, most of which I present to the Labour Management table to have addressed at the highest level. I believe that in these two roles I am privy to those bigger picture issues and I am already engaged to address our primary concerns.

I have worked on committees, gone to workshops, and attended various union functions. I value and understand the importance of monitoring and ensuring succession planning for the health of our union and our labour union movement.

My philosophy is in line with our National Equality Statement. All members of our 18 bargaining units deserve respect and dignity and have the right to be involved. I will uphold that in my words and actions.

The position of 2nd Vice President must be prepared to represent CUPE 15 on behalf of the president and membership. I recognize the depth of this task and I am up to the challenge.

I am an activist who can communicate shared values and stand up for our common struggles.

The best part of my union activism is connecting with members in all the sectors, empowering and developing them, and making our members content.

I am seeking your support in helping me create a strong voice to help us take care of each other which gives hope that we can do better.

I ask for your vote and collectively we will move this local forward with dignity.

### Gaye Fowler for 2nd Vice President

My name is Gaye Fowler, and it is with great pride that I accept my nomination for 2nd Vice President. I have served as an active steward at Emily Carr University since 2002, as a Chief Steward since 2012, as a College and University Sector Rep since 2014, and have just recently been appointed as the CUPE BC College and University Representative.



In my various roles I have often heard members ask, "what's the union doing for me." As a union activist I know it's my union that allows me to advocate on behalf of my members. I face employers and ask hard questions, and I don't back down until the issue has been exhausted. I act locally, but the fight for fair wages, worksites free from health and safety issues, and harassment and bullying are principles that serve all our members.

Most of my achievements have taken place at my worksite – fighting for fair wages through the revision of our pay equity process, writing language in support of our Sexual Assault policy, standing by our members in times of crisis. This is what I bring to my union, fundamental values that transfer across all sectors.



I strive to lead by example - that means putting members first. I do this by: creating a respectful space to encourage members to speak freely, actively listening, responding in a timely manner and seeking solutions through advocacy. These are all necessary qualities when considering the role of a Table Officer.

I currently sit as the elected representative to the CUPE Staff Advisory Committee (SAC), and represented CUPE 15 during the most recent negotiation of the Staff Collective Agreement. I have sat on grievance committees, been an active participant in investigations, have worked hard to streamline some of the language revisions in our bylaws, and have participated in two CUPE strategic planning workshops. These are some of the experiences I bring to this role, and some of the knowledge I want to build upon and share in a meaningful way.

Transparency, effective communication, equity and accountability are just a few of the guiding principles our members need from their union leadership. I bring these to the table - what I don't bring is a personal agenda.

I care about this union, and our members and I want to give back. Thank you to my nominator and please consider supporting me for 2nd Vice President.

### Debbie Mohabir for 2nd Vice President

My name is Debbie Mohabir. I am currently the 2nd Vice President of CUPE Local 15 and I am seeking your support for re-election.



I am a dedicated trade unionist with 12 years of experience in the labour movement and I really enjoy what I do. I have been the Chief Shop Steward of the VSB sector for the past four years and sit on many joint committees with the employer.

With your support, I would like to continue my work in the role of 2nd Vice President to make working conditions better for members, representing the local at various tables, and making sure our voices and concerns are heard.

I have had the honour of representing our local and its members as the 2nd Vice President for the past two years. It has given me the opportunity to be involved in other sectors and gain knowledge of what issues our members have been facing. During this time, I have accomplished the following:

- Represented Park Rangers during Temperature Check
- Conducted Elections at the Langara College AGM
- Attended Emily Carr University AGM
- Represented the President at various meetings
- Parks Precarious worker survey site visits
- Liaise with Executive, Staff, Stewards, Members, Stakeholder Unions, Employers and committees

### Ravina Lal for City Sector Representative

Hello Sisters and Brothers,

My name is Ravina Lal and I am running for City Sector Representative. I believe in CUPE 15; CUPE is a democratic union in which the members make the decisions and sets the policies. We are a union that represents many workers in different sectors and the obligation of your Executive is to ensure that representation is there when you need it.



We need respectful workplaces, collective agreement language that is enforced, policies and practices that are there to ensure that your union operates in an unbiased and fair manner and for the betterment of the members in every sector. At all levels, it is the rank and file members who determine by majority vote what the union does.

I do understand the needs of all our members. A strong union ensures representation on behalf of our members and is made that way with thoughts, knowledge and understanding. A strong Executive Board has to be cohesive and committed to the principles of trade unionism. Membership involvement has to be a priority in order to move your working rights forward and create respectful workplaces. We must have a decent, respectful, communicative relationship with our employers.

This union cannot operate without fiscal responsibility. They are your dues and your right to know how your money is spent. My commitment to our members has been demonstrated through my representation of auxiliary workers as well as RFTs and RPTs. I approach every case determined to do the best I can for the member. I'm a shop steward who can communicate shared values and stand up for our common struggles.

- CUPE 15 member – 20 years
- Shop Steward – 10 years
- Trustee – 6 years
- Finance Committee member
- Former Education Committee member
- Delegate - Metro District Labour Council
- Delegate - Vancouver and District Labour Council
- Numerous CUPE National workshops

I ask for your support and collectively together we will move this local forward. Any questions? Please email me at: cgka@shaw.ca. Please support Ravina Lal for City Sector Representative

### Aaron Cook for City Sector Representative

Brothers and Sisters,

My Name is Aaron Cook and I am seeking your vote to be our City Sector Rep.



As a 17 year employee at the City of Vancouver, I have had the opportunity to work within a variety of departments, branches and positions. My career with the City started out in Parks and Recreation as an Auxiliary Golf Course Ranger and Cashier. I stayed in this position for ten years and it gave me valuable insight on the struggles of auxiliary life at the City.

In 2010, I acquired a part-time position in the Downtown Eastside doing Security at Evelyne Saller and Carnegie. I stayed in this position for nearly five years. I gained an eye opening first-hand experience to the challenges facing those that live and work in that vibrantly beautiful yet chaotic neighborhood.

In 2015, because of an injury, I was given a return to work position. It was there that I was fortunate enough to receive office related training with Revenue Services. The training I received during that time ultimately helped me to obtain a temporary full time opportunity with Plan Registry, and subsequently with By-Law Administration at West Annex. The training and experiences there made me a viable candidate for a fulltime position with Engineering Team Services and thankfully I got the job. I have now been in the role of Office Support Clerk II – Records Clerk for the last year.

I have previously been a shop steward in the City Sector and realize the importance of stewards and what they do. I became a steward to arm myself with knowledge to help deal with issues I was personally facing in my work place at the time. I also wanted to give service back to the union because stewards and chief stewards had helped me with my work place issues and I wanted to pass that help along to others.

Sadly, many of our long term dedicated activists and executives have retired or passed away over the 17 years I have been a member of our Local. It is important that the next generation of members, like me, take the opportunity to get involved, come to the meetings and ultimately run for executive positions. I am eager and passionate about the opportunity to help shape the future of this local for ourselves, and all future members.

I acknowledge that I am a relatively new activist compared to some seeking your vote, but please take note that I have 25 years of work left and I would like to use the rest of this time to contribute in making the future of our local as bright and progressive as possible.

I ask you kindly to assist me in this. On Election Day please vote for me, Aaron Cook.



**Seagrין Worster for City Sector Representative**

Hi, my name is Seagrין (Worster) and I am running for City Sector Representative. I have worked for the City of Vancouver for close to 30 years and have been an active City Steward for 10 years enabling me to help and empower many members along the way. I am honest, outspoken, and practical. This and my combined experience makes me confident that I would do a good job every step of the way.



I like to hear if there are problems at your worksite, so that I can present them to the union to be addressed. Never should one think that their concern is not of interest to the union. If you are feeling troubled by what you are experiencing at work, it is of interest to the union and to all of us. I will be your voice and give your feedback to the Union's Executive Board on practical issues on how our union is run. I have no trouble speaking up on your behalf.

Everyone has the right to feel secure in their job and feel that they can reasonably express themselves. We need our members' feedback to help in resolving any problems and countering unpleasant trends, rather than the alternative of letting an issue escalate into a life of its own and or becoming an unpopular policy.

If you vote for me, I promise to do my very best.

Thank you.

**Lauretta Loong for City Sector Representative**

Hello Sister/Brother/  
Sibling,

I have been a CUPE member since 2007 and a shop steward since 2017. I am currently an administrative support at Vancouver Fire Rescue. I have a background in sociology and criminology, and certificates in insurance, forensic arts and sciences, and human resource management.



To take care of my health and personal development, I volunteer and take lessons in various sports including dancing, tai chi, and ping pong. As a perennial student, I have an insatiable curiosity about how I may support you, who are willing and eager to support yourself, in meeting your needs and getting what is rightfully yours in the workplace.

Appreciating your vote for City Sector Representative and serving you respectfully, I am Lauretta Loong.

**Darren Parks for City Sector Representative**

These bios usually start with a recap of conventions and union events that the candidate attended. I don't go to conventions. I don't care what CUPE National or CUPE BC does. Other people can go party on your dime. I care what this local does, and I don't like the way this local has been going. That's why I'm running to be the City Sector Representative.



I want to see accountability, transparency, and more power taken away from the Executive Board (that's the Board I'm running for) and rightfully placed in the hands of the membership. That's you and me; all of us should be the final decision makers on matters inside this union local.

If you have read my letters to our Members' Voice you'll see what it is I am trying to achieve. My letter in April 2018, Policies and Procedures, I made my argument for greater accountability by the Executive Board, calling for their adherence to the rules. In March 2019, I hope you read my letter, Power and Secrecy, speaking directly to transparency as I recount my experience being barred from an Executive Board meeting. A meeting which is by the book meant to be open to the membership, but the Board went "in camera" over the mundane issue of local bylaw amendments. I want to tighten up the rules around when the Board can use this tool to bar its membership. Last month you would have read my letter, Problematic Bylaw Amendment Proposal, but it was censored. I was critical of the "powers that be", and those I was critical of, banned the letters publication.

You'll see the Notice of Motion I put forward to amend the bylaws so as to transfer some power over grievances away from the Executive Board to the membership. That is my commitment to this local; I want to sit on a board while at the same time constraining the powers I would have while on this board. I'll fight for us, so that the rules are followed. I'll fight to see committees elected by the members instead of appointed. I'll fight for the rank and file members be the final decision as to how your union local runs.

I know when I vote, I'm going to look for candidates that are seeking leadership in this local, not power.

**Shirley Ann Harris for K-12 Sector Representative**

I am honored to have been nominated by my colleagues, as the K-12 Sector Representative for Vancouver. Having already been a shop steward for approximately three years, I know my past experience and desire to learn will serve me well in this position. I acknowledge that the position of Sector Representative is extremely important, and I will diligently work to use it as a means for highlighting the needs, wants, and accomplishments of the many hardworking CUPE members in our district.



For more than 20 years I have worked for the Vancouver School Board, and I pride myself on being a life-long learner, both in and outside of my work life. I have received certification level training in American Sign Language (ASL) and am currently studying Compassionate Communication (NVC). My career has given me the chance to work in a multitude of classrooms, and I have been fortunate to support many students with Autism. Regardless of a student's designation, my focus and goal for any child I have had the opportunity to work with, has always been: independence and communication. Fostering these skills in every individual I work with is something that I put tremendous energy and effort in to.

With any job I do, I always ensure I have an end goal in mind. As the K-12 Sector Representative, I will strive to act as the voice of all my colleagues. I would like to bring forth and start conversations surrounding such issues as excessive workload, lack of on-call employee availability, scarcity of resources. In addition to this, I hope to share and celebrate what is working across our districts, the great accomplishments of my colleagues, and the creative solutions that have been put forth to help lessen the strain of some of the bigger issues we face.

It is my hope, that as the K-12 Sector Representative for Vancouver, I will be able to help build greater collaboration, solidarity, and connection between the CUPE workers of our city and province.

I look forward to beginning this journey and serving my colleagues.

**Carley Romas for K-12 Sector Representative**

My name is Carley Romas and I'm hoping for your support for the K-12 Sector Representative position. I have been involved with our union since 2008. My involvement in the union has included:

- Two rounds of bargaining





- Sitting on the executive committee
- Job evaluation/rewrite
- Strike committees
- Pro-D committee
- Grievance committees
- Over 10 years of active stewardship

I was also in the K-12 sector representative role until I took a personal leave. I am very passionate about the labour movement and have a strong dedication to labour unions. I am a team player who follows the policies and procedures of our union. I would love your support and the opportunity share with our members information that is relayed at various committee meetings and be able to represent my K-12 brothers and sisters with my voice at these events.

I would love to have all workers receive recognition and respect as professionals in our job sites and I hope to have your vote in this election.

**Donna Petersen for K-12 Sector Representative**

Thanks for taking the time and interest to vote!



I am Donna Petersen, currently a CUPE 15 Trustee. I have worked for the Vancouver School Board (primarily as an Elementary OAA - Secretary) for 25 years and been active in our union local for most of that time.

I am standing for the VSB Sector Representative position at this time as I feel my experience with both the Board and the union will be helpful to our members. I was active when our VMREU local joined CUPE to become CUPE 15 and I have been participating as our long overdue bylaw changes are being finalized, with our membership's approval.

The cuts to education funding are hurting not only the education provided to students, but to our members working in this field as well.

We need active, informed members and I would welcome the opportunity to more actively participate in energizing one and all.

I appreciate your voting and hope you find yourself able to vote for me and to then demand accountability from me!

Thank you.

**Peggy Wong for K-12 Sector Representative**

Much appreciation to Gaye Fowler for nominating me for the K-12 Sector Representative position. I am excited and honoured to run for this Executive Board position again. I have been the K-12 Sector



Representative for four consecutive terms (eight years) and now seeks your support again in the upcoming election. I will represent YOU in the K-12 sector and in the CUPE 15 Executive Board.

My union involvement started more than 12 years ago when I attended my first union training course to become a shop steward. After completing the course I began as a shop steward to work with VSB members by answering questions, addressing concerns, and filing grievances.

Being elected as the K-12 Sector Rep, I became a member of Executive Board. This board makes decisions for the entire local. I also attended employer meetings - Labour Management, Job Evaluation Committee, layoff meetings, and have served on union committees such as the Education and Grievance Committees. I am currently a Nominee for the Vancouver Employees' Savings Plan.

Through my involvement with the union, I gained insights and knowledge about social justice.

Unions value social justice: they favour measures that aim at decreasing or eliminating inequity; promoting inclusiveness of diversity; and establishing environments that are supportive of all people.

I am so proud of all the work that unions do for our society and I am a proud member of CUPE 15. Please cast a vote for Peggy Wong as the K-12 Sector Representative.

**Henry Lee for Parks Sector Representative**

As your Parks Sector Representative I will continue to be a strong voice for all CUPE Local 15 members. I bring strong leadership skills, strong communication skills, and a passion to continue representing all members with integrity, dignity, and respect.



I have been working with the City of Vancouver (COV) for over 25 years in various positions including Hazardous Materials Technician, Seniors' and Youth Programmer, Work Control Clerk, and currently as a Lead Hand – Utilities Maintenance Technician/Worker 3.

I am the Occupational Health and Safety Representative for CUPE Local 15 Parks Sector and I have been a very active shop steward for both the City and Parks sectors for many years. I also use my skills assisting the Contracting In, Social, OH&S, and Bargaining Committees.

I will continue to:

- Mentor new and current stewards
- Reach out and engage with our members at their workplaces
- Work to develop safe, healthy, and

supportive working environments

- Engage our Executive Board and committees to find strategic methods to invigorate our membership and develop priorities that positively impact you

"We Support Henry!"

"We have known Henry for many years and during this time he has always been very active working for the members of Local 15 and continues to work tirelessly for you! He is very passionate about assisting and supporting all members." - Subrata Dasgupta (Parks), Kasun Perera (Parks), Santino Scardillio (City), Debbie Mohabir (School Board)

"I am pleased to endorse Henry Lee as the Parks Sector Representative because Henry deserves all of our support. I have personally known Henry for many years in various roles as a steward, a Parks employee, and a "Fit City" Representative. Henry always goes above and beyond "just" helping his co-workers. He actually helps them appreciate and understand why the unionized jobs are so important. Henry has improved contract enforcement by resolving numerous difficult situations and several grievances. Henry is passionate about your health and safety at work and has assisted the union with steward training and actually volunteers a lot of his time for our members." - Tierra Lee (Parks)

"Henry is a very friendly and approachable colleague. He would definitely be a valuable asset to our members and therefore, he has my full support." - Kyle Larson (Chief Steward, Parks Sector)

Voting begins on May 14th at 8:00 a.m. and closes on May 21st at 11:59 p.m. If you have not received your Personal Identification Number (PIN) the week prior to the polls opening by mail, do not wait until the polls close to participate in this important democratic process. Please call the CUPE Local 15 office at 604-879-4671 and they will arrange to have Simply Voting email your number directly to your personal email address.

**Starla Bayley for Parks Sector Representative**

With thanks to my nominator I accept the opportunity to once again represent our Park Board members at our Executive Board. I have served in this role in since 2014 and hope to continue to represent the issues and concerns of all our workers.



Over the last five years I have been a strong advocate in support of raising awareness around issues of bullying and harassment experienced by our members in the workplace. Pressing the union to follow through with an in-depth investigation that saw a change of senior management for some of our members, is one example of my commitment to this issue. It is this tenacity and constant drive to better the



environment for our members that motivates me. I understand these situations can feel like they take a long time to resolve but be assured I am there for the length of the process to provide motivation, support, and to hold the union accountable to our members.

My goal in being an activist has always been to bring people together, to stand for a common purpose, and ensure that no one is taken advantage of. Our voice is loudest when we stand together. Part of being able to stand united is by following our bylaws and policies and adhering to those guidelines that ensure everyone is treated with equity and transparency. On the Executive I have often spoken in support of our members on these issues.

I have shared the information of the Executive to the general membership by writing articles that includes reporting back on conferences or conventions I've attended, as well as information that I have learned and researched on my own (Bangladesh Accord).

As well, I am currently on the City et al Bargaining Committee, the Parks Labour Management Committee, and the Joint Health and Safety Committee. In 2018, I relinquished my Chief Shop Steward role to support the United Way Work Place Campaign and used this as an opportunity to encourage more engagement from our active stewards.

Please vote – Starla Bayley Park Sector Representative

Thank you – In Solidarity

### Collins Njoroge for Parks Sector Representative

At the March 27, 2019 General Membership meeting, I was nominated to run for the soon-to-be-vacant Park Board Sector Representative position in the Executive Board. I

have since accepted this nomination and now seek your vote in the May 2019 elections.

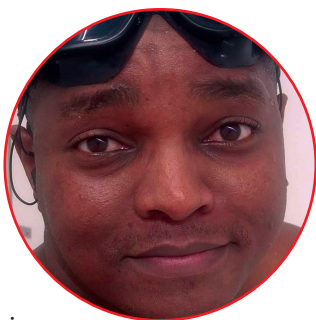
To provide you with a glimpse of what to expect, a snapshot of my campaign platform if you may, I will ask and subsequently answer five questions for your convenience:

Question: who am I?

Answer: My name is Collins Njoroge, and I work for the Vancouver Park Board. I wear several hats:

- an auxiliary Park Ranger
- a part-time UBC law student
- CUPE 15 Shop Steward

Question: The Executive Board exercises significant decision-making power on behalf of the CUPE 15 membership. If elected, how do I intend to exercise this power?



Before I answer this question, I will refer you to the following excerpt in CUPE's National Constitution: CUPE is a democratic union in which the members make the decisions, determine the policies, and set the direction of their Union. At all levels, it is the rank-and-file members who determine by majority vote what the Union does [emphasis is mine].

Answer: I will endeavor to promote democratic ideals and principles such as equality, fairness, social justice, mutual respect, transparency, accountability, meaningful consultation, and respect for the rule of law.

Question: How do I intend to achieve the above-mentioned ideals?

Answer: By bringing forward motions that promote democracy in our Union's decision-making process. For example:

- Within my first 90 days on the Executive Board, I will bring forward a motion that gives CUPE 15 membership the final decision-making power with respect to whether or not to advance a grievance to arbitration.

Other examples include:

- Proposing an IT infrastructure overhaul to facilitate online participation and voting. The CUPE 15 membership is a diverse workforce, and the reality is that a significant number of members are unable to attend the monthly General Membership meetings.
- Proposing increased access to information such as policies & procedures, minutes, resolutions, grievance-related documentation, and Executive decisions.

Question: Why should the membership believe me?

Answer: This is not an easy question to answer, and I will leave it with you to judge me based on my actions. That being said, I can comfortably state that I am not a politician – so you can expect a straightforward answer, and a promise to meaningfully engage with you in pursuit of positive changes in the workplace.

Question: what is my leadership philosophy?

Answer: I believe in "servant leadership" a phrase coined by Robert K. Greenleaf.

Specifically:

The servant-leader is servant first... Becoming a servant-leader begins with the natural feeling that one wants to serve, to serve first. Then conscious choice brings one to aspire to lead. That person is sharply different from one who is leader first, perhaps because of the need to assuage an unusual power drive or to acquire material possessions...

I welcome your thoughts and comments at collins.irungu@gmail.com, and I hope to be your 2019-2022 Park Board Sector Representative!

## A Word from Santino Scardillo, 1st Vice President

Hi, I just wanted to give thanks to all the members who came out to vote for the City, Parks, Britannia and Ray-Cam (City et al) Bargaining



Committee. There's a hot line you can call if you have any questions or comments. Call 604-879-4671 and then ask to be transferred to the City et al Bargaining Hotline. It can be anonymous if you choose. We are looking forward to your feedback.

The Contracting In Committee has been working hard on some business cases and is successfully moving forward with them. If you would like more details please attend the next general membership meeting on May 22, 2019 at 5:30 p.m.

An important reminder about cell phone use in the workplace: Cell phone use should be kept to a minimum and they should be used only during employee break times. Under no circumstances can personal cell phones be used to take pictures of another employee or citizen without their permission and/or used in a disrespectful or controversial way. Employers have the right to ask for access to your personal cell phone if they have reason to believe it is being used during work hours. Possible consequences are suspension, termination and/or criminal charges. Bullying in the workplace can also include how you use your personal cell phone outside the workplace.

Let's all respect the "equality statement" and each other in our workplaces.



## IRAN - VIOLATION OF LABOUR RIGHTS WORKERS STRUGGLE, PERSECUTION AND REPRESSION

*International Solidarity Report*  
by Kamal Gautam, City Sector Representative

In Iran the rights of workers have come under increased attack during the last two decades. In 1979 temporary labour contracts were made legal, leading to massive erosion of permanent full time positions. Nowadays, about 80% of Iranian workers in both the private and public sectors are hired under short term contracts of as little as 60 days.

The country's nine million public sector employees aren't guaranteed a stable job or regular monthly payments. Moreover, the purchasing power of public sector workers has declined dramatically over the last decade due to the high inflation rate.

In 2002 enterprises with fewer than ten employees were exempted from Iran's labour law. As a result, many employers routinely fire

workers to keep their number of employees at below 10. In these enterprises, labourers work under blank contracts - temporary employment agreements that are signed by workers prior to the definition of terms and conditions creating the space for serious exploitation.

The 2013 Human Rights Watch report pointed out that the Iranian government's stranglehold on unionization and crack down on labour rights activists have left workers without voice to influence government policy and working conditions.

Today any attempts by workers to organize strikes are met with severe repercussions by security agents and they do not have any chance to publically organize an event.

A point to note here is that Iran is a member of the International Labour Organization (ILO) but is considerably behind by international standards. Iran has failed to ratify two basic conventions of the ILO; one on freedom of association and collective bargaining and one on the abolition of child labour.

There are worrying reports from the trade union movement in Iran regarding ongoing persecution and repression of labour activists.

CUPE International Solidarity is deeply concerned that labour activists and defenders

of workers' rights are being prosecuted and imprisoned across the country. In February 2019 CUPE National President, Brother Mark Hancock, appealed to the government of Iran to release these prisoners of conscience immediately and unconditionally, to free all jailed labour activists and political prisoners in the country, and to put an end to the arrests and repression of labour activists.

Reza Shahabi, a board member of Iran's Bus Workers' Syndicate was released from prison in March 2018 after being imprisoned for trade union activism since June 2010. The Iranian workforce knows that their working conditions and situations will improve only if they collectively and fairly negotiate with their employers.

The International Solidarity viewpoint is that the Iranian nuclear deal and the lifting of sanctions against Iran could be a new opportunity for workers to reorganize unions as Iran is very eager to attract the EU countries to do business with them. This could be a chance for Iranian activists as all EU countries are committed to guaranteeing responsible business and labour behaviour and when EU companies go to Iran they can support basic workers' rights to organize small local unions and partake in collective representation.



## WORKLOAD STAFF SHORTAGES AT YOUR WORKSITE

*submitted by the CUPE 15 VSB Stewards*

When one or more employees are absent from your job site, other employees may be required to carry out some of the duties of the absent employees. In this event, priorities should be established by the supervisor in conjunction with the employees to accommodate the work to be performed.

It is very important that a solution be worked out at the beginning of the day. No employee should have to carry the additional workload caused by a shortage of staff. Do not feel that you alone need to solve the problem or come up with a solution. The most successful solutions are reached when the worker and supervisor can agree to the priorities of the day.

If you find that you are unable to come to a resolution with your supervisor please contact CUPE 15 for assistance. If at any time you feel that you are exposed to unsafe work, notify your supervisor immediately. If you cannot find resolution with your supervisor - again contact CUPE Local 15.



# CUPE LOCAL 15 BYLAW AMENDMENTS

At the General Membership meeting on April 24, 2019 bylaws 3, 4.1, 4.2 and 4.3 were amended as follows. (Strike out denotes deleted language and bolding denotes new language.)

## **Bylaw 3** (Add new language after existing language)

The National Constitution of the Canadian Union of Public Employees will apply to all members of CUPE Local 15. **The bylaws of CUPE Local 15 shall be in compliance with the National Constitution of CUPE. Where these bylaws conflict with the National Constitution, the National Constitution will prevail.**

Now Reads:

The National Constitution of the Canadian Union of Public Employees will apply to all members of CUPE Local 15. The bylaws of CUPE Local 15 shall be in compliance with the National Constitution of CUPE. Where these bylaws conflict with the National Constitution, the National Constitution will prevail.

## **Bylaw 4.1** (Delete existing language and replace with new language)

~~Any person who is an employee of the category named in Article 2.5 and applies for membership in the form required, and pays the fees prescribed will be a member of CUPE Local 15, subject to membership approval as outlined in 4.2.~~ **An individual employed within the jurisdiction of CUPE Local 15 will apply for membership in CUPE Local 15 by signing an application and paying the initiation fee set out in Section 7.1 of these bylaws.**

Now Reads:

An individual employed within the jurisdiction of CUPE Local 15 will apply for membership in CUPE Local 15 by signing an application and paying the initiation fee set out in Section 7.1 of these bylaws.

## **Bylaw 4.2** (Delete existing language and renumber subsequent articles)

~~Applicants for membership in CUPE Local 15 will be accepted as members of the Local following the first regular membership meeting following the date of application, unless a motion not to accept the applicant has been passed at that meeting.~~

## **Bylaw 4.3** (Moved from Section 25 and amended)

~~New members who are attending their first membership meeting will be invited to introduce themselves. The Chair will lead the member(s) in reading, in unison, the following obligation will agree to this oath:~~

**"I solemnly promise and declare that I will to support and obey the National Constitution of this union, and the bylaws of this local; that I will strive to work to improve the economic and social conditions for my fellow of other members and for other workers, people generally; that I will to defend and strive work to extend improve the democratic rights and liberties of all workers, people; and that I will not purposely intentionally or knowingly negligently wrong harm, or assist others in wronging harming another member of the this union."**

Now Reads:

New members attending their first membership meeting will agree to this oath:

**"I promise to support and obey the constitution of the union, and the bylaws of this local; to work to improve the economic and social conditions of other members and other workers, to defend and work to improve the democratic rights and liberties of workers, and that I will not intentionally or negligently harm, or assist in harming another member of this union."**

## 1. **Bylaw Amendment - Section 14**

Moved by Collins Njoroge and seconded by Christy Forman to amend Section 14 of the CUPE Local 15 Bylaws as follows:

### 14.1 The President shall:

- a) Enforce the CUPE **National Constitution, and these bylaws, and CUPE 15 Policies and Procedures.**
- b) Preside at all General Membership and Executive Board meetings and preserve order.
- c) Decide all points of order and procedure (subject always to appeal to the membership).
- d) Have a vote on all matters (except appeals against his/her rulings).
- e) Ensure that all Officers perform their assigned duties.
- f) Appoint members to fill vacant positions on committees where such vacant positions are not filled by election. Such appointments shall be subject to approval by the Executive Board.
- g) Introduce new members and conduct them through the initiation ceremony.
- h) Ensure that the local's funds are used only as authorized or directed by the constitution, bylaws, or vote of the membership.
- i) Serve as ex-officio member of all committees of the Local, including bargaining committees, but shall not serve as an elected voting member of a bargaining committee. Required book off will be by Executive Board approval.
- j) Have first preference as a delegate to the CUPE National Convention.
- k) Comply with the CUPE National Constitution, these bylaws, and CUPE 15 Policies and Procedures.**

### 14.2 The First Vice-President shall:

- a) If the President is absent or incapacitated, perform all duties of the President.
- b) If the office of President falls vacant, be Acting President until a new President is elected.
- c) Render assistance to any member of the Board as directed by the Board.
- d) Comply with the CUPE National Constitution, these bylaws, and CUPE 15 Policies and Procedures.**

### 14.3 The Second-Vice President shall:

- a) If the First Vice-President is absent or incapacitated, perform all duties of the First Vice-President.
- b) If the office of the First Vice-President falls vacant, be acting First Vice-President until a new First Vice-President is elected.
- c) Render assistance to any member of the Board as directed by the Board.
- d) Comply with the CUPE National Constitution, these bylaws, and CUPE 15 Policies and Procedures.**

### 14.4 The Secretary Treasurer shall:

- a) Keep a correct, full and impartial record of the proceedings of each meeting of CUPE 15 and all the meetings of the Executive Board. Each record of proceedings shall include a copy of the full financial report presented in accordance with these bylaws.
- b) Be responsible for all financial accounts of CUPE Local 15 and be responsible for ensuring that correct and proper accounts of all its members are maintained. Maintenance of the financial accounts will include, but not be limited to maintaining, organizing, safeguarding, and keeping on file all supporting documents, authorizations, invoices and/or vouchers for every disbursement made, receipts for all monies sent to CUPE headquarters, as well as records and supporting documents for all income received by Local 15.



- c) Regularly make a full financial report to meetings of the Executive Board, as well as a written financial report to each regular membership meeting, detailing all income and expenditures for the period.
  - d) Submit the local's books and records to the Trustees for audit, at least once each calendar year, and in addition to providing all books, records, invoices, other supporting documents and original financial institution statements, must also furnish the Trustees with a letter from the financial institution where the funds of the local are deposited, attesting to the amount to the credit of the local at such financial institution.
  - e) Within a reasonable time, respond in writing to any recommendations and concerns raised by the Trustees in accordance with these bylaws.
  - f) Forward to the National Secretary Treasurer of the Canadian Union of Public Employees, on the official monthly report forms provided, not later than the last day of each month, all financial obligations for the previous month owing to CUPE National, forward one dollar (\$1) of each initiation fee on all members admitted, along with the per capita tax on all dues received by CUPE Local 15. The report should also set out the number of those initiated, reinstated, suspended or expelled, and the number of members on whom per capita is being paid.
  - g) At the end of his/her term of office, turn over to the successor, all properties and assets, including funds, books and records belonging to CUPE Local 15.
  - h) In the case of rejection of an application for membership, ensure the fee accompanying such application is returned.
  - i) Attend to all correspondence of the local as may be directed to him/her and be the keeper of the official seal of CUPE Local 15.
  - j) Ensure each work site has adequate representation through recruitment and coordination of stewards and committee members.
  - k) Perform such duties as CUPE Local 15 or these bylaws may direct.
  - l) Comply with the CUPE National Constitution, these bylaws, and CUPE 15 Policies and Procedures.**
- 14.4.1 The Secretary Treasurer's duties shall not infringe on Staff Union (Unifor Local 467-UW) jurisdiction.
- 14.4.2 Any Secretary Treasurer who cannot qualify for a bond, as specified in Section 15.2, will immediately be disqualified from office and the Local will proceed with the election of a qualified Secretary Treasurer.
- 14.5 The Trustees shall:
- a) Exercise general supervision over the property of CUPE Local 15. Such supervision to include, but not be limited to, ensuring that the Secretary Treasurer complies with the provisions of Section 14.4.
  - b) Ensure the books and financial records of the union are audited by a qualified accountant or accounting firm at least once each calendar year. At the completion of the audit, submit in writing to the President and Secretary Treasurer any recommendations and/or concerns they or the auditors feel should be reviewed in order to ensure the local's funds, records and accounts are being maintained in an organized, correct, and proper manner.
  - c) Make a written report to the next regular meeting of the local following the audit on the condition of the funds and accounts, the numbers of members in good standing, the number initiated, expelled or suspended, admitted or withdrawn, together with such other information they may deem necessary to the efficient and honest administration of the local, along with a copy of the written recommendations and/or concerns submitted to the Secretary Treasurer and the Secretary Treasurer's written response. Send a copy of the completed audit report (on the prescribed form provided by the National Secretary Treasurer) as well as a copy of their report to the local union membership along with a copy of their recommendations and/or concerns to the President and Secretary Treasurer and the Secretary Treasurer's response, to the National Secretary Treasurer of the Canadian Union of Public Employees, with a copy to the assigned servicing representative.
- d) Comply with the CUPE National Constitution, these bylaws, and CUPE 15 Policies and Procedures.**
- 14.6 The Executive Members at Large shall:
- a) Attend all Executive and Local meetings.
  - a) Be required to assist in the affairs of CUPE Local 15 as directed by the President.
  - b) Comply with the CUPE National Constitution, these bylaws, and CUPE 15 Policies and Procedures.**
2. **Policy Amendment - 9.2.2 (2) and (3) - Editorial Policy Moved by Collins Njoroge and seconded by Christy Forman to amend Policy 9.2.2(2) and (3) as follows:**
- 9.2. (2) Letters from Members
- a) Letters to the editor are intended primarily to allow members to express their viewpoints including specific or general criticism of Members' Voice contents and proposed or current Union policy.
  - b) Except as noted in (2)c) below letters from members will be printed editing only for length, good taste, and respect for the libel laws and in consultation with the writer.
  - c) Letters to the Editor which criticize specific individuals within the Union will not be published.
  - d) The Executive liaison to the Newsletter Committee shall be responsible for alerting the President to any letter which should not be printed because the letter in its entirety violates the above standards or because the writer refuses the suggested editing. The President, in consultation with the Table Officers, shall determine, **in writing**, whether or not the letter should be printed. **The writer, if dissatisfied with the President's determination or if the President does not provide a written response within two business days, can seek redress through section 22 of the bylaws.**
- (3) Articles - The Executive liaison to the Newsletter Committee shall be responsible for alerting the President to articles which may violate standards of good taste or the libel laws, which may be incompatible with union policy or the Constitution and Bylaws, or which may be otherwise detrimental to the union or its members. The President, in consultation with the Table Officers, shall determine, **in writing**, whether or not the article should be printed. **The writer, if dissatisfied with the President's determination or if the President does not provide a written response within two business days, can seek redress through section 22 of the bylaws**





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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Phone: 604-879-4671  
Fax: 604-879-7582  
Email: [email@cupe15.org](mailto:email@cupe15.org)  
Web: [www.cupe15.org](http://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, 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.

## Apply today for our 2019/2020 Bursaries

### Member Bursaries – Full and Part-Time

**Studies:** Ten full-time bursaries and ten part-time bursaries are available annually to CUPE Local 15 members. Full-time bursaries are to a maximum of \$1,200 of tuition only and part-time bursaries are to a maximum of \$600 of tuition only.

### Dependant Bursaries – Full-Time Studies

**Only:** Ten dependant bursaries are available annually to dependants of CUPE Local 15 members. Dependant bursaries are to a maximum of \$1,200 of tuition only.

### Application Process

The application forms will be available on the CUPE 15 website on Friday, May 31, 2019. The union office will also have hard copies available. Please read the Member Bursary Policy on Page 2 of the form to determine whether or not you are eligible. Complete the application in full and forward it to the union office via email, fax, or mail. Application forms for both Member and Dependant bursaries must be received at the union office by Friday, June 28, 2019.

## ACTIVISTS' DINNER COMING UP JUNE 21<sup>ST</sup>

Shop Stewards and Committee members and their life partner are invited to join us in honouring our amazing shop stewards and committee members!

Beverages start at 5:30 p.m. followed by a buffet style dinner at 6:00 p.m. Please RSVP to [email@cupe15.org](mailto:email@cupe15.org) or call the office at 604-879-4671 before 3:00 p.m. on June 14.



We will be in the Trattoria Hall at the Italian Cultural Centre, 3075 Slocan Street (at Grandview Highway). There is free parking, and it is not far from Renfrew Station, Millennium Line.



## AT THE DAY OF MOURNING CEREMONY REMEMBERING THOSE LOST TO WORKPLACE INJURY OR DISEASE

