

MARCH
2026

THE MEMBERS' VOICE



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

EXECUTIVE BOARD ELECTIONS



WANT TO VOTE

for the Executive Board in May?

Make sure we have your current email and home address. Call or email our office to confirm.



NOMINATIONS TO BE HELD AT THE MARCH 25, 2026 GENERAL MEMBERSHIP MEETING

Another year has passed and nominations for Executive Board elections are on the agenda for the March General Membership Meeting. The term of these positions is three years. This year there are eight positions up for democratic renewal. They are:

- 1st Vice President
- Secretary-Treasurer (full-time paid position)
- City Sector Representative (1)
- Park Board Representative (1)
- College Sector Representative (1)
- K-12 Sector Representative (1)

- Health Sector Representative – HSPBA (Paramedical) (1)
- Trustee (1)

To be eligible to accept nomination, you must be a member in good standing for at least twelve months immediately prior to the nomination. To be eligible for the 1st Vice President, Secretary-Treasurer, or Trustee positions you must have attended at least 50% of the membership meetings in the past twelve months.

Voting will be conducted electronically, as it has been since 2013. More information will be available in the April issue of the Members' Voice, at cupe15.org, and via email if you have provided the union office with a personal email address.

It is essential that your contact information is current, including a personal email address. If you do not receive mail or email from the union please call us at 604-879-4671 or email@cupe15.org to update your data. Please note that under no circumstances will the union send emails to employer email addresses.

NOV

MARCH 2026 GENERAL MEMBERSHIP MEETING

The March General Membership meeting will be held via Zoom.

Date: March 25, 2026

Time: 5:30 p.m.

You will be sent an invitation by email if the union office has a personal email address on file for you. Details will also be posted at www.cupe15.org. If you do not receive emails from the union office and would like to attend this meeting, please call us at 604-879-4671 or email us at email@cupe15.org to update your information. The agenda and other related documents will be posted at cupe15.org on or before 12:00 noon on March 25, 2026. There will be a draw at the end of the meeting and three lucky winners will receive a gift card (retailers TBA at the time of the draw). Child and dependant care reimbursement is available as per eligibility requirements in CUPE Local 15 Bylaw Section 31.

Important Note – Virtual General Membership Meeting Invitations

After registering for the Virtual General Membership meeting, please do not share your link with fellow members. If they did not receive the invitation and would like to attend, please ask them to contact the union office and provide us with their contact information directly. Once this is done, an invitation will be sent to them and they can register to receive their own link. This is important to facilitate accurate attendance records.

UNDER DISCUSSION:

- Financial Statement
- Nominations for the 2026 Executive Board
- Notices of Motion – See page 6
- Committee and Staff Reports

WE ACKNOWLEDGE...

We live, work and play on the unceded land of the Coast Salish peoples—Skwxwú7mesh (Squamish), səliłwətał (Tsleil-Waututh) and xʷməθkʷəy̓əm (Musqueam) Nations.

Mission and Vision Statements

Mission Statement – Serving our members' interests by advancing and defending their rights and the rights of all workers.

Vision Statement – A union founded on respect and advocacy that instills pride and a sense of belonging for the benefit of all.

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



President's Report



SANTINO SCARDILLO,
ACTING PRESIDENT

by Santino Scardillo, Acting President

Protecting Jobs. Strengthening Solidarity. Moving Forward Together.

CUPE Local 15 continues to be extremely

active as we respond to serious concerns about job security, bargaining pressures, and workplace restructuring across multiple sectors. The priority of your Local remains clear: protecting members' jobs, enforcing our agreements, and holding employers accountable.

We represent approximately 9,000 members, and the work we are doing across our local reflects the scale and seriousness of the challenges before us.

Section 54 – Fighting to Protect Jobs

A major focus of our local continues to be the ongoing impacts related to Section 54, including potential workforce reductions tied to the City of Vancouver's zero mandate. Approximately 200 positions are directly impacted by these pressures.

CUPE Local 15 has been actively engaged at the table with the employer, pushing for stronger protections, better mitigation measures, and improved voluntary options. Through sustained advocacy and pressure, we secured improvements that provide members with clearer pathways and stronger support during a difficult period.

While these circumstances are never what we want to see, your union continues to fight to minimize job loss and ensure fairness throughout the process.

We are also working closely with members at Langara College as they navigate their own Section 54 pressures alongside bargaining matters. CUPE Local 15 remains committed to supporting those members and ensuring their voices are represented.

Section 11 – Ongoing and Active

Local 15 is also actively dealing with matters related to Section 11, which remain separate and ongoing. Because of the nature of this process, there are limits to what can be shared publicly at this time. However, members can be assured that CUPE Local 15 continues meeting with the employer and pursuing these concerns through the appropriate channels.

We take these issues seriously and remain committed to due process and accountability.

Health Sector Bargaining – Tentative Agreements Reached

Important progress has been made in the Health Sector.

On February 23, 2026, the Community Bargaining Association (CBA) and the Health Science Professionals' Bargaining Association (HSPBA) announced that they had reached tentative agreements with the Health Employers' Association of BC (HEABC).

Both tentative agreements include a 12% wage increase over the four-year term, along with additional important gains for members. These agreements were achieved after a full year of negotiations and were made possible by the strong strike mandates delivered by members. A clear and overwhelming majority strike vote sent a powerful message to the employer, and played a key role in bringing them to the table and reaching a fair and improved settlement.

BY THE TIME YOU READ THIS, RATIFICATION VOTES ARE UNDERWAY OR WRAPPING UP SHORTLY.

CUPE members serving on both bargaining committees encouraged members to review the agreements carefully and participate in the voting process.

This demonstrates what solidarity and collective action can accomplish.

By the time you read this, ratification votes are underway or wrapping up shortly. CUPE members serving on both bargaining committees encouraged members to review the agreements carefully and participate in the voting process.

This demonstrates what solidarity and collective action can accomplish.

Supporting Members Across All Sectors

Beyond these matters, CUPE Local 15 continues working with members across all sectors. Whether addressing enrollment pressures, bargaining matters, or day-to-day workplace concerns, your union remains actively engaged.

The pressures facing one sector affect the strength of the entire Local. That is why coordination, communication, and solidarity across all sectors remain essential.

Membership Meetings – Respect, Democracy, and Participation

You 2nd Vice President chaired the most recent General Membership Meeting. While many members participated constructively, there were moments that affected the tone and flow of business.

As is standard practice, the Equality Statement was read at the start of the meeting, setting clear expectations of dignity and respect. Unfortunately, some conduct during the meeting did not reflect those principles. Disrespectful reactions and inappropriate comments directed at the Chair occurred, which do not contribute to healthy democratic debate.

Members are reminded that under our meeting rules, individuals who fail to follow the Equality Statement or engage in disruptive conduct can be ruled out of order and, if necessary, removed from the meeting. While that is never the goal, maintaining a respectful environment is essential to conducting union business effectively.

During the meeting, a motion was passed to rearrange the agenda, moving bylaw changes ahead of the Section 54 discussion. As a result, our Staff Representative, Steve Salsman, who had allocated time specifically to address Section 54 and the potential impact on 200 jobs, was unable to remain long enough to present.

Section 54 is a serious issue that deserves full attention. When attendance is limited, decisions can be shaped by a smaller group. When broader membership participation occurs, discussions better reflect the priorities of our full 9,000-member Local.

Meeting minutes are available to all members who wish to review the proceedings, and members with concerns are encouraged to contact the union office.

Moving Forward Together

CUPE Local 15 is facing significant challenges, but we are also demonstrating strength. We are negotiating improvements; we are defending members' rights; we are addressing legal matters; we are supporting sectors in bargaining; and we are continuing to push back against employer mandates that threaten job security.

Our strength is not in division—it is in unity.

Democracy works best when members show up and treat one another with respect. CUPE Local 15's strength is not in disruption—it is in solidarity. If we want to protect jobs, defend our agreements, and push back against employer mandates, we must participate responsibly, stand together, and hold ourselves to the same standards of respect that we demand from employers.

Secretary-Treasurer's Message

by Cynthia Schadt, Interim Secretary-Treasurer



CYNTHIA SCHADT
INTERIM
SECRETARY-TREASURER

Stepping Forward by Stepping Back: A Message to the Membership

After many years serving our workplace and our union in multiple capacities— Education Assistant (February 2009), Interim

Secretary-Treasurer (October 2025), Sector Representative (2017), Lead Shop Steward (June 2020), and Shop Steward (September 2014)—I am announcing my retirement from these roles. This decision comes with a full heart, deep reflection, and immense gratitude for the trust you have placed in me.

A Career Built on Care and Collective Strength

My work as an Education Assistant has always been rooted in supporting students, families, and colleagues with compassion and consistency. It has been a privilege to stand beside so many dedicated workers who show up every day with commitment and heart.

Serving as Interim Secretary-Treasurer gave me the opportunity to help maintain the stability and integrity of our union's operations during a period of transition. Ensuring that our systems, finances, and communications remained transparent and accountable was a responsibility I carried with great care.

As a Shop Steward, and later as Lead Shop Steward, I had the honour of supporting members through challenges both routine and complex. These roles required clarity, patience, and a steady commitment to fairness. Whether navigating grievances, clarifying contract language, or helping members through difficult conversations, strong unions are built on respect, listening, and solidarity.

Representing Our Sector with Integrity

My work as Sector Representative allowed me to advocate for the unique needs and realities of our sector at a broader level. Bringing forward member concerns, strengthening communication, and ensuring our voices were heard in larger discussions was work I approached with both pride and responsibility. Experiences were not only acknowledged, but meaningfully represented.

I AM ESPECIALLY GRATEFUL FOR THE COLLEAGUES WHO COLLABORATED WITH ME, CHALLENGED ME, AND TRUSTED ME.

Union work is rarely simple, and it is never done alone. Every committee meeting, every grievance, every moment of problem-solving reinforced my belief in the power of collective action.

What I Carry Forward

Across all these roles, I have been continually inspired by the resilience, intelligence, and solidarity of our membership. You have shown what it means to support one another, to ask tough questions, and to insist on workplaces that honour dignity and respect.

I am especially grateful for the colleagues who collaborated with me, challenged me, and trusted me. Union work is rarely simple, and it is never done alone. Every committee meeting, every grievance, every moment of problem-solving reinforced my belief in the power of collective action.

Looking Ahead

Although I am stepping back from my formal roles, I remain deeply committed to the values that brought me into this work: fairness, transparency, and the belief that every worker deserves to be heard. I have full confidence in the leadership and membership who continue to carry this work forward.

Retirement from these positions is not an ending—it is a transition. I leave knowing that our union is strong, our members are engaged, and our shared commitment to equity and integrity continues.

Thank you for the opportunity to serve. Thank you for your trust and thank you for the work you do every day to make our workplaces better for all.

In solidarity,
Cynthia

DECISIONS

BY THE EXECUTIVE

At their Executive and Society Board meetings on February 17, 2026, the following decisions were made:

- To discuss changes to the 2026 Think Tank dates at the March Executive Board meeting.
- To recommend two bylaw amendments to the members (see page 6).
- To schedule a CUPE BC Convention delegate meeting to discuss/draft resolutions.
- To appoint Ferdinand Dazo as the Alternate Maintenance OH&S Representative on the Parks Experience Joint OH&S Committee.

BY THE MEMBERS

At the General Membership meeting on February 25, 2026, the members in attendance made the following decisions:

- To elect Tahmineh Yazdanyar, Seagrin Worster, Starla Bayley, Sheri Nielsen, Shabna Ali, Vanessa Mani, and Azeem Kazi as delegates to the Vancouver and District Labour Council.
- To elect Sheri Nielsen, Vanessa Mani, Tahmineh Yazdanyar, Lorena Spencer, Seagrin Worster, Susy Mckay, and Amanda Leung as delegates to CUPE Metro District Council.
- To amend Bylaw 23 – Policies. See note below.
- To create a new Bylaw – Member Engagement. See note below.
- To amend Bylaw 38 – Preparation of Annual Budgets. See note below.

Note: In accordance with the CUPE National Constitution, the above three bylaw amendments have been forwarded to the CUPE National President for approval, and are not in effect until approval has been received. Once received, the bylaw document will be revised and posted on the website, and the three amended bylaws will be printed in the subsequent issue of the Members' Voice. Full text will be recorded in the February General Membership Meeting minutes.

The membership meeting is March 25, 5:30pm via Zoom.



VSB JOB SHARE OPPORTUNITY

SSA looking for a job share partner for two days a week at Collingwood Neighbourhood School starting September 2026. If you are interested, please contact Tanya at yaya@vcn.bc.ca or leave a voicemail at (604)876-3688.

Dear Members,

Standing Strong Side by Side

These past few weeks have not been easy for many of us. When the news about possible layoffs at the City of Vancouver came out, I could feel the worry everywhere—in the halls, during breaks, and in quiet talks among coworkers. It's not just numbers on a page; it's real people we know, working beside us every day, now facing uncertain times.

I haven't been with CUPE Local 15 as long as some members. I know the union has been through tough moments before, but that was before my time. Still, in the years I've been here, I've seen how much people care, and how quickly we come together when things get difficult. That caring spirit is what keeps us strong.

As a shop steward, I've seen how much work our union leaders are doing behind the scenes. Long meetings, late evenings, hard talks—they've been doing everything possible to reduce the number of layoffs and to protect members. Their goal is always the same: make sure everyone is treated fairly and with respect.

I want to say thank you to our leadership and staff who are putting their hearts into this—President Warren Williams,

Acting President Santino Scardillo, 2nd Vice President Henry Lee, Interim Secretary Treasurer Cynthia Schadt, Lead Shop Steward Ravina Lal, and Staff Representatives Steve Salsman and Joy Tullos. They're wearing many hats right now; taking on extra duties, and still showing up for members every day. Their dedication means a lot. Also, thank you to our CUPE National Representatives, past (Dan) and present (Russell Green) for the steady support and guidance you provided and continue to give.

Our shop stewards across the City and Parks also deserve appreciation. You're the ears and voices on the front line—listening to members, helping with questions, making sure no one faces this alone. You're keeping things together, and it matters more than ever. That support is what solidarity looks like.

And a special thank you to our CUPE Local 15 office staff. You're always there when someone calls or writes, keeping information flowing, giving direction, and offering a kind word. You keep this union steady, even on the busiest days.

For those who might be impacted, please remember you're not forgotten. Everyone who works for this city gives so much heart and effort. You've helped make Vancouver a better place in many small but important

ways. Losing a job doesn't erase any of that—your work, care, and kindness will always stay part of our community and union family.

For the rest of us, this is the time to stand close together. Sometimes small acts—checking in, sharing coffee, a short message—mean more than big ones. Solidarity doesn't need to be fancy; it just needs to be honest. When we support each other, we show what CUPE Local 15 really is about: care, respect, and unity.

Even though this time feels heavy, I keep noticing hope in small moments — a laugh, someone offering help, a coworker who listens or a simple “Are you okay?” from a coworker. Those moments remind me how strong we are when we look out for each other.

I may not have been here during the union's earlier struggles, but I've already learned one thing: we are strong because we care. We lift each other up. And that's something no change can take away.

We are CUPE Local 15—proud, caring, and standing side by side.

In solidarity,
Don Stevano, Acting Lead Shop Steward, City of Vancouver

Dear Comrades,

Those of you that attended our last General Membership meeting (and some previous) may have seen some discussion over a hot topic: the online chat feature of Zoom. I'd like to share my experience seeing the chat feature in action.

When we have in-person meetings, we connect with and meet other members, discuss topics amongst ourselves (with respect paid to volume and speakers), and mobilize/organize. A question to your neighbour, a conversation had after a meeting, fact checking with other members. These are ways that we practice good democracy – being informed, aware and connected.

In online meetings, the chat feature allows us to compensate for some of the connection and participation lost in remote meetings. Some examples of how the chat feature is used to help members include:

- Communicating technical difficulties
- Allowing for an alternative communication/increasing accessibility
- Allowing for quick, clarifying questions to be answered efficiently (reducing meeting run times)

- Making motion amendments and minute taking more efficient by allowing members and the Secretary-Treasurer to copy/paste text
 - Providing and clarifying spelling
 - Sharing resources
 - Fact checking
 - Creating connections between members
- In November, we had a general membership meeting online and I witnessed some incredible connection over chat. I saw fact checking happening across sectors, clarifications, disrespectful conduct being called out, technical difficulties being resolved, and resources being shared.

In our General Membership meeting this February, the chat was closed. When a member inquired as to why, the chair told them that our November meeting had “abusive language” and was a “disruptive” feature. As I was at the November meeting, I was curious as to what this abusive language was and whether it could be discussed. This after all, was the rationale given to completely take away our access to the chat. When held to a vote, 81% of attendees voted to open the chat.

So my question is this – what is the difference between us upholding our Equality Statement

for someone speaking verbally, versus someone typing in the chat?

A disrespectful comment in the chat would be completely recordable and traceable to a member. Our Zoom administrator can even download records of all meeting chats. That is potentially a lot of accountability! Should we accept the erasure of this tool if there haven't been efforts made yet to explain, prove and address these claims that the chat is “abusive” and “disruptive”?

I'll end with this: we need to do better to call out disrespect and harassment in both online and in-person meetings. Every meeting, I am thankful to all of you that come and engage with our union – I see you in the chat, too! I see you helping others, sharing, and holding each other accountable.

Now over to you, fellow members! What are your ideas for improving our conduct in meetings, holding disrespectful behaviour accountable, and potential ways we can make the chat feature a more equitable and respectful tool? Let's talk... or type.

In solidarity,
Anna Bondartchouk

Editor's Note: It is always at the discretion of the Chair to act in the best interest of the membership. In this particular meeting, the chat function was turned off due to previous inappropriate behaviour that had occurred in the chat. Despite this, democracy was respected and the chat was eventually turned back on. The only issue that followed was technical in nature—nothing more. The emoji function remained active, despite the use of emojis becoming inappropriate and distracting, and the mute function was not being used properly by some participants. Writing about these issues after the fact, without full context, results in inaccurate information being shared with the general membership. This type of misinformation does not promote solidarity and is not in the best interest of the local.

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Hello Rank and File Members,

I understand the General Membership Meetings may feel a little overwhelming and sometimes hard to follow if you don't understand the rules that govern our governance. At the last membership meeting we saw firsthand how successful a meeting can be run when the rules of order are adhered to and the business of the local is done. To find these rules, one only needs to look to our online bylaw document on pages 21 and 22, there you will find the 24 rules that govern our meetings and allow us to all engage in a respectful and productive manner. Without openly divulging the content of the meeting I did want to highlight some fairly important rules of order that we were able to witness firsthand on February 25th via zoom.

The first rule utilized by the membership consisted of a Question(s) of Privilege - both by having the Zoom chat function turned off and by not having closed captioning activated for those who are deaf or hard of hearing. Under rule 10 a member may rise and address the presiding officer immediately should there be an issue regarding the "Point of Order" or a "Question of Privilege". These two items ensure all members can participate in the meetings fairly without limitations and/or barriers. Questions of Privilege can include things like: temperature, safety, noise - questions of privilege are designed to address potential breaches of rights, reputation, or safety of members in the meeting itself.

The next rule that we were all able to witness was Challenging the Chair. This is rule number 21: If any member wishes to challenge

(appeal) a decision of the chair the member must do so at the time the decision is made. When this happens, the Chair is required to step out of the Chair and ask another officer to chair the meeting. The individual who challenged the decision of the Chair has an opportunity to explain why they think the Chair has made an incorrect ruling. The Chair is also given the same opportunity to explain why they feel their decision was the correct decision. No one else gets to speak. The Officer who stepped in to cover the role of the Chair then asks the members in attendance "Shall the decision of the Chair be sustained?". The member's vote is the final deciding factor on the decision. This can be quite exciting to witness and/or be part of.

Another rule that we were able to see in action is rule number 6: On motion the regular order of business may be suspended by a two-thirds vote of those present to deal with any urgent business. All I can say is, our members came out in force to this meeting! There was a serious desire to get some movement in respect to several notice of motion items that were being brought before the local at this meeting. It shows me that people do care and people are wanting to see our local being engaged and active in the movement. With the use of rule number 6, the membership chose to adjust the agenda and deal with new items first and left the reports and updates to the later part of the meeting.

Throughout the discussions on the notice of motion items – again, we were able to see another rule be put into action! Rule number 5 – A motion to amend, or to amend an amendment, shall be in order but no motion to amend an amendment to an amendment

shall be permitted. Sounds confusing, but really in practice, it is not. Think of it like a two-step. You can go two steps away from the original motion before you have to step back again. This process allows you to make changes on the spot but continue to move forward with the decision. As one member who so eloquently thanked the membership highlighted, by having the patience to work through these items we are all doing the work of the local and we will all be better off because of it.

There are many other rules of order that I find interesting. Such as rule number 15: The chair shall take no part in debate while presiding but may yield the chair in order to speak on any question before the Local, or to introduce a new question. Or rule number 16: The presiding officer shall have the same rights as other members to vote on any question. In case of a tie vote, the chair may cast the deciding vote if, he/she/they has not already voted. If he/she/they choose to refrain from breaking the tie the motion is lost.

When our meetings are run, following the rules, people feel heard, respected and included in the full process of democracy. As I have said many times – we are the union. We should be making the decisions of our local. We should be the ones who are telling the leadership what needs to be done. I look forward to our next meeting and hope that we continue to follow the rules that govern our democratic organization.

In solidarity,
Starla Bayley

Editor's Note: It is easy to say that we are governed by our bylaws, and even easier to repeat that statement after the meeting has concluded. However, simply referencing bylaws does not mean that the spirit of those bylaws was fully upheld.

Democracy in action is something we should all value, especially at a General Membership meeting. Our union exists to represent every member, and it is the responsibility of the chair to ensure that all voices are heard, not just some.

The above letter offers only a partial account of the meeting and does not accurately capture how events unfolded. Most notably, it fails to acknowledge that a critical item concerning Section 54 for City/Parks members was not addressed. While certain members were given the opportunity to speak, others were not afforded the same consideration.

True leadership requires more than citing rules; it requires fairness, transparency, and a commitment to inclusion. When we speak about bylaws, respect, and democracy, we must be prepared to apply those principles consistently and comprehensively. Unfortunately, what occurred at the General Membership meeting did not reflect the solidarity that should define our union.

February General Membership Meeting – Two Issues That Must Be Addressed... A Message from the Table Officers

At the beginning of the meeting, shortly after it was called to order, the Chair was referred to as an "idiot" in the audio of the Zoom meeting. This wasn't addressed in the moment because Zoom has an anonymity component when microphones are open. This is reprehensible conduct that should never be tolerated anywhere, most certainly not at a membership meeting, and it should not be allowed to pass without comment.

The person responsible must take ownership of the behaviour and offer the appropriate remedy in the form of an apology to the Chair and to the membership at large. At the time

of the incident, there were approximately 104 members online, a number of whom were attending a membership meeting for the first time. How embarrassing to be a part of something that goes against every principle espoused by our Local and the labour movement at large.

A second troubling issue is leaving the chat feature open during the meeting. This is akin to allowing side conversations and debates while the meeting is in progress. Anyone speaking out of turn would normally be called to order by the Chair, something that is not possible in an open chat. An open

chat allows for something to occur virtually that is strictly prohibited during an in-person meeting. It defies the rules of order; is difficult to police; and serves no purpose in terms of the governance of the meeting. Imagine an in-person meeting where this is allowed to occur: anyone who has something to say could simply just say it "out loud", out of order, and remain anonymous to a degree that is not afforded during an in-person meeting.

These meetings have been challenging for some time, and conduct and behaviour of this nature will not make meetings more efficient going forward.

Notices of Motion

1. Proposed Bylaw Amendment – Bargaining Committee Ratification Meeting Formula

The Executive recommends amending Section 18 Bargaining Committees of the Bylaws by adding the following article:

18.9 Multi-site bargaining units may be provided an additional three dates and locations for ratification of bargaining proposals and settlement offers. Additional dates and locations may be approved on an as-needed basis.

Explanation

The Executive motion is based on a Notice of Motion submitted by S. Bayley and has been modified with her approval.

Rationale

- For large multi-site bargaining units, it becomes very challenging to reach the majority of the membership.
- By providing multiple days and locations, the union is creating an accessible process that works for all different schedules.
- By providing multiple locations, those with transportation challenges will have easier access to be involved in the process.
- Having higher participation rates sends a stronger message to the employer that we have the support of our members.

In addition to S. Bayley’s rationale, the Executive agrees that additional ratification meetings are reasonable. The proposed amendment reflects past and current practice that has worked well for many years in the K-12 and Health Sectors. For example, our Vancouver Coastal Health Paramedical members work in three cities, so in the past they have held three ratification meetings in three locations. The Executive also considered that bargaining can be time-sensitive and there may be strategic reasons why we need to ratify quickly rather than having it take place over a few days. This is why we used the word “may”, so as not to enshrine extra meetings as a requirement. The final sentence allows for additional meetings if requested by the Bargaining Committee.

2. Proposed Bylaw Amendment – 12.3.1. Election of Officers

The Executive recommends amending Bylaw 12.3.1 Election of Officers as follows: (**Bold** text denotes new language).

12.3.1 - Election of Officers

The election of officers will be held electronically during the month of May in each general election year, and where there are three or more members running for a position, a preferential ballot will be used. When a preferential ballot is used, members will have the option of ranking one or more of the candidates in order of preference on an online system approved by the membership. To be elected a candidate must receive a majority of the votes cast. **The voting platform must provide a secured access or personalized link and ensure the secrecy and integrity of the vote.**

Explanation

At the October 2025 General Membership Meeting, the members voted in favour of a bylaw amendment to 12.3.1 – Election of Officers. Formal approval was subsequently requested from the National President. While the National President found the amendments to be acceptable, he will not grant approval without the additional sentence reflected in the bold text above. As this additional language reflects our current system, the Executive is recommending this amendment to the members.



WANT TO VOTE

for the Executive Board in May?

Make sure we have your current email and home address. Call or email our office to confirm.



email@cupe15.org

604.879.4671





OH&S Board in the Works Yard



Red Circle Signs



Red Circle Signs



OH&S Board in the Office Area



MEMBER ENGAGEMENT/OH&S CORNER

MOUNTAIN VIEW CEMETERY

By Henry Lee, CUPE Local 15 OH&S Committee Chair

On February 4, 2026, the CUPE Local 15 OH&S team had an opportunity to visit Mountain View Cemetery in the heart of Vancouver. This City Sector worksite has both CUPE Local 15 and CUPE Local 1004 staff working there.

The site is exceedingly safety-oriented and has a very visible way of reminding everyone about safety (see red-circled signs). They also have a small and large OH&S bulletin board, which includes Safety Operating Procedures for all jobs at the worksite. The team was very impressed with the site safety program.

Thank you to Mountain View for providing a safe worksite for all staff.



Cemetery Staff from Left to Right - Dylan McGill, Ryan MacLeod (Exempt Supervisor), Diana Vreca, Henry Lee, Ola Matychuk



CUPE Local 15 welcomes submissions and photos from members.

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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Vancouver, BC V5Z 1K9
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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
Interim Secretary-Treasurer: Cynthia Schadt
1st Vice President & Acting President: Santino Scardillo
2nd Vice President: Henry Lee

Sector Representatives

City: Aaron Cook, Susy Mckay
College/University: Sophie Bennett (Langara College)
Mark Somo (Emily Carr University)
Cultural: Anna Bondartchouk
Health/HSSCBA: Edith Hole
Health/HSPBA: Lucia Rincon
Parks: Bernie Dionne, Starla Bayley
K-12: Vanessa Mani, Cynthia Schadt

Trustees:

Steve Anderson, Sheri Nielsen, Ravina Lal

Staff Representatives:

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

Office & Administrative Staff:

Mark Gloumeau, Accounting Coordinator
Nancy Strider, Accounting Assistant
Mei Wu, Accounting Assistant
Tia Tang, Office Manager
Michelle Yim, Office Assistant
Geneviève Dubuc, Office Assistant
Justin Wong, Office Assistant

Building Service Worker:

Elaine Duan

CUPE National Representatives:

Kevin Rose, Russell Green, Greg Melnechuk



Thanks for the opportunity to attend CLC Winter School

by **Bernie Dionne, Parks Sector Representative**

I would like to sincerely thank you for the opportunity to attend the CLC Winter School and participate in the week-long course, Facing Management Effectively.

It was a privilege to connect with union shop stewards from across the province and to learn alongside representatives from the ILWU, BCTF, BCGEU, PEA, and HEU. The shared experiences and perspectives from different unions added tremendous value to the learning environment.

Through the Facing Management Effectively course, I gained a deeper understanding of the economic, political, and social dynamics that shape union-management relationships. I strengthened my knowledge of the roles, rights, and power structures that influence these interactions, while also developing

practical skills in communication, problem solving, and strategic thinking.

The course emphasized how to analyze issues, present facts effectively, and seek common ground to build solutions without immediately resorting to the grievance process. The interactive role-plays and discussions provided valuable tools to confidently navigate challenging conversations with management, while maintaining a collaborative and professional approach.

I am grateful for this learning experience and look forward to applying these skills in my role as a shop steward and CUPE Local 15 member.

Thank you again for your support and investment in this opportunity.



UPDATE

Survey Working Group

In addition to Anna Bondartchouk and Mark Somo (as reported in the February Members' Voice), Sophie Bennett and Starla Bayley are the additional two members of the group.