

APRIL
2025

THE MEMBERS' voice



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

2025 Executive Elections and Electronic Voting Information

by Tia Tang, Office Manager

All voting for the upcoming 2025 Annual Executive Board Elections will be conducted online.

There will be an election for President, 2nd Vice President, City Sector Representative, K-12 Sector Representative, HSSCBA (Community) Sector Representative. The Park Board Sector Representative and Trustee positions have been filled by acclamation.

You will receive voting instructions and a Personal Identification Number (PIN) in the mail. This PIN will allow you to cast your vote for the candidate in your sector, as well as the table officer (President and 2nd Vice President) positions.

Voting will open by electronic ballot at 8:00 a.m. Pacific Standard Time on May 20, 2025 and will remain open until 11:59 p.m. on May 27, 2025. 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 28, 2025 via Zoom.

Simply Voting has been hired as the independent third-party election provider. All PIN issuance and voting is maintained and monitored by them.

If you do not receive a PIN in the mail, please contact the union office and after verification of your membership, we will instruct Simply Voting to send you one. The deadline to request a PIN is 12:00 noon on May 26, 2025. No exceptions.

If you have any questions regarding the administrative process, please contact Tia Tang, CUPE Local 15 Office Manager. If you have other concerns about the election, please contact Paul Faoro, Returning Officer, by leaving a message at the union office.

The following members have accepted nomination for a position on the Executive Board:

President

Starla Bayley
Warren Williams (Incumbent)

2nd Vice President

Sophie Bennett
Henry Lee

K-12 Sector Representative

Vanessa Mani
Sheri Nielsen
Tahmineh Yazdanyar

City Sector Representative

Brian Do
Susanne Ruhle
Seagrin Worster

College/University Sector Representative

Rose Palozzi (Incumbent)
Eduardo Rodriguez

Parks Sector Representative

Bernie Dionne (Elected by Acclamation)

Cultural Sector Representative

Courtney Gillen (Elected by Acclamation)

HSSCBA (Community) Health Sector Representative

Bobby Clark
Edith Hole

Trustee

Stephen Anderson (Elected by Acclamation)

Watch for candidate statements on the election website and in the May issue of the Members' Voice.

APRIL 2025 GENERAL MEMBERSHIP MEETING

The General Membership Meeting will be held on April 23, 2025 at 5:30 p.m. via the Zoom platform.

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@cupel5.org to update your information. There will be a draw at the end of the meeting and three lucky winners will receive a gift card (retailers TBA at the meeting). Child and dependant care reimbursement is available as per eligibility requirements in CUPE Local 15 Bylaw Section 31.

Article B.10.1(c) of the CUPE National Constitution allows Honourary Members to attend membership meetings with voice, but no vote. If you are an Honourary Member and would like to attend, please email the office on the day of, or the day prior to the meeting.

UNDER DISCUSSION:

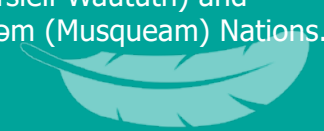
- Financial Statement
- Committee and Staff Reports

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.

WE ACKNOWLEDGE...

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

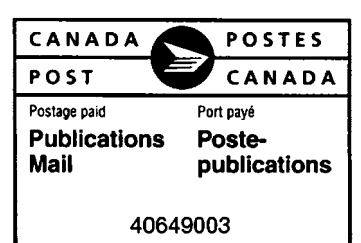


Mission and Vision Statements

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**



Time to Stand Together



WARREN WILLIAMS
PRESIDENT

*by Warren Williams,
President*

With uncertainty in Canada-U.S. relations and a federal election on the horizon, it is more important than ever that we stay engaged and active in

our union.

We have been busy forming working committees to tackle key issues, including Long-Term Disability, Reclassifications, Contracting In, and Conversion for our City and Park Board members.

Your 1st Vice President (and recent Acting Secretary-Treasurer) Santino Scardillo, and I have been working closely with local union presidents across the metro region to explore the possibility of a municipal LTD plan. I am happy to share that there is strong interest from our counterparts in the region.

With support from our National Servicing Representative, the Municipal Coordinator, and CUPE Local 15 staff, we are working toward a plan that makes financial sense for both our members and the employers. We will be sure to keep you updated as things progress.

We have also been pushing forward on converting auxiliary positions into Regular Part-Time (RPT) and Regular Full-Time (RFT) positions to ensure more job stability for our members.

On another front, we have recently formed a Reclassification Committee to help members who believe their positions should be reclassified. The purpose of this committee is to simplify the process and provide the support needed to build strong cases for reclassification.

Bargaining is another critical time when we need to stand together. Many of our sectors are either getting ready to negotiate or have already started meeting with employers.

In the provincial sector, bargaining committees representing Vancouver Coastal

Health (HSSCBA and HSPBA), the Vancouver School Board, Langara College, and Emily Carr University are working on proposals or have already ratified them with members and are preparing for negotiations.

Meanwhile, in the municipal sector, our members at RayCam, Britannia, Parks, and the City have ratified their proposals and are now in discussions with the employer.

I want to thank our 1st Vice President, Santino Scardillo, for acting in the role of Secretary-Treasurer during Debbie Mohabir's leave. Santino's continued dedication to the members of CUPE Local 15 is greatly appreciated.

I also want to thank our stewards, staff, working committee members, and our Society and Executive Board members for all the work they have done and continue to do in support of our members.

Let us continue to stand together in these uncertain times.

City et al Proposal Ratification Meetings

Thank you to the members who attended the ratification of bargaining proposals meetings throughout the day and evening on March 13, 2025. The members in attendance voted overwhelmingly in favour of ratifying the proposals as presented.



Remembering and honouring workers on April 28th



SANTINO SCARDILLO
ACTING SECRETARY-
TREASURER

*by Santino Scardillo, Acting
Secretary-Treasurer*

The National Day of Mourning is a day to remember workplace tragedies and honour CUPE members, and all workers, who have lost their lives or been injured at work.

Our union represents members in both inside and outside worksites, each with unique workplace environments. Our commitment,

as a union, is to ensure that all our worksites have an Occupational Health and Safety (OH&S) committee in place. If your workplace does not have an OH&S committee, please contact the union office. It is your right to have a worker representative on-site to report safety concerns.

We can support each other in the workplace by reporting any unsafe conditions to the employer. If the issue is not resolved, it should be brought to the union's health and safety committee, which will escalate it to the central health and safety committee (comprised of both employer and union representatives).

Always remember that you have the right to refuse unsafe work. If you see something unsafe, you have a responsibility to report it. This helps ensure that everyone is aware of potential hazards and prevents injuries.

We look out for each other because we all want to go home safely to our loved ones at the end of the day.

On another note, working in the union office as Acting Secretary-Treasurer during Debbie Mohabir's leave has been a great experience. Even after all my years serving on the Executive Board, there was still a learning curve.

Many thanks to the union office staff, including Tia Tang, Office Manager; Mark Gloumeau, Accounting Coordinator; and our President, Warren Williams, for their assistance and support over the past weeks. Debbie will be back by the time you read this, and you can look forward to her Secretary-Treasurer's report in the next issue of the Members' Voice.

INTERNATIONAL WOMEN’S DAY

Thank you!

I hope you had a happy International Women’s Day. I would like to express my gratitude to CUPE 15 for providing me with the opportunity to attend the VDLC Women’s Day event.

It was a wonderful chance to reconnect with my union pals. In previous years, I’ve had

the privilege of setting up the “Free Them Now” information table at this event, where I’ve updated my union comrades about the women’s and labor situation in Iran.

Thank you,
Tahmineh Yazdanyar, VSB



DECISIONS

BY THE EXECUTIVE

There was no Executive Board meeting in March due to lack of quorum. At the Society Board meeting on March 18, 2025, the following decision was made:

- To receive the Financial Statement ending January 31, 2025 as presented.

BY THE MEMBERSHIP

At the General Membership meeting on March 26, 2025, the members in attendance made the following decisions:

- To receive the Financial Statement ending January 31, 2025 as presented.
- To destroy the ballots from the City et al Ratification of Bargaining Proposals meeting on March 13, 2025.

OH&S CORNER

National Day of Mourning – April 28th

by Steve Anderson, OH&S Committee Representative (Alternate), Parks on behalf of the CUPE Local 15 OH&S Committee

Since the beginning of Canadian Confederation in 1867, workers have faced challenging and, at times, dangerous work conditions that have resulted in injuries and workers’ lives lost. By the time the transcontinental railway was completed by Canadian Pacific Railway in 1885, it is estimated that up to 4,000 railway workers, mostly of Chinese descent, lost their lives. On June 17, 1958, 19 workers lost their lives while building the Ironworkers Memorial Bridge (Second Narrows Bridge) that connects Vancouver and North Vancouver.

More recently, the Association of Workers’ Compensation Boards of Canada recorded 1,057 workplace deaths across Canada in 2023, many of whom were young workers. In 1991, eight years after the Canadian Labour Congress initiated a day or remembrance for workers, the Parliament of Canada passed the Workers Mourning Day Act making April 28th an official National Day of Mourning for workers.



While unions throughout Canada and globally have fought for improved workplace safety considerations, many of us continue to have friends and co-workers who have died or suffered serious injury at work. If you have current concerns about safety issues in your workplace, please understand your right to refuse unsafe work and be involved in workplace safety decisions. You can do this by connecting with your worksite Occupational Health and Safety Health Committee representatives or by contacting the CUPE Local 15 office.

As the Canadian Centre for Occupational Health and Safety (CCOHS) urges us: “We remember workers who have died, were injured, or became ill from their job. We commit to protecting workers and preventing further workplace tragedies.” Please take time throughout your day to be mindful of workplace safety while we mourn those we have lost or have been injured. On April 28th at 11:00 a.m., please observe a moment of silence for those we remember and mourn. Mourn, remember, and prepare for workplace safety!

Sources: pressbooks.bccampus.ca, Province of BC website, CCOH website.

Links to local DOM events in your area.

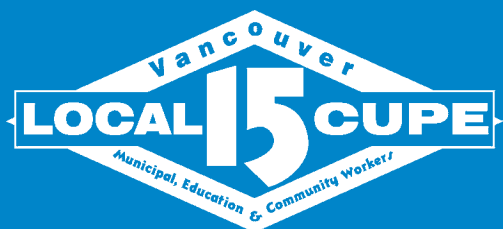
SCAN HERE

VSB Job Share

SSA looking for a job share partner to work two days a week (days are flexible) at Renfrew Elementary starting in September 2025. If you are interested, please contact Mare at marylabonte23@gmail.com.

NEXT MEMBERSHIP MEETING IS April 23, 5:30pm Via Zoom.





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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Web: www.cupe15.org

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

CUPE Local 15 Executive Board Table Officers:

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

Sector Representatives:

City: Aaron Cook, Paul Chohan
College/University: Sophie Bennett, Rose Palozzi
Cultural: Courtney Gillen
Health/HSSCBA: Roxshanna Shankar
Health/HSPBA: Lucia Rincon
Parks: Bernie Dionne, Henry Lee
K-12: Chris Brown, Cynthia Schadt

Trustees:

Seagrín Worster, Sheri Nielsen
Vanessa Mani

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
Vanessa Chow, Office Assistant
Justin Wong, Casual Office Assistant

Building Service Worker:

Elaine Duan

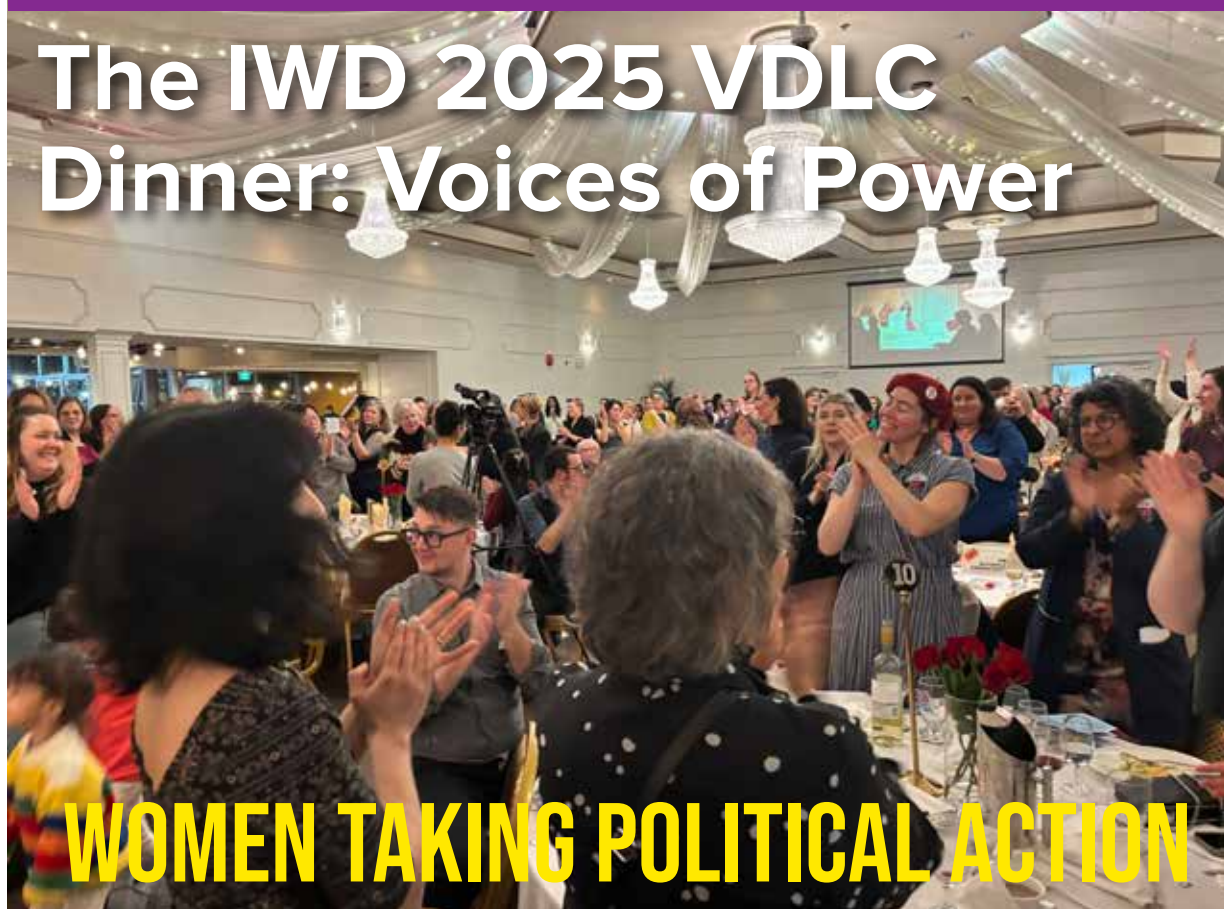
CUPE National Representative:

Dan Todd



VANCOUVER DISTRICT LABOUR COUNCIL DINNER

The IWD 2025 VDLC Dinner: Voices of Power



WOMEN TAKING POLITICAL ACTION

by Edith Hole, HSSCBA (Community) Health Sector

ON MARCH 8, 2025, THE VANCOUVER DISTRICT LABOUR COUNCIL (VDLC) WOMEN & GENDER RIGHTS COMMITTEE HOSTED AN INTERNATIONAL WOMEN'S DAY (IWD) DINNER UNDER THE THEME VOICES OF POWER – WOMEN TAKING POLITICAL ACTION AT THE SOUTH HALL EVENT CENTRE.

This event celebrated women's achievements in the workforce and reinforced their essential role in driving political and social change.

Upon arrival, the welcoming atmosphere was immediately apparent. After a chilly walk from the bus stop, I entered a warm and lively room full of passionate labour activists. The VDLC Women & Gender Rights Committee had brought together a diverse group of labour communities. The event was well-organized, with food served buffet-style, allowing everyone to mingle. The meal was abundant, setting the tone for an evening of meaningful discussion and solidarity.

A memorable moment was the performance of Bread and Roses. Led by a talented vocalist and accompanied by acoustic guitar, we stood together and sang, reinforcing our unity.

The evening began with a powerful welcome from Spelex ilh Anjeanette Dawson, an Indigenous educator, traditional wool weaver, knowledge keeper, and BCGEU's Indigenous Education Officer. She dressed the stage with wool weavings, furs, and significant baskets, each holding cultural meaning. Dawson shared a slideshow detailing the labour history of First Nations people on the coast.

The panel discussion was moderated by Karen Ranalletta, President of CUPE BC and Yukon. The panel featured influential women in political leadership, each offering a distinct perspective on how women can

drive societal change. Jenny Kwan, MP for Vancouver East, spoke passionately about the need for political action, urging attendees to rise up and take their place in decision-making processes. Kwan's words resonated with the crowd, emphasizing the importance of political engagement and standing firm in adversity.

Niki Sharma, Deputy Premier of BC, shared her experiences as a woman from rural BC. Wearing a Woman of the Global Majority T-shirt, she spoke about embodying the change one wants to see. Her presentation inspired many, emphasizing her commitment to creating transformative change at the provincial level.

Jennifer Reddy, Vancouver School Board Trustee, reflected on her six years of service, discussing the importance of addressing issues head-on and the success of minority governments in achieving progress through cross-pollination.

Christine Boyle, Minister of Indigenous Relations and Reconciliation, spoke passionately about "standing our ground." She emphasized Indigenous rights and the need for unwavering commitment to justice and reconciliation. Her words added depth to the discussion on political action and the role of women in advocating for Indigenous communities.

The panel discussed universal pharmacare and Landed Status on arrival. The panelists highlighted how the power of collective action, can and has led to lasting change.

Through inspiring speeches and collective singing, the event celebrated the voices of all women leading the charge for justice, equity, and social change. It was an evening that honoured past achievements while igniting a sense of urgency for the work still needed to achieve gender equity and social justice for all.