

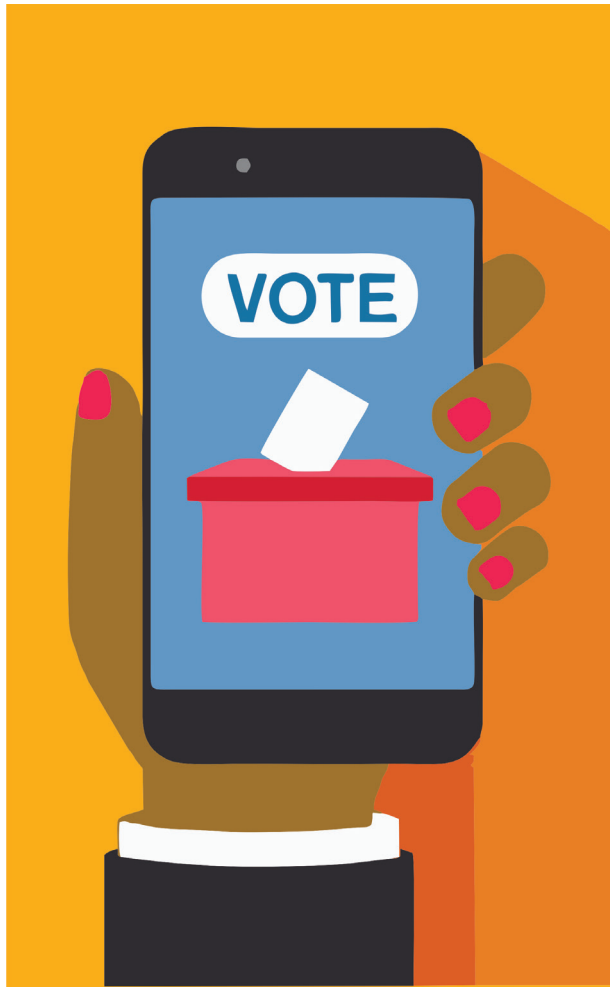
APRIL
2019



THE MEMBERS' VOICE

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

Executive Board election time!



2019

APRIL

GENERAL MEMBERSHIP MEETING

April 24, 2019 - 5:30 p.m.
Room 5, Italian Cultural Centre,
3075 Slocan Street, Vancouver
(@ Grandview Hwy) Free parking.

UNDER DISCUSSION:

- Amendments to the CUPE Local 15 Bylaws
- Financial Statement
- Trial Committee Selection
- Staff and Committee Report

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 Annual General Society meeting will convene either prior to, or upon adjournment of, the Annual General Meeting on May 22, 2019.

by Rosemary Matheson, Office Manager

ALL VOTING FOR THE UPCOMING 2019 ANNUAL EXECUTIVE BOARD ELECTIONS WILL BE CONDUCTED ONLINE.

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 sector you work for if applicable as well as the table officer position. There will be an election for 2nd Vice President, City Sector Representative, Parks Sector Representative, and K-12 Sector Representative. The President, College/University Sector Representative, Health (HSSCBA) Sector Representative, and the Trustee positions have been filled by acclamation.

Nominations for the Cultural Sector Representative position will take place at the General Membership meeting on April 24, 2019.

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.

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.

If you have any questions regarding the administrative process please contact Rosemary Matheson, CUPE Local 15 Office Manager. If you have other concerns about the election please contact Cynthia Keevil, Returning Officer, by leaving a message at the union office.

The following members have accepted nomination for a position on the Executive Board. Watch for candidate statements on the election website and in the May issue of the Members' Voice.

President

Warren Williams (Elected by Acclamation)

2nd Vice President

Gaye Fowler
Kamal Gautam
Debbie Mohabir (Incumbent)

K-12 Sector Representative

Shirley Ann Harris
Donna Petersen
Carley Romas
Peggy Wong

City Sector Representative

Aaron Cook
Ravina Lal
Lauretta Loong
Darren Parks
Seagrin Worster

College/University Sector Representative

Susan Watt (Elected by Acclamation)

Parks Sector Representative

Starla Bayley (Incumbent)
Henry Lee
Collins Njoroge

HSSCBA (Community) Health Sector Representative

Allison Bell (Elected by Acclamation)

Trustee

Michele Alexander (Elected by Acclamation)

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



CUPE Local 15 family

By Warren Williams, President



WARREN WILLIAMS
PRESIDENT

Congratulations to the members nominated to fulfill roles on our Society and Executive boards.

I look forward to working with the successful candidates for the benefit of our membership. It is an honour to be nominated to take on a leadership role within our union and it is not to be taken lightly. We take on these roles in a genuine capacity to service the local to the best of our abilities and with integrity. It is not about self gain, rather it is about unselfish service to the membership. Our range of knowledge and experience enable us to build and improve working conditions in each sector.

Don't forget to vote when the poll opens next month. See the election article on the front page of this issue for more information.

Your Executive Board is bound by our bylaws which are based on the principles of democracy which guide everything we strive for as a union.

Following several years of work by numerous bylaw committee members, the local bylaw amendments have been put forward for review by the membership. I am proud of the work we have done and encourage all members to attend membership meetings to engage in the discussion and voting process.

Our bylaws must be in accordance with the CUPE National Constitution and are designed to outline the functional requirements of our local and ultimately serve the best interests of our membership.

In solidarity.

IT'S CHERRY BLOSSOM SEASON! SEND US YOUR FAVE PICS TO @CUPELOCAL15 ON TWITTER OR OUR FACEBOOK PAGE.



Secretary-Treasurer's Report

by Sally Bankiner, Secretary-Treasurer

April is one of my favorite months as it is when we turn our minds to Occupational Health and Safety at our worksites. Our OH&S Committee at Local 15 now has a full complement of one



SALLY BANKINER
SECRETARY-TREASURER

member from each sector. As the Committee Liaison, I am a resource for our Local 15 and also worksite committees on all things health and safety related. We have ongoing issues with our worksite committees and the individual importance of our members

who represent their co-workers being trained adequately.

Adequate training encompasses your role on the worksite committee and includes not only the basics but truly understanding that you are not there as a "seat warmer" but actually have a great responsibility to bring issues forward to the committee meetings and ensure that the employer addresses safety concerns.

Committee members should be participating in worksite safety inspections and investigations into incidents that happen. You should be an onsite resource for your co-workers and

keep up to date on bullying and harassment processes and resources available to members.

There are four rights that all workers in British Columbia share that are incredibly important. You have the right to "know" the hazards that present in your workplace or that you may be exposed to. You have the right to "participate" in your worksite health and safety committees. You have the right to "refuse" unsafe work and there is a specific process that you need to be very familiar with in order to properly advise and help any worker who exercises their right to refuse under health and safety regulations. As important as the right to refuse unsafe work; even more important is your fourth right which is often left out of the conversations with employers. You have the right to "no discrimination" for bringing forward health and safety matters. What this means in lay terms is that you cannot be in trouble or be disciplined by your employer for raising OH&S issues in your workplace. Many employers have run afoul of this regulation and tried to keep employees quiet and told them that they do not have to report incidents and that "it would be better for them if they didn't report" their injuries or threats. Employers have been heavily sanctioned and fined by WorkSafe BC for trying to get employees on board with their thinking and they have paid the price in more ways than just financially! If you have questions about what training we can offer, please reach out by email and I can share upcoming training opportunities with you.

On April 5th twenty-five stewards attended a course on "Drugs, Alcohol and Marijuana: The Accommodation of Substance Addictions and Medical Marijuana Use in the Workplace". Thank you to the membership for making these courses possible and having the best education available for your union representatives. Thank you to Conni Kilfoil, our former Local 15 Legal Representative and CUPE National Equality Representative, for creating, researching and facilitating this advanced course for our staff and senior stewards. This is just one more way your union dues benefit the whole membership which is, by making sure our stewards have the most up to date information on new law and how that law relates to our representation for members with disabilities.

As always, if you are considering putting your name forward to become a steward, I encourage you to reach out to me by phone or email and we can have a conversation about what is involved and talk about what it is like and what to expect, the time commitments and the training and mentoring program. It is definitely a fulfilling and rewarding experience and one that I will treasure forever. We will have an Introduction to Stewarding Course in the next couple of months and have space for about five more participants.

CUPE Local 15 Bylaw Amendments

At the General Membership meeting on March 27, 2019 Bylaws 2.1, 2.5, and 12.4 were amended and new Bylaw 2.6 was approved as follows. (Strike out denotes deleted language and bolding denotes new language.)

Bylaw 2.1

Amendments:

~~Secure adequate remuneration for work performed and generally advance the economic and social welfare of its members and of all workers~~ the best possible pay, benefits, working conditions, job security, pensions and retiree benefits for its members and all workers.

Now Reads:

Secure the best possible pay, benefits, working conditions, job security, pensions and retiree benefits for its members and all workers.

Bylaw 2.5

Amendments:

~~Organize and represent~~ **Support the organizing of** the clerical, technical, professional, administrative and support employees of the City of Vancouver, boards, regional boards, and other public bodies within the region known generally as the "lower mainland".

The following shall guide the union's efforts in organizing workers in the union and gaining employer recognition and collective agreements:

- 2.5.1 Scope - Public bodies shall be interpreted to mean bodies which receive operating funding, directly or indirectly, from one or more levels of government or public agencies or organizations.**
- 2.5.2 Criteria - The union shall, with the support of CUPE National, consult on the support of employees of public bodies when, in the opinion of the Executive:**
- 2.5.2.1 There exists a group of workers who are interested in joining CUPE Local 15 and who are willing to work at organizing their co-workers.**
- 2.5.2.2 The organizing effort is likely to succeed with a joint effort between the workers being organized and CUPE Local 15 (within the limits of CUPE Local 15's resources).**
- 2.5.2.3 Servicing the new bargaining unit is within the union's capabilities at that time.**
- 2.5.3 Resources - When the decision to organize a group of workers has been made by the Executive, the CUPE Local 15 policies and procedures shall guide the allocation of the union's resources to the organizing effort.**

Now Reads:

Support the organizing of the clerical, technical, professional, administrative and support employees of the City of Vancouver, boards, regional boards and other public bodies within the region known generally as the "lower mainland".

The following shall guide the Union's efforts in organizing workers in the union and gaining employer recognition and collective agreements:

- 2.5.1. Scope - Public bodies shall be interpreted to mean bodies which receive operating funding, directly or indirectly, from one or more levels of government or public agencies or organizations.
- 2.5.2. Criteria - The union shall, with the support of CUPE National, consult on the support of employees of public bodies when, in the opinion of the Executive:
- 2.5.2.1 There exists a group of workers who are interested in joining CUPE Local 15 and who are willing to work at organizing their -coworkers.
- 2.5.2.2 The organizing effort is likely to succeed with a joint effort between the workers being organized and CUPE Local 15 (within the limits of CUPE Local 15's resources).
- 2.5.2.3 Servicing the new bargaining unit is within the union's capabilities at that time.
- 2.5.3. Resources - When the decision to organize a group of workers has been made by the Executive, the CUPE Local 15 Policies and Procedures shall guide the allocation of the union's resources to the organizing effort.

Bylaw 12.4

Amendments:

The terms of all Officers, ~~except the Trustees,~~ will be on a rotating basis, with the President, Second Vice-President and one Member at Large from each of the City, Parks, K-12, Colleges and Universities, and Health sectors being elected in one year for a ~~two~~ **three** year term, and the remaining Officers being elected in the following year for a ~~two~~ **three** year term.

Now Reads:

The terms of all Officers will be on a rotating basis, with the President, Second Vice President and one Member at Large from each of the City, Parks, K-12, Colleges and Universities, and Health sectors being elected in one year for a three year term, and the remaining Officers being elected in the following year for a three year term.

Bylaw 2.6 (New)

Work towards eliminating harassment and supporting the active opposition of discrimination of any sort, or on any basis that denies the equality of treatment regardless of class, race, colour, nationality, age, sex/ gender expression, gender identity, language, sexual orientation, place of origin, ancestry, religion, mental and physical disability, political belief, conviction of a criminal or summary conviction unrelated to employment, family status, marital status, or any other inalienable right wherever it occurs or appears.

The process of amending the bylaws will continue at the April 24, 2019 General Membership meeting and at subsequent meetings as required.

decisions

The Executive decided:

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

- To strike an Ad-Hoc Committee to review the final proposed bylaw amendment document.
- To appoint Cynthia Keevil as the Returning Officer for the 2019 Executive Board election and to train Aaron Cook in the role.
- To send the four City and Parks Sector Representatives and the President to the Western Municipal Conference and appoint the 1st Vice President as an alternate.
- To purchase a ¼ page colour ad in the Royal Canadian Legion Memorial Book for \$595.
- To reaffirm the current practice to book off Bargaining Committee members for their full shift if scheduled to work within that 24 hour period.
- To donate \$300 in financial support for the ICHRP (International Coalition for Human Rights in the Philippines) Canada Conference.
- To appoint Brad McGowan to the Local 15 OH&S Committee for the City Sector.
- To contract Conni Kilfoil to facilitate the one day Use and Implications of Marijuana in the Workplace course in 2019.
- To purchase swag wear for bargaining.

The Members decided:

At the General Membership Meeting on March 27, 2019 the members in attendance made the following decisions:

- To amend bylaws 2.1, 2.5, and 12.4 and to approve new bylaw 2.6. See complete information on this page.

Trial Committee Selection

Following the filing of trial complaints and in accordance with the CUPE National Constitution, a trial committee will be selected at the April 2019 membership meeting.

CITY ET AL BARGAINING COMMITTEE INTRODUCTION

submitted by Starla Bayley on behalf of the City et al Bargaining Committee

On January 24, 2019 the City et al bargaining committee was elected. Nine members in good standing were elected from the floor of our meeting. Thank you to everyone who attended and supported this democratic process.

Since the formation of your bargaining committee we have met six times as a group to begin this journey to bargain for your rights. We have had many discussions on what our goals are for this round of bargaining. One of the biggest discussions has been in regard to ensuring that your bargaining committee is accessible and available to have discussions with you, our members. There are several ways that we are working to ensure this happens:

1. **Union Hotline** - This line is set up for anonymous phone calls. If you have issues you would like the bargaining committee to be aware of, but worry about your position or role, this is the place to call. To do this call the union office at 604-879-4671 and ask to be transferred to the Bargaining Hotline. The bargaining committee will check the messages left on this voicemail once a week when we meet as whole. There will be no return phone calls from this line.
2. **Bargaining Email** - If you are more comfortable using email, your bargaining committee has set up an email address

specifically for City et al bargaining issues. Please connect with us at bargaining2020@gmail.com. Again, this email address will be checked approximately once a week when your bargaining committee meets. Prior to the survey going out we will use this information to build our survey. The survey is what we use to learn where the issues are and what we need to address with the employer.

3. **Site Visits** - If you would like to see the bargaining committee at your worksite for a lunch visit or another time that is not the employer's time send us an email and we will arrange an appropriate time with you to come and discuss your department's issues and concerns.

In addition to both methods above we are also setting up site contacts to assist with circulating information. We already have several in place but could use more. If you are interested in helping the bargaining committee in sharing information with your workplace please send us an email with your name, position, and work location. From there the bargaining committee will contact you privately and let you know what information we are looking to share or promote within the workplace.

Again, thank you for trusting us to bargain on your behalf. With your support we hope to be able to settle an agreement that meets your demands.

VSB RETIREMENT CHAT

If you are a CUPE Local 15 member at the Vancouver School Board within a few years of retiring and you are interested in an informal chat about retirement, Craig Hopkins, a retired but active CUPE Local 15 member, along with a VSB Shop Steward are hosting an after work conversation on the topic.

They will explain the process and what happens when you are ready to retire. They can explain what MPP, CPP, Statement of Contribution, OAS... mean, and how to obtain all the details you need for retirement.

Set aside Thursday, May 16, 2019 from 4:30 to 5:30 p.m. The gathering will take place in the Boardroom at the CUPE Local 15 office.

Please phone or email the union office to register. Call 604-879-4671 or email us at email@cupe15.org with VSB Retirement Chat in the subject line. Make sure you leave your name and a phone number where you can be contacted. This is a popular workshop that is limited to 20 members so please register early to avoid disappointment.

Serious Human Rights Persecution on Uyghur Muslims by China and Surveillance Technologies

by Kamal Gautam, International Solidarity Committee

International Solidarity is deeply concerned about the persecution of Uyghur Muslims minority in Xinjian, China. A specialist on Chinese information warfare is calling on the Canadian government and other democratic nations to question the morality of their ties with China's development technologies which are being used to persecute ethnic minorities.

The Chinese telecom developers are the "key partner" in the development of technologies used to commit grave human rights violations and mistreatments that lead to interference in its citizens' cultural identity.

The International Solidarity Committee is planning to address the Chinese Ambassador to Canada to release Uyghurs and other Muslims who have been detained arbitrarily and without due process for their ethnicity or religion. We are deeply concerned about the credible United Nations' reports of the mass detention, repression, and surveillance of workers and citizens of China's Uyghurs and other Muslims in Xinjiang, China.

United Nations' human rights experts have also called for China to shut down alleged political "re-education camps" for Muslim Uyghurs and called for the immediate release of those who are detained on the pretext of countering terrorism.

It is estimated by many credible reports that from tens of thousands to upward of a million Uyghurs may be detained in the far western Xinjian province. China denies the accounts of mass detention, claiming it is running educational training centres as part of a fight against Islamic extremism in the Northern-Western region of Xinjiang.

China wants to make the country's Uyghurs, a predominantly Muslim ethnic group, more subservient to the Community Party.

China's high tech surveillance technologies include coordinated city-wide high definition video cameras that use artificial intelligence to recognize faces and license plates, automatically logging each instance into a "cloud". The state strategies also include tools for co-opting personal devices such as smart phones to track and listen in on potential Uyghur government dissidents.



Left to right, bottom to top - Joy Tullós, Starla Bayley, Paul Chohan, Henry Lee, Santino Scardillo, Steve Salsman, Tony Zullo, Kyle Larson, Leanne Anderson, Michele Alexander, John Geppert



Thanks for coming!

We just had to take a picture of all the new attendees of our regular membership meeting. These folks haven't been to a meeting before and we are so happy that they decided to join us and get involved in our union. The membership meetings happen on the 4th Wednesday of the month except July, August, and December, and the next meeting information is found on the cover of The Members' Voice. Please join us and let's double the attendance for the next one!

At the Bottom Line Conference

For 16 years, the Bottom Line Conference has been bringing together a rich community of business leaders and workers, union representatives, policy makers and researchers to share their expertise and ideas and discuss ways in which to improve mental health in Canadian workplaces.

The conference provides an opportunity to share real experiences and successes while working towards the common goal of transforming Canadian workplaces into psychologically safe and supportive places where everyone can work safely and thrive.

Left to Right: Henry Lee, Parks; Shirley Ann Harris, VSB; Brad McGowan, City; Allison Bell, Health; Sally Bankiner, OH&S Committee Liaison; Chad Cammer, College/Universities



International Women's Day Dinner 2019

2019 IWD Dinner - Women for Economic Justice: Taking on Poverty - with guest speakers from the BC Poverty Coalition, Viveca Ellis and Phyllis Joseph and entertainment by Jacky Arrah Yenga. The Vancouver and District Labour Council sponsored dinner was enjoyed by all who attended.

VSB Job Share Opportunities

1. SSW job share partner wanted to work Wednesday, Thursday, and Fridays for the upcoming school year, 2019-2020, at Mount Pleasant Elementary School. Please contact Jen at jen.prasol@telus.net.
2. SSA job share partner wanted to work 60/40 starting September 2019 to work 60/40 at Oppenheimer Elementary School. If you are interested please contact Suzy at suzannerit@gmail.com or can call/text 778-995-4662.
3. SSSW job share partner wanted to work Thursdays and Fridays at Renfrew Elementary School starting September 2019-2020. Please email Sue at suustal@vsb.bc.ca.
4. SSA looking for a job share partner to work Mondays and Tuesdays at Norquay Elementary school. Please contact Stephanie at sdelbianco@vsb.bc.ca





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

CUPE Local 15

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

CUPE Local 15 Executive Board

Table Officers:

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

by Courtney Gillen, Local 15 OH&S Committee

April 28th is the National Day of Mourning. This day was first chosen in December of 1990 to commemorate workers who had lost their lives or suffer from illness due to workplace hazards. It would be nice to say that since then the numbers of workers who die in workplace related incidents was minimal. However, in 2017 in BC there were 158 worker deaths. That number is close to a yearly average.

Young workers are at a far greater risk of injury and death, even though there has been legislation to bring in training and awareness initiatives. The right to refuse unsafe work is one of the four worker rights we all have, but for young employees, or employees in precarious positions, refusing unsafe work can still seem like a frightening option. Workers are afraid of backlash from the employer, and the possibility of losing their job.

But the truth is, this is the law. Everyone has the right to go home from work in the same condition that they went to work in on that day - or better. If you feel unsafe, remember that you have the right to tell your supervisor. Together the supervisor and OH&S committee will find a solution to make the work safe before it can be done.

On April 28th please take a moment of silence for those who have lost their lives or been injured at work because of unsafe conditions. On every day though, you should be aware of hazards in your workplace. Take a moment to assess if there is a possibility of injury or death. Let someone know. And if you see a new or young worker who might be afraid to speak up about an unsafe situation, help them understand that it is their right to refuse unsafe work. Nothing is worth the cost of your life or your physical safety.