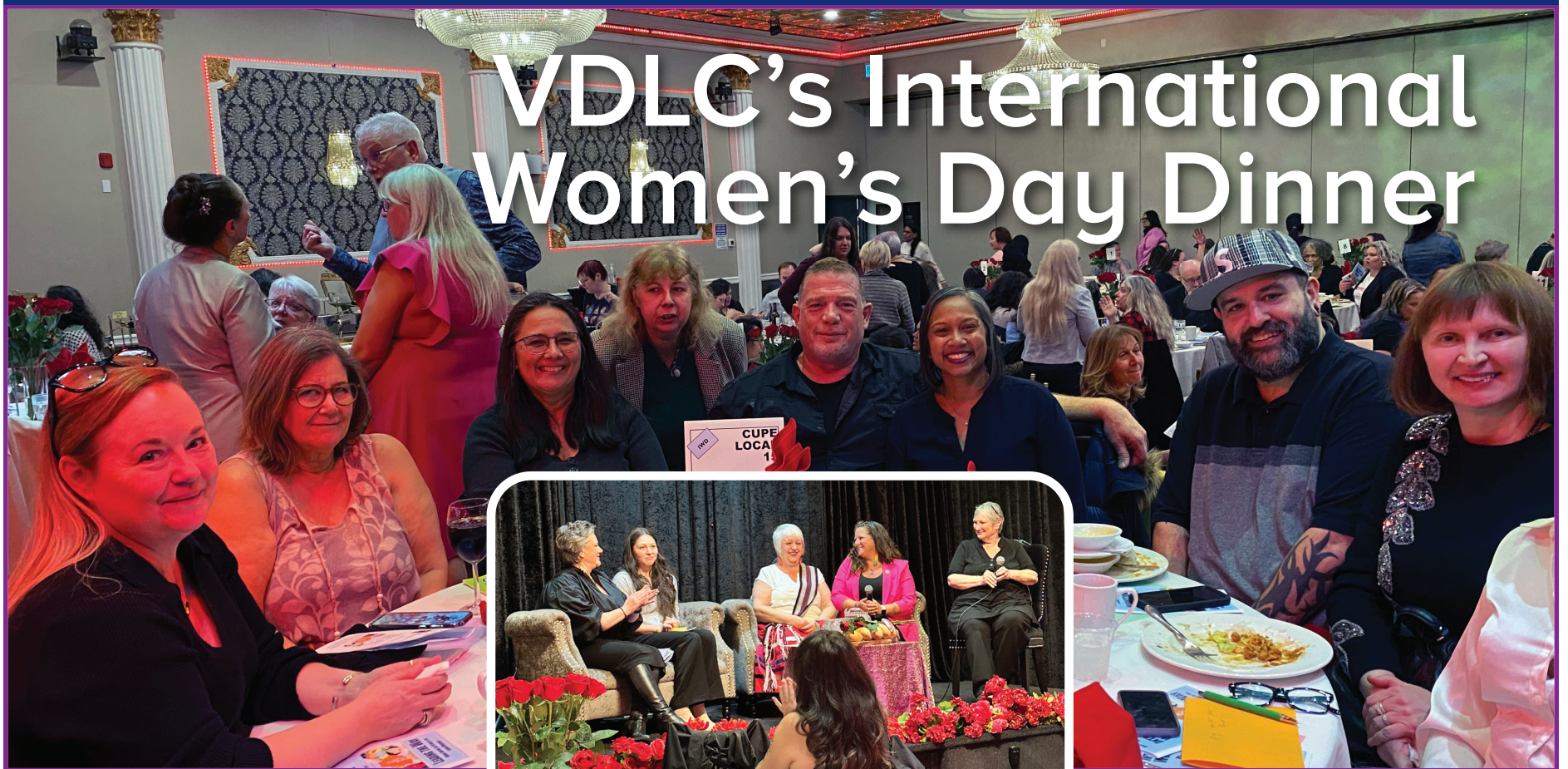


APRIL  
2024

# THE MEMBERS' VOICE



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



## VDLDC's International Women's Day Dinner

by **Debbie Mohabir, Secretary-Treasurer**

On March 8, 2024, Executive Board members and stewards attended the Vancouver and District Labour Council's International Women's Day Dinner. The theme of the event was Leading the Way: Women Shaping the Future of the Labour Movement.


Sussanne Skidmore, President of the BC Federation of Labour; Barb Nederpel, President of the Hospital Employees' Union;

Louella Vincent, President of the New Westminster and District Labour Council, and Wakenniosta Cooper from the IBEW Local 213 were the guest speakers. We listened to their inspiring stories about how their mentors supported and guided them to become involved in the labour movement, and eventually accomplishing many firsts as women!

We are honoured to support this wonderful annual event and look forward to next year.

**WE ACKNOWLEDGE...**

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



### APRIL 2024 GENERAL MEMBERSHIP MEETING

The General Membership Meeting will be held on **April 24, 2024 at 5:30 p.m. using 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](http://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](mailto: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 meeting). Child and dependant care reimbursement is available as per eligibility requirements in Local 15 Bylaw Section 31.

Article B.10.1(c) of the CUPE National Constitution allows for 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.

**April 24, 2024  
5:30 p.m. via Zoom invite**

**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

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





Honouring Our Fallen Workers on April 28th

# Observing the National Day of Mourning



by Warren Williams,  
President

**Dear members,**

As we approach April 28th, we are reminded of the solemn significance of the National Day of Mourning.

This is a day dedicated to honouring the memory of workers who have lost their lives or been injured on the job. It is a time for reflection, remembrance, and recommitment to ensuring the health and safety of all workers, both now and in the future.

The National Day of Mourning serves as a poignant reminder of the human cost behind the work we do. Behind every statistic lies a life cut short, a family shattered, and a community left grieving. As members of CUPE Local 15, we have a collective responsibility to honour the memory of these fallen workers and to advocate tirelessly for safer working conditions for all.

On April 28th, I urge each of you to take a moment to pause and reflect on the significance of this day. Let us remember those who have been lost, pay tribute to their memory, and reaffirm our commitment to preventing further tragedies in the workplace. Whether through a moment of silence, a candlelit vigil, or a gesture of solidarity, let us honour their legacy in a meaningful way.

Our observance of the National Day of Mourning must extend beyond mere

remembrance. It must serve as a catalyst for action - a call to redouble our efforts in advocating for stronger health and safety protections, better training and education, and greater accountability for employers.

We owe it to the workers who have been lost, and to those who continue to labour in hazardous conditions, to ensure that their lives are not lost in vain.

As we stand in solidarity with workers across the country on April 28th, let us renew our commitment to building a workplace culture where safety is paramount, where workers' voices are heard and respected, and where every individual can return home to their loved ones at the end of the day, safe and sound.

## Secretary-Treasurer's Report



by Debbie Mohabir,  
Secretary-Treasurer

**Hello, everyone!**

**CUPE Local 15 OH&S Committee Site Visit**

On March 6, 2024, the Union OH&S

DEBBIE MOHABIR  
SECRETARY-TREASURER

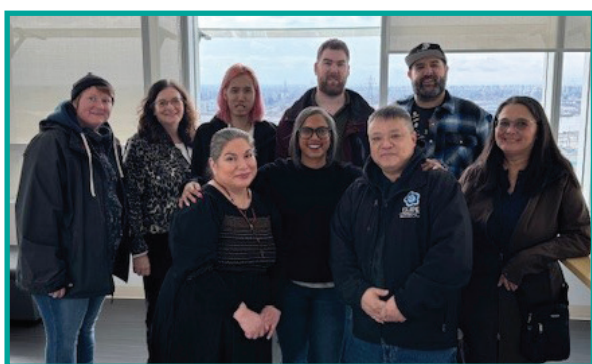
from making a living wage. These wonderful people are the food service workers at Langara who provide students and staff a hot cup of coffee or tea, lunch, dinner, or a snack with a warm smile on their face. As many of you are aware, the union has launched a campaign to bring awareness to this multinational corporation that makes billions of dollars, but seems to think it's acceptable to pay their employees just above minimum wage.

On March 20th, Executive Board members supported an event at the Langara Student Union building to make the students directly aware about what is happening with the workers. We were happy for the support from everyone we spoke to, and many signed the campaign petition immediately.

We will continue to bring awareness, but we also need you to support our members as they go into bargaining by signing the living wage campaign petition available at



[weservelangara.ca](http://weservelangara.ca) or see the QR code on the back page of this issue.



Committee went to Marine Gateway for a site visit. We were greeted by Danny Wan, Office Support Clerk 3 with Team Services and Sandra Davidon, Liquid Waste Program Coordinator. They gave us a tour of the location where we learned about how new hires are oriented to health and safety, the first aid room, who the designated first aid attendants are for that day, evacuation routes, the health and safety board, the CUPE Local 15 union board, earthquake equipment, and their wellness room. A big thank you Danny and Sandra for taking time out of your day to show us around.

### Chartwells - Living Wage Campaign

Our members who work at Chartwells are some of the lowest paid members and are far





**Call for Interest -  
Alternate OH&S Reps for the  
Union OH&S Committee**

The Union OH&S Committee has vacant Alternate OH&S Representative positions in the Health Sector, Museum, Cultural Sector, and Langara College.

If you are interested, please email Henry Lee at [trendfitness@yahoo.com](mailto:trendfitness@yahoo.com) for more information.

**VSB Job Share Opportunities**

1. SSA looking for a job share partner to work Mondays and Tuesdays at Thunderbird Elementary. For more information, please contact Angela Mazzei at [angelamazzei@gmail.com](mailto:angelamazzei@gmail.com).
2. OSC – Office Admin Assistant looking for a job share partner to work two days a week at Dr. George M. Weir Elementary for the September 2024 to June 2025 school year. If you are interested, please contact Svetlana at [sivezic@vsb.bc.ca](mailto:sivezic@vsb.bc.ca).
3. SSA looking for a job share partner to work two days a week at Hudson Elementary for the September 2024 to June 2025 school year. This job share has already been approved by admin. If you are interested, please contact Yulia Manova at [yuliamm@icloud.com](mailto:yuliamm@icloud.com) or call 778-318-7473.

**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.



by Debbie Mohabir, Secretary-Treasurer

On April 28th, Canadians recognize workers who have been injured or killed on the job. Workers should always come home from their jobs, but unfortunately that is not always the case.

Employers are required to provide safe working environments for their employees, and as workers we need to continue to make sure that they are kept accountable and call out anything that is unsafe or could cause harm to other workers. This includes toxic workplaces that are not dealt with, which often leads workers to go off on sick leave or WorksafeBC. Mental health is often impacted as a result of inaction and can cause depression, anxiety, and stress to name a few.

We have all heard of workers who have died while working, but I would like to share some statistics from 2022 ([dayofmourning.bc.ca](http://dayofmourning.bc.ca)) to highlight what it actually looks like. There were 181 work-related deaths in 2022. Of those:

- Five were young workers
- 107 were the result of occupational disease, with 61 as a result of asbestos exposure
- The gender breakdown for work-related deaths is 172 males and nine females.

**Other Statistics:**

- There were more than 117,000 short-term disability, long-term disability, and health-care only claims.
- Workplace injury and illness resulted in about 4 million lost days of work.
- More than 2,800 claims were reported each week and more than 130 long-term disability claims received a first payment each week.
- Almost four work-related death claims were accepted each week.
- In Greater Vancouver there were 51 work related death claims

Work-related death claims accepted by year, asbestos-related and other diseases:

- Asbestosis - 47
- Lung Cancer - 65
- Mesothelioma - 169
- Other cancer - 69
- Cardiovascular - 41
- Other disease - 53

**DECISIONS**

**BY THE EXECUTIVE**

At the Executive and Society Board meetings on March 19, 2024, the following decisions were made:

- To donate \$1,000 to the Vancouver and District Labour Council to support May Day 2024 events and celebrations.
- To appoint Tarnjot Dhillon, May Wong, Sherry Wevill, and Arpan Singh as Site Representatives on the Parking Enforcement and Operations Branch OH&S Committee.
- To appoint Norman Chan as the Office Workers/CSR Representative on the Parking Enforcement and Operations Branch OH&S Site Committee.
- To appoint Kevin Martineau and Danny Wan as Alternate Site Representatives on the Marine Gateway OH&S Committee.
- To reappoint Steve Salsman, Joy Tullos, and Santino Scardillo to the CUPE Local 15/City of Vancouver Labour Management Committee.
- To appoint Ravina Lal, Ava Choy, Neil Pillay, and Jacqueline Smith to the CUPE Local 15/City of Vancouver Labour Management Committee.
- To approve the costs, as per CUPE Local 15 bylaws, for Alex Fowler to attend the 2024 Colleges and Institutes Canada (CICan) Conference in Calgary.
- To purchase a table for ten at the Canadian Mental Health Association Mental Health Champions for Change dinner at a cost of \$1,800.
- To receive the financial statements ending January 31, 2024.

**BY THE MEMBERS**

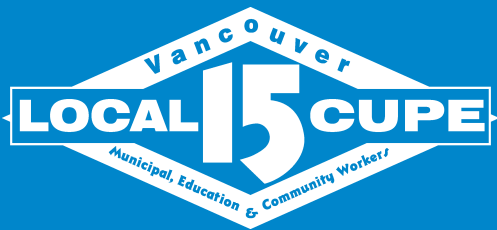
At the General Membership meeting on March 27, 2024, the members in attendance made the following decisions:

- To receive the Financial Statement ending January 31, 2024 as presented.

**NEXT MEMBERSHIP MEETING IS ON APRIL 24th 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:**

Seagrin Worster, John Kaptein, 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  
Tia Tang, Office Manager  
Michelle Yim, Office Assistant

**Building Service Worker:**

Elaine Duan

**CUPE National Representatives:**

Dan Todd, Michael Reed

OH&S CORNER

**It's Our Responsibility to Stay Safe**

by Cynthia Schadt, Union OH&S Committee K-12 Sector Representative



April is the time for renewal and regrowth. So why not renew your safety toolbox with some knowledge? As I went through the World Wide Web, I stumbled over some interesting information from WorkSafeBC regarding roles, rights, and responsibilities during refusing unsafe work.

Under the category of worker, WorkSafeBC states:  
**On a worksite, everyone has varying levels of responsibility for workplace health and safety. You should know and understand your responsibilities - and those of others.**

If you're a worker, you also have three key rights.

**Your rights**

- The right to know about hazards in the workplace.
- The right to participate in health and safety activities in the workplace.
- The right to refuse unsafe work.\*  
\*By law, employers are prohibited from penalizing workers for raising a health

and safety issue. Learn more about the actions workers can take if they feel this has occurred.

**Your responsibilities**

As a worker, you play an important role in making sure you and your fellow workers stay healthy and safe on the job. As a worker, you must:

- Be alert to hazards. Report them immediately to your supervisor or employer.
- Follow safe work procedures and act safely in the workplace at all times.
- Use the protective clothing, devices, and equipment provided. Be sure to wear them properly.
- Co-operate with joint health and safety committees, worker health and safety representatives, WorkSafeBC prevention officers, and anybody with health and safety duties.
- Should an injury happen on the job, get treatment quickly and tell the health care provider that the injury is work-related.
- Follow the treatment advice of health care providers.
- Return to work safely after an injury by modifying your duties and not immediately starting with your full, regular responsibilities.
- Never work under the influence of alcohol, drugs, or any other substance, or if you are overly tired.

For more information, search online: Roles, rights & responsibilities - WorkSafeBC

Don't forget that April 28th is the National Day of Mourning. It is a time to reflect on workers who have lost their lives while working. It is vital to follow safety protocols, so that you can come home to your family at the end of the day.

