

FEBRUARY
2025

THE MEMBERS' VOICE



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

Honouring Black History Month

by Warren Williams, President

Black History Month is a time to recognize and celebrate the contributions and achievements of Black Canadians, while also acknowledging the barriers they have overcome and the struggles that persist.

The labour movement has been shaped by the hard work and perseverance of Black activists and workers who have fought for fair treatment, equity, and justice. Their dedication continues to inspire us, while reminding us of the importance of standing together in solidarity.

I encourage everyone to take time this month to learn, engage, and support Black voices in our communities. Whether it's reading about historical figures, attending local events, or supporting Black-owned businesses, every action counts.

Our union remains committed to fostering an inclusive and equitable workplace for all. Let us honour Black history, not just in February, but every day, by continuing to push for meaningful change and equality.



FEBRUARY 2025 GENERAL MEMBERSHIP MEETING

The General Membership Meeting will be held on February 26, 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.

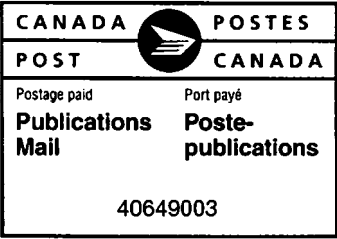
WE ACKNOWLEDGE...
We live, work and play on the unceded land of the Coast Salish peoples—Skwxwú7mesh (Squamish), səliłwətał (Tsleil-Waututh) and xʷməθkʷəyəm (Musqueam) Nations.

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



Truth North Strong and Free



WARREN WILLIAMS
PRESIDENT

by Warren Williams,
President

It seems the Trump administration is willing to risk ruining a relationship that has benefitted both our countries for over a century by trying to bully

our government into submission.

I don't know about you, but as far as I'm concerned, he can go pound sand! As Canadians, we are not perfect, but my family on my father's side decided over a 100 years ago that Canada was a much better option than staying in a country that was built on oppression - and now, under Trump, is regressing back to those oppressive ideologies.

Our federal and provincial governments will need the support of all Canadians going forward to stand up to Trump and his rich henchman.

We can all do our part by buying Canadian.

Here is a list of US products and their Canadian equivalents you can keep handy for your next trip to the grocery store. Sorry, not sorry, U.S. friends. These are just few items. However, always check the label and if it says Made in the USA, put it back. It's all about supporting Canadian.

We also need to knock down the provincial barriers that make it difficult for economic growth between provinces, and help to open more trade opportunities with other countries other than the USA and its bullying tactics.

Dairy Products

Instead of Kraft (cheese, dairy) try Saputo, Black Diamond, or Armstrong. Instead of Philadelphia (cream cheese) try Lactantia or Agropur. Instead of Yoplait (yogurt) try Astro, Olympic, or Liberté.



Instead of Land O'Lakes (butter) try Lactantia, Natrel, or Gay Lea.

Soft Drinks and Beverages

Instead of Coca-Cola or Pepsi, try Canada Dry, PC Cola, or Great Value (Walmart). Instead of Tropicana (juice) try Oasis, SunRype, or Arthur's. Instead of Gatorade or Powerade, try BioSteel (Canadian sports drink). Instead of Starbuck's bottled drinks try Tim Hortons or Second Cup ready-to-drink beverages.

Packaged and Snack Food

Instead of Lays (chips) try Old Dutch, Covered Bridge, or Hardbite. Instead of Doritos or Cheetos, try Neal Brothers or Hardbite tortilla chips. Instead of Kellogg's (cereal) try Nature's Path, Barbara's, and Quaker (some products Canadian-made). Instead of Nabisco (cookies/crackers) try Dare, Leclerc, or Voortman. Instead of Campbell's (soups) try Habitant (by Loblaw's) or President's Choice soups. Instead of Heinz (ketchup, sauces) try French's (Canadian-made ketchup) or President's Choice.

Meat and Processed Foods

Instead of Oscar Mayer (deli meats) try Maple Leaf, Schneiders, or Pillers. Instead of Hormel (bacon, ham) try Olymel or Grimm's. Instead of Tyson Foods (chicken products) try Lilydale or Maple Lodge Farms. Instead of Beyond Meat (plant-based) try Yves Veggie Cuisine or Gardein.

Condiments and Sauces

Instead of Hellmann's (mayonnaise) try President's Choice or Compliments. Instead of French's (mustard) try Kozlik's or President's Choice. Instead of Hidden Valley (salad dressing) try Renee's or Kraft (Canadian-made varieties). Instead of Tabasco (hot sauce) try Dawson's, Piri Piri by PC, or No Name hot sauce

Baking Products

Instead of Pillsbury (flour, baking mixes) try Robin Hood, Five Roses, or Compliments. Instead of Betty Crocker (cake mixes) try President's Choice or No Name. Instead of Hershey's (chocolate chips) try Camino, Laura Secord, or PC chocolate chips. Instead of Domino (sugar) try Redpath (Canadian brand).

Frozen Foods

Instead of Green Giant (vegetables) try Arctic Gardens, Compliments, or No Name. Instead of Stouffer's (frozen meals) try President's Choice, or M&M Food Market. Instead of Eggo (waffles) try Nature's Path or President's Choice. Instead of DiGiorno (frozen pizza) try Dr. Oetker (some made in Canada) or President's Choice.

Coffee and Tea

Instead of Starbucks try JJ Bean, Second Cup, or Van Houtte. Instead of Folgers try Nabob or Kicking Horse. Instead of Lipton (tea) try Red Rose or Tetley (some products Canadian-made). Instead of Nestlé (coffee creamers) try International Delight or Beatrice creamers

Personal Care Products

Instead of Colgate (toothpaste) try Green Beaver or Tom's of Maine (some Canadian-made). Instead of Dove (soap, shampoo) try Live Clean or The Green Beaver Company. Instead of Head & Shoulders try Attitude or The Unscented Company. Instead of Gillette (razors, shaving cream) try Schick (some Canadian-made).

Note: This list is a reprint from social media – author unknown.

Secretary-Treasurer's Report



SANTINO SCARDILLO
ACTING SECRETARY-
TREASURER

by Santino Scardillo, Acting Secretary-Treasurer

Recognizing Black History Month

Every February, we celebrate Black History Month to recognize and

honour the contributions, achievements, and resilience of Black communities throughout history. It is a time to reflect on the struggles, successes, and ongoing fight for equity and justice.

The labour movement has long been shaped by the efforts of Black workers and activists who have fought tirelessly for workplace rights, fair wages, and equality. Their leadership has paved the way for many of the protections and rights that workers benefit from today. From trailblazers like Rosemary Brown, Canada's first Black female Member of a Provincial Legislature, to the contributions

of Black union leaders advocating for fair working conditions, their impact continues to be felt.

This month, we encourage members to engage in learning, dialogue, and reflection. Take the time to read about historical figures, support Black-owned businesses, and participate in events that amplify Black voices.

Equity and inclusivity must remain at the heart of our union's values. Together, we can honour the past, celebrate the present, and work toward a more just and equitable future for all.

Bursary thanks!

Thank you CUPE Local 15 for awarding me the VMECW Society Dependent Bursary. This bursary will support my studies at Langara College as I finish my prerequisites for nursing school.

Much appreciated,
Colin Wong

VSB Job Shares

1. SSA looking for a job share partner to work Monday and Tuesdays at Norquay Elementary starting September for the 2025/26 school year. Please contact Stephanie at sdelbianco@vsb.bc.ca.
2. SSA looking for a job share partner to work Thursday and Fridays (but can be flexible) at Nootka Elementary starting September 2025. Please contact Marina at marinant93@gmail.com.
3. SSA looking for a job share partner to work Monday and Tuesdays at Oppenheimer Elementary starting September for the 2025/26 school year. Please contact Cheryl at camiller@vsb.bc.ca.

GOOD AND WELFARE POLICY 10.4.1

Remembrances, Condolences, and Congratulations

DID YOU KNOW?

You can call the union office at 604-879-4671 to let us know about a co-worker who is eligible as per the policy below and we will send flowers or a fruit basket on behalf of CUPE Local 15.



10.4.1 Remembrances, Condolences, and Congratulations

- (1) Upon the office being notified of the following occurrences, the Society shall provide either flowers or a fruit basket, or make a donation to a specified charity, at a total cost of up to \$100.
 - i) Death of a member or retired member
 - ii) Serious illness or injury of a member where absence exceeds two weeks
 - iii) Death of an immediate family member, including spouse, child, parent, or sibling
 - iv) Birth or adoption of a child
- (2) Upon the office being notified of the death of a member's extended family member, the Society shall send a card of condolence.

Election of Delegates to the CUPE BC Convention

As per the CUPE Local 15 Bylaws, the Table Officers (President, 1st Vice President, 2nd Vice President, and Secretary-Treasurer) are granted automatic delegate status. Additional delegates were elected at the January General Membership meeting to represent CUPE Local 15 at the CUPE BC Convention in Vancouver from April 30 to May 3, 2025 as follows:

- Aaron Cook – City Sector
- Seagrin Worster – City Sector
- Vanessa Mani – K-12 Sector
- Cynthia Schadt – K-12 Sector
- Henry Lee – Parks Sector
- Starla Bayley – Parks Sector
- Lucia Rincon – Health Sector
- Sophie Bennett – College/University Sector
- Bernie Dionne – At Large
- Subrata Dasgupta – At Large
- Chris Brown – At Large

Call for Interest

Alternate OH&S Representatives for the Union OH&S Committee

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

If you are interested, please email Henry Lee at trendfitness@yahoo.com for more information.

NEXT MEMBERSHIP MEETING IS Feb. 26, 5:30pm via Zoom.



DECISIONS

BY THE EXECUTIVE

At the Executive and Society Board meetings on January 21, 2025, the following decisions were made:

- To appoint Lead Shop Steward, Starla Bayley, as acting Staff Representative from February 19 - March 12, 2025 to cover staff vacation leave.
- To appoint Lead Shop Steward, Rose Palozzi, as acting Staff Representative from February 3 - March 3, 2025 to cover staff vacation leave.
- To uphold the decision of the Grievance Committee regarding a grievance in the Health Sector.
- To reaffirm a 2024 motion to purchase a half page ad in the royal Canadian Legion/BC Yukon Command Military Service Recognition Book 20th Anniversary Edition at a cost of \$1,155.
- To purchase a half page ad in the 2025 Doxa Documentary Film Festival Program book at a cost of up to \$675.
- To appoint Paul Faoro as Returning Officer/Special Advisor for the 2024 Executive Board Elections.
- To appoint Skye Menzies as the Primary OH&S Representative at False Creek Community Centre.
- To affirm a new steward in the City Sector with specific roles and responsibilities to be determined by the President.
- To purchase a table of ten to the 2025 International Women's Day event at a cost of \$900.
- To participate in a Municipal Cost-Share Campaign with CUPE National at a cost of \$56,250.
- To appoint 1st Vice President, Santino Scardillo, to act as Secretary-Treasurer to cover the Secretary-Treasurer's leave.
- To receive the Financial Statements ending November 30, 2024.

BY THE MEMBERS

At the General Membership meeting on January 22, 2025, the members in attendance made the following decisions.

- To renew sponsorship of the BC Labour Heritage Centre Society for 2025 at a cost of \$5,000.
- To defeat a motion to create a policy to publish attendance at Executive meetings in the Members' Voice.
- To defeat a motion to create a security enhanced website.
- To destroy the ballots from the Emily Carr University Education and Professional Development Committee Election.



5TH ANNUAL PUMPKIN CARVING CONTEST

Halloween Pumpkin Carving Contest – Part 2
Because of the popularity of the Halloween Pumpkin Carving Contest and the sheer volume of photos received, these great photos were not printed in the November Members's Voice. Apologies, in order of photos left to right/top to bottom, to Jack, Mason, Bethany, Esther, Sunita and Kainth, Araiya, Nikita, Elliott, Ginny, Jessica, and Arianna. You all did a great job!



BC FEDERATION OF LABOUR 61ST CONVENTION – A Future Worth Fighting For

Submitted by Edith Hole, Health Sector

As a CUPE 15 member for 19 years, I am thankful to be nominated and elected as one of the many delegates, from all sectors, who attended the BC Federation of Labour 61st Convention on November 25-29, 2024.

Highlights of the convention for me included debate and passing of the following resolutions:

- **Resolution 2459-2460** - The Federation will lobby the provincial government and applicable political parties, to deliver sustainable public transit funding that will address both urgent and foreseeable needs for the next 100 years, including providing free transit for youth 18 and under.
- **Resolution 2455** - The Federation will advocate for five days of paid leave for workers who are unable to safely travel between work and home during natural and environmental disasters.
- **Resolution 2457** - BECAUSE a low-carbon economy depends on critical minerals and resources to support expansion of renewables and green energy alternatives, and globally BC mines have lower emissions and better environmental and safety standards.
- **Resolution 2454** - The Federation will lobby the provincial government and work with the CLC to lobby the federal government to invest in an expanded Youth Climate Corps providing unionized jobs and training to young adults to support important work on climate adaptation and mitigation projects in their own communities.
- **Resolution 2491A** - The Federation will work with the CLC to lobby the Canadian government to immediately suspend all trade in arms and military technology with Israel, including closing loopholes and prohibiting exports and imports. The federation will call for an immediate ceasefire in Israel and occupied Palestine to prevent further suffering and loss of civilian life.
- **Resolution 2499** - The Federation will lobby the provincial government to legislate any forms of discrimination which includes ableism, racism, homophobia, and transphobia as workplace hazards under the WCB.
- **Resolution 2498** - The Federation will encourage affiliate unions to negotiate the provision of counselling for members who are returning to work after medical or personal leaves.
- **Resolution 2424** - Indigenous Rights and Reconciliation Working Group - The Federation will examine provincial government reports on Indigenous health and First Nations Health Authority reports and incorporate recommendations for improved policies and practices for Indigenous peoples into its own practices.

The Federation will support and donate to Indigenous initiatives and organizations that are aiming to reduce suicide and addictions amongst Indigenous peoples in BC particularly in communities where rates are highest. I spoke to this resolution at the Pro microphone, talking about my years working in addictions and harm reductions in the health sector, noting that we, in health care, have not served our indigenous patients, neighbours, friends, and family. We

have failed our indigenous patients. A very important report, "In Plain Sight" is available for every health care worker to read.

- **Resolution 2401** - Apprenticeship & Skills Training Working Group - The Federation will engage in a public awareness campaign to highlight the value of compulsory certification for worker safety, consumer protections, and the strength of the economy. Subrata Dasgupta, a CUPE Local 15 delegate from the Parks Sector, spoke at the microphone because the handyman, maintenance people, and janitors, have been de-unionized and in a union shop these apprentices would be protected. He stressed that we need to demand respect for skilled labour, and keep our kids healthy and safe. He also noted that there is a growing skills gap due to the dismantling of trades certification that devalue the trade of the handyman, maintenance worker, and janitor.

Other topics of interest included:

- The Canadian Centre for Policy Alternatives (CCPA) BC Office, presented Safety at Work, for Workers. This included how the toxic drug crisis and overdose epidemic affects workers physical and mental health.
- The Climate Justice and Jobs Committee presented seven recommendations including recommendations to continue to advocate for and lobby the provincial government on a province-wide, accessible and public transit plan for BC, addresses heat stress at work, and that the committee collaborate with the BCFED OH&S Standing Committee to address the workplace dangers created by the impacts of climate change.



- CUPE BC President Karen Ranalletta presented a report from the Human Rights Committee.
- The Human Rights Forum featured four wonderful speakers.
- The Accessibility Caucus continue to juggle a collective agreement to include persons with disabilities for the people who come after us. Many people with disabilities do not have control over their own lives.
- 2SLGBTQQIA+ Caucus was a wonderful exchange of information and new co-chairs were elected.
- There were four presenters from the Women & Gender Forum, including Kara Gillies Executive Director of WISH, who reported on Bill C-36: Immunity from Prosecution for Sex Workers.
- A Senior Economist from the Canadian Centre for Policy Alternatives reported that the living hourly wage in the Lower Mainland is \$27.05, a 5.8% increase from last year, which is in contrast with the current minimum wage of \$17.40 per hour.
- Organizer Fae Johnstone's presentation advised that we need a reset and get back to basics on all things 2SLGBTQQIA+. We promised the kids that they could grow up in schools that would be safe, but hate is on the rise. The burning of pride flags is aided and abetted by Canadian Conservatives. We need Inclusive policy in the classrooms. A government interfering in bodily autonomy is an existential threat to our freedom that we have fought for, and we need solidarity from the labour movement.

If you are interested, I encourage you to read a full summary of the convention, which will be available very soon at <https://bcfed.ca/conventions>.



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

545 West 10th Avenue
Vancouver, BC V5Z 1K9
Phone: 604-879-4671
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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
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, 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

Building Service Worker:

Elaine Duan

CUPE National Representative:

Dan Todd

ATTENTION MEMBERS AT THE CITY OF VANCOUVER, PARK BOARD, RAY-CAM, AND BRITANNIA



**City et al Information and Proposal Ratification Meeting
March 13, 2025**

Italian Cultural Centre (Grand Ballroom)
3075 Slocan Street, Vancouver

As previously announced on January 24, 2025, your bargaining committee was served notice to bargain by the employer. Due to this rapid development, your bargaining committee will be working long hours to ensure we have a comprehensive set of proposals to present on your behalf.

Your bargaining committee will be spending the month of February reviewing and fine tuning the issues you have raised, and will be reaching out to provide opportunities for you to connect with us. If needed, we can be invited to your departments for site visits.

All this work will come to fruition at our ratification of proposals meeting on March 13,

2025, at the Italian Cultural Centre, where we will be hosting four presentations. We are not able to provide these proposals ahead of time or virtually as we need to protect the process. During the presentations, we will also ask that you not record or take any photos of the slides. However, you are welcome to take handwritten notes to share with your co-workers.

The presentations will be hosted at 8:00 a.m., 12:00 p.m., 3:30 p.m., and 6:15 p.m. Voting polls will be open all day from 7:30 a.m. to 7:30 p.m. and bargaining committee members will be present to help answer questions.

NOTICE OF MEETINGS

VSB Information and Proposal Ratification Meetings

The VSB/CUPE Local 15 collective agreement expires on June 30, 2025. Your bargaining committee has been meeting to review survey responses and other related material in order to prepare bargaining proposals for the upcoming round of negotiations.

For your convenience, two meetings have been scheduled to review and ratify proposals.

MEETING TIMES:

April 1, 2025

Holiday Inn Vancouver-Centre (Arbutus Ballroom)
711 West Broadway, Vancouver
• Meeting Starts: 5:00 p.m.
• Voting Opens: 5:30 p.m.
• Voting Closes: 7:00 p.m.

April 2, 2025

Italian Cultural Centre (Grand Ballroom)
3075 Slocan Street, Vancouver
• Meeting Starts: 4:00 p.m.
• Voting Opens: 4:30 p.m.
• Voting Closes: 6:00 p.m.

PLEASE NOTE:

You may attend either or both meetings, but will only be allowed to vote once.

