

JANUARY
2022

THE MEMBERS' VOICE



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

@ we need your email address
UPDATE ON USE OF WORK EMAILS

Use of Employer Email Addresses

For legal reasons, the union no longer uses employer email addresses to send information to members. If you have previously provided us with an employer email address, it has been deleted from our database. Please call 604-879-4671 or email us at email@cupe15.org to provide us with a personal email address, so you can continue receiving information from the union.

Notice about our Office Hours:

The union office continues to be open to staff only and closed to members, executive, and other visitors. Union business is being conducted by telephone, email, video conferencing, conference calls, and outside the office when necessary. Office telephone hours are 8:30 a.m. to 5:30 p.m. Monday through Friday.

WE ACKNOWLEDGE...

We live work and play on the Unceded Coast Salish Territories xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and Səlilwətaʔ (Tsleil-Waututh)



Election of delegates to the CUPE BC Convention 2022

The 2022 CUPE BC Convention will be held at the Victoria Conference Centre commencing at 7:00 p.m. on Wednesday, April 27, 2022, continuing through until 4:00 p.m. on Saturday, April 30, 2022.

Delegate elections will be held at the Virtual General Membership Meeting on January 26, 2022. In order to be eligible to stand as a CUPE 15 delegate, a member must have attended a minimum of 50% of the General Membership meetings in the last 12 months.

As per the current Provincial Health Orders, the Victoria Conference Centre is required to obtain proof of two vaccination doses. Face coverings and masks must be worn indoors for all people aged five years and above. These policies are subject to change per the BC Provincial Government guidelines.



CUPE 15 Dog, Cadence!

VSB BARGAINING COMMITTEE ELECTION RESULTS

Thank you to all the members who attended the special meeting in November 2021 to elect a bargaining committee for the upcoming round of negotiations with the Vancouver School Board.

Congratulations to the following members who were elected to the Local 15 VSB Bargaining Committee:

- Chris Brown
- Vanessa Mani
- Debbie Mohabir
- Carley Romas
- Cynthia Schadt
- Rufa Sese (1st Alternate)
- Amanda Leung (2nd Alternate)

Kathie Currie, Local 15 Staff Representative, will be the chief spokesperson at the local table with the VSB.

Please ensure the union office has a personal email address on file for you as this will be the primary way the committee will keep in touch. Under no circumstances will information be sent to VSB email addresses.

IMPORTANT NOTE Virtual General Membership Meeting Invitations

After registering, please do not share your link with fellow members. If they did not receive the invitation and would like to attend the meeting, 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.

JANUARY GENERAL MEMBERSHIP MEETING

January 26, 2022 via Zoom

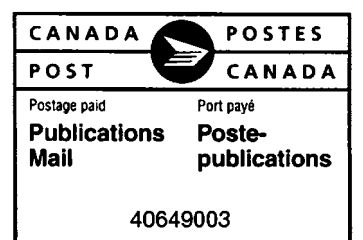
You will be sent an invitation by email if the union office has a personal email address on file for you and details will also be posted at www.cupe15.org. If you do not receive emails from the union office and would like to attend this meeting, please call us at 604-879-4671 or email us at email@cupe15.org to update your information.

There will be a draw at the end of the meeting and three lucky winners will receive a \$25 gift card (retailers TBA at meeting). Child and dependant care reimbursement is available as per eligibility requirements in Local 15 Bylaw 31

UNDER DISCUSSION:

- Election of Delegates to the CUPE BC Convention
- Committee and Staff Reports

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



Happy New Year!



WARREN WILLIAMS
PRESIDENT

by Warren Williams,
President

Hello Members,

Happy New Year!

I hope you were all able to spend some quality time with friends and family over the holidays, not just during the break,

but throughout 2021. The year 2021 was nothing less than extraordinary, not just here in British Columbia but across the globe, with disasters such as the forest fires, the flooding, and of course the ongoing pandemic.

This has all seemingly become the norm, but it's not! I believe it will get better. I think the quote "this too shall pass" is the right attitude to have.

I guess the positive that has come out of the last couple of years is the reaffirmation of the importance of relationships. It has been difficult for many of us to be with friends and family during these times, but what has been encouraging is that we have found ways to stay connected. I, and many in my immediate circle of family and friends, have been weighed down by all that we have had to deal with, particularly because of COVID and the attempts being made to keep us all safe. The restrictions on travel and gatherings due to flooding, fires, and COVID have caused many of us to reevaluate how we stay connected

and seek new ways to support one another. While some are quite content being isolated, most of us need human interaction for our physical wellbeing and our emotional and mental wellness. I think Dr. Henry's quote to be kind to one another has helped many of us understand that we are not alone and has given us permission to reach out, check in, and even build new relationships.

These are strange times we live in and while I believe "this too shall pass" I pray that we have learned about the importance of relationships, and realized that relationship is not just a word. We are all connected, and with each other's support we can, and will, thrive no matter how difficult or everlasting the circumstances are. I wish us all the best in 2022. Spread the love.

Welcome to 2022!

by Debbie Mohabir, Secretary-Treasurer



DEBBIE MOHABIR
SECRETARY-TREASURER

Hello Everyone,

As we find ourselves entering a brand new year, who would have thought we would still be dealing with a pandemic. For me, personally, this holiday break was a hard one because of

some of the gathering restrictions put in place. Luckily, I spent a lot of time with family, but not so lucky, I couldn't spend time with friends.

Last year, in the January 2021 edition of the Members' Voice, I wrote about things that I had learned about myself during the pandemic, and social interactions were something that was important to me. It was definitely felt this year. New Year's was celebrated on Zoom (I barely made it to midnight) and our annual New Year's Dim Sum get together had to be cancelled. The holidays didn't feel so merry or joyful, but I am hopeful there will be better days ahead.

Some of the restrictions are once again impacting our members' jobs. The Local and staff have been working really hard to make sure that collective agreements are upheld and members' livelihoods suffer the least amount of impact as possible. The situation we are currently in is quite fluid and information is changing quickly, which is also challenging, but the union will continue to work with our employers.

United Way Labour Appreciation Dinner
CUPE Local 15 Executive members Parks Sector Representative Henry Lee, Secretary-



Treasurer Debbie Mohabir, 1st Vice President Santino Scardillo and 2nd Vice President Ravina Lal and were honoured to attend the United Way Labour Appreciation Dinner on behalf of Local 15 on December 2, 2021. It was great to see our labour family all together after so long. At the last general membership meeting, members voted in favour of a donation to the United Way to help those affected by the recent devastating floods. Many lost their homes, and in some cases their family members. The devastation in the rural areas was felt even more and our members helped to make things a little bit better for those who have to rebuild.

The annual event celebrates the contributions of those who are strengthening unions and helping to change the lives of others in our communities. Congratulations to all of the recipient winners!

CUPE National Convention

Delegates who were elected to attend the CUPE National Convention from November 23-26, 2021 spent three days listening to speakers, hearing and participating in discussions, and voting on many resolutions.

Many resolutions were passed and some were defeated. Unfortunately, one of the resolutions that was defeated was on creating more diversity seats, which was quite disappointing. CUPE National has three diversity seats on their Executive while many provinces have five. How did this get defeated? Shouldn't our National Union reflect what many provinces are already doing? Many of us spoke on resolutions that we were passionate about.

Our local put forward a constitutional amendment to the CUPE National trial process to make sure that complaints have merit before going through either the trial or alternate process which CUPE locals are solely responsible to pay for. We believe that members' dues shouldn't be spent on frivolous complaints. I am proud to say that it passed!

President Warren Williams spoke on many resolutions as did VSB member Tahmi Yazdanyar. Tahmi is passionate about the atrocities that are happening in the Middle East and spoke on many resolutions on this topic as well as international solidarity.

National Indigenous Veterans' Day Ceremony, November 8th

On November 8, 2021, President Warren Williams and myself had the honour of witnessing the National Indigenous Veterans' Day Ceremony at Victory Square on behalf of Local 15.

We are grateful to Indigenous Soldiers who fought for a country that didn't honour them for their contributions and we hope things will change with Truth and Reconciliation. We were also proud sponsors of the National Veterans, BC Veterans, and Mother of Veterans wreaths and both Warren and I laid a wreath on behalf of Local 15 while being escorted by Elder Sam George.





VMECW Bursary Thank you!

I am so grateful to have received the VMECW Society Dependant bursary and would like to thank CUPE 15 immensely. Currently, I am in my third year at Simon Fraser University, and this bursary will help me towards finishing my Bachelor's of Psychology. In the future I hope to enroll in the PDP program and eventually become an elementary school teacher.

This bursary helps me get one step closer to my dreams and for that I am extremely grateful.

Thank you so much!

Sincerely,
Catie Alvarez

DECISIONS

BY THE EXECUTIVE

At the Executive and Society Board meetings on November 16, 2021 the following decisions were made:

- To approve an expense for an Executive member on a one-time basis.
- To appoint Bernard Lee as the OH&S Site Representative at Kerrisdale Community Centre.
- To approve six applications to attend the Canadian Labour Congress Winter School as per the recommendation from the Education Committee.
- To approve a half page full colour ad in the Royal Canadian Legion BC/Yukon Command Military Service Recognition Book.
- To write off hardship loans totalling \$73,835 against the Allowance for Doubtful Accounts.

BY THE MEMBERS

At the Virtual General Membership and General Society Meetings on November 24, 2021 the members in attendance made the following decisions:

- To approve the proposed 2022 Union budget as presented.
- To approve the proposed 2022 Society budget as presented.
- To approve the proposed 2022 Capital budget as presented.
- To donate \$5,000 to the United Way Flood Response Fund.
- To donate \$300 to the BC Federation of Labour 26th Annual Community Christmas Dinner.

Pumpkin Carving Contest Winner – Most Unusual

My two-year old son, Finn, participated in the pumpkin contest. We were very happy to find such a generous prize in the mailbox today.

Thank you, we really appreciate it. My son is looking forward to choosing a toy for him and his little brother.

Thank you very much,
Jacqueline Spisa-Yagi, Langara College



2021 CUPE National Convention Report

By Tahmi Yazdanyar, Delegate and Member of the International Solidarity Committee

The 2021 CUPE National Convention was a wonderful and unique experience.

I was able to see how powerful, progressive, and passionate our delegates are, especially when they were discussing many great resolutions. The topics ranged from residential schools, anti-racism, women's rights, higher wages, health care, mental

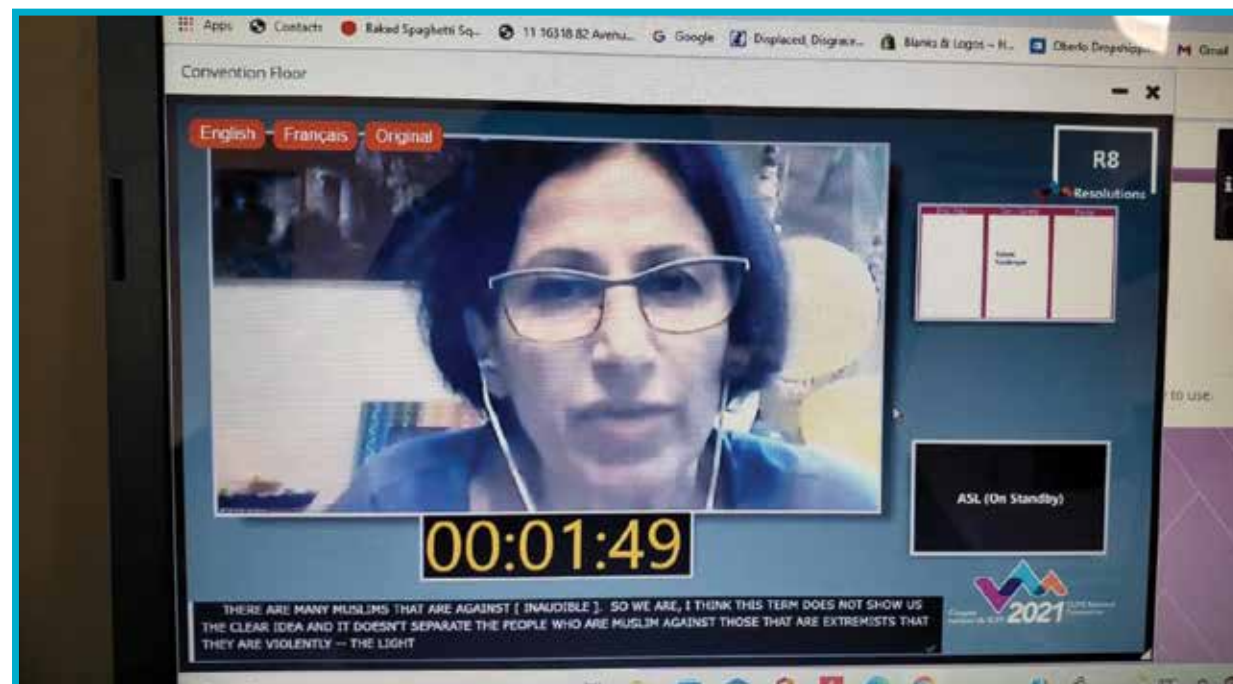
health, universal child care, free education, housing, elimination of poverty, and more.

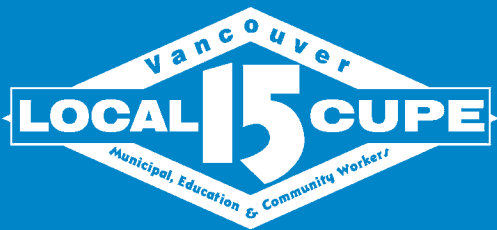
CUPE is also paying attention to and is involved in global labor movements, helping to build solidarity and support for the essential issues regarding workers' rights, public services, justice, and peace in the world.

Long live solidarity.

VSB JOB SHARE OPPORTUNITIES

1. **Job share position available at University Hill Secondary** starting at the end of January, working two days a week – Thursday and Friday. Join a very committed team of support workers and teachers primarily working in the Skills Centre supporting students working in their chosen subject areas, all grades and academic subjects. May involve support work in a classroom or supporting students in a District Program (should staff absence necessitate this). If you enjoy the work, this is a wonderful school to work at! If you are interested or have questions, email Shelley at sgriffiths@vsb.bc.ca.
2. **SSA looking for a job share partner to work at John Norquay Elementary** on Thursdays and Fridays beginning September 2022. If you are interested please contact Sheila at sheilafarrales3@gmail.com.
3. **Office Support (C)** looking for a job share one to three days a week in the Education Centre, an Annex, or a Secondary School. Please contact Janis at jgreene@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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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: Kamal Gautam, Michele Alexander
College/University: Alex Fowler, Rose Palozzi
Cultural: Nicola Clur
Health/HSSCBA: Mona Mirzayan
Health/HSPBA: Mia Nickel
Parks: Starla Bayley, Henry Lee
K-12: Carley Romas, Cynthia Schadt

Trustees:

Donna Petersen, Lilianna Gut, Aaron Cook

Staff Representatives:

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

Office & Administrative Staff:

Mark Gloumeau, Accounting Coordinator
Nancy Strider, Accounting Assistant
Rosemary Matheson, Office Manager
Nadia Thibault, Office Assistant
Tia Tang, Office Assistant
Michelle Yim, Office Assistant

Building Service Worker:

Elaine Duan

CUPE National Representatives:

Lee Mossman, Tanya Paterson

**FEBRUARY IS BLACK HISTORY MONTH:
GET TO KNOW...**

Hogan's Alley Society

Coming up in February, we have Black History Month and these local activists should be on your list. To learn more about their work, please visit their website using the QR code on the right.

“The Hogan’s Alley Society advocates for Black Vancouverites who have endured the legacies of urban renewal and their erasure from the official historical narrative.

Through our initiatives we hope to build the capacity of racialized and marginalized communities to participate in city building.”



Making the best out of our national virtual convention



Les George, and Sam George Jr.:

They opened convention on the unceded lands of Tsleil-Waututh, Musqueam and Squamish, reminding us that “Truth comes before reconciliation”.



Meet Candace!

Candace Rennick was elected CUPE's National Secretary-Treasurer at the union's 30th National Convention in November 2021.

(Photo with Mark Hancock, CUPE National President.)



Anti-racism strategy adopted:

Rooted in the knowledge and experiences heard during cross-Canada consultation with Black, Indigenous and racialized members, CUPE's Anti-Racism Strategy is our plan to break down barriers and create a stronger, more inclusive union that will be better equipped for the struggles ahead.



Congratulations to all Vice-presidents elected at Convention 2021:

For the full list of VPs please visit cupe.ca.