

JUNE
2024

THE MEMBERS' VOICE



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

Local 15 Trustee Election results are in!

AS PER THE CUPE LOCAL 15 BYLAWS, AN ELECTION WAS HELD AT THE ANNUAL GENERAL MEETING ON MAY 22, 2024 FOR ONE TRUSTEE.

Congratulations to Sheri Nielsen, from the Vancouver School Board, who was elected for a three-year term ending May 26, 2027.

Thank you to the other members who let their name stand, and to the members who came out to the in-person meeting and took part in the process.

Sheri Nielsen, Trustee-elected with Warren Williams, President taking her oath at the meeting in May.



JUNE 2024 GENERAL MEMBERSHIP MEETING

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

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.

UNDER DISCUSSION:

- Full-Time Officers' Remuneration - see Notices of Motion on pg 3
- Notice of Motion Requirement for Expenditures - see Notices of Motion on pg 3
- Moving Bylaw regarding Chief Steward Mobile Phone Allowance to Policies and Procedures Manual - see Notices of Motion on pg 3
- Financial Statement
- Committee and Staff Reports

Please note that there is no Members' Voice or General Membership meeting in July or August. After the June meeting, the next meeting will be on Wednesday, September 25, 2024, and the deadline for the September Members' Voice is 9:00 a.m. on Wednesday, September 4, 2024.

WE ACKNOWLEDGE...

We live, work and play on the unceded land of the Coast Salish peoples—Skwxwú7mesh (Squamish), səliłwətał (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



Have a restful and enjoyable summer!

by Warren Williams, President



WARREN WILLIAMS
PRESIDENT

Dear members,

Celebrating Indigenous and Italian Heritage Month

As we welcome June, we are excited to celebrate two significant cultural observances: Indigenous

Heritage Month and Italian Heritage Month. These celebrations provide us with a wonderful opportunity to honour and recognize the rich histories, cultures, and contributions of Indigenous and Italian communities within our local and beyond.

Indigenous Heritage Month

Indigenous Heritage Month is a time to pay tribute to the enduring cultures and histories of Indigenous peoples. It is a

time for us to reflect on the profound contributions that Indigenous communities have made to our society, from their deep environmental stewardship to their rich artistic traditions. We encourage our members to participate in local events, educational programs, and ceremonies that highlight Indigenous heritage. Let us take this time to learn, support, and stand in solidarity with Indigenous peoples, acknowledging their vital role as stewards of the land and in our shared history and future.

Italian Heritage Month

June is also Italian Heritage Month, a time to celebrate the vibrant culture, history, and contributions of the Italian community. Italian heritage is deeply woven into the fabric of our society, from culinary arts and music to architecture and family traditions. The resilience and creativity of the Italian community has enriched our lives in countless ways. We encourage everyone to explore Italian cultural events, try traditional recipes, and learn more about the history and achievements of Italian Canadians.

A Shared Celebration

Heritage months are not just about recognizing distinct communities, but also about celebrating the diversity that strengthens us all. Local organizations are committed to fostering an inclusive environment where the histories and cultures of all members are respected and celebrated. By acknowledging and embracing the unique contributions of Indigenous and Italian communities, we enrich our collective experience and build a stronger, more inclusive community.

Thank you for your continued commitment to shared values of diversity, inclusion, and respect.

Please stay connected through the CUPE Local 15 website and Facebook for updates over the summer. I wish you all a restful and enjoyable summer. Our strength lies in our unity, and I am proud to serve as your President. I look forward to reconnecting with you in September.

Secretary-Treasurer's report

by Debbie Mohabir, Secretary-Treasurer



DEBBIE MOHABIR
SECRETARY-TREASURER

Hello, everyone!

Happy June!

CUPE Spring School

CUPE National puts on two union education week-long schools a year; Spring School in Kamloops and Fall School in Nanaimo.

These week-long schools are essential in providing stewards with more in-depth tools for their toolbox to support the members in their sector. Participants, other stewards, and activists from all over BC spent the week learning important information about various topics such as notetaking, representing members in front of management, grievance handling, handling discipline and discharge, challenging racism, advanced grievance handling, and Local Executive Training. Local 15 sent one steward and one Executive Board member to this year's Spring School.

VSB Bargaining Committee

Congratulations to the members who were elected to the VSB Bargaining Committee. The committee will begin preparations for the next round of negotiations in the upcoming months. Please keep your eye out for future communications. If you do not receive emails from the union, or know of other members who don't, please contact the office at email@

cupe15.org or (604) 879-4671 to ensure we have your personal email address.

Site Visits

The CUPE Local 15 OH&S Committee and the Executive Board continue to make monthly site visits. The purpose of these visits is to connect with members, ensure the union and health and safety bulletin boards are up to date with accurate information, and ensure there is a union site contact at the workplace. Site visits will be paused during the summer, but we look forward to connecting with members again in the fall, when the site visits resume.

Trustee Election

Congratulations to Sheri Nielsen on her election as Trustee for a three-year term at the May 2024 Annual General Meeting. Thank you for putting your name forward and taking on this important work. The Finance Committee looks forward to working with you.

The Importance of Rest

Get some rest! Rest well! I hope you have a restful weekend!

Have you ever said these phrases or have had someone say them to you? Rest means different things to different people and with the hustle and bustle of work, family, and various

other things, we often forget to take the time to rest. We know what it feels like when we don't have enough. We are tired, fatigued, irritable, stressed, and may experience exhaustion. Building in time for rest is essential for our well-being and productivity at work. Being proactive and preventative is a way that we can get ahead of the symptoms.

Did you know that there are seven types of rest?

As this is the last Members' Voice until September, I would like to wish you all a happy and safe summer.

THE 7 TYPES OF REST

- 1 PHYSICAL** - Relieve your body of physical stress like muscle tension, lack of sleep and headaches.
- 2 SPIRITUAL** - Tap into your spiritual beliefs and higher power.
- 3 MENTAL** - Quiet your anxiousness & refocus on the most important things.
- 4 SOCIAL** - Identify which relationships are nourishing your energy & limit your interaction with toxic & draining people.
- 5 SENSORY** - Take a moment to be still & silent without outside interference.
- 6 EMOTIONAL** - Express your true feelings & cut out the "people-pleasing" mentality.
- 7 CREATIVE** - Let the beauty of your surroundings inspire & motivate you.

By @drdaltonsmith

@sylviacluckworth

A bet is a bet!



In a moment of camaraderie and good sportsmanship, CUPE Local 15 President, Warren Williams, was photographed with City of Vancouver Mayor Ken Sim (centre), and City Manager, Paul Mochrie (left), proudly donning an Oilers uniform after Mayor Sim lost a friendly bet with City of Edmonton Mayor, Amarjeet Sohi on the recent Canucks vs. Oilers playoff game.

This lighthearted wager highlights the spirit of community and unity among our local leaders, demonstrating that even in rivalry, there is always room for mutual respect and a bit of fun. The collaboration between our union and city officials remains strong, and moments like these remind us of the positive relationships we continue to build.

Notices of Motion

1. Proposed Bylaw Amendment – Remuneration for the Secretary-Treasurer and President Positions

The Executive recommends amending Bylaws 11.5 and 11.6 as follows: (Strike-out text denotes deleted language and bold text denotes new language)

11.5 The Secretary Treasurer will be a full time, paid officer of CUPE Local 15, booked off his/her job for the term of office either at his/her regular rate of pay, or the equivalent of City of Vancouver Pay Grade ~~25~~ **34**, Step 5, whichever is greater. No person shall hold the position of Secretary Treasurer for more than two consecutive terms.

11.6 The President will be a full time, paid officer of CUPE Local 15, booked off his/her job for the term of office either at his/her regular rate of pay, or the equivalent of the City of Vancouver Pay Grade ~~25-34~~, Step 5, whichever is greater.

Explanation/Rationale – Remuneration for the full-time officer positions was set at City of Vancouver pay grade 25, step 5 in November 1989 and has not been updated since.

2. Delete Bylaw 17.4.6 and Move to the Policies and Procedures Manual

The Executive recommends moving Bylaw 17.4.6 (as follows) to the CUPE Local 15 Policies and Procedures Manual.

17.4.6 Mobile Phone Allowance

If not already in receipt of a mobile phone allowance from CUPE Local 15 each chief shop steward shall be reimbursed, upon proof of payment, up to \$60 per month to cover the costs of a mobile phone used in the course of fulfilling the duties of the chief shop steward.

Explanation/Rationale – For consistency, the mobile phone allowance for chief shop stewards should be included in the Policies and Procedures manual with the other mobile phone allowances, not in the bylaws.

3. Proposed Bylaw Amendment – Notice of Motion Requirement for Expenditures

The Executive recommends amending Bylaw 9.1.d) as follows: (Strike-out text denotes deleted language and bold text denotes new language)

9.1. Notices of Motion for General Membership Meetings are required under the following circumstances:

d) Any expenditure over ~~\$1,000~~ **\$2,500** not provided for in the budget approved by the membership.

Explanation/Rationale – This amount was set at \$1,000 in 1995 and has not been updated since.

Further information on the above Notices of Motion will be available at the June General Membership meeting.

VSB Job Share Opportunity

SSA looking for a job share partner to work Thursdays and Fridays at Selkirk Annex starting September 2024. If you are interested, please contact Rachel Sauder at rsauder@vsb.bc.ca.

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 Aaron Cook at cupeaaron@hotmail.com for more information.

DECISIONS

BY THE EXECUTIVE

At the Executive and Society Board meetings on May 21, 2024, the following decisions were made:

- To recommend the 2023 CUPE Local 15 and VMECW Society Audited Financial Statements to the members.
- To recommend to the members the appointment of Fairhall Zhang and Associates Ltd. to conduct the 2024 CUPE Local 15 and VMECW Society Audits.
- To recommend amending Bylaws 11.5 and 11.6 (Remuneration for the President and Secretary-Treasurer positions) to the members. See left for Notices of Motion information.
- To recommend to the members to move Bylaw 17.4.6 (Chief Steward Mobile Phone Allowance) to the Policies and Procedures Manual. See left for Notices of Motion information.
- To recommend amending Bylaw 9.1.d) (Notice of Motion Requirements for Expenditures) to the members. See left for Notices of Motion information.
- To approve a half-page advertisement in the Courageous K9s magazine at a cost of \$870.
- Do donate \$1,000 to the Carnegie Community Centre's National indigenous Peoples Day Block Party.
- To approve book off for a steward in the City/Parks Sector once a week to attend meetings with the employer, reach out to members, connect with the Chief Shop Steward and steward assigned to the Stewards line, and to review in six months.
- To receive the union and society financial statements ending March 31, 2024.

BY THE MEMBERS

At the Annual General Membership and Annual General Society meetings on May 22, 2024, the members in attendance made the following decisions.

- To accept the 2023 CUPE Local 15 and VMECW Society Audited Financial Statements.
- To appoint Fairhall Zhang and Associates Ltd. to conduct the 2024 CUPE Local 15 and VMECW Society audits.
- To receive the CUPE Local 15 Financial Statement ending March 31, 2024.

NEXT MEMBERSHIP MEETING IS JUNE 26 via Zoom.

Come Celebrate National Indigenous Peoples Day!

On June 21, you and all your friends are invited to a very special celebration! That date, the first day of summer, has been chosen as **National Indigenous Peoples Day!**

In 1996, the Governor General of Canada, Roméo LeBlanc, proclaimed it National Aboriginal Day! It's an opportunity for everyone to celebrate the cultural richness and contributions of **First Nations, Inuit, and Métis** peoples. In 2017, the Prime Minister announced the day would be renamed **National Indigenous Peoples Day.**

Why June 21? For centuries, many of the first inhabitants would celebrate the arrival of the warm weather and the pleasures of the summer solstice. The summer solstice is

the day of the year with the longest light. It is a day with spiritual significance for many people and is a good time to celebrate Indigenous people and cultures.

Activities for **National Indigenous Peoples Day** are organized across Canada every year. You can take part by getting in touch with an Indigenous community or a local Indigenous organization, or by organizing your own activities with your relatives and friends. For more information about the day's activities, you can visit Canada.ca/national-indigenous-peoples-day.

National Indigenous Peoples Day is for all Canadians, so share in the celebration.





CUPE celebrates solidarity in Pride

Every year, 2SLGBTQI+ CUPE members and our allies come together to celebrate Pride and demand an end to homophobia, transphobia and oppression. We once again call on governments and employers to prioritize safety for Two-Spirit, queer, and trans workers.

Too often, 2SLGBTQI+ workers are subjected to violence, harassment and exclusion at work. With recent hateful attacks on trans rights and drag storytime events, CUPE members in schools, libraries, social services and other sectors are on the frontlines in the fight against hate.

CUPE continues to push hard for safety in our workplaces and our communities. This Pride season, we invite all CUPE members to join us for events across the country, as we fight for safe and inclusive workplaces for all.

Show your solidarity in Pride:

- Organize your local to march in a Pride parade or take part in a Pride event in your town or city.
- Order printed copies of our poster and pamphlet and download our Zoom background and colouring page.
- Bring human rights issues to the bargaining table. Check out our guides:
 - Bargaining beyond the binary: A negotiating guide for trans inclusion and gender diversity
 - Bargaining 2SLGBTQI+ rights: A checklist for collective agreement language
- Spread the word about why CUPE stands with trans people.
- Read and share CUPE's report on safety in public services for 2SLGBTQI+ workers and older adults.
- Support campaigns by persons with disabilities, Indigenous, Black, racialized, trans, non-binary people, and other groups in the 2SLGBTQI+ community.
- Learn about gender diversity and take action. See CUPE's info sheets about: Allies on Gender Diversity; Pronouns; and the Canadian Labour Congress' Workers in Transition Guide.

cupe.ca/cupe-celebrates-solidarity-pride

SOLIDARITY IN PRIDE

CUPE



Dedicated Advocate for BC Workers Unexpectedly Passes

We are deeply saddened to have learned of the passing of the President of UFCW 1518, Kim Novak. Our local has been devastated by the news and we extend our deepest respect and love to her sons and her husband and family at this time. Kim was an unwavering voice of rank and file members from her start on the shop floor at Safeway all the way to become the first woman President of UFCW 1518.

She never forgot her roots. And we will never forget her. Rest in Power.

A moment of silence will be held for Kim at the June General Membership Meeting.

About UFCW 1518

UFCW 1518 serves more than 27,000 members in the community health, retail, hospitality, industrial and professional sectors. They improve quality of life for all British Columbians by standing together to fight for fairness. You will find UFCW 1518 members working at your local Safeway, Sobeys and even at some cannabis retailers.



K-12 Workplace Violence Workshop

by **Chris Kelly, VSB Shop Steward**

In late May I had the opportunity to attend CUPE Spring School, held in Kamloops. I took part in a two-day workshop about dealing with the issue of violence in the workplace in the K to 12 sector.

Members representing CUPE locals from all over the province discussed how incidents of violence have affected K-12 workers in their area. It was an emotional experience. As a shop steward and SSA, I have heard many of the same stories of violence and the effect it has on our members. This first part of the workshop left me feeling frustrated because I learned that the problem isn't only in our system, but all over BC. It seemed overwhelming.

I had (and continue to have) a lot of questions. Why are things like this? How have student support workers and education assistants

been conditioned to think that this is simply "part of the job"? What can be done about it?

Instead of spending more time on how things got the way they are now, the facilitators led us toward some hope, and a plan of action.

How refreshing it was to hear someone say that violence in our schools is not a part of a healthy learning environment, that the effects of violence are detrimental to students, staff, and the community as a whole, and that it's not "part of the job". In short, that violence is not okay. Employers may like to use other words and terms for violent behaviour, but its effects are the same, no matter what it is called.

Students and staff deserve to be able to learn and work in a safe way. The education system needs to be fully funded in order to be fully inclusive. Staffing shortages and difficulty recruiting and retaining support staff

are province wide problems. Some students are not getting the support they need and deserve.

In the next few months, CUPE members in the school system can expect to be approached with a request to review and sign a letter. This letter will be addressed to the next Minister of Education and Child Care. (There is a provincial election on October 19, 2024. Vote!) It will outline the concerns I have mentioned, and others, in the education system. By showing that we care, with a united voice, we can make a difference in our workplace and the lives of those we work with.

I found this workshop to be a great reminder that I am the union, that we are all the union, and that nothing can change without some active participation. I was grateful for the opportunity to attend.

CoDev's 2024 Solidarity and Fundraising Dinner

by Debbie Mohabir, Secretary-Treasurer

Co-Development Canada (Co-Dev) was founded in 1985 and is a BC-based international solidarity organization that works for social change and global education in the Americas. They believe that partnerships between like-minded trade unions and civil society organizations in Canada and Latin America are vehicles for learning, social change, and community empowerment. -codev.org

CUPE Local 15 is a proud sponsor of the Solidarity and Fundraising Dinner. Attendees had a wonderful time connecting with other labour organizations, enjoying the musical performance, dancing to Latin music, and the food! Another highlight was the dessert auction where we could bid on amazing desserts for our table (we scored the Pavlova!), and the silent auction which was filled with items from Latin America.

Congratulations to Ingrid Mendez, who won the 2024 Solidarity Award. Her speech made everyone tear up as she shared the struggles of migrant and undocumented workers. She is an activist, advocate, and champion of the rights of migrant workers in local and global communities. Ingrid has worked for social justice throughout her career and in her personal life, engaging in community centered grassroots organizing.

We would like to also acknowledge everyone who worked tirelessly behind the scenes to put on a fantastic event!





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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Vancouver, BC V5Z 1K9

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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, 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
Mel Wu, Accounting Assistant
Tia Tang, Office Manager
Michelle Yim, Office Assistant
Geneviève Dubuc, Office Assistant
Megan Wong, Casual Office Assistant

Building Service Worker:

Elaine Duan

CUPE National Representative:

Dan Todd



Canadian Mental Health Association (CMHA) - Bottom Line Dinner for BC Youth

By Santino Scardillo, 1st Vice President

Along with some other members, I had the great opportunity to attend the Bottom Line fundraising dinner in support of BC youth.

Two very engaging speakers told their stories about coping with their own mental health struggles and how they fought their way through it. It was very emotional, and all attendees at our table were deeply moved.

We also had the opportunity to meet and chat with numerous other people, from various organizations, who were there to support mental health and the CMHA. One woman, in particular, was Judy Darcy. Judy is a fierce health care advocate who you may remember as a past CUPE National president,

and former Minister of Mental Health and Addictions of BC. She was really excited to see us at this event and came over to personally greet the members at our table. We had a great conversation with Judy.

I would just like to say that mental health affects us all, and nobody is immune from struggling with it. We will all deal with it on some level, at some point in our lives. We spend the majority of our day with the people we work with, and in time we can really come to know our co-workers very well. We can also get to know when they seem out of sorts. Sometimes all it takes is a "Hey, how are you doing today?" to connect. Just taking the time to acknowledge each other and say hello can make all the difference and brighten someone's day. I know it does for me.



Vancouver School Board Bargaining Committee Election Results

Thank you to the members who attended the special meeting at the Italian Cultural Centre on Thursday, May 23, 2024 to elect a VSB bargaining committee for the upcoming round of negotiations. The current collective agreement expires on June 30, 2025.

Congratulations to the following members who were elected:

- Randy Horton
- Vanessa Mani
- Suzette Magri
- Debbie Mohabir

- Cynthia Schadt
- Sheri Nielsen (1st Alternate)
- Chris Brown (2nd Alternate)

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

In order to receive all bargaining updates, please ensure the union office has your current contact information, including your personal email address, by calling 604-879-4671 or emailing email@cupe15.org.

Did you leave money on the table?

Attention: Vancouver Employees' Savings Plan (VESP) Members

If you are eligible to participate in the Vancouver Employees' Savings Plan (VESP) and have not enrolled with iA Financial Group, please go to ia.ca/enrolnow or contact iA Financial Group at 1-800-567-5670 or pension@ia.ca.

Contact your payroll department to obtain your enrollment code.