

JUNE
2025

THE MEMBERS' voice



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

2025 CUPE 15 Executive Elections Results are in...

by Tia Tang, Office Manager

In the recent electronic ballot, Warren Williams was re-elected as President, Henry Lee was elected as 2nd Vice President, Vanessa Mani was elected as K-12 Sector Representative, Susy McKay was elected as the City Sector Representative, and Edith Hole was elected as HSSCBA (Community) Health Sector Representative.

After the nomination process closed, Bernie Dionne was acclaimed as the Parks Sector Representative, Courtney Gillen was acclaimed as the Cultural Sector Representative, Rose Palozzi was acclaimed as the College/University Sector Representative, and Stephen Anderson was acclaimed as a Trustee.

All positions are for a three-year term. For a complete Executive list, please see the back page of this issue.

Thank you to each candidate who ran for office and thank you to all the members who participated in online voting.

Election of Delegates to the 2025 CUPE National Convention in Toronto

It's almost convention time, and we are sending delegates to attend.

Elections will take place at the June 25, 2025 General Membership meeting for delegates to the CUPE National Convention. The convention is scheduled from October 6-10, 2025 at the Metro Toronto Convention Centre.

In order to be eligible to stand as a CUPE Local 15 delegate, a member must have attended a minimum of 50% of the General Membership meetings in the last 12 months.



JUNE 2025 GENERAL MEMBERSHIP MEETING

Two by-elections are on the June 2025 General Membership Meeting agenda. In accordance with Local 15 Bylaws (see page 4), and a directive from CUPE National, the meeting will be held in person as follows:

Date: Wednesday, June 25, 2025

Time: 5:30 p.m.

Location: Main Auditorium
- Maritime Labour Centre
1880 Triumph Street, Vancouver
(Free parking is available behind the building off Pandora Street)

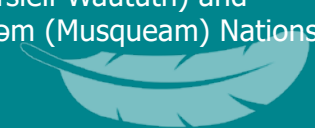
Details will also be posted at www.cupe15.org. The agenda and other related documents will be posted on or before 12:00 noon on June 25th and hard copies will be available at the meeting. There will be a draw at the end of the meeting and three lucky winners will receive a gift card (retailers TBA at the time of the draw). Child and dependant care reimbursement is available as per eligibility requirements in CUPE Local 15 Bylaw Section 31.

UNDER DISCUSSION:

- By-election for Parks Sector Representative and Trustee (see Notice on page 4)
- Election of Delegates to the CUPE National Convention (see article on this page)
- Financial Statement
- Staff and Committee Reports

WE ACKNOWLEDGE...

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



Indigenous Peoples Day



WARREN WILLIAMS
PRESIDENT

*by Warren Williams,
President*

Indigenous Peoples Day is a time for celebration and an opportunity to reflect on what it means to be the first peoples of the land.

We should all celebrate the fortitude of Indigenous cultures, their strength,

compassion, and wisdom within a society that, up until recently, refused to acknowledge the right to be separate and distinct from the dominant culture called Canada.

It takes strength to maintain your culture in the face of decades of forced assimilation.

It takes compassion to be willing to share your cultural beliefs and ways of being with your oppressor in order that they may grow with you.

It takes wisdom to share your history of the land with your children and share that knowledge with the dominant culture. Knowing that the land is not to be owned, but

rather to be preserved, from one generation to the next unto perpetuity.

In the face of these accomplishments Indigenous communities are still perceived as less than by many in our society.

My wish for you is that you will allow yourself to be curious, not judgmental, but curious, about the cultural history of the first peoples of this land we call Canada. On this National Indigenous Day take the opportunity to immerse yourself in the celebrating alongside our Indigenous families. My hope is that you will feel what I feel and was recently reminded of. It's like coming home. There is strength, compassion, and wisdom in belonging.

Secretary-Treasurer's Report



DEBBIE MOHABIR
SECRETARY-TREASURER

*by Debbie Mohabir,
Secretary-Treasurer*

Stewards

We've been actively recruiting new stewards and enrolling them in the Intro to Stewarding course. It's encouraging to see growing interest from our

members, but there's still much work ahead. I encourage more members to step forward and consider taking on this important role. If you're interested in becoming a steward, or would like more information, feel free to reach out to me at dmohabir@cupe15.org.

CUPE Metro

Last month CUPE Metro held an in-person meeting at the CUPE BC Regional Office. It was attended by myself, Vanessa Mani, and Henry Lee. It was wonderful to be in a room full of many dedicated activists who shared what was happening at their locals. Elections for various executive board positions were also held at this meeting, and I would like to congratulate our 2nd Vice-President, Henry Lee, who is now the 1st Vice-President of CUPE Metro District Council! Thanks to the President of CUPE Local 3338, Shaneza Bacchus, for joining our photo.

Happy Retirement Gaye Fowler!

On behalf of the Executive Board, members, and staff, we would like to wish our long time Emily Carr Lead Steward a very HAPPY RETIREMENT! We want to extend our heartfelt thanks for your incredible dedication and over 30 years of service to our Local and the members at Emily Carr University of Art and Design. You have always put members and the students first, and while we know it's time for you to begin an exciting new chapter, your



Left to Right Shaneza Bacchus, Debbie Mohabir, Vanessa Mani, and Henry Lee.

presence will be truly missed. We wish you all the very best in retirement and hope you'll stop by to visit whenever you're not too busy enjoying the well-earned retiree life.

Since this is the final edition of Members' Voice until September, I'd like to wish everyone a safe and enjoyable summer.



CUPE BC Convention

by Starla Bayley, Parks

First and foremost, thank you to the membership for voting me to be one of your representatives at this past CUPE BC Convention. For those who have not had the opportunity to experience convention, this is a place where we set our political goals and direction as member of CUPE and lobbyists with the Provincial and Federal Government. Resolutions are put forward through locals and committees, debated and voted on.

Unfortunately, the four resolutions that I had submitted to our local were not forwarded – with no real explanation as to why; however, one must persevere and find other ways to gain meaningful engagement from being around like-minded individuals.

Most resolutions did pass. However, there were a couple that did not reach the 50% +1 to have success. These two resolutions were regarding the young and the old. The Young Workers put forward a resolution to have CUPE BC host a young workers convention much like the recent one put on by National. Sadly, this resolution did not pass. I find this hard as I think engaging and providing opportunities for young people to become involved in the union is paramount to our successes moving forward.

The second resolution that did not pass was in regard to providing space for retirees to attend convention with voice but no vote. It was an interesting dichotomy as very few people rose in favour of this, stating that we need to make space for the young people before we bring back the retirees. And yet, neither resolution passed.

One of the most interesting and heart wrenching resolutions that was brought to the floor was regarding having to pay for hospice care. I was completely unaware that those who are in the care of hospice are required to pay for each day they get closer to death. Some families end up owing thousands of dollars, just so their loved one can die in comfort and dignity. You don't have to pay to be born; why should you have to pay to die?

In addition to the main event of debating resolutions there are evening plenaries where you can learn additional information that affect our CUPE members. I attended all the extra events. I found the plenary on pensions and how pensions are contributing to global warming quite interesting. Our pensions are invested into all kinds of companies and businesses with the goal of making money so that when we finally retire there is enough to cover our pension.

In the same presentation though, we were taught that by investing in businesses and companies, the pension fund has been able to support disadvantaged workers. One such place was a mall where their maintenance crew was trying to unionize, but the management was refusing. In a roundabout way, due to the investment by the pension fund in this mall, labour was able to push for these workers to unionize by threatening to withdraw their funding.

Success can happen – even in unlikely places.

Editor's Note - It was explained to the author, prior to the convention, that the Executive Board did not have quorum in order to review her resolutions and make a recommendation to the CUPE BC Resolutions Committee prior to the submission deadline.

Good and Welfare Policy 10.4.1

Remembrances, Condolences, and Congratulations

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.

- (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.

DECISIONS

BY THE MEMBERSHIP

At the Annual General Membership and Annual General Society meetings on May 28, 2025 the members in attendance made the following decisions:

- To accept the December 31, 2024 CUPE Local 15 Audited Financial Statements as per the recommendation from the Executive Board.
- To accept the December 31, 2024 VMECW Society Audited Financial Statements as per the recommendation from the Society Board.
- To appoint Fairhall Zhang and Associates Ltd. to conduct the 2025 CUPE Local 15 Audit as per the recommendation from the Executive Board.
- To appoint Fairhall Zhang and Associates Ltd. to conduct the 2025 VMECW Society Audit as per the recommendation from the Society Board.

DECISIONS

BY THE EXECUTIVE

At the May 20, 2025 Executive and Society Board meetings, the following decisions were made:

- To recommend to the members that they accept the 2024 Union and Society Audited Financial Statements.
- To recommend to the members to appoint Fairhall Zhang and Associates Ltd. to conduct the 2025 Union and Society Audits.
- To defer discussion on Executive and Poll Voting to the June 18, 2025 Executive Board meeting.
- To approve a half-page ad in the Courageous K9s magazine at a cost of \$899.
- To donate \$1,000 each to CUPE Local 2545 and 2559 to support striking workers at Fort MacMurray Public and Catholic Schools.
- To donate \$1,000 each to CUPE Local 3550 and 4625 to support striking workers at the Edmonton Public School Board and Sturgeon School Division.
- To purchase a retirement gift up to \$200 for Gaye Fowler, Lead Shop Steward at Emily Carr University.
- To donate \$1,000 to Decoda Literacy Solutions to support their Addressing Food Security in Literacy Program.
- To defeat a motion to approve a cost-share request of a maximum of \$20,000 to CUPE National on behalf of the Langara College Bargaining committee.
- To appoint Eduardo Rodriguez as the Lead Shop Steward at Emily Carr University.
- To appoint Eddy Uechi as the Co-Chair of the Parks Joint OH&S Committee.
- To appoint Bradley Kuong as a Primary OH&S Representative on the Aquatics/Indoor (Parks) OH&S Committee.
- To appoint Andrea Campbell as an Alternate OH&S Representative on the Aquatics/Indoor (Parks) OH&S Committee.
- Motion to appoint Roy Liu as a Primary OH&S Representative on the Coal Harbour Community Centre OH&S Committee.
- To appoint Mohammed Shafieisabet as a Primary OH&S Representative on the Killarney Community Centre OH&S Committee.
- To appoint Steve Craig as a Primary OH&S Representative on the West End Community Centre OH&S Committee.
- To appoint Jason Wu as a primary OH&S Site Representative on the Trout Lake Community Centre OH&S Committee.
- To appoint Ermen DelliCarpini as an Alternate Cultural Sector Representative on the CUPE Local 15 OH&S Committee.
- To receive the Union Financial Statements ending Jan. 31, Feb. 28, and March 31, 2025 and the Society Financial Statements ending Feb. 28 and March 31, 2025.



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
Fax: 604-879-7582
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: Henry Lee

Sector Representatives:

City: Aaron Cook, Susy McKay
College/University: Sophie Bennett, Rose Palozzi
Cultural: Courtney Gillen
Health/HSSCBA: Edith Hole
Health/HSPBA: Lucia Rincon
Parks: Bernie Dionne, Vacant
K-12: Vanessa Mani, Cynthia Schadt

Trustees:

Steve Anderson, Sheri Nielsen
Vacant

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
Justin Wong, Casual Office Assistant

Building Service Worker:

Elaine Duan

CUPE National Representatives:

Rachna Singh
Dan Todd



BY-ELECTIONS

Notice of By-elections

The 2025 Executive Board Election left one vacant Trustee position and one vacant Parks Sector Representative position, as the previous incumbents were successful in their candidacy for other positions on the Executive Board. Please see applicable Local 15 Bylaws below.

1. Trustee

This is for the remainder of a three-year term ending May 27, 2026. In order to be eligible to accept nomination, a member must have attended at least 50% of the General Membership meetings in the last 12 months. All members are eligible to vote.

2. Parks Sector Representative

This is for the remainder of a three-year term ending May 27, 2026. Only members from the Parks Sector are eligible to accept nomination or vote.

12.8.1 Ballots for voting purposes in a by-election are distributed according to the membership sign-in count in non-general elections or by-elections.

12.8.2 An eligible voter is on the membership list and is adequately identified by one of the following:

- CUPE Local 15 VMECW Membership Card
- A current pay stub with one other piece of ID
- A generally acceptable photo ID e.g. BC driver's license, BCID card, employer ID with full name

- A written statement of another member who has ID as above.

15.8 Notice of nomination and election to fill vacancies will be announced in the next Members' Voice newsletter following an office becoming vacant. Nomination and election will take place at the regular meeting immediately following such notice being given.



City of Vancouver's Family Fun Fair – A Great Day for Our Members and Families!

by Santino Scardillo, 1st Vice President

Henry Lee and I had such a great time representing CUPE Local 15 at the City of Vancouver's Family Fun Fair on Saturday, May 24th. The sun was out, the yard was full of energy, and the whole place was buzzing with families, laughter, and little ones running around exploring all the amazing equipment on display.

It was really heartwarming to see so many of our members drop by the Local 15 table; some with their kids in tow, others just enjoying the day. We had some great chats, handed out lots of swag,

and were able to reconnect in a more relaxed setting. There's just something special about catching up outside of the workplace and seeing the family side of our community.

The City really pulled out all the stops with face painting, fire trucks, food trucks, a bouncy castle, and even a rock climbing wall! It truly felt like a celebration for everyone.

Thanks to everyone who stopped by to say hello. It really meant a lot to us. We are already looking forward to the next one!