

NOVEMBER
2023

THE MEMBERS' VOICE



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



MEMBER ENGAGEMENT

Security Officers at City Hall

by **Santino Scardillo**, 1st Vice President

I recently had an opportunity to meet with the security officers at City Hall. These CUPE Local 15 members provide in-house security to protect the staff, the building, and the public.

This very important job includes ensuring everybody is safe, monitoring people that enter and exit the building, performing perimeter checks, along with many other

responsibilities. In-house security staff are handpicked by the employer to become part of a team where it is essential that they work closely together and trust each other. This in turn increases morale in the workplace, which subsequently creates a healthy working environment.

Everyone benefits from this. This workplace doesn't have a huge turnover which means the security guards know each other, know the worksite, and have the experience to

competently do their job. Subsequently, the staff at City Hall trust in these members to protect them.

In other worksites it is common for security staff to work with private contractors. This can be difficult when different security guards, who do not know the worksite, staff, or people who shouldn't be in the building, are assigned to a worksite.

Hopefully the City continues to hire more in-house security for all sites.

I want to thank all the guards who shared their experience and their love of the job with me. They are a great bunch of people.

NOVEMBER 2023 GENERAL MEMBERSHIP MEETING

The General Membership and General Society Meetings will be held on November 22, 2023 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 these meetings, 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 meetings 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.

NOV. 22, 2023
5:30 p.m. via Zoom invite

UNDER DISCUSSION:

- Union and Society Budgets
- Committee and Staff Reports

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.

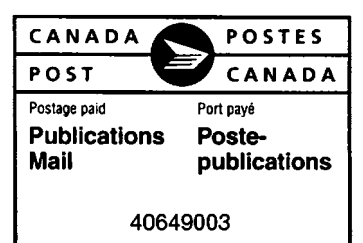


IMPORTANT NOTE

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 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.

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



Peace

by Warren Williams, President



WARREN WILLIAMS
PRESIDENT

Do we really want it, or is it just a word we use with our children to take the pressure off us for not actively pursuing peace? Do we really want it, or is it just a word we use with our children to make them think that

the world they will inherit really matters to us?

November 11th is Remembrance Day. This is the day to remember the pain and suffering of millions who had no peace and have no

peace. It's a day that we dedicate ourselves to do better, be more compassionate, be more understanding, and a day to take hold of the lessons learned at the expense of millions of lives and pledge ourselves to not let it happen again.

Singer and Songwriter, Edwin Starr, said "War, what is it good for..."? "...Absolutely nothing, it has one friend and that's the undertaker..."

Many learned politicians disagree with this sentiment and world events show this to be true.

The many abstentions and votes opposed by the West on the UN resolution, which called for "an immediate, durable and sustained humanitarian truce leading to a cessation of hostilities" between Israel and Palestine makes my head spin. The vote did garner the two-

thirds necessary to pass, but there were 14 opposed and 45 abstentions. What message are they sending our children?

It was similar on the vote requiring Russia's immediate withdrawal from Ukraine. It also passed, but with seven opposed and 32 abstentions.

November 11, 2023 "Do We Really Want Peace?"

Credit to Mike Leon Goldberg, host and founder of the Global Dispatches Podcast and Editor-in-Chief of UN Dispatch, for inserts from his article dated October 27, 2023 - Results from a vote at the United Nations General Assembly.

Secretary-Treasurer's Report

by Debbie Mohabir, Secretary-Treasurer



DEBBIE MOHABIR
SECRETARY-TREASURER

Hello, everyone!

National Indigenous Veterans Day

This day commemorates Indigenous contributions, particularly in World War I, World War II, and the Korean War by First

Nations, Metis, and Inuit soldiers. It was first established in Winnipeg in 1994 to recognize the long and distinguished legacy of service in the Canadian Armed Forces and the Indigenous lives that were impacted and lost protecting Canada. Many Indigenous men shared their valuable skills when they joined the military. Skills such as hunting, scouting, patience, marksmanship, and code talking etc., helped

communications. At least 50 decorations for bravery were earned by Indigenous soldiers during the First World War. This year will be our third year attending the ceremony at Victory Square Cenotaph in Vancouver and we are honored to be able to represent CUPE Local 15 at such an important event. A wreath was laid on behalf of the Local.



Remembrance Day

Every year on November 11th, Canadians commemorate and honour Canada's Veterans and the fallen. You may have also heard it being called Armistice Day by some. This is because the Armistice agreement was signed between Germany and the Allied Forces on November 11, 1918. The ceasefire went into effect at the 11th hour of the 11th day of the 11th month. Canadian soldiers were instrumental in WWI and the capturing of Vimy Ridge, which withstood all attacks for two years and is the site of Canada's National Memorial. They also achieved much success in taking over areas that were occupied by the enemy and held the line when the Germans launched their last big offensive in Amiens. In the air, Canadian airmen excelled in aerial combat and the Canadian naval support with the Royal Navy helped carry out anti-submarine operations. There is much for us to be proud of, but this day is to also recognize the sacrifices that were made by so many.



As this is the last Members' Voice in 2023, I would like to take this opportunity to wish all CUPE Local 15 families a wonderful holiday season and all the best for a happy and healthy new year! See you all in 2024!



them to gather information on enemy positions and translate messages into Cree and back into English in case the enemy intercepted any

Union Observers

Are you good at taking notes? If so, this is a call for you to become a Union Observer for CUPE Local 15 in the City/Parks Sector. Union Observers can be requested by an internal candidate who applies for a regular full-time or regular part-time CUPE Local 15 position. It allows the internal candidate to have an impartial union appointed observer to be present during the interviews of each candidate. The Observer's role is only to observe the interview and take notes on the questions and answers given. If you are interested and would like more information, please contact me at dmohabir@cupe15.org. Please note: We are also considering members from other sectors who are interested in being an Observer in the City and Parks Sectors.



Megaphone Hope In Shadows Calendar out now! Scan here:

By Debbie Mohabir, Secretary-Treasurer

On October 12th, President Warren Williams, 1st Vice President Santino Scardillo, and Secretary- Treasurer Debbie Mohabir attended the Hope In Shadows photographer awards ceremony. CUPE Local 15 has donated to this amazing project for many years and we are so honored to have been invited to be a part of a great event!

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.
- (3) Trustees will review annually and propose updates as required.

VSB Job Share Opportunities

Job share partner wanted starting January 1, 2023 on Thursdays and Fridays at David Lloyd George Elementary. If you are interested, please contact Veronika at vtsubarko@yahoo.com.

SSA job share partner wanted to work at John Norquay Elementary on Thursdays and Fridays beginning September 2024. If you are interested, please contact Sheila at sheilafarrales3@gmail.com.

Bursary Thank you

My name is Joyce Lee and I have been working as an Education Assistant (School and Student Support Worker: SSA) at the Vancouver School Board since 2021. For professional development, I have been taking the Disability and Applied Behaviour Analysis Advanced Certificate course at Douglas College since 2022. I am so glad that I have been awarded the VMECW Society Member Bursary for the 2023/2024 Academic year.



This financial assistance for my studies is greatly appreciated and I will utilize this opportunity to serve my school community with my knowledge and skills.

Thank you for your support!

With warm regards, Joyce

Notices of Motion - Union

1. 2024 Proposed Budget
The Executive recommends approval of the proposed 2024 CUPE Local 15 Budget.

Notices of Motion – Society

1. 2024 Proposed Budget
The Executive recommends approval of the proposed 2024 VMECW Society Budget.
2. 2024 Proposed Capital Budget
The Executive recommends approval of the proposed 2024 VMECW Society Capital Budget.

DECISIONS

BY THE EXECUTIVE

At the Executive and Society Board meetings on October 17, 2023, the following decisions were made:

- To cancel the October 25, 2023 General Membership Meeting.
- To approve the CUPE Local 15/BCUWU Memorandum of Agreement.
- To purchase ten tickets to the United Way 29th Annual Labour Appreciation Dinner at a cost of \$400.
- To approve lunch for the Emily Carr University Ratification of Agreement meeting at a cost of \$887.23.
- To purchase a wreath for the National Indigenous Veterans' Day Ceremony at a cost of \$125.
- To donate \$1,000 to CUPE Local 882 (City of Prince Albert) and send a letter in support of their strike.
- To appoint Patrick Lobo as the Primary OH&S Site Representative at Vanier Park.
- To appoint George Mah as the Alternate OH&S Site Representative at Vanier Park.
- To appoint Jose Menjivar as the Alternate OH&S Maintenance Representative on the Parks Joint OH&S Committee.

BY THE MEMBERS

As there were no Notices of Motion on the October 25, 2023 General Membership meeting agenda, the meeting was cancelled because the Table Officers and five Executive Members at Large were in attendance at the CUPE National Convention in Quebec City.

NEXT MEMBERSHIP MEETING IS ON NOV. 22, 2023 via Zoom

Casual Work at the Union Office

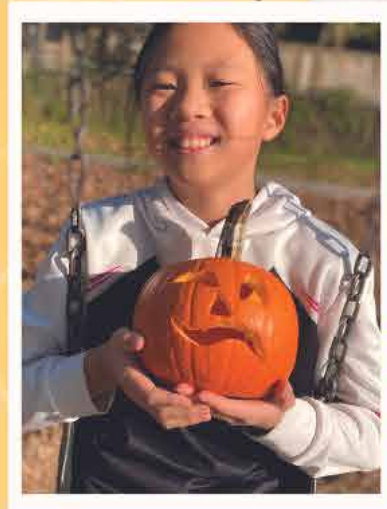
Accounting Assistant

From time to time CUPE Local 15 requires casual assistance in the Accounting Department for short term assignments. The union office is a fast-paced environment that requires the ability to work to deadlines with frequent interruptions and multiple demands.

This is accounting work of varying complexity. Knowledge of Microsoft

Excel, Outlook, and Word is essential. Experience with QuickBooks or other accounting systems is also a requirement. A strong commitment to trade union principles is essential.

If you are interested in this work, please forward your resume to the CUPE Local 15 Accounting Coordinator at mgloumeau@cupe15.org.

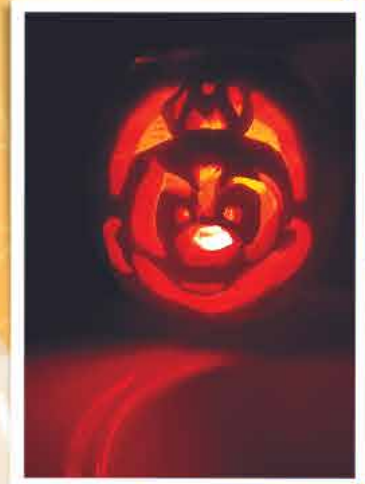


4TH ANNUAL PUMPKIN CARVING CONTEST



by Debbie Mohabir, Secretary-Treasurer

Thank you to all who participated in our 4th Annual Pumpkin Carving contest! This is one of my favourite events of the year, and the creativity shown in the photos that were submitted was wonderful. It is getting harder and harder to choose the winners, so keep up the spooky creations! Congratulations to this year's winners. The prizes will be mailed soon. Please make sure to check out some of this year's entries featured here. Enjoy!











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
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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:

Sung Wong, Michael Reed

CUPE NATIONAL CONVENTION 2023

Call for Political Activism

by Subrata Dasgupta, Convention Delegate (Parks Sector)

The CUPE National Convention was informative and interactive. CUPE has a unique advantage in being able to educate the public about the problems of contracting out and the need to elect labour friendly candidates to office.

The solution lies in political outreach to the voting public

by CUPE members across the country.

Every month, we will be on the street with a tent interacting with people by distributing either food or something else essential and I encourage other members to volunteer 20 hours a year.

I recently participated in a Baishaki Mela with another CUPE member in the CUPE tent on Fraser Street and am pleased to report that our interaction with the public was very positive. This outreach is very effective

when done directly or collectively, rather than by a third party such as the United Way.

I believe a fund of 0.5% to 1% of the budget should be allocated for this purpose. I also believe that CUPE members should be encouraged to run for office. This would elevate our position from beggar to negotiator.

Thank you for the opportunity to attend the convention and represent CUPE Local 15.

At the CUPE-SCFP 31st Biennial National Convention, Quebec 2023

by Edith Hole, Health Sector

This was a valuable experience. I have been a CUPE Local 15 member for 18 years and a year and a half ago I started attending union meetings. I had been on the PACE Board for three years, where every year the board steps down, and is, or is not re-elected.

I commenced attending the union meetings as a proud union worker and I am ever thankful for the support I have received from stewards, national reps, and union negotiators. I was nominated and elected to attend the convention as a Member-at-Large. Over the five days of the convention, I attended the Bystander Intervention Training, Health Care Sectoral Meeting, Pensions Forum, Delegates Reception, 2SLGBTQI+ Workers' Caucus, CUPE British Columbia Caucus, Human Rights Forum, Convention Social, Election Caucus-RVP British Columbia and Yukon, Global Justice Forum, and the Convention Rally in front of Quebec Parliament buildings.

Provincially and nationally we are fighting privatization, and to decrease the wage gap. At the Pensions Forum we learned about the history of the pension fund, and concerns querying pension investments in the global south. The grand reception featured food and a Quebecois Band teaching dance steps. Monday started with the 2SLGBTQIA+ workers' caucus. I am thankful to see 2S start the acronym. Here, I met the Pink Triangle committee.

The convention room was incredible to see, with just under 3,000 workers representing almost three quarters of a million workers from coast to coast to coast. It was amazing to bear witness to democratic communication, to hear various works, and to hear sectors have their voices heard. There were many resolutions brought forward drafted by various unions from across the land.

The first resolution we passed was Emergency Resolution No. 801 submitted by the National Executive Board:

CUPE-SCFP WILL:

1. Reiterate our condemnation of the Hamas attacks on October 7, 2023;
2. Call for an end to Israel's total siege of Gaza, which is prohibited under International Law;
3. Call on the Canadian Government to:
 - Advocate for the release of all hostages;
 - Demand a ceasefire and life-saving humanitarian assistance for Gazans;
 - Support International Criminal Court (ICC) and International Court of Justice (ICJ) investigations of war crimes;
 - Condemn all acts of antisemitism, and anti-Palestinian hate and Islamophobia;
 - Focus on building a just peace in the region.
4. Stand with all people in Israel and Palestine who yearn for peace, freedom and security.

BECAUSE:

CUPE-SCFP has long recognized the need for a peace process based on the implementation of UN resolutions, international law and respect for human rights.

This resolution was passed, and was a beautiful, interesting, tough, and peaceful way to commence the Resolutions part of convention.

I learned how the rules of order function in a space of just under 3,000 union workers. There were reports, elections, speakers, and awards, and the Strategic Directions Report was debated for two days.

The Safer Union Spaces Working Group asked members to take a pledge for safer union spaces. For more information, and to take the pledge go to <https://cupe.ca/pledge-safer-and-more-inclusive-union>. I met so many thoughtful smart folks who really care about the workers and the people they serve.