

OCTOBER
2024

THE MEMBERS' VOICE



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

Notice of the Election of Delegates to the BC Federation of Labour Convention

The BC Federation of Labour's 61st Constitutional Convention will be held in Vancouver from November 25-29, 2024.

To be eligible to accept nomination, a member must have attended at least 50% of the General Membership Meetings in the last 12 months and must be available to attend all sessions. As per our bylaws, the four Table Officers are granted automatic delegate status. Additional delegates will be elected as follows:

- City Sector (2)
- Parks Sector (2),
- K-12 Sector (2)
- Health Sector (2)
- College/University Sector (1)
- Cultural Sector (1)
- Young Worker – age 30 or under (1)



At the Executive Board meeting on September 17, 2024 the following amendments were made to Policy 3.1.5 Mobile Phones. (Strike-out text denotes deleted language and **bold** text denotes new language.)

- (1) CUPE 15 will provide a mobile phone or smartphone with a full data package and messaging features to the President and Secretary-Treasurer.
- (2) Upon application, a mobile phone allowance **reimbursement** of up to \$70 per month will be provided to all officers of CUPE 15 in order to offset costs associated with conducting matters related to CUPE 15. Officers receiving

the allowance **reimbursement** must provide the phone number to CUPE 15 and the applicable phone must have text messaging capabilities.

- (3) Upon application, if not already in receipt of a mobile phone allowance **reimbursement of up to \$70 per month will be provided to all lead shop stewards as outlined in 17.4.6 of the CUPE 15 bylaws in order to offset costs associated with conducting matters related to CUPE 15.** 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. Chief **Lead** Shop Stewards receiving the allowance **reimbursement** must provide the phone number to CUPE 15 and the applicable phone must have text messaging capabilities.
- (4) If an executive member is also a Chief **Lead** Shop Steward, only one allowance **reimbursement** will apply.

SEPTEMBER 2024 GENERAL MEMBERSHIP MEETING

The General Membership Meeting will be held on October 23, 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@cupe15.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 Honorary Members to attend membership meetings with voice but no vote. If you are an Honorary Member and would like to attend, please email the office on the day of, or the day prior to the meeting.

UNDER DISCUSSION:

- Election of Delegates to the BC Federation of Labour Convention
- Bylaw Amendment – See Notices of Motion
- Posting the Policy Manual – See Notices of Motion
- 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), səliilwətał (Tsleil-Waututh) and xʷməθkʷəy̓əm (Musqueam) Nations.

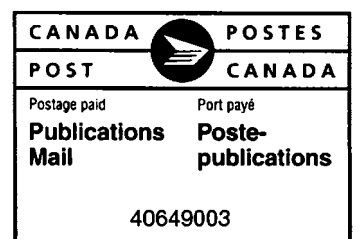


Mission and Vision Statements

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



Time Flies

by Warren Williams, President



WARREN WILLIAMS
PRESIDENT

Dear members,

It's already October. The leaves are changing, the weather is cooling down, air conditioners are turned off, and furnaces are turning up the heat.

Speaking of which, it's time

for provincial elections and all parties are turning up the heat to be the next governing party of British Columbia. By the time you receive this edition of the Members' Voice, it will be time to cast your vote. This is a critical election for Labour, and I couldn't be more concerned about the consequences of not electing the progressive candidate in each of our ridings.

The risks to health care, seniors' care, public education, and our infrastructure are far too great not to be worried. It is far too easy to forget the consequences of a right-wing government, and the damage caused in the past by the cutting of these essential services. The subsequent loss of jobs and wages had a direct impact on our members and their families.

We are all focused on the here and now, including the cost of living, price gouging, and

housing, and we must elect a government that will work to address these issues. We need to elect a government that understands the importance of working with Labour to address the concerns that affect every British Columbian.

Here are a few achievements of the current NDP government:

- Helping with your daily costs, instead of giving tax breaks to big corporations and the top 2%.
- Delivering homes for people, instead of giving free rein to speculators.
- Strengthening health care, not cutting the health budget.
- Building an economy that works for you, not just those at the top.
- Keeping kids safe and healthy, not cutting and disrupting learning.
- Keeping communities safe, not cutting supports and wasting police resources.
- Defending people from climate impacts, not denying they're happening.
- Lowering ICBC rates by \$500, creating rebates for renters and BC Hydro customers, and cutting fees for child care in half.
- Taking on real estate speculators and reigning in short-term rentals on the way to delivering 80,000 more homes for people, with hundreds of thousands more on the way.
- Hiring 900 new doctors in the last year alone, connected over 400,000 more people with a family doctor or nurse practitioner, and building or expanding 29 hospitals.

- Reducing property crime by 50% and violent crime by hiring more police, giving them the tools they need to keep communities safe, getting repeat violent offenders off the streets, and going after gangs, guns, and toxic drugs.
- Making sure our economy works for people with Canada's highest-paying jobs and fastest economic growth.
- Cutting BC Hydro rates to less than half what Albertans pay.
- Eliminating MSP Premiums and saving families at least \$1,800 per year - one of the largest tax cuts for regular people in BC history!
- Making birth control prescriptions free, saving nearly 300,000 people about \$300 a year.
- More than doubling the BC Family Benefit and providing it to almost 200,000 more families.
- Cutting childcare costs in half on average (saving families up to \$900 per month per child).
- Making public transit free for children aged 12 and under.

All of this has led to some of the lowest unemployment rates and the strongest wage growth of any province.

For me, the choice to re-elect David Eby and the BC NDP government is clear.

Secretary-Treasurer's report

by Debbie Mohabir, Secretary-Treasurer



DEBBIE MOHABIR
SECRETARY-TREASURER

Happy October!

As is usual, it was quite a busy September for many of our members and the union. On top of that, the weather has changed from summer to Fall so quickly. This is the time of year when kids have returned to school and inevitably get sick. I hope you

are all taking the time to care for yourselves, and if you feel the need to wear a mask, please do. I find myself feeling less energized than I was during the warm, sunny day. This is definitely not my favourite time of the year!

Finance Committee

Once again, it's draft budget time. The Finance Committee will be meeting to prepare for the upcoming draft budgets. The budgets are approved by the members at the General Membership and General Society Meetings every November, and I strongly encourage you to attend these meetings. This is your opportunity to see where your dues are spent, ask questions, and

vote on the draft budgets for 2025. More details will be published in the November issue of the Members' Voice.

Steward Appreciation Dinner

We held the Steward Appreciation Dinner on September 28, 2024, at the Italian Cultural Centre, and it was a very well-attended event. Everyone had a great time enjoying good food and lots of laughter. It was wonderful to see stewards connecting with stewards from other sectors and putting faces to names. The Appreciation Dinner is something that stewards look forward to, and I hope everyone enjoyed the evening.

A special thank you to CUPE BC President Karen Ranalletta and Vancouver District Labour Council President Stephen von Sychowski for joining us and sharing how important stewards are, and how vital the work they do is. I would also like to extend a special thank you to CUPE BC Secretary-Treasurer Trevor Davies for the wonderful raffle prizes. The socks are always a hot item!

Children's Winter Event

We will be hosting a Children's Winter Event this year, but it will look a little different from past years. We are really excited about this event, and will share more details via email once everything is confirmed. Please ensure that the union has your personal email address. Kindly contact the office at email@cupe15.org.

New Stewards

The Local recently offered an Introduction to Stewarding course for new stewards in the City, Parks, VSB, Langara, and the Langara Student Union. I would like to welcome everyone, and we look forward to having you all on board to support members in your sectors.

If you know any co-workers who may be interested in becoming a steward, please have them email me at dmohabir@cupe15.org. As I mentioned in last month's edition, stewards play an integral role in unions. The more we have, the better we can ensure our rights under the collective agreement are upheld.



Notices of Motion

1. Bylaw Amendment

The Executive recommends changing the name **Chief** Shop Steward to **Lead** Shop Steward in the CUPE Local 15 Bylaws.

Explanation/Rationale: This is a common change in other organizations because the current language is viewed as derogatory toward Indigenous Peoples.

2. CUPE Local 15 Policy Manual

Moved by Starla Bayley and seconded by Seagrín Worster to post the policy manual, which several Executive decisions are based on, on the website under the "About" tab (where the Local Bylaws and Respectful Workplace Policy are posted), within fifteen days of passing this motion at the next general membership meeting.

Explanation/Rationale: The policy manual outlines how our money is to be spent, what the parameters are and how much can be allocated to each item/issue. The policies also outline how our members are to be treated and what their rights are within the local. The bylaws might be what guides us – but the policy explain how we can enact on those bylaws. This is very important information that all the membership should have access to – to ensure accountability of our leadership and transparency with our money.

Executive Recommendation - The Executive recommends defeat of this motion because many of the policies are outdated and must be updated through the proper process. This will be deferred and reviewed within six to eight months.

Two Trustees Respond to Warren Williams' September article

As a Trustee and a previous Trustee for CUPE Local 15, we (Seagrín Worster & John Kaptein) feel it is important to respond to a point made in President Warren Williams' Article in the September Members' Voice "Looking back and moving forward...".

Which is, that we cannot take any credit for months of research to support the June's notice of motion to increase compensation for the President and Secretary Treasurer.

At the May 8, 2024 Trustees' meeting which we both attended as Trustees, the Committee was approached by a City Sector Rep and the 1st Vice President, along with the Accounting Coordinator, to "run" the notice of motion by the Trustees, thus seeking our support and endorsement.

At no time did we complete any research for this notice of motion and at no time did we previously discuss or initiate such a raise for the elected positions of our local. The President's article states that the Trustees did months of research for the motion, which is not correct.

At the time of submitting this article, there was no response from Vanessa Mani, the third Trustee for CUPE Local 15.

Submitted by Seagrín Worster & John Kaptein

Ed Note – In response to the letter from Seagrín Worster and John Kaptein responding to my September President's Message, it was my understanding that months of research had been done and I mistakenly stated that the Trustees were tasked with that research, when, in actuality they were tasked with reviewing the results of the research done by the Accounting Coordinator. Therefore, it is important to note the process.

In addition to the three trustees, the Accounting Coordinator is a member of the Finance Committee. The statement that "the Committee was approached by a City Sector Rep and the 1st Vice President, along with the Accounting Coordinator, to "run" the notice of motion by the Trustees, thus seeking our support and endorsement" is untrue and a misrepresentation of the process. Reports are presented to the Finance Committee regularly for their consideration. This report, prepared by the Accounting Coordinator after months of research, was presented to the committee, as per the usual process. The 1st Vice President and City Sector Rep were in attendance at the meeting in the absence of the Secretary- Treasurer to avoid any conflict of interest, and in order to subsequently present the report of the committee to the Executive. The Finance Committee, which includes the trustees, reviewed the report in detail and all members had the opportunity to comment and ask questions, which they did. After a thorough discussion, the committee voted on the motion, which was to unanimously recommend the motion to the Executive Board who subsequently voted to recommend it to the members.

DECISIONS

BY THE EXECUTIVE

At the Executive and Society Board meetings on September 17, 2024 the following decisions were made:

- To purchase a table at the Canadian Centre for Policy Alternatives (CCPA) BC Gala at a cost of \$1,250.
- To amend Policy 3.1.5 Mobile Phones. See details elsewhere in this issue.
- To appoint Delaney Davidson as the Primary OH&S Site Representative at Templeton Pool.
- To appoint Vanna Nguyen as the Primary OH&S Site Representative at Dunbar Community Centre.
- To appoint Jessica McCallum as the Primary OH&S Site Representative at Champlain Heights Community Centre.
- To change the name of "Chief" Shop Steward to "Lead" Shop Steward in CUPE Local 15 documents and on the website.
- To purchase ad space in the Junior Black Achievement Awards Ceremony program at a cost of \$300 for a ¼ page ad.
- To purchase a table of ten at the 30th Anniversary Labour Appreciation Night event at a cost of \$450.
- To recommend defeat of a motion to post the CUPE Local 15 Policies and Procedures manual on the website. (For more information see Notices of Motion elsewhere in this issue.)
- To purchase a CUPE Local 15 Wreath, a Mother of Veteran Wreath, and a Youth Veteran Wreath at a cost of up to \$200 each, and to donate \$100 for 200 poppies for the National Indigenous Veterans' Day ceremony.
- To donate \$1,000 to the National Disaster Relief Fund.
- To receive the Financial Statements ending May 31, 2024, June 20, 2024, and July 31, 2024.

BY THE MEMBERS

At the General Membership meeting on September 25, 2024, the members in attendance made the following decisions.

- To receive the Financial Statement ending July 31, 2024.
- To destroy the ballots from the City et al Bargaining Committee election.

NEXT MEMBERSHIP MEETING IS OCT 23, via Zoom.



Bursary Thank-yous!

Thank you for awarding me with the CUPE15 VMECW Dependent Bursary. I am very appreciative of this opportunity and award. Your generosity will have a lasting impact on my educational journey, and I sincerely appreciate the efforts of the union in supporting the families of its members.

Thank you once again for this valuable opportunity.

Sincerely,
Emily Campbell

I am honored to accept the VMECW Society Member Bursary for Part-Time Studies for the 2024/2025 Academic Year. As a long-time member of CUPE Local 15, I am deeply grateful for this support, which will significantly assist in my pursuit of an educational career.



I once believed my learning journey had ended in this photo but lo and behold, my journey has only started. After I completed Langara's Education Assistant program, I gained valuable insights into the education system, which inspired me to continue my career in this field and has inspired me to continue with a career in education.

It is never too late to follow one's passion and seek inspiration. I also want to thank my mentors, colleagues, and loved ones for their unwavering encouragement, support, and positive energy.

Sincerely,
Melissa Vu

Since I can remember, I have always wanted to pursue the profession of nursing. To me, nursing is a profession that encompasses empathy, advocacy, and shared learning. As a first-generation Canadian born Chinese woman, and future registered nurse, my hope is to meaningfully impact the healthcare system through safe and quality nursing care.



I am currently in the final term of my nursing program. My dedication to this profession is based on the want to provide patient and family-centred care, help patients navigate through the healthcare system, and safeguard the wellbeing of patients.

Although this may be a challenging profession at times, nursing embodies resilience and is an incredibly rewarding career in which I am committed to. I hope to pursue my dream of becoming a perinatal nurse and optimizing the outcomes of the populations in which I care for.

I am truly thankful for the support that CUPE 15 has provided me with, in the form of a VMECW Society Dependent Bursary, as I continue my unique and meaningful nursing journey. Moreover, I am honoured that CUPE 15 is investing in the education of students like myself.

Chloe Yeh

I am very grateful to be receiving this bursary from CUPE 15. I have been in the union for over 15 years, and have always been thankful for the way the organization stands up for me and ensures that I have a competitive wage, and am treated with



respect by my employers. This money will help me and my family of four grow and achieve more, as I use it to access training and schooling that will give me greater opportunities to contribute to my community.

I am pleased to read that after a slow decline in the past few decades, unions are making a comeback as the Cold War rhetoric wears off. New generations are rejecting the archaic notion of worker rights being a soviet conspiracy meant to undermine our society. My favorite writer has always been John Steinbeck, and his love and empathy towards the working classes has permeated a lot of my ideology and sense of humanity towards people from every background.

Keep a stiff upper lip. Everybody has something to teach you, and remember that how you perceive the world is just a reflection of how you treat the world.

Thanks again.
Simon Rotheisler

Thank you CUPE Local 15 for selecting me for the VMECW Society Dependent Bursary. I am very appreciative and grateful for your generous support for my first year of post-secondary. Having this bursary can help me feel less stressed about tuition, and concentrate with my studies in Psychology. Not only does this help me financially, but this generosity is a source of motivation for my studies.



I appreciate how accessible this bursary is as it was a very easy process to apply. I highly encourage those eligible to apply as this bursary can only help you pursue your academic pursuits. Lastly, I want to thank CUPE Local 15 again for providing this bursary and I hope it continues to be offered for future students.

Keira Chan

RESULTS ARE IN

City et al Bargaining Committee Election

On September 19, 2024, over 80 members crowded into a meeting room at the Italian Cultural Centre to elect their bargaining committee for the next round of negotiations.

Congratulations to the following members who were elected:

- City of Vancouver - Ava Choy, Mike Shaul
- Parks - Starla Bayley, Steve Anderson
- RayCam Co-operative Ctr - Shelley Bach
- Britannia Community Services Centre - Lorraine Evans

- Member-at-Large - Henry Lee
- Alternates - Jessie Mann, Henry Williams Jr.

Steve Salsman, CUPE Local 15 Staff Representative, will be the lead spokesperson at the local table with the City et al employers.

Thanks to the members who allowed their name to stand for election, and to all members who came out to vote.

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.



Henry Lee-Parks



Seagrin Worster-City

Thank you!
to our
CUPE 15
Stewards!



Lucia Rincon-HSPBA



Lorena Spencer-USB



Suzette Magri-USB



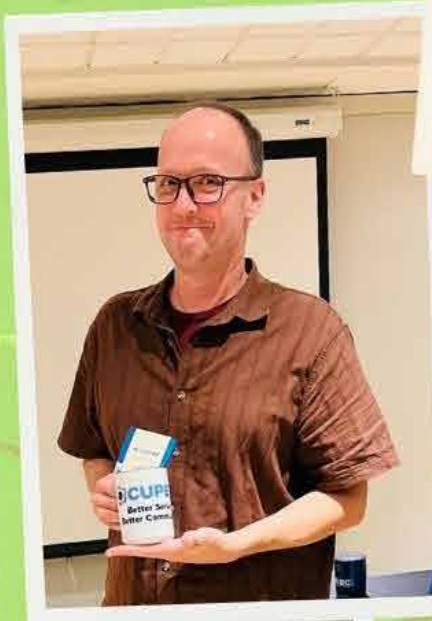
Rufa Sese-USB



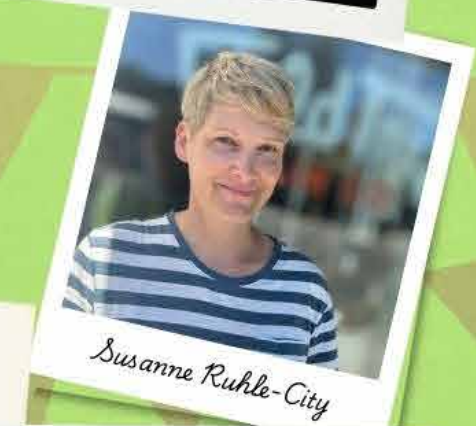
Cynthia Schadt-USB



Antonius Sunawan-Langara



Bobby Burgess-CBA Health



Susanne Ruhle-City



Amanda Leung-USB



Candace Barry-CBA Health



Vanessa Mani-USB



Starla Bayley-Parks



Ravina Lal-City



Sheri Nielson-USB



Priscilla Santos-USB



Brad Ferguson-City



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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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:

Seagrín 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
Megan Wong, Office Assistant

Building Service Worker:

Elaine Duan

CUPE National Representative:

Dan Todd



Managing Stress at Work

by Courtney Gillen, OH&S Representative – Cultural Sector

When people ask me how I got to work where I do, I always say that I wanted a job with less stress and then we laugh because every kind of work can present all types of stress. While we are paid to handle the stress, it doesn't stop other stressors from affecting our anxiety levels.

From thinking about home life to worrying about bill payments, taking care of ourselves, getting enough sleep, and among other things that cannot be dealt with during work, we all have things on our minds that add to the pressures of performing at work.

Managing stress at work can help lower your overall stress levels. Here is a list of things that can help you lower your stress at work:

1. **Breath:** Deep breathing can be used for lowering stress as well as relieving pain.
2. **Set boundaries:** Explain to people how you would like to be treated and respect other peoples' boundaries.
3. **Get organized:** Tidying your work space is not only safer and more efficient, but can help clear your mind.

4. **Identify your stressors:**

See if you can notice when you are more anxious than usual and identify what the causes are.



5. **Schedule breaks:** This is so necessary that you are, in fact, legally entitled to a break every 2.5 hours of shift.
6. **Care for your body:** Stay hydrated, eat healthy food, get enough sleep, and take some time to go outside.
7. **Maintain work-life balance:** Separate your work time from your personal time.
8. **Build a support system:** This can mean talking to your peers and/or your supervisor.
9. **Meditate:** You can do this before work, on a break, or after work. If you need to find a quiet place at work, then request it.
10. **Plan your day:** Schedule your goals for the tasks that you want to complete for the day. Fun fact: when you write things down, not only are you more likely to accomplish them, but you will find a greater sense of accomplishment because your progress is being tracked.



The deadline to submit your entry is Thursday, October 31st at 5:00 p.m.

Time to send in your entry for the Annual CUPE Local 15 Pumpkin Carving Contest

Children can paint, decorate, or carve a pumpkin; it's your choice! Each category above will be judged in the following areas:

- Funny
- Original Idea
- Scary
- Best Theme
- Most Unusual

to include the following information:

- CUPE 15 member's name and employer
- Child's name and age

Winners will be notified via email and will receive their prize via Canada Post. Winners and their pumpkins will also be profiled in the November issue of the Members' Voice.

Please take a picture with the pumpkin and email it to dmoahabir@cupe15.org. Make sure

Happy carving!