

OCTOBER
2025

THE MEMBERS' voice



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

Full house at the City et al Ratification Meeting!

The City et al Bargaining Committee would like to thank everyone who came out to vote on the proposed changes to our collective agreement. We are pleased to inform you that the membership voted 56% in favour of ratification.



OCTOBER 2025 GENERAL MEMBERSHIP MEETING

A by-election is on the October 2025 General Membership Meeting agenda. In accordance with Local 15 Bylaws, and a directive from CUPE National, the meeting will be held in person as follows:

Date: Wednesday, October 22, 2025

Time: 5:30 p.m.

Location: Room C/D
Italian Cultural Centre
3075 Slocan Street (at Grandview Highway, Vancouver
(Free parking is available)

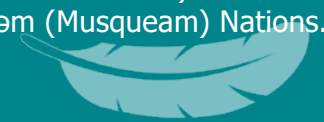
Details will also be posted at www.cupe15.org. The agenda and other related documents will be posted on or before 12:00 noon on October 22nd and hard copies will be available at the meeting. There will be a draw at the end of the meeting and three lucky winners will receive a gift card (retailers TBA 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 College/ University Sector Representative
- Notices of Motion – See page 8
- Financial Statement
- Committee and Staff 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.

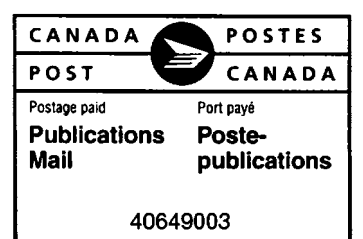


Mission and Vision Statements

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



Something for us to ponder



WARREN WILLIAMS
PRESIDENT

by **Warren Williams,**
President

Hello My
Friends,

I have a
question
and some
statements for
you to consider.

If you were
walking down the street and somebody spit
on you, threw something at you, or maybe
physically attacked you, would you think that
was acceptable?

I doubt any of us would.

So why in K-12 do districts accept it from the
students we work with? In schools all across
the province, as well as here in Vancouver,
our members are being told that violence is

an acceptable means of communication.

We as a society have become so concerned
with a student's right to an education that
we have forgotten that with privilege comes
responsibility.

We are all responsible for our actions.
Why should it be any different for children
in a classroom, lunchroom, hallway, or
playground? It shouldn't be. Yet every day
an education assistant, teacher, or other
support staff is harmed either physically,
or emotionally by a student who they are
supporting to succeed on their educational
journey.

K-12 staff have one goal. This goal is to
support students by teaching them the
importance of community, to be critical
thinkers, to know what societal norms are
or need to be, and to question the status
quo through discussion, empathy, and
understanding—not through violence.

Unfortunately, we are actively teaching
students that violence against another is
acceptable.

Every day in our schools, students witness
violent behaviour by another student with
little to no consequence. Witnessing violence
is a traumatic experience in which they could
eventually come to believe it is acceptable
behaviour.

We pride ourselves on being a free society,
yet in schools across the country, we have
forgotten to teach all our students that with
freedom, comes responsibility.

Yes, every child is entitled to an education.
However, children become adults and we are
teaching them that violence is an acceptable
norm.

Interim Secretary-Treasurer's Report

by **Cynthia Schadt, Interim Secretary-Treasurer**



CYNTHIA SCHAT
INTERIM
SECRETARY-TREASURER

Steward Ap- preciation Din- ner 2025

On Thursday,
September
25, 2025, we
celebrated this
year's annual
Stewards'
Appreciation
Dinner at
the Italian
Cultural Center,
honouring all
the dedicated
CUPE Local 15
shop stewards

and activists. The event was meticulously
planned and beautifully executed by our
exceptional Office Manager, Tia Tang. The
dinner, prepared by the Italian Cultural Centre,
was a delightful array of varied, plentiful, and
delicious dishes. Bravo to the chefs!

The evening was further enlivened by the
generous door prizes sponsored by CUPE
BC, which were abundant and well-received.
A special mention goes to Vanessa Chow for
the beautiful cupcakes that added a sweet
touch to the night.

I extend my heartfelt thanks to everyone who
attended and contributed to making this night
truly memorable.

Children's Winter Event 2025

Planning for the Children's Winter Event is in
the works. Further announcements will be in
the November issue of the Members' Voice.

Draft Budget Season is Here Again

As we approach the end of the year, it's time
once again for draft budget preparations.
The Finance Committee will soon convene
to outline the upcoming draft budgets. These
budgets will be presented for approval at the
General Membership and General Society
Meetings in November. Your participation in
these meetings is highly encouraged, as it
provides a valuable opportunity to understand
how your dues are allocated, ask pertinent

questions, and cast your vote on the draft
budgets for 2026. Stay tuned for more details
in the November issue of the Members' Voice.

Pumpkin Carving Safety Tips

Here are some safety tips you may follow
when participating in the Pumpkin Carving
Contest.

1. Choose safety-enhanced tools like
specific serrated knives designed for
pumpkin carving. Avoid kitchen knives.
2. Ensure the pumpkin is on a stable, flat
surface.
3. Carve away from your body.
4. Take your time.
5. When children participate, encourage
them to use crayons, pastels, or paints to
decorate and keep the knives and sharp
tools out of reach.
6. Use battery-operated LED candles or glow
sticks inside your Jack O' Lantern to avoid
fires.
7. Take a picture of your pumpkin and enter
it into the Annual CUPE Local 15 Pumpkin
Carving Contest. (See article on the back
page.)



Hello Members,

I see that my monthly email updates are creating a bit of buzz, and personally, I believe this is a good thing. As I say, over and over again, it is important to be able to discuss things and it is important to follow the rules that govern us. It is also important to understand that having different opinions or positions does not mean that “we don’t like someone”. My concerns of late all revolve around process and following sets of rules that govern us. For that reason, here is a crash course in Notices of Motion.

Our bylaws state that Notices of Motion are required to change or alter our bylaws, a dues assessment, levies, change policies, for any expenditure over \$1,000 (not provided for in the budget), bargaining issues and/or job action.

There are three ways a Notice of Motion can be brought to the membership:

1. The Executive can bring forward a Notice of Motion. If an Executive Member has voted against the Notice of Motion, they are allowed to speak to the membership to explain why they voted against the motion (I will be doing this at the next General Membership Meeting on a couple of Notices of Motion.)
2. Attend a General Membership Meeting and under new business announce that you are giving Notice of Motion to be discussed at the next General Membership Meeting. Your motion is then heard by everyone at the meeting and printed in the Members’ Voice as notice that this will be discussed.
3. Submit in writing your Notice of Motion to be printed in the next Members’ Voice and then discussed at the next General Membership Meeting.

When the Notice of Motion is brought forward for discussion at the General Membership Meeting, you still need to have a person second the motion before any discussion and/or vote. Bylaw changes require a 2/3 vote in favour to pass. Should a bylaw change pass, there is one more step that should happen before it is considered to be in full force and effect. It needs to be approved by CUPE National—that is the final step that should happen, not the first.

In August I submitted several Notices of Motion regarding our elections and campaigning to be printed in the Members’ Voice for September. Rather than following our bylaws and publishing the Notices of Motion to let the membership decide, the leadership pre-emptively sent these items off to a paid sub-committee (I say paid because they were the ad hoc Election Committee – one who is a paid contractor, one who is a past office manager, and one who is a current office manager) to get their opinion on my motions. Everyone on this ad hoc committee would be affected should these motions pass.

According to the bylaws, the motions should have come to the membership first. You (the union) should be deciding if the items should be passed, defeated or referred to some ad hoc committee. At any rate, these Notices of Motion should be printed in the October Members’ Voice and should be coming to the next General Membership Meeting for you to vote on. I suspect the leadership will read the report provided by this ad hoc committee at the meeting to try and bolster their position that these changes would not be beneficial.

Another big item that I believe needs to be highlighted for the membership is the Society budget. Twice a year the membership is presented with this budget—one to approve the budget as set by the Finance Committee and one to provide an update on how well we are following the budget or if there are any issues. At the last Executive meeting we were presented with the Society budget where one of the line items was overspent by over 300% or just over \$9,000. This line item is for our document management system. When I asked whether a motion was passed to overspend on this line item, I was told that it wasn’t necessary as we had underspent in other areas. Personally, I find this a strange response as our bylaws state that any expenditure that is over \$1,000 requires a motion for us to be able to spend our money.

Yes, the document management system is important and, as I am told, with the upgrades we will save money in the future. But not following our bylaws puts us in a precarious position. I am confident had the leadership brought this line item to your attention and presented their rationale for needing to go over this budgeted item, the membership would have approved. The problem for me is, we have bylaws for a reason and by not following them we set ourselves up for potential issues moving forward.

As always, I seek for transparency in our governance and our finances. I would like us to follow our bylaws.

Lastly, given that my last email was openly rebutted in the September Members’ Voice by our 1st Vice President stating that only a select few were receiving my emails, I felt it was best to submit this message to the union office to be printed in the Members’ Voice, rather than simply to those colleagues on my email list. This way all members have an opportunity to come to their own conclusion from the two very different perspectives of the current state of our local.

Thanks for taking the time to read my email. As always, if you have any questions please reach out to me and I will do my best to provide a clear and honest response.

In solidarity,
Starla Bayley

Policy Amendment

At the September 23, 2025 Executive Board meeting the Executive voted in favour of amending Policy 2.1.1 – Candidate Statements as follows: (**Bold** text denotes new language.)

2.1.1 Candidate Statements

Candidates running for office in CUPE Local 15 may submit brief biographies of themselves of 500 words or less and a photo in Jpeg format for publication in the issue of the Members’ Voice immediately preceding the Annual General Meeting and on the Simply Voting website in order that members may have some information before the election of officers.

All submissions are final and must be received no later than 9:00 a.m. on the Tuesday immediately preceding the first Wednesday in May. No revisions will be accepted. CUPE Local 15 reserves the right to format submissions for consistency.

DECISIONS

BY THE EXECUTIVE

At their meetings on September 23, 2025, the Executive and Society Boards made the following decisions:

- To approve the Financial Statements ending July 31, 2025.
- To elect Cynthia Schadt as the Interim Secretary-Treasurer during Debbie Mohabir’s leave.
- To recommend a donation of \$2,500 to the Junior Black Achievement Awards. Notice of Motion published on page 8.
- To recommend amending Bylaws 9.2, 11.1, 11.7.1, 17.4.3.1, 19.2, 12.1.1, 12.3.1, and 12.8.1. See Notices of Motion on page 8.
- To amend Policy 2.1.1 as per the recommendation from the Election Working Group. See amendment on this page.
- To recommend defeat of three Notices of Motion from Starla Bayley. See Notices of Motion on page 8
- To purchase a table of ten to the United Way 31st Annual Labour Appreciation Night at a cost of approximately \$450 (2024 rate).
- To send six members to CUPE 2025 Fall School as per the recommendation from the Education Committee.
- To purchase 100 BC Federation of Labour OH&S Resource Books for Shop Stewards at \$22 per book.
- To reject an employer settlement offer in the City Sector.
- To appoint Sean George, Andy Mori, Jackie Smith, Diana Stewart, Scott Hagerman, and Ermen Dellicarpini as Primary OH&S Representatives.
- To appoint Nader Farzan as an Alternate OH&S Representative at the Gathering Place.

BY THE MEMBERS

At the General Membership meeting on September 24, 2025 the members in attendance made the following decisions:

- To receive the Financial Statement ending July 31, 2025.
- To elect Anna Bondartchouk to fill the vacant Cultural Sector Representative position on the CUPE Local 15 Executive Board ending May 24, 2028.
- To destroy the ballots from the June 2025 Trustee and Parks Sector Representative by-elections.
- To destroy the ballots from the June 2025 CUPE National Convention delegate elections.

Thank You

to Our Activists



On Thursday, September 25, 2025, we held our Annual Stewards' Appreciation Dinner to celebrate the incredible work of our stewards and committee members. It was an evening filled with good food, laughter, and heartfelt thanks.

We know that not everyone was able to join us, but your contributions are deeply appreciated. Every conversation you have, every challenge you help solve, and every member you support makes a real difference in our Local.

We also want to extend a special thank you to Karen Randalta, President of CUPE BC, and Tony Rebelo, Secretary-Treasurer of CUPE BC, for their generous donation of prizes. A big shout-out as well to their office administrator, Maja Bohinc, for organizing everything so thoughtfully.

Finally, a huge thank you to the CUPE Local 15 office staff who helped organize this event and ensured it ran smoothly—you made the evening even more special.

To all our stewards and committee members—thank you for your dedication and commitment. CUPE Local 15 is stronger because of you!



Hats off! 🎩



Great job!



YOU ARE THE BEST

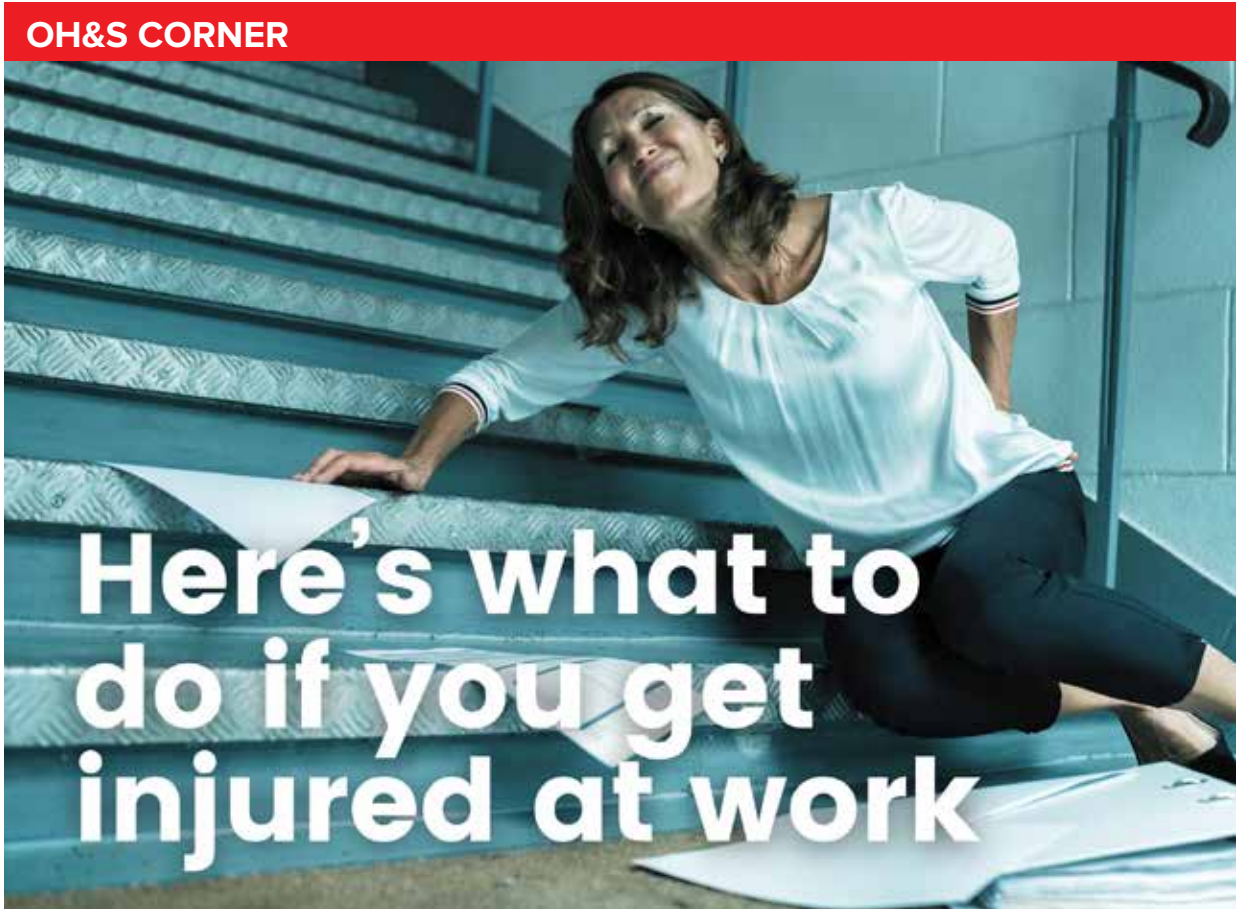




you're
rock



WELL!
Done!



by **Eduardo Rodriguez, Alternate OH&S Committee Representative**

Nobody expects to get injured at work (or anywhere else), so when the unexpected happens, we often find ourselves unsure of what to do.

Ideally, you would like to take some steps to prevent workplace injuries and illnesses. For instance, be alert to hazards and report them immediately to your supervisor or employer. Follow safe work procedures. Make sure you use all protective clothing and equipment correctly. If possible, participate with your Health and Safety Committee. As a worker, you have the right to a safe and healthy workplace, which includes the right to refuse unsafe work.

However, if the unexpected happens, the first thing an employee needs to do when injured at work is to prioritize their own health and safety. This means stopping what you are doing and moving away to a safe distance from the place or equipment where the injury occurred.

Then, let your employer know about your injury as soon as it is safe to do so. Some

workplaces have policies in place about getting help when an incident happens, so make sure you are familiar with such a policy at your workplace before you ever need to use it. Your worksite OH&S committee could help you get familiar with those policies.

If you receive medical attention, anyone treating or assessing you should know that you were injured at work. Make sure you follow all your doctor's recommendations. These might include some modified work duties and accommodations that can help your recovery and return to work (if you have to be off work).

Report your injury to WorkSafe BC. They will review reports from you, your employer, and your health care provider to determine your eligibility for benefits. The sooner you report the injury, the sooner they can decide on your claim. However, you have up to one year from the date you were injured to report it to them. Ask your OH&S Committee or your shop steward for help in this process; they might be able to give you some guidance.

Remember, when it comes to health and safety, everyone in the workplace has a role to play in keeping it safe.



Allan Soone's Celebration Party



Four OH&S Committee Vacancies

submitted by **Henry Lee, Chair, CUPE Local 15 OH&S Committee**

There are vacancies for Alternate Committee Member Representatives on the CUPE Local 15 OH&S Committee in the following sectors:

- Parks – Alternate
- Cultural – Alternate
- Langara – Alternate
- Health – Alternate

If you are interested, please contact Henry Lee at trendfitness@yahoo.com.



Notice of By-election

College/University Sector Representative

This is for the remainder of a three-year term ending May 24, 2028. Only members from the College/University Sector are eligible to accept nomination or vote.

submitted by **Anna Bondartchouk, Steward - Vancouver Maritime Museum**

Allan's fifty years of service was profiled in the September issue of the Members' Voice. Subsequent to submitting that article, staff from the H.R. MacMillan Space Centre and Vancouver Maritime Museum gathered on July 11th to celebrate Allan with a barbecue (burgers provided by Vera's Burger Shack).

Staff sported some dashing Allan masks and Allanesque work attire. And the big surprise: a visit from Fin, the mascot of the Vancouver Canucks, who came to commemorate the lifelong fan's special day.

Notices of Motion

1. The Executive recommends a donation of \$2,500 to the Junior Black Achievement Awards Society to help support Black youth in the community.

Explanation

The Junior Black Achievement Awards Society is a non-profit organization dedicated to recognizing and celebrating the remarkable achievements of Black youth across various fields. Through its annual awards ceremony, community events, and education sessions, the JrBAA aims to inspire, empower, and create opportunities for the next generation of Black Leaders.

2. The Executive recommends amending Bylaw 9.2 Notice of Motion re: Members' Voice as follows: (~~Strike-out~~ denotes deleted text and **bold** denotes new language.)

- 9.2 Notices of Motion must be submitted in writing prior to 9:00 a.m. on the first Wednesday of the month to be considered at the next General Membership Meeting. This date is set to allow inclusion in the newsletter. Notices of Motion shall be circulated to the membership by a method designed to reach all members prior to the general meeting at which the motion is to be considered. Such method shall normally be the newsletter, provided that the newsletter is mailed out or emailed, and posted on the website no less than ten days prior to the general meeting or is otherwise distributed to reach the membership prior to the general meeting.
- 9.3 Failure of some members to receive Notice of Motion before the general meeting because of postal delays, incorrect addresses, or other factors beyond the control of the union shall not constitute a violation of the bylaws of the union, provided all reasonable effort has been made to reach all members.

Explanation

The union office regularly receives requests from members to email the Members' Voice instead of mailing a hard copy to their home, and these requests are increasing in frequency. The union currently has personal email addresses for approximately two-thirds of the membership, and continues to actively collect more. At this time, transitioning to distributing the Members' Voice via email, whenever possible, will result in approximately \$90,000 in printing and mailing costs annually.

3. The Executive recommends amending Bylaw 11.1 Officers and Trustees as follows: (~~Strike-out~~ denotes deleted text and **bold** denotes new language.)

- 11.1 The Officers of CUPE Local 15 will be the President, First Vice-President, Second Vice-President, Secretary-Treasurer, three Trustees and 11 Executive Members at Large. The Members at Large shall be from the following sectors (defined as bargaining units or groupings of bargaining units):

- City – 2
- Parks – including Ray-Cam, Britannia, WECCA – 2
- K-12 – 2
- Colleges and Universities – one each from University (Emily Carr) and College (Langara – including Student Union LSU, SUVCC and Chartwells employees) – 2
- Cultural – including Museums, VAG, Planetarium – 1
- Health – one each from Community and Paramedical Sub Sectors – 2

Explanation:

The Student Unions have been individually listed out for clarity. Changed Colleges and Universities to College/University for consistency because there is only one of each and this is how it is referenced elsewhere in the bylaws. The original intent of the bylaw was to ensure representation from each sector, and electing one delegate from College and one from University ensures representation from both.

4. The Executive recommends amending Bylaw 11.7.1 Terms of Employment and Benefits of Full-Time Elected Position as follows: (~~Strike-Out~~ denotes deleted text and **bold** denotes new language.)

- 11.7.1 The **1st or 2nd Vice President** ~~Secretary-Treasurer and President will cover each other's~~ **the President and Secretary-Treasurer's** vacation. ~~and they~~ **The President and Secretary-Treasurer** will make every reasonable effort to **coordinate their vacation to ensure they are not on vacation at the same time, and** that one of them is available for contact with membership.

Explanation:

Updating this language reflects current and past practice and aligns with the CUPE National Constitution.

5. The Executive recommends amending Bylaw 17.4.3.1 Lead Shop Steward Roles and Responsibilities as follows: (**Bold** denotes new language.)

- 17.4.3.1 The Lead Shop Steward shall provide support to shop stewards in their sector by:
 - Assigning stewards to members seeking assistance from the union, including for investigative meetings, discipline meetings, and grievance meetings with the employer, with the assistance of the Office Assistants or when necessary the Secretary-Treasurer.
 - Preparing, maintaining, and administering a schedule of duty stewards where required.
 - **Attending meetings with the employer or member when needed or if no steward is available.**

6. The Executive recommends amending Bylaw 19.2 Grievance Committee as follows: (~~Strike-Out~~ denotes deleted text and **bold** denotes new language.)

- 19.2 The Grievance Committee shall be comprised of one Table Officer (but not the Secretary-Treasurer), one ~~of the Members at Large~~ or **steward (only if the Member at Large is not available)** from the sector where the grievance originated and three experienced shop stewards, or former stewards, who shall be members selected from a variety of bargaining units within the CUPE Local 15 membership by the Executive Board. Five committee members, one of whom will be an Executive member, will constitute quorum. The Secretary-Treasurer will be responsible for getting the appropriate members to sit on the committee. Every effort will be made to rotate representation on the committee among the Table Officers, Member at Large from the sector where the grievance originated, and stewards. The Table Officer will serve as chairperson of the committee. The Sector Representative will act as Recording Secretary. That is, they will fill out the report form at the end of the meeting. The order of business of the Grievance Committee meeting will be:
- i) Confirmation of who is present and in what role.
 - ii) Brief presentation from staff on the recommendations and repercussions (if any).
 - iii) Grievors and their steward are invited to speak to the committee. Once they have spoken they will leave the meeting.
 - iv) Questions from committee members for clarification.
 - v) Motion to concur, or not, with the staff recommendation.
 - vi) Discussion and vote on the motion.
 - vii) If the decision is not to proceed to arbitration, the committee to provide in writing the reasons for the decision.

Explanation:

Adding a sector steward as an option will assist in organizing a meeting of the Grievance Committee in a timely manner.

7. The Executive recommends amending Bylaw 12.1.1 Nomination of Officers, as per the recommendation from the Election Working Group, as follows: (~~Strike-Out~~ denotes deleted text and **bold** denotes new language.)

- 12.1.1 At the regular meeting of CUPE Local 15 in the month of March, a list of offices to be filled in the May elections will be announced and nominations received. Nominees will be required to notify the ~~Secretary-Treasurer~~ **Office Manager, in writing**, by no later than ~~5:30 p.m.~~ **9:00 a.m.** on the Wednesday immediately following the March General Membership meeting of their intention to run for office. If no written notice is received within this specified time, it will be deemed the nominee has declined. ~~The Secretary-Treasurer~~ **CUPE Local 15** will advise all members of all nominations received.

Explanation:

Acceptance of nominations have been initially missed because the Office Manager was not copied as instructed in the letter to nominees. It is also problematic that the bylaw directs nominees to notify the Secretary-Treasurer of their intention to run for office when the Secretary-Treasurer position is up for election and the current incumbent is also nominated. The deadline to accept nomination is also an issue. The time does not align with the Members' Voice submission deadline, and because publication timelines are already very tight, moving the deadline to accept nomination from 5:30 p.m. to 9:00 a.m. ensures it is consistent and manageable. Finally, amending the last sentence of the bylaw reflects current practice as members are provided with this information in various ways throughout the process.

8. The Executive recommends amending Bylaw 12.3.1 Election of Officers, as per the recommendation from the Election Working Group, as follows: (~~Strike-Out~~ denotes deleted text and **bold** denotes new language.)

- 12.3.1 The election of officers will be held **electronically** during the month of May in each general election year. ~~The election will be conducted electronically using~~ **and where there are three or more members running for a position a preferential ballot will be used.** ~~where~~ **When a preferential ballot is used**, members will have the option of ranking one or more of the candidates in order of preference on an online system approved by the membership. To be elected a candidate must receive a majority of the votes cast.

Explanation:

Preferential ballots are not necessary when only two candidates are running for a position. This amendment clarifies the language to reflect the current practice, without changing its intent.

9. The Executive recommends amending Bylaw 12.8.1 By-Elections, as per the recommendation from the Election Working Group, as follows: (**Bold** denotes new language.)

- 12.8.1 **During an in-person** meeting ~~B~~ballots for voting purposes in a by-election are distributed according to the membership sign in count in non-general elections or by-elections. **If three or more members accept nomination and a candidate does not receive the majority of votes, the candidate receiving the fewest votes will be removed. New ballots will be re-issued and the process will continue until a candidate receives the majority of votes.**

Explanation:

When a by-election is called, arrangements are put in place for the General Membership meeting to take place in-person, and run-off is the CUPE National established practice for in-person voting. This means that if more than two members are running for a position, the person with the least number of votes drops off and new ballots are issued. This practice continues until there are two candidates remaining, and at this point one will receive a majority of votes cast. This amendment clearly and specifically reflects the current and correct practice.

10. It was moved by Starla Bayley to amend Section 12 of the Bylaws by adding the following article:

Campaign Materials – The local mail out all Presidential, 1st Vice-President, 2nd Vice-President, and Secretary-Treasurer candidate's campaign materials to all site contacts prior to May 1st of the election year.

Explanation from the Mover:

- Elections should be run as fairly as possible and access to membership in all sectors enables a more fair and transparent campaign.
- Not everyone reads the Members' Voice and often the Members' Voice doesn't get delivered until after the polls have already closed.
- With restriction to entry at many locations candidates should be provided a fair opportunity to promote themselves within all sectors.

The Executive recommends defeat of this motion because:

- All candidate election statements are available on the voting platform for the entire time the poll is open ensuring every member can read all the election statements prior to voting electronically.
- The Members' Voice is posted on the Local 15 website at least two weeks prior to the close of poll. The union is also actively working to amend the bylaws to allow for electronic delivery of the Members' Voice (see Notice of Motion #2). It is an individual responsibility to read election material. If people don't read the Members' Voice there is no guarantee they will read an election mailing, and it is rare that it is not delivered prior to the close of poll. The assertion that "some" people don't read it does not justify the labour and cost.
- Not all worksites have site contacts, and it cannot be assumed that the material will be distributed fairly and impartially.

11. It was moved by Starla Bayley to amend Section 12.4 of Bylaws by adding the following article:

Communications with Returning Officer – That all election related communications go directly to the Returning Officer as part of their contractual agreement with the local.

Explanation from the Mover:

The Returning Officer should be accessible directly to all candidates running for our Local Executive Office without fear of having their personal concerns flagged by anyone who may have access within the union office. For those who may be running against an incumbent this would provide insurance that their complaint will not be used against them for the purposes of gaining an advantage. Those working in the office, employed by our local are often hired directly out of the working units that we represent, often these individuals have preexisting relationships and/or allegiances that may affect the handling of complaints by candidates. Having direct communications with the Returning Officer would ensure all candidates are treated fairly and as individual complainants through the process. In addition, the Returning Officer is a paid contract position so the added responsibility of connecting with the candidates could be included in the contract.

The Executive recommends defeat of this motion because:

- This motion is contrary to Bylaw 12.4.2 which states, "The Returning Officer will be available to answer inquiries received through the union office during the period from the call for nominations to the conclusion and certification of the election." The mover also wrongly assumes the Returning Officer is always an external person and not a member of CUPE Local 15. The current Bylaw 12.4.1 states, "The Returning Officer will be appointed by the Executive Board no later than the January General membership Meeting." It is up to the Executive Board to determine the Returning Officer and whether it is an internal or external person.
- The Mover's rationale insinuates that the office staff have been, or could be unprofessional. The staff follow Policy 2.1.4 which prohibits employees "from endorsing, campaigning, and/or supporting a member in any way who is a candidate in an election..." and there has not been a complaint of this nature in at least 30 years.

12. It was moved by Starla Bayley to amend Section 12.4 of Bylaws by adding the following article:

Campaign Rules – That the Returning Officer be required to lay out all rules of campaigning the day after candidates have accepted their nomination. Including how to access sites and contact information to arrange various site visits.

Explanation from the Mover:

Planning out a campaign is very time consuming and requires cross sector campaigning for President, Secretary-Treasurer, 1st Vice and 2nd Vice positions – along with Trustees. Access to the membership should be available to all candidates no matter which sector they are from. Candidates should know in advance how to conduct themselves and how to access sites to connect with our membership.

The Executive recommends defeat of this motion because:

- CUPE Local 15 represents members working for 18 employers across five cities in the Lower Mainland, with over 200 different worksites. Worksites are employer worksites, not CUPE worksites, and many have restricted access. Candidates do not have the right to enter every worksite to campaign as many employers do not permit non-employees from entering their workplaces. This is for many reasons, including safety, protecting confidential material, and potential liabilities.
- Our bylaws and policies address elections. In addition, the letter to all candidates speaks to campaigning and includes the CUPE National Code of Conduct and the CUPE Local 15 Equality Statement.
- It is outside the purview of the Returning Officer, and an unrealistic expectation, for the Returning Officer to research and organize entry for worksites.

CONGRATS
CONGRATS
CONGRATS

TO OUR **BURSARY RECIPIENTS!**
WISHING YOU THE BEST IN YOUR STUDIES

Thank you very much for the bursary funding for full-time studies for the 2025/2026 school year. I was delighted to hear that I had been chosen as one of the recipients as I enter into my last semester of my Bachelor of Business program, which I have been working on in full-time studies while working full-time in my position as a CUPE 15 member with the Vancouver School Board.



Thank you again for this amazing assistance in my pursuit of post-secondary education.

Kind regards,
Natasha Thomas, VSB

I would like to thank the VMECW Society for awarding me their Dependant bursary.



This funding will assist my full-time post-secondary studies through the Biological Sciences program at SFU. I would also like to thank my parents for their support financially and emotionally in my post-secondary journey.

Darren Lee

I am grateful to have been selected for the CUPE Local 15 - VMECW Society Member Bursary for the 2025/2026 academic year.



This financial assistance has made a significant difference in my academic journey and has made my commitment to lifelong learning possible. I am studying full-time in the Master of Library and Information Studies program at UBC. This bursary has eased the financial burden of my graduate program, allowing me to focus more on my studies and professional development. I am currently working part-time as an Instructional Assistant for the Library & Information Technology program at Langara College, where I support instructors, students, and prospective applicants. I am excited to support students' academic success as an academic librarian and look forward to taking on instructional roles within the LibTech program after completing my graduate studies.

Thank you once again for your continued support of our union members.

Many thanks,
Hyejin An

I would like to sincerely thank CUPE Local 15 for selecting me for the VMECW Society dependant bursary. This generous support comes at a very meaningful time, as I enter the final year of my undergraduate degree in Biology. By helping ease the financial pressures of tuition, this bursary allows me to focus more fully on my studies and strengthens my motivation as I work toward my long-term goal of becoming a doctor.



Beyond the financial support, I deeply value how this bursary reflects CUPE Local 15's ongoing commitment to supporting not only its members but also their families. Throughout my mother's long-time membership with the union, I have seen firsthand the care and dedication CUPE has shown to its community, and this bursary is a wonderful extension of that support.

I also appreciate how accessible and straightforward the application process was, making this opportunity available to students like myself who are working hard to pursue their academic goals. I would encourage other eligible students to apply in the future, as this bursary is truly a stepping stone for success.

Once again, thank you for this generous award and for continuing to invest in the future of students. I am very grateful for your support, and I hope this bursary will continue to inspire and assist others for many years to come.

Sincerely,
Keyaan Jaffer

I'm deeply grateful to CUPE Local 15 for awarding me the VMECW Society Member Bursary. As a member continuing my education, this support has meant more than just financial relief; it's a reminder that our union values lifelong learning and the diverse paths we take to make a difference.



I believe education is one of the most meaningful ways we can contribute to raising consciousness about the roots of our planetary crisis, the way we live, consume, and relate to the world around us. That same awareness is also the key to finding solutions. Through this degree in ecological education, I hope to help others reconnect with the natural world and reimagine more sustainable ways of being.

If you're considering returning to school or expanding your knowledge, I encourage you to apply. It's not just about funding, it's about being seen, heard, supported, and celebrated.

With gratitude,
Catalina

I am writing to express my sincere gratitude for being selected as one of the recipients of the VMECW Society Dependant Bursary. It is an incredible honour to receive the award and I truly appreciate the generosity. The funding provided will play a significant part in helping me to achieve and exceed my academic expectations and continue to focus on my studies. I am in my second year at the University of British Columbia, pursuing a Bachelor of Arts degree in Speech Sciences. This bursary will not only support me through the remainder of my undergraduate studies, but also assist in my future goal of furthering my education and pursuing a Master's degree in Speech Language Pathology, with the hope to become a Pediatric Speech Language Pathologist.



I am deeply grateful for your support that will have a lasting impact on my academic and professional career. Your commitment to helping students like myself reach their potential is truly amazing, and I am proud to be a recipient of this award. Thank you once again for your generosity.

Warm regards,
Kaylee Chan

I would like to thank CUPE Local 15 and its members for selecting me for the VMECW Society Dependant Bursary for the 2025/2026 Academic Year. I encourage all who are eligible to apply as the process is easy and the bursary is very helpful in covering some of the costs involved in attending post-secondary education.



I appreciate that CUPE Local 15 is investing in the education of students and their future goals. I'm very grateful for the bursary and I'm looking forward to a successful year at Capilano University in the Kinesiology Program.

Regards,
Hannah A.



CUPE Local 15 welcomes submissions and photos from members.

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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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
Interim Secretary-Treasurer: Cynthia Schadt
1st Vice President: Santino Scardillo
2nd Vice President: Henry Lee

Sector Representatives:

City: Aaron Cook, Susy Mckay
College/University: Sophie Bennett, Vacant
Cultural: Anna Bondartchouk
Health/HSSCBA: Edith Hole
Health/HSPBA: Lucia Rincon
Parks: Bernie Dionne, Starla Bayley
K-12: Vanessa Mani, Cynthia Schadt

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Steve Anderson, Sheri Nielsen, Ravina Lal

Staff Representatives:

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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, Office Assistant

Building Service Worker:

Elaine Duan

CUPE National Representatives:

Rachna Singh, Dan Todd

IT'S THAT TIME OF YEAR, AGAIN!

**6TH ANNUAL
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:

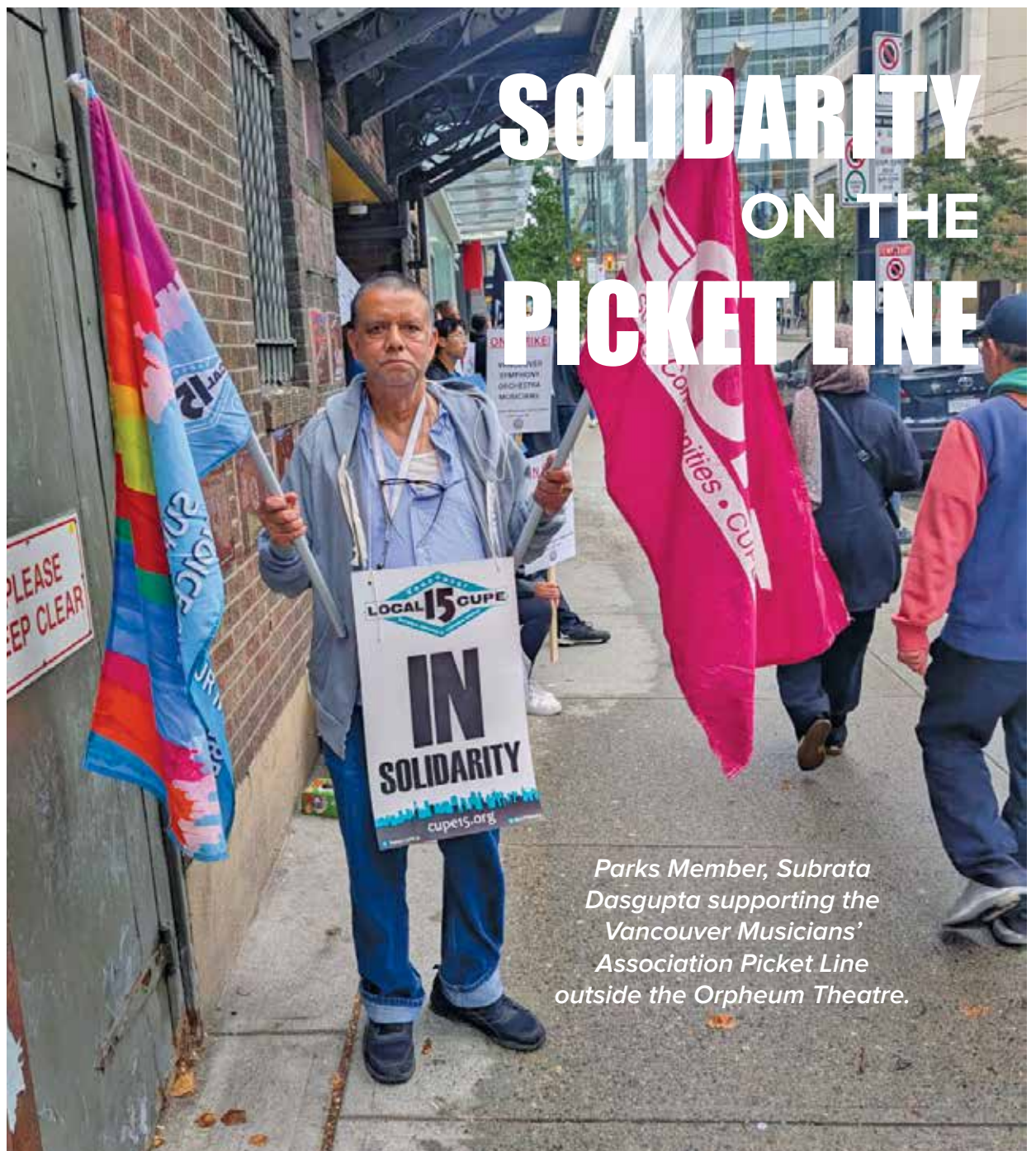
- FUNNY
- ORIGINAL IDEA
- SCARY
- BEST THEME
- MOST UNUSUAL

**DEADLINE
OCTOBER 31
AT 5:00PM**

Please take a picture with the pumpkin and email it to email@cupe15.org with "Pumpkin Carving Contest" in the subject line. The following information must also be included in the body of your email:

- CUPE 15 MEMBER'S NAME AND EMPLOYER
- CHILD'S NAME AND AGE

Winners will be notified via email and their pumpkins will be pictured in the November issue of the Members' Voice.



**SOLIDARITY
ON THE
PICKET LINE**

Parks Member, Subrata Dasgupta supporting the Vancouver Musicians' Association Picket Line outside the Orpheum Theatre.