

SEPTEMBER
2025

THE MEMBERS' voice



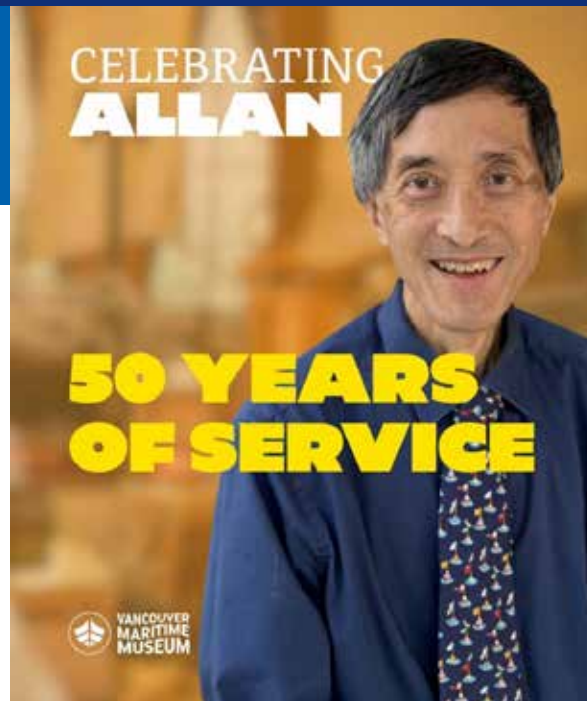
THE NEWSLETTER OF LOCAL 15, VANCOUVER MUNICIPAL EDUCATION AND COMMUNITY WORKERS

50 Years What a Milestone!

Submitted by Anna Bondartchouk, Steward-
Vancouver Maritime Museum

In 1975, a teenager named Allan Soone began working in Visitor Services at the Vancouver Maritime Museum (VMM) and H.R. MacMillan Space Centre. Fifty years later, and now a long-time favourite among maritime museum staff and visitors alike, Allan can still be seen bringing patrons aboard the St. Roch, roving the galleries, and striking up conversations. This year, we celebrated Allan's 50th work anniversary on July 11, 2025.

Back in 1975, the VMM, Museum of Vancouver, and H. R. MacMillan Space Center operated under one administration, so front-facing staff like Allan worked for all three museums. Allan had been working for the museums alongside his brother, Terry (who has also worked at the Space Centre for over 50 years, congratulations!), while he was completing his degree in Biochemistry. But when he finished school in 1981, he had to think about where he was truly happy. "I decided to continue working at the three museums. I enjoyed working with the different staff there and you get to meet a lot of new



people... The staff here, I currently really enjoy working with, because I find that everyone is just so dedicated to whatever area they're working in and we're all trying to help one another - that's why even though I'm retired, I still like working here." Allan tells us that over the years, he's enjoyed the opportunity to learn about and appreciate local maritime and Indigenous history, as well as seeing visitors engage with him.

Allan says (very humbly) that he doesn't necessarily see his 50 years at the museum as a huge accomplishment, but the years

have definitely brought different chapters for him. "I think there may have been times during those 50 years that I felt bored, but not for very long. There was always something or someone that kept me going. There were people in my life that have kind of mentored me, that helped me to keep an even keel of things in my life, where my priorities should be."

Over the years, Allan has witnessed major changes at the museum - from the departure of Parks Canada from the St. Roch site, to the introduction of specialized exhibit spaces ("not just model ships!"). From a 1980's maritime computer game exhibit, to his own new-found fame from delivering Gen-Z slang on the VMM TikTok in 2024. "I'm really more of a behind-the-scenes person and I just enjoy working here. If there's anything I can do to promote the museum, that's fine, but as far as trying to have celebrity status, that's just not for me."

Allan, on behalf of the Vancouver Maritime Museum, your 50 years here have brought invaluable memories and moments. You have been supportive of dozens of staff and thousands of visitors from all different walks of life. Your hard work, sense of humour, empathy, and amazing attitude have made you an incredible person to work alongside. Thank you so much and congratulations!

SEPTEMBER 2025 GENERAL MEMBERSHIP MEETING

A by-election will be on the September 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, Sept. 24, 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 September 24th 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 Cultural Sector Representative (See back page.)
- Financial Statement
- Staff and Committee Reports

WE ACKNOWLEDGE...

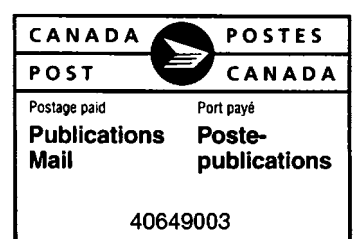
We live, work and play on the unceded land of the Coast Salish peoples—Skwxwú7mesh (Squamish), səlilwətał (Tsleil-Waututh) and xʷməθkʷəy̓əm (Musqueam) Nations.

Mission and Vision Statements

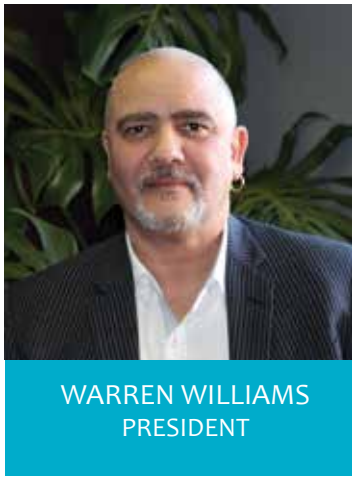
Mission Statement – Serving our members' interests by advancing and defending their rights and the rights of all workers.

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



Welcome back to the Fall



by **Warren Williams, President**

Dear Members,

I hope you all had a great summer. With fall just around the corner, summer vacations are winding up and

school is back in session, we naturally re-establish our regular routines. This is helpful for mental clarity and overall well-being, and can transform chaotic days into days filled with purpose and productivity. I hope that your routine includes involvement in your union, wherever possible.

Being an active member is about more than attending meetings; it's about contributing to a culture of fairness and support. Challenges,

such as feeling unsupported, or concerns about retaliation can arise, but by staying connected and working together, we can address these issues effectively.

Active participation and open communication is the key to our success. By addressing concerns proactively and supporting each other, we can resolve many issues before they grow, which will in turn foster a positive work environment.

I want to extend my heartfelt thanks to all our dedicated members, including our Executive and Society Boards, shop stewards, committee members, OH&S representatives, and site contacts. I would also like to thank the Local 15 staff. Your hard work and commitment are truly appreciated.

Together, we strengthen our union and improve our working environment. Thank you for your continued dedication and support.

September also brings two statutory holidays, Labour Day and the National Day of Truth and Reconciliation.

The first significant Canadian parade/demonstration for workers' rights took place in Toronto on April 15, 1872, which turned out to be a defining moment in Canadian history. I hope you were able to take some time to reflect and celebrate Labour Day this year, which has been an official statutory holiday in Canada since 1894. It was founded by organized labour and working people, with one of the foundations being the nine-hour movement in 1872, advocating for the reduction of the standard workday to nine hours. This eventually led to the 8/8/8 principle—workers fought hard for an eight-hour workday, eight hours of recreation, and eight hours of rest. The fight to improve workers' rights has been successful in many ways, but still continues today.

See back page for more on the National Day for Truth and Reconciliation.

CUPE 15 MEMBER ENGAGEMENT

Playground Leaders (Summer 2025)

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

As part of our summer member engagement efforts, 1st Vice President Santino Scardillo, and Parks Sector Representative, Bernie Dionne, visited several parks across Vancouver and met with the Playground Leaders. These leaders provide free, family-friendly programs, events, and supervised activities in neighbourhood parks during the summer months.

CUPE 15 connected with Playground Leaders at the following sites:

- Brewers Park
- MacLean Park
- Norquay Park
- Grandview Park
- Sunrise Park
- Renfrew Park
- Collingwood Park
- Prince Edward Park
- Douglas Park
- Clinton Park
- Garden Park
- Grays Park

At Norquay Park, programs run daily from 11:00 a.m. – 6:00 p.m. and welcomed an average of 54 participants in 2023–2024. Families enjoy board games, crafts, sports equipment, spray park features, and a large playground. The park is also a hub for parties, social events, and community connections.

During our visits, the young Playground Leaders were excited to see us and shared stories about their work. Over two months of summer, they become like a family to the children and community they serve. Many also

support recreation year-round by working winter shifts sharpening skates, supporting after-school programs, and helping around community centres. Their dedication shows how deeply they value their work communities.

Several leaders expressed hopes to transition into full-time positions in the future. This ties into the important work of the CUPE Local 15 Auxiliary Conversion Committee, which highlights the skills, experience, and long-term value that these young workers bring to the Parks. Supporting them in securing permanent employment not only promotes fairness but also strengthens the workforce as a whole.

Some of the leaders also expressed interest in becoming more involved with the union. Our conversations reinforced that they belong in CUPE Local 15, and that their voices matter. This open dialogue builds solidarity and helps young workers see themselves as valued members of both their workplaces and their union.

We also delivered pink CUPE 15 t-shirts to the leaders, which they wore proudly, increasing visibility for both their work and our union.

It was fun day and we really enjoyed connecting with our volunteers and members!

I worked as a Playground Leader at the Hastings Community Centre when I was about 16 years old. Back then, the outdoor



pool right across from the PNE was still open and was a major summer gathering spot. We enjoyed activities such as box hockey, basketball, outside floor hockey, and we even played baseball on the field at Hastings Park, which still exists today. It's such a shame that the outdoor pool is no longer there. It was demolished in the 1990s, and now the area is backfilled with dirt. I have many great summer memories of swimming at that pool with my friends and family.

Having worked as a leader in that space, I truly understand how important it is for young kids to have supervised, accessible community spaces. I know this firsthand because I was once one of those young kids who benefitted from these programs, before becoming a leader myself.

The connections made during those summers often last for years, and they shape not just memories, but lifelong relationships and community solidarity.

For more photos, see page 4.

Setting the Record Straight

Dear Members,

I am writing in response to a recent email from Starla Bayley, Member at Large for the Parks Sector, which contains a number of misrepresentations, selective omissions, and concerning insinuations about how your Executive Board conducts its work.

Let us be clear:

Transparency matters. So does accuracy.

1. Member Engagement Is Legitimate Union Work

Member engagement is a core part of CUPE Local 15's work. These efforts are supported by our strategic plan and include worksite visits, outreach events, and conversations with members—all designed to build solidarity and promote awareness.

Member engagement is funded through operating budget line #5305 – Union Promotion. This line item has a budget of \$80,000 for 2025, and was increased in 2023 and 2024 in anticipation of increased member engagement activities.

These activities, and related book offs, are approved through established procedures and are authorized by the President or Secretary-Treasurer, in accordance with longstanding past practice. To suggest they were done in secret or without oversight is false and misleading.

2. Executive Book Off

Starla Bayley's claim that there is "no check or balance" on book off is inaccurate. When Policy 2.3 was deleted in 2024 by the Executive Board, the changes were publicly reported in The Members' Voice with an explanation stating that *it is recognized that the Secretary-Treasurer will use their best judgement in evaluating each request*.

This reflects operational realities and aligns with practices in other locals of similar size. Decisions are still reported—they are simply not delayed by unnecessary procedural bottlenecks.

All book offs are reviewed by staff, and must be approved by the Secretary-Treasurer, President, or designate. Further,

all book off invoice vouchers are reviewed and signed by the trustees, and finally, transactions are reviewed by an external accounting firm as part of the year-end audit process.

3. No July Meeting? Not Unusual

It is common for the Executive not to meet in July due to vacation schedules and quorum issues. Many Board members have other jobs and/or family responsibilities. The union continues to operate through its administrative team and Table Officers, and urgent issues are addressed as needed. Any motions conducted by e-vote are reported in the subsequent issue of the Members' Voice. Appendix B.III B.3.1 of the CUPE National Constitution also applies ... *The President also does whatever is necessary for the proper functioning of the Local Union and carrying out the duties of President.*

To portray this as a lapse in governance is misleading.

4. Bylaws Were Followed

Notwithstanding Bylaw 11.7.1, Bylaw 13.2 clearly allows for the 1st Vice President to perform all duties of the President if the President is absent or incapacitated. That is exactly what happened. No rules were broken. No extraordinary meeting was required. The system worked as it was designed. Further, Policy 2.2.9 allows for replacement of the Secretary-Treasurer by a member other than the President. In addition, Appendix B.III B.3.2 of the CUPE National Constitution states that ... *The Vice President carries out the duties of the President if the President is absent.*

Final Thoughts

It is concerning that this message was sent only to a select group of members rather than the full membership. This kind of selective outreach creates division and fuels political narratives under the guise of transparency.

Being a Member at Large comes with a responsibility to represent all members—not just campaign supporters or political allies. We welcome open, respectful dialogue, but we must all be accountable for how we communicate and the facts we present.

In solidarity,
Santino Scardillo, 1st Vice President

DECISIONS

BY THE EXECUTIVE

At the June 17 and the August 19, 2025 Executive and Society Board meetings, the following decisions were made:

- To receive the Union Financial Statements ending April 30, 2025.
- To receive the Society Financial Statements ending June 30, 2025.
- To elect Cynthia Schadt as the Member at Large on the CUPE Local 15 Staff Advisory Committee.
- To amend Policies 3.3.9 - OH&S Committee Terms of Reference and 12.13 – Respectful Workplace. (See article elsewhere in this issue.)
- To refer an inquiry about content in the May issue of the Members' Voice to the CUPE Local 15 Election Working Group for review.
- To donate \$1,000 and write a letter of support to CUPE Local 2074 regarding the Canada Hearing Services strike.
- To donate \$1,000 to the Megaphone Hope in Shadows 2025/2026 calendar project.
- To conduct a new election for Langara College OH&S Committee representatives.

BY THE MEMBERS

At the June 25, 2025 General Membership Meeting, the members in attendance made the following decisions:

- To receive the Financial Statement ending April 30, 2025.
- To elect Ravina Lal to fill the vacant Trustee position ending May 27, 2026.
- To elect Starla Bayley to fill the vacant Parks Sector Representative position ending May 27, 2026.
- To elect eleven delegates (in addition to the Table Officers) to attend the 2025 CUPE National Convention in Toronto. (See list on the back page.)

Congrats, Allan! From CUPE Local 15

Congratulations on reaching an incredible milestone of 50 years with the Vancouver Maritime Museum!

Your unwavering dedication, deep knowledge, and passion for maritime history have made an enduring impact on the museum and all who have had the pleasure of working with you, as well as the many patrons of the museum over the years. Your half-century of

service is not just a testament to your commitment, but also a remarkable legacy that will inspire generations to come. Thank you for your invaluable contributions—this is truly a moment to celebrate!

On behalf of the Executive Board, members, and staff of CUPE Local 15, we would like to wish you a very well-deserved happy retirement!



VSB Job Share Opportunity

SSA looking for a job share partner to work three days a week (ideally Wednesday, Thursday, and Friday, but can be negotiated) at Shaughnessy Elementary starting December 2, 2025.

If you are interested, please contact Dana at 604-761-2022 (text preferred, otherwise leave a message), or email danajean17@hotmail.com.

CUPE 15 MEMBER ENGAGEMENT

Playground Leaders (Summer 2025)



OH&S CORNER

Drivers’ Safety Tips for Metro Vancouver

by Dylan McGill, CUPE Local 15 OH&S Committee

Driving in Metro Vancouver can be a unique experience. Urban congestion, unpredictable weather, and a high volume of cyclists and pedestrians all add complexity to everyday commutes. Whether you are a new driver or new to the region, here are some essential tips to help you navigate the roads safely and efficiently:

Plan for Traffic

Metro Vancouver is known for heavy traffic, especially during rush hours (typically 7:00 – 9:00 a.m. and 3:00 – 6:00 p.m.). Use apps like Google Maps to check traffic and plan your route ahead of time. Also note that many local streets have a speed limit of 30 km/h. If possible, travel during off-peak hours.

Watch for Cyclists and Pedestrians

Bike lanes are common in Vancouver, and pedestrian crossings are frequent in both downtown



and residential areas. Always shoulder check before turning or changing lanes, yield at crosswalks, and avoid stopping in bike lanes.

Use Transit Lanes Properly

Many roads have designated bus or HOV (high-occupancy vehicle) lanes. These are typically restricted during peak hours, so pay attention to posted signs to avoid fines.

Be Weather-Wise

Rain is frequent in Metro Vancouver. Wet roads reduce traction, so increase your following distance, use headlights, and avoid sudden braking. In winter, icy patches can form even when snow isn't visible, especially on bridges and overpasses.



Use Roundabouts and Four-Way Stops Correctly

At four-way stops, the first vehicle to arrive has the right of way. If two vehicles arrive at

the same time, yield to the one on your right. At roundabouts, yield to vehicles already circulating.

Avoid Blocking Intersections

Never enter an intersection unless you are sure you can clear it before the light changes. Blocking an intersection is not only illegal, it also worsens congestion.

Watch for School Zones

School is back in as of the start of September. Therefore, school zone speed limits are back in effect as well. Obey speed limits in these areas and be ready to stop unexpectedly.



Driving in Metro Vancouver requires patience, awareness, and adaptability. By respecting traffic rules, staying alert, and giving yourself extra time, you will help make the roads safer for everyone.

Policy Amendments

Policy 3.3.9 – Occupational Health and Safety Committee Terms of Reference

As per the recommendation from the CUPE Local 15 OH&S Committee, the Executive voted in favour of the proposed amendments to the policy as follows (the policy is published below in its entirety with **strike out** denoting deleted language and **bold** denoting new language):

- (1) Name of the Committee
The CUPE Local 15 Occupational Health & Safety (OH&S) Committee, herein after called “the committee”.
- (2) Mission Statement
To promote and increase the profile of worker health and safety through direct contact with workplace health and safety committees and members, through site visits, education, providing resources and guidance across all CUPE Local 15 sectors.
- (3) Composition
The committee will be comprised of one CUPE Local 15 member selected from each of the following groups, who will be referred to as the “committee members”:
 - City
 - Parks
 - College
 - University
 - Cultural
 - Health
 - K-12As well as one alternate from each group who will attend one meeting every three months, or in the absence of the committee member from their group in order to maintain

quorum and continue the duties of the committee. The alternate will communicate news from the meeting back to the committee member whom they are attending for.

- (4) Selection of Committee Members and Alternates
 - i) The CUPE Local 15 General Membership will be requested to express their interest in becoming a committee member or alternate by submitting their name, worksite, OH&S qualifications, and experience in writing to the committee chair for consideration in April of each year.
 - ii) The committee member and alternates will be selected by considering the candidates’ OH&S experience, knowledge, and current level of OH&S activism. The committee members will recommend a sector alternate to the Executive for appointment to the committee.
 - iii) In the event of a vacancy on the committee, the alternate from the same group as the vacancy shall be appointed to the position of committee member for the duration of the remaining term.
 - iv) In the event of an unfilled vacancy, a name will be chosen by the remaining committee members from the applicants for that sector.
- (5) Terms of Office
There will be a maximum of six **seven** committee members, of which one will be chair, one will be co-chair, and one will be recording secretary. All committee members, including their alternates will sit for a two-year term, with the chair, co-chair, and recording secretary elected annually by the committee at the April OH&S Committee meeting.

- (6)

Education

The committee members will be provided with education and training to keep them informed of current OH&S concerns, WorkSafe BC legislation, and policies pertaining to OH&S issues.
- (7)

Functions

i)

To assist our CUPE Local 15 OH&S worksite representatives to promote safe and healthy working conditions and knowledge of the four basic rights to health and safety, as per Section 3.3.8(2)(e) of CUPE Local 15 policy.

ii)

To conduct CUPE Local 15 worker representative elections on joint health and safety committees in all sectors.

iii)

To ensure those elected/acclaimed as the CUPE Local 15 worker representative on a joint health and safety committee in all sectors are appointed by the Executive Board.

iv) iv)

To compile, establish, and maintain resource material on OH&S issues and make them available on the CUPE 15 website.

iii) v)

To ensure all discussion items requiring action or follow up are completed.

iv) vi)

Resources available for use will include, but will not be limited to those provided by CUPE BC and CUPE National.
- (8)

Meetings

i)

The committee shall meet on a monthly basis.

ii)

The meeting quorum shall consist of a minimum of half (50%) of the current committee members, with either the chair or co-chair present.

iii)

Each group shall have no more than one committee member or their alternate attend a committee meeting with the exception of alternates attending a meeting every three months.

iv)

Committee members who miss three consecutive meetings without a reasonable reason may be removed by the President or designate. Committee members so removed may seek redress in accordance with the provisions of Section 21 of the CUPE Local 15 bylaws.

v)

The committee meetings shall include the following
 - Territorial Acknowledgement
 - Equality Statement
 - Roll Call
 - Adoption/Revision of the Agenda
 - Minutes/Business Arising from the Minutes
 - New Business
 - Sector Reports
 - Report to the Executive
 - Next Meeting Date

(9)

Recommendations

All recommendations on CUPE Local 15 Occupational Health and Safety policy will be forwarded to the Executive for their consideration and action. The Executive Liaison will report back to the committee at the next scheduled meeting.
- Policy 12.13 – Respectful Workplace Policy**

As per the recommendation from CUPE Local 15 Legal Counsel, the Executive voted in favour of the proposed amendments to the policy as follows (the policy is published below in its entirety with ~~strike-out~~ denoting deleted language and **bold** denoting new language). The amended policy is also posted on the website under the “About” tab.

12.13.1

Purpose

The purpose of the CUPE Local 15 Respectful Workplace Policy (the “Policy”) is to:
 - (1) Promote and maintain a respectful work environment that is free from discrimination, and bullying and harassment;
 - (2) Set out the types of behaviours that may be considered inappropriate **breach this policy**; and
 - (3) Outline procedures for reporting and addressing inappropriate ~~behaviour~~ **breaches of the policy** should it occur.

12.13.2

Policy Statement

- (1) CUPE Local 15 is committed to providing an inclusive, welcoming, and respectful work environment free from discrimination, and bullying and harassment. CUPE Local 15 believes that everyone has the right to work in a professional atmosphere that promotes mutual respect, cooperation, and understanding among coworkers and the employer.
 - (2) Discrimination, and bullying and harassment will not be tolerated. CUPE Local 15 encourages reporting of all such behaviour regardless of who the offender may be. All reported or suspected occurrences of such behaviour will be **addressed and, if necessary**, investigated in an impartial and timely manner.
 - (3) Breaches of this policy may result in disciplinary action up to and including termination of ~~employment, voluntary resignation,~~ **suspension without pay** or dismissal from position. Off duty conduct, which has an impact in the workplace may be subject to this policy.

12.13.3

Scope

- (1) This policy applies to all CUPE Local 15 staff, officers, board and committee members, contractors, and consultants **arising out of and in relation to CUPE Local 15’s activities as an employer. However, this policy only applies to actions that impact an employee of CUPE Local 15. It does not apply to complaints of misconduct allegedly suffered by Executive Board members, who are not employees. For greater certainty, it does not apply to internal union business issues or complaints, including member complaints against other members, stewards, Executive Board members, or the Local or its representatives, which fall within the scope of the National Trial Procedure policy. CUPE Local 15 also has a Code of Conduct applicable to conduct between members.**
- CUPE15.ORG

CUPE Local 15, Vancouver Municipal Education and Community Workers

6

- (2)

This policy applies to all interactions conducted in-person, in writing, by telephone, by email and through social media in any work-related environment, including:

i)

CUPE Local 15 office;

ii)

Any other location where activities of CUPE Local 15 are being carried out;

iii)

Official and unofficial work-related social functions;

iv)

Work-related conferences or training sessions; and

v)

Work-related travel.
- (3)

This policy also applies to all **email, phone, text,** internet and social media posts **communications** and interactions that may have an impact in **or relate to** the workplace. **Off duty conduct, which has an impact in the workplace may be subject to this policy.**

12.13.4

Definitions

“Board and Committee Members” are members of the CUPE Local 15 Executive Board, Society Board and its respective committees.

“Bullying and Harassment” includes any inappropriate conduct or comment by a person towards anyone that the person knew or reasonably ought to have known would cause the other person to be humiliated or intimidated, but excludes any reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment.

Examples of conduct that may constitute bullying and harassment include:

i)

Ostracism (i.e. deliberately excluding a person from work-related social interaction);

ii)

Words, gestures, and actions, the natural consequence of which is to humiliate, undermine, demean, ridicule, or insult;

iii)

Unwelcome attention of a sexual nature;

iv)

Unwelcome physical touching;

v)

Threats and intimidation;

vi)

Aggressive or intimidating Sshouting;

vii)

Abusive Use of profane language; and

viii)

Persistent rudeness and patronizing behaviour.

Examples of employer actions that are not bullying and harassment include:

i)

Providing critical feedback or direction where warranted;

ii)

Measures to correct performance deficiencies, such as giving warnings or placing someone on a performance improvement plan;

iii)

Imposing discipline for workplace infractions; and

iv)

Requesting medical documents or other evidence in support of an absence from work.

Bullying and harassment also does not include normal workplace disagreements that may occur between individuals or differences of opinion between co-workers.

“Complaint” is a complaint pursuant to this policy.

“Complaint Process” is the process for dealing with complaints pursuant to this policy.

“Discrimination” is differential treatment on the basis of race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, age, or criminal or summary conviction that is unrelated to the employment or to the intended employment of the person **or any other**

ground protected under the BC Human Rights Code. It includes harassment motivated by these factors.

“Officers” are the President, Secretary-Treasurer, First and Second Vice Presidents, and the Executive Members at Large of CUPE Local 15.

“Retaliation” is any adverse action taken against an individual for invoking this policy in good faith or participating or cooperating in any investigation under this policy.

“Staff” are individuals employed by CUPE Local 15.

12.13.5

Expected Standards of Conduct

(1)

All CUPE Local 15 staff, officers, board and committee members, contractors, and consultants have a responsibility to follow this policy and are expected to promote and maintain a respectful work environment free of bullying and harassment or discrimination by:

i)

Conducting themselves in a manner that demonstrates professional conduct, respect for others, and that honours diversity and inclusion in the workplace.

ii)

Reporting any behaviour that may be in violation of this policy to the Office ~~Manager~~ Secretary-Treasurer of CUPE Local 15.

iii)

Participating fully and in good faith in the complaint process under this policy, **including respecting confidentiality of the process.**

(2)

Bullying and harassment, discrimination, and retaliation are prohibited.

12.13.6

Roles and Responsibilities

(1)

The Executive Board of CUPE Local 15 is responsible for approving and reviewing this policy.

(2)

The President, the Secretary-Treasurer, and the Staff Advisory Committee of CUPE Local 15 are responsible for the oversight and management of respectful workplace practices at CUPE Local 15. **The Secretary-Treasurer shall be the person responsible for receiving complaints and ensuring they are addressed, including designating an internal or third-party mediator or investigator if appropriate, except where the Secretary-Treasurer is the respondent, in which case the President will be responsible.**

(3)

All CUPE Local 15 staff, committee ~~Executive Board~~ members, **including the Staff Advisory Committee**, contractors, and consultants are responsible for following this policy to ensure that the work environment is free from discrimination, bullying and harassment.

(4)

Persons who witness bullying and harassment or discrimination should report it unless they believe the victim will be doing so.

12.13.7

Confidentiality

(1)

To protect the interests of everyone involved, confidentiality will be maintained throughout the complaint process to the extent possible. All information relating to a complaint (including contents of meetings, interviews, etc.) will be disclosed only to the extent necessary to carry out the procedures under this policy or as required by law. **However, it is important to note that in order to allow a person accused of a breach of this policy to fairly respond to a complaint, details of the complaint, which may include disclosure of the name of the complainant and full complaint details and/or**

the complaint form, will usually be disclosed to the respondent.

- (2) All CUPE Local 15 staff, officers, board and committee members, contractors, and consultants are expected to respect and preserve the confidentiality of all complaints and complaint processes. This includes refraining from discussions or releasing information in any form except for the purpose of compliance with this policy or as required by law. Failure to maintain confidentiality may result in disciplinary action up to and including termination of employment, voluntary resignation, or dismissal from position via the CUPE National Trial Process.
- (3) Any third party retained to mediate or investigate a complaint under this policy is subject to the confidentiality provisions of this policy except to the extent necessary to carry out procedures under this policy or where disclosure is required by law.
- (4) Information collected and retained pursuant to this policy is subject to the *Personal Information Protection Act*, SBC 2003, c. 63.

12.13.8 No Retaliation

- (1) CUPE Local 15 will not tolerate retaliation in any form against anyone with respect to **who invokes this policy or participates in an investigation**. Any form of retaliation will be considered a violation of this policy and may result in disciplinary action including dismissal, termination of employment, voluntary resignation, or dismissal from position via the CUPE National Trial Process.

12.13.9 False Complaints

Any person who makes a complaint under this policy that they know is untrue may be subject to discipline up to and including dismissal from a position via the CUPE National Trial Process or termination of employment.

12.13.10 Complaint Process

- (1) A person who considers that they, or someone else, has been subjected to bullying and harassment or discrimination is ~~encouraged to~~ **should** follow the complaint process set out in Appendix “I” of this policy.
- (2) Members of BC Union Workers’ Union may submit a complaint pursuant to Article 17.1 (b, c, d) of the collective agreement between CUPE Local 15 and BCUWU instead of a complaint pursuant to this policy.
- (3) **CUPE Local 15 reserves the right not to investigate allegations which, on their face, do not breach this policy.**

12.13.11 Other Remedies

This policy is in addition to, and not in substitution for, any rights individuals may have under the BC Human Rights Code **or the Collective Agreement. However, complainants are encouraged to make a complaint under this policy before pursuing other remedies.**

12.13.12

Appendix “I” Complaint Process

A person may pursue a complaint regarding a breach of this policy as follows:

- (1) ~~Informal—Resolution~~ **Communicating with Respondent (Self-Help):**

A person who considers that they, or someone else, has been subjected to bullying and harassment or discrimination is encouraged to:
 - i) Bring the matter to the attention of the person responsible for the conduct, advise them in a reasonable and appropriate manner that their behaviour is inappropriate, and ask them to stop, **where it is reasonable to do so.**
 - ii) Document all the relevant facts (date, time, location, circumstances, witnesses, **copies of texts**, etc.).
- (2) ~~Formal Intervention~~ **Informal Resolution:**
If a person is not comfortable bringing the matter directly to the attention of the person whose behaviour is at issue or where such an approach is attempted and does not produce a satisfactory result, the person may seek **Informal Resolution** assistance from the Secretary-Treasurer/~~Office—Manager~~ of CUPE Local 15 or, if the conduct of Secretary-Treasurer/~~Office Manager~~ is at issue, from the President of CUPE Local 15 **to address the complaint informally.**
Under Informal Resolution, ~~the Secretary-Treasurer/Office Manager may take~~ **appropriate** action to resolve the matter, including any one or more of the following:
 - i) Speaking with the person(s) whose behaviour is at issue;
 - ii) Facilitating communication **and resolution** between the persons involved; and
 - iii) Attempting to mediate a resolution to the complaint, or retaining a third party to attempt to mediate a resolution to the matter.
- (3) **Formal Complaint:**
A If the complainant does not wish to participate in Informal Resolution, or efforts at Informal Resolution have failed, a formal complaint may be made in writing using the CUPE Local 15 Respectful Workplace Policy complaint form available at the CUPE Local 15 office and ~~submitting~~ **it** to the Secretary-Treasurer of CUPE Local 15 or the President of CUPE Local 15 if the Secretary-Treasurer is the respondent.
~~The Secretary-Treasurer or the President may take action to resolve the matter, including any one or more of the following:~~
 - a) ~~Speaking with the person(s) whose~~ behaviour is at issue;
 - b) ~~Facilitating communication between~~ the persons involved; and

- c) Attempting to mediate a resolution to the complaint, or retaining a third party to attempt to mediate a resolution to the matter.
- (4) If the complaint is not resolved, The CUPE Local 15 SAC will **arrange to investigate** the complaint, and may **appoint an officer to do the investigation** or retain a third party to conduct the investigation and issue recommendations **findings of fact**. The affected parties will be advised of the results of the investigation and CUPE Local 15 will take appropriate action to ensure that the workplace is free from **remedy any** discrimination, bullying and harassment **found to have occurred, including imposing discipline if appropriate. In some cases, interim measures to protect a complainant**

may be imposed pending the outcome of the investigation.

The investigation may include but is not limited to the following steps:

- Interviewing the complainant and respondent to ascertain all of the facts and circumstances relevant to the complaint, including dates and locations;
- Interviewing witnesses, if any;
- Reviewing any related documentation; and
- Making notes of the investigation and maintaining them in a confidential file.

Investigation procedures will be adapted to suit the particular complaint.



June 2025 at the In-Person General Membership Meeting at the Maritime Labour Centre

Always good to catch up in person with the other members and stewards!

Left to Right: VSB Members Chris Brown, Yaz Gruno (Steward), and Suzette Magri (Steward).

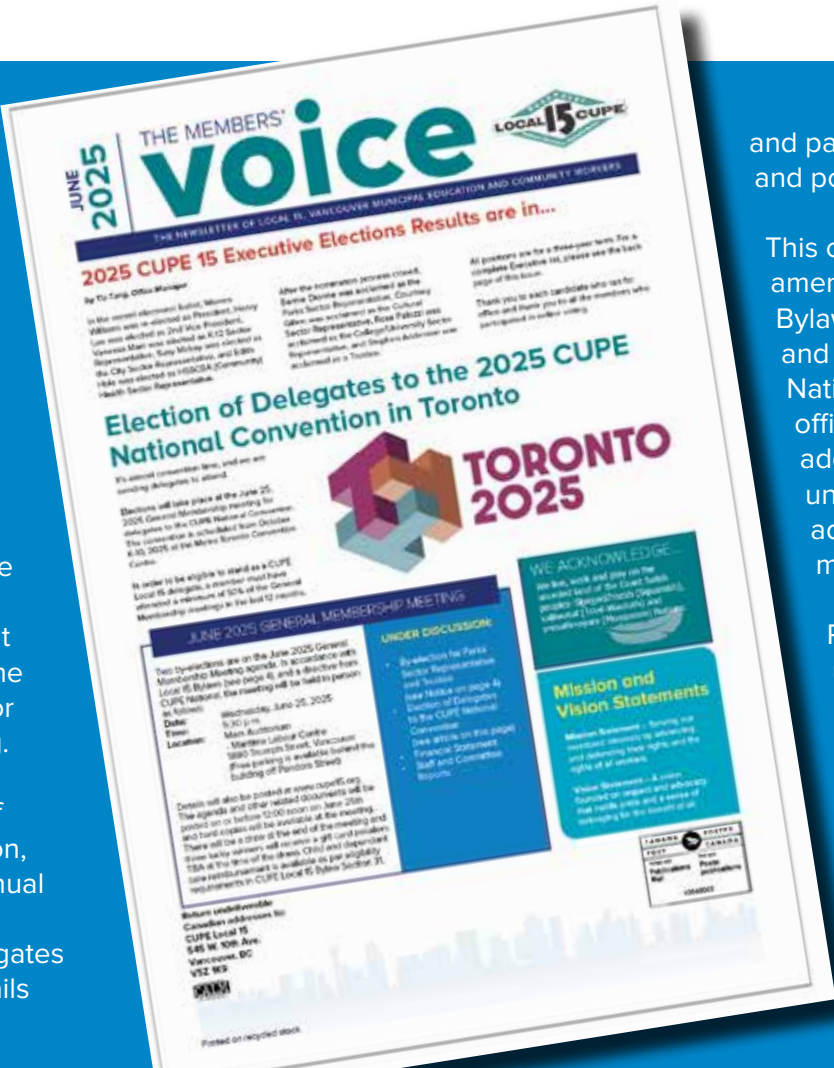


Distribution of the Members' Voice

CUPE Local 15 is seriously considering eliminating the costly Canada Post mailing of the Members' Voice, and instead emailing it to members wherever possible.

It is currently distributed to all members nine times a year to coincide with General Membership meetings, and this schedule would not change. It is also posted on the website under the "Union News" tab at least 12 days prior to each General Membership meeting.

The newsletter is a valuable source of information including Notices of Motion, notices and information regarding annual Executive elections, notices of by-elections, notices of elections of delegates to conventions and councils, and details



and particulars on activities, programs, and policies.

This change would require an amendment to the CUPE Local 15 Bylaws. In anticipation of this process, and subsequent approval by CUPE National, please ensure the union office has your personal email address on file. For legal reasons, the union does not use employer email addresses to send information to members.

Please call 604-879-4671 or email us at email@cupe15.org if you do not receive email communication from CUPE Local 15.

This could come to the members for a vote as early as the October General Membership Meeting. Please check the October issue of the Members' Voice for more information.



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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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, Vacant
Cultural: Vacant
Health/HSSCBA: Edith Hole
Health/HSPBA: Lucia Rincon
Parks: Bernie Dionne, Starla Bayley
K-12: Vanessa Mani, Cynthia Schadt

Trustees:

Steve Anderson, Sheri Nielsen, Ravina Lal

Staff Representatives:

Kathie Currie, John Geppert, Steve Salsman, Gail Johnson, Joy Tullios,

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

CUPE 15 STEWARD AND COMMITTEE APPRECIATION

Annual Appreciation Dinner

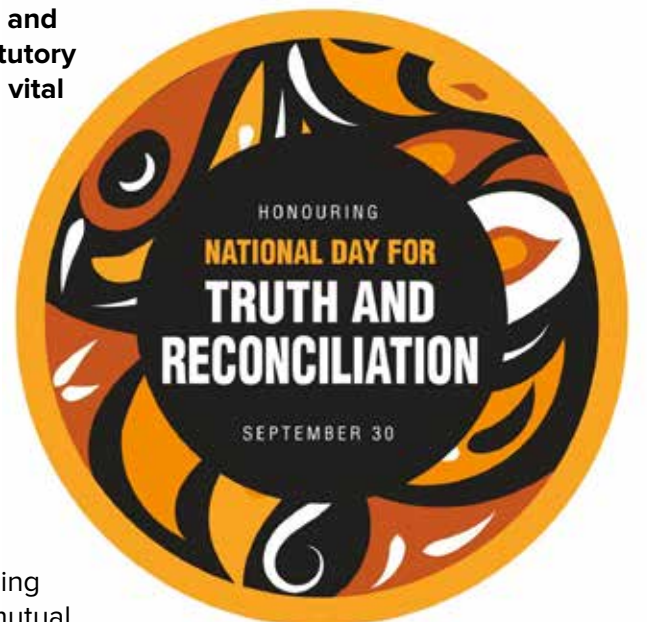
CUPE Local 15 is pleased to announce that we will be having our Annual Appreciation Dinner on **Thursday, September 25, 2025** to say thank you to stewards and committee members for the amazing work they do. If you are a steward or committee member and did not receive an invitation, please email us at email@cupe15.org.



National Day of Truth and Reconciliation

September 30th is the National Day for Truth and Reconciliation in Canada, and has been a statutory holiday in British Columbia since 2023. It is a vital moment for reflection, education, and action.

This day honours the survivors of residential schools, their families, and the children who never returned home. It is a time to acknowledge the painful history and ongoing legacy of colonialism and the systemic injustices faced by Indigenous Peoples. Truth and Reconciliation is not just about remembering the past, it is about creating a more just and equitable future. By listening to Indigenous voices, learning the truth of our shared history, and committing to meaningful change, we take steps toward healing and building stronger relationships based on mutual respect. Observing this day is both a moral responsibility and a collective opportunity to move forward together in the spirit of understanding, accountability, and hope.



BY-ELECTION



Notice of By-election

Cultural Sector Rep

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

Bargaining units in the Cultural Sector include the Museum of Vancouver, Vancouver Maritime Museum Society, H.R. MacMillan Space Centre, and the Vancouver Art Gallery.



Results of CUPE National Convention Delegate Election

The election of delegates to the 2025 CUPE National Convention in Toronto in October took place at the June 2025 General Membership meeting. As per the Local 15 Bylaws, the four Table Officers (President, 1st Vice President, 2nd Vice President, and Secretary-Treasurer) have automatic delegate status. In addition, the following members were elected to represent CUPE Local 15 at the convention:

- Steve Anderson
- Anna Bondartchouk
- Bobby Clark
- Jagroop Khosa
- Ravina Lal
- Susy Mckay
- Sheri Nielsen
- Rose Palozzi
- Lucia Rincon
- Cynthia Schadt
- Jacqueline Smith