

NOVEMBER  
2022

# THE MEMBERS' VOICE



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

## WE ACKNOWLEDGE...

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



## We're open!

The union office is now open. The Boardroom and staff are available by appointment, so please call us at 604-879-4671.

Our office telephone hours are 8:30 a.m. to 5:30 p.m. Monday through Friday.



**@ we need your email address**

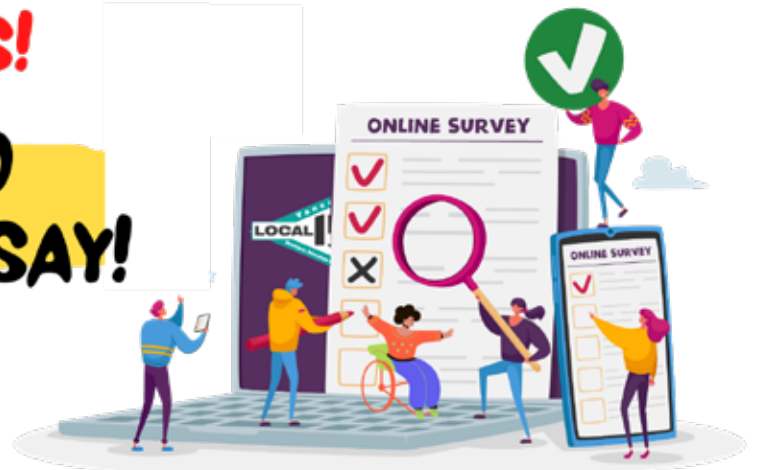
## Use of Employer Email Addresses

For legal reasons, the union does not use employer email addresses to send information to members.

If you have previously provided us with an employer email address, it has been deleted from our database. Please call 604-879-4671 or email us at [email@cupe15.org](mailto:email@cupe15.org) to provide us with a personal email address, so you can continue receiving information from the union.

## CITY ET AL BARGAINING SURVEY

# HEY MEMBERS! IT'S TIME TO HAVE YOUR SAY!



**DEADLINE:  
DECEMBER 9, 2022**

On September 20, 2022, our members from the City of Vancouver, Vancouver Park Board, RayCam Cooperative Centre, and Britannia Community Centre elected the City et al Bargaining Committee to represent City et al members in contract negotiations with the employer.

**The Bargaining Committee is asking City et al members to complete an open-ended survey as soon as possible.**

The information provided through this survey will help us identify our collective issues and help formulate the demands we will take to the table with the employer. The Bargaining Committee will also review hot topics with our Shop Stewards and Staff Representatives to help formulate our demands.

Your Bargaining Committee is working very hard to ensure we have the tools we need to bargain on your behalf. In addition to a fair wage increase, you deserve a contract that respects your rights as a worker.

Before we present our demands to the employer, you will be invited to a meeting where we will ratify our demands.

The ratification meeting is your opportunity to:

- view what is being put forward
- comment and ask questions on our proposals
- cast a ballot

Please take some time to complete the survey, the results will greatly assist your Bargaining Committee in the work we are doing on your behalf.

If you have not received a QR code yet, please contact the union office at [email@cupe15.org](mailto:email@cupe15.org) or call 604-879-4671.

In solidarity,  
The City et al Bargaining Committee:  
Starla Bayley and Paul Chohan, Co-chairs  
Steve Salsman, Staff Representative  
Issa Slimani, City  
Jacqueline Smith, City  
Ava Choy, City (Alternate)  
Starla Bayley, Parks  
Henry Lee, Parks  
Henry Williams, Parks (Alternate)  
Jacqueline Davis, Ray-Cam  
Paul Chohan, Member at Large  
Neil Pillay, Member at Large

## NOVEMBER 2022 GENERAL MEMBERSHIP & SOCIETY MEETINGS

**The General Membership Meeting and General Society Meeting will be held on November 23, 2022 using Zoom.**

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](http://www.cupe15.org). If you do not receive emails from the union office and would like to attend these meetings, please call us at 604-879-4671 or email us at [email@cupe15.org](mailto: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 meeting). Child and dependent care reimbursement is available as per eligibility requirements in Local 15 Bylaw Section 31.

**Nov. 23, 2022  
5:30 p.m.  
via Zoom invite**

### UNDER DISCUSSION:

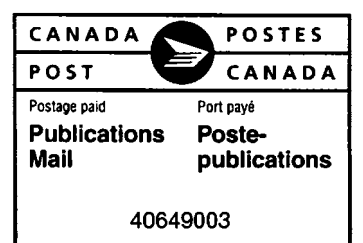
- Committee and Staff Reports
- Financial Statement

## IMPORTANT NOTE

### Virtual General Membership Meeting Invitations

After registering for the Virtual General Membership meeting, please do not share your link with fellow members. If they did not receive the invitation and would like to attend the meeting, please ask them to contact the union office and provide us with their contact information directly. Once this is done, an invitation will be sent to them and they can register to receive their own link. This is important to facilitate accurate attendance records.

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



## Have a safe and happy holiday!

by Warren Williams, President



WARREN WILLIAMS  
PRESIDENT

I hope everyone had a great summer and is having a great fall, and look forward to the winter season. For those of you who celebrate Christmas, Hanukkah, Kwanzaa, Omisoka and Eid al-Adha to

name a few, we wish you and yours all the best that life has to offer.

This is also the time that many of you will either be prepping for bargaining or are already at the table with your employers. I encourage you to check the website at [cupe15.org](http://cupe15.org) for the latest bargaining updates for your sector, and to also check your personal email for bargaining bulletins.

Providing your personal email to our office is the most efficient way to ensure that the union executive and bargaining committees can share information with you. Please make sure we have this vital information by calling the office at (604) 879-4671 or emailing us at [email@cupe15.org](mailto:email@cupe15.org).

There has been, and will continue to be, many rallies to support the Women, Life, Freedom movement in Iran. I encourage everyone to show support by attending a rally, sending letters of support to Parliament or the Legislative assembly, or simply connecting with a coworker who may have family in Iran during these dangerous times. I continue to remind everyone that if we do not demand that our grandmothers, mothers, aunts, sisters, and all women be given the freedom, dignity, and respect they rightfully deserve, then our world is destined to repeat the atrocities of the past. Please be the change for all of us.

## It's good to recognize those who help us

by Debbie Mohabir, Secretary-Treasurer

Hello Everyone,



DEBBIE MOHABIR  
SECRETARY-TREASURER

### VSBC Support Staff Recognition Day November 5th

The Vancouver School Board has designated November 5th of every year as the day to recognize the important and crucial work that our members do. They perform a variety of

work in various positions including Office Support, Student Support Workers, I.T.,



Indigenous Education Workers, Payroll, Benefits, Accounting, Youth & Family Workers, SSBs, Multicultural Liaison Workers, and Settlement Workers, to name a few. We appreciate that this day is dedicated to acknowledge this work as these members are the glue that holds everything together!

### Remembrance Day

In November, you will see many people wearing a poppy on their left lapel or over their hearts to honour the fallen soldiers of war and the sacrifices they made, specifically World War I and World War II. These flowers grew all over the mass graves of the many who died in battle. It was adopted as the symbol of remembrance in Canada in 1921 by the Great War Veterans' Association. The Royal Canadian Legion continued to keep this symbol of remembrance alive by making poppies to sell and using the funds to support veterans.

Fast forward to today...the poppy symbol is alive and well, and honours the fallen, as well as veterans who have served. The Royal Canadian Legion still sells poppies to the public and we ask that members continue to support this campaign and donate.

Many of our members will know someone in their family who has served. Who do you wear your poppy for?

Let's not forget to acknowledge the Black, Indigenous, Asian and South Asian soldiers, who fought for their country's army, even though it was difficult to enlist and so many barriers were created for them. Fortunately, there was no time for racism in the European trenches and according to the stories that have been told by those who served, many racialized soldiers didn't feel the racism that they felt in Canada.

### Here are a few examples of the contributions of racialized soldiers in WW1:

- 10th Battalion - Japanese-Canadians travelled from BC to Calgary to enlist with the Calgary Highlanders in 1916 and later formed the 10th Battalion made up of entirely Japanese-Canadians.
- No. 2 Construction Battalion - Black Canadians who weren't allowed to fight, dug trenches and repaired roads; their efforts weren't recognized until 1982.
- 107th Battalion (Timber Wolf) and 114th Battalion (Brock's Rangers) – This was a largely Indigenous regiment. Many Indigenous soldiers were legendary scouts, snipers, and nurses.
- Force 136 was a group of 13 Chinese-Canadian agents trained as secret operatives for "Operation Oblivion"
- Private Buckham Singh was one of the first Sikh Canadian soldiers who served in the 20th Canadian Infantry Battalion in 1916.

I encourage you to learn about some of the examples that I have highlighted so the stories can continue to be shared. Please see next page to learn more about the contributions of indigenous veterans make to Canada. Lest We Forget.

As this is the last Members' Voice for 2022, I would like to take this opportunity to wish all CUPE 15 members and their families a wonderful holiday season, and all the best for a happy and healthy New Year!

See you all in 2023!

### A special thank you message from 1st Vice President, Santino Scardillo

Hello everyone! I just want to express my thanks to all the members who reached out to me while I was away recovering from a knee replacement. It feels great to be back and climbing stairs again pain free!

I also want to extend my sincere appreciation to our President Warren Williams, Secretary-Treasurer Debbie Mohabir, 2nd Vice President Ravina Lal, the Executive, and staff who generously picked up the pieces while I was off work. Your hard work and extra effort mean a lot to me.

We have a very dynamic and busy year ahead of us and I look forward to jumping

back in with renewed energy and helping the union be as strong as possible. It is very important, now more than ever, that we come together and stay united in our goals for equitable and fair wages.

I look forward to seeing everybody again and also meeting some new members in the workplace.

NOVEMBER 8th

## National Indigenous Veterans' Day

November 8th marks *National Indigenous Veterans' Day* in Canada.

This day commemorates Indigenous contributions, particularly in World War I, World War II, and the Korean War by First Nations, Metis, and Inuit soldiers. It was first established in Winnipeg in 1994 to recognize the long and distinguished legacy of service in the Canadian Armed Forces and the Indigenous lives that were impacted and lost protecting Canada. This year President Warren Williams and myself were honoured to have been invited to attend the ceremony at the Victory Square Cenotaph in Vancouver. We are both proud to represent CUPE Local 15 at such an important event, and we laid a wreath on behalf of the Local.

Please take the time to learn about our veterans. Here are a few veterans of note:

### Debbie Eisan

Debbie spent much of her 36-year career in the Canadian Armed Forces (CAF) as a Chief Petty Officer and supply technician. She took immense pride in her service. It was only the rigours of life aboard ship that caused her medical discharge and her transition out of military life. "There are only so many times you can slam your knees against steel bulkheads before your knees give way," Debbie says.



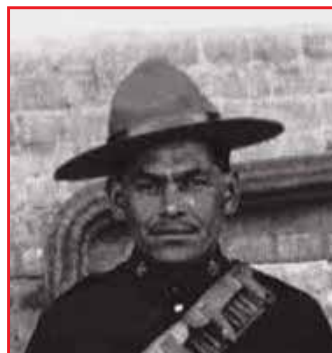
But she wasn't simply a leader in her regular career. Even in her post-service life, Debbie has shaped the military experience for all Indigenous people in Canada.

Source: *Debbie Eisan - Veterans Affairs Canada*

### Henry Norwest

Henry Norwest who was a Cree Sniper in World War I. The middle child of three, Henry Louis Norwest's early life was shaped by his family's experience of single parenthood and community dislocation and diaspora. During his childhood, his extended Cree family led a highly mobile lifestyle in the area of present-day central Alberta, searching for new hunting territories following the abrupt disappearance of the bison on the prairies in the 1870s and 1880s (see also Buffalo Hunt).

Source: *Henry Norwest | The Canadian Encyclopedia*



### Tommy Prince

Tommy Prince who was part of "a select group of Canadian soldiers sent to train with an American unit to form a specialized assault team. They became the 1st Special Service Force (1st SSF), known to the enemy as the 'Devil's Brigade'."

Thomas George Prince was one of 11 children born to Henry and Arabella Prince of the Brokenhead Band at Scantbury, Manitoba. He was a descendant of Peguis, the Saulteaux Chief who led his band of 200 Ojibwa from the Sault Ste. Marie region to the Red River in the 1790s, and of Chief William Prince, who headed the Ojibwa-Manitoba team of Nile Voyageurs.

Source: *Tommy Prince | The Canadian Encyclopedia*



## Delegates to the BC Fed Convention selected

At the General Membership meeting on October 26, 2022 the following members were elected to represent CUPE Local 15 at the 60th BC Federation of Labour Convention at the Vancouver Convention Centre in November 2022:

- Aaron Cook – City Sector
- Seagrin Worster – City Sector (subsequently withdrew due to work obligations)

## Notices of Motion - Union

1. 2023 Proposed Budget  
The Executive recommends approval of the proposed 2023 Union Budget.

## Notices of Motion – Society

1. 2023 Proposed Budget  
The Executive recommends approval of the proposed 2023 Society Budget.
2. 2023 Proposed Capital Budget  
The Executive recommends approval of the proposed 2023 Society Capital Budget.

## DECISIONS

### BY THE EXECUTIVE

At the Executive and Society Board meetings on October 18, 2022, and the Special Executive meeting on October 24, 2022 the following decisions were made:

1. To uphold the President's decision regarding the election of Paul Chohan to the City et al Bargaining Committee.
2. To appoint Angela Ford as the Primary OH&S Representative at Kitsilano Community Centre.
3. To approve a donation of \$1,000 to the JR Black Achievement Awards Society's Youth Weekend Retreat.
4. To approve the purchase of a wreath for the National Veterans' Day Ceremony.
5. To approve a donation of \$1,000 to the National Veterans' Day Ceremony.
6. To approve up to \$250 for two baskets to raffle off for the VSB United Way Campaign.
7. To approve sending up to five people to the 2023 CLC Winter School.
8. To not approve further education to a CLC applicant until the Executive is satisfied the member has reconciled the disrespect and insensitivity to the Indigenous Community shown at Spring School.
9. To approve a donation of \$200 to the Vancouver Municipal and Regional Retirees' Association for their Christmas Luncheon.
10. To appoint Inhwa Jung as the Temporary Primary OH&S Representative at Hillcrest Community Centre.
11. To approve the purchase of lunch for up to 90 people for the Langara ratification/information session at a cost of \$13.99 per person plus tax.

### BY THE MEMBERS

At the General Membership Meeting on October 26, 2022, the members in attendance made the following decisions:

- To receive the Financial Statement to August 31, 2022.
- To elect delegates to the BC Federation of Labour Convention. See article elsewhere in this issue for more details.
- To destroy the ballots from the Langara Student's' Union Ratification of Bargaining Proposals meeting.
- To destroy the ballots from the City et al Bargaining Committee election.
- To approve self-nomination for delegates to attend the BC Federation of Labour Convention

**NEXT MEMBERSHIP MEETING IS ON NOV. 23, 2022 via Zoom**



# 3RD ANNUAL PUMPKIN CARVING CONTEST



by Debbie Mohabir, Secretary-Treasurer



Thank you to all who participated in our 3rd Annual Pumpkin Carving contest! This is one of my favourite events of the year and the creativity shown is wonderful. It is getting harder and harder to choose the winners, so keep up the spooky creations! Congratulations to this year's winners; prizes will be mailed out soon.

Please make sure to turn the page to see more entries submitted this year. Enjoy!













# WorkSafe Incident Investigations

## A breakdown of the Employer Incident Investigation Report (EIRR)

by Chris Brown, Union OH&S Committee

The most effective way to keep workers safe at work is by preventing incidents from occurring in the first place. When incidents do occur, it is important that our investigations into their causes are thorough so we can prevent the same incidents from happening again.

It is a WorkSafe requirement for all employers in BC to report any incident that has caused injury or had potential to cause injury to the workers they manage. Part of this process is to conduct an investigation that relies heavily on information gathered by people who know the work.

The specific wording from the Workers Compensation Act for how workers participate in incident investigations follows:

### G-P2-70-1

#### Section 70:

- (1) An investigation required under this Division must be carried out by persons knowledgeable about the type of work involved and, if they are reasonably available, with the participation of the employer or a representative of the employer and a worker representative.
- (2) For the purposes of subsection (1), the participation of the employer or a representative of the employer and a worker representative includes, but is not limited to, the following activities:
  - (a) viewing the scene of the incident with the persons carrying out the investigation;
  - (b) providing advice to the persons carrying out the investigation respecting the methods used to carry out the investigation, the scope of the investigation, or any other aspect of the investigation;
  - (c) other activities, as prescribed by the Board.
- (3) The employer must make every reasonable effort to have available for interview by a person conducting the investigation, or by an officer, all witnesses to the incident and any other persons whose presence might be necessary for a proper investigation of the incident.
- (4) The employer must record the names, addresses and telephone numbers of persons referred to in subsection (3).

The language in this section is important because it allows workers to better represent and advocate for themselves when dealing with potential hazards that affect them directly.

Since workers need to be a part of incident investigations, it is important for them to be aware of the full reporting process. This process is laid out in the Employer Incident Investigation Report (EIRR). I have provided a link to the fillable PDF form from the WorkSafeBC website so you can take a look at the structure of the report yourself: [http://www.worksafebc.com/resources/health-safety/forms/incident-investigation-](http://www.worksafebc.com/resources/health-safety/forms/incident-investigation-report-form-52e40?lang=en)

[report-form-52e40?lang=en](http://www.worksafebc.com/resources/health-safety/forms/incident-investigation-report-form-52e40?lang=en)

The EIRR is intended to be used as a working document to be updated when new information is gained. Depending on the severity of the precipitating incident, WorkSafe may require the employer to submit the EIRR at varying stages of completion.

Report type	When	Template sections
Preliminary investigation	Complete within 48 hours	1 to 14
Interim corrective action	As soon as possible	1, 9, and 12
Full investigation	Complete within 30 days	1 to 19
Full corrective action	As soon as possible	1, 9, and 17

These stages are broken up into four different report types as laid out in this graphic: This four step process may seem a little redundant if the cause of the investigation is not complex, but the general idea is to collect as much information as possible within 48 hours, then revise as new information is gathered from further interviews and attempted corrective actions.

In order to complete the 19 sections of this ongoing report, the Joint Health and Safety Committee will need to record general information about the worksite and employer as well as the names and job titles of everyone involved in both the incident and investigation. This includes managers, workers, and members of the public. Involvement includes those injured, those who witnessed any injury, and those who can provide context to the situation.

- **Sections 1-7, 13, 14, 18, and 19 are all related to either recording personal and locational data or categorizing the report for WorkSafe filing purposes.**

While gathering information about the incident, investigators should write down everyone who may have been involved in the incident as you become aware of them so that no source of further information is missed or forgotten. Once you have this information in your notes, it can be easily transferred to the EIRR as each relevant section is updated.

The sections of the EIRR that are most relevant to the preliminary investigation process (aside from the recording of names, dates, etc.) are as follows:

- **Section 8: Sequence of events that preceded the incident**
- **Section 9: Unsafe conditions, acts, or procedures that significantly contributed to the incident**
- **Section 10: Nature of serious injury**
- **Section 11: Brief description of the incident**

It is important for us as workers to make sure the information in sections 8 and 9 are factual, and not editorialized in order to downplay potential hazards such as lack of training provided or regulations not being adhered to. Investigators should get as much information as possible, as soon as possible, from interviews with the individuals directly involved. Investigators should take their own notes and compare them to the report in each of its various stages to make sure nothing important is changed or left out.

In order to complete Section 10, investigators will want to interview multiple workers that are familiar with the situation or equipment involved in the incident in order to determine what serious injuries could have occurred given the unsafe conditions recorded in Section 9 and Section 11, that should act as a summary of Sections 8-10.

Corrective action will need to be attempted as soon as possible. The type of corrective action taken should be decided by the JH&S Committee and err on the side of education and accommodation as opposed to punishment or other deterrence.

Sections relevant to recording corrective actions are as follows:

- **Section 9: Unsafe conditions, acts, or procedures that significantly contributed to the incident**
- **Section 12: Corrective actions identified and taken to prevent recurrence of similar incidents**
- **Section 17: Additional corrective actions necessary to prevent recurrence of similar incidents**

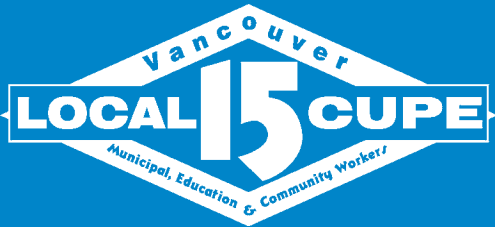
Any corrective actions taken by workers and/or the employer need to be recorded on the EIRR, even if they are deemed unsuccessful. Sections 9, 12, and 17 can all be updated whenever relevant. If corrective action is deemed unsuccessful, replacement corrections should be decided on by the JH&S Committee and recorded.

The sections relevant to the full completion of the investigation report are as follows:

- **Section 15: Determination of causes of incident**
- **Section 16: Full Description of incident**

These two sections should not be attempted until most, if not all, interviews and site inspections are complete. Sections 15 and 16 should act as a summarizing conclusion of the whole investigation, but they can be added to if corrective action attempts are still ongoing.

For more comprehensive information about the investigation process and our role within it, I encourage you to explore resources provided on the WorkSafe BC website, especially those relating to the Workers Compensation Act.



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: Ravina Lal

**Sector Representatives:**

City: Kamal Gautam, Paul Chohan  
College/University: Eduardo Rodriguez  
Rose Palozzi  
Cultural: Courtney Gillen  
Health/HSSCBA: Roxshanna Shankar  
Health/HSPBA: Mia Nickel  
Parks: Bernie Dionne, Henry Lee  
K-12: Chris Brown, Cynthia Schadt

**Trustees:**

Aaron Cook, John Kaptein, Vanessa Mani

**Staff Representatives:**

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

**Office & Administrative Staff:**

Mark Gloumeau, Accounting Coordinator  
Nancy Strider, Accounting Assistant  
Tia Tang, Office Manager  
Nadia Thibault, Office Assistant  
Michelle Yim, Office Assistant  
Sharmila Patel, Office Assistant

**Building Service Worker:**

Elaine Duan

**CUPE National Representatives:**

Andrew Ledger, Bryan Bickley (on leave), Sung Wong (temporary)



by *Debbie Mohabir, Secretary-Treasurer*

The CUPE Local 15 Executive spent a full day working on strategic planning as a group.

Some really great relationship building and discussions took place throughout the day thanks to our facilitator, Linda Dennis, who used to be a CUPE National Legal Representative who was at one time assigned to Local 15.

Trustees and staff joined the Executive for the following two days to work on our mission and vision statements, and to discuss the recruitment and retention of stewards.

CUPE Local 15 would like to express our gratitude to Linda Dennis for facilitating our Think Tanks and strategic planning sessions since 2014.

