

OCTOBER  
2019



# THE MEMBERS' VOICE

THE NEWSLETTER OF CUPE LOCAL 15, VANCOUVER MUNICIPAL EDUCATION AND COMMUNITY WORKERS  
We are on the unceded Coast Salish Territories of the xʷməθkʷəy̍əm (Musqueam), Sḵwx̱wú7mesh (Squamish), and Səlilwətaʔ (Tsleil-Waututh)



**P**lease join us for our annual children's party that will include food and goodies, cookie decorating, games, family photos with Santa and a gift bag of goodies for the children.

**Saturday, November 16, 2019**  
**11:30 a.m. – 6:00 p.m.**  
**Auditorium, Maritime Labour Centre,**  
**1880 Triumph Street, Vancouver**

Register at 604-879-4671 or email@cupe15.org (deadline: 4:00 p.m. Nov. 8, 2019)

Please be advised that this event is open to CUPE Local 15 members and immediate family only. We regret that extended family is not able to attend. If you are able to volunteer at the party please email sbankiner@cupe15.org.

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## GENERAL MEMBERSHIP MEETING

**October 23, 2019 - 5:30 p.m.**  
Room 5, Italian Cultural Centre,  
3075 Slocan Street, Vancouver  
(@ Grandview Hwy) Free parking.

### UNDER DISCUSSION:

- By-election – College/University Sector Representative
- By-election – Trustee
- CUPE Local 15 Bylaw Amendments
  - Preferential Ballot
  - Term Limit – Secretary-Treasurer (Notice was served in the March 2019 Issue)
- Financial Statement
- Staff and Committee Reports

General Meetings provide all members with an opportunity to participate in decisions that affect the union. Child care assistance & ASL Interpreter will be available upon request.

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



# Vote, because our future depends on it

By Warren Williams, President

**E-DAY: OCTOBER 21**



WARREN WILLIAMS  
PRESIDENT

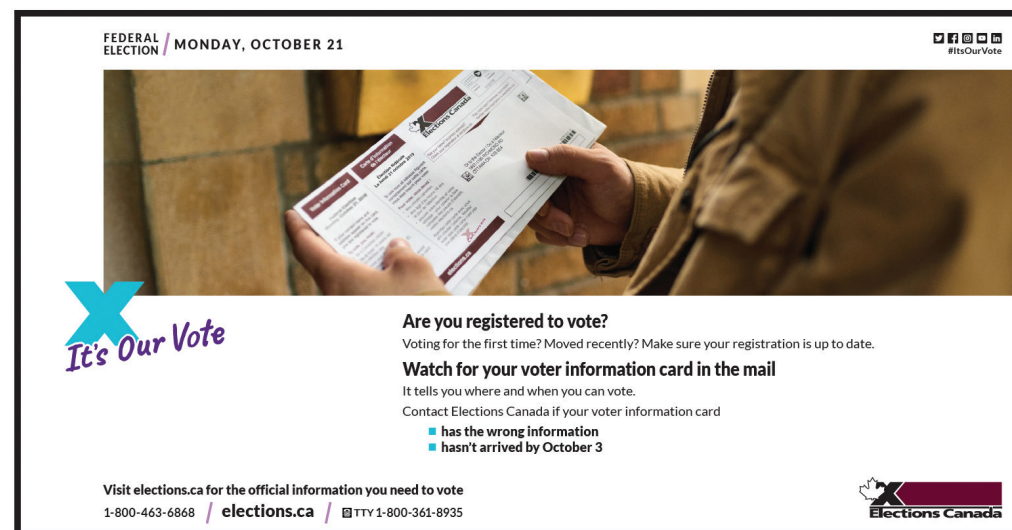
It's that time again where CUPE members can help make a difference at the ballot box. By now, you have heard all the candidates speak on the issues that matter to you.

The current governments have had their shot at making life better but we have seen them promise, then break them time and time again. From clean water supply to dental care, we have seen too many opportunities and years go by and we don't end up any better off.

Just look at child care as an example. It's been 26 years since we were promised universal child care. 26 years. That's a lifetime. So, any of those families who needed the help 26 years ago, they now have full grown children. And some of those children have children! Imagine being a

grandparent to those kids. We can't afford to wait another generation for child care.

At stake is the fate of the planet if we keep on our course. Climate change is undeniably



here and we have an opportunity to do something about it, to lead the way. It's a message we heard loud and clear from our Vancouver youth. We saw the masses descend on city hall that Friday, and if 175,000 youth and their supporters have anything to say about it, the election will be determined to a certain degree by the activism that young people like Autumn Peltier and Greta Thunberg have created.

In other news, the members at Chartwell's Langara have not been able to reach an agreement with the employer for a new collective agreement. They voted 97% in favour of a strike, and we will have more updates on our facebook page and website as this develops.

By the time you read this, we will be wrapping up our CUPE National convention in Montreal. I look forward to connecting with our activists and members across the country, I know the election will be on everyone's minds. If there's one thing you can do, just vote. Exercise the right, bring your friends, make a day of it. Send us your pics on voting day and we'll post them up on our twitter and facebook. It would be great to get the biggest turnout for CUPE 15 members ever on election day.

On October 21st, vote. Because our future depends on it.



## Very active Fall for the union, please join us!

By Sally Bankiner, Secretary-Treasurer



SALLY BANKINER  
SECRETARY-TREASURER

### Annual Chili Cook Off

The annual chili cook-off took place on September 26th in support of United Way and once again, CUPE Local 15 entered a team. We didn't win this year however we did have an awesome recipe and about 300

members attended to taste the chili and vote for their favorite team. Congratulations to all the winners but as the organizers say, all teams are "winners"! A heap-load of thanks goes out to Executive Board member Carley Romas who helped so much this year. I couldn't have done it without you Carley!



Carley Romas and Sally cook up a batch of the finest Local 15 chili

### Children's Winter Party is Almost Here – November 16th

This year our annual Children's Winter Party is scheduled for Saturday, November 16th. This is an RSVP event and if you are planning on attending with your children, you do need to pre-register by calling us at 604-879-4671 or emailing the office at [email@cupe15.org](mailto:email@cupe15.org). Please note "Children's Party" in the subject line. We need to know your full name, worksite, contact information, and how many adults and children are attending. This is a CUPE Local 15 member and immediate family only event. The reason for this is that the funding comes from our Society budget which restricts these funds to member events only. We are proud to be able to offer this seasonal family friendly event but ask that you recognize that we cannot extend the invitation to your extended family. Please respond with your RSVP and details no later than November 8th by 4:00 p.m. to ensure we purchase sufficient quantities.

### Volunteers Needed

We really need at least 15 members to volunteer for upcoming events such as the Children's Winter Party and Open House. There are no particular skills required however, if you have a "Serve it Right" certificate or a "Food Safe" certificate, please provide me your certificate number as well as your home contact information and mobile phone number. I am sure we can find a perfect spot for you so please email me.

### You're Invited to the Wine and Cheese Open House – December 6th

On Friday, December 6th you are invited to our annual open house social here at the union office from 4:00 to 9:30 p.m. This is an adult only event so feel free to drop by after work with your partner any time after 4:00 and as always, if you can volunteer some of your time to assist in the setup please let me know as soon as possible. Again, if you have a Serve it Right Food Safe certificate, include that information in your email. Our events are

well attended and so many who have never been to any kind of union function in the past appreciate being able to interact with their co-workers in a relaxed and fun atmosphere. There is no RSVP required, just drop in whatever time you can on the December 6th. I really look forward to seeing you there!

### Committees, Stewarding, and Worksite Meetings

From October 30th to November 1st we are hosting another Introduction to Stewarding course here at the union office. The time is now to put your name forward and step up to help your co-workers. We have an amazing network of hard working, committed, and dependable stewards however, we always need more and perhaps, your circumstance has changed and now is the right time. It's truly an honour to be able to teach new stewards the basics at the Intro course as the enthusiasm for their new role always inspires.

Perhaps stewarding isn't right for you but you have been thinking about getting involved in your union in some way but are unsure how. Have you considered attending a membership meeting? Why don't you start with a quick email to me at [sbankiner@cupe15.org](mailto:sbankiner@cupe15.org) and we can discuss your interests. Perhaps you are a good note-taker? If so, we are looking for about eight people who would be willing to use their note-taking skill to attend occasional meetings and take notes for us. If you are able to assist with this or are interested in further information, please email me with "Note-Taker" in the subject line and provide your personal email address and mobile phone number. We will make the arrangements with your employer for paid leave if your scheduled shift falls on a meeting date and time.

It's always a pleasure to meet with our members at their worksites. If you are interested in a worksite meeting please contact me at 604-879-4671 or by email.

### Other Events and Plans – Keep in Touch

As often as possible I send information out to the membership via the newsletter, Facebook or email blasts when we have donations or purchase tickets to union, community, or social activities. Last month we had over 260 requests for the tickets to the Vancouver Whitecaps game as part of "Union Night". With such huge interest for this particular sporting event, perhaps next year we can arrange more events with organizers. Thanks to CUPE British Columbia for the complementary tickets! Further, we have had dozens enter the draw for the Canadian Centre for Policy Alternatives dinner in November. The draw will take place within the next week or two so if you have sent your interest by the deadline, you are entered and will be contacted by email if you are a lucky winner.

Our Finance Committee will be meeting in October and November to prepare our draft 2020 Budgets for presentation to the membership at the November General Membership meeting. The details of the budget will be printed in the November Members' Voice and your attendance at the November meeting is appreciated.

As always, I encourage you to get involved and remember that all of the rights that we now enjoy (annual vacation, pay increases, benefits, parental leave, paid rest periods, pay in lieu, shift premium, medical, dental, and extended health coverage, compassionate leave, just to name a few) are benefits that those before you fought to gain over the past 102 years! By getting involved, you hold a place in history as part of the labour movement in Vancouver as we usher in our 102nd Anniversary in 2020.

## Thank You, Local 15 for Sponsoring Labour Day at Jack Poole Plaza

**O**n behalf of the Vancouver and District Labour Council and its approximately 60,000 affiliated members, thank you for sponsoring this year's Labour Day event at Jack Poole Plaza.

This year's event attracted a good mix of union members and activists as well as members of the general public. We were able to showcase the important work of unions in their workplaces and industries as well as in our communities, in the political arena, and so forth. We were also able to highlight our incredible community partners and continue to build relationships between labour and community. The event also gave us the opportunity to engage in important conversations about the future of our country.

Best of all, we were able to do this in a fun and welcoming atmosphere. The event featured bouncy castles, games and activities, face painters, a balloon artist, airbrush tattooist, the Teamsters Local 213 virtual reality simulator trailer, a fire truck, an ambulance, and more.

The event included a rally, featuring a territorial acknowledgement, welcome, and event opening from Rebecca Duncan of the Squamish and Musqueam First Nations, greetings from Vancouver Mayor Kennedy Stewart, and speeches by Minister of Advanced Education and Skills Development, Melanie Mark and Canadian Labour Congress Vice-President, Larry Rousseau.

The event generated substantial buzz on social media and certainly showed labour, and all the sponsor organizations, in a positive and welcoming light. We have received a good deal of feedback and welcome your input regarding the event and what you would like to see in 2020.

This event was only possible thanks to organizations like yours joining us to make it a success. We truly appreciate your sponsorship and participation and hope that you will join us again to celebrate Labour Day next year.

Stephen von Sychowski  
Vancouver and District Labour Council  
President

## Thank you from BCIT

**O**n behalf of BCIT, it is my sincere pleasure to thank the VMECW Society for your contribution towards the education of Emily Lundh. We are grateful that you have continued to show support for our programs and commitment to our students by investing in their future.

BCIT students are bright minded, agile thinkers who are excited to contribute to their communities upon graduation. Because of

donors like you, our students can graduate with the skills and experience needed to help solve the critical challenges of our world at home and beyond.

Our students can experience tremendous financial pressure in pursuit of their education and we are grateful to have you as a partner in supporting the success of our students through making the world a better place through education.

Kimberly Harmsen  
BCIT Foundation

## Thank you from CO-OP RADIO

**T**hanks you for your generous donation to Vancouver Co-Op Radio and Union Made. We greatly appreciate it. From the team at Vancouver Co-Op Radio

## VSB Retirement Chat

**I**f you are a CUPE Local 15 member at the Vancouver School Board within a few years of retiring and you are interested in an informal chat about retirement, Craig Hopkins, a retired but active CUPE Local 15 member, along with a VSB Shop Steward are hosting an after work conversation on the topic.

They will explain the process and what happens when you are ready to retire. They can explain what MPP, CPP, Statement of Contribution, OAS... mean, and how to obtain all the details you need for retirement.

Set aside Monday, November 25, 2019 from 4:20 to 5:20 p.m. The gathering will take place in the Boardroom at the CUPE Local 15 office.

Please phone or email the union office to register. Call 604-879-4671 or email us at [email@cupe15.org](mailto:email@cupe15.org) with VSB Retirement Chat in the subject line. Make sure you leave your name and a phone number where you can be contacted. This is a popular workshop that is limited to 20 members so please register early to avoid disappointment.

## VSB JOB SHARE OPPORTUNITY

**1.** Permanent student support worker looking for an on call job share partner to work Mondays and Tuesdays at Oppenheimer Elementary starting at the end of February when return to work from maternity leave. Please call/text Lauren Zarin at 778-231-1096.

## REST IN POWER

CUPE Local 15 would like to express our sincere condolences to the family, co-workers, and friends of the CUPE Local 1004 member Moreno Cerra who lost his life on September 28th in a worksite accident. We are grieving this enormous loss with you and offer our support however we can assist.

## decisions

### The Executive Decided

At the Executive and Society Board meetings on October 15, 2019 the following decisions were made:

- To hold the 2019 Open House at the Union Office.
- To appoint Kyle Larson to the Local 15 OH&S Committee as an alternate.
- To appoint Henry Lee as the Interim Chief Shop Steward in the Parks Sector while the permanent chief is in a temporary staff assignment.
- To appoint Cynthia Schadt as the Interim Chief Shop Steward in the K-12 Sector while the permanent chief is in a temporary staff assignment.
- To donate \$1,000 to the Kettle Friendship Society.
- To donate \$500 to Check Your Head.
- To donate \$1,000 to the Vancouver and District Labour Council Protein for People campaign.
- To recommend amendment of bylaw 13.3.1 to allow for a preferential ballot.
- To remove a member from the OH&S Committee because of lack of attendance.

### The Members Decided

There is no Members Decided column this month because at the September 25, 2019 General Membership meeting quorum was lost before we reached the unfinished or new business portion of the agenda.

## Notice of By-elections

### 1. Member at Large – College/ University Sector Representative

This is for the balance of a three year term ending May 25, 2022. Only members from the College/University Sector are eligible to be nominated or to vote.

### 2. Trustee

This is for the balance of a three year term ending May 27, 2020. To be eligible for nomination a member must have attended at least 50% of membership meetings in the past twelve months. All members are eligible to vote.

## International Solidarity Reports

Nidal al-Mughrabi, Yahoo News, should have been credited for much of the Job Creation in Gaza article that was submitted by Kamal Gautam for publication in the September 2019 issue of the Members' Voice. Additionally, while Kamal Gautam submitted the article Venezuela on the Brink? for publication in the March 2019 issue, credit should have been given to Fared Zakaria of the Washington Post for authoring the piece. We apologize and regret this oversight.



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  
Secretary-Treasurer: Sally Bankiner  
1st Vice President: Santino Scardillo  
2nd Vice President: Gaye Fowler

**Sector Representatives:**

City: Kamal Gautam, Ravina Lal  
College/University: Alex, Fowler, Vacant  
Cultural: Noel Graves Macul  
Health/HSSCBA: Allison Bell  
Health/HSPBA: Mia Nickel  
Parks: Kyle Larson, Starla Bayley  
K-12: Carley Romas, Cynthia Schadt

**Trustees:**

Donna Petersen, Michele Alexander, Vacant

**Staff Representatives:**

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

**Office & Administrative Staff:**

Mark Gloumeau, Accounting Coordinator  
Rosemary Matheson, Office Manager  
Barbara Simpson, Office Assistant  
Nadia Thibault, Office Assistant  
Nancy Strider, Accounting Assistant  
Tia Tang, Office Assistant

**Building Service Worker:**

Elaine Duan

**CUPE National Representatives:**

Chris Losito, Patrick Barbosa

The CUPE Local 15 office is very old and unfortunately not accessible. For our members with mobility challenges please note that the office is on the 3rd floor and there is no elevator. If you are attending an appointment or meeting with one of our staff, please contact them in advance to make alternate arrangements for the meeting place or call the Secretary-Treasurer at 604-879-4671.

We sincerely apologize and want you to know we are working very hard to rectify the accessibility issues with our building.



**Excellent day of discussions with the Minister of Education, Rob Fleming, and -- on the K-12 Public School Funding Implementation Partner forum at SFU Harbourside.**

**Notices of Motion**

**1. Preferential Ballot**

The Executive recommends amending Bylaw 13 - Election of Officers to allow for a preferential ballot as follows: (Bold denotes new language and strike out denotes deleted language.)

- 13.3.1 The election of officers will be held during the month of May in each year. The election will be conducted electronically using a **preferential ballot** on an online system approved by the membership. ~~To be elected a candidate must receive the majority of the votes cast.~~
- 13.3.2 The online polls will open at least seven days prior to the Annual General Meeting and remain open until midnight on the day preceding the Annual General Meeting. The results, including notice for runoff votes (if any) shall be announced at the AGM, posted on the Local union's website, and sent via email to all members who have provided email addresses.
- 13.3.3 ~~In the event run off votes are required the online polls will reopen at 10:00 a.m. on the Monday following the AGM and remain open until 10:00 a.m. Friday. The results will then be posted on the Local union's website, and sent via email to all members who have provided email addresses. Should subsequent run off votes be required, the online polls will reopen the following Monday(s) at 10:00 a.m. and remain open until 10:00 a.m. on the Friday(s) following.~~
- 13.3.43 Only members of a sector as defined in Section 12 may vote for the Member(s) at Large from the same sector.

**Explanation:**

In 13.3.1 inserting the words "preferential ballot" renders the last sentence in 13.3.1 redundant and eliminates the need for run-off voting. A preferential ballot would still require a "majority of the votes cast". The proposed language is written clearly and succinctly as any ambiguity and unnecessary verbiage may not allow for approval from CUPE National.

Preferential voting is a system of voting in which members indicate their first, second, third, and lower choices of multiple candidates for a single office. If no candidate receives a majority of first choices, the second, and if necessary, subsequent choices are added to the first choices, until one candidate has the majority.

The online ballot would allow the elector to rate the candidates in order of their preference and the results would be calculated all at once by the election provider at the close of the poll, decreasing the time of the election to seven days only. Complete election results would be announced at the Annual General Meeting and the successful candidates could be sworn in and assume office right away.