

SEPTEMBER
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.



Notice about our Office Hours:

The union office is gradually re-opening. 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.



National Day of Truth and Reconciliation Sept 30th

By Debbie Mohabir, Secretary-Treasurer

September 30th commemorates the tragic history of residential schools, the children who never made it home, the families who were left without answers, survivors and the communities that have been and are still impacted. On this day, we must acknowledge and continue our learning on the atrocities that were committed as part of the reconciliation process.

In the past, this day has been marked as Orange Shirt Day which started in 2013.

It honors residential school survivor Phyllis Webstad, a Northern Secwepemc (Shuswap) from the Stswecem'c Xgat'tem First Nation, who had her orange shirt taken away on her first day of school. This reflects the painful history of Indigenous peoples having their rich culture and language stripped away.

We strongly encourage everyone to **wear orange** and attend events in the community, view online resources as well as reading the United Nations Declaration on the Rights of Indigenous Peoples.

@ 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 to provide us with a personal email address so you can continue receiving information from the union.

SEPTEMBER 2022 GENERAL MEMBERSHIP MEETING

The General Membership Meeting will be held on **September 28, 2022** using the Zoom platform. You will be sent an invitation by email if the union office has a personal email address on file for you. Details will also be posted at www.cupe15.org.

If you do not receive emails from the union office and would like to attend these meetings, please call us at 604-879-4671 or email us at email@cupe15.org to update your information. There will be a draw at the end of the meeting and three lucky winners will receive a gift card (retailers TBA at meeting). Child and dependant care reimbursement is available as per eligibility requirements in Local 15 Bylaw Section 31.

SEPT 28, 2022
5:30 p.m.
via Zoom invite

UNDER DISCUSSION:

- By-elections – Trustees and K-12 Sector Representative
- Staff and Committee Reports

IMPORTANT NOTE

Virtual General Membership Meeting Invitations

After registering for the Virtual General Membership meeting, please do not share your link with fellow members. If they did not receive the invitation and would like to attend 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



Thank you!

by Warren Williams, President



WARREN WILLIAMS
PRESIDENT

Two simple words that we so often forget how important they are. Being an active member of a union is no easy task; it takes dedication to the principles of justice and employers that understand the benefits of

having an active union member at worksites.

It is sometimes difficult to be active in your union. When I have asked members why, often the response is concern for lack of support by their immediate supervisor and sometimes fear of retaliation by their supervisor or even their peers. All of which I have a hard time

rationalizing as it makes no sense to me not to have union support throughout an organization. Let's see if any of this makes sense to you?

Question: Are staff feeling supported?

Answer: Ask the union site contact!

Question: Is this a violation of the Collective Agreement?

Answer: Ask the union site contact!

Question: Who is the union OH&S site contact?

Answer: Ask the union site contact it's probably them!

Question: How can we resolve this before it becomes a grievance?

Answer: Ask the union site contact to assist!

I could easily continue the Q&A for the rest of this article, however, I think you get my drift.

Being involved in your union and supporting its membership has many benefits to both the union and employer. What's often forgotten is a simple thank you for caring enough, not only for the membership, but for the employer as well. By working together, this allows issues to be resolved before they become a problem.

Having said that, I extend my heartfelt thanks to our elected Executive and Society Board, Shop Stewards, OH&S Representatives, Union Site Contacts, Tia Tang our Office Manager and her staff who are often the first contact for many of our members, as well as our business agents here at CUPE Local 15. Last, but not least, I would like to thank our many employers who understand the importance of having union representation at their worksites; working together makes everybody know that their contribution matters.

THANK YOU.

ON OCT. 15TH, REMEMBER TO VOTE FROM 8AM TO 8PM

Welcome back!

by Debbie Mohabir, Secretary-Treasurer



DEBBIE MOHABIR
SECRETARY-TREASURER

Hello everyone,

I hope everyone had a wonderful summer and that you were able to enjoy the sunny weather! Fall is here and we will be back to our regular routines. Many of our sectors have been working hard

on preparing for upcoming bargaining with their employers. K-12 began bargaining in May and will continue now that the summer break is over; City et al will be electing their bargaining committee this month; Langara is continuing with their prep work; Emily Carr will be electing their committee; the three museums, as well as the VAG bargaining committees, have continued with their preparations over the summer; and HSPBA and CBA are in active bargaining. As you can see, it will be a very busy time for the Union!

September is Steward Appreciation Month!

September is the month that we celebrate, acknowledge and appreciate the work that

stewards do to support members. This is a vital role and the backbone of any union. Those who step up to be in this role do it because they want fair working conditions for all, safe workplaces, fair and equitable treatment of all CUPE Local 15 members, to be a voice on joint committees with the employer, and many other reasons. Their primary role is to try and resolve work-related concerns or issues that are acceptable to both parties. If it cannot be resolved initially, then a decision may be made to file a grievance. They are also the link between members and the Union and help disseminate important information as well as bring forward any issues that may need to be addressed with Union Leaders. Stewards wear many hats such as, organizers, communicators, advisors, and are knowledgeable of resources that may be of assistance to members.

Stewards in each sector meet on a monthly basis to get updates, ask questions, and provide information to each other that may be helpful. Many of our members may not realize this, but stewards do a lot of their work on their own time, so when you contact the steward line and don't get a call right away, it is usually because they are working or have family obligations that prevent them from calling back right away. They always do their best to make sure a message is returned.

The Union provides stewards with education on various topics like health and safety, challenging racism, duty of fair representation, solidarity with Indigenous, how to be an ally, discipline

and discharge, notetaking, conflict skills, duty to accommodate, charter of rights, provincial labour law and so many other topics to provide tools for their toolbox. Union education is invaluable and help those who take on this role to continue to be up to date with relevant information.

Chief Shop Stewards also play an integral role. They work with their Staff Representative as well as help guide, mentor, and work collaboratively with stewards, so that they feel confident and supported in enforcing the collective agreement. They also advise their sector's Executive Member at Large about issues/concerns that are being dealt with, as well as any major cases that the Executive should be aware of.

As you can see from the brief description I've given, stewards play a fundamental role in organized labour and within unions. Unions couldn't do what they do without them. On behalf of the Executive, myself, and Staff, we would like to extend our sincerest appreciation and gratitude to all stewards for the amazing work that you do to support members every day.

Steward Appreciation Dinner

I am pleased to announce that we will be having the Stewards Appreciation Dinner on Thursday, September 29th, 2022 to say thank you to stewards and committee members for the amazing work they do.

Welcome to our newest members!

Thanks, from new members at Vancouver Coastal Health for the new member swag.

ABOVE: Jane Mills (Physio), Julie Leswal (Physio), & Taylor Kjartanson (Rehab assistant), **MIDDLE:** June Liang & Nicky Nevin (both Physios), **BELOW:** Tony Hui (Physio) & Tiffanie Yuen (Rehab assistant)



Notice of Motion - Union

- 2022 CUPE National Sector Council Conference**
The Executive recommends to send Executive Board Sector Representatives to the CUPE National Sector Council Conference in Ottawa from October 3-6, 2022.
- Half-Page Ad in the Courageous K9 Magazine**
The Executive recommends that a half-page ad in the Courageous K9 magazine be approved to increase our profile, so people know who CUPE Local 15 is.



City Lifeguard makes historic swim

by Jessi Harewicz - Parks Member

On August 9 & 10, 2022, a CUPE 15 member, Jessi Lidstone Harewicz, became the first Canadian to swim the North Channel. Known as one of the toughest channels to swim in the world, she swam the 35 kilometers ridden with lions mane jellyfish, a water temperature of 14°C – 16°C, and tough ocean currents in 18 hours, 5 minutes, and 14 seconds.

Thank-you!

To Debbie and all CUPE members who helped allow me to attend the Education Conference in Kamloops.

Thank you for your support and conviction! You have my utmost gratitude and respect!

Sherri Chisholm,
Shop Steward

Welcome Sharmila!

Sharmila Patel was the successful candidate for the new job opportunity of Office Assistant at the CUPE Local 15 office.

She comes to us from the Vancouver School Board, where she has worked for over ten years as well as having been an active steward. Welcome aboard!

OH&S COMMITTEE

OH&S Committee vacancies

The CUPE Local 15 OH&S Committee is looking for members to fill the following positions:

- Health Sector – OH&S Representative
- Health Sector – Alternate OH&S Rep
- Cultural Sector – Alternate OH&S Rep
- Langara College – Alternate OH&S Rep

Please email Henry at trendfitness@yahoo.com if you are interested.

DECISIONS

BY THE EXECUTIVE

At the Executive and Society Board meetings on June 21, 2022, the following decisions were made:

- To create a classification committee for the City/Parks sector.
- To contribute \$1,000 to support the Labour Day 2022 event through the VDLC.
- To approve a half-page ad in the Courageous K9 magazine.
- To approve sending four to seven delegates to the CUPE National Sector Conference in Ottawa in October 2022.
- To appoint Kristian Hildebrandt as the Temporary OH&S Representative for West Point Grey Community Centre.

BY THE MEMBERS

At the General Membership meeting on June 21, 2022, the members in attendance made the following decisions:

- To receive the Financial Statement ending April 30, 2022.

NEXT MEMBERSHIP MEETING IS ON SEPT 28, 2022 via Zoom



NOTICE OF BY-ELECTIONS

Trustees

There are two Trustee positions open for terms ending May 24, 2023 and May 26, 2024. In order to be eligible to accept nomination, a member must have attended at least 50% of the General Membership meetings in the last 12 months. All members are eligible to vote.

K-12 Sector Representative

There is one K-12 Sector Rep position open for term ending May 28, 2025. Only K-12 members are eligible to vote.

VSB JOB SHARE OPPORTUNITY

MAPLE GROVE ELEMENTARY

Urgently looking for a job share partner to work at Maple Grove Elementary in September. You could work 2 or 3 days. Come join a great school! Person must have "on-call" status. Contact Andrea Corbett 604-312-4368.

STEWARD APPRECIATION



Cynthia Schadt
Chief Shop Steward
K-12 Sector

THANK
YOU SO
MUCH



Vanessa Mani
K-12 Sector



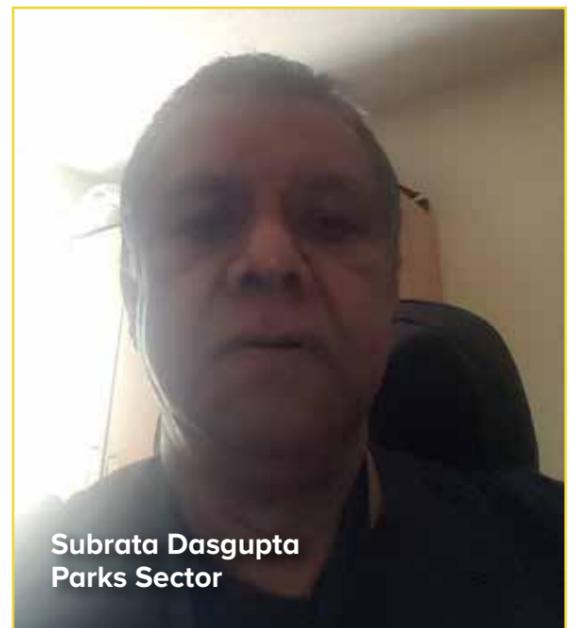
Henry Lee
Britannia Ice Arena
Parks Sector



Monica Coll
Health Sector CBA

Stewards play an integral role of any union and are the backbones that support members, speak up on behalf of members, fight for fair working conditions and bargain collective agreements amongst many other things. For a large labour union like CUPE 15 with almost 8,000 members and 17 employers, the work that stewards do is so vital. From representing members in meetings with employers to filing grievances, making sure workplaces are safe, working to accommodate members, holding employers accountable, conducting investigations, being a union voice on committees, to continually upgrading their knowledge through education. These are just some of the examples of the many things our amazing stewards do.

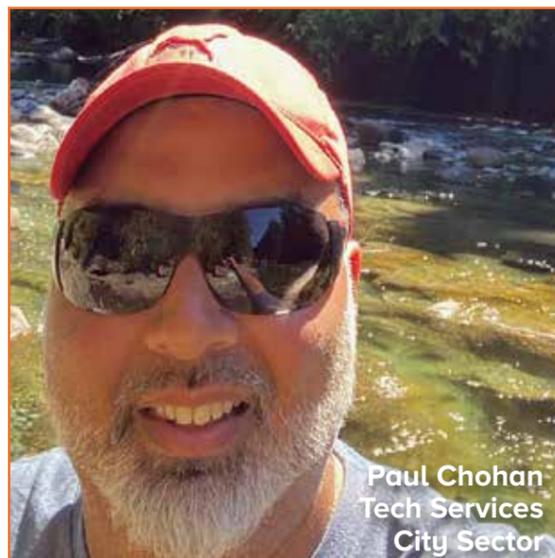
Here are photos of a few of our amazing Stewards and Chief Shop Stewards.



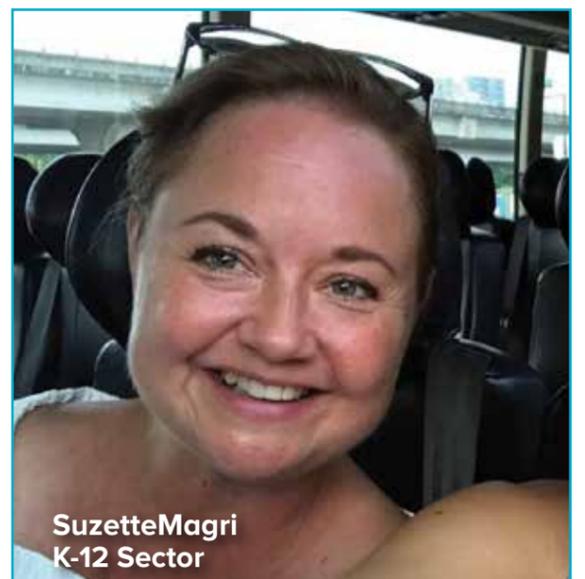
Subrata Dasgupta
Parks Sector



Rufa Sese
K-12 Sector



Paul Chohan
Tech Services
City Sector



Suzette Magri
K-12 Sector

Joint Occupational Health and Safety committee function

by Henry Lee, OH&S Representative

THE PURPOSE OF THIS ARTICLE IS TO GIVE GENERAL GUIDELINES FOR HOW A JOINT OCCUPATIONAL HEALTH AND SAFETY COMMITTEE SHOULD FUNCTION.

Why is the Joint Occupational Health and Safety Committee (JOHSC) so important? Injuries can occur anywhere. The JOHSC can help address hazards, risk and injuries. JOHSC members need to know all four regulations, Policy and Guidelines. It is important for JOHSC members to have an understanding of the sources of law governing Occupational Health and Safety in British Columbia and how they relate to one another.

The sources are:

- Workers Compensation Act
- Occupational Health and Safety Regulations
- Preventive Policies
- Preventive Guidelines

Workers Compensation Act

The Act is the highest authority for health and safety in the province and its provisions are mandatory. The Act reflects the policies of the provincial government and sets out such matters as:

- When is JOHSC required at a workplace
- How to create it
- The duties of the JOHSC
- Workplace inspections and investigations
- Safety enforcement

Examples of sections of the revised Act included:

- 21 General duties of employers
- 22 General duties of workers
- 23 General duties of supervisors
- 24 Coordination at multiple-employer workplaces
- 31-46 Joint Committees and Worker Representatives
- 37 Joint committee procedure

- 39 Employer must respond to committee recommendations
- 41 Educational leave for committee members
- 42 Other employer obligations to support committee
- 47-50 Worker Protection in Relation to Prohibited Actions

Provisions of the Occupational Health and Safety Regulation (the Regulation)

The Regulation is designed to support the broad provisions of the Act. For example, the Act requires the employer to ensure the health and safety of its workers. The Regulation sets out safety requirements that apply to all workplaces in the province, (such as right to refuse and working alone provisions); addresses specific hazards, (such as fall protection and chemical exposure), and regulates the work processes for particular industries, (such as construction and forestry).

Key sections of the Occupational Health and Safety Regulation include:

Occupational Health and Safety Programs

- 3.1 When program required

Workplace Inspections

- 3.5 General requirement
- 3.7 Special inspections
- 3.8 Participation of the committee or representative

Correction of Unsafe Conditions

- 3.9 Remedy without delay
- 3.10 Reporting unsafe conditions
- 3.11 Emergency circumstances

Refusal of Unsafe Work

- 3.12 Procedure for refusal
- 3.13 No prohibited action

Young or New Workers

- 3.23 Young or new worker orientation and training
- 3.24 Additional orientation and training

Joint Health and Safety Committees

- 3.26 Evaluation of joint committees
- 3.27 Minimum training requirements for new joint committee members or worker health and safety representatives

Participation in Investigations

- 3.28 Participation by employer or representative of employer and worker representative.

Preventive Policies

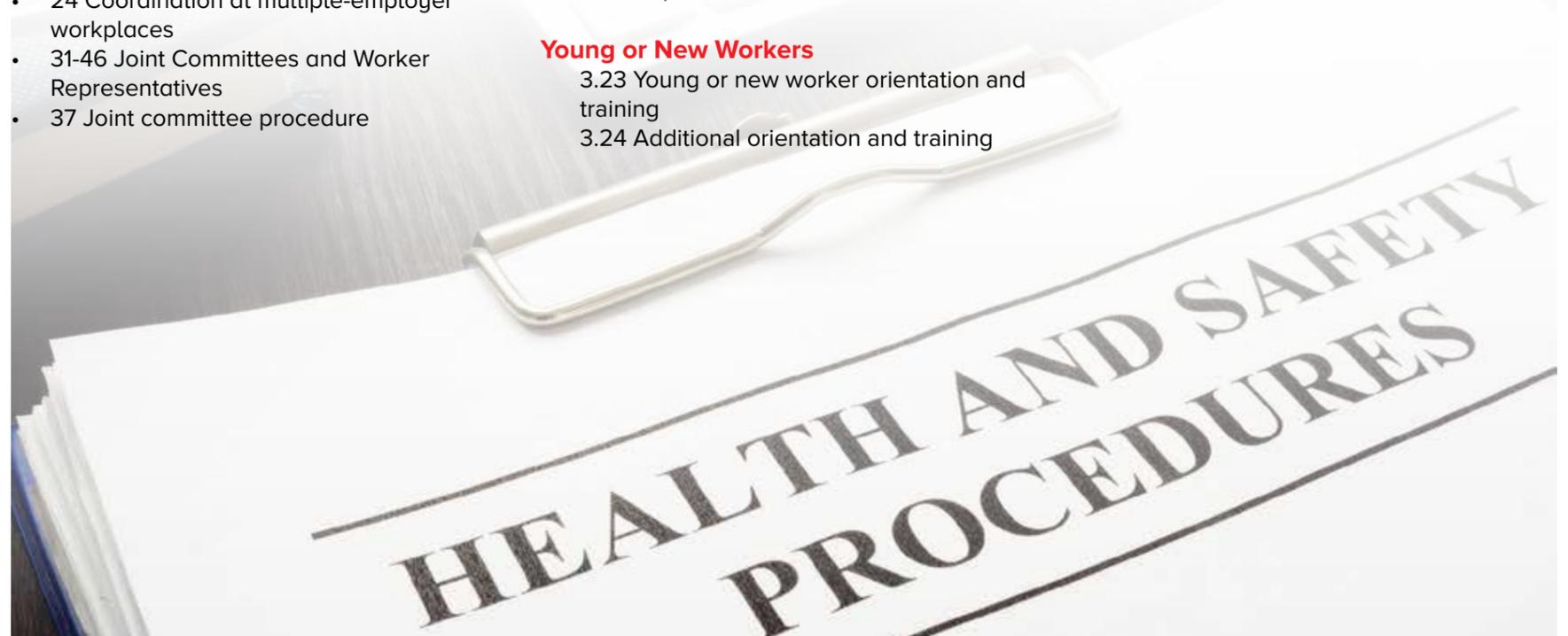
Created by WorkSafeBC, but are not mandatory. The policies interpret the provisions of the Act and Regulation to help decision-makers and workplace parties understand and apply them.

Preventive Guidelines

The guidelines are also created by WorkSafeBC, but are not mandatory. They provide further information about how compliance can be achieved under a particular section or regulation, and the approach to compliance that a WorkSafeBC prevention officer can be expected to take in an inspection at a workplace.

The guidelines communicate information to assist workplace parties in a variety of ways. A guideline may do one or more of the following:

- Explain terms or phrases used in the Act or Regulation
- Explain the intent of a legal requirement, or provide background or educational information to enhance understanding of legal requirement
- Provide one or more suggested options for compliance
- Prescribe procedures, measures, standards, or training courses acceptable to WorkSafeBC
- Communicate the existence of a vice-directive suspending the application of a regulatory requirement



Joint Occupational Health and Safety: what you should know

Terms of Reference

Examples:

Purpose of a Committee

A Joint Occupational Health and Safety Committee (JOHSC) is made up of employee and employer representatives consulting in a cooperative spirit to identify and resolve safety and health problems in support of a planned occupational health and safety program in the workplace.

- If your workplace has 20 or more workers, you will need a JOHSC – This includes any workplace where there are 20 or more workers employed at the workplace for longer than a month.
- WorkSafeBC may also order that a JOHSC be established in any other workplace – would you need a variance? See Section 34 of the Act – Selection of a Worker Representative.
- If your workplace has more than nine but fewer than 20 workers, you will need to have a Worker Health and Safety Representative – This includes any workplace where there are ten or more workers employed at the workplace for longer than a month.
- No less than 50% of the JOHSC should be worker representatives.
- The Employer must not choose the worker JOHSC members.
- Worker representatives should not perform management functions.
- Casual/Auxiliary, Part Time, Temporary etc., workers can be on the JOHSC.
- The Union(s) chooses and appoints the worker representatives where it is a unionized workplace.
- The term is usually for two years.

The JOHSC is required to meet at least once each month, or more often if required or needed to.

Duties and Functions of the Committee

As required by section 36 of the Workers Compensation Act, the duties and functions of the committee are:

- to identify situations that may be unhealthy or unsafe for workers and advise on effective systems for responding to those situations;
- to consider and expeditiously deal with complaints relating to the health and safety of workers;
- to consult with workers and the employer on issues related to occupational health and safety and occupational environment;
- to make recommendations to the employer and the workers for improvement of the occupational health and safety and occupational environment of workers;
- to make recommendations to the employer on educational programs promoting the health and safety of



- workers and compliance with the OHS provisions and the regulations and to monitor their effectiveness;
- to advise the employer on programs and policies required under the regulations for the workplace and to monitor their effectiveness;
 - to advise the employer on proposed changes to the workplace, including significant proposed changes to equipment and machinery, or the work processes that may affect the health and safety of workers;
 - to ensure that accident investigations and regular inspections are carried out as required by the OHS provisions and the regulations;
 - to participate in inspections, investigations and inquires as provided in the OHS provisions and the regulations;
 - to carry out any other duties and functions prescribed by regulation.

Records

The committee will keep accurate records of all matters that come before it. Under the mandate of the joint committee, the employer will make the following records and reports available to the committee upon request:

- Incident investigations reports
- Corrective action reports
- Inspection reports
- OHS-related training records
- Workplace health and safety programs
- Safe work policies and procedures
- Manufactures' specifications
- First aid statistics
- Time-loss injury statistics

The employer will consider all requests made for documentation not specified within the rules of procedure.

Meetings

- There must be monthly meetings of the JOHSC.
- They should be on Employer paid time.
- Are there any guests? – Use WorkSafeBC guest speakers on relevant topics whenever possible.
- Guest can be invited to committee

meetings at the request of the co-chair(s).

- Guest attending committee meetings must be there for the purposes of:
 - Training
 - Making a presentation
 - Consultation
- Who is taking notes? The employer will supply the resources required to facilitate a meeting, including a notetaker to document the minutes of the meeting.
- Special meetings, if required, will be held at the call of the co-chairs.
- A quorum shall consist of a majority of members, determined by the committee.
- The committee will add procedures it considers necessary for meetings.

Agenda and Meeting Reports

The committee will maintain copies of its minutes for a period of at least two years from the date of the joint health and safety committee meeting to which they relate.

- An agenda will be prepared by the co-chair(s) and be distributed at least one week prior to the meeting.
- A report of the meeting will be prepared as soon as possible after the meeting and will be made available to the employer, JOHSC members, workers, and WorkSafeBC.
- A copy of the report of each meeting will be posted promptly, in a place readily accessible to employees for whom the committee is responsible.
- In this work location the meeting minutes will be posted on the board adjacent to the staff room. An electronic version of the minutes can also be located on the intranet, under the heading JOHSC.

Composition of the Committee

- The committee shall consist of at least four members or, if a greater number of members is required by regulation, that greater number.
- One worker representative will be elected from each of the following areas or unions (list areas or unions).
- One employer representative will be appointed from each of the following areas (list areas).

Co-chairs

- The committee will elect co-chairs from its membership.
- The worker representatives shall select a co-chair
- The employer representative shall select a co-chair
- The co-chairs shall:
 - Control the meetings;
 - Ensure the maintenance of an unbiased viewpoint;
 - Arrange the agendas;
 - Review previous meeting reports and material prior to the meetings;
 - Arrange for the meeting place;
 - Notify members of meetings;

- Meeting agendas;
- Prepare meeting reports;
- Forward a copy of meeting reports to the employer for a response;
- Prepare recommendation(s) and forward to the employer for a response;
- Prepare all correspondence;
- Determine the process for alternating the co-chair;
- When called upon by the employer, identify employer representatives and worker representatives to participate in incident investigations as per rule 4(j)

- d) All members will arrange to have an alternate member to attend meetings in their place, when they are unavailable to attend.

Assistance in resolving disagreements within committee

If the JOHSC is unable to reach agreement on a matter relating to the health and safety of workers at the workplace, a co-chair of the committee may report this to the Workers' Compensation Board as per the Workers Compensation Act Section 38, which may investigate and attempt to resolve matters.

request their entitlement training during regular meetings. Individual members must provide the following information about the training program or seminar selected:

- Length of the program
- Topic and learning outcomes (if applicable)
- Fees
- Rationale for selection

If the committee agrees with the member, the request will be forwarded to the employer. If the committee does not agree with the training selected, the co-chairs will hold a special meeting with the member to assist in identifying a training program or seminar that supports the duties and function of the committee.

Amendments

Terms of Reference may be amended by vote of the committee members

The information provided is intended for informational purposes only. For more information, please go to our CUPE Local 15 Occupation Health and Safety website.

Thank you, Tom McKenna, CUPE National OH&S Representative for providing resource information and the BCFED Health and Safety Centre for resource materials.

Roles of the members

The members shall:

- Be selected in accordance with section 34 and 35 of the Workers Compensation Act;
- Actively participate;
- Come prepared and on time.

Terms of JOHSC

- Committees are often effective if terms of office overlap for committee members. This allows a mix of new and experienced committee members on committee, even after elections.
- If a member of the committee chosen by the workers is noble to complete the term of office, the workers will choose another member.
- If a member of the committee appointed by the employer is unable to complete the term of office, the employer will appoint another member.

Participation in investigations

- When an investigation is required, the committee co-chairs will identify a worker representative from the committee to participate in the investigation.
- If a suitable committee member is not available, the co-chairs will identify another worker to participate in the investigation

Education and training

All new members appointed will participate in an introductory joint committee course. The co-chairs will assist new members in selecting the appropriate training course. The employer co-chair will ensure that the training selected reflects the requirements of section 3.27 of the regulations.

Every member of the JOHSC is entitled to a min of 8 hours of education leave per year. For this committee, individual members can

POLICY AMENDMENT

10.4 Good and Welfare

At the Society Board meeting on January 18, 2022, Policy 10.4 was updated and now reads as follows:

10.4.1 Remembrances, Condolences, and Congratulations

- Upon the office being notified of the following occurrences, the Society shall provide either flowers or a fruit basket, or make a donation to a specified charity, at a total cost of up to \$100.
 - Death of a member or retired member
 - Serious illness or injury of a member where absence exceeds two weeks
 - Death of an immediate family member, including spouse, child, parent, or sibling
 - Birth or adoption of a child
- Upon the office being notified of the death of a member's extended family member, the Society shall send a card of condolence.
- Trustees will review annually and propose updates as required.

THANK YOU FROM CUPE 15



Happy Retirement, Donna Petersen!

On behalf of the Executive, members, and staff, we would like to wish long-time member, steward, and Trustee, Donna Petersen, a happy retirement. We want to thank you for your amazing dedication in supporting those in the Vancouver School Board sector as well as your role as a Trustee for CUPE Local 15. Congratulations!

Warren Williams, President



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

545 West 10th Avenue
Vancouver, BC V5Z 1K9
Phone: 604-879-4671
Fax: 604-879-7582
Email: email@cupe15.org
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: Vacant, Cynthia Schadt

Trustees:

Aaron Cook, Vacant, Vacant

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
Kristi Bounegru, Office and Accounting Assistant (Temporary)

Building Service Worker:

Elaine Duan

CUPE National Representatives:

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

CITY ET AL BARGAINING COMMITTEE ELECTION

Attention all members working at the City, Parks, Ray-Cam, and Britannia

By Debbie Mohabir, Secretary-Treasurer

A special meeting has been scheduled on Tuesday, September 20, 2022 for all members working at the City of Vancouver, Vancouver Park Board, Ray-Cam Cooperative Centre, and Britannia Community Services Centre to elect a new bargaining committee.

If you cannot attend the meeting and would like to put your name forward to serve on the committee, please email Debbie Mohabir, Secretary-Treasurer at dmohabir@cupe15.org. Training will be provided to all members elected to the bargaining committee.

PLEASE ATTEND!

Date: Tuesday, Sept. 20, 2022
Time: 5:30 p.m. - 7:30 p.m.
Location: Trattoria Hall
Italian Cultural Centre
3075 Slocan Street,
Vancouver



Congrats, Kamal!

Congratulations to City Sector Representative, Kamal Gautam on receiving a City Service Award for policing services with the Vancouver Police Department's Traffic Authority Squad.

Come join the CUPE 15 Classifications Committee

By Debbie Mohabir, Secretary-Treasurer

Classification is a Job Evaluation method in use by a number of bargaining units at CUPE Local 15. Classification operates by establishing and defining general classes of jobs. A single classification can encompass any number of job descriptions and the classification review process can be difficult for our members to navigate on their own.



Often our members will submit requests for reclassification without completely understanding the process or the applicable collective agreement language. They need our help. In response, the Local will establish a CUPE 15 Classification Committee.

through the process, answering questions, assisting with the questionnaire and working with the assigned Staff Representative. Training will be provided as well.

The Local is seeking one City Representative and one Parks Representative to sit on this new committee. This committee will be tasked with helping members navigate their way

If this is something that interests you, please contact the Secretary-Treasurer, Debbie Mohabir at dmohabir@cupe15.org to provide your expression of interest. Please include your name, if you are a City or Parks member, and why you are interested.