

JUNE  
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), Sḵw̓x̓wú7mesh (Squamish), and Səlilwətaʔ (Tsleil-Waututh)



## Annual Summer Barbeque and Picnic

**P**lease join us at our annual Summer Family BBQ and Picnic at Trout Lake on Saturday, August 17, 2019. All CUPE members and their families are welcome!

There will be food, friends, and games and lots of activities for kids.

The event is from 11:00 a.m. to 6:00 p.m. in the Grandview Room at Trout Lake Community Centre. The grassy area outside the room has also been reserved for our use.

Please RSVP by 4:00 p.m. on August 12th so we know how much food and refreshments to purchase. You can RSVP by email at [email@cupe15.org](mailto:email@cupe15.org) or by calling us at 604-879-4671.

## Election results are in...

**EXECUTIVE ELECTION RESULTS ARE IN AND HERE IS A LOOK AT YOUR NEW EXECUTIVE!**

In the first run-off electronic ballot Gaye Fowler was elected 2nd Vice President and Starla Bayley was elected as the Parks Sector Representative. All positions are for three year terms. In the second run-off ballot Carley Romas was elected as the K-12 Sector Representative.

At the time the Members' Voice went to print a third run-off ballot for the City Sector Representative position was underway. By the time you read this the poll will have closed and the results will be posted at [www.cupe15.org](http://www.cupe15.org).

Upon closing of the nomination process Warren Williams was acclaimed as President, Susan Watt was acclaimed as a College/University Sector Representative, Allison Bell was acclaimed as the HSSCBA Sector Representative, Noel Macul Graves was acclaimed as the Cultural Sector Representative, and Michele Alexander was acclaimed as Trustee.

Gaye Fowler's success in her bid for the 2nd Vice President position created a College/University Sector Representative vacancy and a by-election will be held at the June 26, 2019 General Membership Meeting. The formal notice is on page 3.

Thank you to all the members who participated in online voting.

## Attention New Stewards...

If you are a new steward please email the union office at [email@cupe15.org](mailto:email@cupe15.org) and register for the next Steward Training course. The course is scheduled on June 26-28, 2019 at the union office. Paid union leave will be provided for any shifts you are scheduled to work. If you are considering becoming a steward and want to chat about it please email the Secretary-Treasurer, Sally Bankiner ([sbankiner@cupe15.org](mailto:sbankiner@cupe15.org)) and she will be happy to meet and speak to you about it.

2019  
**JUNE**

### GENERAL MEMBERSHIP MEETING

June 26, 2019 - 5:30 p.m.  
Room 5, Italian Cultural Centre,  
3075 Slocan Street, Vancouver  
(@ Grandview Hwy) Free parking.

#### UNDER DISCUSSION:

- By-election for College/University Sector Representative
- Amendments to the CUPE Local 15 Bylaws
- Election of Delegates to the CUPE National Convention
- Lifetime Membership for Retired City Member
- Committee and Staff 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.



**Celebrate Pride on the East Side! June 22 in Grandview Park for the annual East Side Pride Festival. Throw down a picnic blanket and take in an array of diverse performances, visit our Community Market with over 30 vendors and Community Partners, and grab a bite to eat at a food truck. We will also be at the Vancouver Pride Parade, please contact us at [email@cupe15.org](mailto:email@cupe15.org) if you would like to participate or volunteer.**

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



# Here's to a safe and happy summer!

By Warren Williams, President



WARREN WILLIAMS  
PRESIDENT

The Executive working together for you... By the time you receive this issue of the Members' Voice our 2019 Executive Board elections should be completed or nearly completed. At the time this issue went to press there was still the possibility of a third (and final) run-off vote.

The members are our top priority and we will all need to work together to ensure they are properly represented. There are naysayers out there who will mislead and give opinions about the work we do on behalf of the members that are not based on fact. This is why it's so important that we work together to inform the membership of what we are doing, and how we are doing it, to address their issues and concerns.

We will continue our work which includes meeting with our member at outreach meetings at our different worksites, speaking with the employers, building relationships that will strengthen us as a union, and highlight the services our members provide to the citizens of Vancouver.

On another note, I am pleased to announce that we have reached a tentative agreement with the Vancouver School Board. Thank you to the members of the VSB Bargaining Committee, Perveen Engineer, Craig Hopkins, Thomas Leung, Debbie Mohabir, Donna Petersen, Cynthia Schadt, and Staff Representative, Kathie

Currie for their dedication to our members of the VSB. Information regarding upcoming meetings to ratify the agreement is posted at [www.cupe15.org](http://www.cupe15.org) and has been sent via email to all VSB members if we have their personal email address on file for. A meeting notice has also been mailed to your home.

The City et al Bargaining Committee has been working hard preparing for the upcoming round of bargaining. They are putting together a bargaining survey for City, Parks, Ray-Cam and Britannia members to participate in. This will be your opportunity to let the committee know what the key issues are that need to be addressed during this round of bargaining.

Thank you to all of our shop stewards, site contacts, committee members, and other activists for all the work you do on behalf of our members. Enjoy the summer everyone and check [cupe15.org](http://cupe15.org) regularly for information, announcements, and updates on issues that may affect you.

Congratulations to those who were elected and thank you to all the candidates for letting your name stand and participating in this important process.

As Executive members, the work we do on behalf of our members should never be taken for granted. It is work well worth doing.

## Summer is on its way...

by Sally Bankiner, Secretary-Treasurer



SALLY BANKINER  
SECRETARY-TREASURER

Stewards are the strength of our union and on June 21st we are holding our annual recognition dinner at the Italian Cultural Centre. We currently have about 120 stewards in our local representing all of our sectors and we recognize their amazing commitment and the extra time they spend helping to support our membership. This is one way we honour them and thank them for everything they do.

I am arranging an introduction to Stewarding course at the end of June. We still have four spaces available for additional participants so if you have ever thought about being a steward – now is the time! If you would like more information on the role of being a steward, please email me and we can set up a time to chat about it.

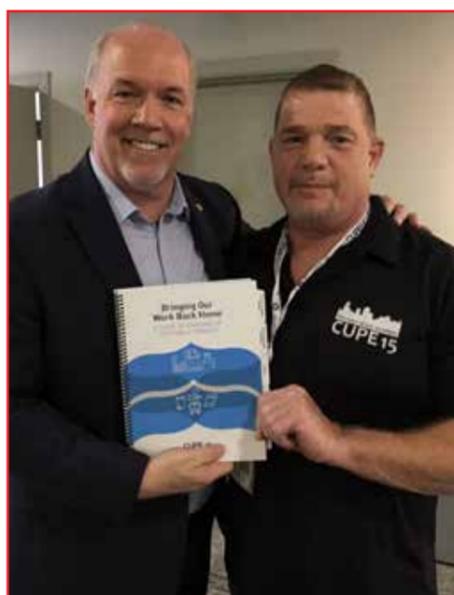
This is the last Members' Voice until September and I would like to wish everyone a great summer filled with fun, family outings, and sun. I hope you all stay safe and don't forget to protect yourself from all the UV rays out there!



### City of Vancouver Family Day

On May 11th CUPE Local 15 sponsored the ever popular bouncy castle at the City of Vancouver Family Day celebration at Manitoba Works Yard. This is the first year that this event was open to the public and by all accounts it was extremely popular with thousands of citizens joining us.

Above, Vancouver Mayor Kennedy Stewart stopped by our tent for a photo with Pat Nisbet, Sunny Wang and Sally Bankiner



### Meeting with Premier Horgan

Left, 1st Vice President, Santino Scardillo met with Premier John Horgan on May 3, 2019 on privatization issues and to talk about bringing work back in to our contracts. He gave him one of our books to refer to - and he got his number.

## Election of Delegates to the CUPE National Convention

**Elections will take place at the June 26, 2019 General Membership meeting for delegates to the CUPE National Convention.**

The convention is scheduled from October 7-11, 2019 at the Montreal Convention Centre in Montreal, Quebec. In order to be eligible to stand as a CUPE 15 delegate a member must have attended a minimum of 50% of the General Membership meetings in the last 12 months.

## A Message from the Vancouver Municipal & Regional Retirees' Association (VMRRA)

We are your former workmates, colleagues, and friends and we cordially invite you to join us at our next meeting or social.

### Regular Meeting Information:

We meet at 10:00 a.m. on the first Wednesday in February, March, April, May, June, October, and November at the Bonsor Recreational Centre, 6550 Bonsor Avenue in Burnaby.

### Who can join?

Retirees who were members of CUPE Local 15 and their spouses are welcome to join. This includes anyone employed by the Britannia Community Services Centre, Chartwells Cafeteria, H.R. MacMillan Space Centre, Langara College, Langara Students' Union, Museum of Vancouver, City of Vancouver, Emily Carr University, Ray-Cam Co-Operative Association, Students' Union of VCC, Vancouver Art Gallery, Vancouver Coastal Health, Vancouver Fire Fighters' Staff Union, Vancouver Maritime Museum Society, Vancouver School Board, Vancouver Park Board, and the West End Community Centre Association.

If you have any questions or interest in joining please contact [elizabethmcgee@shaw.ca](mailto:elizabethmcgee@shaw.ca) or [deedee@telus.net](mailto:deedee@telus.net) for more information.

## Bargaining Committee Update

*Submitted by the City et al Bargaining Committee*

The City et al Bargaining Committee has been meeting regularly since forming in February. In this time we have compared all four collective agreements to ensure that the language is the same across the board, or when it is different, ensuring that the difference is intentional for that agreement. While doing this we have flagged a few issues that we know will be brought to the table by the employer and a few that we know we need to find stronger language to ensure our members' security.

In addition to reviewing all our collective agreements we have also began reviewing the survey from the last round of bargaining. We are taking some of the same questions and elaborating on them to gather more information for this round of bargaining with the employer. Our goal is to have the survey available toward the end of June.

## Notice of By-election

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

This is for the balance of a two year term ending May 23, 2020. Only members from the College/University Sector are eligible to be nominated or to vote.

### Notices of Motion - Union

1. Moved by Sally Bankiner and seconded by Santino Scardillo to grant a lifetime membership in CUPE Local 15 for Mike Moore, retired City member.

## What does membership in the VMRRA offer?

- An opportunity to renew acquaintances, share experiences, and engage with others with similar work histories.
- Education - Our monthly meetings feature guest speakers who bring information on topics of interest to retirees.
- An opportunity to participate in advocacy issues of importance to retirees. Pension reform and a National Pharmacare program are issues that we have done letter writing campaigns in support of. We have a representative of COSCO on our Executive and we are members of the National Pensioners' Federation and receive information from both groups on a range of issues of importance to our members.
- Our newsletter, the Golden Gang Gazette, is sent out to members one week before each of our monthly meetings and is available on line on the CUPE Local 15 website under the Retirees' tab.
- In addition to our meetings we host several social events each year. Our St. Patrick's Day luncheon, the Summer Social, the Halloween Howl, and our Christmas Social are all well attended and great fun. We are currently exploring the idea of hosting a Seniors' Night Club and would value any input or ideas you may have on this idea or if you are interesting in joining the planning committee please let one of the executive members know.

## decisions

### The Executive Decided

At the Executive and Society meetings on May 21, 2019 the following decisions were made:

- To recommend to the members to receive the 2018 Union and Society Audited Statements.
- To recommend to the members that Fairhall Zhang and Associates to conduct the 2019 Union and Society audits.
- To recommend to the members defeat of the motion put forward by Darren Parks and Lionel Grannis to amend Bylaw 20.5.2.
- To recommend to the members to refer the motion put forward by Collins Njoroge and Christy Forman to amend Policy 9.2.2(2)(3) to the Policy/Bylaw Committee for consideration.
- To recommend to the members to refer the motion put forward by Collins Njoroge and Christy Forman to amend Section 14 of the bylaws to the Policy/Bylaw Committee for consideration.
- To cover half the cost of ground transportation for a member who attended the 2019 CIGan Conference at a cost of \$85.99.
- To donate \$1,000 to Oppenheimer Park National Indigenous Peoples Day.
- To provide the 2019 Returning Officer with a phone allowance as per our mobile phone policy.
- To appoint Aaron Cook as the City alternate to the OH&S Committee.

### The Members Decided

At the Annual General Union and Annual General Society meetings on May 22, 2019 the members in attendance made the following decisions:

- To receive the 2018 Union and Society Audited Financial Statements.
- To appoint Fairhall Zhang and Associates to conduct the 2019 Union and Society audits.
- To defeat the motion put forward by Darren Parks and Lionel Grannis to amend Bylaw 20.5.2.
- To refer the motion put forward by Collins Njoroge and Christy Forman to amend Section 14 of the bylaws to the Policy/Bylaw Committee for consideration.
- To refer the motion put forward by Collins Njoroge and Christy Forman to amend Policy 9.2.2(2)(3) to the Policy/Bylaw Committee for consideration.

### VSB Job Share Opportunity

SSA job share partner required to work Wednesdays and Thursdays (days relatively flexible) starting in September 2019 at the lovely Maple Grove Elementary school (likely in more than one classroom). Please call Maria at 778-866-8705.



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: Gaya Fowler

**Sector Representatives:**

City: Kamal KGautam  
College/University: Susan Watt  
Cultural: Noel Graves Macul  
Health/HSSCBA: Allison Bell  
Health/HSPBA: Mia Nickel  
Parks: Kyle Larson, Starla Bayley  
K-12: Carley Romas, Cynthia Schadt

**Trustees:**

Thomas Leung, Donna Petersen,  
Michele Alexander

**Staff Representatives:**

Kathie Currie, John Geppert, Steve Salsman,  
Gail Johnson

**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.

**Practice Sun Safety this summer!**

by Chad Cammer, OH&S Committee

Summer is nearly upon us folks! Let's revisit some safety tips and guidelines in and outside of the workplace on how to protect one's self from the sun.

Protecting Workers from heat stress involves taking precautionary measures to avoid risk factors for heat illness. Illnesses associated with heat stress are heat cramps, heat rash, heat exhaustion, and heat stroke!

Too much unprotected exposure to the sun's ultraviolet (UV) rays can cause skin damage, eye damage, immune system suppression, and skin cancer. The sun's UV rays can damage your skin in as little as fifteen minutes!

Establishing a Heat Illness Prevention Program in the workplace and providing training about the hazards leading to heat stress is significantly beneficial to the workers. Factors associated with physical labor, and the amount of time exposed to the sun; protecting one's body (skin and head) are significantly important.

Preventing a sunburn would be, to limit and/or avoid sun exposure. If possible, find shade under an umbrella, tree, or other shelter before you need relief from the sun. Wear protective clothing, such as a hat that covers your neck, ears, eyes and scalp, wear sunglasses with UV ray protection to prevent eye damage, and wear loose-fitting, tightly woven clothing that covers your arms and legs.

As an alternative measure, use sunscreen protection with a "sun protection factor" (SPF) of 30 or higher.

Most importantly, keep hydrated! Drink plenty of fluids including cool water and electrolyte hydration drinks that contain little or no sugar. Drink often... and before you feel thirsty.

Considering and adhering to these guidelines will assist in keeping one's Mental, Physical Health, Safety and Wellness intact!

Enjoy the summer, and be safe.



**More on Preparing for a Safe and Enjoyable Summer**

by Susan Watt, College/University Sector Representative and Steward at Langara

**SUMMER IS FAST APPROACHING AND WITH BEAUTIFUL WEATHER, WE HEAD OUTDOORS. IT IS ALL TOO EASY TO GET OUT THERE AND SOAK UP THE SUNSHINE WITHOUT TAKING NECESSARY PRECAUTIONS AT WORK AND AT PLAY.**

Outdoor workers know all too well that your body takes a beating when working eight, ten, or more hours in the hot sun. Check your workplace policy for information about Personal Protection Equipment (PPE) to see if lighter-weight steel-toed shoes are acceptable, to avoid having to wear heavy boots in the warmer months. Some workplaces cover the costs of PPE footwear up to a dollar value over a specified period of time. Check your policies.

Whether you are at work or play, the ultraviolet (UV) Index can climb rapidly and without noticeable environmental signs—**remember to wear a hat to protect your head from sunburn**—even with hair, your scalp can burn! The best protection is a hat with a brim. The brim will also shade your face, your ears and the back of your neck—all very sensitive areas that burn quickly.

**The higher the UV Index, the quicker sun-exposed skin will burn.** Apply sunblock to protect exposed skin, and understand that reapplication is necessary. Sweating, swimming and clothing cause sunscreen to wear off, so apply frequently for maximum benefit. There are many different levels of Sun Protection Factor (SPF) in sunblock and many different types of application (creams, sprays, and even mineral powders) so choose a sunblock that is right for you. A sun-kissed glow is still possible without experiencing painful sunburn and increased risk of melanoma.

**Sunglasses are a must to protect your eyes from harmful UV rays.** Most sunglasses use UV blocking tech to filter out those harmful rays, and reduce glare and squinting from intense bright sunlight.

1. <https://www.canada.ca/en/environment-climate-change/services/weather-health/uv-index-sun-safety.html>
2. <https://www.skincancer.org/prevention/sun-protection/sunscreen/sunscreen-explained>
3. <https://www.allaboutvision.com/sunglasses/spf.htm>
4. <https://www.gov.bc.ca/gov/content/safety/wildfire-status/about-bcws/wildfire-response/fire-characteristics/causes>

**Stay hydrated, and take frequent breaks from the sun.** Whether you are at work or play drink plenty of water and be sure to take your breaks in a sheltered area out of the sun. While at play, limit the "wobbly pops" and other adult bevies... your judgement becomes impaired and poor decisions can lead to dire consequences.

**Heading out into the woods or countryside for a vacation? Remember hikers, to expect the unexpected!** How many times recently, have you seen news clips of hikers who lost track of time or could not find their way back and were stranded without food, water, and adequate clothing? You might also consider taking along a flashlight, extra battery/power source, something noisy (bear bell), and insect repellent.

**While "roughing it" remember that what you carry in, you need to carry out.** You want to leave the area in better condition than you found it. Garbage and food items need to be carefully contained to avoid attracting wildlife. On your way there and while enjoying the wilderness, do not discard cigarettes from moving vehicles or toss butts into the woods. Forty percent of the wildfires in BC are caused by human negligence—that includes open burning, engines/vehicles, and discarded cigarettes. All preventable!

**Planning to enjoy a watery vacation this summer? If you are planning to operate watercraft, remember to get your Pleasure Craft Operator Card (PCOC), it's required in BC.** Protect yourself and your family with certified and up to date safety equipment while on the water, and remember, alcohol and driving do not mix—don't do it. All other precautions mentioned also apply to play on the water. It is important to recognize that oceans, lakes, and rivers reflect the sun's rays, so in these environments sun protection is especially important.

**ENJOY YOUR SUMMER AND DO IT SAFELY, WHETHER ON THE JOB OR AT PLAY!**