

SEPTEMBER
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 xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh (Squamish), and Səlilwətaʔ (Tsleil-Waututh)

VESP Members – Have you voted yet?

By Warren Williams, President

IN ORDER TO MODERNIZE VESP, 50% PLUS 1 MEMBERS OF VESP NEED TO PARTICIPATE IN THE VOTE.



WARREN WILLIAMS
PRESIDENT

If you haven't received your PIN from Simply Voting please contact George & Bell Consulting at vesp@georgeandbell.com or 604-260-6502 during regular working hours.

Features of the proposed new plan include:

- More plan choice with tax free savings
- More investment choice
- Anticipated lower fees
- No minimum balance requirement (currently plan requires a minimum \$500 balance)
- No limits on withdrawals of your money (current plan allows for one withdrawal per year)

Features of the Proposed New Plan

New Plan



Effective January 1, 2020, all employee and employer contributions would be directed to a new plan administered by iA Financial Group.

Anticipated Lower Fees



The anticipated total fees paid by the entire plan are expected to decrease. The total fees include the cost of administration, auditing, communication/education, consulting, legal, custodial/trustee services, fund operations, insurance and investment management. The fees paid by each member will depend on the specific fund(s) selected.

More Plan Choice with Tax Free Savings



You would have access to three different types of plans in new VESP; a Tax-Free Savings Account (tax-free savings), a Registered Retirement Savings Plan (tax deferral plan) and a Non-Registered Plan (same as today). Currently, all contributions are being directed to a Non-Registered Account in old VESP which means you have to pay tax on any capital gains and dividends/income.

No Restrictions Imposed by VESP



There would be no minimum balance requirement in new VESP and no limits imposed by VESP on the number of withdrawals that you can make. You would be able to access all of your savings at any time (unless restricted under the rules of a TFSA or RRSP if you choose to have the TFSA or RRSP options for your investments). Currently, there is a minimum balance requirement of \$500 and you can only make one withdrawal per calendar year.

More Investment Choice



The number of investment funds would increase from four to eight. These eight funds include three socially responsible investment (SRI) funds.

More Tools and Resources



You would have access to iA Financial Group's mobile application, online tools and resources, and a member website. In addition, your investments would be valued on a daily basis as opposed to twice monthly.

Voluntary Contributions



Lump sum voluntary contributions would be permitted to the Tax-Free Savings Account and/or Registered Retirement Savings Plan in new VESP. This is not possible under the current plan.

2019

SEPTEMBER

GENERAL MEMBERSHIP MEETING

September 25, 2019 - 5:30 p.m.
Room 5, Italian Cultural Centre,
3075 Slocan Street, Vancouver
(@ Grandview Hwy) Free parking.

UNDER DISCUSSION:

- CUPE Local 15 Bylaw Admndments (starting at section 5)
- 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.

Again, it is important that you participate in the vote. The question on the online ballot is straightforward and it will take less than one minute to vote.

- Access to mobile application, online tools and resources, and a member website
- Lump sum voluntary contributions in the tax free savings account and RRSP options

You should have received a comprehensive information package to your home address. For your convenience the package is also available for viewing at www.cupe15.org.

Questions? FAQs are included throughout the comprehensive package. You can also contact George & Bell Consulting at vesp@georgeandbell.com or 604-260-6502.

In other news, the union office was as busy as ever during the summer months. Joy Tullos joined the Local 15 staff as a Staff Representative I currently assigned to assist the Staff Representative IIs with workload issues. Welcome Joy!

Bargaining has wrapped up at Chartwells and the members have ratified a new collective agreement which sees improvement in their shoe allowance, improvement in collective agreement language, and moderate wage increases.

The City et al Bargaining Committee is hard at work analyzing survey responses and preparing bargaining proposals. Thanks to all the members who participated in the survey and thanks to the Bargaining Committee members who provided outreach to most worksites. These worksite visits contributed to the largest survey response ever.

I hope everyone had a safe and happy summer. Transitioning into the fall, we have a lot of hard work ahead of us including bargaining preparation at Langara College and Emily Carr University.

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





Left to right: Reza (City), Rainier (City), Ashley (Museum of Vancouver), Gabriela (Emily Carr University), April (Emily Carr University), Paula (VSB) and Sally. Not shown: Larry (City)

Welcome back from a fantastic summer!



SALLY BANKINER
SECRETARY-TREASURER

I hope everyone had a few barbeques and were able to spend some quality time with friends and family.

It was a busy summer here for us at Local 15 as we finalized the Executive Board elections in June and had

our “Orientation Course” for new and returning members. On orientation day, I go over the annual budgets for both the Union and Society and review our bylaws which govern the local. This year we also had the pleasure of having our very own Staff Representative, John Geppert, facilitate the Parliamentary Procedures portion of the day. It is something we offer every year for all Executive Board members as it is also an excellent refresher for those returning for another term.

In August, we hosted about 290 members at our annual summer family barbeque at Trout Lake Community Centre. This year we arranged a few different treats and activities for our Local 15 families to enjoy including face painting, cotton candy, snow-cones, caramel apples, sugar cookies, fresh popped popcorn, hot dogs with cheese, and various chips and drinks. I have to say, I think the activity that was the most fun for all was the “hanging doughnut eating contest”. I even gave it a whirl!

From all accounts it was our most successful summer event to date (see photos elsewhere in this issue). Kids got to practice their hockey shooting skills, had fun with the Woolley

Mammoth and the Porcupine Toss along with badminton, sack race, frisbee fun, and kids and adults alike had a great time showing off their hula-hoop skills!

As this event was so successful and so many members are participating every year, we are confident that 2020 will be even better! These events are made possible by the fantastic volunteers of CUPE Local 15. It takes a lot of person-power for these events and the volunteers put their heart into the planning and then the execution of these participatory events. Thank you to all our volunteers - you really do make these events special!

We also held another Introduction to Stewarding course and I would like to welcome all our enthusiastic new “Stewards in Training” (see photo elsewhere). I hope to be holding another course in late October as we have another twelve members on the waiting list for training. It’s great to see the new stewards’ passion for helping their co-workers and wanting to dive into it right away. Please welcome them as they reach out to you in your worksite as one of their first assignments is to introduce themselves to their co-workers as stewards. Soon they will all be attending the monthly steward meetings and start being mentored.

If you have an active steward in your worksite you are indeed fortunate as you now have someone you can discuss your workplace issues with and hopefully work to resolve them together. Stewards are really a great group of people who come straight out of our membership. They are just like you and me and have commitments, families, and the same worries and stressors life has for all of us. They are volunteers and deserve your support. If a steward is away from the worksite, it is for a good and valid reason. Just remember that one day you may need support in a meeting with

your employer when they want to “have a talk” with you. They really are the underappreciated and unsung heroes for all the work they do on behalf of each and every one of us. Remember one day.... one day... you may need one too so, tell them you appreciate the work they do and the fact that they take their own personal time away from their families, friends and co-workers to help those who need it. I can say from experience that it really strikes home when someone just says, “thank you!” Let’s continue to show them the appreciation they so richly deserve.

One of the workplaces that we really need your assistance in is the Community Sector of Vancouver Coastal Health. Right now there are too few stewards for the assistance that is needed. Allison Bell is the Chief Steward and has been visiting worksites to encourage your co-workers to step up. Do you remember your grandma saying “the more hands, the less work”? Well, that old adage is very true. If you would like to have a worksite visit, we can arrange that fairly quickly. We will bring some snacks and have a chat about what it is like to be a steward, the time commitment, and what our commitment is to you. Or, if you just have some burning questions, please reach out. If a site visit isn’t your thing, you can always give me a ring at the union office and I would be happy to set up a one on one visit as we still have a few spots open for the October course and would really like to fill them with Community Health members.

Our Children’s Winter Party will be on November 16th this year. Get ready for an all new venue with plenty of free parking and fun for the kids... Santa may even pop in for a few family photos. In the meantime, as we are still in the planning stages, mark that date on your calendars and remember our events always require an RSVP.

National Indigenous Peoples Day Celebration

On behalf of the patrons and staff at Oppenheimer Park and the Carnegie Community Centre, I wish to thank you for your generous financial support of our recent National Indigenous Peoples Day Celebration.

The community-led celebration featured traditional and contemporary cultural entertainment, cultural crafts and workshops, community service connections and a traditional meal of wild salmon and bannock. Your contribution allowed us to provide low barrier income generating opportunities to the artists and makers in our community. Please follow "Oppenheimer Park – DTES Community's Back Yard" on Facebook to see pictures of the event, as well as highlights from our other programs. Thank you again for your longstanding support. We appreciate your contribution to the community and to this important celebration.

Sincerely, Gilles Cyrenne, President,
Carnegie Community Centre Association

VSB JOB SHARE OPPORTUNITIES

1. On-call SSA seeking job share from September 2019 onwards preferably in an eastside school, available Tuesdays and Thursdays, but open to other two or three day options. Please contact Erin Peters at elpeters@vsb.bc.ca or call 604-352-4981.
2. School and Student Support Worker looking for a job share partner for September 2019 to work Thursdays, Fridays, and alternate Wednesdays (50/50 split) at Nootka Elementary in East Vancouver. I have worked at Nootka for 18 years and the SSSW team is very supportive and works together as a team. Please contact Heather ASAP if you are interested at heatherhooton@hotmail.com.
3. Permanent SSA looking for job share partner to work Mondays and Tuesdays at Oppenheimer Elementary starting at the end of February 2020 when returning to work from maternity leave. Please call or text Lauren at 778-231-1096.

decisions

The Executive Decided

At the Executive and Society Board meetings on June 18th, July 16th, and August 20th the following decisions were made:

- To donate \$500 to Rabble.ca.
- To donate \$1,000 to the Streetcorner Media Foundation to be used for the Hope in Shadows Project.
- To book off up to six members for four hours each to write resolutions for the CUPE National Convention.
- To donate \$1,000 to CUPE Local 1505 to support members who are locked out by Wood Buffalo Housing in Alberta.
- To provide generic business cards for Local 15 OH&S members.
- To approve, in principal, book off to engage the membership regarding OH&S issues and committee resources.
- To appoint VSB Chief Shop Steward Debbie Mohabir to fill in as a Temporary Staff Representative I for four to six weeks to cover a staff leave, and to authorize an Acting Chief Shop Steward in this sector for the duration of Debbie Mohabir's temporary assignment.
- To send flowers to a seriously ill staff member at a cost of up to \$150.
- To appoint Parks Chief Shop Steward Kyle Larson to fill in as a Temporary Staff Representative I for up to six weeks to cover a staff leave.
- To hire Joy Tullos to fill the permanent full time Staff Representative I posting.
- To donate \$200 to Co-op Radio.
- To purchase two tables at the CCPA fundraising Gala and make twelve tickets available to the general membership.
- To send City et al Bargaining Committee members to the CUPE National Municipal/Library workshop on September 16-17, 2019.
- To participate in the City of Vancouver Chili Cook Off event on September 26, 2019.
- To form a classifications committee to encompass all sectors with classification models and collective agreement language.
- To approve a steward drive at Langara College and Chartwells and provide basic refreshments for these meetings for members who attend, and provide four hours of book off for two stewards up to twice per month for the next six months.
- To approve quarterly worksite meetings for the Vancouver Art Gallery and bi-annual meetings for the Museums and HR MacMillan Space Centre with a budget of up to \$1,000 inclusive per year. No book off would be required.
- To provide high conflict training to Chief Shop Stewards, Staff Representatives, and some senior stewards.
- To hire a facilitator for high conflict training for the Executive Board, in place of the Think Tank.
- To retain a facilitator for an in-town bullying and harassment course instead of sending stewards to Fall School.

The Members Decided

At the General Membership Meeting on June 26, 2019 the members in attendance made the following decisions:

- To grant lifetime membership to retired City member, Mike Moore.
- To amend Bylaw 4.5 as follows: (bold denotes new language and strikeout denotes deleted language)
Members will not cease to be members in the case of **medical leave**, permanent layoff if on a recall list, temporary layoff, or dismissal if in dispute by the Local.
- To delete Bylaw 4.6 as follows:
~~In the case of a layoff, members will not be required to pay dues or assessments unless they have worked 60 hours or more in a calendar month included within the period of the layoff.~~
- To send a Local 15 Representative to a former member's funeral and to bring flowers.

The 12th Annual Oppenheimer Park Community Art Show
September 13 – October 26, 2019
gallery gachet
9 West Hastings St

The World
As We
Create It

Opening: Friday, September 13, 6-9pm
Opening day parade to the gallery: 5pm
Meet outside Carnegie Centre, 401 Main St
Meet the Artists Tour: Thursday, October 3, 6-8pm

9 West Hastings St
Vancouver BC V6B 1G4
ph 604 687 2468
tue - ssat 12 - 6 pm

CITY OF VANCOUVER
Conseil des arts de Canada
Canada Council for the Arts
BRITISH COLUMBIA
Oppenheimer Park



CUPE 15 SUMMER BBQ PICNIC
Thanks to all who came out!







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, 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, 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.



Warren Williams, President at the announcement at Langara College with Premier Horgan and Minister Melanie Mark of Advanced Education Skills and Training.

New ECE spaces provide career paths for students, relief for families

I am pleased to report that on September 5, 2019 the Premier of BC, John Horgan and the Minister of Advanced Education, Skills and Training, Melanie Mark made an important announcement about access to early childhood education in public post-secondary institutions.

Premier Horgan announced that the BC Government is adding more early childhood education training spaces in British Columbia and Langara College will receive funding for 300 of these spaces. This will bring the total amount of training spaces to approximately 800.

The NDP election campaign included a promise to provide subsidized daycare to families in BC. Advanced Education, Skills and Training Minister Melanie Mark advised that the province will need 90,000 new early childhood educators over the next 10 years.

I was pleased to receive the invitation and to attend the event beside the Child Development Centre at Langara College, and am very pleased that the government of BC continues to work toward universal public daycare.

Warren Williams
President

Job creation in Gaza

INTERNATIONAL SOLIDARITY COMMITTEE REPORT

by Kamal Gautam, City Sector Representative

The deal brokered by the United Nations, Egypt and Qatar will bring thousands of jobs to the Gaza Strip where two industrial zones, a new powerline, and a hospital would be built for Palestinians.

Some two million Palestinians live in Gaza, whose economy has suffered years of Israeli and Egyptian blockades as well as recent foreign aid cuts and sanctions by the Palestinian Authority, Hamas' rival in the Israeli's occupied West Bank.

In the not too distant future the two industrial zones and the new hospital will start, but it is noted that funds from Qatar would be used to purchase a new power line from Israel that will create more jobs.

As observed by the International Solidarity Committee, Qatar has in recent years funneled hundreds of millions into relief projects in Gaza, viewing the aid as a way to stave off privation and fighting with Israel.

Unemployment in Gaza, which has a population of two million, is at 52 per cent.



CLOTHING DONATIONS

The Gathering Place is a community centre in the downtown south area and services the needs of street kids, seniors, and the homeless. They are currently in desperate need for specifically men's clothing donations including all sizes of pants, jeans, sweatpants, t-shirts, shirts, jackets, sweaters, shoes, boots, runners, belts, and good condition underwear and socks.

Let's show them the love from CUPE Local 15 by dropping off your donations at 609 Helmcken Street in Vancouver (corner of Helmcken and Seymour). For more information or to arrange a drop off, please call Jackie at 604-257-3853. Don't forget when cleaning out your drawers that there are many Vancouverites in desperate situations who need your help. Consider purging your closets and drawers this weekend, as all donations are gratefully appreciated by the citizens we serve.

Thank you for your generosity.