

MARCH
2020



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 x̱w̱məθkwəy̱əm (Musqueam), Sḵwx̱wú7mesh (Squamish), and Səl̓íl̓wətaʔ (Tsleil-Waututh)



COVID 19 SAFETY TIPS

WorkSafeBC is currently advising employers and workers that special precautions for the coronavirus are not required, beyond the recommended measures to prevent common respiratory viruses like influenza.

THESE MEASURES INCLUDE:

- Wash your hands often, and always after coughing, sneezing, or blowing your nose.
- Wash with soap and water for at least 20 seconds, or, if soap and water are not available, use an alcohol-based hand sanitizer.
- Avoid touching your eyes, nose, and mouth with unwashed hands.
- Avoid close contact with people who are sick.
- Clean and disinfect frequently touched objects and surfaces.

CITY ET AL BARGAINING UPDATE #1



The Bargaining Committee would like to welcome our final alternate member Carin Rahmberg from Ray-Cam Cooperative Centre.

We now have a full complement for our committee with seven members and two alternate members. Your bargaining committee is now represented by Santino Scardillo, Chair (City), Starla Bayley, Recorder (Parks), Paul Chohan (City), Henry Lee (Parks), Michele Alexander (City), Tony Zullo (City), Kyle Larson (Parks), Ravina Lal, Alternate (City), and Carin Rahmberg, Alternate (Ray-Cam Cooperative Centre).

We have met with the employer twice to date. The first meeting was to establish our protocol agreement and the second was to exchange our proposals and notices of motion. The union

has worked hard to ensure that our members' objectives are presented in the demands that we have put across the table. We feel well prepared for the work ahead of us and look forward to keeping the membership informed as we move through the process.

Future dates are set to meet with the employer on March 3rd and March 5th, at which time we will provide another update on our progress.

The committee will be sharing our updates through all our media sources including the Members' Voice, email, and our Facebook page.

We appreciate your support and look forward to continuing to represent you at the table with the employer.

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MARCH 2020

GENERAL MEMBERSHIP MEETING

March 25, 2020 - 5:30 p.m.
Room 5, Italian Cultural Centre,
3075 Slocan Street, Vancouver
(@ Grandview Hwy) Free parking.

UNDER DISCUSSION:

- Nominations for the 2020 Executive Board Election
- Bylaw Amendments
- Financial Statement

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.

Executive Board Elections

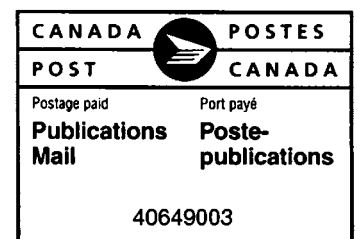
Another year has passed and nominations for Executive Board elections are on the agenda for the March General Membership Meeting. The term of these positions is three years. Up to half of the Executive is elected to ensure consistency on the elected board. This year there are eight positions up for democratic renewal. They are:

- Secretary-Treasurer (full time paid position)
- 1st Vice President
- City Sector Representative (1)
- Park Board Sector Representative (1)
- College/University Sector Representative (1)
- K-12 Sector Representative (1)
- Health Sector Representative – HSPBA (Paramedical) (1)
- Trustee (1)

Nominations to be held
MARCH 25, 2020
at the general membership meeting

To be eligible for the Secretary-Treasurer, 1st Vice President, or Trustee positions you must have attended at least 50% of the membership meetings in the past year.

Voting will be conducted electronically as it was in 2019. More information will be available in the April issue of the Members' Voice, at cupe15.org, and via email if you have provided the union office with a personal email address.



Very busy Spring ahead of us!

by Warren Williams, President



WARREN WILLIAMS
PRESIDENT

As winter slowly transitions to spring, the work at the union office continues full speed ahead.

Last month CUPE Local 15 welcomed fifty-two new members into the Langara College Bargaining unit. I am

very pleased to extend a personal welcome to these members who work as Langara English for Academic Purposes (LEAP) Instructors. Their overwhelming vote in favour of union representation from CUPE Local 15 increases our Langara College unit to close to 500 members.

International Women's Day was on March 8th and I hope you had the opportunity to attend one of the many events around the Lower Mainland. International Women's Day celebrates to accomplishments of women and shines a light on the work that still needs to

be done to achieve gender equality. IWD was first celebrated in 1911 and in 1977 the United Nations General Assembly invited member states to proclaim March 8th as the United Nations Day for women's rights and world peace.

CUPE Local 15 purchased a table at the annual Vancouver and District Labour Council International Women's Day Dinner at the Fraserview Hall. This year the guest speaker was April Sims, Secretary-Treasurer of the Washington State Labour Council. Ms Sims is the first woman of colour and black person to be elected to the WSLC. The entertainment was provided by Shared Voices in Song led by Choir Leader Vanessa Richards. Tickets were offered to Local 15 members on a first to show interest basis and went quickly. This is always a popular and excellent event.

It may interest you to know that CUPE Local 15 is one of 100 unions affiliated to the Vancouver and District Labour Council. Founded in 1889, the council is one of the oldest labour organizations in Canada. The council meets

once a month and if you are interested in being a delegate please let me know.

We also purchased a table to the National Congress Black Women's Legacy Dinner in celebration of Black History Month and these tickets also went very quickly. If the union office has your personal email address on file you would have received notice of these events and others. Please check with the union office to ensure we have your up to date information so you will not miss out on these opportunities.

Finally, I would like to encourage all members to attend the March General Membership meeting on March 25th. Meeting details can be found on page one. In addition to our ongoing discussions and amendments the Local 15 bylaws, nominations will take place for the 2020-2023 Executive Board elections. A full listing of positions up for election and criteria for accepting nomination is printed elsewhere in this issue. I hope to see you there.



Secretary Treasurer's Report

By Sally Bankiner, Secretary-Treasurer



SALLY BANKINER
SECRETARY-TREASURER

Iwould like to start out by thanking one of our CUPE National Representatives, Vanessa Wolff who joined us at our February membership meeting to speak on two separate matters.

Vanessa has been a passionate educator both in her previous role at CUPE as the OH&S Prevention Representative and now as one of two Education Representatives. She has a huge heart and accepted my invitation without hesitation to speak on a topic that is near and dear to both of our hearts; Bullying and Harassment. She spoke to our members about the often disastrous effects of bullying and the various forms it can take. It's no longer just what people say to each other but now the use

of social media and on-line venues is just as destructive, if not more so.

We thank Vanessa so much for her continued support of our local as she comes out to our meetings and gives these talks, sharing her expertise on her own time.

She also spoke in her role as a board member of the British Columbia Civil Liberties Association about the vast array of the incredible work they do as an organization supporting civil liberties in Canada. With over 30 active court cases and working on a broad range of civil liberties issues on subjects such as medical assistance in dying, street checks, secret spying hearings, policing in Indigenous communities, and fighting indefinite solitary confinement in prisons. I encourage you to visit their website at www.bccla.org and check out their story. The BCCLA relies 100% on donations and gifts to fund their work and you can imagine how much it costs to take one case all the way through to the Supreme Court! The membership voted to make a donation of \$1,000 to support their work and we are thankful to the membership for their donation.

It was my honour today to begin our first three-day Introduction to Stewarding course for 2020. I truly love this part of my job as I have entire room full of brand new activist Stewards in training who are packed with optimism, enthusiasm, and questions. Often I liken new stewards to sponges. I was also a sponge when I started out and I see them soaking up a ton of information and ideas that they will take with them and apply when assisting all of us with questions and concerns we may have in the future or are currently experiencing in our workplaces.

We have two more courses scheduled. The first one is April 15 to 17 and the second one is May 20 to 22. I encourage you to sign up for one of these two courses and start on some exciting and rewarding memories. I will never forget the lessons I have learned and the amazing members I have met and will treasure the experiences we shared and take them with me for the rest of my life.

decisions

The Executive Decided

At the Executive and Society Board meetings on February 18, 2020 the following decisions were made:

- To purchase a table at the National Congress Black Women's Legacy Dinner.
- To appoint Cultural Sector Representative Noel Graves to the Museums Bargaining Committee including union paid book off.
- To forward correspondence from CUPE National regarding diversity in locals to the Bylaw Committee for review.
- To send two kids to Camp Jubilee under the "Send a Kid to Camp" campaign.
- To close the union office on April 2-3, 2020 to enable all staff to participate in special training.
- To donate \$250 to the Vancouver and District Council to facilitate the 2020 housing poll.
- To purchase up to 16 tickets to the Vancouver and District Labour Council International Women's Day dinner.
- To uphold the decision of the President regarding an OH&S Committee election in the Parks Sector.
- To appoint Joy Tullos, Staff Representative, and Shop Stewards Brad McGowan, Loretta Loong, Santino Scardillo, and Cynthia Keevil (alternate) to the City of Vancouver Labour Management Committee.
- To purchase jackets for the City et al Bargaining Committee, the Local 15 OH&S Committee, and the Executive Board.
- To approve a retroactive book off request from January as presented.

The Members Decided

At the General Membership Meeting February 26, 2020 the members in attendance made the following decisions.

- To reschedule the Annual Activists' Appreciation Dinner from May 2020 to September 2020.
- To donate \$1,000 to the BC Civil Liberties Association.
- To amend Section 5 and delete Section 6 of the union bylaws, amend bylaw 7.1, and delete bylaws 7.2, and 7.3. See complete information elsewhere in this issue.
- To refer bylaw 7.4 back to the Bylaw Committee for further revisions.



Westcoast LEAF Equality Breakfast

Thanks to WC Leaf for another incredible breakfast celebrating your work and highlighting the legal struggles that many women face today. Great to hear from Founder of the Black Lives Matter movement Canada, public intellectual and political activist, Sandy Hudson.

A woman of boundless energy, Sandy is the founder of Black Lives Matter in Canada, sits on the Black Lives Matter Global Network Strategy Table, is Vice-Chair of the Black Legal Action Centre, is co-host of the Sandy and Nora Talk Politics podcast, is the Editor-in-Residence of Kalamazoo College's Praxis Center for Social Justice, and regularly contributes to several major newspapers in the United States and Canada.



Bursary Thank You

A sincere thank you to CUPE Local 15 for supporting my post-secondary education by providing me with a bursary. This bursary helped with covering the costs as I work towards completing the PLP teacher training at Simon Fraser University and is much appreciated.

Christie McRae



DONATIONS NEEDED!

The Gathering Place is in dire need of men's clothing, specifically for spring items such as light jackets, running shoes, pants, t-shirts, shirts, men's belts, underwear, socks, etc. They have enough warm blankets and women's items at this time.

There will be a box at the March General Membership Meeting to collect any donations.

VSB JOB SHARE OPPORTUNITY

I am looking to work Mondays and Tuesdays with a permanent SSA as of beginning of September. For commuting purposes I cannot work far from the west side of Vancouver. Please contact Judithlynn57@yahoo.ca or jheintz@vsb.bc.ca.

Please note!

The union office will be closed on April 2-3, 2020 for important staff and Executive training. If you have an urgent matter during this time please call the general message center at 604-879-4671 and leave a message.





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, Rose Palozzi
Cultural: Noel Graves
Health/HSSCBA: Allison Bell
Health/HSPBA: Mia Nickel
Parks: Kyle Larson, Starla Bayley
K-12: Carley Romas, Cynthia Schadt

Trustees:

Donna Petersen, Michele Alexander,
Aaron Cook

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.

We have a few amendments to our Bylaws

CUPE Local 15 Bylaw Amendments

At the regularly scheduled Local 15 General Membership Meeting on February 26, 2020 the members in attendance voted to amend Section 5, delete Section 6, amend 7.1, and delete 7.2 and 7.3 as follows. (Bolding denotes new language and strike out denotes deleted language.)

Section 5: Associate Membership Honorary Lifetime Members

~~Any member who ceases to be an employee within the jurisdiction of CUPE Local 15 may apply for Associate Membership based on the following: The Executive shall be allowed to approve honorary retiree members (as per the constitution).~~

~~5.1.1 An Associate Member will have voice but not vote at Local meetings:~~

~~5.1.2 Applications must be approved by the membership, subject to review annually:~~

~~5.1.3 Associate Membership will be conditional on dues, which will be set by the General Membership at the Annual General Meeting, being paid:~~

~~5.1.4 An Associate Member will not be eligible to hold office in CUPE Local 15.~~

Section 6 – Retired Members

~~6.1 Members reaching retirement age or becoming incapacitated, whether in receipt of a pension or not, and providing they are in good standing in the union, can, on leaving employment, make application to the Secretary Treasurer of Local 15 for a retiree card:~~

~~6.2 The application for a retiree card shall be voted on at a regular meeting of the~~

~~membership, and if approved, the Secretary Treasurer shall forward the name, address and other necessary particulars of the retiring member to the National Secretary Treasurer of CUPE, who will issue the retiree card:~~

~~6.3 The recipient of the retiree card will become a “retired member”, with the following rights and obligations:~~

~~6.3.1 Retired members shall be exempt from payment of all dues and assessments to the local union and the per-capita tax to the National Office of CUPE:~~

~~6.3.2 Retired members shall be entitled to attend general membership meetings of Local 15, with voice but no vote:~~

~~6.3.3 Retired members shall not be entitled to either voice or vote at conventions of CUPE:~~

~~6.3.4 Should a retired member resume his or her employment for any reason, the retiree card should immediately be deposited with or forwarded to the Secretary Treasurer of Local 15:~~

Section 7: Initiation Fees and Monthly Dues

~~7.1 The initiation fee will be determined at the April meeting of CUPE Local 15 or at any meeting where notice thereof has been given: CUPE Local 15 initiation fees are \$10 for all new members.~~

~~7.2 The initiation fee will not be less than \$1 or more than \$10:~~

~~7.3 Notwithstanding Clause 7.1, the initiation fee for any person becoming a member as the result of the organizing of a new bargaining unit or the addition to a current bargaining unit will be one dollar (\$1).~~

Member engagement and solidarity

AN OPPORTUNITY TO SHARE ABOUT ISSUES IN THE WORKPLACE

First Vice President, Santino Scardillo meets with hard working CUPE 15 members at Central Stores, Manitoba Works Yard, to talk about issues in the workplace. The members showed solidarity with each other – full time and auxiliary workers alike.

