

MARCH
2021



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), Sk̓wx̓wú7mesh (Squamish), and Səl̓ílwətaʔ (Tsleil-Waututh)

Notice of By-election

Trustee - 3 Year Term

This is for the balance of a three year term ending May 25, 2022. To be eligible for nomination for a trustee position a member must have attended at least 50% of the general meetings in the past twelve months. All members are eligible to vote.

MARCH

GENERAL MEMBERSHIP MEETING

The General Membership meeting will be held on March 24, 2021.

In addition, as per notice in January and February, a Special General Membership meeting to amend Local 15 bylaws has been scheduled on March 18, 2021.

All meetings will take place using the Zoom platform and 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 to update your information or email us at email@cupel5.org.

Under Discussion:

- By-election – Trustee
- Nominations for the 2021 Executive Board Elections
- Committee and Staff Reports
- Bylaw Amendments
- Election of One Additional Delegate to the CUPE BC Convention

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



Meet our members for March!



Stacy Calogero

SSW – Champlain Heights
Community School Kindergarten

Q. What do you love about your job?

A. I love the students! Encouraging all of them to be kind, caring, and inclusive of everyone is priceless.

Q. What is the best piece of advice you have received?

A. Never give up. Find a positive moment in every day no matter how challenging.

Q. If you could create a fortune cookie fortune to give yourself when you were 16, what would it say?

A. Don't let the mirror discourage you, let it motivate you.

Q. Cake or pie?

A. Pie! Definitely pie. Apple pie... à la Mode!
"We must have pie. Stress cannot exist in the presence of a pie." – David Mamet

Q. What weird food combinations do you really enjoy?

A. The Swede in me loves pickled herring in mustard on rye crispbread.



Loraie Nicols

SSA – Grandview Elementary

Q. What do you love about your job?

A. I have made some life-long friendships at my job.

Q. What is the best piece of advice you have received?

A. Nobody knows better than you what you need.

Q. If you could create a fortune cookie fortune to give yourself when you were 16, what would it say?

A. Always put yourself first.

Q. Cake or pie?

A. Cake! I am an awesome baker!

Q. What weird food combinations do you really enjoy?

A. Putting a little Thousand Island dressing on your steak; medium rare steak.



Need to change our systems of oppression



by **Warren Williams,**
President

Hello Members,

This month we celebrate International Women's Day and as with other dates in the year we acknowledge the need to

make fulsome changes to our systems of segregation and oppression.

First, let me say unequivocally, I know we still have a long way to go. The new catch phrase of diversity, equity, and inclusion really speaks to how little we have done. When was the last time a woman held the seat of Prime Minister of Canada? The answer is 1993 when British Columbia's very own Kim Campbell replaced Brian Mulroney as the leader of the Conservative Party and was Prime Minister until the general election the following October.

Regardless of your political bent, this was and still is an historic event and one that our neighbors to the south have yet to do.

That was 28 years ago and no woman has come close to being Prime Minister since.

What social norms are at play that prohibit a so-called progressive country like ours from knocking down that wall?

One social norm would be the institution of marriage, where it is expected all over the world that women take the surname of men instead of vice versa, or keeping their own family name. There is historical information that explains this but I won't get into that other than to say it was about protecting wealth.

That fact that women are life givers should be celebrated as none of us would be here if our mothers hadn't given birth. Instead, it's used as a means to hold women back. It's used as an excuse in the back room to deny promotions or senior management positions. Look at the cost of child care for instance. For many women the cost of child care prohibits them from gaining meaning full employment. Child care is so expensive that an argument could be made that it's a conspiracy to keep women out of the work force.

As men we are very territorial and are always in fear that we might lose something instead of focusing on what we would gain from equality. We've been trained to be that way; it's fear based training passed down from generation to generation.

I sometimes take my male privilege for

granted. Fortunately, I am by design surrounded by strong progressive women and some men who remind me that my story of maleness is all about power and control and the world would be a better place without that dominant story of maleness.

Last month was all about Black Lives Matter, as it should have been considering everything that has happened.

This month, we celebrate International Women's Day. Why only one day? As a Black man I am also a partner, son, father, brother, uncle, cousin, colleague, and friend to the women in my life. I know many women around the world have suffered and continue to suffer unspeakable indignities all done to maintain a man's need for power and control over them.

I am calling on all you fathers, sons, brothers, uncles, cousins, and friends to challenge your story and society's story of maleness and to take a stand for your partners, mothers, daughters, sisters, nieces, cousins, colleagues, and friends to not settle for anything less than diversity, equity, and inclusion.

These are not just words. It is a truth worth standing for.

Getting out of our comfort zone

by **Debbie Mohabir,** Secretary-Treasurer

Hello Everyone,

It has now been one year since the pandemic started and the shock we all felt when we heard the province was going to shut down doesn't seem that long ago.



DEBBIE MOHABIR
SECRETARY-TREASURER

How have you been coping? What have you been doing to keep active? What have you been doing in regards to your mental health? What about the social piece with the current restrictions? I am sure many of you are missing

family and friends who you haven't been able to see. I know for myself it has become increasingly difficult as the restrictions stay in place longer, and I have to admit I haven't been good about Friday night Zoom happy hours like I was before.

Instead, I have been going for more walks and looking at doing some outside activities that I wouldn't normally consider, such as hiking. I have some injuries and the thought of hiking

makes my right knee and left ankle scream. Despite that, I went out and bought some hiking boots. I am hoping these will help but if not, it looks like I will have to depend on Advil.

Whichever way you decide to keep yourself active, I encourage everyone to try something out of your comfort zone. Who knows, you may actually like it!

I also want to touch on the mental health aspect that we have all struggled through at some point or another. I've heard many people have turned to gardening or planting a garden (I planted a garden with my dad and nephew) so I decided to look into how that could potentially help our mental health. I recently read an article and took away four things that I wouldn't have thought about and would like to share them with everyone.

1. Gardening can help boost resilience by helping to develop coping mechanisms. Have you ever planted something and it didn't grow at all or you had to give it a little extra attention? Challenges like these can help you to cope when things go wrong or you get frustrated.
2. Gardening can help you begin to realize that there are things out of your control and as a result you learn patience to help navigate your way.
3. Whether your flowers are blooming or the vegetables that were planted are ready to harvest, these feel like successes and confidence in your skills and abilities will grow.

4. Gardening can help you feel connected with the outside world and nature. If you belong to a garden co-op or garden alone this can make you feel less lonely.

As the weather starts to get better and being outside is easier, outside activities will help during the pandemic. Whether you are gardening or hiking, self-care is important for our overall well-being. I will definitely be planting a garden with my nephew and dad again this year and I encourage you to plant something as well!

Education

There have been many education offerings in the last while and it has been great to see stewards sign up to further their stewarding education. Workshops on Notetaking, Challenging Racism, and a Health and Safety webinar series offered by CUPE National have been well received. The Vancouver and District Labour Council has a few more offerings as well so if stewards are interested please contact the union office. Local 15 also put on our own Anti-Racism Workshop for Executive members, staff, and stewards.

We have also been working hard ensuring new stewards complete the required workshops to be able to move into stewarding. Unfortunately, it has taken longer than we hoped for because the workshops fill up very quickly. Your patience is appreciated.

**MEMBER &
EXECUTIVE
DECISIONS****The Executive Decided**

At the Executive and Society Board meetings on February 16, 2021 the following decisions were made:

- To appoint Aaron Cook as Returning Officer for the 2021 Executive Board election.
- To approve a Settlement Offer from the City of Vancouver regarding a grievance in the Parks Sector.
- To amend policies 2.2.1., 2.1.2 (and renumber), and 2.1.9 – see details elsewhere in the issue.
- To adopt new policy 2.1.2 – see details elsewhere in this issue.
- To delete policies 2.1.4, 2.1.5, 2.1.7(2), 2.1.7(4), 2.1.7(5), and 2.1.8 - see details elsewhere in this issue.
- To recommend amending bylaws 12.8, and 13.3.1. See Notices of Motion.
- To appoint Kamal Gautam as the Interim Chief Shop Steward in the City Sector.
- To appoint Starla Bayley as the Chief Shop Steward in the Parks Sector.
- To affirm Kyle Larson as a member of the City et al Bargaining Committee.
- To approve the purchase of a half page advertisement in the BC/Yukon Royal Canadian Legion Military Service Recognition Book.
- To circulate information to members on behalf of the Vancouver and District Labour Council regarding the Rent Strike Bargain Campaign. More information is elsewhere in this issue and on the CUPE Local 15 website.
- To adopt a new policy 3.3.7 (and renumber subsequent) approving book off for bargaining committee members who have to caucus on their regular day off to be fully compensated with a day in lieu to be used within three weeks. This policy is retroactive to cover past book offs.

The Members Decided

At the Virtual General Membership Meeting on February 24, 2021 the members in attendance made the following decisions:

- To elect Michele Alexander to the City Sector Representative position on the Executive Board.
- To elect delegates to the Virtual 2021 CUPE BC Convention (See details elsewhere in this issue.)
- To amend Bylaw Section 18 – Shop Stewards. The proposed amendments have been sent to the CUPE National President for approval.
- To refer discussion on door prizes at General Meetings and the annual draw to the Executive.

**Thanks for Your Support**

Thank you very much for your pledge of support of the BC/Yukon Royal Canadian Legion's Military Service Recognition Book Project. This annual publication recognizes the veterans and service personnel of BC and the Yukon who have so honourably served our country. This keepsake book helps us to remember their selfless contributions. Your vital and generous contribution makes it possible to print 5,000 copies of this book free of charge to distribute to communities throughout BC and the Yukon.

The Royal Canadian Legion plays an active role in communities throughout BC and the Yukon. There is barely a citizen within our Command whose life isn't touched by the Royal Canadian Legion. Often times the public isn't aware of the extent of our work.

Who are we and what do we do?

The Royal Canadian Legion receives no government funding for our operations. We rely on our members' dues, donations from the public, and in-house funding activities. The over 45,000 Legion members in BC/Yukon are dedicated to assisting veterans and local communities.

Here are some ways we give back:

- \$1,000,000 to sponsor veteran transition and trauma counseling programs at UBC.
- The Legion has contributed to the education of over 200 rural family doctors through UBC Chair of Family Practice.
- \$250,000 commitment to providing education transition services for veterans at BCIT.
- Over \$600,000 donated annually for veterans' hospitals and extended care facilities.
- Over \$350,000 donated to youth programs, sponsoring a variety of sports teams.
- Over \$275,000 in bursaries and scholarships.
- Sponsor over 5,000 cubs, scouts, guides, and cadet groups.
- \$25,000 donated annually to send youth athletes to national athletic camps.
- Over \$500,000 from poppy funds in direct assistance to veterans and their dependents in need.

Again, we thank you for your sponsorship and support of this very important project. Consider the Legion for your charitable giving, volunteer opportunities, and even for a great place to meet new friends when you join as a member of your friendly local branch.

Valerie MacGregor
President of BC/Yukon Command of the Royal Canadian Legion

Donation Thanks

Thank you so much for being a BC Civil Liberties Association supporter. With your donation, you join a generous community of supporters who care about equality, freedom, and justice.

It can take many months or years to see victories in our work. The ongoing, committed support of our donors makes those victories possible. We are so grateful to have you on our side. Together, we can work towards a more just world.

With Gratitude,
Harsha Walia, Executive Director and the BCCLA Team

VSB Job Share Opportunities

1. SSA looking for a job share partner to work three days a week at Mount Pleasant Elementary for the 2021-2022 school year. If you are interested please contact Jen at jen.prasol@telus.net.
2. SSA looking for a job share partner to work two days a week (preferably Monday and Tuesday but can be flexible) at McKechnie Elementary starting September 2021. If you are interested please contact Vicky at vfiskilis@vsb.bc.ca.
3. SSA looking for a job share partner to work preferably on Thursdays and Fridays at John Norquay Elementary starting September 2021. If you are interested please contact Sheila at sheilafarrales3@gmail.com.
4. SSA looking for a job share partner to work Monday, Tuesday, and Fridays at Maple Grove Elementary starting September 2021. Come join a great staff team in our brand new school. If you are interested please contact Andrea at acorbett@vsb.bc.ca.
5. Office Admin looking for a job share partner for two days a week at Lord Nelson Elementary starting in September 2021. It's a great school in a great neighbourhood with wonderful staff and a new school building. If you are interested please contact Anna at acmhayes@gmail.com.

Attention: City of Vancouver and the Vancouver Board of Parks and Recreation Members

Your union was recently successful at arbitration regarding the proration of vacation banks for members on maternity, parental, and unpaid sick leaves. The arbitrator determined that the proration of vacation banks during these types of leaves was contrary to human rights law. The decision and award are retroactive for the period April 13, 2016 through December 31, 2019. The employer stopped the practice of prorating vacation for these leaves effective January 1, 2020.

If you took a maternity, parental, or unpaid sick leave during the period from April 13, 2016 through December 31, 2019 you are likely to have some vacation restored to you through a process yet to be determined. The union has a comprehensive list of eligible members but we are reaching out to be certain that we have captured everyone who is eligible as there is a time limit on making claims.

If you fall into these categories **and** time frame you can access a document to confirm we have your employee ID number. You can find your employee ID number on your pay advice. Please do **not** call the union office for your ID number as we are unable to provide this information.

Please check the dates of your relevant leave and go to cupe15.org/vacation-proration-by-ee-id/ to look up your employee ID or use the QR Code below.

If your employee ID is on the list no further action or verification is required.



If your employee ID number is not on this list and you were on a maternity, parental, or unpaid sick leave during the time frame referenced you will need to verify the dates of your leave and contact the union office at email@cupe15.org. Please reference Proration of Vacation Banks in the subject line of the email, provide the type and dates of the leave, and attach the relevant pay advices. All this information must be included in order for your application to be reviewed by the union.

Once again, this applies only to those City and Parks members who were on a maternity, parental, or unpaid sick leave between April 13, 2016 and January 31, 2019. Further details with regard to this arbitration and award will be provided in a subsequent issue of the Members' Voice.

Policy Amendments – 2021 Executive Board Elections

At the February 2021 Executive Board meeting, the following policies were adopted, amended, or deleted in preparation for the 2021 Executive Board elections. Bylaw amendments around Executive elections are also being proposed. Please see the Notices of Motion for details. (**Bold** denotes new language and ~~strike-out~~ denotes deleted language.)

2.1.1 Candidates running for office in CUPE Local 15 may submit brief biographies of themselves **of 500 words or less and a photo in Jpeg format** for publication in the issue of the Members' Voice immediately preceding the Annual General Meeting **and the Simply Voting website** in order that members may have some information before the election of officers.

Explanation – The last update to this policy was in 1989 in the pre-electronic voting era. The intent of the amendment is to bring the language in line with past and current practice dating back to 2013 and earlier.

2.1.2 **Use of the CUPE Local 15 logo is prohibited in all campaign material.**

Explanation – The use of the logo gives the appearance that the campaign material is official material from the union.

2.1.3 Ballots for voting purposes will be passed out according to the sign-in count in **non-general elections or by-elections.**

Explanation – This is already the current practice for by-elections and goes with the proposed amendment to Bylaws 12.8 and 13.3.1 (see Notices of Motion).

2.1.4 ~~Special Meeting~~

~~There shall be held, prior to the first day of advance polling for the CUPE Local 15 election of officers, a special meeting of the CUPE Local 15 membership for the purpose of allowing each candidate for an executive officer position to present their platforms. Further, the chairperson/moderator for this meeting shall be mutually agreed to by all candidates for executive officer positions. No book off will be provided for candidates.~~

Explanation – This practice was discontinued a few years prior to electronic voting because of the expense, lack of interest, and poor attendance.

2.1.5 ~~Advance Poll~~

~~Any member of the Union who is in good standing and who can provide evidence of membership shall be eligible to vote in the advance poll.~~

Explanation – This policy was last updated in 1983 and refers to holding advance polls for paper balloting in several locations in the City during the week prior to the AGM. Polling is addressed in the bylaws.

2.1.7 Returning Officer

The returning officer of the regular annual elections should:

- (1) Be appointed by the Executive no later than the January General Meeting.
- (2) ~~Be provided with a kit, including (but not limited to) descriptions of procedures, information sheets for election workers and members, and change of address sheets.~~
- (3) Be available to answer enquiries via the union office during the period from the call for nominations to the end of April.
- (4) ~~Control the membership list used for polls, with one and the same complete copy in use as the master membership list throughout the voting period.~~
- (5) ~~Establish the advance polls prior to the nominations.~~

Explanation – The deleted sections refer to procedures from the pre-electronic voting era and are no longer relevant.

2.1.8 ~~Records of Votes Cast~~

~~Votes of CUPE Local 15 elections shall be announced and recorded.~~

Explanation – This is covered as follows in 2.1.9

2.1.9 Election Results Release of Numbers

Publish names from elections and release numbers when requested by members. This will apply to all Local 15 Executive elections. **Numbers will be released upon request for up to two weeks following the close of poll.**

Explanation – The intent of the new language is to eliminate requests for numbers during election campaigns in subsequent years.



Submitted by Kamal Gautam, City Sector Representative and International Solidarity Committee Representative

Iran – Global Labour Justice

The International Solidarity Conference was held on February 3, 2021 and concerns arising out of Latin America, the Middle East, and South East Asia were discussed.

Tahmi Yazdanyar, one of our members with Iranian interests, outlined the concerns of Iranian workers and of the Iranian Government trampling on workers' rights. The government of Iran is increasingly violating workers' rights to a peaceful assembly and association.

An increasing number of trade union activists are jailed for speaking out in defense of labour rights. Trade unions are banned in the Islamic Republic of Iran. Sister Yazdanyar reported that the government resorts to systemic repression, persecution, imprisonment, and the torture of labour leaders and activists to prevent the formation of labour unions.

The International Solidarity Committee is working on a resolution that will be presented to the upcoming CUPE BC Convention in May 2021 to put pressure on the Iranian Government together with the European Union and United Nations international rights groups to highlight the plight of Iranian workers.

#ChooseToChallenge on International Women's Day

by Debbie Mohabir, Secretary-Treasurer

March 8, 2021 was International Women's Day. This day celebrates women's achievements around the world as well as fighting against inequalities that women face on a daily basis. This year's theme was #ChooseToChallenge and call out inequality.

"A challenged world is an alert world. Individually, we're all responsible for our own thoughts and actions - all day, every day. We can all choose to challenge and call out gender bias and inequality. We can all choose to seek out and celebrate women's

OH&S CORNER

Women in the workforce

submitted by Courtney Gillen, OH&S Museums/Cultural Representative

March 8th is International Women's Day, marked around the world for well over a century. It is a day to celebrate the achievements of women, and also to inspire action toward eliminating gender bias and discrimination. This year's theme is #ChooseToChallenge, reflecting an emphasis on challenging gender inequality in all areas of life.

As someone who previously worked in film and television production, I know how gender bias can impact the mental health and wellbeing of women and gender non-conforming folks within that industry. I have seen women being passed over for supervisory roles and positions they are over-qualified for. I know women who have left the industry at the height of their careers because they were burned out by fighting against discrimination and harassment. Every day, the media tells us more of these stories. This International Women's Day, I hope the world is listening.

I'm in a different industry now, one that is still male-dominated but is trying to support women to succeed and equalize the playing field. Regardless, gender discrimination still impacts me, as it impacts everyone in our society. Challenging this discrimination is particularly important in the workplace, as everyone has the right to feel safe and accepted in their place of work. Sometimes it can be difficult to raise your voice as a bystander. It might be easier to pretend we didn't hear something harmful when it comes from someone we trust and respect. We might feel the urge to just laugh it off, but you never know the incredible difference you can make by questioning and challenging these statements.



We also need to remember that supporting women in the workforce means supporting Indigenous woman, women of colour, trans women, queer women, and women with disabilities, and recognizing the way that multiple identities impact our lives. As the saying goes: "None of us are free until all of us are free." Choosing to challenge gender discrimination also means standing up for other marginalized identities, and ensuring a safe workplace for all women.

This International Women's Day, reflect on the need to challenge gender biases in the workplace and beyond, and the amazing strides toward equality that our society continues to make. If you are not the target of discrimination, I hope that you will speak up against it. And if you are the target, know that you are not alone. Experiencing gender-based discrimination can make you feel anxious, ashamed and isolated but there are options for support. If you are not comfortable speaking to management, a good place to start is your shop steward who can advise you on how to proceed. Remember you are never alone.

For more information on International Women's Day, and more opportunities to get involved next year, visit: <https://www.internationalwomensday.com>.



achievements. Collectively, we can all help create an inclusive world. From challenge comes change, so let's all choose to challenge."

Bringing awareness, having conversations, advocating for equality, fighting against discrimination, gender bias, and for gender

parity especially in our workplaces and collective agreements, is a collective effort that we all should all be responsible for. Empowered girls become empowered women who become leaders, innovators, and decision makers. Thank you to all of the women past and present who have fought

and sacrificed to pave the way for future generations. There is still so much work to do and we cannot become complacent. CUPE 15 would like to acknowledge all of the amazing women in our local and their contributions in the work they do.

Election of Delegates to the 2021 Virtual CUPE BC Convention

The 57th Annual Convention of CUPE BC is scheduled from 9:00 a.m. to 4:00 p.m. on Wednesday, May 19 through Friday, May 21, 2021.

As per the Local 15 bylaws, the Table Officers have automatic delegate status as follows:

- Warren Williams – President
- Santino Scardillo – 1st Vice President
- Ravina Lal – 2nd Vice President
- Debbie Mohabir – Secretary-Treasurer

In addition, delegate elections were held at the virtual General Membership meeting on February 24, 2021 as follows:

- Aaron Cook – City Sector
- Michele Alexander – City Sector
- Tahmi Yazdanyar – K-12 Sector
- Donna Petersen – K-12 Sector
- Henry Lee – Parks Sector
- Mona Mirzayan – Health Sector
- Rose Palozzi – College/University Sector
- Nicola Clur – Cultural Sector
- Kamal Gautam – Delegate at Large
- Cynthia Schadt – Delegate at Large

The Young Worker delegate spot was not filled and will be brought to the General Membership meeting on March 24, 2021.

In order to be considered a young worker the member must be age 30 or younger. If there are no eligible young workers in attendance a Delegate At Large election will be held. 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 and must be available to attend all sessions of the convention.

Notice of Motion on Union Bylaws

Amendments to the bylaws require two-thirds of the members voting to vote in favour in order to pass. Any new or amended bylaws do not take effect until approved by the CUPE National president.

1. Election Cycle of Trustees

The Executive recommends amending Bylaws 12 and 13 as follows: (Bold denotes new language.)

12.8 The term of office for Trustee will be for a period of three years. Each year, one trustee will be elected to fill the place of the trustee whose term of office then expires, so as to complete the full complement of trustees required under these bylaws. Such trustee as elected will hold office for three years from the date elected and from that time onward until a successor will have been elected. **In general election years the Trustee election will be included with officer elections as set out in article 13.3.1. In non-general election years, the Trustee election will take place at the Annual General Membership meeting in May with the trustee to be elected receiving a majority of the votes cast by secret ballot.**

13.3.1 The election of officers will be held during the month of May in each general election year. The election will be conducted electronically using an online system approved by the membership. To be elected a candidate must receive a majority of the votes cast.

Explanation – Currently all elected positions are for a three year term. Under the current bylaws, every third year the only position up for election will be for a trustee. This is the case this year. The cost of one question (ballot) is the same as the cost for several questions. This expense can be avoided every third year if the election for the trustee is conducted at the Annual General Membership meeting in May. The amendment to 13.3.1 is to differentiate between a general election year and a non-general election year.

2. Returning Officer

The Executive recommends approval of the following new bylaw 13.4 as follows:

- 13.4.1 Be appointed by the Executive no later than the January General Membership meeting.
- 13.4.2 Be available to answer enquiries received through the union office during the period from the call for nominations to the conclusion and certification of the election.

Explanation: There is Returning Officer language in the policy manual from April 1999. The intent is to update it and move it into the bylaws.

3. Proxy Voting

The Executive recommends approval of the following new bylaw 13.3.5:

Proxy voting is not permitted. A voting member may not appoint another member to act and vote as the member's proxy.

Explanation – The intent of this bylaw is to enshrine past practice.

4. Obligation of Officers

The Executive recommends moving this article from Section 26.

13.6 “I, _____, do most sincerely promise, that I will truly and faithfully, to the best of my ability, perform the duties of my office for the ensuing term, as prescribed in the Constitution of the Canadian Union of Public Employees and the bylaws of CUPE Local 15, and as an officer of this local, will at all times endeavor, both by counsel and example, to promote the harmony and preserve the dignity of its sessions. I further promise that at the close of my official term I will promptly deliver all monies, books, papers, or other property of CUPE Local 15 in my possession to my duly elected successor in office.”

Explanation – The wording has not changed, just the location of where it is printed in the bylaws.

5. By-elections

The Executive recommends the approval of the following new bylaw 13.7:

- 13.7.1 Ballots for voting purposes in a by-election are distributed according to the sign in count.
- 13.7.2 An eligible voter is on the membership list and is adequately identified by one of the following:
 - CUPE Local 15 VMECW Membership Card
 - A current pay stub with one other piece of ID
 - A generally acceptable photo ID e.g. BC driver's license, BCID card, employer ID with full name
 - A written statement of another member who has ID as above.

Explanation – This policy has been in place since 1999. The intent is to move it from the policy manual into the bylaws with no changes.

City et al Bargaining Committee Update

YOUR CITY ET AL (CITY OF VANCOUVER, PARKS, BRITANNIA, AND RAY-CAM) BARGAINING COMMITTEE HAS NOT MET WITH THE EMPLOYER SINCE NOVEMBER 2020.

In November, after an overwhelming response to our survey, the committee presented an alternative approach that would speed up bargaining with a two-year roll-over agreement, that included 2% wage increases in each year.

The union proposal tabled last fall was similar to the deal achieved by CUPE locals in the City of Burnaby, and recently agreed to for bargaining units on the North Shore including the City of North Vancouver, District of North Vancouver, and the District of Squamish.

The employer offered no response to the union proposal presented almost four months ago.

The employer committee said that they are still waiting for a direction from City Council.

While the union does not disagree the City has been impacted by the COVID-19 pandemic, the union bargaining committee noted that:

- Vancouver is one of the richest cities in Canada, and this prosperity cannot come at the expense of CUPE members;
- City of Vancouver, Parks, Britannia, and Ray-Cam workers have struggled and adapted in the face of the COVID-19 pandemic and the union's proposal is very reasonable and fair;
- The cost of living in this region continues to climb, and CUPE 15 members deserve a wage increase similar to other municipal workers in neighbouring cities.

Your union bargaining committee is frustrated by the lack of action from the employer in working to achieve new collective agreements that are fair for the hard-working members who have gone above and beyond in providing vital quality public services to residents during this difficult time.

We know you share our frustration.

In the coming days the bargaining committee will meet with our stewards to plan next steps and explore strategies and tactics to apply pressure on the employer.

We hope to meet again with the employer in March and, from now until then, will be working to plan action that will demonstrate united support of members. With you and your fellow members' backing, your committee will return to the bargaining table in a few weeks with the confidence to fight for a fair deal.

Following our meeting with CUPE 15 stewards, we will provide another email update with more information and an action plan.

Thank you for your ongoing commitment to your union and all members. If we fight together, we will succeed.

In solidarity,
City et al Bargaining Committee
Warren Williams, CUPE Local 15 President
Santino Scardillo, Chair (City)
Starla Bayley (Parks)
Paul Chohan (City)
Henry Lee (Parks)
Michele Alexander (City)
Tony Zullo (City)
Kyle Larson (Parks)
Ravina Lal, Alternate (City)
Carin Rahmberg, Alternate (Ray-Cam Cooperative Centre)
John Geppert, Local 15 Staff Representative
Steve Salsman, Local 15 Staff Representative

Executive Board Elections



Nominations to be held at the March 24, 2021 Virtual General Membership Meeting

Another year has passed and nominations for the Executive Board election is on the agenda for the March General Membership Meeting. Due to the amendment of Bylaw 12.4 in 2019, which altered the election cycle of Executive Board positions, only one Trustee position is up for democratic renewal this year.

Voting has been conducted electronically since 2013. However, a motion is coming to the next membership meeting proposing the trustee election take place at the Annual General Membership meeting in May, rather than by electronic ballot (see Notices of Motion). Note: If this proposal is passed by the membership, the CUPE National President would still have to approve it before it becomes effective.

To be eligible to accept nomination for the trustee position you must have attended at least 50% of the membership meetings in the past year.

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.

The 2021 Election Committee is comprised of Aaron Cook, Returning Officer, Mike Dumler, Constitutional Expert and Advisor, and Rosemary Matheson, Office Manager.

Oral History Interview with Warren Williams by the BCLHC



Our President, Warren Williams has some deep roots in the Canadian Labour movement. Listen in on the interview for Black History Month with the Labour Heritage Centre.



Scan the QR code to see the full video.



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: Debbie Mohabir
1st Vice President: Santino Scardillo
2nd Vice President: Ravina Lal

Sector Representatives:

City: Kamal Gautam, Michele Alexander
College/University: Alex Fowler, Rose Palozzi
Cultural: Nicola Clur
Health/HSSCBA: Mona Mirzayan
Health/HSPBA: Mia Nickel
Parks: Starla Bayley, Henry Lee
K-12: Carley Romas, Cynthia Schadt

Trustees:

Donna Petersen, Vacant, 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:

Lee Mossman, Tanya Paterson



Rent Strike Bargain Campaign

Please fill out the survey!

At the February 2021 CUPE Local 15 Executive Board meeting the Executive voted unanimously to circulate information of the Rent Strike Bargain Campaign on behalf of the Vancouver and District Labour Council as follows:

At their January 2021 meeting, The Vancouver and District Labour Council endorsed the Rent Strike Bargain Campaign for collective bargaining rights for renters in BC. This grassroots, province-wide effort is made up by renters, workers, and tenant and labour organizers across BC, and has quickly been gaining endorsements from labour and renter unions. Enshrining collective bargaining rights for renters in BC would mean giving tenants the ability to:

1. Force landlords to negotiate down rents and annual rent increases
2. Make it harder for abusive landlords to evict their tenants
3. Build strong, local tenant unions across BC with the right,
4. Rent strike without fear of eviction.

RSB plans to win these rights by building stronger solidarity between the labour union movement and the renter's movement in BC. To do so, they're getting in touch with workers who rent to get them involved in the fight.

Roles include helping get renter committees started at union locals, supporting your co-workers who are fighting against rent and demo evictions, helping rural workers start up local tenant unions in their hometowns, and more!

Can you take two minutes to fill out a survey at <https://forms.gle/EaMWGVJsDSBEyhMf7> or scan the QR code, to help the campaign for collective bargaining rights connect with union workers who rent and their allies?

The campaign is growing quickly and wants to get you involved! You can read more about them at RSB's website www.rentstrikebargain.com or by reaching out to them at rentstrikebargain@gmail.com.



Gathering Place seeking 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 in desperate need of 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. Women's items are not needed at this time. They are also in dire need of sleeping bags and backpacks.

Please drop off your donations at 609 Helmcken Street in Vancouver (at the corner of Helmcken and Seymour). For



more information or to arrange a drop off, please call Jackie at 604-257-3853. Please consider purging your closets and drawers this weekend as all donations are gratefully appreciated by the citizens we serve.

Thank you for your generosity.