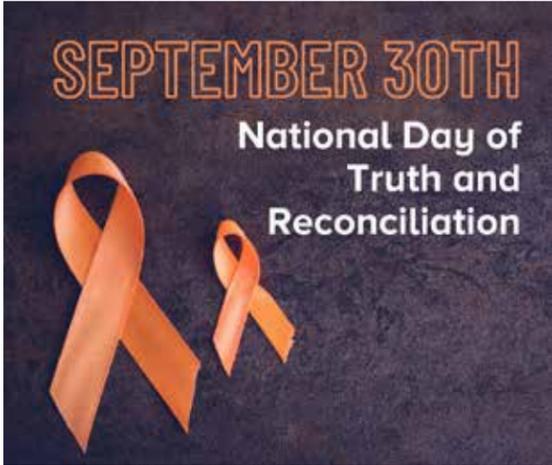


SEPTEMBER  
2021



# 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 xʷməθkʷəy̍əm (Musqueam), Sk̓wx̓wú7mesh (Squamish), and Səlilwətaʔ (Tsleil-Waututh)



**Notice - The Union Office will be closed on September 30th to recognize the new federal statutory holiday -- The National Day of Truth and Reconciliation.** Like all Canadians, this day provides an opportunity for all to recognize and commemorate the legacy of residential schools. This may present itself as a day of quiet reflection or participation in a community event.



**Use of Employer Email Addresses**  
Effective immediately, for legal reasons, the union will no longer use employer email addresses to send information to members. If you have given us an employer email address it has been deleted from our database. Please call 604-879-4671 or email us at email@cupe15.org to provide us with a personal email address so you can continue receiving information from the union.

## ATTENTION VANCOUVER COASTAL HEALTH MEMBERS

### CUPE Health Care Presidents' Council Bargaining Convention October 6, 2021 Inn at the Quay, New Westminster

As per the Health Care Presidents' Council Protocol Agreement, a bargaining convention will be held on October 6, 2021. This will occur in-person at the Inn at the Quay, 900 Quayside Drive, New Westminster. This convention is held for the purpose of electing representatives for each of the Association's Negotiating Committees and to ratify proposals for submission to these committees.

This is an excellent opportunity to work collaboratively toward a plan of action that builds solidarity internally and with other unions. Our work together will develop a strategy to provide the best chance possible to achieve important victories for members in the next round of bargaining.

This is your opportunity, as per our bylaws, to have a member nominate you to attend our Health Care Presidents' Bargaining Convention which will subsequently allow you the opportunity of being elected to the

associated health sector union's provincial negotiating committee. The Health Care Presidents' Protocol Agreement allows CUPE 15 to have ten of our health sector members attend the convention at which time two bargaining representatives and one alternate for HSPBA bargaining, and two bargaining representatives and one alternate for HSSCBA bargaining will be elected to the Association Bargaining Committee.

Nominations will be received and voted on at our General Membership meeting on September 22, 2021 using the Zoom platform. You will be sent an invitation to this meeting by email if the union office has a personal email address on file for you. Details will also be posted at [www.cupe15.org](http://www.cupe15.org). If you do not receive emails from the union office and would like to attend this meeting, please call us at 604-879-4671 to update your information or email us at [email@cupe15.org](mailto:email@cupe15.org).

If you are unable to attend the September General Membership meeting but would like your name to stand if nominated, please email Rosemary Matheson, Local 15 Office Manager, at [rmatheson@cupe15.org](mailto:rmatheson@cupe15.org) by 5:00 p.m. on September 22nd stating your intention to stand for election.



## SEPTEMBER GENERAL MEMBERSHIP MEETING

The General Membership Meeting will be held on September 22, 2021 using the Zoom platform. You will be sent an invitation by email if the union office has a personal email address on file for you and details will also be posted at [www.cupe15.org](http://www.cupe15.org). If you do not receive emails from the union office and would like to attend this meeting, please call us at 604-879-4671 to update your information or email us at [email@cupe15.org](mailto:email@cupe15.org).

### Under Discussion:

- New Bylaws (Policies moving from the Policy Manual to Bylaw Document). Notice was served in March 2019 and the proposed language starts at #24.10 in the Proposed Bylaw Amendments document under the bylaw tab at [www.cupe15.org](http://www.cupe15.org).
- Committee and Staff Reports

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



## We need to commit to truth and reconciliation



WARREN WILLIAMS  
PRESIDENT

*by Warren Williams,  
President*

I hope you have all had the opportunity to enjoy the summer months with family and friends in a safe and COVID conscientious way. The last 18

months have been challenging, to say the least, so hopefully you were able to put your feet up and just breathe!

The Federal Government has finally declared September 30th a Federal Statutory holiday in recognition of Truth and Reconciliation to take ownership for its colonial practices that have done so much harm to not only Indigenous communities but all of Canada.

This is a first step of many and I ask that we all take a moment to commit ourselves to learning, understanding, and acting on the Truth and Reconciliations Commission of Canada: Calls to Action document. We will all be better for it. The report is public domain and can be reproduced without permission. You can view it using the QR code on this page.

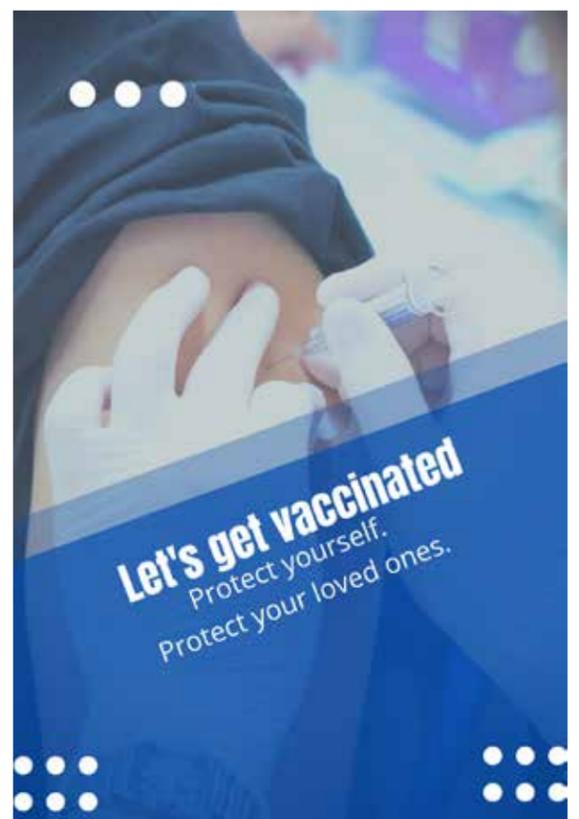
A number of our employers are looking at mandatory vaccination policies and I know you will have questions concerning our position. CUPE is strongly

recommending that all members that can get vaccinated do so. As President of CUPE 15 I have participated in twice weekly meetings with government and several stakeholder groups including the BC Center for Disease Control and the Provincial Health Office for the last 16 months to create safe return to work plans and COVID 19 safety protocols. Along with CUPE Local 15 staff we are currently in discussions with employers regarding these policies, and how to ensure that our concerns are being addressed.

I understand that there are those of you that may have concerns about the safety and effectiveness of being vaccinated. The scientific data is irrefutable. Vaccinations are safe and the most effective defense against COVID and all the variants including the recent DELTA variant. I strongly encourage you to get vaccinated if you haven't done so already.

COVID-19 is part of the SARS and MERS viruses and because the scientists understood how those respiratory viruses work they were able to create a vaccine to combat COVID-19. These vaccinations were not fast tracked - the groundwork was already in place.

Protect yourself and those you love. Get vaccinated.



## Welcome back!

*by Debbie Mohabir, Secretary-Treasurer*



DEBBIE MOHABIR  
SECRETARY-TREASURER

**Hello  
Everyone,**

Welcome back! I hope everyone enjoyed their summer! The fall has reached us again and thankfully a lot of our members have been recalled, are working, or will be recalled shortly.

Local 15 has continued to work hard behind the scenes to make sure that employers are continuing to keep our members safe at their worksites, and we continue to advocate provincially to make sure that issues that affect our members are brought to light.

The impact of COVID is still affecting us 18 months later and there will be new challenges as the fall/winter months come upon us.

Please reach out to us if you are experiencing issues and need help. We will make sure a steward from your sector gets in touch with you. A kind reminder to do your part and mask up!

September is Steward Appreciation Month. I would like to take the time to extend our sincerest gratitude to our stewards who have been supporting our members during the past 18 months. There has been so much uncertainty due to the pandemic, but our stewards continue to volunteer their time to make sure questions are answered, grievances are filed, members are represented at meetings, members are accommodated, and hold the Employers accountable, etc. Stewards also keep the Executive apprised of what is happening in their sector, so the union can act on any issues that may arise.

In the past year, we have had a number of members who have expressed interest in becoming stewards in their sector. They have completed the Intro to Stewarding Course Part 1 and 2 and are attending monthly

stewards' meetings. Thank you to all of our new stewards who have stepped up. We are happy to have you on board and we hope that more members will take on this role.

If you are interested in becoming a steward, or if you simply have questions on what it entails, kindly contact the office for more information on how to get the process started.

Unfortunately, we find ourselves in a similar position as last year with COVID-19 and we are extremely disappointed that we will not be having our annual Steward Appreciation Dinner. Our sincerest apologies. As soon as we are able, we will plan something to say thank you for all the hard work and time spent supporting members.

On behalf of the Executive and myself, we would like to extend our appreciation and gratitude to all of the stewards for the amazing work that you do on behalf of the members every day, especially during the pandemic.



### Welcome, Michelle Yim!

Michelle was the successful candidate for the position Barbara Simpson retired from after 27 years. Michelle comes to us from the Vancouver School Board Payroll Department where she had worked for over fifteen years. Welcome aboard!

### Thanks from the United Way British Columbia

On behalf of United Way British Columbia, working with communities in BC's Interior, Lower Mainland, Central and Northern Vancouver Island, I would like to thank the members and leadership of CUPE 15 for making an important contribution to the 2021 United Way Period Promise Campaign.

With your help we collected more than 120,000 tampons, pads, and other menstrual products and more than \$60,000 in financial donations. Combined, we'll be able to deliver more than 550,000 menstrual products to more than 80 agencies throughout the Lower Mainland and Fraser Valley.

The reality is that these simple products make a big difference in the lives of thousands of people in our community, every day. Half of everybody who menstruates in BC - women, girls, nonbinary people, and trans folks - have struggled to buy the products at some point in their life. More than a quarter have gone through a period without having menstrual products whatsoever, and nearly 15% grew up in homes where they didn't have access to menstrual products. And we know that not having the product you need when you need it can make staying connected to the community difficult.

United Way British Columbia is focused on making our communities healthier, more inclusive, and more caring. Our work on Period Promise is a part of that vision, but we need the help of organizations like yours to help us achieve our goal of eliminating period poverty. Your leadership has allowed us to help thousands of people live with the dignity we all deserve and we appreciate your commitment to the effort. We hope you'll continue to join us as we work to improve the places we live, work, learn, and play.

Sincerely,

Neal Adolph,  
Provincial Director, Labour Participation  
United Way British Columbia

## MEMBER & EXECUTIVE DECISIONS



### The Executive Decided

At the Executive and Society Board meetings on June 15, 2021, July 20, 2021, and August 17, 2021 the following decisions were made:

- To uphold the decision of the Grievance Committee regarding a grievance in the Parks Sector.
- To approve two pay periods of union leave for a member as per the Staff Representative's recommendation.
- To confirm that book off for bargaining committee members scheduled to caucus or bargain on days not scheduled to work does not include ratification meetings.
- To approve the payout of banked vacation/gratuity time for the President.
- To approve backfilling for Kathie Currie's assignment by Cynthia Schadt from July 23 to August 26, 2021.
- To approve the Staff Advisory Committee's decision to hire Michelle Yim to fill the Regular Full Time Office Assistant vacancy.
- To submit resolutions to the National Convention regarding F3(a) and F4(c) of the Trial Procedure in the CUPE National Constitution.
- To endorse National Convention resolutions from the National Persons with Disabilities Committee, the National Women's Committee, the National Indigenous Council, and the National Rainbow Committee.
- To amend Policy 3.2.5(2) – Increase the Mobile Phone Allowance for the Executive from \$50 to \$60 per month.
- To approve the OH&S Committee recommendation to appoint Tracy Bodnar as the OH&S Site Representative at Hillcrest Community Centre
- To approve the OH&S Committee recommendation to appoint Nicole Setterlund as the OH&S Site Representative – Lead Ranger for the Park Rangers.
- To approve the OH&S Committee recommendation to appoint Andrew Don as the Alternate OH&S Site Representative – Lead Ranger for the Park Rangers.
- To approve the OH&S Committee recommendation to appoint Michael Foster as the OH&S Site Representative – Field Park Rangers.
- To approve the OH&S Committee recommendation to appoint Jacky Mah as the Alternate OH&S Site Representative – Field Park Rangers.
- To approve the OH&S Committee recommendation to appoint Jennifer Kassimatis and Irene Chan as HSPBA OH&S Site Representatives.

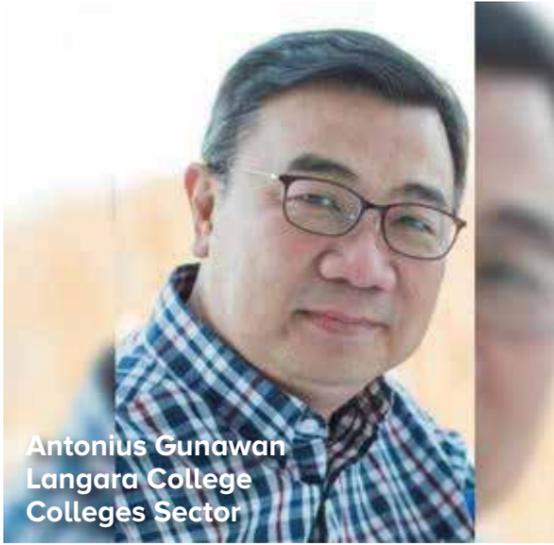
- To approve the OH&S Committee recommendation to appoint Irene Lee and Amandeep Sidu as HSSCBA OH&S Site Representatives.
- To approve the OH&S Committee recommendation to appoint Ana Sales and Hsin Chen as HSSCBA OH&S Site Representatives – Jericho Health Unit.
- To approve the OH&S Committee recommendation to appoint Natasha Ogrzlo as the HSPBA OH&S Site Representative – Jericho Health Unit.
- To donate \$1,000 to the CUPE BC Wildlife Support fund.

### The Members Decided

At the Virtual Special General Membership Meeting on June 9, 2021 and the Virtual Regular General Membership Meeting on June 23, 2021, the members in attendance made the following decisions:

- To approve new Bylaws 12.2.3 (Eligibility for Nomination), 17.4 (Chief Shop Steward), 18.8 (Bargaining Committee Book Off), 25.5 (Representation at Convention), 25.6 (Delegate Attendance at Convention), 25.8 (Convention Expenses), and 25.9 (Delegate Discipline).
- To amend Bylaws 12.3.1 and 12.3.3 (Preferential Ballot), 13.4 (Duties of the Secretary Treasurer), 13.4.1 (Staff Union Jurisdiction), 13.5 (Duties of the Trustees), 13.6 (Duties of Executive Members at Large), 13.7 (Duties of the Warden), 14.2 (Signing Officers), 15.1 (Temporary Absence – President), 15.2 (Vacancy – Secretary Treasurer), 15.5 (Declaring Executive Board Positions Vacant), 16.1.4 (Recall – Delivery of Petition), 16.1.7 (Recall – Nomination and Election), 17 (Shop Stewards), 18.6 (Bargaining Committee Alternate), 18.7 (Bargaining Committee Temporary Vacancies), 19 (Grievance Committee), 22 (Amending the Bylaws), 25.1.1 (Convention Credentials), 25.3 (Out of Town Convention Expenses), and 25.4 (Local Convention Expenses).

These new and amended bylaws, have now been approved by the National President's Office as per Section 23 of the CUPE National Constitution. In addition, the National President's Office has also approved all previous bylaw amendment requests as reported in previous issues of the Members' Voice. The updated bylaw document is available at [www.cupe15.org](http://www.cupe15.org).



Antonius Gunawan  
Langara College  
Colleges Sector



Cynthia Schadt  
Chief Shop Steward  
K-12 Sector



Emma Somers  
Emily Carr University  
Colleges Sector



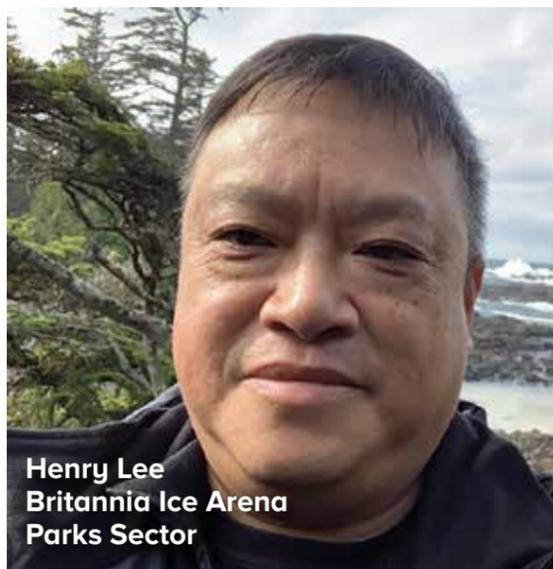
Benita Spindel  
CUPE ED MP  
Union Rep -HSPBA  
Health Sector



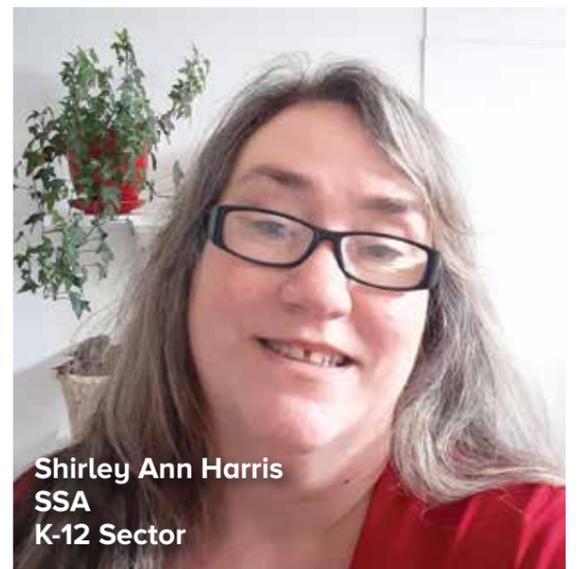
*to our amazing Shop Stewards  
and Chief Shop Stewards!*



Chris Brown  
SSA Grenfell  
K-12 Sector

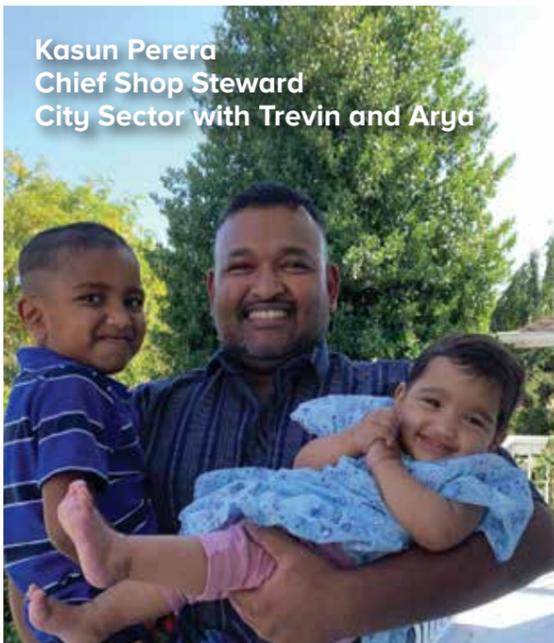


Henry Lee  
Britannia Ice Arena  
Parks Sector



Shirley Ann Harris  
SSA  
K-12 Sector

**Kasun Perera**  
Chief Shop Steward  
City Sector with Trevin and Arya



**Mia Nickel**  
Chief Shop Steward  
HSPBA - Health Sector



**Tahmi Yazdangar**  
SSA  
K-12 Sector



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

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

**Paul Chohan**  
Tech Services  
City Sector



**Nicola Clur**  
Vancouver Maritime Museum  
Cultural Sector



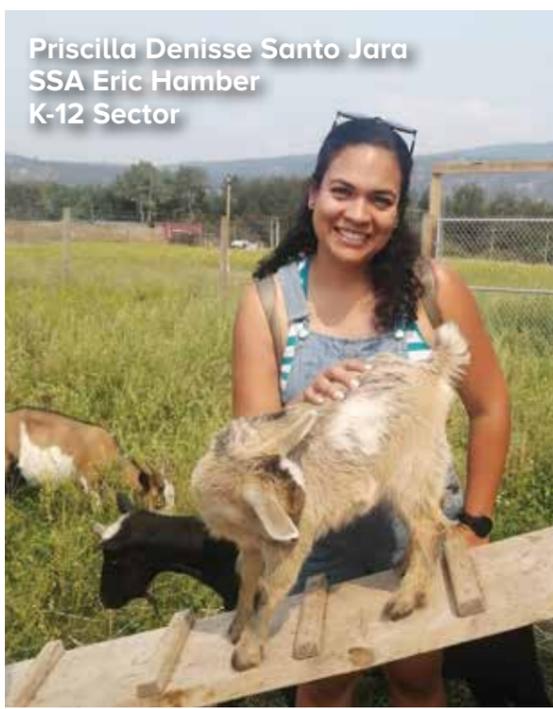
**Starla Bayley**  
Chief Shop Steward  
Parks Sector



**Seagrין Worster**  
Emergency Management  
City Sector



**Priscilla Denisse Santo Jara**  
SSA Eric Hamber  
K-12 Sector



**Julianna Torjek**  
Woodwards Building  
City Sector



OH&S CORNER

# General guidelines for how a joint Occupational Health & Safety Committee should function

by Henry Lee, Union OH&S Representative

## Why is the Joint Occupational Health and Safety Committee (JOHSC) so Important?

Injuries can occur anywhere. The JOHSC can help address hazards, risk, and injuries. JOHSC members need to know all four regulations, policies, and guidelines. It is important for JOHSC members to have an understanding of the sources of law governing occupational health and safety in British Columbia and how they relate to one another. The sources are:

- (a) Workers Compensation Act
- (b) Occupational Health and Safety Regulations
- (c) Preventative Policies
- (d) Preventative Guidelines

## Workers Compensation Act

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

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

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

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

## Preventative Policies

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

## Preventative Guidelines

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

A Guideline may do one of more of the following:

## Joint Occupational Health and Safety Committee - What You Should Know Terms of Reference Examples

### Purpose of a Committee

It is a joint committee made up of worker and employee representatives consulting in a cooperative spirit to identify and resolve safety and health problems in support of a planned occupational safety and health program in the workplace.

- If your workplace has 20 or more workers, you will need a JHSC.
- This includes any workplace where there are 20 or more workers employed at the workplace for longer than a month.
- WorkSafe BC may also order that a joint committee be established in any other workplace – would you need a variance? See Section 34 of the Act – Selection of a Worker Representative.
- If your workplace has more than nine but fewer than 20 workers, you will need to have a Worker Health and Safety Representative. This includes any workplace where there are 10 or more workers employed at the workplace for longer than a month.
- No less than 50% for the JOHSC should be Worker Representatives.
- The employer must not choose the Worker JOHSC Representatives.
- Worker Representatives should not perform management functions.
- Casual/Auxiliary, Part Time, Temporary etc., workers can be on the JOHSC.
- The Union(s) choose and appoint the Worker Representatives where it is a unionized workplace.
- The term is usually for two years.
- The JOHSC is required to meet at least once each month, or more often if required or needed to.

### Duties and Functions of the Committee

As required by section 130 of the Workers Compensation Act, the duties and functions of the committee are to:

- a) Identify situations that may be unhealthy or unsafe for workers and advise them on effective systems for responding to those situations.
- b) Consider and expeditiously deal with complaints relating to the occupational health and safety of workers.
- c) Consult with workers and the employer on issues related to occupational health and safety and occupational environment.
- d) Make recommendations to the employer and the workers for improvement of the occupational health and safety of workers and compliance with the regulations, and monitor their effectiveness.

- e) Make recommendations to the employer on educational programs promoting the health and safety of workers and compliance with the Regulation, and monitor their effectiveness.
- f) Advise the employer on proposed changes to the workplace, including significant proposed changes to equipment and machinery, or the work processes that may affect the health and safety of workers.
- g) Advise the employer on proposed changes to the workplace, including significant proposed changes to equipment and machinery, or the work process that may affect the health and safety of workers
- h) Ensure that incident investigations and regular inspections are carried out as required by the Regulations.
- i) Participate in inspections, investigations and inquires as provide by the Regulations.
- j) When necessary, request information from the employer about:
  - Known or reasonably foreseeable health and safety hazards to which workers at the workplace are likely to be exposed.
  - Health and safety experiences and work practices and standards in similar or other industries of which the employer has knowledge.
- k) Carry out any other duties and functions prescribed by the Regulations.

### Records

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

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

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

### Meetings

- There must be monthly meetings of the JOHSC.
- They should be on employer paid time.
- Are there any guests? Use WSBC guest speakers on relevant topics whenever possible.
- Guests can be invited to committee meetings at the request of the co-chair(s).
- Guests attending committee meetings must be there for the purposes of:
  - Training
  - Making a presentation
  - Consultation

- Who is taking notes? The employer will supply the resources required to facilitate a meeting, including a note-taker to document the minutes of the meeting.
- Special meetings, if required, will be held at the call of the co-chairs.
- A quorum shall consist of a majority of members to be determined by committee.
- The committee will add procedures it considers necessary for meetings.

### Agenda and Meeting Reports

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

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

### Composition of the Committee

- The committee shall consist of several members to be determined by the committee.
- One worker representative will be elected from each of the following areas or unions (list areas or unions).
- One employer representative will be appointed from each of the following areas (list areas).

### Co-chairs

- The committee will elect co-chairs from its membership
- The worker representatives shall select a co-chair
- The employer representative shall select a co-chair
- The co-chairs shall:
  - Control the meetings
  - Ensure the maintenance of an unbiased viewpoint
  - Arrange the agendas
  - Review previous meeting reports and material prior to the meetings
  - Arrange for the meeting place
  - Notify members of meetings
  - Meeting agendas
  - Prepare meeting reports
  - Forward a copy of meeting reports to the employer for a response
  - Prepare recommendation(s) and forward to the employer for a response
  - Prepare all correspondence
  - Determine the process for alternating the co-chair
  - When called upon by the employer,



identify employer representatives and worker representatives to participate in incident investigations as per rule 4(j)

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

### Roles of the Members

The members shall:

- Be selected in accordance with section 128 of the Workers Compensation Act (WCA)
- Actively participate
- Come prepared and on time

### Terms of JOHSC

- Committee members will sit on the committee for... years. (Note: committees are often effective if terms of office overlap for committee members. This allows a mix of new and experienced committee members on the committee, even after elections).
- If a member of the committee chosen by the workers is unable to complete the term of office, the workers will choose another member.
- If a member of the committee appointed by the employer is unable to complete the term of office, the employer will appoint another member.
- All members will arrange to have an alternate member to attend meetings in their place, when they are unavailable to attend.

### Assistance in Resolving Disagreements within Committee

If the JOHSC is unable to reach agreement on a matter relating to the health and safety of workers at the workplace, a co-chair of the committee may report this to the Workers' Compensation Board as per the WCA Section 132, which may investigate and attempt to resolve matters.

### Participation in Investigations

- When an investigation is required, the committee co-chairs will identify a worker representative from the committee to participate in the investigation.

### Education and Training

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

Every member of the JOHSC is entitled to a minimum of eight hours of education leave per year. For this committee, individual members can request their entitlement training during regular meetings. Individual members must provide the following information about the training program or seminar selected:

- Length of the Program
- Topic and Learning Outcomes (if applicable)
- Fees
- Rational for selection

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

### Amendments

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

The information provide is intended for informational purposes. For more information, please go to our CUPE Local 15 Occupation Health and Safety web page at [www.cupe15.org/ohs/](http://www.cupe15.org/ohs/). Thank you to Tom McKenna, CUPE National OH&S Representative for providing resource information and to the BCFED Health and Safety Centre for resource material.



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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Web: www.cupe15.org

Local 15 is a chartered affiliate of the Canadian Union of Public Employees and is also affiliated with the CUPE British Columbia Division, CUPE Metro District Council, the Vancouver & District Labour Council, and the BC Federation of Labour. CUPE 15 is a member of the Canadian Association of Labour Media (CALM).

**CUPE Local 15 Executive Board Table Officers:**

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

**Sector Representatives:**

City: Kamal Gautam, 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, Lilianna Gut, 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  
Michelle Yim, 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

**INTERNATIONAL SOLIDARITY REPORT**



**Rise of Populism a Threat to Labour and Democracy**

*submitted by* **Kamal Gautam, International Solidarity Committee**



In 2017 when the International team descended on the grounds of the Phillipines, our mission was global justice. CUPE was there to investigate human and basic labour rights of the Indigenous population by foreign investors including Canadian capitalists. Our presentation of resolutions to the International Human Rights Conference led to partial military withdrawal from reserved lands of the Lumads in Mindanao, Southern Phillipines.

Addressing the University of British Columbia at the School of International Studies, the process of our global justice and international solidarity was laid down jointly with representatives of the African Union (AU) and European Union (EU).

These global problems need global solutions and what we have seen in the last ten years, unfortunately, is the breakdown of international cooperation. First we have this protective nationalism which was to invoke controls, such as immigration controls, border

controls, building walls, tariffs, and everything else followed by America first, China first, India first, and Russia first. This “my first” is aggressive Nationalism that seeks to blame others for what is wrong on a populist agenda.

In this first year of the COVID crisis, there has been very little international cooperation at the top level. There has been great scientific cooperation, but not political cooperation and we are now entering a “testing time”. Now, all these events will test the leaders of the world. Will international cooperation be restored or will this still be a world where nationalism, protectionism, and to some extent, isolationism are dominant?

In returning all of our workers to active employment, one has to understand that much depends on how quickly the world is vaccinated. The health problem must be dealt with followed by global economic policy.

In conclusion, nobody is safe unless everybody is safe. All these events will test us and the world leaders. Will international cooperation be restored? This should be the key question for the G7 summit 2021 and it should be answered. Otherwise, populism will remain a threat in these divided international relations placing global economic growth at ransom. This will be a deciding moment.

**CLOTHING DONATIONS NEEDED**

**The Gathering Place is a community centre in the downtown south area that services the needs of street kids, seniors, and the homeless.**



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.