

OCTOBER
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), Skwxwú7mesh (Squamish), and Səlilwətaʔ (Tsleil-Waututh)



**PROTECT YOUR
COMMUNITY...
MASK UP!**



**we need
your
email
address**

UPDATE ON USE OF WORK EMAILS

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.

CALLING ALL MEMBERS AND CUPE 15 KIDS!

2nd Annual CUPE Local 15 Pumpkin Carving Contest!



Children can paint, decorate, or carve a pumpkin. It's your choice!

Each category above will be judged in the following areas:

1. Funny
2. Original Idea
3. Scary
4. Best Theme
5. Most Unusual

Please take a photo with the pumpkin and email it to dmoahabir@cupe15.org ensuring you include the following information:

- CUPE 15 member's name and employer
- Child's name and age

The deadline to enter is 5:00 p.m. on Sunday, October 31st. Winners will be notified and mailed their prize! Winners and their pumpkins will also be profiled in the next issue of the Members' Voice.

OCTOBER GENERAL MEMBERSHIP MEETING

The General Membership Meeting will be held on October 27, 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. 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.

Under Discussion:

- Proposed New Bylaws (See Notices of Motion , see page 5 for details.)
- Committee and Staff Reports

Return undeliverable
Canadian addresses to:

CUPE Local 15
545 W. 10th Ave.
Vancouver, BC
V5Z 1K9



We welcome safer workplaces during pandemic



WARREN WILLIAMS
PRESIDENT

by Warren Williams,
President

COVID-19 has been with us for more than 18 months now, and CUPE members across the country have been on the frontline of this

pandemic from the beginning.

The pandemic has been exhausting for our members, but there is an end in sight – if enough people get vaccinated. Vaccinations against COVID-19 are safe, effective, and readily available. Uptake across the country has been strong but with new and prevalent variants causing a fourth wave of infection across the country, we need to do better.

CUPE has always encouraged our members to get vaccinated at their earliest opportunity, for the protection of ourselves, our coworkers, and the members of the public accessing the

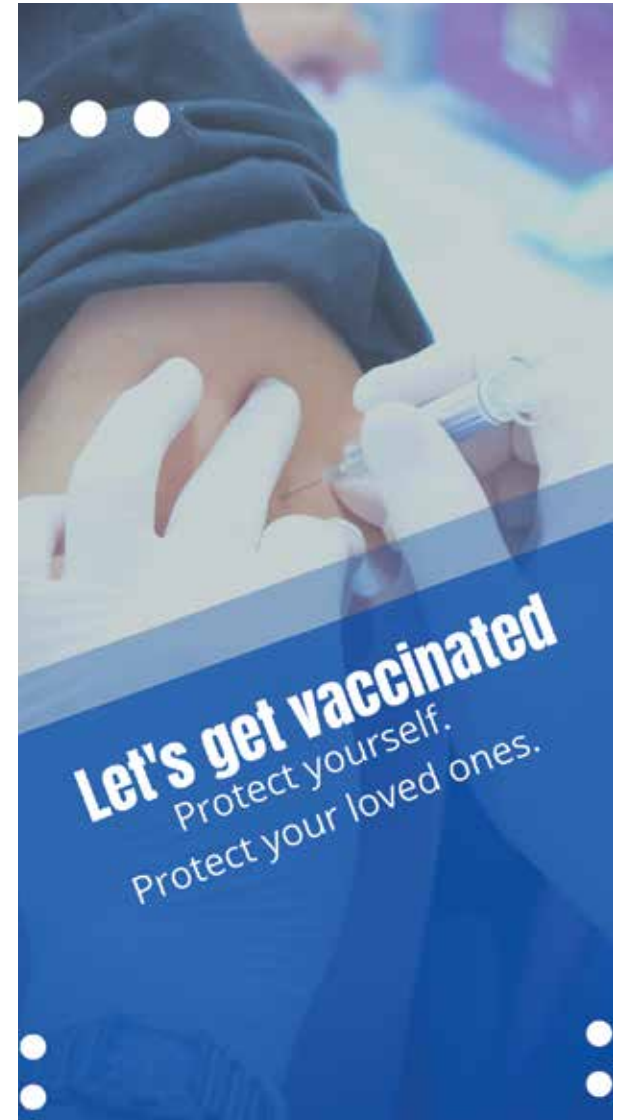
services our members provide. Everyone who can, should get vaccinated against COVID-19.

CUPE welcomes efforts to ensure safer workplaces and increase vaccination rates. This includes increasing vaccine accessibility for workers, accommodating workers who are not yet fully vaccinated, and the small number of those who cannot be. Governments and employers across the country are discussing vaccine mandates for our workplaces.

Vaccines are an important part of ensuring our workplaces are safe for everyone, and CUPE has always placed a priority on our members' health and safety. Our members have the right to be safe at work, and people have the right to receive public services in a safe environment.

We are hearing from members with concerns about requirements for mandatory vaccines from differing sides of the issue and I want to clarify CUPE 15's position.

Everyone who can get vaccinated against COVID-19 should.



Happy fall to all of our members!

by Debbie Mohabir, Secretary-Treasurer



DEBBIE MOHABIR
SECRETARY-TREASURER

Hello Everyone,

Once again it feels like September went by so fast and now we find ourselves in October. Is this a new trend or maybe as I get older the time seems to move faster?

Stewards

With the recent amendments to Section 17: Stewards of the bylaws, the local has been working on updating the steward database with current information. Thank you to all of the stewards who have responded to the emails we have sent out over the past few weeks. Please keep your eye out for upcoming emails!

If you are a site contact or a steward, you will have noticed that we have re-started the Stewards' and Site Contacts monthly mailing, and that the OH&S committee has been including some excellent information as well as some sector specific information. For example, the K-12 stewards have been working on FAQs for members at the VSB. We hope that you all take the time to take a

read it and to make sure that it is up on your worksite union bulletin board.

Finance Committee

Once again it is draft budget time and the Finance Committee will be meeting to prepare the upcoming draft budgets. These budgets are approved by the membership every November and I strongly encourage you to attend this meeting. This is your opportunity to see where your union dues are spent, to ask questions, and then vote on the draft budget for 2022.

The committee will also be meeting monthly to start the task of reviewing our policies. This is a big, but necessary undertaking.

Megaphone Virtual Breakfast Fundraiser

I had the honour of attending the Megaphone Virtual Breakfast Fundraiser on behalf of the local. CUPE Local 15 have been long time donors to Megaphone and their initiatives, and in particular, their annual Hope in Shadows calendar project. You may have seen vendors all over the City selling them. The pictures are amazing and are taken from a perspective of hope by people who are marginalized and live in poverty.

"Each year, more than 175 people experiencing poverty earn income working as Megaphone vendors. Many vendors live with barriers to traditional employment—homelessness, addiction, mental and physical

health challenges, and more. Selling the paper offers vendors a voice in their community, a sense of pride and a much-needed flexible source of income."

We are proud to be supporters of this organization and the amazing work they do and I look forward to attending this fundraising event in person next year.

Social Media and the Website

It has been a year since I have been tasked with managing the CUPE Local 15 Facebook page and it's something that I am really enjoying. This is another way for us to engage with members by passing on important information that you should know, as well as information on events, rallies, and other labour activities that may be of interest. Please make sure to like our Facebook page so that you can receive notifications!

If you have not visited our website, please make sure you do. We have worked hard to ensure there are fillable forms and documents to make submitting things easier. Also, a kind reminder to all members to make sure that the office has your correct mailing and email addresses so you receive important information on things like bargaining, updated pandemic protocols, general membership meetings, etc. We are proud of the work we have put into updating our website and we have received great feedback from our members. We hope that you take the time to check it out.

Congrats to our bursary winners for 2021!

Hi everyone,

I'm Darren and I'm currently studying biological sciences in my first year at Simon Fraser University.



I'm genuinely surprised that I have been awarded the VMECW Society Dependent Bursary. Now that I have more education funding, I can finally relax quite a bit about the financial issues, and especially the textbook fees. Of course, I will make sure to work hard and achieve my dream of earning a Bachelor's degree of science in biology with the assistance of the bursary funds. I would like to thank the VMECW Society and my mom for allowing me the opportunity to develop further with ease as a student.

Regards,
Darren Lee

I would like to express my gratitude and appreciation to CUPE 15 for awarding me the CUPE 15 VMECW Society Dependant Bursary.



I am extremely excited to start my studies in the Doctor of Dental Medicine program at the University of British Columbia and work towards becoming a proficient dentist. This bursary will be of great assistance to me as a first year dental student as it will help me focus more on my studies, community involvement, and research. I am grateful that my father is able to work with a group of wonderful individuals that are part of CUPE 15 at the City of Vancouver. Thank you very much!

Sincerely,
Christine Kim

I would like to express my sincere gratitude towards CUPE 15 for granting me the VMECW Society Dependant Bursary for the 2021/2022 year. This will provide support through my final years studying Computer Science at the University of British Columbia.



This bursary will allow me to focus harder on my studies, and allow me to pursue my dreams of working within the technology industry with less financial pressure. I am very grateful, and appreciate the support of the members of CUPE 15.

Sincerely,
Matthew Kim

I would like to thank CUPE Local 15 for awarding me the VMECW Society Dependent Bursary to help me with my tuition at the University of British Columbia. I am currently starting my second year at the Sauder School of Business and looking



forward to my first year of in-person classes. I really enjoyed my first year at UBC and am thankful for this bursary to allow me to continue with my studies. Thank you once again to CUPE Local 15 for the support.

Sincerely,
Taylor Westerman

I am writing to express my sincere gratitude and appreciation for being awarded the CUPE Local 15 Dependant Bursary. This financial assistance will help me in my continued work in my fourth year of my degree from BCIT in Mechanical Engineering.



I appreciate the support!

Sincerely,
Jordan Brown

I would like to express my gratitude to CUPE Local 15 for awarding me the Dependant Bursary. This bursary is of great assistance to me as I just started my first year at UBC to continue my studies after two years of Langara College in creative writing.



Thank you for supporting my journey in higher education.

Sincerely,
Connor Brown

I have been working for the City of Vancouver for four and a half years, and have been in my current position as Heritage Planning Analyst in the Department of Planning, Urban Design and Sustainability since early 2019.



My long-term goal is to become a professional planner, and to this end, I have been pursuing graduate studies part-time in the SFU Urban Studies program since 2018. I plan to complete my master's degree in 2022.

I am grateful to have been selected for the VMECW Society Member Bursary and thank the VMECW Society for their contributions to members' educational attainment.

Many thanks,
Maxine Schleger

As a member of CUPE 15 for the past seven years I am pleased to be awarded the VMECW Society Member Bursary. I will be attending The University of Toronto this fall, in their Master of Social Work Program.

My recent work experience has focused on working in agencies that support disadvantaged groups, assisting them in struggles of oppression

and discrimination. During the time I have spent working with the City of Vancouver, I have dedicated much of my work to the Downtown Eastside serving young adults through Ray-Cam and Strathcona Community Centre. It is through these communities that I have learned about and witnessed intergenerational trauma, in the context of Indigenous and immigrant refugee populations. Through this experience, I have been given opportunities to employ learning and theories from my education, applying skills to advocate, empower, and build rapport with marginalized youth and their families. I find the role to be highly gratifying, but I leave with a desire to learn how to better support adolescents who face impairing challenges such as mental health diagnosis and substance abuse disorders.



The Factor-Inwentash Faculty of Social Work Master of Social Work program provides an opportunity to build on my existing experiences and acquire understanding and necessary skills that will help me better assist the clients and the community members I seek to serve.

Warmly,
Rachel Cervantes

I am expressing my sincere gratitude for making the CUPE Local 15 - VMECW Society Member Bursary possible. I was thrilled to learn of my selection for this honour, and I appreciate your support. Your generosity to unselfishly support the educational endeavours of society members as students like myself is admirable. I would also like to thank my family for their enduring support of my academic studies. It has been instrumental to my resilience and perseverance to pursue my dream.



I am currently working full-time as a Student Support Worker in kindergarten with the VSB. I am also a student teacher in SFU's PLP Teacher Education Program. I am so excited to become a teacher! Thanks to you, I am one step closer to that goal.

By awarding me the bursary, the financial assistance allows me to focus more on the aspects of school: learning and teaching.

Thank you again for your generosity and support. I promise you I will work very hard. It inspires me to give back to others; as a teacher, and one day, with a scholarship to future students like myself.

With blessings,
Stacy Calogero
Pronouns: she, her, hers

OH&S CORNER

October is full of OH&S awareness campaigns

submitted by Aaron Cook, Union OH&S Committee

October has more than a few Occupational Health and Safety (OH&S) themed awareness campaigns but there is one in particular that I would like to highlight for our members.

October 10th is World Mental Health Day. This year it is important to recognize the impact that COVID-19 has had on mental health.

Fear, worry, and stress are normal responses to perceived or real threats, so it is normal and understandable that people are experiencing fear in the context of the COVID-19 pandemic. Added to the fear of contracting the virus are the significant changes to our daily lives as our movements are restricted in support of efforts to contain and slow down the spread of the virus.

Faced with new realities of working from home, temporary unemployment, home schooling of children, and lack of physical contact with other family members, friends and colleagues, it is important that we look after our mental, as well as our physical health.

If you are looking for assistance and help in dealing with your own or your families' mental health, your Employee and Family Assistance Program (EFAP) service provider is a good place to start. They offer advice, counselling, and a whole host of services. If your employer offers this service the provider is confidential and professional.



Other notable October health awareness campaigns include, but are not limited to:

- Breast Cancer Awareness Month - Canadian Cancer Society
- Lupus Awareness Month (in French only)
- Mark it Read for Dyslexia Awareness Month
- Occupational Therapy Month
- Rett Syndrome Awareness Month
- World Cerebral Palsy Day - October 6th
- World Sight Day - October 14th
- World Arthritis Day - October 12th
- World Thrombosis Day - October 13th
- Pregnancy and Infant Loss Remembrance Day - October 15th
- World Spine Day - October 16th
- Invisible Disabilities Week - October 17th to 23rd
- National Psoriatic Arthritis Day - October 19th
- International Stuttering Awareness Day - October 22nd
- Brain Cancer Awareness Day - October 24th
- Respiratory Therapy Week - October 24th to 30th
- Canadian Intensive Care Week - October 24th to 30th

Does CUPE 15 support mandatory vaccinations?

by Warren Williams, President

E 15 promotes the use of vaccines as a safe and effective control for the spread of disease, while recognizing that related medical decisions must be made between workers and their medical providers.

Our role as a union continues to be to protect members' negotiated rights and to ensure that all safety protocols are followed and that members are safe at work. Unions have no legal authority to advocate on behalf of or against mandatory vaccines. Our role is to ensure that members' rights are protected and that they are safe. Public health orders must be followed at all workplaces.

CUPE 15 strongly recommends vaccination to our members in consultation with their own medical providers or a practitioner reached through a provincial health care line. We believe that a high rate of vaccination protects ourselves, our families, and our communities.

What will CUPE 15 do if its members refuse to get vaccinations?

Any workplace policies on vaccinations must respect the rights of workers under their collective agreements and other legislation. At a minimum, Employers adopting vaccination policies are required to provide reasonable accommodations for employees who cannot be vaccinated due to individual health issues. As a union, CUPE 15 will fairly represent the rights of all our members, regardless of their immunization status.



Notices of Motion

The Executive recommends

1. New Bylaw – Preparation of Annual Budgets

The Executive recommends new Bylaw 28 – Preparation of Annual Budgets as follows:

- 28.1 The Finance Committee will prepare a Union, Society, and Capital budget for each fiscal year for recommendation to the Executive Board.
- 28.2 Budgets will include all anticipated expenses for the stated fiscal year.
- 28.3 Budgets will be presented annually to the members for approval at the November General Membership meeting.
- 28.4 Amendments to the annual budgets will be deferred to the next general membership meeting.

2. New Bylaw – Credit Cards

The Executive recommends new Bylaw 29 – Credit Cards as follows:

- 29.1 The use of a CUPE Local 15 credit card either by the President, Secretary Treasurer, Staff Representative, or Office Manager will be subject to the following:
 - Staff Representative - \$2,000
 - Secretary Treasurer - \$10,000
 - President - \$10,000
 - Office Manager - \$2,000
- 29.2 The use of a CUPE Local 15 credit card is solely for CUPE Local 15 Union and Society expenditures.
- 29.3 All transactions outlined in the monthly credit card statement must be documented and supported by the original invoice or receipt and charge slip and submitted to the Accounting Coordinator. The charge slip must include a detailed description of what the expense is for.
- 29.4 The use of a CUPE Local 15 credit card to obtain cash advances is not permitted without prior approval by the Table Officers.
- 29.5 Any documented misuse of CUPE Local credit cards and/or violation of this bylaw will result in the withdrawal of authorization, and the cardholder will immediately be required to surrender the credit card to the Executive.

3. New Bylaw – Mileage Reimbursement

The Executive recommends new Bylaw 30 – Mileage Reimbursement as follows:

- 30.1 Reimbursement claims for mileage will be paid at the current automobile allowance rate set by the Canada Revenue Agency.
- 30.2 Mileage claims for authorized union business will be calculated from the member's worksite and back to the worksite.
- 30.3 If a member is required to attend to union business while on a non-work day the member will be reimbursed mileage to and from their home only if it has been pre-authorized by the Secretary Treasurer.

New VMECW Society Policy

10.5.2 - Hardship Grant

The VMECW Society will consider requests for limited and specific assistance to members experiencing financial hardship due to:

1. An unpaid sick leave.
2. Temporary loss of income due to employment circumstances which CUPE Local 15 is grieving.

Eligibility

1. The member must not have access to funds from any source including EI, EI sickness benefits, LTD, WCB, VESP, savings, and investments.
2. The anticipated period without access to any source of funds must be one month or greater.
3. The member is expected to return to their previous position or another position within CUPE Local 15 jurisdiction.
4. Members must demonstrate a primary attachment to CUPE

Local 15 by holding union membership through a minimum of one year prior to the date of application.

Required Documentation

1. A completed Hardship Grant application.
2. Confirmation that all eligible benefits, such as EI, LTD or WCB, have been exhausted.
3. Other relevant documentation such as EI, LTD or WCB denial confirmations may be required.

Qualification

1. The Finance Committee will review applications to determine qualification.
2. Hardship grants are limited to one per member every four years.

Members who qualify will receive a non-repayable grant in the amount of \$1,000.

MEMBER & EXECUTIVE DECISIONS



The Members Decided

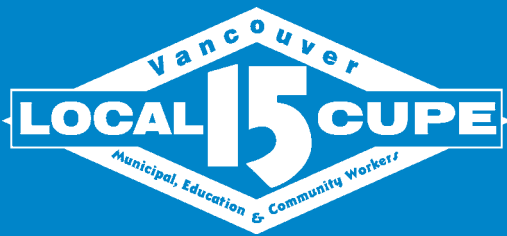
At the Virtual General Membership Meeting on September 22, 2021 the members in attendance made the following decisions:

- To elect Ryan Dunn, Debby Hall, Taryn Karsten, Jennifer Kassimatis, Mona Mirzayan, Brian Moore, Mia Nickel, Adriana Salcido, Liza Taylor, and Nadia White to attend the Health Bargaining Conference on October 6, 2021.
- To approve a new bylaw 25.10 - CUPE Sectoral Councils and Conferences. The new language has been sent to the CUPE National President for approval.
- To approve a new bylaw 25.11 - Colleges and Institutes Canada (CICan) Conference. The new language has been sent to the CUPE National President for approval.
- To approve a new bylaw 26 - Education. The new language has been sent to the CUPE National President for approval.
- To approve a new bylaw 27 – Guidelines for CUPE Local 15 Committees. The new language has been sent to the CUPE National President for approval.
- To approve a new bylaw 31 – Executive Board Expense Reimbursement. The new language has been sent to the CUPE National President for approval.
- To approve a new bylaw 32 – Child and Dependent Care. The new language has been sent to the CUPE National President for approval.

The Executive Decided

At the Executive and Society Board meetings on September 21, 2021 the following decisions were made:

- To donate \$1,000 to Hope in Shadows (Megaphone) for the 2022 Hope in Shadows calendar project.
- To recommend a proposed new bylaw to the members: 28 – Preparation of Annual Budgets (see Notices of Motion).
- To recommend a proposed new bylaw to the members: 29 – Credit Cards (see Notices of Motion).
- To concur with a staff recommendation regarding article 5.3 of the Parks Collective Agreement - Hiring above First Step in the Salary Range.
- To approve the OH&S Committee recommendation to appoint Stacey Carter as the Alternate OH&S Site Representative – Lead Ranger for the Park Rangers.
- To approve the proposed amendments to the CUPE Local 15 OH&S Committee Terms of Reference.
- To increase the allowance for doubtful account by \$25,000 per the 2021 approved Society budget.
- To delete Policy 10.5.2. Extreme Hardship and replace with new Policy 10.5.2 Hardship Grant policy (see page 5).



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

545 West 10th Avenue
Vancouver, BC V5Z 1K9
Phone: 604-879-4671
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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



Apply for our CUPE Local 15 Committee Vacancies

CUPE Local 15 is accepting Expressions of Interest for the committees listed below. All appointments are for a two year term. If you are interested in becoming a committee member please email the chair or executive liaison as noted for the specific committee.

Social Committee Representatives and Alternate from the following Sectors:

- K-12
- Parks
- City
- Cultural
- Health
- College/University

Contracting In Committee

- K-12 - Representative
- Parks - Alternate
- Cultural - Representative and Alternate
- Health - Representative and Alternate
- College/University - Representative and Alternate

OH&S

- K-12 - Alternate
- Health - Alternate
- Langara - Representative and Alternate

Committee Chair:
Henry Lee
trendfitness@yahoo.com

Executive Liaison:
Debbie Mohabir
dmohabir@cupe15.org

Committee Chair:
Santino Scardillo
redscardillo@shaw.ca

Hope in Shadows voting & awards ceremony



The award ceremony happens every year in Vancouver and Victoria in early October. Community, vendors, sponsors and volunteers gather to celebrate the release of Hope in Shadows and award cash prizes for the top 30 photographs, 13 of which are selected for publication in the calendar.

CUPE 15 is proud to sponsor this event and hope you all get a chance to get your calendar, by vendor or using the QR code here.



PERIODS ARE A FACT OF LIFE.

Want to help reduce period poverty? Organize a collection campaign. Go to periodpromise.ca.