

Use of Employer Email Addresses
For legal reasons, the union no longer uses employer email addresses to send information to members. If you have previously provided us with 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.

Notice about our Office Hours:
The union office continues to be open to staff only and closed to members, executive, and other visitors. Union business is being conducted by telephone, email, video conferencing, conference calls, and outside the office when necessary. Office telephone hours are 8:30 a.m. to 5:30 p.m. Monday through Friday.

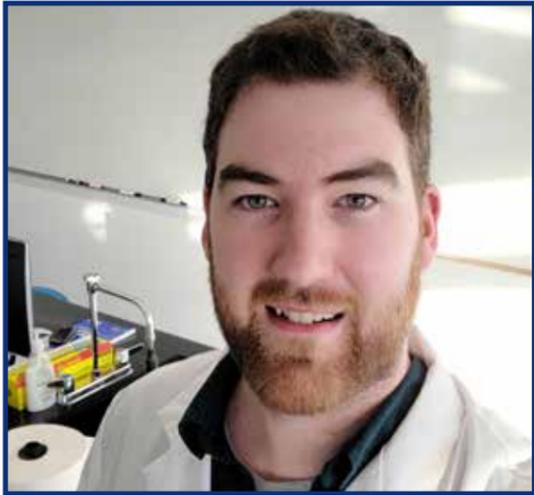
WE ACKNOWLEDGE...

We live work and play on the Unceded Coast Salish Territories xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and Səlilwətaʔ (Tsleil-Waututh)



MEMBER PROFILE
Carrie Chapman
Physics Lab Demonstrator
Langara College

- 1. What weird food combinations do you enjoy?**
Raw, fresh green beans dipped in peanut butter.
- 2. First car?**
Of my very own? 1994 Mazda MX-3 1.8 litre V6. With my ex? 1984 Dodge Charger.
- 3. What is something that your parents yelled at you a lot for when you were growing up?**
Interrupting with attention demands while they played Euchre with my aunt and uncle.
- 4. Coke or Pepsi?**
Diet Coke.
- 5. What makes you roll your eyes every time you hear it, and why?**
"Building to a crescendo" (shudder). To a musician and physicist, that's like saying "speeding up to an acceleration".



MEMBER PROFILE
Dylan McGill
Chemistry Lab Demonstrator,
Langara College

- 1. What do you love about your job?**
The flexible schedule is becoming increasingly important being a young family.
- 2. What weird food combinations do you enjoy?**
Apparently, honey dill sauce is a Manitoba thing. It is THE sauce for chicken fingers and fries! Also, Taco in a Bag (all the ingredients of a taco, mixed in a small bag of Doritos).
- 3. First car?**
2003 Dodge Dakota. 4x4 was a requirement living on a farm in Manitoba!
- 4. What is something that your parents yelled at you a lot for when you were growing up?**
Playing computer games and forgetting chores.
- 5. Coke or Pepsi?**
Can I say 7-up?
- 6. What makes you roll your eyes every time you hear it, and why?**
Loud mufflers on vehicles. It's pointless and annoying (says the Prius driver).

FEBRUARY GENERAL MEMBERSHIP MEETING

The General Membership Meeting will be held on February 23, 2022 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 or email us at email@cupe15.org to update your information. There will be a draw at the end of the meeting and three lucky winners will receive a \$25 gift card (retailers TBA at meeting). Child and dependant care reimbursement is available as per eligibility requirements in Local 15 Bylaw 31.

FEBRUARY 23, 2022 via Zoom

UNDER DISCUSSION:

- VESP
- Committee and Staff Reports

IMPORTANT NOTE
Virtual General Membership Meeting Invitations

After registering for the Virtual General Membership meeting, please do not share your link with fellow members. If they did not receive the invitation and would like to attend the meeting, please ask them to contact the union office and provide us with their contact information directly. Once this is done, an invitation will be sent to them and they can register to receive their own link. This is important to facilitate accurate attendance records.

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



Let's choose roads that lead to understanding

by Warren Williams, President

Hello Members,



WARREN WILLIAMS
PRESIDENT

Black history month is a time to reflect on the roads we've travelled, a time to come together to repave, redirect, unwind, and straighten out the confusion.

There are still many roads to travel. Some are smooth and well-kept and others are craggy and full of pot holes. Some are straight as an arrow and others are winding and intersecting, causing confusion.

I want to share a personal experience that greatly impacted me.

My first physical, emotional experience with racism was in grade two, right after the assassination of John. F Kennedy. We had just been dismissed and the school yard was full of kids. I found myself surrounded by other children, and one boy put his hands on

me and was screaming "You Niggers killed Kennedy". I can still see his face and the faces of other children, and can still feel the anger, fear, and sadness that I felt that day. It was the first time that out of anger and fear I laid my hand on another human being. I recall a coldness and tears of frustration streaming down my face as I hit him again and again, not knowing how he could make such an accusation.

At the time my family had been grieving over yet another blow to our humanity. What I didn't realize until many years later was that the boy was also grieving, and was on a road of confusion and misdirection. It's quite possible that his family viewed Kennedy's assassination as a tragedy caused by his position on the rights of all people in America, particularly focused on the injustices and inequity that black people faced at that time. Somehow it was translated to that young boy that the blame was on black society and that we were to blame for those events.

His road was confused, winding, and misdirected. I know that now but I did not know that then. At that time I was caught up in my own fear, anger, and grief so, like him, I lashed out.

In past years I have travelled the winding, confusing, and misdirected road, struggling

with the reality that I was viewed as less than simply because of the color of my skin, because of my culture, within a dominant culture, was also on a winding road of confusion and misdirection.

To this day I don't understand why we can't see the simple truth that we are all beautiful, courageous, loving, caring, and giving. We are all on roads that intersect, and somehow in that intersection we become confused, mistrusting, and afraid. Afraid that if we agree to travel the same road we will lose all that we hold dear. It's an outrageous thought that is perpetuated by misdirection and confusion. History is filled with many examples of how when we come together for everyone's benefit, our road becomes untangled and we are all better for it.

We have come a long way. Let's not let fear, confusion, and misdirection keep us from building smooth, straight roads. Let's not be confused. The truth is we are beautiful, caring, and loving and together this world will be a better place for all if we continue to lay the pavement, fill in the pot holes, and unwind from the misdirection that keeps us from the truth. We can and must do better. The alternative is fear, anger, and grief.

Celebrating Black History Month



by Debbie Mohabir,
Secretary-Treasurer

Hello Everyone,

This year, Canada Post honours Canadian Jazz legend Eleanor Collins with a stamp. Eleanor was born in

Edmonton in 1919 and moved to Vancouver in the 1930s, completely immersing herself in the jazz scene, and went on to be one of the first female singers in North America to host a national TV show in the 50s on CBC.

Eleanor's family emigrated to the Canadian Prairies from the US during a time of segregation and Jim Crow laws. Her life did not come without the family experiencing racism when first moving to Burnaby. Her neighbour, who was Swedish, showed her a petition that was being circulated in the community to prevent her family from moving there.

Name calling, bullying, and harassment were barriers, but she decided to use her music so that people could get to know her. She raised money for various charities, went to schools

to encourage students in music education, joined the parent-teacher association, joined the church choir, taught music to Girl Guides, sang for patients in Children's Hospital, and sang for prison inmates.

As a result of her determination to be seen as a contributing member of the community, her house became a social gathering spot for children in the community. Of course, this is the summarized version of jazz legend Eleanor Collins' contributions to Canadians.

I encourage you to take some time to do some research into her amazing story!

<https://bcblackhistory.ca/eleanor-collins/>

This year, CUPE BC's Racialized Workers' Committee theme for Black History Month is to showcase Black health and wellness. On page 5, read about the trailblazers in health that have helped pave the way for many to follow. Their contributions have helped shaped healthcare for Canadians.



Call for help with Clothing Donations



The Gathering Place is a community centre in the downtown south area and services the needs of street kids, seniors, and the homeless. They are 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. (They have indicated they could really use lots of socks that are clean and still usable.) 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.

VSB JOB SHARE OPPORTUNITIES

1. Two SSAs at Captain Cook Elementary are looking for job share partners starting in September 2022. Both are looking to work three days a week and require the job share partners to work the remaining two days. Alternately, a job share partner could take both job share positions to create a four day work week. Please contact Naomi Yokota (nimnao@yahoo.com) or Bonnie Chong (laiwan0430@yahoo.com) if you are interested.

2. SSA looking for a job share partner at Oppenheimer Elementary starting in September for the 2022 school year. The regular SSA would do 60/40 and is flexible with the days. For more information or if you are interested please contact Suzy at suzannerit@gmail.com.



At the General Membership meeting on January 26, 2022, the following members were elected to represent CUPE Local 15 at the 58th Annual CUPE BC Convention taking place in Victoria in April 2022:

- Michele Alexander – City Sector
- Kamal Gautam – City Sector
- Tamineh Yazdanyar – K-12 Sector
- Cynthia Schadt – K-12 Sector
- Starla Bayley – Parks Sector
- Stephen Anderson – Parks Sector
- Mona Mirzayan – Health Sector
- Sidney Sullivan – College/University Sector
- Azeem Kazi – Young Worker
- Henry Lee – At Large

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

POLICY AMENDMENT – 10.4 Good and Welfare

At the Society Board meeting on January 18, 2022, Policy 10.4 was updated and now reads as follows:

10.4.1 Remembrances, Condolences, and Congratulations

- (1) Upon the office being notified of the following occurrences, the Society shall provide either flowers or a fruit basket, or make a donation to a specified charity, at a total cost of up to \$100.
 - i) Death of a member or retired member
 - ii) Serious illness or injury of a member where absence exceeds two weeks
 - iii) Death of an immediate family member, including spouse, child, parent, or sibling
 - iv) Birth or adoption of a child
- (2) Upon the office being notified of the death of a member's extended family member, the Society shall send a card of condolence.
- (3) Trustees will review annually and propose updates as required.

DECISIONS

BY THE EXECUTIVE

At the Executive and Society meetings on January 18, 2022, the following decisions were made:

- To amend Policy 10.4 Good and Welfare (see amendments elsewhere in this issue).
- To write off remaining hardship loans totalling \$25,000.
- To approve the Staff Advisory Committee recommendation to appoint Rose Palozzi as Staff Representative I for one month, with a possible extension, to cover a staff leave.
- To uphold the decision of the President regarding an appeal from a member.
- To reimburse a member \$60 for child care expenses.
- To appoint Dylan McGill as the OH&S Site Representative at Langara College.
- To appoint Vittoria Basile as the OH&S Site Representative at Hastings Community Centre.
- To appoint Jacky Mah as the OH&S Site Representative for the Field Park Rangers.
- To appoint Tricia Dong as the Alternate OH&S Site Representative for the Field Park Rangers.
- To appoint Bernie Dionne as the OH&S Site Representative at Trout Lake Community Centre.

BY THE MEMBERS

At the General Membership meeting on January 26, 2022, the members in attendance made the following decisions:

- To receive the Financial Statement to November 30, 2021.
- To elect 14 delegates to the CUPE BC Convention. See article elsewhere in this issue.
- To defeat a motion from a member to invite Dr. Steven Pelech to a CUPE Local 15 sponsored special Zoom membership meeting within 30 days.
- To defeat a motion from a member to endorse the Truckers' Freedom Convoy by putting a public statement on the Local website and social media sites.

**NEXT MEMBERS' MEETING!
FEBRUARY 23,
2022 via Zoom**

OH&S CORNER

A verifiable attitude towards health and safety

submitted by Steve Anderson on behalf of the OH&S Committee

Events of the past couple years have thundered home the need to constantly evaluate our health and safety. COVID-19 and its subsequent variants have heightened anxiety as co-workers must answer the uncomfortable questions to vaxx or not to vaxx and how much boost would a booster boost if a booster could boost a booster?



Long known as a delicious chocolate bar, Oh Henry has become the cry of the anxious and the hopeful as we yearn for relief in the latest provincial pandemic protocols update. While this might seem perplexing and vexing, there is a simple question followed by a simple suggestion. In a world full of dangers how can we keep our work environments safe? To start, be mindful of health and safety and you will contribute to a more healthy and safe work environment. Safety is an attitude not a platitude that must be nurtured!

To find out more about how you can personally contribute to workplace health and safety, take sight of these sites: www.worksafebc.com and www.cupe15.org (look under the OH&S tab). Further, consider what potential health and safety risks occur with any frequency at your worksite and how these risks are mitigated. Furthermore, speak to the OH&S Committee Representative at your worksite about what you can do. If you don't know who your worksite OH&S Representative is, put some thought to that! Then take action! Be safety-minded and you will be part of a clear solution whether or not a job is required for the job!

HEALTH AND SAFETY FAQs for VANCOUVER SCHOOL BOARD MEMBERS

submitted by the VSB Stewards

Q. What steps do we take when injured?

- A. The steps to take if you have been injured are:
- see the First Aid attendant
 - ensure the incident is documented by the First Aid attendant

- see a medical professional if necessary (advise the First Aid attendant)
- ensure the 6A form is completed if applicable

Q. Who do we tell?

- A. If you have been injured at your worksite, please report to the First Aid attendant immediately.

Q. When an injury/accident has occurred, what is the Administrator responsible for and what is the employee responsible for?

- A. If you seek medical attention for an accident/incident that occurred at your worksite, the worksite OH&S committee will conduct an investigation, then the administrator will fill out the AIR (Accident Incident Investigation Report) and send it to the District Health and Safety Committee for review.

Q. When do I go to the worksite OH&S Committee?

- A. You can go to the OH&S committee with any health and safety concerns you may have. Please reach out to the CUPE Local 15 representative on the committee.

Q. Who is on the worksite Health and Safety Committee and where is this information?

- A. The committee consists of a worker representative from each union group and an administrator. This information can be found on the worksite Health and Safety Board.

Q. When do I need to get a note from the doctor?

- A. You may be asked for a doctor's note at the request of Human Resources. If you are asked for a note, you can be reimbursed for a portion of the cost of obtaining it. The details are provided for in the collective agreement.

Q. Can medications be given to students without a prescription?

- A. No, you cannot give medications to students without a prescription. There are certain procedures that must be met in order to administer medication to a student and if you have been asked to do so by a parent, please speak to your administrator. Please note: you are entitled to a premium if you are required to administer medication. The details are provided for in the collective agreement.

Q. When can I refuse unsafe work?

- A. You can refuse unsafe work if you have reasonable cause to believe that performing a job or a task will put you or someone else at risk. Please see the following link for more information: worksafebc.com/en/health-safety/create-manage/rights-responsibilities/refusing-unsafe-work

Q. If a staff member is not wearing their mask appropriately and I feel unsafe, what should I do?

- A. If you are comfortable, speak to your colleague. If you are not comfortable, speak to your administrator.

Q. What are the four rights of all workers?

1. The right to know about hazards in the workplace.
2. The right to participate in health and safety activities in the workplace.
3. The right to refuse unsafe work.
4. The right to no reprisal.

Q. Where can I get VSB Health and Safety Guidelines?

- A. You can access this information on the VSB Sharepoint under the Health and Safety tab.

If you have questions or need union assistance, please call the CUPE Local 15 Office at (604) 879-4671, ask for the VSB steward line, and kindly leave a message. A steward will return your call as soon as they can. Please remember that stewards are working in schools and offices during the day and may not be able to return your call right away. Your patience is appreciated.

OH&S COMMITTEES INFORMATION VANCOUVER COASTAL HEALTH

submitted by Mona Mirzayan, Executive Board Sector Representative – CBA

Jennifer Kassimatis, CCT
Irene Lee, CCT
Amandeep Sidhu, CCT
Iris Chan, Alternate CCT
Connie Wong, SACY LRP
Bobby Burgess, 330 Heatley
Daphne Hnatiuk, DCHC
Brandyblue Topping, Alternate ICT HCC
Risa Yokoi, Supervised Injection Site
Tara Myketiak, 254 Powell
Emily Parser, 254 Powell
Brenda Sian, Robert & Lily Lee Family CHC
Edith Rushton, Robert & Lily Lee Family CHC
Leona Marcinkow, Robert & Lily Lee Family CHC
Kari Stout, Robert & Lily Lee Family CHC
Andrew Stone, Robert & Lily Lee Family CHC
Nicole Vincent, Robert & Lily Lee Family CHC
Skye Ruttle, Robert & Lily Lee Family CHC

OH&S Committee Vacancies

The CUPE Local 15 OH&S Committee is looking for members to fill the following positions:

- VSB - Alternate OH&S Representative
- Cultural Sector - Alternate OH&S Rep
- Langara College - Alternate OH&S Rep
- Heath Sector - Alternate OH&S Rep

Please email Henry at trendfitness@yahoo.com if you are interested.

CELEBRATING OUR PAST AND
HONOURING THE PRESENT



RACIALIZED WORKERS
COMMITTEE
CUPEBC

Black History Month: Health and Wellness

In support of the 2022 theme, Black Health and Wellness, the Racialized Workers Committee is highlighting Black trailblazers in Canada – past and present – who have dedicated their lives to the medical profession.

1967

June James

First Black Canadian pediatrician in Manitoba

Canadian pediatrician and professor, she immigrated to Canada from Trinidad in 1960. Earned a bachelor of science (1963), bachelor of science in medicine (1967) and doctor of medicine (1967). An assistant professor at the University of Manitoba.



Anderson Ruffin Abbott

First Canadian-born Black doctor

Earned his medical license in 1861 and served in the U.S. Civil War, one of eight black army surgeons. Returned to Canada and became Kent County coroner before becoming the medical superintendent of Provident Hospital, the first Black hospital in Chicago. Returned to his birthplace Toronto in the late 1890s.



1861



1919

Charles Lightfoot Roman

First Black Canadian medical school graduate (McGill)

Also one of the first Black Canadians to enlist for service in the First World War, and the only known Black person to serve with the Canadian General Hospital No. 3 (McGill) in WWI. Lightfoot Roman was also a lecturer, speaking across North America on the practice and objectives of industrial medicine. Researched evolution of health and safety for cotton mill workers.



2012

Gina Ogilvie

First Black Canadian global and public health physician

BCCDC senior scientist and professor in the UBC School of Population and Public Health. Her clinical and research focus is on sexually transmitted infections, human papillomavirus, HIV in women and care for marginalized populations. Canada Research Chair at Global Control of HPV related disease and cancer.



1976

Winston Gittens

First Black chief of neurosurgery at Royal Columbian Hospital

Immigrated to Canada in 1972 and was the first Black person to complete neurosurgery residency at Dalhousie University in 1976. Retired after three decades at Royal Columbian Hospital where he served as chief of neurosurgery, perioperative physician manager and medical director.

1945

Bernice Redmon

First Black public health nurse

Redmon earned her nursing diploma in the U.S. in 1945 because Canadian nursing programs did not allow Black students entry until the late 1940's. She returned to Canada to work at the Nova Scotia Department of Health, becoming the first Black nurse to practise in public health. First Black woman appointed to the Victoria Order of Nurses.



Lillie Johnson

Founder, Sickle Cell Association of Ontario / first Black director of public health in Ontario

Johnson emigrated from Jamaica to Canada in 1960, and earned a bachelor of science in nursing at University of Toronto. She became Ontario's first Black director of public health. In 1981 she founded the Sickle Cell Association of Ontario and lobbied the government to add the disease on its newborn screening list. 2010 recipient of the Order of Ontario.



1960



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, Lilianna Gut, Aaron Cook

Staff Representatives:

Kathie Currie, John Geppert, Steve Salsman, Gail Johnson, Joy Tullos

Office & Administrative Staff:

Mark Gloumeau, Accounting Coordinator
Nancy Strider, Accounting Assistant
Rosemary Matheson, Office Manager
Nadia Thibault, Office Assistant
Tia Tang, Office Assistant
Michelle Yim, Office Assistant

Building Service Worker:

Elaine Duan

CUPE National Representatives:

Lee Mossman, Tanya Paterson

CHINESE NEW YEAR/ LUNAR NEW YEAR:

2022 Year of the Tiger

by *Debbie Mohabir, Secretary-Treasurer*

As you may already know, 2022 is the year of the Tiger. It started on February 1, 2022 and will continue to January 21, 2023. A Tiger year occurs every 12 years. The zodiac sign Tiger is a symbol of strength, exorcising evils, and braveness. It is believed that the person born in the year of the Tiger tend to be brave, strong-willed (or stubborn), pioneering, outspoken, playful,

enthusiastic, impulsive, impatient, and fearless with a strong sense of social justice. There are many customs during this time that you may be familiar with such as giving red envelopes with "lucky money", lighting fireworks, wearing red, lighting lanterns, and enjoying dinner with the family. I would like to wish all of our members who celebrate, a Happy Lunar New Year and may the new year bring you lots of happiness and prosperity.



Craft time: make your own lantern!

Scan this QR code or visit firstpalette.com/craft/paper-lantern.html and make your own paper lantern for the Year of the Tiger!



Lucky and Unlucky Things for Tigers

LUCKY THINGS FOR TIGERS

Lucky colors: blue, green
Lucky numbers: 1, 3, 7
Lucky flowers: plum blossom
Lucky directions: north

UNLUCKY THINGS FOR TIGERS

Unlucky colors: white
Unlucky numbers: 4, 9

Traits of a Tiger

Like their eponymous zodiac animal, people born in years of the Tiger are vigorous and ambitious, daring and courageous, enthusiastic and generous, self-confident with a sense of justice and a commitment to help others for the greater good.

SOURCE: <https://chinesenewyear.net/zodiac/tiger/>

Are you a Tiger?

Check your birth year!

1926
1938
1950
1962
1974
1986
1998
2010
2022
2034