

MARCH  
2022

# THE MEMBERS' VOICE



THE NEWSLETTER OF LOCAL 15, VANCOUVER MUNICIPAL EDUCATION AND COMMUNITY WORKERS

**@ we need your email address**

UPDATE ON USE OF WORK EMAILS

### 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 land of the Coast Salish peoples—Skwxwú7mesh (Squamish), səllwətał (Tsleil-Waututh) and xʷməθkʷəy̓əm (Musqueam) Nations.



### MEMBER PROFILE

**Doris Shi**  
Strong Start Facilitator,  
Selkirk Elementary

**Q. Name a place you have always wanted to travel to and why?**

A. I want to visit Australia so I can enjoy the outdoor adventure and visit my family.

**Q. What was your first job?**

A. Preschool teacher.

**Q. Binge worthy TV shows on Netflix?**

A. Chinese dramas.

**Q. What was the first concert you went to?**

A. Danny Chan.

**Q. Toilet paper – Over or under?**

A. Over.

### MEMBER PROFILE

**Rufa Sese**  
Office Administrative  
Assistant,  
Windermere  
Secondary School

**Q. What do you love about your job?**

A. I love working with a collaborative and supportive office team whose work directly impacts students. The energy and enthusiasm of students keep me feeling young.

**Q. Name a place you have always wanted to travel to and why?**

A. I find places with historical significance to be very interesting so I would love to visit Egypt, the cradle of our civilization. I would love to see the Great Pyramids of Giza, visit the Valley of the Kings in Luxor, and follow the footsteps of Moses; maybe even camp in the mountains of Sinai.

**Q. What was your first job?**

A. I was hired as bilingual on-call clerical support by the VSB soon after migrating to Canada from the Philippines in 1996. I got my first permanent job in the Operations Department in 1999. I don't think anybody else applied for it so it worked out in my favour.

**Q. Binge worthy TV shows on Netflix?**

A. I seldom watch TV but the last Netflix show I binged watched was the Bridgertons. I truly enjoyed reading all the Bridgerton novels written by Julia Quinn years ago so I was happy to see one of the novels made into a TV series.

**Q. What was the first concert you went to?**

A. Bon Jovi's concert in Manila and it was memorable! My sisters and I, and all the other concert goers walked out of the stadium into the streets singing Bon Jovi songs together.

**Q. Toilet paper – Over or under?**

A. Over – based on Science, Google, and Oprah!



## MARCH GENERAL MEMBERSHIP MEETING

The General Membership Meeting will be held on March 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. 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 gift card (retailers TBA at meeting). Child and dependent care reimbursement is available as per eligibility requirements in Local 15 Bylaw Section 31.

**MARCH 23, 2022  
via Zoom**

### UNDER DISCUSSION:

- Redress Committee
- Committee and Staff Reports
- Nominations for Executive Board Elections

## 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



## Break the bias this month in solidarity

by Warren Williams, President

Hello Members,



WARREN WILLIAMS  
PRESIDENT

This month imagine a gender equal world. A world free of bias, stereotypes, and discrimination. A world that's diverse, equitable, and inclusive. A world where difference is valued and celebrated.

Together we can forge women's equality. Collectively we can all #BreakTheBias.

Celebrate women's achievement. Raise awareness against bias. Take action for equality.

Individually, we're all responsible for our own thoughts and actions - all day, every day. We can break the bias in our communities. We

can break the bias in our workplaces. We can break the bias in our schools, colleges and universities. Together, we can all break the bias - on International Women's Day (IWD) and beyond.

Whether deliberate or unconscious, bias makes it difficult for women to move ahead. Knowing that bias exists isn't enough, action is needed to level the playing field.

Are you in? Will you actively call out gender bias, discrimination and stereotyping each time you see it? Will you help break the bias?

Cross your arms to show solidarity.

Many of our sectors will be bargaining new collective agreements, many of which are gender biased. The majority of our membership work in positions that are dominated by women and are continually under-valued and under compensated.

Employers have structures in place to assign value to services that our members provide. Unfortunately, those structures are biased and generally assign greater value to male

dominated positions. This is a societal construct that women have been oppressed by for centuries. It is up to all of us to take action to speak out, to stand side by side and demand change.

We need stronger health and safety language to not only respect the work our sisters do but to ensure they are safe in doing that work. We need wage increases that recognize the importance of the work being done by our female dominated workforce.

Cross your arms to show solidarity.

Strike the IWD 2022 pose and share your #BreakTheBias image, video, resources, presentation or articles on social media using #IWD2022 #BreakTheBias to further encourage people to commit to helping forge an inclusive world.

Portions of this article have been reprinted from, and can be found at, the IWD Community Website: [www.internationalwomensday.com](http://www.internationalwomensday.com).



## Labour education picking up since COVID



DEBBIE MOHABIR  
SECRETARY-TREASURER

by Debbie Mohabir,  
Secretary-Treasurer

Hello  
Everyone,

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, Duty of Fair Representation, Conflict Skills for Union Activists, and a Health & Safety webinar series offered by CUPE National have been very well received. The Vancouver and District Labour Council has also released their offerings and many of the courses are already full.

Unfortunately, this year's CLC Pacific Region Winter School was cancelled due to COVID. This year it was offered in person but smaller

classes.

The VSB, Langara, Vancouver Art Gallery, and Museums Group Bargaining Committees attended a two-day training session which consisted of CUPE National bargaining training as well as a benefits bargaining course put on by WE Travel. Both sessions were well received and a lot of information was shared for the committee members to utilize as they prepare for bargaining.

## Redress Committee

At the March 23, 2022 General Membership Meeting a committee of three ordinary members will be struck as per Section 21 of the union bylaws to hear an appeal from a member. Further details will be provided at the meeting.

### Section 21 - REDRESS

Any member who feels aggrieved by an action of elected or appointed officials of CUPE Local 15 will first appeal to the Executive Board.

Should the member still feel aggrieved, the member will have the right to appear before a committee of three ordinary members endorsed by the general membership, who will hear the appeal. This committee will first inform the aggrieved member in writing of their findings, including recommendations. These findings will be reported to the next General Membership Meeting. Members at the General Membership Meetings will make a decision on the disposition of the committee's recommendation(s).

The decision of the membership shall be final and binding. The aggrieved member will exhaust any remedy open to her/him under these bylaws before seeking redress in civil courts.

## News from the Langara Bargaining Committee

Your Langara College Bargaining Committee has been quite active for the past few weeks, preparing for the upcoming round of bargaining with the employer. Our current contract expires on March 31, 2022, and will remain in effect until the new contract is ratified.

We have read through the surveys returned by the members and are now developing a set of proposals based on what we heard and from a review of the current contract.

Updates will be sent by e-mail, so if you would like to receive them, please let the union office know your current personal email address by emailing [email@cupe15.org](mailto:email@cupe15.org).

**We want to hear from you! You can send your questions or comments to the Bargaining Committee at [langarabargaining@gmail.com](mailto:langarabargaining@gmail.com).**

*Langara College Bargaining Committee: Adrian Livesley, Angelica Lillico-Ouachour, Brie McMillan, Carrie Chapman, Steven Brouse, Rose Palozzi.*



## Executive Board Elections

**Nominations to be held at the March 23, 2022 Virtual General Membership Meeting**  
Another year has passed and nominations for Executive Board elections are on the agenda for the March General Membership Meeting. The term of these positions is three years. This year there are nine positions up for democratic renewal. They are:

- President (full time paid position)
- 2nd Vice President
- City Sector Representative (1)
- Park Board Representative (1)
- College/University Sector Representative (1)
- K-12 Sector Representative (1)
- Cultural Sector Representative (1)
- Health Sector Representative – HSCBA (Community) (1)
- Trustee (1)

To be eligible to accept nomination you must be a member in good standing for at least twelve months immediately prior to the nomination. To be eligible for the President, 2nd Vice President, or Trustee positions you must have attended at least 50% of the membership meetings in the past twelve months.

Voting will be conducted electronically as it has been since 2013.

More information will be available in the April issue of the Members' Voice, at [cupe15.org](http://cupe15.org), and via email if you have provided the union office with a personal email address.

## OPPORTUNITY: Member Engagement Sub Committee

On February 23, 2022 a motion was passed at the General Membership Meeting to create a sub-committee to explore

ways that the Local could engage with the membership. The purpose of this committee is to forward suggestions on ways to better engage with members in the union to the Executive Board.

We welcome members from each sector. If this is something you are interested in, **please email the Secretary-Treasurer, Debbie Mohabir, at [dmohabir@cupe15.org](mailto:dmohabir@cupe15.org) by March 31, 2022.**



## DECISIONS

### BY THE EXECUTIVE

At the Executive and Society Board meetings on February 15, 2022 the following decisions were made:

- To uphold a staff decision to withdraw a grievance in the Parks Sector prior to Step 3.
- To approve a new policy regarding the process for staff representatives to request vacation leave.
- To record the full names and sectors of committee members in the minutes of all committee meetings.
- To appoint Eric Yu as the OH&S Site Representative at Kitsilano Community Centre.
- To schedule a special executive meeting to review bylaw 17.4.5.3 in regards to the appointment of an acting chief shop steward.

### BY THE MEMBERS

At the General Membership Meeting on February 23, 2022 the members in attendance made the following decisions:

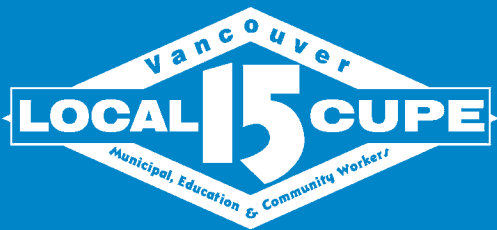
- To donate \$5,000 to the BC Heritage Centre in 2022, 2023, and 2024.
- To draft a fillable form letter to Minister Bains, copying the Minister of Health, regarding the Employment Standards Act sick leave benefit.
- To create a committee to meet prior to the next General Membership meeting to discuss ways to engage our members beyond our current methods.

**NEXT MEMBERSHIP MEETING! MARCH 23, 2022 via Zoom**

## VSB JOB SHARE OPPORTUNITIES

**1. On Call SSA to work Monday and Tuesday** starting in September 2022 at David Oppenheimer Elementary. If you are interested please contact Lauren at [laurenmccutcheon@hotmail.com](mailto:laurenmccutcheon@hotmail.com).

**2. SSA looking for a job share partner** to work at Charles Dickens Elementary two or three days a week starting in September 2022. If you are interested please contact Colleen at [cstoy100@gmail.com](mailto:cstoy100@gmail.com).



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  
Fax: 604-879-7582  
Email: email@cupe15.org  
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  
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

INTERNATIONAL WOMEN'S DAY

**#BreakTheBias, March 8th**



by *Debbie Mohabir, Secretary-Treasurer*

March 8th marked International Women's Day all over the world. This year's theme was #Break the Bias.

"Imagine a gender equal world.  
A world free of bias, stereotypes, and discrimination.  
A world that is diverse, equitable, and inclusive.  
A world where difference is valued and celebrated.  
Together we can forge women's equality.  
Collectively we can all #BreakTheBias."

Women and girls face bias on a daily basis whether it is within their workplaces, communities, or schools. While improvements have been made there is still more work that needs to be done to ensure women are paid equally to their male counterparts, and represented equally at the table in business and politics, where we see it lacking amongst many professions.

Globally, women's education, health care, and violence against them continue to be a struggle that need to change. With that said, there have been some great changes that have been made and we are seeing more women in decision making roles, women being recognized for their achievements and contributions, and seen as leaders and innovators. Changes like these are not possible if we are not bringing awareness, having conversations, and advocating for women's issues as well as achieving bargaining language within our collective agreements.

Empowered girls become empowered women, who become leaders, innovators, and decision makers.

Thank you to all of the women past and present that 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.

**Did you know?**

- **70%** of the 1.3 billion people living in conditions of poverty are women. In urban areas, 40% of the poorest households are headed by women.
- **Women predominate in the world's food production (50-80%),** but they own less than 10% of the land.
- **80% of those displaced** by climate related disasters and changes around the world are women and girls.
- **Climate change may lead to** more gender based violence, an increase in child marriages, and worsening sexual reproductive health.

Source: United Nations

