

APRIL
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 does not use 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 is gradually re-opening. Once again, the Boardroom and staff are available by appointment, so please call us at 604-879-4671. Our 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), səllilwətał (Tsleil-Waututh) and xʷməθkʷəy̓əm (Musqueam) Nations.




WORKPLACE PROFILE

Introducing Vancouver Civic Theatres

We are Queen Elizabeth Theatre - 2765 seats, Orpheum Theatre - 2672 seats, Vancouver Playhouse - 668 seats, and the Annex - 191 seats.

We see about 800,000 guests per year; from high school graduations to weeklong Broadway Across Canada runs. We do it all, and some have been doing it for over 25 years.

Fully staffed, we are 165 auxiliaries, plus stage door and full-time staff. One sold-out show requires two front of house managers,

one head usher, one head ticket taker, 21 sales staff (bar), 12 ushers (house), four ticket takers (doors), one coat check person, one first aid person, and one stage door attendant.

It also takes support from our building service workers, a building engineer, and our very important IATSE stage crew. From the time the doors open to the clearing of the lobbies at the end of the show is about 3.5 hours. It's a lot of moving parts, a lot of team work, and a lot of fun!

NOTICE OF BY-ELECTION – APRIL 27, 2022 at the GENERAL MEMBERSHIP MEETING

Member at Large – HSSCBA Sector Representative (Community Health)

This is for the balance of a three year term ending May 25, 2022. Only members from the HSSCBA Sector are eligible to be nominated or to vote.



APRIL GENERAL MEMBERSHIP MEETING

The General Membership Meeting will be held on April 27, 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 dependant care reimbursement is available as per eligibility requirements in Local 15 Bylaw Section 31

APRIL 27, 2022 via Zoom

UNDER DISCUSSION:

- By-Election – HSSCBA (Health) Sector Representative
- Committee and Staff Reports
- Financial Statement

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



How can you get involved in your union?

by Warren Williams, President

Hello Members,



WARREN WILLIAMS
PRESIDENT

There are two important items to bring to your attention:

First, I would like to thank all candidates for letting their names stand for the Executive Board elections and I wish them good luck in their campaigns.

See election information elsewhere in this issue.

The second important item is the bargaining across all our sectors with multiple employers. The majority of our members will be bargaining new collective agreements before the end of the year. One of the strongest resources we can have is the ability to communicate with our members on a moment's notice.

We have had many discussions over the years with members, Executive Board members, and staff about the importance of member engagement. Being such a large local, with multiple employers and over 1,000 worksites, the task of face-to-face engagement is difficult

to say the least, especially during the last two years because of COVID. Members have voiced their concerns about not having a consistent union presence or visits at their worksites. This is not something the Executive Board can do on their own because there are far too many worksites across Vancouver, Richmond, and North Vancouver. The only way this can be accomplished with any consistency is with the commitment of our members.

Do It! It's Easy

There are several ways to assist with this vitally important role in our union. Consider being a site contact. A site contact is not a shop steward, but is a dedicated individual who ensures that their coworkers are kept up to date on issues that may concern them. A site contact is responsible for posting union information on union bulletin boards at our worksites. These could include bargaining updates, monthly general membership meeting notices, sector-specific meeting information, as well as union education opportunities, all of which is provided by mail to the site contact.

The shop steward is another vital role and it is important to have one at each of our sites. Union education is provided, along with book off (paid union leave), and is a protected right under the BC Labour Board.

Other ways to be involved, and maybe the least labour intensive, is to follow the CUPE 15 Facebook page, and access the union website.

These are simple ways to keep up-to-date on union activities.

Last, but by no means least, is to provide your personal email address to the union office. This is, without a doubt, the quickest and possibly most efficient form of communication between the union executive and union members.

A union is only as effective as its members and communication is vital, so please do your part and help us by doing one or all of the above. Site contacts and shop stewards are our eyes and ears on the ground. They help us to know what issues are of concern and give us an opportunity to address them with the employer in an effort to resolve them before they become problematic. Following our Facebook page and website and providing your personal email address will help keep you up-to-date and also give us a means to contact you on short notice with emerging issues.

Do It! It's Easy

Call us at 604-879-4671, email us at email@cupe15.org, and check out our website at www.cupe15.org.

I want to thank our current site contacts, shop stewards, Executive Board members, members who have provided their personal email addresses, and our office administration staff for all that you do to keep our members connected.

Spring has sprung!



DEBBIE MOHABIR
SECRETARY-TREASURER

by Debbie Mohabir,
Secretary-Treasurer

Hello Everyone,

Spring is here! I have to say that this year is going by so quickly! The thought of losing an hour of sleep when

we turn the clocks forward is never an exciting thought, but the extra daylight always makes it better!

It is the time of year where I start sharing the great health benefits of gardening! My nephew and I put our best foot forward in 2020 to try the gardening thing and we were able to grow a few things but we realized we needed to work on our green thumb! With the failure in 2020, we learned a few things, in order to try again in 2021. This time we grew corn, peas, lettuce, tomatoes, and potatoes. Unfortunately, the only thing that we didn't get to eat was the corn. Hopefully, this year will be a repeat of last year, but we

will start a little later in April and see if that makes a difference. With all of that said, there are some health benefits associated with gardening that many of us may not be aware of. It helps with resiliency, and physical and mental health. Keep in mind this is also relevant to those who plant flowers or other plants in their gardens.

Here are ten things that show us how gardening helps us with our mental and physical health:

- 1. Practicing Acceptance** - Reminding ourselves that we can only control so much; when dealing with gardens, Mother Nature is really the one in control.
- 2. Moving Beyond Perfectionism** - No matter how much you plan, there are always things that arise that you have no control of (bugs, weather etc.) and it's okay.
- 3. Developing a Growth Mindset** - Mistakes are something that we learn from. Understand why and how it happened and next time trying something different.
- 4. Connecting with Others** - We can always learn from others. Learning tips and tricks from other gardeners helps us to connect with strangers.
- 5. Connecting to Your World** - Growing is a lot like parenting; lots of nurturing, care and love, and grounding yourself with the earth.

- 6. Bathing in Green** - Studies have found evidence that being in a green environment, or even being able to look out on a green landscape, is linked with better recovery from surgery, less anxiety and depression, and better stress management.
- 7. Being Present** - Being aware of your surroundings and breathing in the fresh air, hearing the birds, and being in the moment while you are gardening.
- 8. Physical Exercise** - Bending, kneeling, digging, and weeding are all forms of exercise that we don't realize we are doing.
- 9. Reducing Stress** - Similar to being present, feeling the soil in your hands, sun or rain on your face, and taking time away from work to garden all help in reducing stress.
- 10. Eating Healthy** - Eating homegrown veggies is always the best!

Many may be wondering how you get started growing a garden and all I can say is you just do it! But here are a few helpful tips that you may want to consider when starting:

1. Just start
2. Start slow
3. Focus on healthy soil
4. Grow what you like
5. Know your plants needs
6. Pay attention to your plants

Job Posting – CUPE 15 Office Assistant

CUPE Local 15 is accepting applications for one permanent full-time Office Assistant position.

This is clerical work of advanced complexity including word processing and data processing. Duties include maintaining union files, members' records, dues check off, reception, comprehensive proofreading of a variety of documents, and liaising with a variety of office supply and servicing companies. The duties of the position frequently require independent action and discretion to resolve problems and to work independently with minimal supervision. The successful candidate will be detail oriented with proven ability to manage a steady workload in a fast-paced working environment.

Required Knowledge, Ability, and Skills

- Knowledge of the organization, practices, procedures, and general rules of CUPE Local 15 sufficient to carry out the duties of the job, including the provision of accurate information to members and outside agencies.
- Knowledge of trade union and labour relations terminology sufficient to accurately word process and proofread a variety of documents and to deal with or refer phone calls, email correspondence, and other written correspondence as appropriate.
- Knowledge of standard professional business formats for a variety of documents including letters, reports, minutes, and emails.
- Ability to deal politely and tactfully with a variety of callers and visitors, some of whom may be angry or distressed, and to use discretion in providing or exchanging information and to keep sensitive information strictly confidential.
- Ability to operate a personal computer using database software to enter and edit information, and create and generate reports, and use word processing software to enter, format, edit and print a variety of documents.

- Ability to check records and printouts for errors and discrepancies and to maintain accessible files.
- Ability to navigate the union website to update, post, and delete a variety of documents and information.
- Ability to work to deadlines, establish priorities, and multi-task in a work situation where there are frequent interruptions and multiple demands.
- Ability to compose/generate straightforward memos, reports, letters, and emails.
- Ability to operate a variety of office equipment including a personal computer, printers, photocopiers, phone consoles, fax machine, postage machine, folding/inserting machine, and ECopy station.

Qualifications

- Grade 12 or equivalent, including or supplemented by courses in word processing and database management plus at least two year's previous related experience, or an equivalent combination of training and experience.
- Ability to communicate both orally and in writing in the English language. Strong spelling and grammar skills are a necessity.
- Advanced Microsoft Outlook, Word, Access, and Excel, and Adobe Acrobat skills are essential.
- The incumbent must have a good telephone manner, the ability to deal effectively with a wide variety of people and situations, and be able to work efficiently as a member of a team.

A strong commitment to trade union principles is essential.

Salary and other working conditions as per the British Columbia Union Workers' Union collective agreement. Hours of work are from 8:30 a.m. to 5:30 p.m. based on a four-day week. Please forward resumes to the CUPE Local 15 Office Manager by email to rmatheson@cupe15.org or via Canada Post. The application deadline is 12:00 p.m. on May 9, 2022. Resumes submitted without a cover letter will not be considered. Please note that only those selected for an interview will be contacted.

on our monthly newsletters, and recognized in other ways. In addition, we are pleased to present you with a framed certificate that illustrates your support, with an image that reflects your own history. The BCLHC relies completely on this kind of funding.

Our many projects and activities provide unions and their members with historical context for our shared struggle to improve work and conditions. At the same time, we offer the non-union public many ways to learn about and appreciate the contributions of the labour movement to our broader social policy and efforts to bring about a better world. Your support reflects a commitment to the values that guide our work, and we thank you for it.

In solidarity,
Joey Hartman, Chairperson, BCLHC

DECISIONS

BY THE EXECUTIVE

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

- To appoint Casey Lafleur as the Primary OH&S Representative representing Fitness Workers on the Parks OH&S Joint Operating Committee.
- To appoint Kinga Wdowiak as the Alternate OH&S Representative representing Fitness Workers on the Parks OH&S Joint Operating Committee.
- To appoint Aaron Cook as the Returning Officer for the 2022 Executive Board Elections.

BY THE MEMBERS

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

- To receive the Financial Statement as presented.

NEXT MEMBERSHIP MEETING IS ON APRIL 27, 2022 via Zoom

VSB JOB SHARE OPPORTUNITIES

1. SSA looking for a job share partner (50/50) to work at Champlain Annex Elementary, for the 2022-2023 school year. If you are interested, please contact Ylenia at cdalcengio@vsb.bc.ca.

2. SSA looking for a job share partner for the next school year, two days a week, preferably for Mondays and Tuesdays, but can be flexible with the days. The location is at Elsie Roy Elementary. If you are interested or have any questions, please contact Joanne at joanne.c.kao@gmail.com.

3. SSA looking for a job share partner to work at Thunderbird Elementary on Mondays and Tuesdays starting in September 2022. If you are interested, please contact Angela at angelamazzei@gmail.com.

4. SSA looking for a job share partner to work at Beaconsfield Elementary on Thursdays, Fridays, and alternate Wednesdays. If you are interested, please contact Dorothy Chiu at dor.chiu@gmail.com.

5. SSA looking for a job share partner to work at Van Horne Elementary School starting September 2022. The job is 50/50 and days are flexible. For more information, please contact Rosemary at rmahnger@vsb.bc.ca.

6. SSA looking for a job share partner to work at Grandview Elementary two days a week starting in January 2023. Days are flexible. If you are interested, please contact Kathleen at klehan@gmail.com.

Thanks from the BC Labour Heritage Centre

Dear Local 15 Members,

Thank you for the recent approval by the Local 15 membership for a \$5,000 contribution in each of three years to the BC Labour Heritage Centre.

Based on your membership size of under 10,000, this places your union as a Sponsoring Organization. It is deeply appreciated and goes a long way to support the work we do to preserve, document, and present the rich history of working people in BC.

As a Sponsoring Organization, CUPE Local 15 has been added to our letterhead, will be noted

Your OH&S Committee is there for you

by Courtney Gillen, OH&S Committee

To be honest, it was not until I became involved in health and safety that this day meant anything to me, even though it carries a heavy message.

In the training I have received in OH&S, I have come to realize that there are government regulations in place to protect workers. I have also learned that each law we have that protects us has been made because a past worker was put in unsafe conditions, and therefore received a physical or mental injury, sometimes resulting in death.

I think the pandemic has allowed all of us to have a glimpse into what it takes to protect workers at work. From masks and sanitizing stations, to capacity and social distancing, everyone is now aware and respects how important it is that measures are put in place to protect workers.

We have the right to come home from work in the same or better condition than when we arrived at work. Prevention of workplace injury is a continuous goal.

Everyone at work can become involved in health and safety, and in fact, morally, ethically, and legally they should. If you see something unsafe, say something. Speak to your supervisor or steward if you are concerned. Introduce yourself and reach out to your OH&S Committee members.

Recognize that your committee is there for you, and you are there for the safety of your co-workers; working together.

For OH&S regulation information, you can search the WorkSafeBC website: Occupational Health and Safety Regulation – WorkSafeBC.

Masking is still a part of the norm!

by Debbie Mohabir, Secretary-Treasurer

By the time you read this, the majority of restrictions will have been lifted and life will have slowly start to resemble some form of normalcy. The past two years has been a yo-yo of emotions while navigating our way around the fluidity of restrictions. It has also been a stressful time for all of us and our families.

While the mask mandate and vaccine passport is no longer required, that may not stop many of you from still continuing to wear masks. It seems that we have reached this awkward stage of thinking to ourselves “do I or don’t I wear a mask?” There may be some people who are not yet comfortable with this and remain cautious. Many will still choose to social distance and continue to wear a mask. You may even see some of your coworkers still wearing them. I know that I have been wearing one when I am around high traffic areas such as the mall, grocery stores, etc. Whatever their reasons are, please be mindful and kind to those who are still choosing to wear a mask.

Why might someone still wear a mask?

- Because they want to!
- Because they are immunocompromised.
- Because they don’t feel comfortable without one yet.
- Because they have family members who are immunocompromised.
- Because they are self-conscious.

April 28th is the National Day of Mourning for Workers Killed or Injured at work



EVERY YEAR, CUPE MEMBERS ACROSS THE COUNTRY ORGANIZE EVENTS TO MARK THE NATIONAL DAY OF MOURNING IN RECOGNITION OF CUPE MEMBERS AND ALL WORKERS WHO WERE INJURED, MADE SICK, OR KILLED AT WORK.

This past year has been especially challenging for many of our members as they worked to provide frontline services through the covid-19 pandemic.

The Day of Mourning offers us an opportunity to stand together with the world’s workers to remember those who have died on the job, and to reflect on what needs to be done to prevent more deaths and injuries.

On April 28th:

- We remember all workers stricken with workplace illness, suffering injuries, or killed on the job.
- We remember children left without a parent and families facing hardship and deprivation.
- We remember young workers who are injured and killed at a much higher rate than mature workers.

- We remember women workers whose hazards are often unrecognized or ignored by health studies.
- We remember the working wounded who are forced to continue to work because they are denied fair compensation.
- We remember families and friends who have to nurse or care for ill or injured workers.

The Day of Mourning was born of the values of the union movement. It was created by working people in their constant fight for decent, safe working conditions. Remembering the union struggles helps us obtain laws and protections to make workplaces safe:

- We vow that “an injury to one is an injury to all”.
- We demand the enforcement of health and safety laws.
- We denounce those who place profits before workers’ health.
- We proclaim our right to safe workplaces and respect on the job.

On April 28th, we reaffirm our solidarity and commitment to workplace health and safety and clearly state to all that we mourn the dead and fight for the living.

Reports from the CMHA Bottom Line Conference

Thank you so much for supporting OH&S and sending myself and others to the 2022 Bottom Line Conference. There was an amazing array of speakers and presenters who shared stories and knowledge with the attendees. For myself, the best part was online interaction and networking with people in various jobs and locations.

Aaron Cook
CUPE 15 OH&S Committee - City Representative

I want to thank the union for sending me to the 2022 Bottom Line Conference. I have gained more knowledge and references that I can share with our members, who may need information on psychological health and safety. I am always inspired by those who share their personal insights on how they cope with their mental health issues. I can say that this conference has given me more energy to continue to get psychological health and safety language in our collective agreement. Thank you.

Henry Lee
CUPE 15 OH&S Committee - Parks Representative

Thank you to the membership for sending the OH&S Committee to the 2022 Bottom Line Conference. It was a good time to touch base with others and, as a collective, discuss how members have coped during the past two years. A running theme was stress, resilience, anxiety, trust, community and communication. These themes have been amplified in most of our lives. The key to surviving the past two years was positive

Continued next page

2022 Executive Elections and Electronic Voting Information

by Rosemary Matheson, Office Manager

ALL VOTING FOR THE UPCOMING 2022 ANNUAL EXECUTIVE BOARD ELECTIONS WILL BE CONDUCTED ONLINE.

There will be an election for City Sector Representative, K-12 Sector Representative, and College/University Sector Representative. The President, 2nd Vice President, Parks Sector Representative, Cultural Representative, and Health (HSSCBA) Sector Representative positions have been filled by acclamation. As no nominations were accepted for the Trustee position, a by-election will be held at the May Annual General Meeting.

Only members in the City, K-12, and College/University Sectors will be eligible to vote. Members in these sectors will receive voting instructions and a Personal Identification Number (PIN) in the mail. This PIN will allow you to cast your vote for the candidate in your sector.

Voting will open by electronic ballot at 8:00 a.m. Pacific Standard Time on May 17, 2022 and will remain open until 11:59 p.m. on May 24, 2022. Polls will be accessible 24 hours a day. Results will be announced at the Annual General Meeting which convenes at 5:30 p.m. on May 25, 2022 via Zoom.

Reports from the CMHA Bottom Line Conference continued from previous page

community, positive communication, and positive connections. The hosts were gentle and supportive. The speakers and breakout room sessions inspired hope and thoughtfulness.

Cynthia Schadt
CUPE 15 OH&S Committee - K-12 Representative

I am very grateful to have been a part of the 2022 Bottom Line Conference. I wish to thank everyone involved beginning with the organizers, and all the way to the attendees who came together as a collective to collaborate, share stories and experiences on such an important and essential cause within our workplaces.

The two workshops I attended were a gratifying refresher on understanding mental health and wellness (as a whole) and what could lead to "burnout"; the aftermath affect(s) and effective steps necessary to recognize and de-escalate.

Chad Cammer
CUPE 15 OH&S Committee – College/University Representative

I would like to thank CUPE Local 15 for inviting me to attend the 2022 Bottom Line Conference. Overall it was a great experience. The workshops: **Let's Get REAL About Mental Health** and **Addressing Employee Burnout During Challenging Times** were extremely helpful and informative. I hope some of the tips we learned at this conference could be implemented in our workplaces in the future.

Eduardo Rodriguez
CUPE 15 OH&S Committee Alternate – College/University Sector

Simply Voting has been hired as the independent third-party election provider. All PIN issuance and voting is maintained and monitored by them. If you do not receive a PIN in the mail, please contact the union office and after verification of your membership, we will instruct Simply Voting to send you one. The deadline to request a PIN is 10:00 a.m. on May 24, 2022. No exceptions.

If you have any questions regarding the administrative process, please contact Rosemary Matheson, CUPE Local 15 Office Manager. If you have other concerns about the election, please contact Aaron Cook, Returning Officer, by leaving a message at the union office.

The following members have accepted nomination for a position on the Executive Board. Watch for candidate statements on the election website and in the May issue of the Members' Voice.

President

Warren Williams (Elected by Acclamation)

2nd Vice President

Ravina Lal (Elected by Acclamation)

K-12 Sector Representative

Chris Brown
Carley Romas (Incumbent)

City Sector Representative

Paul Chohan
Seagrין Worster

College/University Sector Representative

Rose Palozzi (Incumbent)
Eduardo Rodriguez

Parks Sector Representative

Bernie Dionne (Elected by Acclamation)

Cultural Sector Representative

Courtney Gillen (Elected by Acclamation)

HSSCBA (Community) Health Sector Representative

Roxshanna Shankar (Elected by Acclamation)

INTERNATIONAL SOLIDARITY AND GLOBAL JUSTICE REPORT

Rethinking national security

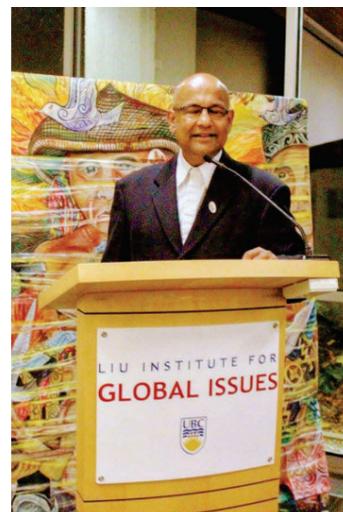
by Kamal Gautam, City Sector Representative

For the past three decades, most countries have acted with one lone star in mind, economic growth. They have embraced trade, technology, and domestic reforms, all to produce more growth. Those kinds of choices are possible in an atmosphere in which one does not have to worry that much about national security and labour peace. But today, countries around the world that took security for granted, from Canada to Germany to Japan, are thinking anew around their defense posture and forces.

Military security over labour demands is only one part of the way in which politics is trumping countries. The policies being adopted by many of the most fervently free market countries are animated more by populist nationalism than market economics, thus ignoring the plea of improving labour standards of workers in the free world.

Recently China urged its policy makers to stop relying on international markets for food. China's leaders said that Chinese bowls should be mainly filled with Chinese food. Here we could be seeing a reversal of 30 years of globalization.

Over three decades, McDonalds built a large business in Russia, cultivating a network of



farmers and supplies, offering approximately 900 outlets, and creating a sizable customer base. All that has been placed on hold and could be shut down permanently.

Aeroflot, the National Russian Airline, rebuilt itself post-Soviet breakup. According to Carissa Ward of the Washington Post, with Boeing and Airbus refusing to sell parts for their planes, the company might have to stop flying altogether. These kinds of measures will surely have the effect of raising prices everywhere.

As countries search for resilience and move away from excessive dependency of foreign countries, inflation can become a more permanent feature of the new world, even if supply shocks caused by the war of Russia invading Ukraine are just temporary.

One of the defining features of the new era is that you can see signs of this everywhere of three decades of "post America".

According to the Wall Street Journal, the leaders of the UAE and Saudi Arabia, two countries that have depended on Washington for their security for decades, now refuse to take calls from American leadership.

We now see signs that Europeans are ready to end the era of free security by raising defense spending and securing NATO's eastern border. If Europe becomes a strategic player on the world stage, it would be the biggest geopolitical shift to emerge from the Russian aggression.

Imagine if the USA was joined by a focused and unified Europe. It would be a super alliance in support of liberal values. But for the West to become newly united and powerful, there is one essential condition; it must succeed in Ukraine. That is why the urgent necessity of the moment is to do what it takes, bearing cost and risks, to ensure Putin does not prevail.

CUPE, with the Global Justice Committee, contributed \$50,000 to Ukraine to assist with the safe evacuation of its national workers and their families to safety.



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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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: Vacant
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, Bryan Bickley

MEET OUR MEMBERS

MEMBER PROFILE

Misha Sharma

Theatre Attendant II, Vancouver Civic Theatres

Q. What do you love about your job?

A. One of the biggest parts of working in this field is the sense of appreciation you get from those around you. The hospitality industry allows you to develop yourself professionally



and as a person. Not only do you improve on the professional skills you already possess, but with time and commitment, you learn other skills due to the variety of colleagues, clients and situations that will put you to the test. Also, the versatility of being able to do a variety of tasks. This job allows a great deal of freedom and mobility, as well as the rare opportunity to meet, service, and interact with people from all walks and corners of life.

Q. What do you think you do well at?

A. I'm a people person. I take immense pride in my communication skills and the family values that I have been raised with. I believe I can be an excellent orator and guide people to create a sense of belonging and work-life balance, especially during these unprecedented times the world is going through. I'm a visionary!

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

A. The only person we should ever compare ourselves to is the person we were yesterday. By focusing solely on becoming a better person today than the person you were yesterday, you will be far more productive and progress at a substantially faster pace.

Q. Sweet or Savoury? Why?

A. A mix of both please! I feel both flavours are important to enjoy the diverse tastes of life! Sugar can instantly uplift us, whereas savoury, can be defined as piquantly pleasant to the mind, or pleasing to the sense of taste or smell especially by reason of effective seasoning. With sweets on your palate, you live on the wild side with a few regrets and with savoury you go with the flow.

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

A. Go change the world Misha! Make it a better place... let no one suffer and let there be love all around!



MEMBER PROFILE

Laura Doray

Auxiliary Theatre Attendant I, Vancouver Civic Theatres, & Kitchen Attendant/Activity Leader at the Carnegie Centre

Q. What makes you roll your eyes every time you hear it?

A. Maybe not roll my eyes so much as have a little inwards chuckle whenever someone asks me, "Is there a washroom here?". Like we built a 2,700 seat theatre, but didn't put any bathrooms in it, lol.

Q. What do you think you do well at?

A. Probably surfing. I love to do it, but I might be pretty bad at it. Oh well, a bad day surfing is a good day in the ocean.

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

A. When I was a teenager, around 16, I was out for dinner with my parents and I got a fortune cookie with one word on it. Travel! Best advice ever.

Q. Sweet or Savoury? Why?

A. Bacon ice cream! Pineapple belongs on pizza! So both, I guess. Please don't make me choose, lol.

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

A. Travel!

Vancouver Civic Theatres includes the Queen Elizabeth Theatre, the Orpheum Theatre, the Vancouver Playhouse Theatre, and the Annex.