

JANUARY  
2023

# THE MEMBERS' VOICE



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

## WE ACKNOWLEDGE...

We live, work and play on the unceded land of the Coast Salish peoples—Skwxwú7mesh (Squamish), səliilwətał (Tsleil-Waututh) and xʷməθkʷəy̓əm (Musqueam) Nations.



## We're open!

The union office is now open. 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 need your email address

## 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](mailto:email@cupe15.org) to provide us with a personal email address, so you can continue receiving information from the union.

## VSB BARGAINING COMMITTEE

# Working hard to negotiate a fair agreement



## Meet your VSB Bargaining Committee

FRONT: Debbie Mohabir (Chair); BACK (left to right): Kathie Currie (Staff Representative), Vanessa Mani, Chris Brown (Co-Chair), and Cynthia Schadt; Missing: Suzette Magri and Rufa Sese

## JANUARY 2023 GENERAL MEMBERSHIP MEETING

The General Membership Meeting will be held on January 25, 2023 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](http://www.cupe15.org). If you do not receive emails from the union office and would like to attend this meeting, please call us at 604-879-4671 or email us at [email@cupe15.org](mailto: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.

Jan. 25, 2023  
5:30 p.m.  
via Zoom invite

### UNDER DISCUSSION:

- 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







WARREN WILLIAMS  
PRESIDENT

## Happy New Year!

by Warren Williams, President

### Is it just me or did 2022 fly by?

Regardless, I, for one, am happy to welcome in 2023. I hope you all had an opportunity to spend the end of 2022 with friends and family, as I know you all deserved a much-needed break to end the year.

We continue bargaining in the Health and K-12 sectors and are busy preparing for bargaining in City et al, Colleges and University, and our Cultural sectors.

Bargaining updates for your sector will be prepared by your bargaining committee and will be posted on our website: [www.cupe15.org](http://www.cupe15.org).

I wish you and yours good health and prosperity in 2023. Please know that your union is here to support you and is working hard to better your working conditions by building a strong working relationship with all our employers.

## Happy New Year to you all!

by Debbie Mohabir, Secretary-Treasurer



DEBBIE MOHABIR  
SECRETARY-TREASURER

**Hello Everyone,**

**Welcome to a brand new year! Have you made any new year resolutions?**

Here we are at the start of a brand new year and I keep asking myself,

where did the time go? It seems as if 2022 was a blur, but I have to say I am happy it is over as the beginning of 2023 started off with five stitches in my left hand and a tetanus shot, two of my fur babies passed away, and to top it off (because everything happens in threes they say), I ended up partially tearing my medial collateral ligament (MCL) trying to snowboard for the first time! It definitely was not how I expected it start off. So far, 2023 has been decent and I am keeping positive thoughts that it isn't going to be like 2022.

I hope that 2023 brings you and your families good health and happiness.

### What does the Secretary-Treasurer of CUPE Local 15 do?

I'm sure many members wonder what it is that I do as the Secretary-Treasurer. There are so many things that go on behind the scenes that most members aren't aware of and I think that it is important that members understand what goes into this role. Here are some of my responsibilities:

#### Finances

Finances of the Local are an obvious duty. This includes working with our Accounting Department on a daily basis, monthly Finance Committee meetings with the Trustees to make sure that members' dues are being spent appropriately, and making recommendations to the Executive for their approval.

#### General Membership Meetings

Members who have attended the monthly General Membership meetings may have heard me explaining the financial statements, so that members have a better understanding of where their dues are being spent. If you are ever wondering how dues are spent, please attend a meeting and you will find out! Ultimately, it is the members who approve the budgets, which allows the Local to operate.

I am also responsible for explaining the financial statements to the Executive Board, so they have an understanding before making decisions that may have a financial impact.

#### Executive Board Meetings

Our Executive Board meets monthly to make decisions, which you can read about in the Members' Voice. Some of these decisions have a financial impact, so it is important that Board members have an understanding before making a decision. The Secretary-Treasurer is responsible for taking the minutes of the meeting, explaining the financial statements, making sure that donation requests have the required information for consideration, and making reports as a delegate to outside labour organizations (i.e. VDLC, CUPE Metro). Lastly, this role also requires me to be an executive liaison to a few of the Local's standing committees, where I provide guidance and support as well as any reporting back to the Executive Board.

#### Steward Recruitment and Education

Stewards play an integral role in our Local. They spend a lot of time volunteering their own time to support members when they need help the most, answering questions and helping to navigate their way through workplace issues. When members are interested in taking on the steward role, they are put in contact with me and I explain the process before having them registered for the next Intro to Stewarding course, which is required to be a steward. Once this has been completed, they work with Staff Reps, Sector Reps, the Chief Shop steward, and other fellow stewards to gain the experience needed to be effective. Each sector is responsible for retaining their stewards through mentoring, guidance, and support. Another part of my role is to make sure that educational opportunities are being offered to stewards and the Executive Board on a

consistent basis, and to organize education that is specific to CUPE Local 15.

#### Grievance Committee

When a grievance has reached the 2nd to last stage of the grievance procedure, the sector Staff Representative will put together a report with a recommendation to either proceed or not to proceed to arbitration. This report will be considered by the committee, which includes a table officer, sector rep, and three stewards from different sectors, before reaching a decision. Part of my role is to make sure that a committee is constituted, which is generally every month.

#### Organizing Various Events

The fun part of being in this position is planning various events, such as the Steward Appreciation Dinner, Children's Winter Party, Open House, Summer BBQ, Think Tank, and the Executive Orientation. Unfortunately, we haven't been able to do a lot of the larger events due to the uncertainty of the pandemic, but I think this may be the year that we get to resume these fun events!

While this is not a full list of what the Secretary-Treasurer's duties are (we would be here forever if I listed everything I do), there are some other things that I have decided to become involved in because I feel we should be sitting at the table as the largest CUPE Local in BC. Our voices and input are important and for the greater good of the Local, I am happy to take them on. For those who may not know, many other Locals look at our successes to see how they can make similar gains for their members, as well as noting our willingness to take certain on fights that other Locals may not have the means or supports to be able to take on. I am proud to share the great things that our Local and members do and will continue to share as long as I am in this role.

Many of you may be wondering how I have time to do all the things I do (sometimes it feels like there is not enough time in the day). I manage by adjusting my workload and often volunteering my time. My commitment is to our Local and the members first and my duties as a Secretary-Treasurer are the priority.

**1st VICE PRESIDENT'S MESSAGE**

# New Year's greetings!

By **Santino Scardillo**, 1st Vice President



I had the privilege of representing Local 15 (above with Aaron Cook), at the 60th British Columbia Federation of Labour (BCFED) Convention in November. We passed many important resolutions that will continue to support, encourage, and ensure the rights of members everywhere. Indigenous rights, Women's and Gender rights, Young Workers' rights and Health and Safety were just some of the areas where significant resolutions were passed.

I had the opportunity to have a voice on the floor and meet other members throughout the province. We shared many of our similar concerns and had extensive discussion about conversion bargaining, contracting work, and getting 'work' back in-house. I was proud to offer insight as most other locals don't have a Contracting-In Committee like CUPE Local 15 does.

I also had the opportunity to meet our new Premier, David Eby. He spoke very highly of

our members and praised their efforts for their exceptional work during the pandemic; especially the City of Vancouver Public Employees. Thanks to our 8000+ members, we were able to keep the city running as smoothly as possible. This is a testament to the work ethic and commitment of all our CUPE members.



As the new year begins, I strongly encourage any members out there who have considered getting more involved in their union to make this the year.

Now, more than ever, we need your voice as we navigate these uncertain times ahead. All you need to do is call (604) 879-4671 and tell them Santino sent you! Whether it's as a shop steward or a site contact, we are here to help you get started. I look forward to meeting you all.

Wishing everybody a Happy and Healthy 2023.

Cheers!

## Bursary Thanks

Thank you for choosing me as this year's recipient of the VMECW Society Member Bursary. I was thrilled to learn of my selection for this honour, and I am deeply appreciative of your support.

I am using this award towards completing a diploma in Occupational Health and Safety (OHS) at BCIT. I am currently in my second year, with one more term to go. The course load has been quite extensive so far (27 courses completed in three terms) and has left me with little time to work. Hence, the VMECW bursary will allow me to worry less about tuition, and more on course content. Every day, workers come to their place of work expecting several things – fair pay, to

be treated with respect, and to perform work that matters. Above all though, is the expectation that they get to go home alive and whole. My program provides me with the tools to help workers and employers build safe workplaces. As a future OHS professional, I aim to use the education and experience gained through my time at BCIT to create workspaces that foster a culture of safety conscientiousness to support the health of workers. Thank you again for your thoughtful and generous gift.



Dan Minster, Parks

## DECISIONS

### BY THE EXECUTIVE

At the Executive and Society Board meetings on November 15, 2022 and December 20, 2022, the following decisions were made:

- To recommend the 2023 Draft Union Budget to the members.
- To recommend the 2023 Draft Society Budget to the members.
- To recommend the 2023 Draft Society Capital Budget to the members.
- To approve \$300 for the BC Federation of Labour Community Holiday event.
- To uphold the decision of the Executive Board to remove a member from the Museums Group Bargaining Committee.
- To approve up to \$20 per member for a cost share media campaign with CUPE Locals 1004 and 391.
- To approve mediation services regarding a Respectful Workplace Policy complaint.
- To uphold the decision of the Executive to not approve further education for a CLC applicant.
- To uphold the decision of the Grievance Committee regarding a grievance at Vancouver Coastal Health.
- To appoint Aleks Vasiljevic as the Primary OH&S Representative at RayCam Cooperative Centre.
- To appoint Dave Leach as the Primary OH&S Representative at Champlain Heights Community Centre.
- To appoint Michelle Stebnicki as the Alternate Worker Representative for the Community Centre/Office Joint OH&S Committee.
- To approve the posting of a permanent full-time Office Assistant position.
- To approve up to \$420 to cover the cost of lunch for the Emily Carr University of Art + Design Annual General Meeting.

### BY THE MEMBERS

At the Virtual General Membership and General Society Meetings on November 23, 2022, the members in attendance made the following decisions:

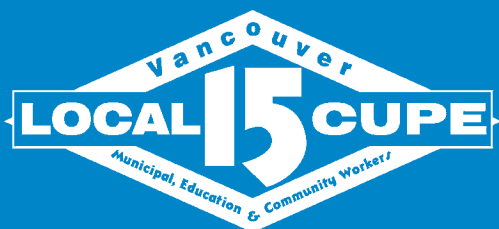
- To approve the proposed 2023 Union budget as presented.
- To approve the proposed 2023 Society budget as presented.
- To approve the proposed 2023 Capital budget as presented.
- To receive the Union and Society Financial Statements ending September 30, 2022.
- To destroy ballots from the Langara Ratification of Proposals meeting.

**NEXT GENERAL MEMBERSHIP MEETING IS ON JAN. 25, 2023 via Zoom**

## VSB JOB SHARE OPPORTUNITIES

1. SSA looking for a job share partner to work at John Norquay Elementary on Thursdays and Fridays beginning September 2023. Please contact Sheila at sheilafarrales3@gmail.com if you are interested.
2. SSA looking for a job share partner to work two days per week starting September 2023 to work at Tecumseh Elementary, a wonderful supportive place to work. If you are interested, please contact Joanne at jross@vsb.bc.ca.
3. SSA looking for a job share partner at John Norquay Elementary (Mondays and Tuesdays) starting September 2023. Please contact sdelbianco@vsb.bc.ca for more details.





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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Vancouver, BC V5Z 1K9  
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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, Paul Chohan  
College/University: Eduardo Rodriguez  
Rose Palozzi  
Cultural: Courtney Gillen  
Health/HSSCBA: Roxshanna Shankar  
Health/HSPBA: Mia Nickel  
Parks: Bernie Dionne, Henry Lee  
K-12: Chris Brown, Cynthia Schadt

**Trustees:**

Aaron Cook, John Kaptein, Vanessa Mani

**Staff Representatives:**

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

**Office & Administrative Staff:**

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

**Building Service Worker:**

Elaine Duan

**CUPE National Representatives:**

Andrew Ledger, Bryan Bickley (on leave),  
Sung Wong (temporary)



**Come work with us!**

**Job Posting – 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 multitask 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 years' 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, 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 ttang@cupe15.org or via Canada Post. The application deadline is 12:00 p.m. on February 10, 2023. Resumes submitted without a cover letter will not be considered. Please note that only those selected for an interview will be contacted.