

MARCH
2024

THE MEMBERS' VOICE



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



Members of the Local 15 OH&S Committee visiting City members

We're coming to a worksite near you!

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

Sector worksite visits

by Debbie Mohabir, Secretary-Treasurer

The CUPE Local 15 OH&S Committee has committed to a goal of visiting sites throughout the sectors to look at their OH&S Boards. On February 7, 2024, the committee went to City Hall, Crossroads, and the West Annex for a visit. It was great to be welcomed, to be able to visit the various floors, and to see our CUPE Local 15 members who were all hard at work.

A very big thank you to David Chan, Records Clerk, for showing us around, Tracy Lissner, Purchasing Clerk, and Maxwell Ridgewho, Team Lead III-Strategic and Long-Range Planning.

Keep your eye out for us. If you see us touring your site, please make sure to say hi!

CHECK OUT THE
OH&S PAGE ON
OUR WEBSITE!



WE ACKNOWLEDGE...

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



MARCH 2024 GENERAL MEMBERSHIP MEETING

The General Membership Meeting will be held on **March 27, 2024 at 5:30 p.m.** 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.

Article B.10.1(c) of the CUPE National Constitution allows for Honourary Members to attend membership meetings with voice, but no vote. If you are an Honourary Member and would like to attend, please email the office on the day of the meeting, or the day prior to the meeting.

March 27, 2024
5:30 p.m. via Zoom invite

UNDER DISCUSSION:

- Financial Statement
- Committee and Staff Reports

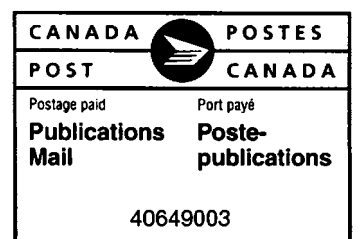
IMPORTANT NOTE

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, 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



Celebrating International Women's Day:

A Testament to Progress and Solidarity

sourced from Wikipedia



by **Warren Williams,**
President

Dear members,

As we approach March 8th each year, we stand on the threshold of a global celebration; International Women's

Day (IWD). This significant day serves as a poignant reminder of the ongoing struggle for gender equality, reproductive rights, and the eradication of violence against women worldwide.

Rooted in the labour movements of North America and Europe during the early 20th century, IWD has evolved into a symbol of resilience and empowerment for women everywhere.

Originating from a "Women's Day" organized by the Socialist Party of America in New

York City in 1909, the concept garnered international attention when German delegates proposed an annual "Women's Day" at the 1910 International Socialist Women's Conference.

Fast forward to 1917, a pivotal moment ensued as women gained suffrage during the Russian Provisional Government, leading to the official declaration of IWD as a national holiday on March 8th. Since then, it has been embraced by socialist movements, communist countries, and eventually the global feminist movement in the late 1960s. The United Nations' adoption of IWD in 1977 cemented its status as a mainstream global holiday.

Today, International Women's Day transcends borders, languages, and cultures, serving as a public holiday in several countries while promoting the achievements of women worldwide. The UN's observance of the day underscores its commitment to advancing women's rights, often focusing on specific issues or campaigns.

From its humble origins to its current stature, IWD reflects the diverse tapestry of women's

struggles and triumphs. In some regions, it remains deeply rooted in its political origins, marked by protests and calls for radical change. Conversely, in other parts of the world, particularly in the West, it embodies a sociocultural celebration of womanhood.

Yet, amid the jubilation and progress, challenges persist. The commercialization of IWD, particularly in the West, has drawn criticism for diluting its essence and undermining its revolutionary spirit. Corporations, eager to capitalize on the day, often promote vague notions of equality, overshadowing the imperative for substantive social reform.

Nevertheless, the spirit of International Women's Day endures, fueled by the collective voices of activists, leaders, and ordinary individuals committed to gender equality and social justice. As we commemorate this day, let us reaffirm our pledge to champion the rights and dignity of women everywhere, ensuring a more inclusive and equitable future for generations to come.

This IWD 2024, inspire inclusion



by **Debbie Mohabir,**
Secretary-Treasurer

Hello, everyone!

International Women's Day International Women's Day was on March 8, 2024 and this year's theme was "Inspire

Inclusion". Achieving gender equality still continues to be a struggle all over the world and ensuring women's and girls' rights is vital.

How do we inspire inclusion? This can look many ways, such as including women in leadership roles and decision making, breaking down barriers and stereotypes, and creating environments where women

are respected and their ideas are valued. It also looks like including women who are marginalized and are often not represented. Education is another way we can inspire inclusion. We need to understand the many barriers in place for women in order to make the changes necessary to break them down. Making sure there are resources and support for women to thrive as well as mentorship are also ways to support inclusion.

The Government of Canada and United Nation's theme is "Invest in Women: Accelerate progress". "It's a call to action and a reminder that gender equality is one of the most effective ways to build healthier, more prosperous, and more inclusive communities.

We all have a role to play in building a future where everyone can reach their full potential. "It's time to act because women's success is everyone's success." women-gender-equality. canada.ca. "If current trends continue, more than 342 million women and girls could be living extreme poverty by 2030. To ensure women's needs and priorities are considered, governments must prioritize gender-responsive financing and increase public spending on essential services and social protection.

Policymakers must also value, recognize, and account for the vital contribution women make to economies worldwide through paid and unpaid care work. Women spend around three times more time on unpaid care work than men and if these activities were assigned a monetary value they would account



for more than 40 per cent of GDP."www.unwomen.org

Despite the challenges women face with gender equality and inclusion, there have been many gains. Women all over the world are taking control and working towards bridging gender gaps and ending gender-based violence amongst many other things. When we invest in women, we invest in better communities, better decision making and innovation as well as a better world. This work is never done!



Thank you!

My name is Matthew Eagle, and I am currently a full-time student at BCIT taking the 3D Modeling, Art and Animation program. My mother, Deborah, is a CUPE Local 15 member working at the Vancouver School Board.



I am so grateful to have been awarded the CUPE Local 15 - VMECW Society Dependent Bursary for the 2023/2024 year, as it will assist me in chasing my dreams and passions.

Thank you once again for your support!

Matthew Eagle

Welcome to our new shop stewards!

by **Debbie Mohabir, Secretary-Treasurer**

Since January 2024, nine new shop stewards have received the Intro to Stewarding training. They are from the VSB, City, Parks, Langara, and the Vancouver Maritime Museum. Welcome to our new stewards and thank you for taking on the important role of supporting members in your sector.

VSB Job Share Opportunity

1. SSA looking for a job share partner starting in September 2024 or earlier to work Thursdays and Fridays at David Lloyd George Elementary. If you are interested, please contact Veronika at vsubarko@yahoo.com or text 604-726-0177.

Mission and Vision Statements

Mission Statement – Serving our members' interests by advancing and defending their rights and the rights of all workers.

Vision Statement – A union founded on respect and advocacy that instills pride and a sense of belonging for the benefit of all.

Call for Interest - Alternate OH&S Representatives for the OH&S Committee

The Union OH&S Committee has vacant Alternate OH&S Representative positions in the Health Sector, Museum, Cultural Sector, and Langara College. If you are interested, please email Henry Lee at trendfitness@yahoo.com for more information.

2024 is a Non-General Election Year

March is the time of year when we usually start the Executive Board election process. Due to a bylaw amendment in 2019, which altered the election cycle of Executive Board positions, only one trustee position is up for election this year. Because the expense of online voting for one position is the same as the cost of online voting for several positions, at the March 2021 General Membership meeting, the members voted to amend the bylaws to differentiate between a General Election Year and a Non-General Election Year.

A general election year is when the election of half the Executive Board and one Trustee is conducted electronically using online polls. A non-general election year is when only one trustee position becomes vacant, which is the case this year. This triggers Bylaw 11.8: ...In non-general election years, the trustee election will take place at the Annual General Membership meeting in May with the trustee to be elected receiving a majority of the votes cast by secret ballot.

Nominations and the election will take place at the May 22, 2024 Annual General Meeting. To be eligible to accept nomination, a member must have attended at least 50% of the membership meetings in the twelve months preceding the nomination.

More information will be included in the May 2024 issue of the Members' Voice.

DECISIONS

BY THE EXECUTIVE

At the Executive Board meeting on February 20, 2024, the following decisions were made:

- To appoint Jason Datt as the Primary OH&S Representative at Ray-Cam Community Centre.
- To appoint Maya Smith as the Primary OH&S Representative at West Point Grey Community Centre.
- To update the CUPE Local 15 Policies and Procedures Manual by amending all references of "he or she" to "they".

BY THE MEMBERS

At the General Membership meeting on February 28, 2024, the members in attendance made the following decisions:

- To donate \$2,500 to the Junior Black Achievement Awards Society.
- To renew sponsorship of the BC Labour Heritage Centre Society for 2024 at a cost of \$5,000.
- For more information on the above decisions, please see Notices of Motion explanations in the February issue of the Members' Voice.

NEXT MEMBERSHIP MEETING IS ON MARCH 27TH via Zoom





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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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: Aaron Cook, Paul Chohan
College/University: Sophie Bennett, Rose Palozzi
Cultural: Courtney Gillen
Health/HSSCBA: Roxshanna Shankar
Health/HSPBA: Lucia Rincon
Parks: Bernie Dionne, Henry Lee
K-12: Chris Brown, Cynthia Schadt

Trustees:

Seagrin Worster, John Kaptein, Vanessa Mani

Staff Representatives:

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

Office & Administrative Staff:

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

Building Service Worker:

Elaine Duan

CUPE National Representatives:

Dan Todd, Michael Reed

UNION EDUCATION WORKSHOPS



The following courses are only available for Shop Stewards
APRIL/MAY WORKSHOPS

by *Debbie Mohabir, Secretary-Treasurer*

Education continues to be offered to our stewards through CUPE National and the Vancouver and District Labour Council.

It is great to see many stewards continue their education to become better stewards, and add to their toolbox. It is also great to see our new stewards eager to attend these educational opportunities. Please get in touch if you are a steward and want to attend one of these workshops at email@cupe15.org.

Challenging Racism & Duty Of Fair Representation (OLS)

Apr 4, 2024 | Online
Full day virtual workshops

9:00 am to 12:00 pm - Challenging Racism

1:00 pm to 4:00 pm - Duty of Fair Representation

Participants need:

- Pens/markers and paper.
- Membership list

SLS - Grievance Handling & Notetaking (OLS)

Apr 17, 2024 | Online
Full day virtual workshops.

9:00 am to 12:00 pm
- SLS - Grievance Handling (OLS)

1:00 pm to 4:00 pm
- SLS - Notetaking (OLS)

Introduction to Health and Safety - Part 1 and 2

April 11, 2024 |
9:00 am – 4:00 pm

Anti-Harassment and Bystander Training & Conflict Skills for Union Activists (OLS)

May 2, 2024 | Online
Full day virtual workshops.

9:00 am to 12:00 pm
- Anti-Harassment and Bystander Training (OLS)

1:00 pm to 5:00 pm
- Conflict Skills for Union Activists (OLS)

Participants need:

- Pens/markers and paper.
- Membership list

Introduction to CUPE & Introduction to Allyship (OLS)

May 8, 2024 | Online
Full day virtual workshops.

9:00 am to 12:00 pm - Introduction to CUPE.
1:00 pm to 4:00 pm - Introduction to Allyship.

Participants need:

- Pens/markers and paper.
- Membership list