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UNION OF
PUBLIC EMPLOYEES
B.C. DIVISION
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CONNECTING
COMMUNITIES
CUPE's first
Western Library
Conference a big
hit PAGE 5



WELCOME TO CIVIL CITY

Progressive wins
are good news
for B.C. communities

“A dollar we keep and invest in our local businesses, workers and communities is a dollar for sustainability.”

Solutions to financial crisis are closer to home than we think

It is early days as I write this, but in this so-called financial meltdown it looks like those who have the ability to change things have decided to stick with the “same old same old”. And in many cases, the powers that be have been given the authority to shovel out our money to remedy the problem they created. Go figure.

It seems to me that the current financial crisis was caused, at least partly, by an obsession with all things big and global, and all things private.

As I toured small communities around the province last year, and as I watched the global economic crisis unfold over the past few months, it became very clear that it is time to let go of some of the old mantras. How about focusing on how local economies and public investment can be part of the solution? How about rethinking the approach that gave us this crisis – including a constant push for greater privatization and de-regulation, abysmal investment in needed public services and infrastructure, and an unwarranted faith in market-based solutions?

Let's look at infrastructure – like roads, transit, water, sewer and utilities. Notwithstanding the lip service that politicians pay about its importance, we have an infrastructure deficit of over \$60 billion and growing in Canada. And if there is a lesson for governments – most of which are now on board for infrastructure spending – it is that they need to accept that these services should be public. That they should not go looking for public-private partnership (P3) solutions. Now is *not* the time to be gambling with greater private sector control over these areas.

Not only is the private sector a risky and increasingly expensive partner these days, but my strong view is that a dollar that we keep and invest in our local businesses, workers and communities is a dollar that goes a lot farther



□ **WORTHY INVESTMENT** CUPE BC's involvement with the United Way under the CLC's Labour Participation Program is one example of putting union funds to good use in our communities. Mervin von Steinberg (right) is director of labour for the United Way Lower Mainland.

towards sustainability than one we give to a private corporation to manage things for us.

Forgive me too, if I feel just a bit cynical about yet another BC Liberal slogan and website to make rural B.C. feel good. In December 2008, we saw ruralbc.gov.bc.ca launched. Of course, we all remember the February 2003 “Heartlands Economic Strategy” to help revitalize the economy of rural and northern B.C. All the while the Campbell Liberals have pushed a privatization and deregulation agenda, slashed wages and job security for workers across the province, and closed down services that were critical to rural communities. I sincerely hope that the BC Liberals will take this opportunity to recognize the important role of public services and good local jobs – but I'm not holding my breath.

I will be putting my energy into solutions that encourage municipalities, school districts, universities and colleges, health, and emergency medical services to support local business and local jobs. There is a lot of good will and understanding at the community level, and now is the time to really step up and support local jobs and businesses and public investment in a more measurable way.

Barry O'Neill is president of CUPE BC.



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BARGAINING CONFERENCE ALL SET FOR FEBRUARY

CUPE's Provincial Bargaining Conference will be held on February 17–20 at the Best Western Richmond Hotel and Convention Centre.

The conference is designed for bargaining committee members and Local officers to learn about bargaining, discuss and develop a coordinated strategy for the next major round of bargaining, and identify key common issues.

Prior to the conference, each Local will have completed an online survey to help identify their top bargaining and grievance issues.

CUPE BC president Barry O'Neill will deliver the keynote address on Tuesday.

Delegates will have the opportunity to attend a variety of workshops on topics including communication, health and safety, equality issues, pensions, benefits, wages, attendance management, privatization and leaves of absence.

Delegates will work in both regional and sectoral groups, and interesting panel discussions are planned.



MORE ONLINE

www.cupe.bc.ca/4985



□ **BREAKING NEW GROUND** CUPE 3799 chief shop steward Gwen Lew, CUPE Equality representative Conni Kilfoil, CUPE 3799 trustee Vaunda Dumont, CUPE 3799 member Ron Pelletier, and CUPE 3799 president Steve Storch look forward to serving aboriginal members with the Aboriginal Advocacy Committee.

A First Nations 'first' at UNBC

PRINCE GEORGE | CUPE's first Local Aboriginal Advocacy Committee in B.C. has been launched at the University of Northern British Columbia.

The committee to assist UNBC support staff (CUPE 3799) was started by CUPE 3799 trustee Vaunda Dumont, who serves as recording secretary of the Northern Area District Council and is also a member of the CUPE BC Library Committee.

CUPE Equality representative Conni Kilfoil, attending the inaugural meeting

of the new 10-member group on October 20, encouraged the Aboriginal Advocacy Committee to "develop a program that will meld your labour activism with your aboriginal rights activism." CUPE 3799 president Steve Storch commended the committee for recognizing the vital contribution it can make to strengthen the Local.

To reach the Aboriginal Advocacy Committee about an issue that concerns you, contact Vaunda Dumont at Dumont@unbc.ca or (250) 960-5194.



YOUNG WORKERS

Perseverance pays off in Valley

CHILLIWACK | CUPE 458, representing Fraser Valley recreation and municipal workers, welcomed 76 workers from Chilliwack Landing Leisure Centre who joined CUPE on their second attempt.

"Hats off to these young workers who persevered and did the necessary groundwork," said CUPE 458 president Louise Piper. "We welcome them wholeheartedly and are eager to help get their first contract in place."

VOICES

A selection of quotes from B.C. newspapers

“Operations is playing with people’s lives from the end of April to the end of September. People have to decide ‘Do I keep reduced hours or go?’”

CUPE 801 president Alice Lutes, commenting on the school board’s notice in the spring that some of her members would have to wait until the fall to hear whether or not they have a job or reduced hours for the next school year.

Coast Reporter (Sechelt), Friday, October 10, 2008.

“We believe that, should a member choose to serve, all he or she should need to do is apply for the leave.”

CUPE 403 president Paul Albrecht, arguing that anyone who works for the Township, union or not, should have their jobs protected if they decide to join the Canadian Forces Reserves.

Langley Advance News, Friday, October 31, 2008.

“Currently, the paramedics in Revelstoke are forced to work out of an old bus repair shop. It is only because the community, the Union, and the paramedics in Revelstoke rallied together that a new station will be built.”

CUPE 873 public education director BJ Chute, in a letter to the editor refuting BC Ambulance Service chief operating officer Sue Conroy’s defense of using private contractors for patient transfer services.

Arrow Lakes News (Nakusp), Tuesday, October 21, 2008.

“That was a clear example of stupidity. They gave the contract to a U.S. company when they could have given it to a parallel company here that would have employed people who live in Vancouver.”

CUPE 15 president Paul Faoro, on the NPA-led Vancouver Parks Board’s decision in 2005 to renew a contract with California-based Central Parking for another five years.

The Courier, Wednesday, November 5, 2008.

“City hall, library, utilities, solid waste and recycling, road maintenance and repair, parks and recreation, fire and police services all define what make a strong community.”

CUPE 825 president Maria Wahl, in a letter to the editor urging residents to vote on Nov. 15 for candidates who support maintaining current services levels.

Coquitlam Now, Wednesday, November 5, 2008.



□ **BULLY-BUSTERS** CUPE BC Diversity vice-president (aboriginal) John Thompson and Diversity vice-president (workers of colour) Jai Deo Pratap join best-selling author Barbara Coloroso on the sidelines of the “Creating Respectful Workplaces” conference at the University of Victoria.

‘A little respect’ goes a long way at conference

VICTORIA | About 300 people attended “Creating Respectful Workplaces”, a ground-breaking conference on workplace bullying and psychological harassment, held at the University of Victoria from November 11-14.

The conference was co-sponsored by CUPE locals at UVic and Royal Roads, CUPE’s Vancouver Island District Council, CUPE National’s Health and Safety and Equality branches and the UVic Equity & Human Rights office.

Public events included packed sessions with keynote speaker Barbara Coloroso and Dr. Gary Namie, one of the foremost authorities on workplace bullying in North America.

Victoria MLA Rob Fleming spoke on the need for legal changes while CUPE National secretary-treasurer Claude Généreux talked about progress on workplace violence, harassment, and bullying issues over the last century.

Training sessions for CUPE members helped to meet the goal of developing skills and a support network. CUPE regional vice-president Doug Sprenger, one of the event’s organizers, said CUPE members came away from the conference better able to deal with complex issues surrounding harassment.



CODEV FILM FEST

“Acts of Hope and Courage” is the theme of the 2009 World Community Film Festival, which runs from February 13–15 at Langara College. The eighth annual film festival, sponsored by CoDevelopment Canada, features documentaries set around the globe on social justice and environmental issues.

For more information go to: www.codev.org/filmfest/

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BC Fed passes CUPE BC water resolution

VANCOUVER | Delegates to the 52nd annual convention of the BC Federation of Labour at the end of November passed a key resolution put forward by CUPE BC that called for better water protection by all levels of government.

The resolution called on the BC Fed to work with allies such as Toxic Free Canada and the Council of Canadians to lobby the federal government to make funding available as a national priority. The money would go to provincial and municipal governments to upgrade and maintain water infrastructure “so that all Canadians have access to municipal sources of clean, safe drinking water.”

Other key resolutions that passed at the 2008 convention:

- A CUPE 116 resolution calling for the BC Fed to assist the more than 120,000 public sector members who will be at the bargaining table in 2010 in setting up a public sector coalition to fight ongoing wage controls



- Opposition to the Canada-Colombia Free Trade Agreement (CCFTA)
- Two key composite resolutions aimed at lobbying for a national child care program and preventing the takeover of Canadian child care centres by foreign “big-box” private companies



□ **VINDICATED** Shortly after his appearance at CUPE’s first ever Western Library Workers Conference, retired SFU professor Mordecai Briemberg (seen here, second from left, with members of CUPE 391 - Vancouver and Gibsons Public Library Workers) learned that CanWest Global had dropped its SLAPP suit against him. The lawsuit falsely claimed that Briemberg was the mastermind behind a satirical issue of the *Vancouver Sun*. At press time, CanWest had yet to drop its suit against the mockup’s creators.

INSET: Opening night guest speaker David Chariandy, who wrote most of his critically acclaimed novel, *Soucouyant*, at the VPL’s main branch.

CONNECTING OUR COMMUNITIES

Western library workers meet

BURNABY | CUPE library workers from B.C. to Manitoba gathered here October 2-4 for CUPE’s first-ever Western Library Workers Conference. The conference, themed “Connecting Our Communities”, focused on the key role that library workers play within and beyond the library environment.

The event featured plenary workshops and panel discussions on pay equity,

occupational health and safety, libraries and the community, and technology and multigenerational workers and users.

Guest speakers included David Chariandy, whose debut novel, *Soucouyant* (Arsenal/Pulp Press) has been shortlisted for several regional, national and international prizes, and Mordecai Briemberg of the Seriously Free Speech Committee.

CUPE BC COMMUNICATION AWARDS

Does your local website or newsletter make you feel warm and fuzzy inside? Think it’s good enough to go up against the best CUPE has to offer in B.C.?

Then get your nominations in to CUPE BC’s Technology and Communications committee, and your local might be invited onstage at convention to receive a CUPE BC Communication Award.

Call the division office (604-291-9119) to get a form. Then send your website nominations to borchelt@uniserve.com, and your newsletter nominations by e-mail or by post to Technology and Communications committee chair Susan Blair at 10545 C Northfork Road, Grand Forks BC VoH 1H8.





PARAMEDICS RALLY

Demanding improved EM services

VANCOUVER | CUPE 873 members took to the streets this past fall to take a strong stand for improved emergency medical services.

As part of the province-wide action, hundreds of CUPE 873 members rallied at the provincial cabinet offices in downtown Vancouver on October 10 to demand the B.C. government take action to improve the province's ambulance service. Throughout the province, paramedics visited MLA offices and

delivered a letter outlining concerns and solutions.

"We don't need to exaggerate or embellish the problems with emergency medical services. They are all there to be seen by anyone who cares," said CUPE 873 president John Strohmaier.

The local is also attempting to address critical issues for emergency services dispatchers and paramedics in bargaining which began in the fall.

Questions raised on Mission school budgets

MISSION | CUPE 593, representing staff in the Mission school district, has released an analysis of the district's budget that shows compelling evidence of serious inaccuracies and inconsistencies in the budgeting process.

The local commissioned the report from TURB Research in response to the closure of three schools and an increasingly volatile budget situation. "These findings call into question the closures, which affected 330 students and their parents and meant the unnecessary loss of valuable staff," said CUPE 593 president George Forsythe.



■ **ARMED WITH THE FACTS** CUPE 593's Janet Chalmers, George Forsythe and Jodi Marshall are ready to fight for a fair budget.

"Instead of a \$2-million deficit, our district is now projecting a surplus of over \$600,000."

Forsythe said the study also found that school enrolment is going to stabilize starting in 2008-09 – and will then grow steadily for the next five years, which means that the district will likely need that school space in the future.

CUPE 593 has written to key stakeholders in the district and wants to work with the Board of Education, parents, teachers and others to improve the budgeting process.

B.C. sends 78 to national OH&S event

ST. JOHN'S | CUPE National's largest-ever Health and Safety conference was held in Newfoundland in October.

Workshops focused on four trends: privatization and health and safety; the state of CUPE members' health; current threats (including harassment and bullying, pandemic influenza, asbestos); and ramping up health and safety

activism from an international perspective. A superb line-up of speakers from Canada and the United States addressed these issues.

"The 78 members attending from B.C. were encouraged and enlightened," says Vanessa Wolff, CUPE National Health and Safety representative. "This was an excellent conference."

NEWS YOU CAN TRUST

CUPE BC's Environment Committee and Occupational Health and Safety Committee have sent their latest newsletters to all locals. Read them on-line at www.cupe.bc.ca and reduce your carbon footprint.





□ **MAKING CONTACT** CUPE BC's popular Wednesday night reception was once again well attended and appreciated by UBCM delegates.

CUPE'S P3 STANCE VINDICATED AT UBCM

PENTICTON | CUPE BC's presence at the Union of BC Municipalities (UBCM) convention in Penticton (September 23 – 26) was an opportunity to share concerns about issues affecting B.C. communities and to find common ground with municipal councils in a positive environment.

The convention revealed that many municipal councils are still concerned about the impact of the TILMA. Ironically, the planned kick-off of the South Okanagan Events Centre, where the event was scheduled, had to be cancelled because the project – a public-private partnership – was not completed on time. The provincial government was thus forced to work out of tents in the parking lot.

PRIVATIZATION FIGHT IN THE CHARLOTTES

PORT CLEMENTS | CUPE 105 members from Skeena Queen Charlotte Regional District are fighting further privatization of the solid waste and recycling plant at Port Clements.

The push to privatize came about because of a mysterious budget deficit. When the excavator used at the landfill broke down, tenders to contract the service went out. Members will be holding rallies and talking to local politicians in a bid to keep this vital service public. The local is building its case with the help of CUPE National Research staff. CUPE 105 is building community support and understanding for the work CUPE members do and promoting the advantages of keeping services public.

□ SHARING OPPORTUNITIES

Polaris Employment Services Society executive director Linda Delparte and Mervin von Steinberg, a board member of the Organization for Rehabilitation and Work, join CUPE BC general vice president Carlene Keddie at the Persons With Disabilities Working Group meeting in October.



ROBINSON NAMED NEW HEU PRESIDENT

Delegates to the November convention of the Hospital Employees' Union elected Ken Robinson as the new president and said a heartfelt goodbye to 15-year president Fred Muzin.

Robinson hails from Kelowna and has been an HEU member for 20 years. He has held a number of positions on the union's provincial executive in the past decade. He joins financial secretary Donisa Bernardo and secretary-business manager Judy Darcy as the three full-time officers of the union.



□ **NEW FACE** Paul Moist, Ken Robinson, and Fred Muzin.

DISABILITIES WORKING GROUP SETS PRIORITIES

BURNABY | CUPE BC's Persons With Disabilities Working Group hopes to produce a disability rights handbook and hold a disability rights conference next year as part of a general effort to increase its profile in the union.

The PWDWG met in October to discuss these and other priorities, including better access to resources for CUPE members with disabilities.

Visit the Committee Against Racism and Discrimination page of the CUPE BC website (www.cupe.bc.ca/388) for examples of workplace accommodations frequently negotiated or arbitrated for employees with disabilities, and for legal definitions of "disability" and "duty to accommodate".

BILL 42 UPDATE

CUPE BC and three other unions completed their case challenging Bill 42 (election gag law) in BC Supreme Court on December 19.

Due to the case's complexity and the sheer volume of evidence, Justice Cole declined to grant an injunction. At press time a ruling was unlikely by February 13, when third-party spending restrictions come into effect.



□ **VOTING TO FLUSH P3s** CUPE's 'Keep It Public' campaign in Greater Victoria handed out close to 2,000 postcards during the municipal election campaign urging residents to support a public wastewater treatment facility for the Capital Regional District.

“CUPE doesn’t tell members how to vote – we talk about the issues and how those issues affect working families and communities.”

Why politics matter

The face of our union is changing. Between 2002 and 2008, the proportion of our members aged 18 to 24 jumped from 2.7 per cent to 5.9 per cent. In 2008, 14 per cent of our members had belonged to CUPE for less than two years. At least 5,000 members will retire next year and at least another 5,000 are likely to change jobs for other reasons. And we’re growing at more than 3,000 members each year through organizing and mergers.

New workers coming into CUPE bring fresh energy. I attended my first union meeting over 30 years ago when I worked for the City of Richmond. It was a big, noisy meeting with a couple of hundred people in attendance. There was a motion on the floor to donate \$2,500 to the Civic New Democrats, and I was young and wanted to express my opinion.

I got up and spoke vehemently against the motion. I spoke of how they shouldn’t tell me how to vote, and how it wasn’t appropriate for unions to be involved in politics – that those were personal matters. The motion passed.

The next day, the workers in my department (water works) were impressed that I had spoken and asked me to be shop steward. I agreed because I was interested in where my union dues were going. Five months later, the vice president resigned so I was asked to stand for that position and I became vice president.

I had to make a presentation to city council because they were contracting out a major project in the city. I prepared a presentation, with facts and figures, showing how it was cheaper for us to do it, how we were committed, how there would be public control. I thought, “This is a winner. There’s no way they could ever contract it out when they hear this presentation.”

So I made the presentation to council and they voted. And it was 5 to 4 to contract it out. The four Civic New



■ **LEADERSHIP GROUP** “Thanks to Mark and Barry, and to assistant regional director Anne Coupland, for their support and advice during my time as regional director.”

Democrats voted against contracting out. And that’s when I learned how important it was for the labour movement to be involved in politics, and why it’s still appropriate. Since then, I’ve always been able to make the case that we need to talk about politics on the union floor. CUPE doesn’t tell members how to vote – we talk about the issues and how those issues affect working families and communities.



□ **SUCCESSION Meet**
Robin Jones, your new
acting regional director.

Over the years, I’ve seen CUPE take on a stronger role in our communities. With our province-wide campaign in the late 80s to promote the cities we love to live in (the campaign with the heart logo), we did a series of radio ads with a couple driving across B.C. in a motor home. It was an excellent campaign that was completely different from what unions normally do – because we were promoting our communities.

It’s important for unions to strengthen the communities we live in because if communities are strong, there are jobs and services for families. It’s like the work Barry’s doing with his tour across the province – talking about local economies and how it’s important for us to buy locally and support local merchants.

Most people think that all we do is argue for wages for our own members. And yet, really what we’re interested in doing is contributing to the greater good. Which is why I think that unions are still important, why we’re vibrant, and why we have a place in our society.

Donn Stanley retired as director of CUPE’s British Columbia region on December 31, 2008 after three decades of service to CUPE. We welcome Robin Jones as acting regional director.



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Chalking up thousands of hours of unpaid work

Education assistants feel bound by duty to help children at all times, says report

When it comes to unpaid work, most education assistants will tell you that they don't feel as though they have a choice. If kids need help getting to the bus, if a teacher or family member needs to consult, or if it means the difference between a student getting to go on a field trip or not, education assistants find it very hard to walk away – even though sometimes they aren't being paid.

So says CUPE BC general vice-president Deb Taylor regarding CUPE's release of *Recognition & Respect*, an in-depth report on the work of education assistants (EAs) in B.C.

Taylor, who is an EA in the Campbell River school district, says that the report's documentation of systemic unrecognized and often unpaid work is an important marker in a growing campaign to gain fairness and respect for these workers.



BEATTIE

The report, released on November 27, is based on the input of 40 per cent of the province's education assistants in the comprehensive on-line survey. Over 4,000 EAs – in 54 of the province's 60 school districts and education authorities – participated.

Dea Beattie, an EA in Surrey (CUPE 728) and a member of the CUPE Education Assistants Resource Committee which served as a reference group for the survey development and implementation, says the report will help EAs to advocate more effectively for themselves.

"We know that we give free time, but when it is actually documented, and we see that it equals thousands of hours and mil-

lions of dollars when it is multiplied across the 12,500 EAs in B.C., it really hits home just how big this is."

The survey finds that the unrecognized and often unpaid work of EAs amounts to approximately 800,000 hours a year.

While some of the time is reclaimed through informal school-level arrange-



□ **ABOVE AND BEYOND** This new report reveals that unpaid work by B.C. education assistants occurs at all times of the school day – before, during, and after work, as well as in the evenings and on weekends. EAs cite the need to deliver the best quality service to students.

ments, much of it is not. The unpaid time represents a financial subsidy by EAs to the public school system worth several millions of dollars every year.

Further reports are being produced for each school district. And three reports will also be produced summarizing findings for EAs of First Nations background, educational qualifications and aspirations of EAs, and EAs who work on a casual basis.

CUPE will be working with parents, teachers, administrators, trustees and other elected officials to look at solutions and strategies to address issues of unpaid work.

The report is available at www.bc.educationassistants.ca.

The unpaid time represents a financial subsidy by EAs to the public school system worth several millions of dollars every year.

CUPE K-12 sector coordinator Bill Pegler says that following bargaining in 2006, where the issue of unpaid work by EAs was raised, employer and union representatives created a joint committee to investigate and make recommendations regarding the problem of unpaid work. The work of this committee led to the EA survey.

Progressive wins are good news for B.C. communities

WELCOME TO CIVIL CITY

PRINCE GEORGE | CUPE BC general vice-president Carlene Keddie knew the winds of change were sweeping through her home town when she attended the swearing in of city council, led by newly-elected Mayor Dan Rogers, on December 1.

“Usually these events are held in council chambers, but this time Prince George saw a new kind of swearing in,” she recalls. “It was held at a public building – the Prince George playhouse – and the public were invited. People came in droves to be part of it.”



□ **FRIENDLY FACES**
CUPE presidents Russell Weins (105), Alice Lutes (801), and Laurie Larsen (402) won civic and school trustee seats in Prince Rupert, Sechelt, and Surrey, respectively.

■ **ON THE COVER**
CUPE 15 president Paul Faoro and secretary-treasurer Donald Greenwell-Baker with Vancouver Mayor Gregor Robertson.

The chief of the Carrier Sekani Tribal Council, says Keddie, noted that this was the first time he had been invited to such an event. The Prince George and District Labour Council made its first appearance in more than a decade. Similar stories of doors once closed finally being opened were told in communities throughout B.C. As well, there was more talk at city hall of defending public services and putting communities first.

Were these just token gestures and empty promises? Or a sign that politicians were finally hearing what working people have to say? The sense of hope and change in many communities across B.C. following the November elections is an important reminder of why local governance matters. The fact that so many CUPE members were among the progressive candidates for council and board of education seats, or were involved in their campaigns, is encouraging.

Too much at stake
The willingness to stand up and put your name forward for a council, school board or regional district seat can make a big difference. Yes, it is time-consuming hard work, and

disagreements about goals or policies can be frustrating. But the many CUPE members and other progressives who took the time to run for office, successful or not, will tell you that having real local control of how a community develops is preferable to the Alberta alternative: in Saline Creek Plateau on the southeast edge of Fort

McMurray, the Alberta government has opted to hire corporations and an army of lawyers to build a P3 (public-private partnership) community.

In some ways, the local elections of 2008 were a referendum on the ground-up, grassroots approach versus the top-down, P3 approach to community building. Only in 2011 will we know the true results, but in 2008 many B.C. communities won big by electing progressive representatives.

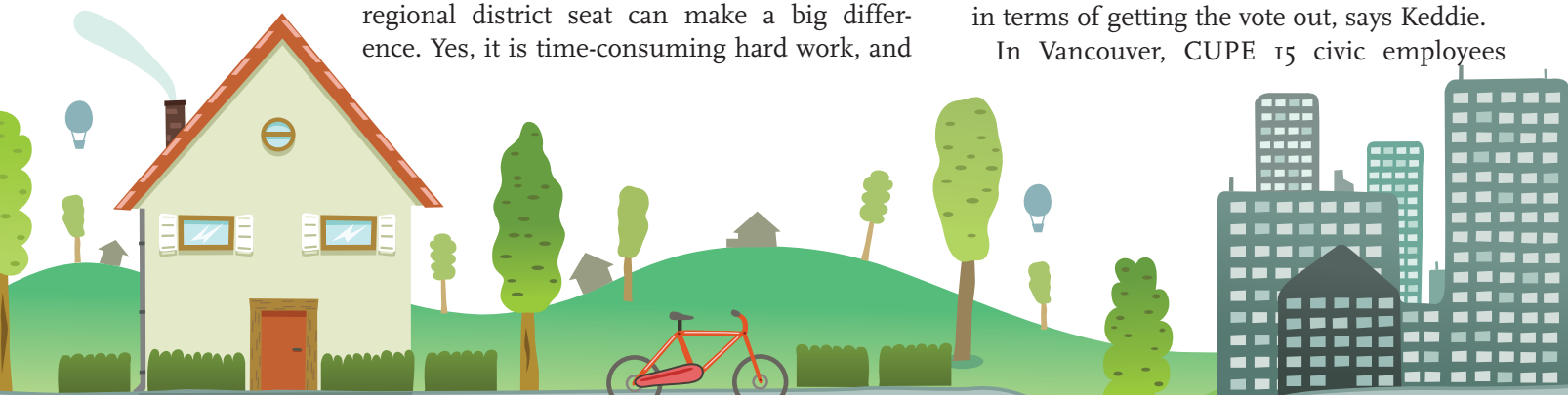
CUPE members take the oath

In all, more than half of the 180 candidates on the CUPE endorsement list were elected to municipal council, board of education or regional district seats. And more than 30 CUPE members ran for office. Of those, at least two dozen were successful, many of them first-time candidates.

Many communities in B.C. opted for more progressive leadership, including Prince George, Victoria, Vancouver, Burnaby, and Richmond.

In Prince George, a member-to-member information campaign by CUPE locals 1048, 3742 and 399 was “an unprecedented success” in terms of getting the vote out, says Keddie.

In Vancouver, CUPE 15 civic employees



along with CUPE 1004 and CUPE 391 pushed hard for member involvement in the successful campaign to elect a progressive Vision/COPE/Green slate.

“It was great to see so many CUPE members participating and volunteering during the election campaign,” said CUPE 15 president Paul Faoro. “This level of political activism in our union helped bring a progressive government back to Vancouver. We need officials who are going to strengthen our public services and make our neighbourhoods healthier.”

In Burnaby, CUPE 23 civic employees president Rick Kotar praised the re-election of Mayor



□ **ANTICIPATION** Volunteers for the Burnaby Citizen’s Association campaign watch election results via the Internet on November 15.

■ **VOTE CHASERS**

Prince George members Heather Elliott and Carlene Keddie organize poll cards before E-Day.



Derek Corrigan and a progressive council, made possible in part by the efforts of local members. “We’re very happy with the results,” says Kotar, adding, “We’ve always had an open door policy with Mayor Corrigan and been able to communicate with council.”

In Greater Victoria, a number of new councillors were elected who support public sewage treatment. Kim Manton, CUPE 1978 Keep It Public campaign coordinator, who also assisted the Victoria Labour Council election efforts, says she is optimistic. “CUPE and the labour council worked with candidates before and during the election in an unprecedented way and as a result we have some stronger representation in the region.”

More progressive school trustees

CUPE members also made inroads on boards of education. CUPE 402 president Laurie Larsen was elected to the Surrey Board of Education. Having narrowly lost in 2005, Larsen says she is looking forward to being a trustee. “I think that the work of CUPE locals and other labour activists really made a difference in this election, and

Here are some of the CUPE members and staff elected:

MUNICIPAL GOVERNMENT

COMMUNITY	NAME	LOCAL	POSITION
Abbotsford	Barkman, Les	774	Council
Burnaby	Jordan, Colleen	379 (retired)	Council
Colwood	Logan, Gordie	873	Council
Comox	Fletcher, Patti	556	Council
Coquitlam	Lynch, Barrie	873	Council
Gold River	Anderson, Craig	2769	Mayor
Mission	Pleacas, Danny	593	Council
New West	Harper, Bill	Staff (retired)	Council
North Van City	Mussatto, Darrell	873	Mayor
North Van City	Trentadue, Mary	873	Council
Oliver	Bennest, Jack	4595	Council
Revelstoke	Halberstadt, Antoinette	873	Council
Richmond	Barnes, Linda	716	Council
Sechelt	Lutes, Alice	801	Council
View Royal	Britton, Andrew	873	Council

SCHOOL TRUSTEES

Chilliwack	Piper, Louise	458	Trustee
New West	Janzen, James	23	Trustee
New West	Watt, Lori	Staff	Trustee
Prince Rupert	Wiens, Russell	105	Trustee
Quesnel	Chapman, Dave	1050	Trustee
Quesnel	Natalzio, George	1050	Trustee
Sooke	Riley, Denise	382	Trustee
Surrey	Larsen, Laurie	402	Trustee
Surrey	Allen, Terry	379	Trustee

I feel honoured to be recognized for the work that I have done in the community.”

Larsen joins Terry Allen, president of CUPE 379, who was re-elected.

Louise Piper, president of CUPE 458, is newly elected to the Chilliwack Board of Education. Piper credits support and encouragement from CUPE and her family. “I ran because I felt strongly that the kids at risk in our district need help and that I can make a difference,” she says.



- Clockwise, from top left
- ❑ **ICING ON THE PUCK** Colt Stava of the Prince Rupert Rampage senior men's hockey club accepts a cheque for \$1,000 from CUPE 105 (Prince Rupert Civic) president Russell Wiens
 - ❑ **A HEALING BRAND** When Molly Imrie, the daughter of former CUPE 4728 president Mike Imrie, began chemotherapy treatments for cancer, friends and neighbours got together and held a basketball game to raise funds for her treatment. CUPE 4728 donated uniforms for the event, which raised \$10,000.
 - ❑ **HELPING THE NEEDY** School district employees of CUPE 2045 presented a cheque for \$500 to the Hamper Fund during a November meeting in Port Hardy.
 - ❑ **TINY BUNDLES** Surrey Food Bank's Candace Davidson (left) accepts a \$4,500 donation from CUPE 402 (City of Surrey employees) president Laurie Larsen to the Surrey Food Bank's Tiny Bundles program. Making the presentation is Arden Noel (centre), chair of the CUPE 402 women's committee.

Memorial to honour civic workers

ABBOTSFORD | All CUPE 774 was asking for was official recognition of April 28 as the Day of Mourning. Instead, they got a permanent memorial to workers who have lost their lives working for the city.

In 2007, the civic local had asked the city to recognize April 28 as the international day to acknowledge workers killed or injured on the job.

As a result of the request, the city's Parks, Recreation and Culture department was asked to design a monument and find a suitable location in the Abbotsford Civic Centre.

City officials and CUPE 774 hope that people who view the monument will not only reflect on the loss of life, but also think about safety within their workplaces.

In October, the city announced that the memorial would be built in the Civic Centre near Veterans Way.

Winter salmon BBQ, anyone?

CUPE 1091 president Colin Pawson (Delta Schools) is getting a lot of local press – not just for his union activism, but for his skill at the grill.

Try this barbecued salmon recipe, courtesy of Pawson's friends Judy and Frank Taylor, featured last fall in the *South Delta Leader*:

Ingredients: 1 salmon fillet, olive oil, Creole seasoning, a half cup finely chopped garlic, a half cup chopped ginger

Method: Debone, brush salmon bottom with olive oil and cut into 1.5-inch strips. Sprinkle with Creole seasoning and place into oiled pan. Cover with wax paper, set aside in fridge 1 hour. Mix garlic & ginger with oil, spread onto salmon, place salmon onto bbq grill preheated at low temperature. Cook 15 minutes, do not turn. Delicious!



2008-09 SCHOLARSHIPS

This year's winners of CUPE BC's Aubrey Burton-Reg Ford Memorial Scholarships have been announced.

Receiving \$500 each from secretary-treasurer Mark Hancock on behalf of CUPE BC are Nikolina Nikolic of CUPE 1698, Daniel Fortin of CUPE 401 and Megan Victoria Lindgren of CUPE 622. Congratulations to this year's winners!



□ **UP TO NINETY** CUPE 15 has a rich and storied history advocating for workers in Vancouver – from a handful of members at the end of World War I to the thousands it represents today.

CUPE 15 celebrates first 90 years

Faoro thanks activists and staff for hard work

VANCOUVER | CUPE 15 members celebrated 90 years of representing workers with a catered wine and cheese event at the Vancouver Museum on November 21. The venue was chosen in support of members who work at the site and are currently in bargaining, and to send a message that museum workers have 5,500 CUPE 15 members behind them.

President Paul Faoro thanked activists and staff over the years for all their hard work. "We have a very progressive Local and that benefits our commu-

nity," said Faoro.

Many elected officials attended the event, a testament to CUPE 15's political activism.

The City gifted the local with a framed copy of their first contract that had been signed on December 22, 1919. Mused Faoro: "This was a two-page document that had five clauses and two sentences. Now we have a 128-page collective agreement."

The Local began as the Vancouver City Hall Employees' Association in 1918. When CUPE was formed in 1963, CUPE reserved the number 15 for them. In June of 1995, VMREU members voted to merge with CUPE.



□ **WALKING FOR JUSTICE** Members of CUPE's National Rainbow Committee gathered on Parliament Hill in Ottawa on September 15 to mark the end of the Walk 4 Justice for missing aboriginal women. CUPE BC Diversity vice president (workers of colour) Jai Deo Pratap (left) joined other activists awaiting the arrival of aboriginal sisters walking from Vancouver to Ottawa.

“Donn Stanley has taken us forward in many ways – from expanding our organizing capacity to making sure we get the servicing we need to meet our many challenges.”

Ring in the new year – with gratitude

As we begin 2009, it's important to reflect on what we have accomplished as a union. Part of that means recognizing the dedication and hard work that have taken us to where we are.

In the October 14 federal election and the November 15 community elections, our member-to-member campaigns helped elect progressive representatives who will work to keep our communities strong. In Vancouver Burrard and Vancouver Fairview on October 28, CUPE volunteers were part of successful campaigns that saw two bright young New Democrats win seats in the B.C. legislature. Whenever we go to the members and ask for your support, you always deliver. For this we can't thank you enough.

Political action is just one part of the work we do, and we also have to thank staff for their contributions. In this regard, I would like to single out a few people who are leaving us this year.

Education rep Judi Armstrong, WCB rep Timon Azmier, Legislative coordinator Mike Dumler, and Servicing rep Gary Johnson have all contributed many good years of their lives working on behalf of CUPE members. All are retiring this year. We will miss their many contributions and wish them all the best in their retirement.

A lot of what we've done in B.C. over the past five years could have gone very differently were it not for the patience and wisdom of Donn Stanley. In his capacities as assistant regional director and more recently as regional director,



■ STANDING UP

Our strength as a union in 2009 is a result of the tireless efforts of members and staff.

Donn has taken us forward in many ways – from expanding our organizing capacity to making sure we get the servicing we need to meet the many challenges we face as a union.

Under Donn's watch, the BC regional office saw a significant upgrade and renovation that both recognizes our growth as a union while advancing more progressive ways to tap our resources. This will include, in the near future, videoconferencing. The ability to connect our members and staff in virtual "face-to-face" meetings from all corners of the province will improve our internal communication and increase our organizing and servicing capacities.

But a more lasting memory, I think, will be the prominent role Donn played during last year's civic strikes in Vancouver – I don't recall ever seeing a regional director take that big a role in a dispute. We also appreciated the reassuring presence and steady hand he displayed in coordinated bargaining and as an executive council member with the BC Fed.

On behalf of our 75,000 members in B.C., the executive board, and Barry, I would like to wish Donn a happy and well-deserved retirement.

On a final note, CUPE BC is pleased to announce the appointment of Sister Colleen Wiens as alternate Municipal Pension Plan trustee.


Mark Hancock is secretary-treasurer of CUPE BC.



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NARAMATA 2009 WEEK-LONG SCHOOL

*Located in the heart of the Okanagan,
the Naramata school has a more
than 30-year tradition with CUPE*

*This spring's week-long sessions feature
12 courses that will expand your
horizons and sharpen your activist tools*

FOR MORE INFORMATION, CONTACT
CUPE Education representative Connie Credico
at 604-291-1940 or send her
an e-mail at ccredico@cupe.ca.

Note Taking/Representing Members A combination of two of our popular courses; how to represent your members in investigatory and disciplinary meetings and techniques for taking good notes in a variety of meeting settings.

Advanced Collective Bargaining - The 2010 Challenge We are heading into difficult rounds of bargaining as our contracts expire. Factors such as the current economy and rising cost of benefits will be serious challenges and we need to prepare the strategies that will ensure our success.

Diversity from a Bargaining and Stewarding Perspective

Successfully representing all of our members at the bargaining table as well as through the grievance procedure means that we need to have a solid understanding about our diverse membership and their unique needs.

Communicating CUPE A new course being piloted here in BC that will look at up-to-date ways of communicating with members, media, elected politicians and community members.

**Powerful learning
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The choice is yours.

"BC Liberals' claim of 5,000 new senior beds disputed"

Tri-City News
(September 25, 2008)

"Arrogance label is beginning to stick to Campbell's Liberals"

Vaughn Palmer, *Vancouver Sun*
(September 16, 2008)

"Campbell Liberals looking over their shoulders at NDP"

Penticton Herald (November 3, 2008)

"NDP leader visits Valley this week; Wants to hear views on seniors and health care"

Comox Valley Echo (July 29, 2008)

"Time to get moving; NDP leader wants more housing, lower taxes"

The Province (October 28, 2008)

"NDP leader promotes rural development fund"

The Daily Courier, Kelowna
(December 3, 2008)

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