

MAY
2023

THE MEMBERS' VOICE



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

Bigger and better than ever!



MAY 2023 GENERAL MEMBERSHIP MEETING

The Annual General Membership Meeting and Annual General Society Meeting will be held on May 24, 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. If you do not receive emails from the union office and would like to attend these meetings, please call us at 604-879-4671 or email us at email@cupel5.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.

IMPORTANT NOTE

Virtual General Membership Meeting Invitations
After registering for the Virtual General Membership meeting, please do not share your link with other 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.

MAY 24, 2023
5:30 p.m.
via Zoom invite

UNDER DISCUSSION:

- Executive Election Results and Swearing-In of New Executive
- 2022 Union and Society Audited Financial Statements
- Appointment of Auditor to Conduct the 2023 Union and Society Audits
- Amendment to the Society Constitution and Bylaws
- Staff and Committee Reports

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.



We're open!

The union office is open and the boardroom and staff are available by appointment by calling us at 604-879-4671. Our office telephone hours are 8:30 a.m. to 5:30 p.m. Monday through Friday.



Return undeliverable
Canadian addresses to:
CUPE Local 15
545 W. 10th Ave.
Vancouver, BC
V5Z 1K9



Very busy past month and ahead



WARREN WILLIAMS
PRESIDENT

by Warren Williams,
President

Hello CUPE Local 15 Members,

This month has been filled with bargaining with the Vancouver Art Gallery, HR MacMillan Space Centre,

Vancouver Maritime Museum, Museum of Vancouver, Langara College, and Emily Carr University, as well as bargaining prep for the City et al collective agreements. Thank you

to the bargaining committees for the work you are doing on behalf of CUPE Local 15 members.

It is also time to cast your vote for members of our Executive Board for this month's Executive Board elections. Thank you to all our nominees for letting your names stand for this important democratic process.

Thank you to the current Executive Board for all the work you have and will continue to do on behalf of our members.

April was the month for the CUPE BC Convention. I am happy to report that our elected delegates to convention (Debbie Mohabir, Santino Scardillo, Henry Lee, Aaron Cook, Seagrin Worster, Cynthia Schadt,

Chris Brown, Kamal Gautam, Bernie Dionne, and Lucia Rincon) were very involved this year addressing resolutions that would affect not only members of CUPE Local 15, but the entire province by stepping to the microphone and speaking in favour of or against the resolutions being voted on. Some of the resolutions voted on were police liaison officers in public schools, childcare, increased programming for social workers, Municipal Coordination Committee, WorkSafeBC, and OH&S to name a few.

In closing, thank you to the CUPE Local 15 staff for all the work you do on behalf of our members.

Secretary Treasurer's Report

by Debbie Mohabir, Secretary-Treasurer



DEBBIE MOHABIR
SECRETARY-TREASURER

Hello Everyone,

Voting is an important part of being in a Union

By the time you receive this edition of the Members' Voice, voting for the 1st Vice President, Secretary-Treasurer, one member at large

issues that the union may need to be aware of, events and updates.

In my time with CUPE Local 15, I have run in many elections and am very grateful to have been elected into the positions that I have thanks to the members. Our current Executive Board has been cohesive and collaborative and it has been wonderful working together. While we may not agree on everything, we do it in a respectful and non-combative way.

Members who are eligible to vote will receive an email with a specific individual link to vote from Simply Voting. Simply Voting has been conducting the Local's electronic elections for over 5 years. Kindly make sure we have your email address. If you don't receive a link, please contact the office by phone or email.

I strongly encourage you to take the time to vote. This is the responsibility of all union members. It literally takes three clicks and five seconds. My challenge to you is to see if you can do it faster!

Education

CUPE Spring School will be in Kamloops from May 28 to June 2, 2023. Three stewards were approved by the Executive to attend.

Weeklong schools are a really great opportunity for learning as the courses are more in-depth and stewards leave with more tools to help support members. It also allows for connecting with other stewards in unions all over the province and sharing of different ways of how things are being done. I have attended Spring and Fall School and have appreciated the experience and encourage stewards to apply for this great opportunity.

Courses that are being offered are Intro to Stewarding, Advanced Shop Steward Modules, Mental Health, Collective Bargaining, Advanced Grievance Handling, and Local Executive Leadership.

CUPE BC Convention

This year, 11 delegates attended the CUPE BC Convention on behalf of CUPE Local 15. There were about 640 delegates from CUPE locals across the province including District Councils.

Many were excited to see their CUPE friends and family and there were a lot of hugs and happy faces. In the three and a half days of convention, we heard from many speakers like Premier David Eby speak about the issues that are affecting workers provincially such as the economy, education, and healthcare.

Delegates marched to the Legislature on April 28th for the National Day of Mourning to remember workers who have been injured or killed on the job. Flags were raised and speeches were made by BC Federation of Labour Secretary-Treasurer Hermender Singh Kailley and CUPE BC President Karen Ranalletta.

Over the course of convention, we heard about the work the Executive committee reports and discussions around the work that was done in the last year. Delegates passed all resolutions that hit the floor with the majority being unanimous! With resolutions, came stories of experiences, some positive, some negative, and some with tears. There also were smudging ceremonies every morning with Elder Sam George.

CUPE Local 15 delegates spoke to resolutions on behalf of the Local and we had two first-time speakers from our Local. Well done K-12 Sector Rep Chris Brown and Parks Sector Rep Bernie Dionne!

I am a strong believer that it is important to have CUPE Local 15 represented at as many tables as possible. Therefore, I put my name forward for a 2nd term as CUPE BC Trustee and I am proud to say that I was re-elected to this important position!



in each of the City, VSB, and College/University sectors will either be starting or be in the midst of it.

Much like civic, provincial, and federal elections, members have the ability to cast their vote on who they would like to represent their sector on the Executive Board. These roles are vital and help bring each sector's perspective when making decisions for the local as whole, various motions, donations, and strategic planning. They also keep the Executive apprised on what has been happening in regards to grievances,

2023/2024 BURSARIES

Education is expensive, it's time to apply for a bursary!



Member Bursaries – Full and Part-Time Studies

Ten full-time bursaries and ten part-time bursaries are available annually to CUPE Local 15 members. Full-time bursaries are to a maximum of \$1,200 of tuition only and part-time bursaries are to a maximum of \$600 of tuition only.

Dependant Bursaries – Full-Time Studies Only

Ten dependant bursaries are available annually to dependants of CUPE Local 15 members. Dependant bursaries are to a maximum of \$1,200 of tuition only.

Application Process

The application forms will be available on the CUPE Local 15 website by May 26, 2023. Please read the Bursary Policy on page 2 of the form to determine whether or not you are eligible. Complete the application in full and forward it to the union office via email, fax, or mail.

Application forms for both Member and Dependant bursaries must be received at the union office by June 30, 2023.

DECISIONS

BY THE EXECUTIVE

At the Executive and Society Board meetings on April 18, 2023, the following decisions were made:

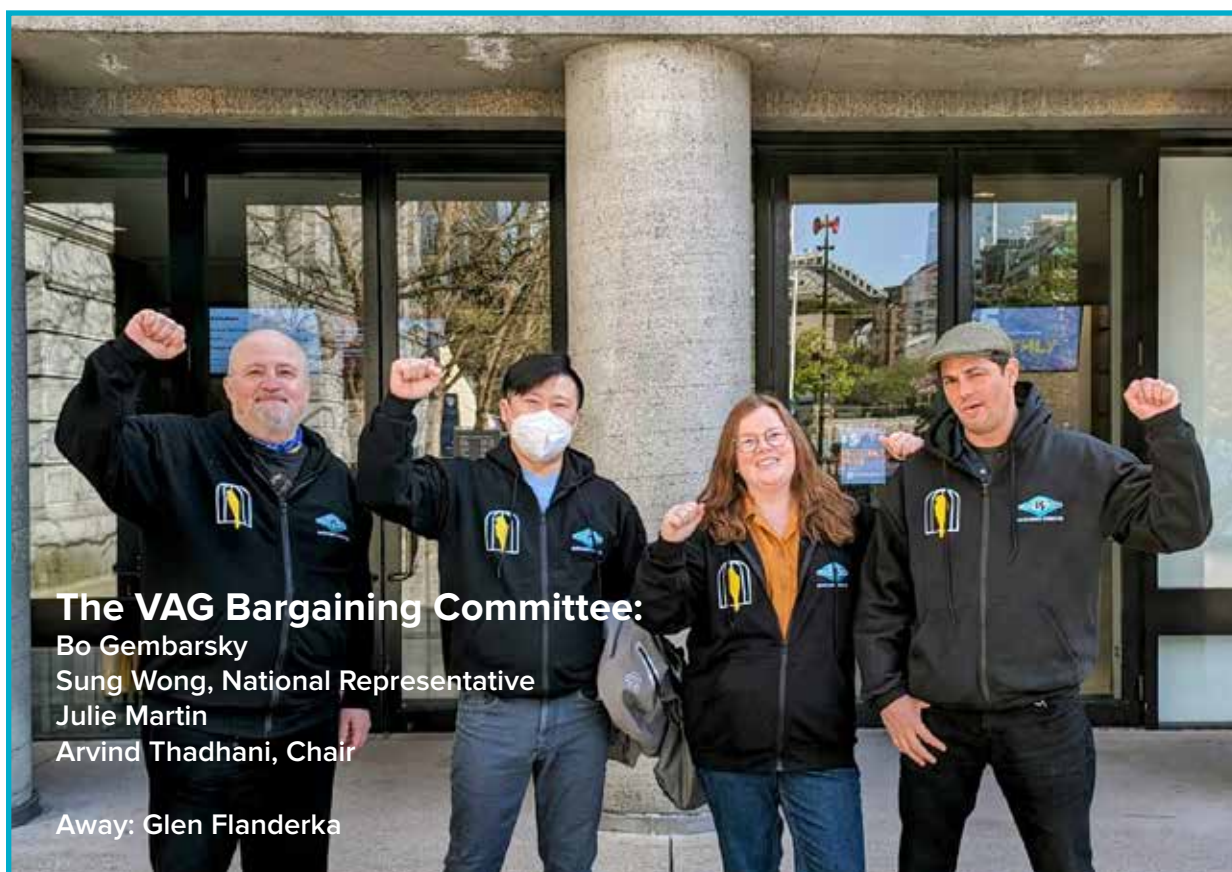
- To uphold the decision of the Staff Representative regarding an appeal from a member regarding an issue at the City of Vancouver.
- To provide juice boxes and a bouncy castle for the City of Vancouver's Family Fun Fair Day at a cost of up to \$1,000.
- To purchase a table for CoDevelopment Canada's Solidarity and Fundraising Dinner at a cost of \$950.
- To donate \$1,000 to the Gathering Place 2023 National Indigenous Day Event.
- To purchase a retirement gift at a cost of up to \$200 for long-time Executive member retiring from the City of Vancouver.
- To approve three stewards to attend the 2023 CUPE Weeklong Spring School.
- To purchase five tickets at \$75 each to the Britannia Support Society Annual Dinner.
- To appoint Bradley Kuong as the Primary OH&S Representative at Kensington Community Centre.
- To appoint Paul Faoro as the Returning Officer for the 2023 Executive Board elections.
- To receive the Financial Statements to February 28, 2023.
- To recommend that the members amend the Society Constitution and Bylaws at the Annual Society meeting. (See Notice of Motion and more information pg.4)

BY THE MEMBERS

At the General Membership Meeting on April 26, 2023, the members in attendance made the following decisions:

- To destroy the ballots from the City et al Ratification of Bargaining Proposals vote.
- To destroy the ballots from the Students' Union of VCC Ratification of the Memorandum of Agreement vote.

NEXT GENERAL MEMBERSHIP MEETING IS ON MAY 24, 2023 via Zoom



The VAG Bargaining Committee:

- Bo Gembarsky
- Sung Wong, National Representative
- Julie Martin
- Arvind Thadhani, Chair

Away: Glen Flanderka

The union cannot use your worksite email address @ we need your email address

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.

VMECW Society Financial Statements, December 31, 2022

**To the Executive Board of
Vancouver Municipal Education
and Community Workers Society,**

Opinion

We have audited the accompanying financial statements of Vancouver Municipal, Education and Community Workers' Society, which comprise the statement of financial position as at December 31, 2022, and the statement of operations and changes in net assets, and statement of cash flow for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements present fairly, in all material respects, the financial position of Vancouver Municipal, Education and Community Workers' Society as at December 31, 2022, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of Vancouver Municipal, Education and Community Workers' Society in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing Vancouver Municipal, Education and Community Workers' Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate Vancouver Municipal, Education and Community Workers' Society or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing Vancouver

Municipal, Education and Community Workers' Society's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Vancouver Municipal, Education and Community Workers' Society's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on Vancouver Municipal, Education and Community Workers' Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause Vancouver

Municipal, Education and Community Workers' Society to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Fairhall Zhang & Associates Ltd.
Chartered Professional Accountants
Burnaby, BC May 02, 2023

NOTICES OF MOTION – UNION

- 2022 Audited Financial Statement**
The Executive recommends that the members accept the 2022 Union Audited Financial Statement.
- 2023 Union Audit**
The Executive recommends that Fairhall Zhang and Associates Ltd. be appointed to conduct the 2023 Union Audit.

NOTICES OF MOTION – SOCIETY

- 2022 Audited Financial Statement**
The Executive recommends that the members accept the 2022 Society Audited Financial Statement.
- 2023 Society Audit**
The Executive recommends that Fairhall Zhang and Associates Ltd. be appointed to conduct the 2023 Society Audit.
- Society Constitution and Bylaws Amendment**
The Executive recommends amending the Society Constitution and Bylaws to read as follows: (strike-out denotes delete and **bold** denotes new language).
Article VI - Meetings
1. The Annual General Meeting shall be called in the month of April-**May** in each year.

Explanation: This is housekeeping due to an oversight. When the union bylaws were amended in 2013 to facilitate electronic voting, the Annual General meeting was changed from April to May of each year. The Annual Society meeting naturally moved to May along with the General Meeting, but Notice of Motion was not served to the members and the Society document was not changed.

Statement of Financial Position

	<u>Unrestricted</u>	<u>Restricted</u>	<u>2022</u>	<u>2021</u>
Assets				
Current				
Cash and cash equivalents	\$ 1,024,730	\$ 1,509,165	\$ 2,533,895	\$ 2,325,752
Prepaid expenses	<u>31,407</u>	<u>-</u>	<u>31,407</u>	<u>34,493</u>
	<u>1,056,137</u>	<u>1,509,165</u>	<u>2,565,302</u>	<u>2,360,245</u>
Long Term				
Loans receivable - (Note 4)	-	-	-	23,835
Capital assets - (Note 5)	<u>-</u>	<u>363,316</u>	<u>363,316</u>	<u>371,601</u>
	<u>-</u>	<u>363,316</u>	<u>363,316</u>	<u>395,436</u>
	\$ 1,056,137	\$ 1,872,481	\$ 2,928,618	\$ 2,755,681
Liabilities & Building Fund				
Current				
Accounts payable & accrued liabilities	\$ 13,987	\$ -	\$ 13,987	\$ 17,049
Deferred revenue - (Note: 7)	<u>1,097</u>	<u>-</u>	<u>1,097</u>	<u>62,424</u>
	<u>15,084</u>	<u>-</u>	<u>15,084</u>	<u>79,473</u>
Net Assets				
Unrestricted fund (Page 5)	1,041,053	-	1,041,053	976,308
Building fund (Page 6)	-	1,444,231	1,444,231	1,263,687
Strike hardship fund (Page 7)	-	54,746	54,746	54,665
Memorial fund (Page 8)	-	10,188	10,188	9,947
Capital assets fund (Page 9)	<u>-</u>	<u>363,316</u>	<u>363,316</u>	<u>371,601</u>
	<u>1,041,053</u>	<u>1,872,481</u>	<u>2,913,534</u>	<u>2,676,208</u>
	\$ 1,056,137	\$ 1,872,481	\$ 2,928,618	\$ 2,755,681

Statement of Operations

	<u>2022</u>	<u>2021</u>
Revenues		
Interest income	\$ 16,667	\$ 5,157
Equipment and furniture lease (Note 6)	240,000	229,560
Office rental (Note 6)	239,400	229,470
Transfer - health members (Note 7)	<u>61,327</u>	<u>20,230</u>
Total Revenues	<u>557,394</u>	<u>484,417</u>
Less: Transfer to building fund	<u>150,000</u>	<u>140,000</u>
Net Revenues	<u>407,394</u>	<u>344,417</u>
Expenses		
<u>Building</u>		
Insurance	39,413	37,226
Repairs and maintenance	18,495	13,571
Supplies	5,123	2,282
Property taxes & utilities	<u>94,689</u>	<u>94,097</u>
	<u>157,720</u>	<u>147,176</u>
<u>Leases & Member Services</u>		
Bursaries	24,000	21,900
Amortization of equipment, furniture and fixtures	22,107	20,839
Leases	26,946	26,241
Good & welfare	6,742	2,842
Member activities	1,910	2,393
Repairs and maintenance - equipment	7,336	9,823
Professional development - health members (Note 7)	61,327	20,230
Sick benefits (Note 9)	<u>7,641</u>	<u>2,380</u>
	<u>158,009</u>	<u>106,648</u>
<u>General</u>		
Donations	3,200	3,000
Annual fees	2,167	359
Audit	6,004	5,747
Loans contingency	<u>23,835</u>	<u>25,000</u>
	<u>35,206</u>	<u>34,106</u>
Total Expenses	<u>350,935</u>	<u>287,930</u>
Excess of revenues over expenses	\$ 56,459	\$ 56,487

	<u>2022</u>	<u>2021</u>
Statement Of Unrestricted Fund		
Balance, beginning of year	\$ 976,308	\$ 931,276
Add:		
Amortization	22,107	20,839
Excess of revenues over expenses for the year	<u>56,460</u>	<u>56,487</u>
	1,054,875	1,008,602
Deduct:		
Purchase of capital assets	<u>13,822</u>	<u>32,294</u>
Balance, end of year	<u>\$ 1,041,053</u>	<u>\$ 976,308</u>

	<u>2022</u>	<u>2021</u>
Statement Of Building Fund		
Balance, beginning of year	\$ 1,263,687	\$ 1,115,768
Add:		
Interest income	30,544	7,919
Transfer from unrestricted fund	<u>150,000</u>	<u>140,000</u>
Balance, end of year	<u>\$ 1,444,231</u>	<u>\$ 1,263,687</u>

	<u>2022</u>	<u>2021</u>
Statement Of Strike Hardship Fund		
Balance, beginning of year	\$ 54,665	\$ 54,616
Add:		
Interest Income	<u>141</u>	<u>109</u>
	54,806	54,725
Deduct:		
Service charges	<u>60</u>	<u>60</u>
Balance, end of year	<u>\$ 54,746</u>	<u>\$ 54,665</u>

	<u>2022</u>	<u>2021</u>
Statement Of Memorial Fund		
Balance, beginning of year	\$ 9,948	\$ 9,878
Add:		
Interest Income	<u>240</u>	<u>69</u>
Balance, end of year	<u>\$ 10,188</u>	<u>\$ 9,947</u>

	<u>2022</u>	<u>2021</u>
Statement Of Capital Assets Fund		
Balance, beginning of year	\$ 371,601	\$ 360,146
Add:		
Purchase of capital assets	<u>13,822</u>	<u>32,294</u>
	385,423	392,440
Deduct:		
Amortization	<u>22,107</u>	<u>20,839</u>
Balance, end of year	<u>\$ 363,316</u>	<u>\$ 371,601</u>

Statement of Cash Flows

	<u>2022</u>	<u>2021</u>
Cash Provided By (Used In):		
Operating Activities		
Excess of revenues over expenses for the year		
Unrestricted fund	\$ 56,459	\$ 56,487
Strike hardship fund	81	49
Memorial fund	240	69
Building fund	<u>180,544</u>	<u>147,919</u>
	237,324	204,524
Items not requiring an outlay of cash:		
Amortization	<u>22,107</u>	<u>20,839</u>
	<u>259,431</u>	<u>225,363</u>
Changes In Non-Cash Working Capital		
Prepaid expenses	3,086	(433)
Accounts payable and accrued charges	(64,387)	51,752
Loans and notes receivable	<u>23,835</u>	<u>24,000</u>
	<u>(37,466)</u>	<u>75,319</u>
Cash Provided By (Used In) Operating Activities	<u>221,965</u>	<u>300,682</u>
Financing Activities		
Investing Activities		
Additions to property, plant and equipment	<u>(13,822)</u>	<u>(32,294)</u>
Cash Provided By Investing Activities	<u>(13,822)</u>	<u>(32,294)</u>
(Decrease) Increase In Cash Flow	208,143	268,388
Cash, Beginning of Year	<u>2,325,752</u>	<u>2,057,365</u>
Cash, End of Year	<u>\$ 2,533,895</u>	<u>\$ 2,325,753</u>
As represented by:		
Unrestricted fund	\$ 1,024,730	\$ 997,453
Strike hardship fund	54,746	54,665
Memorial fund	10,188	9,948
Building fund	<u>1,444,231</u>	<u>1,263,687</u>
	<u>\$ 2,533,895</u>	<u>\$ 2,325,753</u>

Notes to the Financial Statements

1 Purposes of the Society

The purposes of Vancouver Municipal, Education and Community Workers' Society (the "Society") are to hold the Capital Assets used by the Canadian Union of Public Employees Local 15 - VMECW (referred to as Local 15) and to provide benefits to Society members, as determined by Society policy or membership resolution. It was incorporated under the Society Act of British Columbia and is therefore exempted from income tax.

The Society and Local 15 are under common control of the same board members.

2 Significant Accounting Policies

(a) **Basis of Accounting and Presentation**

The Union prepares its financial statements in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

The financial statements have been prepared using the deferral method of accounting. Under this method, revenue and expenses are reflected in the accounts in the year in which they have been earned and incurred respectively, whether or not such transactions have been finally settled by the receipt or payment of money.

The Union has internally restricted funds and has adopted fund accounting as a basis of reporting the funds' activities. These financial statements present all the funds' activities on a combined basis. The "Funds" of the Union consist of the following:

Notes to the Financial Statements

- i Unrestricted Fund Its purpose is be used for the Society's administrative activities.
- ii Building Fund Its purpose is to cover the costs of future renovations and/or purchase of office building.
- iii Memorial Fund Its purpose is to provide memorial donations to members' families.
- iv Strike Hardship Fund Its purpose is to assist members in times of financial hardship during a strike.
- v Capital Assets Fund Amounts included in this fund represent the acquisition of capital assets at cost, net of accumulated amortization.

Revenue Recognition

The Society follows the deferral method of accounting for revenue.

Interest income is recognized on accrual basis.

Rental income from operating leases and building leases is recognized on a straight-line basis over the term of the lease.

(c) **Capital Assets**

Purchased Capital Assets are recorded at cost. Amortization of Capital Assets is provided for on the straight line basis at the annual rates set out below. The final year amortization is not taken if the asset remains in use.

Building:	4% Straight Line
Equipment, furniture, & fixtures:	20% Straight Line

(d) **Cash and cash equivalents**

Cash equivalents are comprised of highly liquid term deposits that are readily convertible to cash with maturities that are less than three months from the date of acquisition. As at December 31, 2022, there is no cash equivalents.

(e) **Use of estimates**

The preparation of financial statements in conformity with ASNPO, requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the financial position date and the reported amounts of revenues and expenses during the year. Assumptions are based on a number of factors including historical assumptions that are believed reasonable under the circumstances. Actual results could differ from those estimates under different conditions and assumptions. Estimates are used when accounting for the useful lives of tangible capital assets.

(f) **Financial instruments**

All financial instruments are initially measured on the statement of financial position at fair value. Subsequent measurement will depend on the relevant accounting policy.

The Society's financial instruments are cash and cash equivalents, accounts receivable, loans receivable, due to Local 15 and accounts payable.

These financial instruments are recorded at amortized cost.

3 Cash Restricted

Cash is restricted towards the future renovations and/or purchase of office building, for memorial donations to members' families, and to assist members in times of financial hardship during a strike. As at December 31, 2022, restricted cash is \$1,509,165 (2021 - \$1,328,299).

4 Loans Receivable from Members

	2022	2021
Total loans outstanding as at December 31	\$ -	\$ 25,000
Less: Allowance for doubtful accounts	-	(1,165)
Net Loans Receivable	\$ -	\$ 23,835

During the year, management decided to write-off the remaining balance of loans and to end the loans program.

Notes to the Financial Statements

5 Capital Assets

Capital Assets are recorded at cost and consist of:

	<u>Original Cost</u>	<u>Accumulated Amortization</u>	<u>NBV 2022</u>	<u>NBV 2021</u>
Land	\$ 15,000	\$ N/A	\$ 15,000	\$ 15,000
Building	436,032	177,284	258,748	260,697
Equipment & furniture	<u>587,226</u>	<u>497,658</u>	<u>89,568</u>	<u>95,904</u>
	<u>\$ 1,038,258</u>	<u>\$ 674,942</u>	<u>\$ 363,316</u>	<u>\$ 371,601</u>

6 Related Party Transactions

The Society rents its office space and leases its office equipment to the Canadian Union of Public Employees - Local 15 and office space to the Canadian Union of Public Employees - Local 391. The rental transactions between the Society and these related parties for the years ended December 31, 2022 and 2021 are as follows:

	<u>2022</u>	<u>2021</u>
CUPE 15 Office Equipment Lease	\$ 240,000	\$ 229,560
CUPE 15 Office Space Rental	<u>239,400</u>	<u>229,470</u>
	<u>\$ 479,400</u>	<u>\$ 459,030</u>

These transactions occurred in the normal course of operations and are measured at an exchange amount, which is the amount of consideration established and agreed to by the related parties.

7 Transfer - Health Members

Funding received from CUPE Paramedical Bargaining, for the purpose of professional development by Health Science Professionals Bargaining Association members. Any undistributed funds have been recorded as deferred revenue.

8 Interfund Transfers and Internally Restricted Fund Balances

In 2022, the Society's Board internally restricted resources amounting to \$150,000 (2021 - \$140,000), the amount is to be used towards the building replacement.

In 2022, \$13,822 (2021 - \$32,294) was transferred from the Unrestricted Fund to the Capital Asset Fund in order to fund the cash outlays for capital asset acquisitions.

9 Sick Benefits

The Society's benefits continuance policy covers benefits premiums for members while on unpaid sick leave for a period of up to six months.

10 Commitments

The Society has entered into an operating lease expiring on December 31, 2027 with Konica Minolta for the use of copiers. The minimum lease payments due for the next five years is as follows:

2023	\$ 8,507
2024	8,507
2025	8,507
2026	8,507
2027	<u>8,507</u>
	<u>\$ 42,535</u>

11 Financial Instruments

The Society is exposed to the following risks arising from financial instruments.

Credit risk

Credit risks arise from two sources: cash and cash equivalents, accounts receivable and loans receivable.

Cash and cash equivalents are deposited with reputable, major financial institutions to limit the credit risk exposure. The credit risk from counter parties not paying loans receivable is considered to be significant. The credit risk from accounts receivable is considered to be very low.

Interest rate risk

The Society is exposed to interest rate risk with respect to cash and cash equivalents. Changes in interest rates can affect the fair value of investments and the cash flows related to interest income and expense.

12 Comparative Figures

Certain prior year figures have been adjusted to conform with the current year presentation.

2023 Electronic Voting Information and Candidate Statements

by Tia Tang, Office Manager

By the time you receive this issue of the Members' Voice, you should have received voting instructions and a Personal Identification Number (PIN) in the mail. This PIN will allow you to vote electronically in the 2023 Executive elections.

If you have not received this information by the opening of the poll, please contact the union office and we will verify your membership and contact the election provider on your behalf. Simply Voting has been hired as the independent third-party election provider and all PIN issuance and voting is maintained and monitored by them.

The deadline for requesting a PIN is Tuesday, May 23, 2023 at 10:00 a.m.; NO EXCEPTIONS.

Because of the verification process, members must request a PIN themselves. Under no circumstances may a member request a PIN on behalf of another member.

There will be an election for Secretary-Treasurer, 1st Vice President, City Sector Representative, College/University Sector Representative, and K-12 Sector Representative. The Park Board Sector Representative, HSPBA Sector Representative, and Trustee positions have been filled by acclamation.

All members are eligible to vote for the Secretary-Treasurer, and 1st Vice President positions. Only members in the City, College/University, and K-12 sectors are eligible to vote for positions in that sector.

Voting will open by electronic ballot at 8:00 a.m. Pacific Standard Time on May 16, 2023 and will remain open until 11:59 p.m. on May 23, 2023. Polls will be accessible 24 hours a day. Results will be announced at the Annual General Meeting on May 24th and will be posted at www.cupe15.org.

If you have any questions regarding the administrative process, please contact Tia Tang, CUPE Local 15 Office Manager. If you have other concerns about the election, please contact the Returning Officer, Paul Faoro, by leaving a message at the union office.

Please read the Candidate Statements

The following members are running for a position on the Executive Board:

**Debbie Mohabir
for Secretary-
Treasurer**

Re-elect Debbie Mohabir for Secretary-Treasurer.

My name is Debbie Mohabir and I am running for re-election for a 2nd term as the Secretary-Treasurer of CUPE Local 15. I am asking for your support and vote in the upcoming election.

In my first term, I set out to accomplish things that I had said I was going to do. I am proud to say that I have done these, and much more, with the support of the Executive, Stewards, and Staff. I have continued to be visible and accessible to all members, sectors, and employers and work collectively to ensure the decisions made are in the best interests of all members. I have continued to advocate politically for better working conditions, wages, and fair treatment by employers. I have also made sure to involve myself in all sectors so I have a better understanding of how I am able to best support the members in this role.

I strongly believe CUPE Local 15 should be represented at as many tables as possible to make sure our voices are heard and to share our successes. I have volunteered countless hours to make this happen and will continue to do so if re-elected.

Here are some of the things I have been doing the past three years:

- Organized and shared various educational opportunities with Stewards and Bargaining Committees
- Worked collaboratively with the OH&S Committee and VSB Stewards on FAQ documents for members
- Frequently attended monthly sector steward meetings
- Provided training for over 40 new stewards
- Worked collaboratively with Trustees on updating policies, budgets, and reports
- Continued to be fiscally responsible with members' dues
- Ensured financial decisions continue to be in line with motions, bylaws, and policies
- Continued to work collaboratively with Executive, Trustees, and Staff
- Continued to be available, committed, transparent, and progressive
- Attended Langara Board meetings and Emily Carr University of Art & Design Board meetings
- Facilitated numerous online and in-person workshops through CUPE BC and for our Local
- Attended Vancouver Coastal Health DEI Presentation and sat on the panel as a truth teller



- Represented Health and Parks sector members in meetings with the employer
- Attended new hire orientations at the City and VSB
- Attended meetings jointly and on behalf of the President
- Built relationships and attended meetings with City Counsellors & VSB Trustees
- Continued to advocate for members in all sectors
- Attended VDLC and CUPE Metro meetings; provided updates on behalf of our Local
- VSB Bargaining Committee Chair
- Streamlined and updated administrative processes and forms for efficiency within our Local
- Worked collaboratively to launch the new and improved CUPE Local 15 website
- Created the Pumpkin Carving Contest for members and their families

Endorsements:

Santino Scardillo – 1st Vice President
Ravina Lal – 2nd Vice President
Chris Brown – K-12 Sector Representative
Cynthia Schadt – K-12 Sector Representative
Paul Chohan – City Sector Representative
Kamal Gautam – City Sector Representative
Henry Lee – Parks Sector Representative
Roxshanna Shankar – Health Sector Representative
Eduardo Rodriguez – College/University Sector Representative
Vanessa Mani – Trustee
Aaron Cook – Trustee

Starla Bayley for Secretary-Treasurer

Starla Bayley for Secretary-Treasurer.

Thank you for taking the time to learn about me as a candidate for Secretary-Treasurer. I have

been an active member of our local since 2009 when I began as a shop steward, to Executive member from 2014-2022. I am and have been on the City et al bargaining committee (2016-2019; 2020-2022; and current), joint health and safety committee and labour management committee. In addition to this, I have spent several years as the Chief Shop Steward for Parks but work with members across four collective agreements in this role.

As your Secretary-Treasurer I would ensure that each bargaining unit received the support they need to have a robust group of shop stewards to support each sector. I understand the difference between equal vs equitable support and would ensure the latter practices to build our strength. I have a solid idea to provide more shop steward training on a regular basis for our members –



continued from page 10

this would help us to build and retain our stewards moving forward.

Being a long standing, active member of the local I have an in-depth understanding of our bylaws and policies. If elected to office I would have the policies accessible to members, so you have a better understanding of what does and does not apply (especially as it relates to our finances). I believe by being transparent in our practices we can move forward collectively and bolster the labour movement both internally and externally in the larger community.

Perhaps most importantly, I would post my office hours regularly in the Members' Voice. I will ensure I am accountable for the hours I work. Being accessible is large part of my campaign. I want to ensure that we have a relationship where I can support you in what you need. I would ensure that my office is open and available for you to come and discuss issues that are affecting you in the workplace. My role and my job, as Secretary-Treasurer will be to be there for you, not off-site facilitating or away bargaining.

I was raised on the principles of solidarity and believe that for us to achieve healthy, safe and equitable workplaces, we all need to work together but specifically the leadership at the top needs to be there asking the hard questions and holding the employer(s) to task. If elected I will commit to attending your employer meetings that affect your jobs and work environment. I will strive to head off decisions from your employer that will negatively impact your work and our members.

In addition to my years of union education, I also hold a degree in Child and Youth Care Counseling, a certificate in Occupational, Health and Safety and am currently working towards a diploma in Human Resources Management. These programs will aid in supporting you at your workplaces.

Please take the time to login and vote. Should you have questions for me, please email me directly at: starlabayley@yahoo.ca.

Santino Scardillo for 1st Vice President

Hello fellow members,

Hopefully most of you know me by now.

My name is Santino

Scardillo and I am your first Vice President. I was elected to this position five years ago and am asking for your support for re-election.

I have been a proud member of this union for 31 years working in the City and Parks sectors, and have been actively carrying out union



business in many capacities for the last twenty years. This includes working as an active shop steward, City Sector Representative on the Executive Board, 2nd Vice President, and 1st Vice President. In my role as 1st Vice President, I work closely with the President, stepping into their position when required.

I chair the Union Grievance Committee, the Contracting In Committee, and membership and Executive Board meetings in the absence of the President. These are just some of my duties that I carry out as your very committed 1st Vice President.

As per my commitments during my previous election campaigns, I have been engaging with all the sectors, established the Contracting In Committee, been a strong voice at many conventions, and networked with other locals throughout the province. This work has been effective and I commit to continuing it for the next three years, if I am elected.

I am very proud of my work on the Contracting In Committee. When we hear from members that their work is being contracted out, we now have the opportunity to try and stop it from happening. Because of my involvement in this committee, and from getting out and meeting with members across the sectors, I have a better understanding of the important work our members do which helps to address their concerns and answer their questions.

I have, and will continue to support our members with issues in the workplace, at labour management meetings, and in any other way I can. I care deeply about our union and members.

It is important that every member votes. I want to continue this important work and am asking, once again, for your vote and support. You will receive a PIN and instructions on how to vote in the mail, and by email if the union office has an email address on file for you. If you do not receive this information by the opening of the poll, please call 604-879-4671 or email the union office at email@cupe15.org. The poll opens at 8:00 a.m. on May 16, 2023.

Vote for Santino!

Rose Palozzi for 1st Vice President

Hi folks,

My name is Rose Palozzi, and I am asking for your support to be your next 1st Vice-President at CUPE Local 15.



If you know me, you know I work at Langara College. I am the lead shop steward and have been for 4 years. I have been actively involved with the union for over 8 years. I am the chairperson of our bargaining committee. I serve as the sector

representative on the executive board. And I continue to educate myself so that I can best support members.

I am committed to the members of this union.

How can I help you?

I believe every person in our union works in a role that is important - from providing city services, to education, health, recreation, the arts, and so much more - the members of this union do it all. YOU do it all.

And this is your union. The union is its members, each and every one of you. Without you, there is no union. It takes people like you - people who care, people who stand up for their rights, people who want to see change - to make your union something you can be proud of, that supports all workers.

More than ever, we see people looking to unions to fight for workers rights, better working conditions and wages that keep up with the cost of living.

Across this city and our country, we see workers unionizing and demanding a fair and just society.

I believe our union has a role to play in helping to achieve that.

I need your help.

As 1st Vice President, I will represent you, and do the work to support you and make our union a true voice for its members.

- Work together for positive change.
- Supporting worker's rights.
- Standing up to inequality.
- Making society better for all people.

I will listen to you and stand with you.

I am committed to serving all members of this union - not only at my worksite, but across all worksites of our local.

The strength of a union lies not in what each of us can achieve as individuals, but the power of a collective when we stand together.

CUPE is a democratic union, where the rank and file members make the decisions - from policy to bylaws to electing leadership. You have a voice. On election day, make your voice heard by voting,

On election day, I hope you will vote for me, Rose Palozzi, for 1st Vice-President of CUPE Local 15.

In solidarity,

Rose Palozzi

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Cynthia Schadt for K-12 Sector Representative

Re-elect Cynthia Schadt for K-12 Sector Representative.

Hello Members!

Thank you for taking time out of your busy schedule to participate in voting for this year's Executive Board election. I am ecstatic to have been nominated as one of this year's candidates for the K-12 Sector Representative. Thank you to my nominator. I would like to continue the important work the Executive does.



Just a little about myself. I have been a Vancouver School Board SSA since 2009, spending the first year and a half as an on-call SSA, working in approximately 80 different schools. During this time, I observed and experienced the climate our members were working in. Our members work hard with students of varying abilities, expressing that the work is rewarding and fulfilling. They show empathy and compassion for all students regardless of their abilities and even though they experience difficult situations where behaviour and working through violence have been prevalent. I became a permanent SSA in November 2010.

In September 2014, I attended a stewarding training course and was so excited to become a Shop Steward. The ability to help my fellow CUPE 15 members has made me incredibly happy.

- In 2017, I became the K-12 Alternate for CUPE 15 OH&S Committee
- I have been the K-12 Sector Representative from 2017 to the present
- From 2017 to 2021, I helped plan events with the Social Committee
- I have sat on the Union Grievance Committee from 2017 to the present
- I have been on the Union Education Committee from 2020 to the present
- I have been a delegate for both the Vancouver District Labour Council and CUPE Metropolitan District Council from 2020 to the present
- I have been the Chief Shop Steward in the K-12 sector from 2020 to the present

Through all these experiences, I have come to understand the importance of upholding the CUPE Local 15 Bylaws and CUPE Constitution.

Please vote for me as K-12 Sector Representative!

Thank you.

Endorsed by:

- Debbie Mohabir – Secretary-Treasurer
- Santino Scardillo – 1st Vice President
- Chris Brown – K-12 Sector Representative
- Vanessa Mani – Trustee

Lilianna Gut for K-12 Sector Representative

My Name is Lilianna Gut and I work at the University Hill Secondary as an SSA. I have been with the VSB since 2007 and I have been an active shop steward for nearly eight years. I was a Trustee for a year with CUPE 15, before I pursued my Master's Degree.



My devotion to CUPE 15 is supporting you in struggles of gaining equal opportunities, fair wages, and respectful treatment in the workplace.

I advocated for Indigenous and minority students during Policy and Governance meetings and represented CUPE 15 workers at the highest levels with the employer. I spoke on behalf of our members during conventions relaying information to the Government for changes that needed to be implemented, like stopping bullying and harassment at the workplace.

I would like to inform you that last month I was nominated as K-12 Sector Representative, and I am asking you for your vote. I had the pleasure of meeting many of you and it was my deepest desire to represent you to the best of my ability and gain you the results you deserve. Now I am asking you for your support, so I can be your voice and act in your best interest in all levels of your employment and possibly the government.

Thank you for believing in me; let's make our work a great place for all of us! Vote for me.

Aaron Cook for City Sector Representative

My name is Aaron Cook and I am honored to put my name forward to serve as City Sector Representative. I would like to thank my nominator and those who have supported me in this endeavor.



I have been working with the City of Vancouver (COV) for over 21 years in various positions (mostly auxiliary) including Cashier, Golf Course Ranger, Security Attendant, Office Support Clerk 2 & 3, Clerk 3, and my current role as Project Coordinator 1 in Housing Review Branch. I am a worker who has at least 20 years of service left, and I believe members who are at the beginning of their careers need to be guided by those who have been there.

We need to continue on with the work of the Union and gain experience so that we can carry the torch for those who came before and pass it on to those who come after. I grew up in a VMREU/CUPE family and the values and traditions are something that I hold in my core.

Transparency, effective communication, dedication and accountability is what I bring to the table, what I don't bring is a personal agenda. As a Trustee I made it my mission to make sure there is no funny business in the books and your dues are being spent appropriately. I am quite vocal when there are things which I see need clarification and am not shy about calling out things when I see it.

I am impartial, fair, reasonable and trustworthy, and enjoy working collaboratively. I intend to bring this to the Executive Board as City Sector Representative with your support.

During my time as an activist, I have volunteered in the following capacity:

- Current Trustee for CUPE 15 since 2019
- Current CUPE 15 OH&S Committee Co-Chair and City Sector Representative since 2019
- Grievance Committee
- Finance Committee since 2019
- Current Executive Board Member and delegate with Vancouver District Labour Council since 2020
- Current Trustee and delegate with CUPE Metro District Council since 2020
- I have attended CUPE BC Conferences, CUPE National Conferences, and BC Fed Conferences as a CUPE 15 delegate.

I am honoured to have received endorsements from:

- Debbie Mohabir – Secretary-Treasurer
- Santino Scardillo – First Vice President
- Ravina Lal – Second Vice President
- Paul Chohan – City Sector Representative
- Henry Lee – Parks Sector Representative
- Eduardo Rodriguez – College/University Sector Representative

I would like this opportunity to be a part of shaping the future of our local as a member of the Executive Board.

On Election Day please vote for me, Aaron Cook.

Seagrin Worster for City Sector Representative

Vote Seagrin Worster for City Sector Representative

Hi, my name is Seagrin Worster, I am running for City Sector Representative. I am in my 33rd year working for the City of Vancouver.



Over this time I have worked across several different departments and been an active City Steward for the last 14 years, enabling me to help and empower many members along the way. I am honest, hardworking, outspoken and practical. These personality traits and my combined experience makes me confident that I would do a good job as your City Sector Representative.

As a shop steward I have dedicated time and attention to learning about our rights and how to enforce them in the workplace. I apply my knowledge regularly in supporting our members through their various grievances with the employer. I feel being in the role as your City Sector Representative would allow me to further support more members in the workplace. I believe in lifelong learning and being able to apply what I have learned in my day to day life.

I will listen to your concerns at your worksite, and present them to the Union Executive to be addressed. Never should one think that their concern is not of interest to the leadership. If you are feeling troubled by what you are experiencing at work, it is of interest, to the union and to all of us. I will be your voice at the Executive Board and provide a conduit for you to voice your concerns to the Board, and in return I will communicate the Board's response to you. I have no trouble speaking up on your behalf.

Everyone has the right to feel secure in their job and feel that they can reasonably express themselves. We need our members' feedback to help in resolving any problems and countering unpleasant trends, rather than the alternative of letting an issue escalate or becoming an unpopular policy.

Vote for me, I look forward to serving you.

My contact: Email: seagrinsteward@shaw.ca
Cell: 778 321-8796

Eduardo Rodriguez for College/University Sector Representative

My name is Eduardo Rodriguez, and it is with great pride that I accept my nomination for the College and University sector representative. I am originally from Mexico but emigrated to Canada more than 20 years ago. I have been employed at Emily Carr University of Art + Design (ECU) since 2007. I have worked in both the IT and the Continuing Studies Department. I know my community very well, and I am also familiar with Langara College as I have family, friends and colleagues who have attended or worked at that site.



I currently serve as an active steward at Emily Carr University and represent the greater post-secondary community as a College and University Sector Representative on the CUPE Local 15 Executive Board. I sit on the ECU bargaining committee, the Joint Occupational Health Safety (JOHS) committee, and our newly struck committee to address issues and establish guidelines around working within a P3 framework. Also, I am on the CUPE 15 Occupational Health & Safety (OH&S) Committee and have participated on the Union's grievance committee many times.

As a Union activist, I work hard to advocate on behalf of all members. I don't side-step difficult questions and will press for answers, all with the goal of finding a fair, and equitable resolution. I act locally but the fight for fair wages, and safe worksites free from harassment and bullying are universal issues that serve all of our members.

I put members first. I approach issues with an open mind and respond in a timely manner and do my best to find a fair solution. I will also bring these principles to the table.

I believe in transparency, accountability and having representation within the Union from Emily Carr University.

With your support and vote, I would like to continue to represent the members at ECU on the Executive Board.

Endorsed by:

- Santino Scardillo – 1st Vice President
- Debbie Mohabir – Secretary-Treasurer
- Chris Brown – K-12 Sector Representative
- Cynthia Schadt – K-12 Sector Representative
- Paul Chohan – City Sector Representative
- Henry Lee – Parks Sector Representative
- Vanessa Mani – Trustee
- Aaron Cook – Trustee
- Gaye Fowler – ECU Chief Shop Steward

Sophie Bennett for College/University Sector Representative

Hello CUPE 15 Members! My name is Sophie Bennett (she/her) and I am running for the position of College/ University Sector Representative.



I have been a member of the local since 2019 (I work at Langara College as the supervisor of Financial Aid) and have served as a shop steward for the past year. While I am still quite new at this role, I have taken every opportunity to gain experience through attending meetings with members, attending new employee orientations on behalf of the union and serving on the Strike Committee. I have also taken many union education courses in order to deepen my understanding of my role as a steward.

It is pretty simple really; I became a shop steward because I believe in the power of the collective to advocate for people and protect people's rights. The union wouldn't mean anything without its members and if I were elected to this position, I would strive to be the voice of all members in the College/ University Sector. I want to do this work and would listen to members and find positive change within the College/University Sector.

There are several ongoing challenges that this sector faces: Work-life Balance, Compensation and Workload, Truth and Reconciliation, EDI in both the Workplace and the Union, Mental Health and Wellness, and Retention and Recruitment.

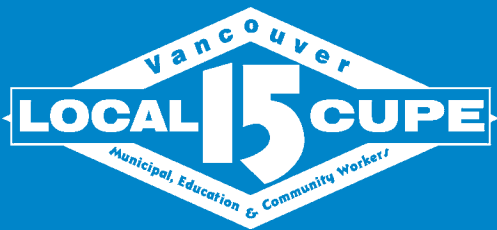
I believe that voting is an integral part of the collective and lets our voices be heard – I appreciate you taking the time to read this and for your interest in the election. I would be so proud to serve as your Sector Representative.

Please let me know if you need anything else.

In solidarity,
Sophie (she/her)







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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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
Cassandra Heighton, Office Assistant

Building Service Worker:

Elaine Duan

CUPE National Representatives:

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

OH&S REPORT



Understanding Mental Health

The importance of establishing a person's healthy well-being while recognizing contributing factors that can afflict damage to one's mental health and solutions available.

by *Chad Cammer*
Union OH&S Committee Member
Emily Carr University

Mental health includes our emotional, psychological, and social well-being. It affects how we think, feel, and act. It also helps determine how we handle stress, relate to others, and make healthy choices.

Three important benefits of establishing a good mental health for oneself may include emotions including happiness, love, joy, and compassion. One may feel generally satisfied with life. One may also establish the feeling of embracement, where they belong to a community, and have made a positive contribution to society.

Many people are affected by mental health illness on a daily basis throughout the world.

Mental health issues in the workplace are generally caused by challenging working conditions. This may include (but not limited to) long work hours, unpredictable and/or irregular shifts, demanding physical and emotional work, and increased risk of exposure to disease and injuries. Unsafe working conditions, excessive workload, bullying/harassment, and lack of growth and development are all contributing factors.

These negative factors lead up to not only common, but potentially serious mental health issues in the workplace, causing stress, burnout, depression, and anxiety.

Mental health issues and concerns eventually impact the workplace as a whole. Mental health issues and concerns affect not only employees, but also teams and the overall business operation of the company.

What steps can be taken to support and promote mental health? Human Resources, management and employees can all contribute to supporting and promoting mental health in the workplace.

Human Resources has the ability to make sure the company offers comprehensive benefits that prioritize mental health in the workplace. This would give employees access to affordable medical benefits that include no or low out-of-pocket costs for medications, counseling, and treatment services.

Creating feedback loops and a communication plan would be beneficial by communicating clearly, incorporating feedback from employees into programs and policies using tools such as surveys and polls. By giving employees a voice, they feel part of the solution. This also helps eliminate the stigma around mental health in the workplace.

It's important for managers and employers to lead by example. Managers checking in with their team and department from time to time. Managers may also create a safe space for employees that includes acceptance, openness, and transparency.

Not only would this reduce the stigma around mental health conversations, this would also help promote teams feeling comfortable initiating conversations around their mental health and/or approaching their managers with sensitive issues.

Employees can establish healthy boundaries and guidelines for themselves and start a gratitude culture. Encouraging employees to write down one thing that went well that day and why, or simply write an email to someone they're grateful for. A gratitude culture brings a positive flow of energy to the brain and results in less stress, fewer sick days, and higher job satisfaction.

Employees may establish a Mental Health Employee Resource Group (ERG). Mental health ERG promotes diversity and inclusion, and provides support for employees managing symptoms of mental health conditions.

Living in uncertain times comes stress and anxiety. When we combine that with employers vying competition, it's never been more imperative to support mental health in the workplace. By normalizing conversations around mental health and identifying potential issues before they reach a crisis point, one can create a culture where employees will not only survive, but also thrive.