

MAY  
2024

# THE MEMBERS' VOICE



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



## A full house and a full week at our annual CUPE BC Convention 2024

Read the reports from our members on page 10

### MAY 2024 GENERAL MEMBERSHIP MEETING

#### Important Update – CUPE Local 15 Annual General Meeting and Annual General Society Meeting

Due to a memo from CUPE National President Mark Hancock providing clarification of the rules regarding virtual and hybrid meetings, a decision has been made that the May meetings must be held in person only due to election requirements. As 2024 is a Non-General Election Year, this in person meeting has been arranged to facilitate nominations and the election process. The elected trustee will be determined by a majority vote cast by secret ballot. Please see the **Trustee Election article on page 3** for more information.

There will be a draw at the end of the meetings and three lucky winners will receive a gift card (retailers TBA at meeting). Child and dependant care reimbursement is available as per eligibility requirements in Local 15 Bylaw Section 31. Article B.10.1(c) of the CUPE National Constitution allows for Honourary Members to attend membership meetings with voice, but no vote.

We encourage you to make arrangements to attend and take part in shaping the future of our union. Thank you for your understanding and cooperation. We look forward to seeing you there.

**The Auditors will be in attendance to present the 2023 Audited Financial Statements.**

The Annual General Membership Meeting and Annual General Society Meeting will be held **in person only** as follows:

**May 22, 2024 @ 5:30 pm**

Italian Cultural Centre - Trattoria Hall, 3075 Slocan St., Vancouver (at Grandview Highway)

**Free parking is available on site and light refreshments will be provided.**

#### UNDER DISCUSSION:

- 2023 CUPE Local 15 and VMECW Society Audited Financial Statements
- Appointment of Auditor to Conduct the 2024 CUPE Local 15 and VMECW Society Audits
- Financial Statements
- Committee and Staff Reports
- Election of a Trustee

### WE ACKNOWLEDGE...

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



### Mission and Vision Statements

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

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

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



## Celebrating May Day



WARREN WILLIAMS  
PRESIDENT

by Warren Williams,  
President

**Dear members,**

As we come together to mark another May Day, it's a time to reflect on the importance of this day for

workers around the world. As the President of CUPE Local 15, I want to take a moment to share some thoughts with our members.

May Day has deep roots in the history of workers' rights, dating back to the fight for fair working conditions and the eight-hour workday. It is a day to honour the hard work

and dedication of those who came before us, and to recognize the challenges that workers still face today.

Over the past year, we have seen firsthand the resilience and commitment of our members in the face of unprecedented challenges. From frontline workers to essential service providers, CUPE Local 15 members have continued to show up and serve our communities with dedication and courage.

We also know that the pandemic has brought to light many underlying issues within our society.

Workers have faced layoffs, precarious employment, and unsafe working conditions. Many have struggled to make ends meet, while others have been left behind by inadequate government support.

As we celebrate May Day this year, let's remember the importance of solidarity and support for one another. Let's continue to stand together as a union to advocate for fair wages, safe working conditions, and respect for all workers.

At CUPE Local 15, we are committed to representing and supporting our members in every way we can. We will continue to fight for your rights and work towards a better future for all workers.

So on this May Day, let's take a moment to celebrate our achievements, honour our history, and look ahead to a brighter future for workers everywhere.

## May is Asian Heritage Month in Canada



DEBBIE MOHABIR  
SECRETARY-TREASURER

by Debbie Mohabir,  
Secretary-Treasurer

**Hello, everyone!**

How many of you know that the month of May has been designated as Asian Heritage Month in Canada?

This year's theme is ***Our Journeys: Thriving Through Struggle and Triumph.***

Although it has been celebrated since the 1990s, the Government of Canada officially signed the declaration announcing May as Asian Heritage Month in 2002.

***"Asian Heritage Month has been celebrated since the 1990s. In December 2001, the Senate adopted a motion proposed by Senator Vivienne Poy to officially designate May as Asian Heritage Month in Canada. In May 2002, the Government of Canada signed an official declaration to announce May as Asian Heritage Month.***

***Diversity represents one of Canada's greatest strengths, and we strive to ensure that all people in Canada have the opportunity to reach their full potential and participate in Canada's civic life.***

***Over the last 2 centuries, immigrants have journeyed to Canada from East Asia, Southern Asia, Western, Central and Southeast Asia, bringing our society a rich cultural heritage representing many languages, ethnicities and religious traditions.***



Senator Vivienne Poy

***The people of these diverse, vibrant and growing communities have contributed to every aspect of life in Canada – from the arts and science to sport, business and government.***

***Asian Heritage Month offers everyone in Canada an opportunity to learn more about the history of people of Asian origin in Canada and to celebrate their contributions to the growth and prosperity of our society.***

***Thereby, we declare May as Asian Heritage Month in Canada."* – [canada.ca](http://canada.ca)**

We must also continue to fight anti-Asian racism in our unions, workplaces, and communities. It is unfortunate that Asian communities are still having to experience racism. We can be allies by challenging stereotypes, calling out micro-aggressions, helping to dismantle systemic and structural racism, and sometimes it may be just listening

and being supportive to those who are sharing their experiences.

If you are not sure of what heritages are considered Asian, here is what I found:

1. Canadians of East Asian Heritage - Canadians of Chinese, Korean and Japanese Heritage
2. Canadians of South Asian Heritage - Canadians of Indian and Punjabi Heritage
3. Canadians of Southeast Asian Heritage - Canadians of Filipino Heritage
4. Canadians of West Asian Heritage - Canadians of Iranian, Lebanese, Israeli, and Syrian Heritage
5. Canadians of Central Asian Heritage - Canadians of Afghan Heritage

I encourage everyone to do some learning about people like Won Alexander Cumyow, Dr. Tak Wah Mak, Ian Hanomansing, The Honourable Avvy Yao-Yao Go, Payam Akhavan, and Masumi Mitsui and their important contributions.

**Call for Interest -**  
Alternate OH&S Reps for the  
Union OH&S Committee

The Union OH&S Committee has vacant Alternate OH&S Representative positions in the Health Sector, Museum, Cultural Sector, and Langara College.

If you are interested, please email Henry Lee at [trendfitness@yahoo.com](mailto:trendfitness@yahoo.com) for more information.



Trustee Election at this month's meeting

**2024 is a Non-General Election Year.** Due to a bylaw amendment in 2019, which altered the election cycle of Executive Board positions, only one trustee position is up for election this year.

At the March 2021 General Membership meeting, the members voted to amend the bylaws to differentiate between a General Election Year and a Non-General Election Year.

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

**Nominations and the election for one trustee will take place at the May 22, 2024 Annual General Meeting. The position is for a three-year term ending May 26, 2027. To be eligible to accept nomination, a member must have attended at least 50% of the membership meetings in the twelve months preceding the nomination.**

**It's time to apply for the 2024/2025 Local CUPE 15 bursaries**

**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 31, 2024. 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, 2024.

**VSB Job Share Opportunity**

SSA looking for a job share partner to work Thursdays and Fridays at Selkirk Annex starting September 2024. If you are interested, please contact Rachel Sauder at [rsauder@vsb.bc.ca](mailto:rsauder@vsb.bc.ca).

**DECISIONS**

**BY THE EXECUTIVE**

At the Executive and Society Board meetings on April 16, 2024, the following decisions were made:

- To approve the attendance of two members at CUPE Spring Weeklong School in Kamloops in May 2024 as per the recommendation from the Union Education Committee.
- To purchase a table of ten for the 2024 Co-Development Canada Annual Solidarity and Fundraising Dinner at a cost of \$950.
- To appoint Sandy Yip, Ana Sales, Brian Sung, Chloe Rajah, Denielle Dmytryshyn, and Natasha Ogryzlo as Alternate Site Representatives on the Vancouver Coastal Health Audiology and Palliative Care Programs' Joint OH&S Committee.
- To appoint Kendra MacDougall as the Primary Site Representative on the Downtown Community Health Centre Joint OH&S Committee.
- To appoint Kelsey Ware as the Primary Site Representative on the Killarney Community Centre Joint OH&S Committee.
- To approve a financial contribution of \$1,000 in strike support to CUPE Local 3903 (York University – Toronto).

**BY THE MEMBERS**

- At the General Membership meeting on April 24, 2024, the members in attendance made the following decisions:
- To receive the Financial Statement ending February 29, 2024.
- To grant Michele Radnidge from Vancouver Coastal Health Honourary Lifetime Membership.

**NEXT MEMBERSHIP MEETING IS IN PERSON MAY 22nd, SEE COVER.**



## VMECW Society Financial Statements, December 31, 2023

**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, 2023, 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, 2023, 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

### 1. 2023 Audited Financial Statements

The Executive recommends that the members accept the December 31, 2023 CUPE Local 15 Audited Financial Statements.

### 2. 2024 Union Audit

The Executive recommends that Fairhall Zhang and Associates Ltd. be appointed to conduct the 2024 CUPE Local 15 Audit.

## NOTICES OF MOTION – SOCIETY

### 1. 2023 Audited Financial Statements

The Executive recommends that the members accept the December 31, 2023 VMECW Society Audited Financial Statements.

### 2. 2024 Society Audit

The Executive recommends that Fairhall Zhang and Associates Ltd. be appointed to conduct the 2024 VMECW Society Audit.

	<u>Unrestricted</u>	<u>Restricted</u>	<u>2023</u>	<u>2022</u>
<b>Statement of Financial Position</b>				
<b>Assets</b>				
<b>Current</b>				
Cash and cash equivalents	\$ 1,532,222	\$ 1,742,987	\$ 3,275,209	\$ 2,533,895
Prepaid expenses	<u>39,736</u>	<u>-</u>	<u>39,736</u>	<u>31,406</u>
	<u>1,571,958</u>	<u>1,742,987</u>	<u>3,314,945</u>	<u>2,565,301</u>
<b>Long Term</b>				
Capital assets - (Note 4)	<u>-</u>	<u>353,340</u>	<u>353,340</u>	<u>363,316</u>
	<u>-</u>	<u>353,340</u>	<u>353,340</u>	<u>363,316</u>
	<b>\$ 1,571,958</b>	<b>\$ 2,096,327</b>	<b>\$ 3,668,285</b>	<b>\$ 2,928,617</b>
<b>Liabilities &amp; Building Fund</b>				
<b>Current</b>				
Accounts payable & accrued liabilities	\$ 22,152	\$ -	\$ 22,152	\$ 13,986
Deferred revenue - (Note: 6)	<u>400,127</u>	<u>-</u>	<u>400,127</u>	<u>1,097</u>
	<u>422,279</u>	<u>-</u>	<u>422,279</u>	<u>15,083</u>
<b>Net Assets</b>				
Unrestricted fund (Page 5)	1,149,679	-	1,149,679	1,041,053
Building fund (Page 6)	-	1,677,438	1,677,438	1,444,231
Strike hardship fund (Page 7)	-	54,831	54,831	54,746
Memorial fund (Page 8)	-	10,718	10,718	10,188
Capital assets fund (Page 9)	<u>-</u>	<u>353,340</u>	<u>353,340</u>	<u>363,316</u>
	<u>1,149,679</u>	<u>2,096,327</u>	<u>3,246,006</u>	<u>2,913,534</u>
	<b>\$ 1,571,958</b>	<b>\$ 2,096,327</b>	<b>\$ 3,668,285</b>	<b>\$ 2,928,617</b>

	<u>2023</u>	<u>2022</u>
<b>Statement of Operations</b>		
<b>Revenues</b>		
Interest income	\$ 34,951	\$ 16,667
Equipment and furniture lease (Note 5)	234,000	240,000
Office rental (Note 5)	228,000	239,400
Transfer - health members (Note 6)	<u>285,575</u>	<u>61,327</u>
Total Revenues	<b>782,526</b>	557,394
Less: Transfer to building fund	<u>160,000</u>	<u>150,000</u>
Net Revenues	<b>622,526</b>	407,394
<b>Expenses</b>		
<b>Building</b>		
Insurance	41,706	39,413
Repairs and maintenance	14,005	18,495
Supplies	3,594	5,123
Property taxes & utilities	<u>93,163</u>	<u>94,689</u>
	<u>152,468</u>	<u>157,720</u>
<b>Leases &amp; Member Services</b>		
Bursaries	22,500	24,000
Amortization of equipment, furniture and fixtures	19,069	22,107
Children's winter party	7,947	-
Leases	15,838	26,946
Good & welfare	9,864	6,742
Member activities	2,395	1,910
Repairs and maintenance - equipment	3,857	7,336
Professional development and fees - health members (Note 6)	274,569	61,327
Sick benefits (Note 8)	<u>3,328</u>	<u>7,641</u>
	<u>359,367</u>	<u>158,009</u>
<b>General</b>		
Donations	4,800	3,200
Annual fees	691	2,167
Audit	6,550	6,004
Loans contingency	<u>-</u>	<u>23,835</u>
	<u>12,041</u>	<u>35,206</u>
Total Expenses	<b>523,876</b>	350,935
Excess of revenues over expenses	<b>\$ 98,650</b>	\$ 56,459

	<u>2023</u>	<u>2022</u>
<b>Statement Of Unrestricted Fund</b>		
<b>Balance, beginning of year</b>	\$ 1,041,053	\$ 976,308
<b>Add:</b>		
Amortization	19,069	22,107
Excess of revenues over expenses for the year	<u>98,650</u>	<u>56,460</u>
	1,158,772	1,054,875
<b>Deduct:</b>		
Purchase of capital assets	<u>9,093</u>	<u>13,822</u>
<b>Balance, end of year</b>	\$ <u>1,149,679</u>	\$ <u>1,041,053</u>

	<u>2023</u>	<u>2022</u>
<b>Statement Of Building Fund</b>		
<b>Balance, beginning of year</b>	\$ 1,444,231	\$ 1,263,687
<b>Add:</b>		
Interest income	73,236	30,544
Transfer from unrestricted fund	<u>160,000</u>	<u>150,000</u>
	1,677,467	1,444,231
<b>Deduct:</b>		
Service charges	<u>29</u>	<u>-</u>
<b>Balance, end of year</b>	\$ <u>1,677,438</u>	\$ <u>1,444,231</u>

	<u>2023</u>	<u>2022</u>
<b>Statement Of Strike Hardship Fund</b>		
<b>Balance, beginning of year</b>	\$ 54,746	\$ 54,665
<b>Add:</b>		
Interest Income	<u>145</u>	<u>141</u>
	54,891	54,806
<b>Deduct:</b>		
Service charges	<u>60</u>	<u>60</u>
<b>Balance, end of year</b>	\$ <u>54,831</u>	\$ <u>54,746</u>

	<u>2023</u>	<u>2022</u>
<b>Statement Of Memorial Fund</b>		
<b>Balance, beginning of year</b>	\$ 10,188	\$ 9,948
<b>Add:</b>		
Interest Income	<u>530</u>	<u>240</u>
<b>Balance, end of year</b>	\$ <u>10,718</u>	\$ <u>10,188</u>

	<u>2023</u>	<u>2022</u>
<b>Statement Of Capital Assets Fund</b>		
<b>Balance, beginning of year</b>	\$ 363,316	\$ 371,601
<b>Add:</b>		
Purchase of capital assets	<u>9,093</u>	<u>13,822</u>
	372,409	385,423
<b>Deduct:</b>		
Amortization	<u>19,069</u>	<u>22,107</u>
<b>Balance, end of year</b>	\$ <u>353,340</u>	\$ <u>363,316</u>

Statement of Cash Flows

	<u>2023</u>	<u>2022</u>
<b>Cash Provided By (Used In):</b>		
<b>Operating Activities</b>		
<b>Excess of revenues over expenses for the year</b>		
Unrestricted fund	\$ 98,650	\$ 56,459
Strike hardship fund	85	81
Memorial fund	530	240
Building fund	<u>233,207</u>	<u>180,544</u>
	<b>332,472</b>	<b>237,324</b>
<b>Items not requiring an outlay of cash:</b>		
Amortization	<u>19,069</u>	<u>22,107</u>
	<b>351,541</b>	<b>259,431</b>
<b>Changes In Non-Cash Working Capital</b>		
Prepaid expenses	(8,329)	3,086
Accounts payable and accrued charges	407,194	(64,387)
Loans and notes receivable	<u>-</u>	<u>23,835</u>
	<b>398,865</b>	<b>(37,466)</b>
<b>Cash Provided By (Used In) Operating Activities</b>	<b><u>750,406</u></b>	<b><u>221,965</u></b>
<b>Financing Activities</b>		
<b>Investing Activities</b>		
Additions to property, plant and equipment	<u>(9,093)</u>	<u>(13,822)</u>
<b>Cash Provided By Investing Activities</b>	<b><u>(9,093)</u></b>	<b><u>(13,822)</u></b>
<b>(Decrease) Increase In Cash Flow</b>	<b>741,313</b>	<b>208,143</b>
<b>Cash, Beginning of Year</b>	<b><u>2,533,896</u></b>	<b><u>2,325,752</u></b>
<b>Cash, End of Year</b>	<b>\$ <u>3,275,209</u></b>	<b>\$ <u>2,533,895</u></b>
<b>As represented by:</b>		
Unrestricted fund	\$ 1,532,222	\$ 1,024,730
Strike hardship fund	54,832	54,746
Memorial fund	10,717	10,188
Building fund	<u>1,677,438</u>	<u>1,444,231</u>
	<b>\$ <u>3,275,209</u></b>	<b>\$ <u>2,533,895</u></b>

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.

(b) **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, 2023, 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, 2023, restricted cash is \$1,742,987 (2022 - \$1,509,164).

**4 Capital Assets**

Capital Assets are recorded at cost and consist of:

	<u>Original Cost</u>	<u>Accumulated Amortization</u>	<u>NBV 2023</u>	<u>NBV 2022</u>
Land	\$ 15,000	\$ N/A	\$ 15,000	\$ 15,000
Building	436,032	179,233	256,799	258,748
Equipment & furniture	596,319	514,778	81,541	89,568
	<u>\$ 1,047,351</u>	<u>\$ 694,011</u>	<u>\$ 353,340</u>	<u>\$ 363,316</u>



**Notes to the Financial Statements**

**5 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, 2023 and 2022 are as follows:

	<u>2023</u>	<u>2022</u>
CUPE 15 Office Equipment Lease	\$ 234,000	\$ 240,000
CUPE 15 Office Space Rental	<u>228,000</u>	<u>239,400</u>
	<u>\$ 462,000</u>	<u>\$ 479,400</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.

**6 Transfer - Health Members**

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

**7 Interfund Transfers and Internally Restricted Fund Balances**

In 2023, the Society's Board internally restricted resources amounting to \$160,000 (2022 - \$150,000), the amount is to be used towards the building replacement.

In 2023, \$9,093 (2022 - \$13,822) was transferred from the Unrestricted Fund to the Capital Asset Fund in order to fund the cash outlays for capital asset acquisitions.

**8 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.

**9 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:

2024	\$ 8,507
2025	8,507
2026	8,507
2027	<u>8,507</u>
	<u>\$ 34,028</u>

**10 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.

**11 Comparative Figures**

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

# Reports from the 2024 CUPE BC Convention floor



Walking Tour Group

## Thank you for the experience!

This year, the CUPE BC Convention was held at the Westin Bayshore, where over 500 delegates from all over the province gathered to network and vote on important resolutions.

CUPE BC President, Karen Ranalletta, opened the convention and was followed by the Indigenous Welcome by Skwxwú7mesh, Úxwumixw (Squamish Nation) Spakwus Slolem (Eagle Song Dancers).

We found out that Karen Ranalletta was dealing with some health issues and hope that she makes a speedy recovery. Trevor Davies provided the Secretary-Treasurer's report, stating that the books are looking good and that the goal is to grow the Strike Fund. Mark Hancock gave the National President's Report and Candace Rennick gave the National Secretary-Treasurer's Report. The Keynote Speaker was Premier David Eby, and we also received video greetings from the Federal NDP Leader, Jagmeet Singh.

CUPE Local 15 President, Warren Williams, spoke numerous times on resolutions that affect our members. Local 15 member, Subrata Dasgupta, also spoke on a resolution. If I have forgotten anyone, my apologies.

We attended a Welcome Reception, the BC Labour Heritage Walking Tour, and a Hospitality Night, and I bought a lot of coffee at the CoDev table, which is absolutely delicious!

Now for the important part. I would like to thank the CUPE Local 15 members for my nomination and election to attend

the convention. It was a very enriching experience.

- *Cynthia Schadt, K-12 Sector Representative*

## First timer alert!

The 2024 CUPE BC Convention was such an informative and engaging event. Getting to spend time with Local 15 delegates as well as delegates from all over BC was very educational. I appreciated all the knowledge and expertise that was gathered under one roof.

Having the opportunity to discuss key issues facing workers, while strategizing, organizing, and meeting other members, was truly a wonderful experience. Participating in passing resolutions, and hearing the stories of so many other members, reminds me

of the collective strength and solidarity within our union.

Thank you to the Local for giving me the chance to attend the 2024 convention, representing CUPE 15.

- Vanessa Mani, Trustee

## Great energy!

I would like to thank the membership for sending me to 2024 CUPE BC Convention, held at the Conference Centre at the Westin Bayshore in Vancouver.

I was privileged to experience amazing energy for three days in regards to issues that affect all members and make all our lives better. We voted on resolutions that CUPE can influence, on a variety of topics from public education, affordable apprenticeships, living wage, health and protection for workers, pensions, protecting the environment, red dress alert, and too many more to list.

I encourage all members to attend the monthly General Membership meetings in order to be eligible to get nominated and hopefully voted in to go to next year's convention to learn about the labour movement. Guaranteed (in my opinion) to solidify one's feelings on being a union member rather than the alternative.

- Seagrin Worster, Trustee



MIC 3: ...PRESIDENT OF CUPE LOCAL 15, I STAND IN SUPPORT OF THIS RESOLUTION. IN VANCOUVER WE DO A DECENT JOB OF -- ACTUALLY WE DO A



Elder Sam George offered cleansing ceremony to delegates each morning once again this year.



**MOMENT OF SILENCE**  
FOR THOSE WE HAVE LOST IN THE PAST YEAR



## Solidarity with Latin America

Deanna Fasciani, Executive Director of CoDevelopment Canada and a member of CUPE 1004, spoke to #CUPEBC2024 delegates about CoDev's solidarity-building work with unions in Latin America.

"Having each others' backs is solidarity," said Fasciani. "By adding power to one another's struggles, that's how we win."

Fasciani delivered news from CoDev's partners in Cuba, where workers are gravely concerned about the worsening economic situation on the island as prices for essential necessities like electricity, gasoline, and liquefied gas for cooking have soared to new heights.



## CUPE BC Young Workers Committee!

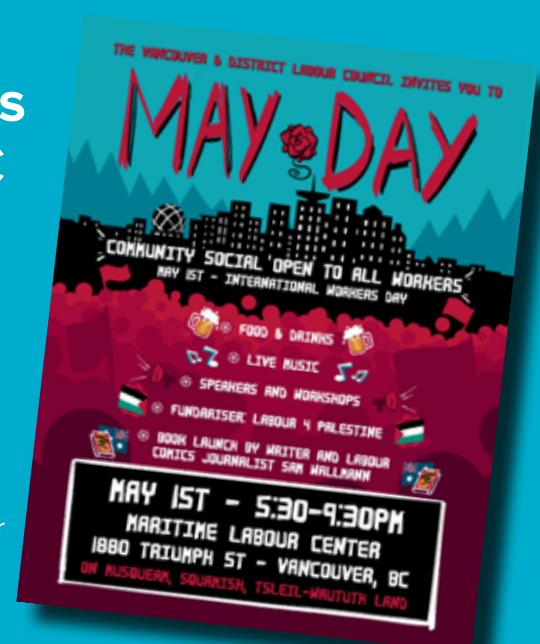
Good to see a huge turnout for the young Workers Committee social, networking with fellow activists.



## May Day Celebrations at the VDLC

A big thank you to Vancouver & District Labour Council for a wonderful event.

Hundreds of participants visited the Maritime Labour Centre over the course of the evening for our largest International Workers Day event in recent memory.





by Lucia Rincon, CUPE Local 15  
Occupational Health & Safety Committee

Psychological health and safety in the workplace is crucial for the overall well-being of employees. It involves creating an environment that supports mental health and prevents psychological harm by addressing factors such as workload, job control, organizational culture, interpersonal relationships, and work-life balance. Organizations can promote psychological health and safety by implementing policies and practices that prioritize mental well-being; providing resources for employees to cope with stress and challenges; fostering a supportive and inclusive culture; and promoting open communication about mental health issues. By prioritizing psychological health and safety, employee satisfaction, productivity, and retention will increase, while also reducing absenteeism, turnover, and the risk of mental health problems.

### Fostering Psychological Health and Safety in the Workplace: Strategies for Success

In today's fast-paced work environments, the focus on employee well-being has never been more critical. Beyond physical safety, the employer must work in recognizing the importance of psychological health and safety in the workplace. From reducing stress and burnout to enhancing productivity and job satisfaction, prioritizing mental well-being has far-reaching benefits for both employees and organizations alike.

### Understanding Psychological Health and Safety

Psychological health and safety encompasses the emotional, social, and mental well-being of employees in the workplace. It involves creating an environment where individuals feel valued, supported, and respected, while also addressing factors that may contribute to stress, anxiety, or other mental health challenges.

### The Impact of Psychological Health and Safety

Research consistently demonstrates the significant impact of psychological health and safety on employee performance, engagement, and the overall organizational success. When employees feel psychologically safe, they are more likely to be motivated, creative, and resilient.

WorkSafeBC has a department dedicated to mental health. Prioritizing psychological health and safety in the workplace is essential for creating a positive, productive, and sustainable work environment. By implementing strategies such as leadership commitment, open communication, workload management, flexibility, and training, organizations can foster a culture of well-being where employees thrive and succeed. Ultimately, investing in psychological health and safety is not only the right thing to do ethically, but also a strategic imperative for long-term organization. Here are some strategies for fostering psychological health and safety in the workplace:

### Strategies for Promoting Psychological Health and Safety

1. **Leadership Commitment and Leading by Example:** Leaders play a crucial role in setting the tone for psychological health and safety in the workplace. By openly supporting mental well-being initiatives, modelling healthy behaviours, and prioritizing work-life balance, leaders can foster a culture of trust, transparency, and empathy. Demonstrating leadership's commitment to psychological health and safety by prioritizing employee well-being is essential for creating a supportive work environment.
2. **Promote Open Communication:** Open and transparent communication is essential for addressing mental health concerns and promoting psychological safety. Leaders should encourage employees to voice their opinions, provide feedback constructively, and actively listen to their concerns, fostering a supportive and inclusive work environment. This can be facilitated through regular team meetings, one-on-one check-ins with managers, and anonymous feedback mechanisms.
3. **Provide Mental Health Resources:** Offer access to counselling services, employee assistance programs (EAPs), and mental health hotlines. Ensure that employees are aware of these resources and feel comfortable utilizing them when needed.
4. **Educate and Train Managers:** Provide training for managers and supervisors on how to recognize signs of mental distress, have supportive conversations, and effectively support employees who may be struggling with mental health issues.
5. **Create a Supportive Work Environment:** Foster a culture of empathy, respect,

6. **Promote Work-Life Balance and Flexibility:** Encourage employees to prioritize self-care and establish boundaries between work and personal life. Offering flexible work arrangements, such as telecommuting options or flexible scheduling, can help employees better manage their personal and professional responsibilities. Supporting work-life balance initiatives demonstrates an organization's commitment to employee well-being and fosters loyalty and commitment among staff.
7. **Reduce Workplace Stressors:** Identify and address sources of stress in the workplace, such as excessive workload, unrealistic expectations, or poor work conditions. Implement strategies to mitigate these stressors, such as workload management systems, clear communication of expectations, and ergonomic improvements.
8. **Normalize Mental Health Conversations:** Destigmatize discussions around mental health by openly acknowledging its importance and encouraging employees to speak up about their experiences. Share personal stories, provide education on mental health topics, and celebrate mental health awareness initiatives.
9. **Workload Management:** Balancing workloads and providing employees with adequate resources and support are essential for preventing burnout and stress. This may involve revising deadlines, redistributing tasks, or offering training and development opportunities to enhance job skills and confidence.
10. **Training and Education:** Providing training and education on mental health awareness, stress management techniques, and resilience-building strategies can empower employees to take proactive steps to care for their mental well-being. By equipping staff with the necessary tools and resources, organizations can create a culture of self-care and mutual support.

By implementing these strategies, organizations can create a workplace environment that promotes psychological health and safety, ultimately benefitting the well-being and productivity of their employees.

## Attention Langara College Members Langara Stewards' Open Office Hours: Starting May 30, 2024

Langara College Shop Stewards will be holding open office hours the last Thursday of every month starting on May 30, 2024.

Office hours will be from 11:30 a.m. to 2:00 p.m. and will be located in the union office on the second floor of the A Building (A201a).

The aim of the open office is to provide members with a chance to meet their stewards, ask questions, and learn about the collective agreement. If there is a topic that requires more time for discussion, the office hours can be used to briefly connect and schedule a longer meeting time.



## Western Conference on Safety 2024

by Dylan McGill, CUPE Local 15 OH&S Committee

The two major themes throughout many of the keynote and workshop presentations were Mental Health and shifting focus onto the Organizational or Systematic Designs that lead to safety issues rather than focusing on the workers involved.

On top of this, having open communication channels throughout organizations is a key factor in improving work environments and creating a good health and safety culture.



A special meeting has been scheduled on May 23, 2024 for members working at the Vancouver School Board. The sole purpose of this meeting is to elect a bargaining committee of five members for the upcoming round of negotiations as your collective agreement will expire on June 30, 2025.

### ATTENTION VSB MEMBERS

#### Notice of Special Meeting to Elect Bargaining Committee

**Thursday, May 23, 2024 at 4:30 p.m.**  
**Italian Cultural Centre - Trattoria Hall**  
**3075 Slocan Street, Vancouver**  
**(at Grandview Highway)**

Please make every effort to attend this important meeting. Free parking is available on site or the venue is accessible by Skytrain (Renfrew Station and walk two blocks west).

Each candidate will be provided with a speaking opportunity of up to two minutes before the polls open for voting. This is your opportunity to have a say in who is elected to sit at the table and bargain on your behalf.

Please note that we do not send union information to employer email addresses. Therefore, it is important to ensure the union office has your correct contact information, including your personal email address. We plan to issue bargaining updates via email, so it is vital that we have you in our system. To update or confirm your contact information, please email our office at [email@cupe15.org](mailto:email@cupe15.org) or give us a call at 604-879-4671.

## Vancouver Municipal & Regional Retirees' Association

The VMRRA is a retiree association that your membership in CUPE Local 15 entitles you to belong to when you retire.

We hold five meetings and host several social events each year. Meetings are held at the Bonsor Recreational Complex and via Zoom. If you are nearing retirement and interested, you are welcome to join our meetings. We have guest speakers whose presentations may be of some interest to you.

**Our next meeting will be held June 5, 2024 from 11:00 a.m. to 12:30 p.m. We serve coffee and snacks and friends are welcome.**

Our newsletter, the Golden Gang Gazette, and more information about our organization, is posted on the Retiree's tab at [www.cupe15.org](http://www.cupe15.org).

OH&S CORNER



# Slips, Trips, and Falls in the Workplace and Preventative Measures to Reduce the Risk

by Chad Cammer, CUPE Local 15 Occupational Health & Safety Committee

Slips, trips, and fall injuries put workers at risk that could potentially fall victim to minor, moderate, or fatal injuries. Sprains, strains, bruises, concussions, dislocations, and fractures are common examples of injuries sustained because of these hazards.

Slips happen when there is not enough grip or traction between the footwear and the walking surface. This can be a result of water, oil, grease, or dust on the floor. Loose rugs or mats, floors with varying traction, and the wrong footwear can also cause slips.

Trips and falls can happen when workers lose their balance after their feet collide with objects. Common tripping hazards in the workplace include, but are not limited to, uneven flooring, cluttered walkways, uncovered cables, poor lighting, and obstructed views.

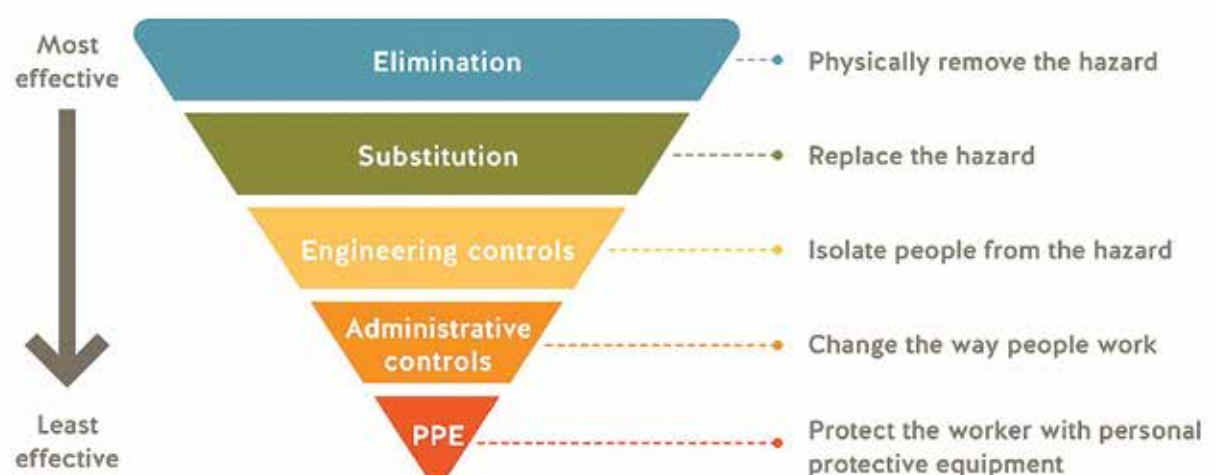
According to WorkSafeBC, each year, approximately 20 percent of workplace injuries are related to slips, trips, and falls. Within the span of the past half-decade, 41,000 workers in BC have suffered from these types of injuries. These are the costliest workplace incidents and some of the biggest causes of general productivity loss affecting many sectors of our economy and workplace environments.

Applying applicable and adequate safety measures into the workplace opens an avenue where slips, trips, and falls are preventable. Workplaces that implement slip, trip, and fall prevention controls can have a significant advantage, especially when factors such as costs, lost productivity, and staff replacement are considered.

The employer is responsible for identifying and assessing the hazards in the workplace and implementing risk controls. Understanding the risks and initiating simple alternatives is the first step in reducing workplace injuries. Employers also have the responsibility to work with their employees; JOSH Committee to effectively manage these risks related to a variety of factors. Some of these factors may include workplace design, flooring, and cleanliness procedures.

If one is not able to eliminate the hazards or substitute safer alternatives, engineering controls is the next best option. This involves isolating people from the hazard by implementing physical changes to the workplace.

Administrative controls involve identifying and implementing safe work procedures so workers can perform their job duties safely. The findings of risk assessments conducted will form the basis of these safe



The simplest way of preventing injuries from slips, trips, and falls in the workplace is to develop and implement a risk management plan that uses the established hierarchy of controls to identify and assess controls, and to monitor safety hazards and risks.

While control measures are listed in order of effectiveness, all four types of controls should be considered. The highest risk should be addressed first. If one cannot eliminate a risk, one would need to implement control measures to minimize the risk. Eliminating the hazard completely is always the first choice. Substitution involves replacing the material or process with a less hazardous one.

work procedures, changing the way people work. Personal protective equipment (PPE) is another important control measure to protect workers.

Protecting workers from harm requires due diligence. Ways to monitor effectiveness in the workplace include regular safety inspections, clear documentation, supervisory walk-throughs, and joint health and safety committee meetings.

A safe work environment; establishing a safety culture is not only good for business, but more importantly, leads to healthier workers, higher worker morale, and increased productivity.



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

**Trustees:**

Seagrín Worster, 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  
Michelle Yim, Office Assistant

**Building Service Worker:**

Elaine Duan

**CUPE National Representatives:**

Dan Todd, Michael Reed

**Western Conference on Safety**

by *Debbie Mohabir, Secretary-Treasurer*

I had the pleasure of joining CUPE Local 15 OH&S committee members in attending the Western Conference on Safety on April 18 and 19, 2024.

Speakers from all over Canada shared their experiences and perspectives. We also heard from WorkSafeBC's Employer Advocate Office as well as representatives from WorkSafeBC on regulatory changes. This is the first time we have attended this conference and we were not disappointed! We all walked away with more information and tools to help us provide guidance to our CUPE Local 15 worker representatives as well as supporting members through their health and safety challenges at their worksite.

The conference sessions included topics such as:

- Workplace Bullying and Harassment
- Worksite Safety Inspections
- Resilience Skills for Mental Health
- Safety Culture
- Women's Health in Health and Safety
- WorkSafeBC's Regulatory Changes and an Update on First Aid Regulation Changes
- Stopping Violence and Harassment at Work



**Vancouver Coastal Health Building Bridges Event**

by *Debbie Mohabir, Secretary-Treasurer*

On April 23, 2024, CUPE Local 15 participated in the Occupational Therapy and Rehabilitation Assistant education for VCH and Providence Health Care event. The Executive passed a motion to provide financial support toward the event and to have a booth, so participants could get to know about CUPE Local 15. Myself and Health Sector Representative, Lucia Rincon, attended and had a wonderful time talking to participants and members about what the union is about. It was really great to hear that so many of our members read the Members' Voice and appreciate the information we share. Many participants also expressed their appreciation in being able to connect with each other because they work at many different sites. We look forward to supporting and attending this event next year!



**Mental Health Week**

by *Debbie Mohabir, Secretary-Treasurer*

We all have the capacity to be compassionate, and we know that doing by so we can make an enormous difference. This year's Mental Health Week is centered on the healing power of compassion. Mental Health Week is May 6 to 12, 2024 and I encourage you to explore how compassion connects us all.

Sometimes all it takes is for someone to show compassion and kindness when we are struggling and let's face it, we are all struggling. With the rising cost of everything and worrying how we are going to make ends meet, this can affect our mental health in a very big way. We carry this worry with us in our everyday life and to work. We often do not realize the power in words and

by doing something as simple as showing kindness and understanding through our words, we can make things a little better for someone who may be struggling, especially when we can relate to their situation.

Maybe there is a resource that you have accessed that may be helpful or maybe it is just as simple as being empathetic. Maybe it is showing them that you have their back and that you are there to lend an ear if they need it. If it is someone that you are close to, it could simply be just a warm hug. Did you know that a 20-second hug boosts oxytocin in our bodies which makes us feel happier? It also helps to reduce anxiety, balance your body and makes us healthier.

I encourage you to practice compassion, kindness and understanding as much as you can because you never know who may need it.

