

2025 Executive Elections and Electronic Voting Information

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 2025 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 to request a PIN is 12:00 noon on May 26, 2025. 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 President, 2nd Vice President, City Sector Representative, K-12 Sector Representative, and HSSCBA (Community) Sector Representative. Please see pages 12-15 for candidate statements.



The Park Board Sector Representative, Cultural Sector Representative, College/ University Sector Representative, and Trustee positions have been filled by acclamation.

All members are eligible to vote for the President and 2nd Vice President positions. Only members in the City, K-12, and HSSCBA 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 20, 2025 and will remain open until 11:59

p.m. on May 27, 2025. Polls will be accessible 24 hours a day. Results will be announced at the Annual General Meeting which convenes at 5:30 p.m. on May 28, 2025 via Zoom and posted on the website.

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.

MAY 2025 ANNUAL GENERAL MEMBERSHIP MEETINGS

The Annual General Membership Meeting and Annual General Society Meeting will be held on May 28, 2025 at 5:30 p.m. via 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, 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 the meeting). Child and dependant care reimbursement is available as per eligibility requirements in CUPE Local 15 Bylaw Section 31.

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

UNDER DISCUSSION:

- Executive Election Results and Swearing-In of New Executive
- 2024 Union and Society Audited Financial Statements
- Appointment of Auditor to Conduct the 2024 Union and Society Audits
- Staff and Committee Reports

Important Note – Virtual General Membership Meeting Invitations

After registering for the Virtual General Membership meeting, please do not share your link with fellow members. If they did not receive the invitation and would like to attend, please ask them to contact the union office and provide us with their contact information directly. Once this is done, an invitation will be sent to them and they can register to receive their own link. This is important to facilitate accurate attendance records.

WE ACKNOWLEDGE...

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

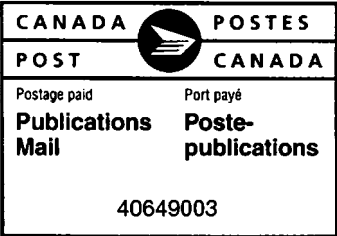


Mission and Vision Statements

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



International Workers' Day



WARREN WILLIAMS
PRESIDENT

by **Warren Williams,**
President

*This article is
reprinted from
Wikipedia.*

I am sharing
it with you as
a reminder of
the sacrifices
of those who
came before
us, and still

exist in countries worldwide where the labour
movement works tirelessly for better working
conditions for all.

On April 21, 1856, Australian stonemasons in
Victoria undertook a mass stoppage as part of
the eight-hour workday movement. It became
a yearly commemoration, inspiring American
workers to have their first stoppage. May 1st
was chosen to be International Workers' Day
to commemorate the 1886 Haymarket affair

in Chicago. In that year, beginning on May 1,
there was a general strike for the eight-hour
workday.

On May 4th, the police acted to disperse a
public assembly in support of the strike when
an unidentified person threw a bomb. The
police responded by firing on the workers.
The event led to the deaths of seven police
officers and at least four civilians; sixty police
officers were injured, as were one hundred
and fifteen civilians. Hundreds of labour
leaders and sympathizers were later rounded-
up and four were executed by hanging, after a
trial that was seen as a miscarriage of justice.
The following day, on May 5th, in Milwaukee,
Wisconsin, the state militia fired on a crowd of
strikers killing seven, including a schoolboy
and a man feeding chickens in his yard.

In 1889, the first meeting of the Second
International was held in Paris, following a
proposal by Raymond Lavigne that called
for international demonstrations on the 1890
anniversary of the Chicago protests.

On May 1, 1890, demonstrations took place
in the United States and most countries in
Europe. Demonstrations were also held in
Chile and Peru.

International Workers' Day was formally
recognized as an annual event at the
International's second congress in 1891.
Subsequently, the May Day riots of 1894
occurred. The International Socialist
Congress, Amsterdam 1904 called on "all
Social Democratic Party organizations and
trade unions of all countries to demonstrate
energetically on the First of May for the legal
establishment of the 8-hour day, for the class
demands of the proletariat, and for universal
peace". The congress made it "mandatory
upon the proletarian organizations of all
countries to stop work on May 1st, wherever it
is possible without injury to the workers".

Secretary-Treasurer's Report



DEBBIE MOHABIR
SECRETARY-TREASURER

by **Debbie
Mohabir,**
**Secretary-
Treasurer**

**Elections
are the
cornerstone
of democracy,**
a process that
empowers
members to
shape their
future by
choosing
leaders who
represent

their values and aspirations. They are not just
about casting votes; they are about ensuring
accountability, fostering transparency, and
upholding the principles of equality and
justice. Elections are not just about politics,
they are about people, values, and the kind of
society we want to live in.

The importance of electing individuals without
personal agendas cannot be overstated.
When we vote for leaders without personal
agendas, we move closer to a system where
decisions are made for the collective good,
not for individual benefit. Leaders driven by
self-interest often prioritize their own gains
over the welfare of the people, leading to
corruption, inefficiency, and a breakdown
of trust in governance. On the other hand,
leaders who prioritize the collective good bring
about meaningful change, while addressing
challenges with integrity and fairness.

In a time when trust in institutions is often low,
choosing the right leaders has never been

more important. Democracy works best when
it works for everyone—and that begins at the
ballot box.

When members actively participate in
elections and make informed choices, they
contribute to a system that values merit and
ethical leadership. This not only strengthens
democracy, but also paves the way for
upholding the rights of our members and
reflecting the needs and aspirations of the
majority.

In essence, elections are a powerful tool for
progress, and the responsibility lies with each
voter to ensure that their choices align with
the greater good. By electing leaders who are
committed to serving the people rather than
themselves, we can build a future rooted in
trust, equity, and shared prosperity.

Vancouver Coastal Health Building Bridges Event

On April 29, 2025, CUPE Local 15 proudly
took part in the OT and Rehab Assistant



Debbie and Lucia



Education event for VCH and Providence
Health Care. The Executive Committee
approved a motion to provide financial
support for the event and to host a CUPE
Local 15 booth, offering participants the
opportunity to learn more about our union.

Health Sector Representative Lucia Rincon
and I attended the event and truly enjoyed
engaging with both participants and
members. It was heartening to hear how many
members regularly read The Members' Voice
and value the information we share.

We also heard from many attendees about
how much they appreciated the chance
to connect with colleagues from various
sites. Events like this help build stronger
relationships and a stronger sense of
community within our sector.

We look forward to continuing our support
and participation in this valuable event next
year!

TIME TO APPLY

Bursary deadline for 2025/2026 coming up

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 30, 2025. 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, 2025.

VSB Job Shares

1. SSA looking for a job share partner to work three days a week (days are flexible) at McKechnie Elementary School starting September 2025. Days are flexible. If you are interested, please contact Ashley at bismeyer.ashley@gmail.com.
2. SSA looking for a job share partner to work three days a week (Tuesday, Wednesday, and Thursday) at Hastings Elementary starting September 2025. If you are interested, please contact Charlene at charlenelevan@gmail.com.
3. SSA looking for a job share partner to work two days a week (Monday and Tuesday or Thursday and Friday) at U-Hill Elementary, located in Pacific Spirit Park near UBC starting in September 2025. If you are interested in joining a beautiful community and a supporting SSA team, please contact Anita at anita.bonnarens@hotmail.com or call (604) 763-5135.
4. Office Support (OSB) looking for a job share partner to work two days a week (prefer Thursday and Friday, but I am flexible) at Laura Secord Elementary starting in September 2025. If you are interested, please contact Sherri at sherrifergus@yahoo.ca.

Our deepest condolences



We are deeply saddened by the tragic events that occurred on April 26, 2025, during the Lapu Lapu Day celebrations on Fraser Street, in Vancouver. Our hearts go out to the victims, their families, and the entire Filipino community during this difficult time.

We stand in solidarity with everyone affected by this heartbreaking event. We are committed to supporting our members, the John Oliver community, and the broader community in the days ahead. If you need assistance or support, please contact the union office.

We also extend our sincere gratitude to the first responders and volunteers who acted with courage and compassion.

In solidarity,
Warren Williams, President

DECISIONS

BY THE EXECUTIVE

The following decisions were made by an e-vote on April 15, 2025:

- To host a CUPE Local 15 table (free of charge) at the City of Vancouver Family Fun Fair on May 24, 2025.
- To purchase a table of ten at the Annual Britannia Support Society Fundraising Gala at a cost of \$1,750.
- To sponsor an exhibitor table at the Building Bridges event hosted by Vancouver Coastal Health and Providence Health at a cost of \$500.
- To donate \$200 to the Queer Spirit Fair/Rainbow Refugee.
- To recommend to the members endorsement of Tony Rebelo for Secretary-Treasurer of CUPE BC in the CUPE BC Executive Elections.
- To recommend to the members endorsement of Amber Leonard and Sheryl Burns for CUPE BC General Vice Presidents in the CUPE BC Executive Elections.

BY THE MEMBERSHIP

At the General Membership Meeting on April 23, 2025, the members in attendance made the following decisions:

- To receive the Financial Statement ending February 28, 2025.
- To destroy the ballots from the Vancouver School Board Ratification of Proposals meetings April 1-2, 2025.
- To endorse Tony Rebelo as a candidate for the Secretary-Treasurer position on the CUPE BC Executive Board.
- To endorse Amber Leonard and Sheryl Burns as candidates for the CUPE BC General Vice President positions on the CUPE BC Executive Board.

UNION & SOCIETY AGMs are on May 28, 5:30pm Via Zoom.



VMECW Society Financial Statements, December 31, 2024

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, 2024, 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, 2024, 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
April 28, 2025

NOTICES OF MOTION – UNION

- 2024 Audited Financial Statements**
The Executive recommends that the members accept the December 31, 2024 CUPE Local 15 Audited Financial Statements.
- 2025 Union Audit**
The Executive recommends that Fairhall Zhang and Associates Ltd. be appointed to conduct the 2025 CUPE Local 15 Audit.

NOTICES OF MOTION – SOCIETY

- 2024 Audited Financial Statements**
The Executive recommends that the members accept the December 31, 2024 VMECW Society Audited Financial Statements.
- 2025 Society Audit**
The Executive recommends that Fairhall Zhang and Associates Ltd. be appointed to conduct the 2025 VMECW Society Audit.

Statement of Financial Position

	Unrestricted	Restricted	2024	2023
Assets				
Current				
Cash and cash equivalents	\$ 2,047,501	\$ 1,959,178	\$ 4,006,679	\$ 3,275,209
Prepaid expenses	<u>32,472</u>	<u>-</u>	<u>32,472</u>	<u>39,736</u>
	<u>2,079,973</u>	<u>1,959,178</u>	<u>4,039,151</u>	<u>3,314,945</u>
Long Term				
Capital assets - (Note 4)	<u>-</u>	<u>348,641</u>	<u>348,641</u>	<u>353,340</u>
	<u>-</u>	<u>348,641</u>	<u>348,641</u>	<u>353,340</u>
	<u>\$ 2,079,973</u>	<u>\$ 2,307,819</u>	<u>\$ 4,387,792</u>	<u>\$ 3,668,285</u>
Liabilities & Building Fund				
Current				
Accounts payable & accrued liabilities	\$ 32,325	\$ -	\$ 32,325	\$ 22,152
Deferred revenue - (Note: 6)	<u>820,665</u>	<u>-</u>	<u>820,665</u>	<u>400,127</u>
	<u>852,990</u>	<u>-</u>	<u>852,990</u>	<u>422,279</u>
Net Assets				
Unrestricted fund (Page 5)	1,226,983	-	1,226,983	1,149,679
Building fund (Page 6)	-	1,893,461	1,893,461	1,677,438
Strike hardship fund (Page 7)	-	54,918	54,918	54,831
Memorial fund (Page 8)	-	10,798	10,798	10,718
Capital assets fund (Page 9)	<u>-</u>	<u>348,642</u>	<u>348,642</u>	<u>353,340</u>
	<u>1,226,983</u>	<u>2,307,819</u>	<u>3,534,802</u>	<u>3,246,006</u>
	<u>\$ 2,079,973</u>	<u>\$ 2,307,819</u>	<u>\$ 4,387,792</u>	<u>\$ 3,668,285</u>

Statement of Operations

	2024	2023
Revenues		
Interest income	\$ 21,759	\$ 34,951
Equipment and furniture lease (Note 5)	236,400	234,000
Office rental (Note 5)	232,800	228,000
Transfer - health members (Note 6)	<u>270,060</u>	<u>285,575</u>
Total Revenues	761,019	782,526
Less: Transfer to building fund	<u>170,000</u>	<u>160,000</u>
Net Revenues	<u>591,019</u>	<u>622,526</u>
Expenses		
<u>Building</u>		
Insurance	37,623	41,706
Repairs and maintenance	16,935	14,005
Supplies	4,069	3,594
Property taxes & utilities	<u>100,449</u>	<u>93,163</u>
	<u>159,076</u>	<u>152,468</u>
<u>Leases & Member Services</u>		
Bursaries	18,900	22,500
Amortization of equipment, furniture and fixtures	12,141	19,069
Children's winter party	7,900	7,947
Leases	23,520	15,838
Good & welfare	7,811	9,864
Member activities	2,285	2,395
Repairs and maintenance - equipment	7,259	3,857
Professional development & fees-health members (Note 6)	257,888	274,569
Sick benefits (Note 8)	<u>8,240</u>	<u>3,328</u>
	<u>345,944</u>	<u>359,367</u>
<u>General</u>		
Donations & grants	6,000	4,800
Annual fees	593	691
Audit	<u>6,800</u>	<u>6,550</u>
	<u>13,393</u>	<u>12,041</u>
Total Expenses	<u>518,413</u>	<u>523,876</u>
Excess of revenues over expenses	<u>\$ 72,606</u>	<u>\$ 98,650</u>

		2024	2023
Statement Of Unrestricted Fund	Balance, beginning of year	\$ 1,149,679	\$ 1,041,053
	Add:		
	Amortization	12,141	19,069
	Excess of revenues over expenses for the year	72,606	98,650
		1,234,426	1,158,772
	Deduct:		
	Purchase of capital assets	7,443	9,093
	Balance, end of year	\$ 1,226,983	\$ 1,149,679

		2024	2023
Statement Of Building Fund	Balance, beginning of year	\$ 1,677,438	\$ 1,444,231
	Add:		
	Interest income	46,023	73,236
	Transfer from unrestricted fund	170,000	160,000
		1,893,461	1,677,467
	Deduct:		
	Service charges	-	29
	Balance, end of year	\$ 1,893,461	\$ 1,677,438

		2024	2023
Statement Of Strike Hardship Fund	Balance, beginning of year	\$ 54,831	\$ 54,746
	Add:		
	Interest Income	147	145
		54,978	54,891
	Deduct:		
	Service charges	60	60
	Balance, end of year	\$ 54,918	\$ 54,831

		2024	2023
Statement Of Memorial Fund	Balance, beginning of year	\$ 10,718	\$ 10,188
	Add:		
	Interest Income	118	530
		10,836	10,718
	Deduct:		
	Service charges	38	-
	Balance, end of year	\$ 10,798	\$ 10,718

		2024	2023
Statement Of Capital Assets Fund	Balance, beginning of year	\$ 353,340	\$ 363,316
	Add:		
	Purchase of capital assets	7,443	9,093
		360,783	372,409
	Deduct:		
	Amortization	12,141	19,069
	Balance, end of year	\$ 348,642	\$ 353,340

Statement of Cash Flows

	2024	2023
Cash Provided By (Used In):		
Operating Activities		
Excess of revenues over expenses for the year		
Unrestricted fund	\$ 72,606	\$ 98,650
Strike hardship fund	87	85
Memorial fund	80	530
Building fund	216,023	233,207
	288,796	332,472
Items not requiring an outlay of cash:		
Amortization	12,142	19,069
	300,938	351,541
Changes In Non-Cash Working Capital		
Prepaid expenses	7,264	(8,329)
Accounts payable and accrued charges	430,711	407,194
	437,975	398,865
Cash Provided By (Used In) Operating Activities	738,913	750,406
Investing Activities		
Additions to property, plant and equipment	(7,443)	(9,093)
Cash Provided By Investing Activities	(7,443)	(9,093)
(Decrease) Increase In Cash Flow	731,470	741,313
Cash, Beginning of Year	3,275,209	2,533,896
Cash, End of Year	\$ 4,006,679	\$ 3,275,209
As represented by:		
Unrestricted fund	\$ 2,047,501	\$ 1,532,222
Strike hardship fund	54,918	54,832
Memorial fund	10,798	10,717
Building fund	1,893,462	1,677,438
	\$ 4,006,679	\$ 3,275,209

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, 2024, 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, 2024, restricted cash is \$1,959,177 (2023 - \$1,742,986).

4 **Capital Assets**

Capital Assets are recorded at cost and consist of:

	<u>Original Cost</u>	<u>Accumulated Amortization</u>	<u>NBV 2024</u>	<u>NBV 2023</u>
Land	\$ 15,000	\$ N/A	\$ 15,000	\$ 15,000
Building	436,032	181,182	254,850	256,799
Equipment & furniture	603,761	524,970	78,791	81,541
	<u>\$ 1,054,793</u>	<u>\$ 706,152</u>	<u>\$ 348,641</u>	<u>\$ 353,340</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. The rental transactions between the Society and this related party for the years ended December 31, 2024 and 2023 are as follows:

	2024	2023
CUPE 15 Office Equipment Lease	\$ 236,400	\$ 234,000
CUPE 15 Office Space Rental	232,800	228,000
	<u>\$ 469,200</u>	<u>\$ 462,000</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 2024, the Society's Board internally restricted resources amounting to \$170,000 (2023 - \$160,000), the amount is to be used towards the building replacement.

In 2024, \$7,443 (2023 - \$9,093) 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:

2025	\$ 8,507
2026	8,507
2027	<u>8,507</u>
	<u>\$ 25,521</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.

Western Safety Conference

by Henry Lee, Parks
Chair – CUPE Local 15 OH&S Committee

I had the opportunity to attend the 2025 Western Safety Conference that was held in Vancouver at the Hyatt Conference Centre on April 14th and 15th. I took part in several workshops that focused on issues affecting workers' health and safety in the workplace.

My workshops included:

Health and Safety in the Workplace: The speaker emphasized the fundamental importance of health and safety standards across industries. Presentation explored best practices in hazard identification, emergency preparedness, and regulatory compliance. In short, workplace safety programs will insure a safe working culture that can lead to higher productivity and lower injury rates.

Violence in the Workplace: A growing concern addressed at the conference was violence in the workplace. The speaker highlighted the increasing need for policies and training that focuses on de-escalation, situational awareness, and support for affected employees. The workshop emphasized creating a safe reporting environment and fostering a culture where safety concerns are taken seriously.

Managing Safety in a Multicultural Workplace: With global mobility and diversity on the rise, managing safety in multicultural workplaces emerged as a critical point. The speaker highlighted how cultural norms, language barriers, and differing safety perceptions can impact workplace cohesion

and hazard responses. Strategies included multicultural training, inclusive communication styles, and culturally sensitive leadership. Building a cross-cultural trust is essential to a successful safety culture.

Mental Health and Well-Being: Mental health awareness has impacted workplace safety and retention. The speaker spoke about the interconnection between psychological safety and physical safety, and advocating for integrated wellness programs. The workshop highlighted how stress, burnout, and anxiety contributes to unsafe work behaviour and how employers can support mental health through flexible policies, employee assistance programs, and a stigma-free environment.

Safety in the Age of Artificial Intelligence: In a world increasingly shaped by AI, the speaker explored the opportunity and risks AI presents in occupational safety. The speaker talked about how AI is being used for predictive safety analytics, real-time hazard detection, and automation of dangerous tasks. The speaker also warned of new risks – such as overreliance on algorithms and ethical concerns around surveillance. The understanding was that AI should be a tool to enhance, not replace human judgement in a safety-critical environment.

Manage/Advise on Risk when Technology Outpaces Organizational Capacity: When technology advances faster than an



organization can adapt, risk management must focus on aligning innovation with internal capacity. This involves assessing gaps in skills, systems and compliance, while adapting a cautious phased approach to change. Investing in training, improving cross-functional communication, and planning for potential disruptions helps reduce the risk of failure or security breaches.

The Western Safety Conference 2025 highlighted the need for an inclusive approach to workplace safety. As worksites evolve and technology advances, safety must be continuously reimagined. I found that the conference addressed current challenges, and inspired me to continually have a forward-thinking mindset, emphasizing that safety is achieved through innovation, collaboration, and empathy.



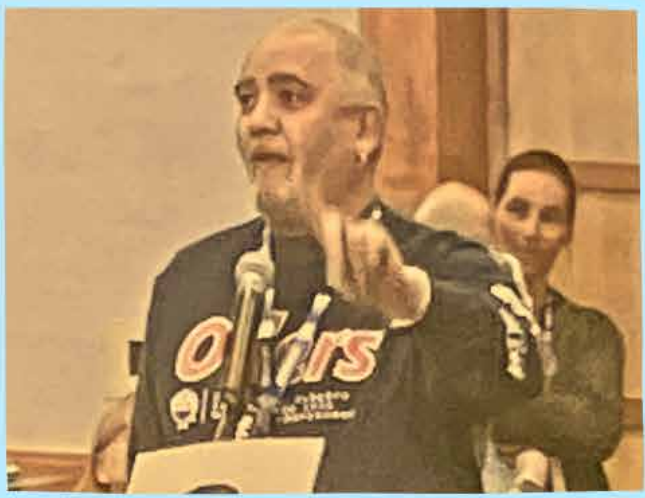
by Debbie Mohabir, Secretary-Treasurer

Recently, elected delegates attended the CUPE BC Convention on April 30th to May 3rd, 2025. Throughout the convention, we listened to committee reports and discussions

reflecting on the work accomplished over the past year. Every resolution that reached the floor was passed, with most receiving unanimous support. Alongside these resolutions came powerful personal stories—some uplifting, others deeply painful, and

some bringing tears. Emotional moments filled the space as delegates shared their family stories and the injustices endured. Each morning, the convention was grounded with smudging ceremonies, offering a sense of reflection and connection.

From the CUPE BC 2025 Convention Floor



Candidate Statements

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

Starla Bayley for President

Vote **STARLA BAYLEY** for President of CUPE Local 15.

I have been an active member of this local since 2009 while working as an Auxiliary Program Assistant II. Becoming a regular full time youth worker with the Vancouver Board of Parks and Recreation in 2011 allowed my union voice to be stronger, addressing issues and concerns in workplaces. Beginning as a shop steward, to lead shop steward, to sitting on the Local's Executive from 2014 to 2022, to the City et al Bargaining Committee for the last four rounds. In addition to these commitments, I have been a regular and consistent member of the Park Board Joint Health and Safety Committee and Labour Management Committee.



As your President, I will be accessible. Much like my stewarding, I understand that this role is not a Monday to Friday bankers hours job but rather a job that needs to be ready to jump into action when the issues surface.

As President I WILL:

- **BYLAWS AND POLICIES** - Follow the CUPE National Constitution along with our Local's Bylaws and Policies. When and where necessary put forward and amend our bylaws and policies to ensure that our members receive the most transparent services possible from their local.
- **MEMBER INVOLVEMENT** - Work to provide opportunities for more members to become involved in the labour movement and our local. This will be done by working with the Executive to create a standard annual process for applying to our committees thus enabling the Executive to ensure a fair representation of all our members and sectors across our committees. In addition, we will send our full delegation to conferences and conventions.
- **ADVOCACY** - Be the face of our Local at the political tables that affect our workplaces – ensuring our members voices are heard. I will use this time to raise our concerns over workload, job security, and transparency within the organization that we represent.
- **ACCOUNTABILITY** - Be accessible, working in the office with posted working hours. I will provide a report back each month on my comings and goings – to be accountable to you, thus enabling you to know your president is working for you.
- **VOLUNTEERISM** - Put in the long hours to ensure that issues are resolved, and your voices are heard. I understand that this position is non-standard hours of work and comes with a lot of volunteer hours – our members should not have to pay additionally for my time. The rewards are in the outcome of the work.
- **ACTIVISM** - Implement your grassroots issues. Unions are built on the foundation of grassroots – without working together on issues that affect us our voice is too small.
- **LEADERSHIP** - Ensure that our Local represents us with knowledgeable ideas and coherent thoughts when our delegates attend our conventions. As the largest CUPE Union in Western Canada, we should be leaders in our resolutions and actions at Convention. I would reinstate our resolutions committees prior to any large

conventions so all delegates can participate in a fulsome manner.

Warren Williams for President (Incumbent) Re-Elect Warren – A Proven Leader for CUPE Local 15!

The mandate of the President is to represent all members. For the past ten years, I have been honoured to serve as your President, bringing you solid leadership, strong communication skills, and a proven willingness to work with others for the best interest of our membership.



I have strengthened relations with our employers within our various sectors, including Trustees, Councillors, Commissioners, and Ministers of Government, and am committed to continuing to build on these relationships. I believe that an integral part in achieving better working conditions for everybody is building and fostering strong connections with other CUPE locals, trade unions, and labour organizations, including the BC Federation of Labour, which I have done and continue to do.

In addition, if elected for another term, my commitment to you includes:

- Ensuring the fightback against the attack on public services and public sector workers continues using a collaborative and effective approach.
- Ongoing member engagement by reaching out and connecting with our members, including increasing worksite visits, which have been very well received.
- Continuing to work with our Executive and Society Boards to find strategic ways to enact the priorities of our local.
- Mentor newly elected Executive and Society Board members.
- Continue to build relations with elected government officials.

I am a hands-on President, who works closely with the CUPE Local 15 staff, who represent our members in all sectors, and I look forward to continuing in this role. This work includes:

- **Bargaining Tables:** HSPBA, HSSCBA, VSB, City et al (City, Parks, RayCam, and Britannia), Langara, Chartwells, Langara Students' Union, Students' Union of VCC, Emily Carr University, Vancouver Art Gallery, Museum of Vancouver, H.R. MacMillan Space Center, Vancouver Maritime Museum, and more.
- **Leadership Councils:** Former Chair of the Health Care Presidents' Council, Municipal Presidents' Council, Municipal LTD Committee member, former President of the K-12 Presidents' Council, and current Executive Board member and Provincial Bargaining Committee member.
- **Collaboration:** Working closely with CUPE National and CUPE BC Staff and Executives, School Trustees, Councillors, and Boards to advocate for our members.

I have worked continuously to improve workplace conditions, secure fair agreements, and protect our members' rights.

During the COVID-19 pandemic, I partnered with the Ministry of Health and employers to implement vital safety protocols across all sectors. I continue to push for stronger health and safety measures and address workplace violence concerns with employers.

To that end, as President, I have increased our

staffing complement with an additional Field Staff in order to better support our members, along with office support and accounting assistants.

Our union's strength lies in our unity – our shared commitment to better working conditions, fair representation, and collective action. In these challenging times, I remain dedicated to advocating for you, strengthening our relationships with employers, and ensuring your voices are heard at all levels.

Together, we are stronger, Change for the sake of change only weakens us. I ask for your continued trust and support as we move forward together.

Sophie Bennett for 2nd Vice President

Hello CUPE 15 Members!

My name is Sophie Bennett (she/her) and I am running for the position of 2nd Vice President.



Why am I running for this position? It is pretty simple really: I care about people, and I value the work that you do. 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 you - its members! If I were elected as your 2nd Vice President, I would:

- Listen to you.
- Be transparent.
- Make this local about your voice, your concerns, your needs.
- Address inequalities at worksites, in the local, and in society.
- Stand up for your rights!

How would I do this?

- By following bylaws and policies to ensure members are treated fairly.
- Visit worksites to speak with members.
- Advocate for membership meetings to be offered at different times of day/different days of the week, so that more members can participate.
- Ensure that opportunities within the union (e.g., events, committees, workshops) are provided equally to all members in the local.
- Take your feedback and ideas to heart and work collaboratively to make positive change within the local.

Who am I?

- Member of the local since 2019 and have served as a shop steward for the last three years.
- Current College/University Sector Representative for the local.
- Served on two bargaining committees at Langara College.
- Served as executive liaison on Chartwells bargaining committee.
- Acted as Lead Shop Steward.
- Served on the Strike Committee and Grievance Committee.
- I have represented members anytime someone needed support (e.g., in grievances, disciplinary meetings, investigation meetings and so much more).
- I have taken many union education courses to deepen my knowledge so that I can better serve members.
- I'm a proud member of the queer community, a long-time volunteer with the Canadian Red Cross, and believe in serving the community in which I work and live.

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There are many ongoing challenges that we face as employees and people (e.g., Cost Living/Housing Crisis, Work-life Balance, Compensation and Workload, Truth and Reconciliation, EDI in both the Workplace and the Union, Mental Health and Wellness). As your 2nd Vice President, I would stand with you together on these issues. I value transparency, team work, and communication.

Voting is an integral part of the collective. It lets your voice be heard. I appreciate you reading my statement, and for being a part of this election. I would be so proud to serve as your 2nd Vice President and hope that you will give me the opportunity to do that work.

VOTE for Sophie BENNETT for 2nd Vice President!

Henry Lee for 2nd Vice President

Elect Henry Lee for 2nd Vice President – A Proven and Dedicated CUPE Local 15 Union Representative.



I'm Henry Lee, and I've proudly served as a CUPE Local 15 Union Representative for over ten years. Throughout this time, I've demonstrated strong leadership, clear communication, and a deep commitment to advocating for our members. I've fought—and continue to fight—for your rights, safety, and dignity in the workplace. Now, I'm stepping forward to run for 2nd Vice President, and I'm asking for your support. My union involvement has been extensive and impactful. I've taken on a wide range of roles, from advocating for safer working conditions and upholding our collective agreements to educating our members and ensuring that health and safety standards are consistently met. I've stood up to management when necessary and worked collaboratively to find meaningful solutions to workplace challenges, always putting members first.

Union Experience and Committee Involvement:

- CUPE National OH&S Committee – Recommended expanding workshops related to mental health and training for new and young workers.
- CUPE National Facilitator – Delivering courses across Canada to educate and empower CUPE members.
- Co-Chair, CUPE BC OH&S Committee – Leading initiatives to lobby for safer working conditions across the province.
- Chair, CUPE BC Credentials Committee for Convention.
- Executive Member and Delegate, CUPE Metro District Council.
- Delegate, Vancouver and District Labour Council.
- Chair, CUPE Local 15 OH&S Committee – Representing all bargaining sectors.
- Park Sector Representative, CUPE 15.
- Senior (Acting) Lead Steward, Parks and City of Vancouver.
- Elected Member, CUPE Local 15 Bargaining Committee (current term and past two terms).
- Member, CUPE Local 15 Grievance Committee.
- Member, CUPE Local 15 Contracting-In Committee.
- Member, CUPE Local 15 Reclassification Committee.
- Member, CUPE Local 15 Auxiliary Conversion Committee.
- Member, CUPE Local 15 Social Committee.

If elected as your 2nd Vice President, I will continue to fight for fairness, respect, and transparency in every workplace:

- **Stronger contract enforcement** – I'll ensure management upholds our collective agreements.
- **Transparent decision-making** – I'll keep members informed, involved, and engaged.
- **A voice for all** – I will challenge discrimination and unfair treatment wherever it exists.
- **Education and empowerment** – I'll continue supporting members with the knowledge and tools they need.

I am deeply committed to shaping a fair and safe future for all CUPE Local 15 members. I will continue to listen, lead, and take action on your behalf.

Endorsed by:

- Warren Williams – President, CUPE Local 15
- Santino Scardillo – 1st Vice President, CUPE Local 15
- Ravina Lal – 2nd Vice President, CUPE Local 15
- Debbie Mohabir – Secretary-Treasurer, CUPE Local 15
- Cynthia Schadt – K-12 Sector Representative/ Lead Steward, CUPE Local 15
- Aaron Cook – City of Vancouver Sector Representative, Local CUPE 15
- Bernie Dionne – Parks Sector Representative, CUPE Local 15
- Courtney Gillen – Cultural Sector Representative, CUPE Local 15
- Lucia Rincon – Health Sector Representative, CUPE Local 15
- Eduardo Rodriguez and Chad Cammer – OH&S Representatives, Emily Carr University, CUPE Local 15
- Subrata Dasgupta – Senior Parks/City Steward, CUPE Local 15
- Chad Lum – City/Parks Steward, CUPE Local 15

Contact: Henry Lee: trendfitness@yahoo.com 778-987-1897. Please feel free to reach out with any questions.

Vanessa Mani-Garrett for K-12 Sector Representative

Elect Vanessa Mani-Garrett for K-12 Sector Representative!



Hello Members, my name is Vanessa Mani-Garrett, and I'm running to be your K-12 Sector Rep. I'm asking for your support and your vote in the upcoming election. I'd like to take this opportunity to thank you for taking the time to participate in the upcoming elections! A special thanks to my nominator!

As the proud daughter of a CUPE 15 member who dedicated 36 years to the union, I was raised with a deep appreciation for the importance and strength of union solidarity. I've worked with the Vancouver School Board since 2009, beginning as an SSA and recently transitioning into a new role as an SSB. Over the past 17 years, I've had the privilege of working alongside many incredible CUPE 15 members and have come to truly understand the complexity, dedication, and value that each of our roles brings to the VSB community.

Over the past four years, I have fully committed myself to improving working conditions for VSB members. As an active steward, I've

volunteered countless hours and taken advantage of educational opportunities that have been available. I bring a trustworthy, transparent, fair, and communicative approach to all I do—qualities that have also defined my work as a Trustee.

Here's a snapshot of my involvement and experience:

- **VSB Shop Steward** (4 years)
- **VSB Bargaining Committee** Member (2022) and **Current Co-Chair** for 2025 Bargaining
- **VSB Personnel Committee** Representative (2 years)
- **VSB Job Evaluation Committee** Member (3 years)
- **VSB Professional Development Committee** Member (1 year)
- **CUPE 15 Trustee** (3 years): Involved in updating policies, managing budgets, and reviewing reports
- **CUPE 15 Grievance Committee** Member (2 years)
- **CUPE 15 Social Committee** Member (2 years)
- CUPE 15 Trustee on VESP (2 years)
- **Represented Parks Sector Members** in employer meetings
- **Welcomed new VSB members** during new hire orientations
- **CUPE Metro Delegate** (2 years), representing our Local
- Attended CUPE BC Conventions (2024/2025)

I'd be honoured to serve as your K-12 Sector Rep. Thanks for your support.

Sheri Nielsen for K-12 Sector Representative

My name is Sheri Nielsen, and I'm running for the position of K-12 Sector Representative on the CUPE Local 15 Executive Board.



I want to start by sharing something personal because it's the reason I'm an active shop steward today. There was a time in my career when I felt completely helpless. My rights at work were being violated, and I didn't know where to turn. I reached out to the union for support and instantly knew I was not alone. CUPE Local 15 supported me through one of the most difficult periods of my life, and that experience changed everything. It made me realize the power of solidarity and the comfort of knowing you're not alone. That moment led me to become a shop steward, a role I've proudly held for the past five years. I wanted to be someone others could turn to, the same way I was supported when I needed help most.

Since then, my involvement in our union has only grown. I currently serve as a Trustee for CUPE Local 15, and I sit on both the Job Evaluation Committee and the Vancouver School Board Bargaining Committee. I'm also proud to serve as an alternate on the CUPE Local 15 Health and Safety Committee and the District Health and Safety Committee. These roles have deepened my understanding of the issues we face and the work it takes to protect our rights, advocate for fair treatment, and push for better working conditions. But beyond the titles and committees, what matters most to me is our members.

As your K-12 Sector Representative, I will bring both experience and heart to the Executive Board. I understand the challenges we face in our schools; staffing shortages, heavy

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workloads, limited resources, and a lack of recognition for the essential work we do. I will be a strong, reliable voice; one that fights for safer workplaces, stronger communication, and meaningful progress. If elected, I promise to be accessible when you need support; transparent in my work and decisions, and accountable to the people I serve. This work isn't about titles or positions for me; it's about people. It's about showing up, speaking out, and standing together.

I never want another member to feel powerless, unseen, or unheard. I'm here to ensure that doesn't happen. I'm proud of where I've come from and what I've learned along the way. I would be truly honoured to continue this journey by serving as your K-12 Sector Representative.

Thank you for your time, your trust, and for everything you do—every single day.

Brian Do for City Sector Representative

My name is Brian Do, and I'm running for City Sector Representative. Now, before you ask, no, I didn't lose a bet, and yes, I'm doing this of my own free will. I'm running because I believe in the power of our union to protect and uplift its members.



Let's talk about Diversity, Equity, and Inclusion (DEI). It's the acronym everyone's throwing around these days, but guess what? Our union was ahead of the curve. The very concept of a union was built on bringing people together to fight for diversity, equity, and inclusion long before it became a corporate buzzword. We were championing DEI before it was cool like the hipsters of workplace equality.

But here's the thing, while we were pioneers of DEI, it feels like we've hit the pause button. Meanwhile, the employer is sprinting ahead, working hard on DEI like they're training for the DEI Olympics. You should know I've been helping with the action plan in the Engineering Department for about a year now, and let me tell you, I've seen enough flowcharts to last a lifetime.

The reason why I'm running for City Sector Representative is because I want to bring the union back to the forefront of DEI, ensuring we're not just keeping up, but leading the charge again. Together, we can modernize our approach, embrace new ideas, and make our union a shining example of what DEI can achieve.

For me, getting here wasn't exactly a walk in the park. Becoming a shop steward was like solving a mystery novel. I scoured the CUPE Local 15 website. Despite the lack of clear written procedures found, I followed the steps I was instructed by the union office; however, I was informed at one point that I wasn't eligible for shop steward because I hadn't followed the proper procedure. I remained persistent, spent months emailing back and forth with the union office and eventually had a meeting with the union's President and Vice Presidents, where I was finally recognized as a shop steward.

Since then, I've been working hard monthly on the shop steward line, making it my mission to respond to members within 24 hours. Whether it's a voicemail or an email, I'm on it. At the end

of the day, it's about showing up, listening, and taking action.

To make CUPE Local 15 better, I'd bring more information available to the website, make the union procedures more transparent and create linked documents for the City Collective Agreement, so members can access specific sections of the agreement easily. I'd provide additional ways for members to contact the union—upgrading our phone line, adding mobile texting, Zoom/Teams as ways for contact. It feels like we're still stuck in the 1990s, we need to bring us into the 21st century.

If you're ready to hit the play button and move forward, vote for me, Brian Do, as your City Sector Representative. Let's make our union the best version of itself because, honestly, who doesn't love a good comeback story?

Susy Mckay for City Sector Representative

My name is Susy McKay and I am running for City Sector Representative. I believe that CUPE Local 15 is a democratic union in which the members make the decisions and set the policies.

We are a union that represents many members in different sectors and the obligation of your Executive, if I were chosen, is to ensure that all get fair representation when it is needed.



We need to ensure there are respectful workplaces, collective agreement language that is enforced, as well as policies and practices that are there to ensure that your union operates in an unbiased and fair manner and for the betterment of the members in every sector. At all levels, it is the rank-and-file members who determine by majority vote what the union does.

I understand the needs of all our members, and if elected will ensure strong representation on behalf of all our members. I believe a strong Executive Board has to be cohesive and committed to the principles of trade unionism. I also believe membership involvement has to be a priority in order to move your working rights forward and create respectful workplaces. We must ensure we all have a decent respectful, communicative relationship with our employers.

This union cannot operate without fiscal responsibility. They are your dues and it is your right to know how your money is spent. My commitment to our members has been and will be demonstrated through my representation of auxiliary workers as well as RFTs and RPTs.

I approach every case with an open mind and do my utmost best to do the best for the member. I believe I am a shop steward who can communicate shared values and stand up for our common struggles.

I have been a CUPE Local 15 member for over 20 years and have started stewarding with the help of Ravina Lal, who has been a great mentor and leader in my new role. Since becoming a steward, I have been taking on many cases across the City with the help of Ravina as well as Henry Lee, another Senior Shop Steward.

I ask for your support and collectively, I believe that we can all work together to strive and make a respectful workplace.

If you have any questions, please do not

hesitate to email me at susyq.mckay@gmail.com or call me at 778-840-0819. I am always available and am looking forward to putting my experience forward in doing my best to helping my members in whatever situation.

Susanne Ruhle for City Sector Representative

Thank you for taking the time to learn about me as a candidate for the City Sector Representative. I am honored to have been nominated for this position and I'd like to thank my nominator for the trust put into me.



I have been an active member of our union since 2020 when I started working for the City as a planner. I began to volunteer as a shop steward shortly after. I have worked with and supported many members across City and Park departments since. I am very proud of my work as a shop steward, and I put a lot of heart, soul, and tenacity in supporting the people I represent.

As a member of the Executive Board, I will bring your concerns and workplace challenges to the Union Executive to be discussed and addressed. I will be your voice at the Executive Board and you can be sure I will not be shy to make my voice heard. I strongly believe we need our members' feedback to make our workplace – and the union – better, safer and more welcoming to all to ensure you can come to work feeling supported and appreciated.

While I may not have the long experience in the union compared to other candidates, I have spent 25 years in the workforce at various places and have dealt with all sorts of (good and not so good) managers and employers. I have learned to be quite vocal about worker's rights and speaking up for what is right.

I grew up in Germany with its strong labour laws and union presence in a hard-working family of trades people. I was raised on the principles of solidarity and fairness and believe that workplaces should be safe, fair, and equitable. My job as a City Sector Representative would be to hold our employer to those principles.

I am impartial, reliable, and trustworthy, and I enjoy working collaboratively. I intend to bring all my experience and skills to the Executive Board as City Sector Representative. I will continue to support our members with issues in the workplace as a shop steward, as I care deeply about our union and the wellbeing of our members.

Should you have questions for me, please email me directly at: sruhlecupe15@gmail.com.

Thank you for believing in me; let's make the City a great place for all of us! Please vote for me.

Seagrin Worster for City Sector Representative

Hi, my name is Seagrin Worster, I am running for City Sector Representative for the 3-year term ending May 2028.



I've worked 34 years for the City of Vancouver across several different departments and been an active City Steward for the last 16 years, enabling me to help and

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empower many members along the way. I have served as a CUPE Local 15 Trustee from October 2023 to May 2025.

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.

Over my time as a shop steward, I have continued to dedicate my 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.

Vote for me, I look forward to serving you. My contact: Email: seagrinsteward@shaw.ca. Cell: 778 321-8796

Bobby Clark for HSSCBA (Community) Health Sector Representative

My name is Bobby Clark and I am standing for the Community Bargaining Association (CBA) for the VCH position as an elected official of this local.



I am currently serving as the lead steward for CBA, as well as having been a steward since I joined the local. I currently work in the Downtown Eastside at a little clinic called DCHC. Social justice and equality are soap boxes I am happy to climb on any day. I want to be the CBA voice where I can be. I know that oftentimes we are not seen by VCH but I see you.

Thank you for voting.

Edith Hole for HSSCBA (Community) Health Sector Representative

Thank you to my nominator. I accept the nomination for Health Sector Representative. I am Gloria Edith Hole, and I go by my middle name, Edith (they/them).



Elect Edith for Health Sector Representative.

I bring 19 years of experience in the unionized health sector, specializing in Addiction and Harm Reduction Services with Vancouver Coastal Health – Community, and four years with Portland Hotel Society. Over these 23 years, I have navigated numerous changes, including gains and losses, death and recovery, redesigns, patient-centered care, Hepatitis C medication changes, and the evolution

of Opiate Agonist Therapy (OAT) beyond methadone. My experience spans harm reduction, counseling, detox, daytox, home detox, inpatient and outpatient care, prescribing changes, class action suits, street drug changes, respectful workplace initiatives, food security, classism, homelessness, unhoused, underhoused, grief, loss, healing, non-violent crisis intervention, violence prevention, and union activism.

As an administrative worker, I have been supported by the union and am thankful to be part of an institution where the worker is the incumbent. The incumbent is the current holder of a position, i.e., a full-time employee (FTE). Each worker with a line owns their job; this is one of the strengths of the union. The confidence an individual can secure, knowing the worker owns their line, is a fact. Job security is one of the union's strengths. A secure workforce is a satisfied, relaxed person—not fearful of job loss and economic instability, but confident in job security and economic stability.

A worker has the right to have a union steward with them anytime the manager wishes to have a meeting; this alone decreases harassment and intimidation.

Together, we are stronger. We stand united, knowing our strength to confront institutional bullying and workplace harassment. We understand our rights and share that information with our colleagues and union siblings. As the Health Sector Representative, I will advocate for our collective, individual, and sector's well-being, ensuring that our voices are heard and our rights upheld. Thank you for your support.

Vote May 20th to May 27th.

EXECUTIVE BOARD ELECTIONS

Representatives elected by acclamation

Courtney Gillen – Elected by Acclamation as Cultural Sector Representative

I have been a Local 15 member since 2015. I work in Security at the Vancouver Art Gallery, where my position is Control Room Assistant. There, I sit on the OH&S Site Committee, where I am committed to health and safety in the workplace, which is also very much tied to the work I do in my job.

For the union, I have served on the CUPE Local 15 OH&S Committee as the Cultural Sector Representative for the last five years, served on the Executive as the Cultural Sector Representative, and most importantly I am a shop steward at my place of work.

I will continue to work hard to make sure your voices are heard on the Executive.

Bernie Dionne – Elected by Acclamation as Parks Sector Representative

My name is Bernie Dionne, and I am excited to be elected by acclamation as the Parks Sector Representative. As a proud CUPE Local 15 member working in this sector, I am deeply

committed to representing the interests of our members and ensuring that our voices are heard and respected at every level.

With thirteen years of experience working as a Community Youth Worker I have seen firsthand the vital contributions we make to our communities and the unique challenges we face. I believe our sector deserves strong, transparent, and responsive representation—someone who will advocate for fair working conditions, job security, equitable treatment, and meaningful input into the decisions that affect our day-to-day work.

I have had the great opportunity to be on the Executive Board as a Park Sector Representative for the last three years. In my time I have reinstated myself as a shop steward, as well as attended two CUPE BC Conventions, one BC Fed Convention, and lastly one CUPE National Convention. I have also joined the Reclassification Committee.

Now that I have been elected, I will prioritize:

- Open and regular communication with all members in the sector;
- Advocating for safe and respectful workplaces;

- Defending our collective agreement rights and pushing for improvements;
- Bringing forward your concerns and ideas with integrity and accountability.

I am committed to listening, learning, and working collaboratively with all of you and I will be a strong, accessible voice for the Parks sector.

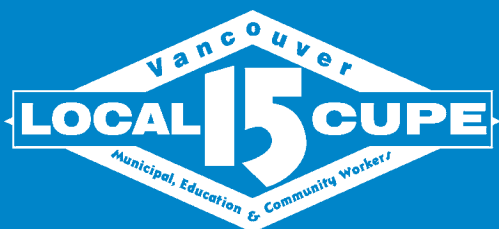
K-12 CANDIDATE WITHDRAWS

A note from Tahmineh to K-12 members...

Thank you sincerely to my nominator for your trust and support. Due to other urgent commitments at this time, I must respectfully send my regrets. I have decided not to move forward with the nomination at this time for the position of K-12 Sector Representative.

I truly appreciate the confidence placed in me, and I hope we will have the opportunity to work together in the future.

With appreciation,
Tahmineh Yazdanyar



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.

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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:

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Sector Representatives:

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Rose Palozzi
Cultural: Courtney Gillen
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Health/HSPBA: Lucia Rincon
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CUPE National Representatives:

Rachna Singh
Dan Todd



OUR COMMUNITY

May is Asian Heritage Month

by **Debbie Mohabir, Secretary-Treasurer**

Asian Heritage Month in Canada, celebrated every May, is a time to recognize and honour the contributions of Canadians of Asian descent to the country's cultural, social, and economic fabric. It highlights the diverse communities that trace their roots to East Asia, South Asia, Southeast Asia, and the Pacific Islands. Throughout the month, events such as cultural festivals, art exhibitions, panel discussions, and educational programs take place across the country, providing opportunities for Canadians to engage with and appreciate the rich histories, traditions, and achievements of Asian communities.

The month also serves as a moment for reflection on the challenges Asian Canadians have faced, including discrimination and exclusion, while celebrating their resilience and success. Officially declared in 2002 by the Government of Canada, Asian Heritage Month encourages dialogue on diversity and inclusion, reinforcing the importance of multiculturalism in shaping Canada's national identity. Whether through food, music, literature, or history, Asian Heritage Month fosters greater understanding and appreciation of the contributions that Asian Canadians continue to make.

VSB RATIFICATION MEETING

Left to Right - Bottom Row: Cynthia Schadt, Randy Horton, Sheri Nielsen, Kathie Currie (Staff Representative). Top Row: Vanessa Mani (Co-Chair) and Warren Williams (President). Absent – Debbie Mohabir (Chair) and Suzette Magri.

Thanks to all the VSB members who attended one of the Ratification of Proposals meetings on April 1st and 2nd. It was a great turnout and members voted overwhelmingly in favour of ratifying the bargaining proposals as presented by the VSB Bargaining Committee. Look for updates in your inbox as bargaining gets underway (please ensure the union office has your current personal email address).



Want to vote
for the Executive Board
this month?

Make sure we have your current
email and home addresses. **Call or
email our office to confirm.**