

NOVEMBER  
2019



# THE MEMBERS' VOICE

THE NEWSLETTER OF CUPE LOCAL 15, VANCOUVER MUNICIPAL EDUCATION AND COMMUNITY WORKERS  
We are on the unceded Coast Salish Territories of the x̱məθkwəy̱əm (Musqueam), Sḵwx̱wú7mesh (Squamish), and Səlílwətaʔ (Tsleil-Waututh)

*Holiday*  
**OPEN HOUSE**

**December 6, 2019**  
**4:00 to 9:30 p.m.**  
**545 W. 10th Ave.**

Please join us in the boardroom at the union office for some food, beverages, and conversation.

There is no need to RSVP for this adult-only event.

## City et al Bargaining Committee Announcements

### Election of Two Alternate Bargaining Committee Members

There are two vacancies for alternates on the City et al bargaining committee. Members will be nominated from the floor at the November 27th General Membership Meeting.



One position will need to be filled from members working under the Park Board, Ray-Cam, or Britannia collective agreement and one position will need to be filled from members working under the City of Vancouver collective agreement.

Only members from the City et al are eligible to vote for these positions.

### Ratification of Proposals Meeting

Two meetings are scheduled on November 20, 2019 at the Croatian Cultural Centre (3250 Commercial Drive) for members employed at the City of Vancouver, Park Board, Ray-Cam, and Britannia to ratify bargaining proposals for the upcoming round of negotiations. The current collective agreement expires on December 31, 2019.

The first meeting is from 12:00 – 1:00 p.m. and the second meeting is from 6:00 – 7:30 p.m. Please try and attend one of these meetings.

You should have received the official meeting notice at your home address in early November and a follow up email reminder on or about November 18th. If you didn't receive these notices please contact the union office to update your contact information.

## 2019 NOVEMBER

### GENERAL MEMBERSHIP MEETING

**November 27, 2019 - 5:30 p.m.**  
Room 5, Italian Cultural Centre,  
3075 Slocan Street, Vancouver  
(@ Grandview Hwy) Free parking.

#### UNDER DISCUSSION:

- 2020 Union, Society, and Capital Budgets
- Election of Two Alternates for the City et al Bargaining Committee
- Amendments to the CUPE Local 15 Bylaws
- Staff and Committee Reports
- New Building Project
- The Annual Draw for a weekend at Harrison Hot Springs Resort will take place at the end of the Society meeting. You must be present to win.

There will be a General Society Meeting upon adjournment of the General Membership meeting. A donation box for the Friendship Kettle Society will be on site. General Meetings provide all members with an opportunity to participate in decisions that affect the union. Child care assistance & ASL Interpreter will be available upon request.

## Donations for the Kettle Friendship Society at next member's meeting

Let's make this drive for the Kettle the biggest ever! The Kettle Society is a charitable organization and society located in Vancouver, British Columbia.



They work with people living with mental illness, poverty, homelessness, and substance use. They serve 5,000 individuals each year, manage over 400 units of supportive housing, and operate a Mental Health Drop-In Centre that provides meals every day of the year. They also provide Advocacy services, an ID Bank, Homeless Outreach, a women's transition house, Health Clinic, volunteer program, and supported employment.

They accept donations of food, clothing, outdoor living supplies, hygiene items, and other items all year round.

#### New Items Needed:

- Toothbrushes and toothpaste
- Razors, combs, and hair brushes
- Shampoos and soap
- Socks and underwear

#### Gently Used (clean) or New Items Needed:

- Hoodies
- Warm jackets and sweaters
- Toques and gloves
- Raingear
- Small tarps
- Shoes and boots
- Sleeping bags
- Tents

#### Additional Items Needed:

- Grocery gift cards
- Bus tickets
- Art and Framing supplies (for our annual Art Against Stigma show)
- Tickets and passes to cultural and sporting events
- Gift cards for coffee and snacks

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





# Many lessons learned this year, more to come

By Warren Williams, President



WARREN WILLIAMS  
PRESIDENT

I hope you and your families had a safe and wonderful Halloween. This is our last issue of the Members' Voice until January 2020 so I will take this opportunity to wish you and your families a happy holiday season and invite

you to the Union Open House on December 6th. This is an informal festive event where members can meet and chat over a beverage and snacks.

As 2019 draws to a close, we continue to bring forward issues of concern to your employers and meet with various levels of government on matters that affect labour and our communities.

You have heard me speak or write about the importance of community, and specifically how our members provide the services needed in order for our communities to thrive. While this seems like it should be simple, public service employees like us continue to battle against policies that stand in the way of communities thriving.

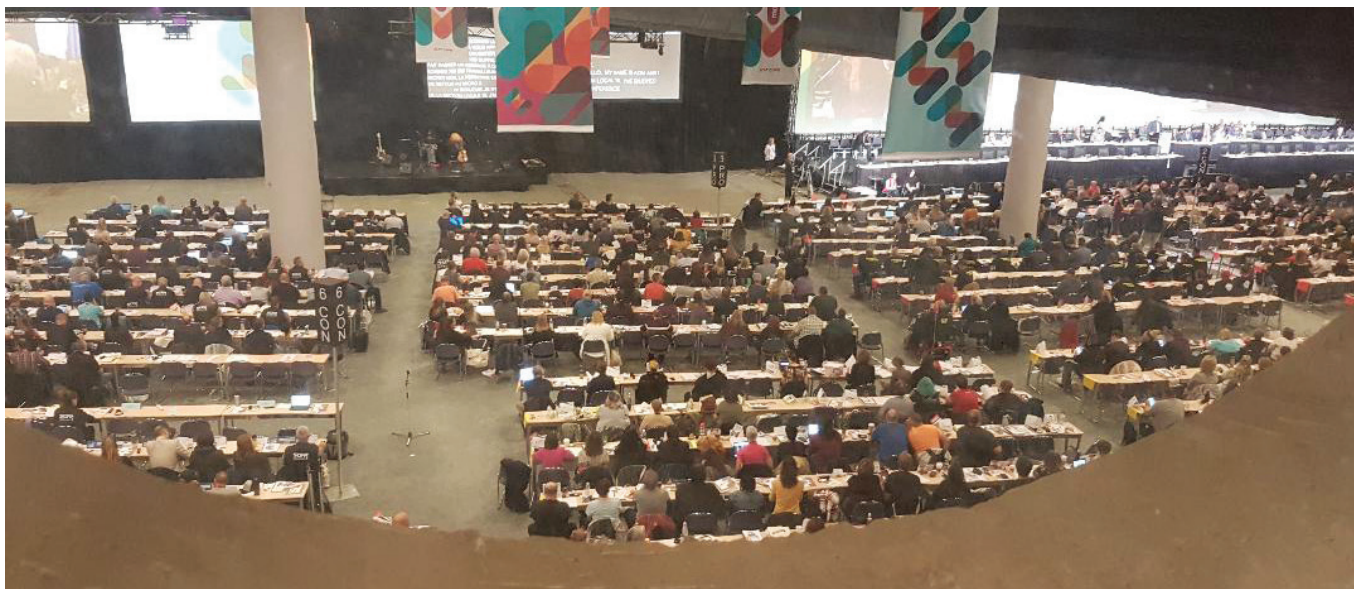
It's hard to believe that with so many advances in technology and the advent of social media, we are in a time of such grave concern. We stand, or so it seems, on the cusp of the failure of a better world for all. We continue to ignore the needs of this planet so that it can continue to sustain us and generations to come.

We treat ourselves as though what we do doesn't matter and that we can't bring about the changes needed for our communities to thrive. We stand alone in our own little fiefdoms and hope that it will all work out and that someone else will step up to the plate and bring us home. I coached youth sports for a

couple of decades in my life starting at a very young age. What that experience taught me is that no one stands alone, no one should have to do it alone, and that by working together positive growth is possible.

I have been a public servant all of my working life. This has always helped guide me and has pushed me to not just think of bettering my own little fiefdom. It pains me to see where we are in society today, the rifts between us and the cost to community. Throughout time we have instinctively understood the importance of community and how working together for all benefits the individual.

We are either on the cusp of a great social epiphany that will move us forward for the betterment of all or we are on the cusp of abject failure. The question of the struggle is, do we matter or not? The actions of our communities will decide, you will decide, and isn't that why you have chosen public service?



## CUPE National Convention

Starla Bayley has an update for us on the convention, turn to page 8 for more. We wanted to highlight this shot in particular, nice bird's eye view from the top of the convention hall. Nice one!

# Very active Fall for the union, please join us!

By Sally Bankiner, Secretary Treasurer



SALLY BANKINER  
SECRETARY-TREASURER

The Finance Committee met to discuss and evaluate the proposed 2020 budgets for the Union and Society for presentation to the Executive Board and membership at the November General Union and General

Society Meetings. You will find the complete budgets in the mid-section of this edition and my detailed analysis on the recommendations contained therein.

I hope you can join us at the union office on December 6th for an open house to celebrate a great year of activism and engaging our members with worksite visits and events. You don't need to RSVP for this event; however, if

you would like to volunteer to help out please email me ASAP.

As we close out 2019 with our last edition of the Members' Voice, I look back at all that we have accomplished together as a united and cohesive local. We really had an amazing year! We have about 80 new stewards on board to represent you in all our sectors, new staff, celebrations, the famed members' barbeque, and said goodbye and farewell to so many activists and retirees.

In 2020, we will continue our strategic directions and reaching out to our members in as many worksites as possible. We are committed to building each other up as we move forward into next year with positive energy and enthusiasm. We will keep activism alive, thriving and growing as we remain devoted to our local and membership and will always be humbled by your support.

We celebrate our new stewards, activists and committee members, note-takers and those of you who have just had the courage to speak

up at your workplace when you see something happen that you know is just wrong! Thank you for everything you have done to support Local 15, your co-workers, and yourself. I hope you will continue to stay apprised of what we have in store for next year and remember, not all events are advertised in the Members' Voice due to publishing deadlines. Please visit our website at [www.cupe15.org](http://www.cupe15.org) or our Facebook page for up to date events and remember, we always have some plans in the works. I hope you will all be able to join at least some of the events next year.

If you can volunteer to help with our ongoing social events please contact me directly by email at [sbankiner@cupel5.org](mailto:sbankiner@cupel5.org) and we can discuss what opportunities may be a good fit for you. All the best, to all of you for the rest of 2019 and I look forward to continue working for our membership in 2020!





**Thank you, the sponsors who make Hope in Shadows possible!**

**E**very fall, Megaphone vendors offer you a peek into their world through the Hope in Shadows Calendar.

The photos featured in the calendar are taken during an annual photography contest where Megaphone vendors use single-use disposable cameras to capture images of their communities. The top photos are selected by a community jury, vendors, and supporters, and published in the award-winning Hope in Shadows calendar, which is sold on the streets of Vancouver and Victoria by Megaphone's homeless and low-income vendors.

Vendors buy each calendar for \$10 and sell them for \$20, keeping the profit. The winning photographs are revealed every year in an award ceremony in the Downtown Eastside after voting in the neighborhood and vendor community, and input from Megaphone supporters across the province.

Voting happens throughout the summer months at community events and on the Megaphone website. CUPE Local 15 is proud to be an annual sponsor of the Hope in Shadows through our "Community Donations" program.

**What you can do to support Hope in Shadows:**

- Buy the calendar from a vendor: download the Megaphone app to find out where vendors sell near you.
- Volunteer: volunteers help coordinate the contest, facilitate voting, and prepare and host the award ceremony. To help out with this and other Megaphone projects, visit their website.
- Spread the word: get on social media and encourage your friends and family to support their Megaphone vendor with a purchase today. #HopelnShadows

**Casual Office Assistant Work Available**

**F**rom time to time CUPE Local 15 requires casual office assistance for short term assignments, often with little notice. The union office is a fast paced environment that requires the ability to work to deadlines with frequent interruptions and multiple demands.

This is clerical work of advanced complexity including word processing and data processing. Advanced knowledge of Microsoft Outlook, Microsoft Word, and Microsoft Access is essential. Knowledge of standard business formats for a variety of documents is also a requirement and broad knowledge of the union is required to carry out the duties of the job. A strong commitment to trade union principles is essential.

A reasonable amount of paid on the job training will be provided. If you are interested please forward a resume to the CUPE Local 15 Office Manager at [rmatheson@cupe15.org](mailto:rmatheson@cupe15.org).

If you have any questions please feel free to contact Rosemary at 604-879-4671.

**JOB SHARE OPPORTUNITY**

**5** 0/50 split job share partner required for a School and Student Support Worker position at Nootka Elementary School in East Vancouver. I would work Mondays, Tuesdays, and alternate Wednesdays and my partner would work Thursdays, Fridays, and alternate Wednesdays.

I have worked at Nootka for 18 years and the SSSW team is very supportive and works together as a team. Please contact heather at [heatherhooton@hotmail.com](mailto:heatherhooton@hotmail.com) as soon as possible if you are interested.

**Notices of Motion:**

**Union**

1. 2020 Proposed Budget  
The Executive recommends approval of the proposed 2020 Union Budget.

**Society**

1. 2020 Budget  
The Executive recommends approval of the proposed 2020 Society Budget.
2. 2020 Society Capital Budget  
The Executive recommends approval of the proposed 2020 Society Capital Budget.
3. New Building Project  
The Executive recommends authorization to look outside of Vancouver, in municipalities close by, for a suitable building.

**decisions**

**The Executive Decided**

At the Executive and Society Board meetings on October 15, 2019 the following decisions were made:

- To uphold the decision of the Grievance Committee regarding an appeal in the Parks Sector.
- To donate \$1,000 to CUPE Local 1282 members who have been locked out by the City of Bathurst since July 25, 2019.
- To donate \$1,000 to the BC Civil Liberties Association Gala.
- To donate \$1,000 to IBEW Local 213 in support of the members at Ledcor Technical Services who have been in negotiations for a first collective agreement since the summer of 2017 and have been on strike since September 30, 2019.
- To appoint Kasun Perera as the Chief Shop Steward in the City Sector for a two year term.
- To appoint Kasun Perera to the City/ Parks Labour Management Committee.
- To move the start time of the November Executive/Society Board meetings to 9:30 a.m.
- To donate \$1,000 to the Indian Residential School Survivors' Society to support Aboriginal Veterans' Day.
- To schedule a CUPE National training workshop on roles and responsibilities of our Executive Board members and Trustees.
- To reaffirm an e-vote to donate \$1,000 to UNITE/HERE Local 40.
- To suspend Letters to the Editor of the Members' Voice until the policies are amended.
- To approve book off for Executive and Society Board members who are scheduled to work during the Union Open House on December 6, 2019.

**The Members Decided**

At the General Membership Meeting on October 23, 2019 the members in attendance made the following decisions:

- To defeat an amendment to Bylaw 12.6 which, if passed, would remove the term limit for the Secretary-Treasurer position.
- To amend Bylaw 13 to allow for a preferential ballot for the Executive elections which will eliminate the need for run-off polls. Note – This bylaw amendment must be approved by the CUPE National President before it can be finalized.
- To elect Aaron Cook to the vacant Trustee position for the balance of a three year term ending May 27, 2020.
- To elect Rose Palozzi to the vacant College/University Sector Representative position for the balance of a three year term ending May 25, 2022.

# 2020 Union, Society and Capital Budgets

by Sally Bankiner, Secretary-Treasurer

One of my roles as the local's Secretary Treasurer is to work closely with our Finance Committee and Boards to submit the proposed budgets for the Union and Society to the membership. This year we are also submitting our fourth Capital Budget for your approval. We have worked diligently to prepare these budgets over several months with the goal of submitting a zero balance budget as we are a not for profit organization. As a committee, we review the local's finances and expenditure patterns over previous years to work on a proposal that will meet the needs of the membership for the next year.

## Union

Our projected revenue for 2020 is \$6,750,000 which is a 2% increase over the 2019 projection. This nominal increase in revenue takes into consideration projected wage increases and new members that will join Local 15 over the next year. Over the years, members of Local 15 voted in favour of affiliating with various labour organizations such as CUPE BC, CUPE Metro, CUPE National, the BC Federation of Labour, and the Vancouver and District Labour Council. Those affiliation fees are projected to be \$3,524,920 next year leaving us with our net operating budget for all of our other expenses. From those funds we operate every aspect of the union including our social justice initiatives. We have budgeted for various community support donations, contract

enforcement, negotiations, labour movement support, committees, Executive Board, conferences and conventions, stewarding expenses, staff and officer salaries, as well as our office and administrative costs.

There are a few changes in this year's union budget that we turned our minds to. In 2020 we mark 102 years as a union and needed to make several adjustments to our budget to accommodate our growth over those years. We have kept our union promotion line steady as we will still be participating in our special events on an annual basis, such as our summer barbecue, and promoting worksite visits whenever possible and have budgeted for those resources. We are also continuing our Strategic Planning initiatives and the Board, with senior stewards, are planning a special training session in areas where we have identified a need. We have increased the line for Negotiating by \$10,000 in anticipation of increased costs because many of our sectors are in Bargaining in 2020. Executive book off has been increased to anticipate some additional work on a policy review expected in 2020.

The line for the Grievance Committee has been increased by \$1,000 due to the anticipated need for additional meetings. Within the current labour climate, we have a large number of grievances that will be heard by this committee. At these meetings it is determined whether individual cases will go forward to an arbitration hearing or not. It is the final hearing prior to deciding those cases.

The Other Committees line has also increased by \$1,000 as the Ad Hoc Committees are meeting on a regular basis. The OH&S Committee has also been meeting regularly and I am happy to say we now have a full committee with a member from each sector as well as alternates. There is also funding allocated to our new "Classifications Committee".

There are additional resources in Conferences Miscellaneous so we have the opportunity to attend an additional training session that is being arranged for our senior stewards, Board members, and staff. We have substantially decreased the Convention line because the CUPE BC Convention will be held in town this year and there isn't a CUPE National Convention in 2020. We have also devoted some funding for the BC Federation of Labour and Canadian Labour Congress who have their conventions in 2020.

There has been a small increase to the Chief Shop Stewards line to accommodate funding of the additional chief steward costs from a sector that didn't previously have a Chief Steward. We have had great success over the past few years in devoting resources within the budget to adequately fund our steward training program to ensure our current stewards and those coming on board receive the best training possible when representing members. As the previous increase has met our needs, we have kept the same level of funding for 2020, however, we have increased the Shop Stewards General line in anticipation of the numerous grievances that will be heading

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## CUPE LOCAL 15 - VMECW Draft Budget 2020

	Jan 01 to Aug 31/19	2019 Budget	2020 Budget
<b>Revenue</b>			
4010 - Bank Interest	13,865	15,000	20,000
4040 - Dues (1.95% of Reg Wages)	4,498,034	6,300,000	6,750,000
4060 - \$9 Initiation/Local 15	6,525	8,000	9,000
4725 - Transfer from Political Action Reserve	-	5,000	-
Total - Revenue	4,518,424	6,328,000	6,779,000
<b>Transfers to Reserves</b>			
5025 - Transfer to Political Action Reserve	5,000	5,000	-
Total - Transfers to Reserves	5,000	5,000	-
<b>Expenditures</b>			
<b>Affiliation Costs</b>			
5001 - CUPE BC (14% Reg Wages)	322,936	452,310	484,615
5002 - CUPE Metro (0.07% Reg Wages)	16,147	22,615	24,231
5003 - CUPE National (.85% Reg Wages)	1,960,681	2,746,155	2,942,309
5010 - BC Federation of Labour	29,782	44,675	44,675
5015 - VDLC	11,664	23,330	29,090
Total - Affiliation Costs	2,341,210	3,289,085	3,524,920
<b>Community Support</b>			
5051 - Community Donations	1,765	12,000	12,000
5053 - Community Support - Arts & Cultural	-	2,000	2,000
5055 - Labour Movement Support	2,906	10,000	10,000
5060 - Political Action	-	5,000	-
Total - Community Support	4,671	29,000	24,000
<b>Contract Enforcement</b>			
5100 - Contract Enforcement	46,111	120,000	120,000
Total - Contract Enforcement	46,111	120,000	120,000
<b>Negotiations</b>			
5200 - Negotiations	91,135	130,000	140,000
5290 - Contract Printing	-	10,000	10,000
Total - Negotiations	91,135	140,000	150,000
<b>Executive &amp; Committee Costs</b>			
5305 - Union Promotion	24,729	40,000	40,000
5320 - Elections - CUPE 15	12,622	11,000	12,000
5345 - Executive - Book off	29,624	20,000	25,000
5350 - Executive - General	5,392	20,000	20,000
5352 - Executive - Communication	2,550	9,000	9,000
5353 - Executive - Strategic Planning (Think Tank)	-	18,000	18,000
5355 - Fightback Campaigns	-	10,000	10,000
5357 - Classifications Committee	-	-	5,000
5360 - Finance Committee	2,694	3,000	3,000
5370 - Grievance Committee	2,925	5,000	6,000
5374 - New & Young Workers Committee	-	3,000	2,000
5380 - OH&S Committee	1,676	4,000	5,000
5385 - Other Committees	4,576	6,000	7,000
5390 - Staff Advisory Committee	3,502	5,000	5,000
5395 - Union Education Committee	227	4,000	4,000
Total - Executive & Committee Costs	90,517	158,000	171,000
<b>Member Info &amp; Meetings</b>			
5455 - Conferences - Municipal and ACCC	14,352	20,000	20,000
5457 - Conferences/Courses - Miscellaneous	33,224	45,000	60,000
5460 - Conventions - CUPE Nat/CUPE BC	33,751	100,000	25,000
5462 - Conventions - CLC/BC Fed	1,056	-	20,000
5470 - General Membership Meetings	9,644	16,000	16,000
5472 - Members Recognition - pins	-	500	500
5475 - Members' Voice Printing & Postage	73,376	90,000	100,000
5480 - Website Maintenance	378	15,000	15,000
5485 - Communications	1,144	10,000	10,000
Total - Member Info & Meetings	166,925	296,500	266,500



**VMECW Society - Draft budget 2020**

	Jan 01 to Aug 31/19	2019 Budget	2020 Budget
705 - Bank Interest	282	500	500
710 - Investment Interest	25,996	20,000	20,000
715 - Furniture & Equipment Lease	133,280	199,920	227,940
720 - Facility Fees - Union	133,200	199,800	227,880
725 - Facility Fees - CUPE Local 391	3,690	7,380	7,560
727 - Transfer - HSPBA Education Funding	69,591	-	-
735 - Donations - Miscellaneous	-	500	500
<b>Total - Revenue</b>	<b>366,039</b>	<b>428,100</b>	<b>484,380</b>
810 - Building Fund	60,000	60,000	70,000
815 - Contingency Reserve Fund	60,000	60,000	70,000
<b>Total - Transfers to Reserves</b>	<b>120,000</b>	<b>120,000</b>	<b>140,000</b>
<b>- Building</b>			
820 - Insurance - Building & Officers	22,006	31,000	33,000
825 - Maintenance - Building	6,977	12,000	12,000
830 - Supplies - Building	1,951	3,000	3,000
835 - Taxes - Building	84,654	75,000	87,000
840 - Utilities	9,995	16,000	16,000
845 - Building Feasibility	5,868	-	-
<b>Total - Building</b>	<b>131,451</b>	<b>137,000</b>	<b>151,000</b>
<b>- Leases &amp; Member Services</b>			
908 - Lease - Fax Machine	187	300	300
910 - Lease - Postage Machine	2,940	5,000	5,000
915 - Lease - Photocopiers	12,578	22,000	22,000
940 - Bursaries	11,100	30,000	30,000
945 - Children's Winter Party	-	16,000	16,000
955 - Depreciation Expense	-	25,000	25,000
960 - Memorial Donations	-	2,000	2,000
965 - Flowers & Fruit Baskets	2,444	4,000	4,000
975 - Maintenance - Equipment	3,881	9,000	9,000
980 - Members Activities	4,498	12,000	15,000
985 - Members Services	-	1,000	1,000
990 - Member Sick Continuance	6,100	30,000	30,000
995 - HSPBA Education Funding	69,591	-	-
<b>Total - Leases &amp; Member Services</b>	<b>113,319</b>	<b>156,300</b>	<b>159,300</b>
<b>- General</b>			
855 - Audit Fees	250	5,250	5,500
860 - Bank Charges & Fees	250	500	500
870 - Donations to Christmas Houses	-	3,000	3,000
875 - Filing Fee - Society	-	40	40
880 - Loans Contingency	-	6,000	25,000
<b>Total - General</b>	<b>500</b>	<b>14,790</b>	<b>34,040</b>
<b>Total - Expenditures</b>	<b>365,270</b>	<b>428,090</b>	<b>484,340</b>
<b>Surplus/(Deficit)</b>	<b>769</b>	<b>10</b>	<b>40</b>

**VMECW Society - Draft Capital 2020**

	Jan 01 to Aug 31/19	2019 Budget	2020 Budget
Furniture and Equipment	-	5,000	5,000
Computer Equipment	-	10,000	10,000
Building	-	-	-
<b>Totals</b>	<b>\$-</b>	<b>15,000</b>	<b>15,000</b>

5515 - Chief Shop Stewards	20,899	32,000	36,000
5560 - Orientations/in-town Courses	27,520	40,000	40,000
5565 - Out-of-town Courses	26,085	50,000	50,000
5567 - Shop Stewards - Book Off	23,354	60,000	60,000
5570 - Shop Stewards - General	12,958	15,000	18,000
<b>Total - Shop Steward Costs</b>	<b>110,816</b>	<b>197,000</b>	<b>204,000</b>
<b>- Secretary-Treasurer Costs</b>			
5610 - Secretary-Treasurer Wages	56,443	82,000	83,650
5620 - Secretary-Treasurer Benefits	12,255	17,250	17,570
5630 - Transportation	220	500	500
<b>Total - Secretary-Treasurer Costs</b>	<b>68,918</b>	<b>99,750</b>	<b>101,720</b>
<b>- President Costs</b>			
5660 - President Wages	53,343	82,000	83,650
5670 - President Benefits	12,879	21,300	20,915
5675 - Transportation	280	500	500
<b>Total - President Costs</b>	<b>66,502</b>	<b>103,800</b>	<b>105,065</b>
<b>- Field Staff Costs</b>			
5704 - Car Allowance - Permanent Reps	24,429	41,000	44,000
5710 - Field Staff Cars - Gas, Maint & Ins	20,220	30,000	32,500
5715 - Field Staff Salaries	286,869	480,000	494,300
5720 - Field Staff Training	8,532	15,000	15,000
5725 - Temp Field Staff (incl ben in lieu)	29,758	80,000	150,000
5730 - Temp Field Staff - Transportation	2,171	8,600	20,000
<b>Total - Field Staff Costs</b>	<b>371,979</b>	<b>654,600</b>	<b>755,800</b>
<b>- Clerical Staff Costs</b>			
5755 - Accounting Salaries	93,108	125,000	141,000
5760 - Acctg - Temp (incl ben in lieu)	-	8,000	6,000
5775 - Clerical Salaries	194,822	256,000	278,000
5780 - Clerical Training	4,192	9,000	9,000
5785 - Temp Clerical (incl ben in lieu)	8,434	35,000	30,000
<b>Total - Clerical Staff Costs</b>	<b>300,556</b>	<b>433,000</b>	<b>464,000</b>
<b>- Building Maintenance Worker Costs</b>			
5805 - Bldg Maint Worker Salary	27,634	40,000	41,500
5810 - Temp BMW (incl ben in lieu)	3,591	5,000	6,000
<b>Total - Building Maintenance Worker Costs</b>	<b>31,225</b>	<b>45,000</b>	<b>47,500</b>
<b>- Staff Benefits</b>			
5905 - CPP	27,391	32,000	34,150
5910 - EI	11,482	15,000	16,050
5920 - Group Insurance	5,723	9,000	9,600
5930 - Medical/Extended Health/Dental	61,762	77,000	86,400
5935 - Municipal Pension Plan	58,426	85,000	95,600
5945 - VESP Savings	11,861	17,000	19,100
5950 - WCB	1,382	5,000	5,000
<b>Total - Staff Benefits</b>	<b>178,027</b>	<b>240,000</b>	<b>265,900</b>
<b>- Office &amp; Admin Costs</b>			
6005 - Audit Fees	1,537	15,750	16,500
6010 - Bank Charges and Fees	2,350	3,500	3,500
6015 - Subscriptions & Publications	8,219	14,000	14,000
6020 - Facility Fees	133,200	199,800	227,880
6025 - Cellular	4,001	7,000	7,000
6035 - Equipment & Furniture Lease	133,280	199,920	227,940
6045 - Postage & Courier	10,494	25,000	25,000
6050 - Stationery/Office Supplies	21,094	24,500	29,000
6055 - Telephone, Internet	9,392	15,500	15,500
6060 - IT Service/Support	8,033	12,250	12,250
<b>Total - Office &amp; Admin Costs</b>	<b>331,600</b>	<b>517,220</b>	<b>578,570</b>
<b>Total - Expenditures</b>	<b>4,205,192</b>	<b>6,327,955</b>	<b>6,778,975</b>
<b>Surplus/(Deficit)</b>	<b>313,232</b>	<b>45</b>	<b>25</b>

# WISHING OUR BURSARY RECIPIENTS ALL THE BEST IN THEIR STUDIES

Thank you so much to the VMECW Society for awarding me the Society Dependent Bursary this year. This money will give me a big boost in my future aspirations in aviation and help in my career path as I attend post-secondary studies at BCIT's Airport Operations program.



I am honored to be the recipient of VMECW Society Member Bursary award. It is a great opportunity to pursue my office administration certificate at VCC.



Thank you CUPE 15 members.

I am very thankful to receive a bursary for full time members. During the fall 2019 semester I am doing some experiential learning through SFU's Radius Health Lab and the City of Surrey.



I am a graduate of Windermere Secondary School from the Leadership program and I have participated in the Air Cadet program for the past five years. I enjoy playing soccer for the Killarney and Wesburn youth soccer league and played for the Windermere ultimate frisbee team. I volunteered in a VSB sponsored afterschool sports program called Fastbreak, at a soup kitchen in the downtown eastside through my church, and did volunteer fundraising throughout the cadet program.

I believe in having a healthy attitude towards life, being optimistic, showing respect, and believing in myself.

Once again, my sincere gratitude for presenting me with this bursary.

Thank you.

Vikrant Sharma

I am currently working as a record coordinator in REFM. Your generous contribution will allow me to focus on my studies, and I will use all my knowledge and skills that I learn from school to contribute to my work as well.

I appreciate your continuous support and investment in my future.

Thank you.

Sunny Wang

The purpose of this kind of study is to learn from multiple stakeholders and develop interventions that build capacity in populations that experience inequity and oppression.

I haven't decided what intervention I will develop, but I am leaning towards developing an intervention for adults with autism or a community based anti-bullying intervention.

Thanks everyone!

Stacey Desaulniers

I recently received notice that I have been awarded the VMECW Society Dependent Bursary.



This bursary has reminded me of the importance of my education. Your support and encouragement for students in full-time studies is greatly appreciated and recognized. Being one of these students, I have encountered obstacles that were difficult and at times disheartening.

This funding has provided an opportunity for me to not only pursue, but to exceed academic expectations. More importantly, the idea that an organization is investing in me along with my direction of studies is very rewarding.

Sincerely,

Chloe Yeh

My name is Emily Lundh and I am a Professional Sales and Marketing student at The British Columbia Institute of Technology.



Because of CUPE 15, I am able to progress onto my final year of the diploma program. Working and attending school is very difficult at times and my heavy course load has restricted the amount I can work. Fortunately, we were able to apply for this Dependent Bursary to relieve some of the financial stress attending post-secondary institutions often carry.

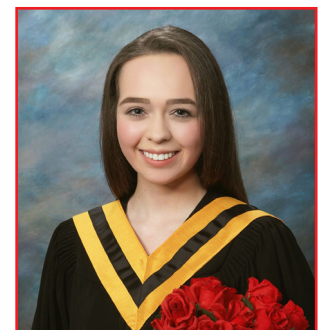
After I graduate BCIT, I know I will be a very sought-after graduate because of the teaching techniques the institution offers. I have already begun looking at professional careers with companies such as Leavitt, Pattison, and Aerotek. Over the next ten years I plan on exploring my career options and working with several companies as an accounts manager until I gain enough experience to transfer on to pharmaceutical sales.

I would like to thank CUPE 15 for this incredibly valuable offering that has allowed me to expand my potential. As well, thank you to my mother, Katherine Lundh, who applied for this bursary on my behalf.

Deepest thanks.

Emily Lundh

I am writing to thank CUPE Local 15 for the VMECW Society Dependant Bursary. It is truly an honour to be a recipient of this award.



I am currently enrolled in my first-year at the University of British Columbia. I look forward to pursuing my Bachelor of Science degree with a major in chemistry and obtaining a career in scientific research.

This bursary will allow me to focus more on my studies and less on finances. I appreciate that CUPE Local 15 supports their members' families in their studies. I am grateful that my mother works for a great school district and is a member of this CUPE local.

Thank you for your support in making my dreams become possible.

Sincerely,  
Anita Rodrigues





I am writing to express my gratitude to my union, CUPE Local 15, for awarding me a member's bursary to pursue graduate studies in history at the University of British Columbia.

While continuing to work part-time at Langara College, I am studying and working as a Teaching Assistant (CUPE 2278) at UBC. The first year history course for which I run three tutorials is teaching students about the origins of capitalism and imperialism and the social inequality and injustice that are inherent in this social and economic system.

As a graduate student, I am researching the social and political struggles of the working class in the world's most populous country, China, during the first half of the 20th century. I hope that through my studies, I can contribute to a better understanding of the lessons of these previous struggles, defeats and victories. The bursary will help with expenses while I focus on studies.

Thank you very much!

Sean James  
CUPE 15 member, Langara College

I am very honoured and grateful to be selected for the VMECW Society Dependent Bursary award for the 2019/2020 academic year. I am currently pursuing a degree in Earth Science while minoring in Communications and Technology at Simon Fraser University.

This bursary has allowed me to study full-time and continue to participate on the Simon Fraser Varsity Track and Field Team.

After I complete my degree, I hope to reciprocate this generous offer by assisting CUPE 15 with their marketing and communication initiatives.

I sincerely thank you once again for choosing me as a recipient of this award and helping me achieve my academic goals.

Sincerely,  
Nia Cayenne

## 2020 Union, Society and Capital Budgets

continued from page 4

to the Grievance Committee. All of those cases previously mentioned have been worked on for a long period of time by your stewards prior to ending up at the committee level.

Every year greater demands are put on our staff who consistently work to firm collective agreement deadlines. To that end, as a unionized employer, it is imperative that we establish and maintain reasonable and appropriate staffing levels for our workers. This includes but is not limited to coverage for illness or vacation time because like all of us, their workload and deadlines continue. As an Executive Board we have witnessed the demands for our staff resources by our members. Employers who have unlimited resources at their disposal create a substantial and ongoing workload issue in our office that we must continue to address and remedy. In the past, our local has not always had the resources to rectify that situation however, we understand that the needs of our members and their representation must be a priority. Our in-house unionized staffing levels were decreased by seven regular full time positions in 1996 when we had much fewer members and last year we committed to increasing our staff levels eventually returning or bettering our 1996 staffing. The membership and Executive Board understand that the main function of this union is to support our members and ensure they are represented throughout the grievance process. The growing demands of our members' and their needs must outweigh other considerations. Over the past three years we have established the financial framework to start gradually increase our current staffing levels. To that end we have provided our standard funding and coverage for sick leave and vacations and made the necessary adjustments to enable additional temporary work as a Staff Representative I.

These are the highlights for our 2020 Proposed Union Budget.

The Executive Board and Finance Committee recommend approval of our Proposed 2020 Union Budget.

### Society

Why do we have a Society budget? The VMECW Society was created to protect your assets and to fund services or events that are for strictly for members' direct benefit.

Out of the Society budget comes all the fees and services that directly relate to your main asset, which is the office building located at 545 West 10th Avenue; everything inside and outside, including the land it sits upon. Any related costs for the maintenance, supplies, taxes, repairs or improvements, machines and equipment leases come directly from the Society as does our member events. This office building is very old and is not accessible, and we have been in the process of securing a location that suits our members' needs and is accessible. However, with land and building costs increasing every year and having our building on the market for the past two to three years, we have not had any interest from buyers. To that end, with membership approval,

we will increase the area to outside Vancouver proper to the borders of other municipalities and will keep searching until a new home is found. As we have been working on relocating in the last few years, we have not used a lot of our resources for maintenance of the building that is not absolutely necessary as our plans for moving into a new building will be coming to fruition. Realistically it would be a minimum of at least two years until the final paperwork is completed once we settled on a new location. As this is our working environment and your building, we must continue to maintain it as needed including ensuring that the stated value of the building for insurance purposes is better reflected and you will see an increase of funding in that line.

The Society funds the annual Children's Winter Party and the Annual Open House and a number of social gatherings and important services that benefit you such as the Members' Sick Benefit Continuance and the Bursary programs, that are funded from our Society budget. Also, you will notice a substantial increase to our taxes line. Unfortunately, there is little to be done about increases which we cannot control such as our land assessment. Drawing your attention to Line 980 which is Members' Activities you will note a small increase of \$3,000 to the budgeted amount from 2019. This increase is to provide some additional funding for member events like the summer barbecue or a New Year get together. These are the highlights for our 2020 Proposed Society Budget.

The Executive Board and Finance Committee recommend approval of our Proposed 2020 Society Budget.

### Capital Budget

This is the fourth Capital Budget that has been submitted to the membership. To draft our original budget, we averaged our annual costs over the previous eight years for equipment and computer replacements. Larger asset items are capital items such as filing cabinets, desks, or larger equipment which have always been purchased on an "as needed" basis or replaced through an ongoing computer equipment replacement program implemented many years ago.

Capital items are depreciated over a period of five years. We completed our system upgrade to the servers in 2019 so that funding has been deleted for next year's budget.

These are the highlights for our 2020 Proposed Capital Budget.

The Executive Board and Finance Committee recommend approval of this, our fourth Proposed 2020 Capital Budget.





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: Sally Bankiner  
1st Vice President: Santino Scardillo  
2nd Vice President: Gaye Fowler

**Sector Representatives:**

City: Kamal Gautam, Ravina Lal  
College/University: Alex Fowler, Rose Pallozi  
Cultural: Noel Graves Macul  
Health/HSSCBA: Allison Bell  
Health/HSPBA: Mia Nickel  
Parks: Kyle Larson, Starla Bayley  
K-12: Carley Romas, Cynthia Schadt

**Trustees:**

Donna Petersen, Michele Alexander,  
Aaron Cook

**Staff Representatives:**

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

**Office & Administrative Staff:**

Mark Gloumeau, Accounting Coordinator  
Rosemary Matheson, Office Manager  
Barbara Simpson, Office Assistant  
Nadia Thibault, Office Assistant  
Nancy Strider, Accounting Assistant  
Tia Tang, Office Assistant

**Building Service Worker:**

Elaine Duan

**CUPE National Representatives:**

Chris Losito, Patrick Barbosa

The CUPE Local 15 office is very old and unfortunately not accessible. For our members with mobility challenges please note that the office is on the 3rd floor and there is no elevator. If you are attending an appointment or meeting with one of our staff, please contact them in advance to make alternate arrangements for the meeting place or call the Secretary-Treasurer at 604-879-4671.

We sincerely apologize and want you to know we are working very hard to rectify the accessibility issues with our building.

**2019 CUPE National Convention**

*by Starla Bayley, Parks Sector Representative*

**T**hank you to the membership for the opportunity to attend the 56th CUPE National Convention. It was an honour to represent our local in Montreal. As part of my responsibility as a delegate to convention I have prepared the following report.

This year's convention had several themes, however, Diversity, Equity, and Inclusion were one of the loudest voices to be heard.

Many of the stories shared on the convention floor were in regard to having a voice and a vote at the National Executive Board and the importance of having equity in our representation at the Executive level. These would be Vice-President seats representing Women, Racialized Workers,



now making decisions on their behalf only because they may have been persuaded. In my opinion, this not okay. This is a power struggle that continues to keep those in power making all the choices and those seeking fair representation in a position of subservience. A voice is not the same as a vote.

Another location where this debate surfaced again was with the constitutional amendments to the trial procedures. This amendment was passed at convention. The changes to the trial procedure will now see members from the National Executive Board being appointed to form the trial committee and hear both sides of the arguments and then render a decision. During this debate members from the various diversity and equity seeking groups were asking "are these National Executive Members going to understand me? Are they going to understand my unique issues? Will they have lived experiences to draw from when making their formal decisions on my behalf? Will they understand my truth?"

Personally, I understand the need for diversity in our leaders' make up. I see how members of equity seeking groups need to work that much harder to be heard and to see change. I think in some respects those of us living in the lower mainland



Indigenous Workers, LGBTQ2+ Workers, and Workers with Disabilities.

The pro and con debate was lengthy, allowing several speakers to the constitutional amendment prior to the question being called. This continues to be a contentious issue amongst delegates and lengthy speeches at both the pro and con mics were heard. The vote required to pass this change would need to be by a two-thirds majority because it would be a constitutional change. The vote only obtained roughly 50% of the vote – thus failing to be carried.

Later in the convention our Quebec delegates had one of their resolutions come to the floor. This resolution was their proposed way of solving this long-debated issue of equity seats at the National Executive Board. Quebec's resolution sought to invite those equity seeking groups to be invited to the National Executive Board once during each calendar year to have a lengthy discussion regarding their issues.

On the surface this seems like a reasonable solution to the quagmire of the request for diversity seats on the National Executive, however, upon further reflection you will recognize that this does nothing to address the continued power imbalance that is presented to these diversity seeking groups. Again, under this proposal, these groups would have been granted voice but no vote. Others who may not align with the diversity of our members are



have a different privilege with our diversity than those who are living in smaller communities. It is our responsibility to be able to lift those up so that they can represent themselves.

There were many other debates and resolutions covered, including special caucuses that covered everything from health and safety with the rising of global warming, Human Rights Forums, to women's issues and diversity groups. It was a busy time with many late nights and early mornings. If you would like to learn more, please feel free to ask me.