

NOVEMBER
2020



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), Sḵw̱x̱wú7mesh (Squamish), and Səl̓ílwətaʔ (Tsleil-Waututh)

New website!

We have redone our website! Please have a look at CUPE15.org. To find out news about your worksite, just go the union news section and click on your worksite in the list in the sidebar. We can also take your completed forms via upload on our forms page.

Please note!

The union office continues to be open to essential staff only and closed to members, executive, and other visitors. Union business is being conducted by telephone, email, video conferencing, conference calls, and outside the office when necessary.

Office telephone hours are 8:30 a.m. to 5:30 p.m. Monday through Friday.

NOVEMBER

GENERAL MEMBERSHIP MEETING

Virtual General Union and General Society meetings will be held on November 25, 2020 via Zoom. You will be sent an invitation via 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 to update your information or email us at email@cupel5.org.

- By-election for 2nd Vice President
- Draft 2021 Union and Society Budgets
- Committee and Staff Reports
- Bylaw Amendments (current bylaws and proposed amendments are posted on the website under the "About" tab and in the Notices of Motion section)

Gathering Place seeking clothing donations

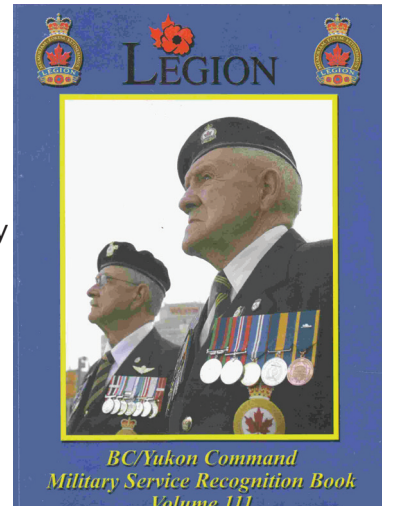
The Gathering Place is a community centre in the downtown south area and services the needs of street kids, seniors, and the homeless. They are in desperate need of men's clothing donations, including all sizes of pants, jeans, sweatpants, t-shirts, shirts, jackets, sweaters, shoes, boots, runners, belts, and good condition underwear and socks. Women's items are not needed at this time. They are also in dire need of sleeping bags and backpacks.



Please drop off your donations at 609 Helmcken Street in Vancouver (at the corner of Helmcken and Seymour). For more information or to arrange a drop off, please call Jackie at 604-257-3853. Please consider purging your closets and drawers this weekend as all donations are gratefully appreciated by the citizens we serve. Thank you for your generosity.

Thank you for supporting the Legion's Book Project

Your ongoing support for the Royal Canadian Legion's Annual Military Service Recognition Book project is sincerely appreciated. Proceeds raised will be used to improve services to veterans and the more than 145 communities that we serve.



Proceeds are also directed to programs and services sponsored by the Royal Canadian Legion in communities throughout British Columbia and the Yukon. The Royal Canadian Legion is one of the single largest contributors to a vast array of community charitable programs which touch every aspect of life, every age group, and every citizen in some way. We look forward to your continued support of this important Legion project.

Val MacGregor, President of the BC/Yukon Command, The Royal Canadian Legion

Notice of By-election

2nd Vice President

This is for the balance of a three year term ending May 25, 2022. In order to accept nomination a member must have attended at least 50% of the general membership meetings in the twelve month period preceding the nomination.

Notices of Motion – Union

1. Proposed New Bylaw

The Executive recommends approval of a proposed new bylaw 12.7.5 as follows:
12.7.5 Upon the conclusion of the calendar year, full time officers are required to complete a full summary of all banked entitlements, consistent with the language of their governing collective agreements, that includes all days used and all days remaining in their respective banks. The summaries must be submitted to the CUPE Local 15 Table Officers for approval.

Approval will not be unreasonably denied. Unless extenuating circumstances justify a later submission, full time officers must submit their summary of banked entitlement no later than 5:00 p.m. Friday of the first full business week in January each year. Once approved, the summaries will be submitted to the CUPE Local 15 Office Manager for reconciliation with the officer's employer.

2. 2021 Proposed Budget

The Executive recommends approval of the proposed 2021 Union Budget.

Notices of Motion – Society

1. 2021 Budget

The Executive recommends approval of the proposed 2021 Society Budget.

2. 2021 Capital Budget

The Executive recommends approval of the proposed 2021 Society Capital Budget.

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



Happy Thanksgiving to all of our Members!



WARREN WILLIAMS
PRESIDENT

by Warren Williams, President

Hello Members,

It's already November and in another month and a half it will be 2021. What a difficult year 2020 has been.

Thank you to all of you for all the contributions you have made in servicing the populations of Vancouver, North Vancouver, and Richmond during this very difficult time in our history.

COVID-19 is a reality, and is having devastating effects on our families, friends, and neighbors.

If your resolve is wearing thin you are definitely not alone. I have reached my limit several times over the last few months because of this pandemic. It has been extremely difficult with the multiple layoffs, school closures, an overworked health sector membership, a devastated cultural sector, and on and on it goes with presumably no end in sight.

This is the time we all need to continue to take a stand against this pandemic whether we believe it or not. It will not get any better if some continue to ignore the science. Many of you have experienced firsthand the financial burden this pandemic has caused you, your friends, and members of your families. We cannot keep acting like there will be no consequence for poor decision making - for every action there is a reaction.

We need to all do our part to protect our economy, to keep our infrastructure

operational, and to keep each other working and safe while doing so.

It is respectful to wear a mask in public, wash our hands regularly, not participate in large gatherings, keep two metres apart at all times, and it is disrespectful to our communities not to do these simple acts of caring for each other.

I know there are those, even some of our friends and families, that are having difficulty believing these simple acts of compassion will make a difference. I trust the science and my own eyes. It's not difficult and if we all don't do these things we all have a lot to lose.

Be safe and be mindful. It's your choice and therefore you set the consequences.

Happy November! Wishing you a happy holidays.

by Debbie Mohabir, Secretary-Treasurer



DEBBIE MOHABIR
SECRETARY-TREASURER

Hello Everyone,

As we try to take care of ourselves mentally during the pandemic another thing gets thrown in the mix. It is often referred to as the "Winter Blues" which affects many people this time of the year.

With shorter days and darkness setting in earlier, many of our family, friends, and co-workers may suffer from Seasonal Affective Disorder (SAD) and/or depression. Now, throw COVID-19 into the mix, and the tightening of restrictions, it has made it difficult for many to navigate their way. We may not realize it, but we might have moments when we experience the winter blues. I know I have. You can talk to your doctor as well as contact your EFAP to access resources that may be available. Remember to be kind to each other as we continue through this journey together.

Halloween Pumpkin Contest

I would like to thank those who participated in our first Halloween Pumpkin Contest. So many creative and spooky entries!

Kindly take a look elsewhere in this issue at some of the entries and a big congratulations to all of the winners! Your prizes will be mailed soon so keep your eye out.

VSBC Support Staff Recognition Day November 5th

The Vancouver School Board has designated November 5th of every year as the day to recognize the important and crucial work that our members at the Vancouver School Board do. Our members work in a variety areas and jobs such as office support, student support, IT, Indigenous education, payroll, benefits, accounting, Youth and Family workers, Multicultural Liaisons, and Settlement Workers to name a few. We appreciate that this day is dedicated to acknowledge this work as these members are the glue that holds everything together.

I would also like to acknowledge all of our members in each sector who are continuing to do vital work for the public. Thank you!

As this is the last Members' Voice for 2020, I would like to take this opportunity to wish you and your families a wonderful holiday season and a Happy New Year!

See you all in 2021.



Happy Halloween!!!

**Left - Family Designed Pumpkin
Middle - Daniel's Scary Pumpkin, age 7
Right - Jamie's Classic Jack-o'-Lantern, age 5**

**Bonnie Kennett
(City of Vancouver)**

Feedback from the Canadian Mental Health Association Bottom Line Conference



I am so appreciative to have had the opportunity to virtually attend the 2020 Bottom Line Conference. It was my first time attending and I was not disappointed.

The workplace mental health conference had a plethora of speakers but there were two notable ones that were absolutely brilliant, Ardith (Walpetko We'dalx) Walkem and Marni Panas. These two women were absolutely awe inspiring in so many ways and their stories and journeys were incredible.

I would recommend anyone who has a passion and interest in work place mental health to try to attend this conference next year. The speakers gave such valuable insight into topics that I personally have never been a part of and I was amazed at the knowledge I gained from each.

Thank you CUPE 15 for selecting me to be a part of such an amazing conference.

Aaron Cook
Trustee and OH&S City Sector Representative

Thank you!

Thank you for the donation of \$150 in September 2020. Your support builds the voice of progressive Canadians and others struggling for justice around the world. We recognize that you receive far more requests for funding than you can address and we are proud to be recipients of your support.

Your support helps us to provide coverage of issues important to the labour movement across the country – stories that Canadians need to know, and that are skewed or ignored altogether by corporate media.

2020 has been a strong year for rabble.ca as we continue to add more voices and features to the site. We are thrilled to have your support and partnership as we move forward.

Matthew Adams, Board President
rabble.ca

Regrettably, I was unable to attend the Bottom Line Conference this year. However, I am able to share that, of my past experiences attending this conference...

First and foremost, it's a very resourceful and educational experience! After taking part in two of the previous conferences, I feel that mental health is a subject that could be talked about for hours (or days).

Mental health is such a delicate and complex topic. I enjoyed participating in the activity workshops and thoroughly enjoyed listening to folks' stories and experiences, which I found both interesting and humbling.

Kind regards,
Chad

I am very grateful that my union registered me for the Bottom Line 2020 conference. Due to COVID-19 the conference was done entirely via zoom teleconferencing. Let me say that this conference was awe-inspiring! The guest speakers and their topics for discussion were phenomenal and very inspirational to me.

I managed to meet and make some direct contacts with people who are just as passionate as I am about mental health and also made direct contact with an advocate who has a mental health program in his work environment.

This conference has given me the energy and inspiration to continue to advocate for mental health rights in our bargaining unit.

Thank you.
Henry Lee, Parks Sector Representative and
CUPE OH&S Representative

VSB Job Share Opportunity

I am looking for an SSA job share partner at Norquay Elementary starting September 2021 for two days a week. Please contact sdelbianco@vsb.bc.ca.

decisions

The Executive Decided

At the Executive and Society meetings on October 20, 2020 the following decisions were made:

- To recommend to the members to receive the 2019 Union Audited Financial Statement and the 2019 Society Audited Financial Statement.
- To recommend that the members appoint Fairhall, Zhang and Associates to conduct the 2020 Union and Society audits.
- To participate in a post-secondary cost share campaign at a cost of approximately \$10 for each Langara College and Emily Carr University member.
- To confirm Cynthia Schadt as the Vancouver School Board Chief Shop Steward.
- To appoint Eric Price as the OH&S Site Representative at Dunbar Community Centre.
- To cover lost pandemic pay for an Executive member while on union paid leave.
- To send interested Executive Board Members and Trustees to the virtual BC Federation of Labour Convention.

The Members Decided

At the Annual General Membership and Annual General Society Meetings on October 28, 2020 the members in attendance made the following decisions:

- To receive the Society Audited Financial Statement for 2019.
- To receive the Union Audited Financial Statement for 2019.
- To appoint Fairhall Zhang and Associates to conduct the 2020 Society audit.
- To appoint Fairhall Zhang and Associates to conduct the 2020 Union audit.
- To acclaim Mona Mirzayan to the vacant HSCBA Sector Representative position on the Executive Board.
- To elect the following members as delegates to the Vancouver and District Labour Council: Aaron Cook, Subrata Dasgupta, Kamal Gautam, Ravina Lal, Henry Lee, Rose Palozzi, Donna Petersen, Cynthia Schadt, Tahmi Yazdanyar
- To elect the following members as delegates to CUPE Metropolitan District Council: Steve Anderson, Aaron Cook, Subrata Dasgupta, Kamal Gautam, Azeem Khazi, Henry Lee, Ravina Lal, Mona Mirzayan, Rose Palozzi, Sharmila Patel, Donna Petersen, Santino Scardillo, Cynthia Schadt, Tahmi Yazdanyar
- To approve an Associate Member request for Emi Araki, recently retired City of Vancouver member, as per Section 5: Associate Membership of the CUPE Local 15 Bylaws.
- To receive the Financial Statement to August 31, 2020 as presented.
- To hold a moment of silence for Leslie McGibbon, a member for over 30 years at Civic Theatres, who recently passed away.

2021 Union, Society and Capital Budgets

by Debbie Mohabir, Secretary-Treasurer

The Finance Committee met in late October to review both the Union and Society draft budgets as well as to discuss any changes. Part of the committee's role is to look at previous spending in each line item to see if there should be increases, decreases, or changes to the allocation of money.

Given that we are currently in a pandemic and keeping in mind the uncertainty around it, there have been some small adjustments in both the Union and Society budgets. We are also including a draft Capital Budget for your approval.

Society

The VMECW Society was created to protect your assets and to fund events and services for our members. Events such as the Children's Winter Party, CUPE Local 15 Open House, and Summer BBQ are funded out of this budget as well benefits continuance and bursaries. This budget also includes fees and services directly related to the CUPE Local 15 office building as well as other related costs which you can see in the insert. There are a few changes that I would like to highlight:

Lease & Members Services

- Children's Winter Party - Decreased by \$4,000 due to the uncertainty of COVID-19 and the restrictions on gatherings.
- Member's Activities - Increased by \$4,000. This will allow the Social Committee to be creative with ideas around other activities due to the uncertainty of COVID-19 restrictions.

The Executive Board and Finance Committee recommend approval of the proposed 2021 Society Budget.

Capital Budget

This is the 5th Capital Budget that is being presented for your approval. This budget includes furniture and equipment, computer equipment and building. The first two have been kept the same but I would like to draw your attention to the building line which is at \$25,000. This is for the much needed repaving of the CUPE Local 15 office parking lot which hasn't been done in approximately 25-30 years.

The Executive Board and Finance Committee recommend approval of the proposed 2021 Capital Budget.

Union

This draft budget is the operating budget for the local. Our projected revenue for 2021 is \$6,776,000. These funds are also used for things like various community support donations, contract enforcement, negotiations, committees, conferences and conventions, staff and officer salaries, as well as administrative costs. There are a few changes that I would like to highlight:

Executive and Committee Costs

- Elections CUPE 15 - This line item has a slight increase due to the increase in Simply Voting fees.
- Staff Advisory Committee – This has been increased because the BCWU Collective Agreement expires in 2020.
- Conventions - CUPE National/CUPE BC is increased. Something to keep in mind is that we don't know what conventions will look like in 2021 due to COVID-19.
- Audit Fees - Slight increase due to a fee increase.

The Executive Board and Finance Committee recommend approval of the proposed 2021 Union Budget.

CUPE LOCAL 15 - VMECW Draft Budget 2021

	Jan 01 to Aug 1/20	2020 Budget	2021 Budget
Revenue			
4010 - Bank Interest	11,837	20,000	20,000
4040 - Dues (1.95% of Reg Wages)	4,429,636	6,750,000	6,750,000
4060 - \$9 Initiations Local 15	2,934	9,000	6,000
Total - Revenue	4,444,407	6,779,000	6,776,000
Expenditures			
Affiliation Costs			
5001 - CUPE BC (14% Reg Wages)	318,025	484,615	484,615
5002 - CUPE Metro (0.07% Reg Wages)	15,901	24,231	24,231
5003 - CUPE National (85% Reg Wages)	1,930,867	2,942,309	2,942,309
5010 - BC Federation of Labour	29,782	44,675	44,675
5015 - VDLC	14,544	29,090	29,090
Total - Affiliation Costs	2,309,119	3,524,920	3,524,920
Community Support			
5051 - Community Donations	3,964	12,000	12,000
5053 - Community Support - Arts & Cultural	-	2,000	2,000
5055 - Labour Movement Support	999	10,000	10,000
Total - Community Support	4,963	24,000	24,000
Contract Enforcement			
5100 - Contract Enforcement	66,010	120,000	120,000
Total - Contract Enforcement	66,010	120,000	120,000
Negotiations			
5200 - Negotiations	46,461	140,000	140,000
5290 - Contract Printing	182	10,000	10,000
Total - Negotiations	46,643	150,000	150,000
Executive & Committee Costs			
5305 - Union Promotion	20,122	40,000	40,000
5320 - Elections - CUPE 15	19,288	12,000	13,000
5345 - Executive - Book off	14,390	25,000	25,000
5350 - Executive - General	5,747	20,000	20,000
5352 - Executive - Communication	3,450	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	5,000
5360 - Finance Committee	333	3,000	3,000
5370 - Grievance Committee	1,065	6,000	6,000
5374 - New & Young Workers Committee	-	2,000	2,000
5380 - OH&S Committee	2,205	5,000	5,000
5385 - Other Committees	1,715	7,000	7,000
5390 - Staff Advisory Committee	831	5,000	25,000
5395 - Union Education Committee	189	4,000	4,000
Total - Executive & Committee Costs	69,335	171,000	192,000
Member Info & Meetings			
5455 - Conferences - Municipal and ACCC	1,290	20,000	20,000
5457 - Conferences/Courses - Miscellaneous	3,333	60,000	60,000
5460 - Conventions - CUPE Nat/CUPE BC	-	25,000	55,000
5462 - Conventions - CLC/BC Fed	-	20,000	-
5470 - General Membership Meetings	4,364	16,000	16,000
5472 - Members Recognition - pins	-	500	500
5475 - Members' Voice Printing & Postage	6,731	100,000	100,000
5480 - Website Maintenance	1,953	15,000	15,000
5485 - Communications	2,102	10,000	10,000
Total - Member Info & Meetings	80,773	266,500	276,500
Shop Steward Costs			
5515 - Chief Shop Stewards	11,208	36,000	36,000

VMECW Society - Draft budget 2021

5560 · Orientations/In-town Courses	10,294	40,000	40,000
5565 · Out-of-town Courses	42,028	50,000	50,000
5567 · Shop Stewards - Book Off	13,919	60,000	60,000
5570 · Shop Stewards - General	2,610	18,000	18,000
Total · Shop Steward Costs	80,059	204,000	204,000
· Secretary-Treasurer Costs			
5610 · Secretary-Treasurer Wages	51,733	83,650	85,300
5620 · Secretary-Treasurer Benefits	12,144	17,570	19,600
5630 · Transportation	225	500	500
Total · Secretary-Treasurer Costs	64,102	101,720	105,400
· President Costs			
5660 · President Wages	53,348	83,650	85,300
5670 · President Benefits	13,671	20,915	20,475
5675 · Transportation	320	500	500
Total · President Costs	67,339	105,065	106,275
· Field Staff Costs			
5704 · Car Allowance - Permanent Reps	30,379	44,000	45,000
5710 · Field Staff Cars - Gas, Maint & Ins	23,973	32,500	35,000
5715 · Field Staff Salaries	350,569	494,300	494,300
5720 · Field Staff Training	5,093	15,000	15,000
5725 · Temp Field Staff (incl ben in lieu)	32,242	146,790	100,000
5730 · Temp Field Staff - Transportation	898	20,000	20,000
Total · Field Staff Costs	443,154	752,590	709,300
· Clerical Staff Costs			
5755 · Accounting Salaries	98,875	141,000	141,000
5760 · Actg - Temp (incl ben in lieu)	-	6,000	6,000
5775 · Clerical Salaries	202,661	278,000	278,000
5780 · Clerical Training	1,628	9,000	9,000
5785 · Temp Clerical (incl ben in lieu)	6,740	30,000	30,000
Total · Clerical Staff Costs	309,904	464,000	464,000
· Building Maintenance Worker Costs			
5805 · Bldg Maint Worker Salary	28,881	41,500	41,500
5810 · Temp BMW (incl ben in lieu)	2,593	6,000	6,000
Total · Building Maintenance Worker Costs	31,474	47,500	47,500
· Staff Benefits			
5905 · CPP	31,815	34,150	39,000
5910 · EI	12,445	16,050	16,050
5920 · Group Insurance	5,634	9,600	9,000
5930 · Medical/Extended Health/Dental	52,598	86,400	86,400
5935 · Municipal Pension Plan	66,413	95,600	96,350
5945 · VESP Savings	13,388	19,100	19,250
5950 · WCB	1,446	5,000	4,000
Total · Staff Benefits	183,739	265,900	270,050
· Office & Admin Costs			
6005 · Audit Fees	-	16,500	16,750
6010 · Bank Charges and Fees	1,783	3,500	3,500
6015 · Subscriptions & Publications	9,037	14,000	14,000
6020 · Facility Fees	152,980	229,470	229,470
6025 · Cellular	3,727	7,000	7,000
6035 · Equipment & Furniture Lease	153,040	229,560	229,560
6045 · Postage & Courier	21,555	25,000	25,000
6050 · Stationery/Office Supplies	11,704	29,000	29,000
6055 · Telephone, Internet	7,021	15,500	15,500
6060 · IT Service/Support	8,033	12,250	12,250
Total · Office & Admin Costs	368,880	581,780	582,030
Total · Expenditures	4,125,494	6,778,975	6,775,975
Surplus/(Deficit)	318,913	25	25

NOVEMBER
2020

BUDGET 2021



	Jan 01 to Aug 1/20	2020 Budget	2021 Budget
Revenue	266	500	500
705 · Bank Interest			
710 · Investment Interest	12,673	20,000	20,000
715 · Furniture & Equipment Lease	153,040	229,560	229,560
720 · Facility Fees - Union	152,980	229,470	229,470
725 · Facility Fees - CUPE Local 391	3,780	7,560	-
727 · Transfer - HSPBA Education Funding	6,919	-	-
735 · Donations - Miscellaneous	-	500	-
Total · Revenue	329,658	487,590	479,530
Transfers to Reserves			
810 · Building Fund	-	70,000	70,000
815 · Contingency Reserve Fund	-	70,000	70,000
Total · Transfers to Reserves	-	140,000	140,000
Expenditures:			
Building			
820 · Insurance - Building & Officers	23,069	33,000	35,000
825 · Maintenance - Building	5,181	12,000	12,000
830 · Supplies - Building	2,962	3,000	4,000
835 · Taxes - Building	51,205	87,000	70,000
840 · Utilities	11,899	16,000	18,000
Total · Building	94,316	151,000	139,000
· Leases & Member Services			
908 · Lease - Fax Machine	206	300	300
910 · Lease - Postage Machine	3,181	5,000	5,000
912 · Lease - Folder/Insertor	1,863	3,210	3,210
915 · Lease - Photocopiers	11,703	22,000	22,000
940 · Bursaries	11,635	30,000	30,000
945 · Children's Winter Party	-	16,000	12,000
955 · Depreciation Expense	-	25,000	26,000
960 · Memorial Donations	75	2,000	2,000
965 · Flowers & Fruit Baskets	1,363	4,000	4,000
975 · Maintenance - Equipment	7,288	9,000	11,700
980 · Members Activities	-	15,000	19,000
985 · Members Services	-	1,000	1,000
990 · Member Sick Continuance	4,279	30,000	30,000
995 · HSPBA Education Funding	6,919	-	-
Total · Leases & Member Services	48,512	162,510	166,210
· General			
855 · Audit Fees	-	5,500	5,750
860 · Bank Charges & Fees	230	500	500
870 · Donations to Christmas Houses	-	3,000	3,000
875 · Filing Fee - Society	-	40	40
880 · Loans Contingency	-	25,000	25,000
Total · General	230	34,040	34,290
Total · Expenditures	143,058	487,550	479,500
Surplus/(Deficit)	186,600	40	30

VMECW Society - Draft Capital 2021

	Jan 01 to Aug 1/20	2020 Budget	2021 Budget
Furniture and Equipment	1,196	5,000	5,000
Computer Equipment	-	10,000	10,000
Building	-	-	25,000
Totals	1,196	15,000	40,000

What an incredible, creative bunch of folks we have in the CUPE 15 family!

Thank you to our participants!

Please find more on our facebook page.

Decorate Category

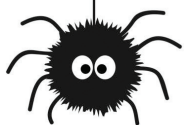
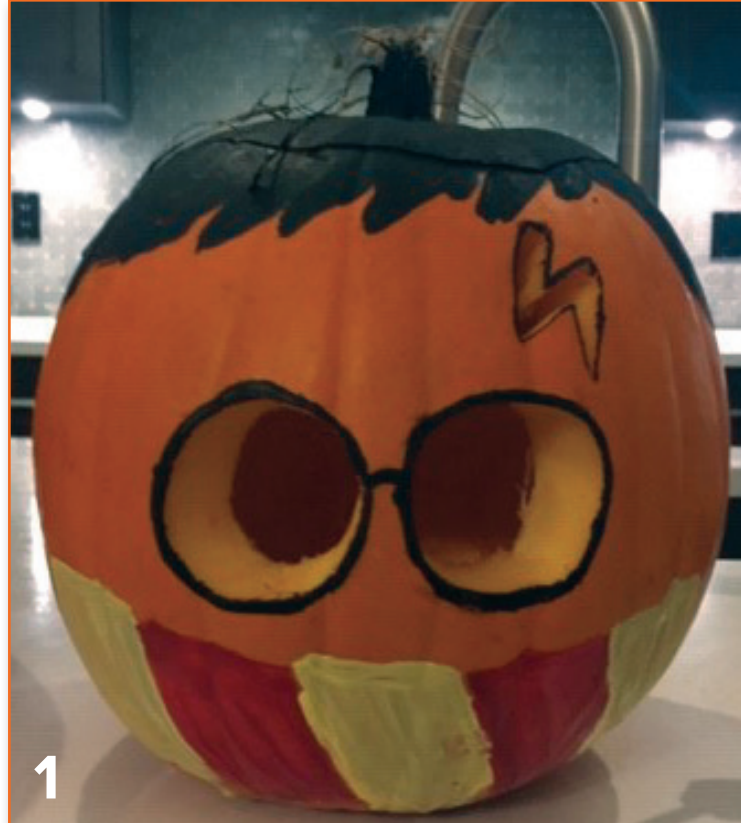
1. Falin Kostiuk, VCH: Bennett 7yrs - Best Theme
2. Natasha Kadola, VSB: Anez 8yrs - Original Idea
3. Tony Thandi, VSB: Arianna 21 months - Scary

Paint Category

4. Lori Mountain, VCH: Ayra 3yrs - Most Unusual
5. Inna Danylyuk, VSB: Maksim 5yrs - Scary
6. Natasha Kadola, VSB: Azaria 11yrs - Best Theme

Carve Category

7. Kathy Tran, Langara: Amy 14yrs - Original Idea 1st place
8. Ai Hirano, VSB: Emi 9yrs - Original Idea 2nd place
9. Sengpat Sengsavanh, VSB: Nikita 8yrs - Best theme 1st place
10. Holly Low, VSB: Lia 13yrs - Best theme 2nd place
11. Mark Reed, COV: Skye 8yrs - Most Unusual 1st place
12. Terri Burke, COV: Jack 6yrs - Most Unusual 2nd place
13. Tanya Petterson: Zoe 11yrs - Funny 1st place
14. Jieyun Liang, VCH: Emerson 8yrs - Funny 2nd place
15. Caroline Mathieson, VSB: Joshua - Scary 1st place
16. Debby Hall, HSPBA: Sienna 10yrs - Scary 2nd place





Jieyun (June) Liang- Funny
2nd place

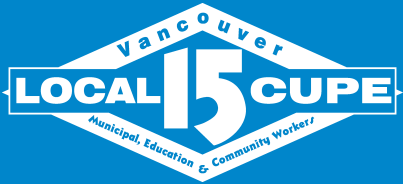
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The Members' Voice is published nine times a year for members of CUPE Local 15 - Vancouver Municipal, Education and Community Workers. The deadline for submissions is 9:00 a.m. on the first Wednesday of each month. All submissions may be edited for brevity and clarity. Signed articles and letters do not necessarily reflect the views or policy of CUPE Local 15.

CUPE Local 15

545 West 10th Avenue
Vancouver, BC V5Z 1K9
Phone: 604-879-4671
Fax: 604-879-7582
Email: email@cupe15.org
Web: www.cupe15.org

Local 15 is a chartered affiliate of the Canadian Union of Public Employees and is also affiliated with the CUPE British Columbia Division, CUPE Metro District Council, the Vancouver & District Labour Council, and the BC Federation of Labour. CUPE 15 is a member of the Canadian Association of Labour Media (CALM).

CUPE Local 15 Executive Board Table Officers:

President: Warren Williams
Secretary-Treasurer: Debbie Mohabir
1st Vice President: Santino Scardillo
2nd Vice President: Vacant

Sector Representatives:

City: Kamal Gautam, Ravina Lal
College/University: Alex Fowler, Rose Palozzi
Cultural: Nicola Clur
Health/HSSCBA: Mona Mirzayan
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.



MORE PUMPKIN AMAZINGNESS FROM OUR MEMBER FAMILY!

