

NOVEMBER  
2021



# 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 Səlilwətał (Tsleil-Waututh)

**@ we need your email address**  
UPDATE ON USE OF WORK EMAILS

### Use of Employer Email Addresses

For legal reasons, the union will no longer use employer email addresses to send information to members. If you have previously provided us with an employer email address it has been deleted from our database.

Please call 604-879-4671 or email us at [email@cupe15.org](mailto:email@cupe15.org) to provide us with a personal email address so you can continue receiving information from the union.



## Member Profile

**Monica Coll Gonzalez**  
Peer Programs Coordinator,  
Vancouver Coastal Health

### 1. What do you love about your job?

The opportunity to collaborate and learn from people with lived/living experience about best practices while engaging with the substance use community and overdose prevention.

### 2. When did something start out badly for you, but in the end, it was great?

Moving to Canada. The winters in New Brunswick, where I first landed, were unlike anything I had ever seen. The culture was so different, but after living here for 13 years and making so many beautiful friendships and being able to make a difference professionally, I can say I don't regret for one moment making my home here.

### 3. First car?

Lada

### 4. What is something that you refuse to share?

Chicharritas (plantain chips)

### 5. Cake or pie? Why?

Always cake! Why eat pie when you can have cake?

### 6. What talents do you possess that not a lot of people know about?

Cooking conгри (cuban rice and beans dish). Embroidery.

## NOVEMBER

### GENERAL MEMBERSHIP MEETING

The General Membership and General Society Meetings will be held on November 24, 2021 using the Zoom platform. You will be sent an invitation by email if the union office has a personal email address on file for you and details will also be posted at [www.cupe15.org](http://www.cupe15.org). If you do not receive emails from the union office and would like to attend these meetings, please call us at 604-879-4671 or email us at [email@cupe15.org](mailto:email@cupe15.org) to update your information. There will be a draw at the end of the meeting and three lucky winners will receive a \$25 gift card (retailers TBA at meeting).

### Under Discussion:

- 2022 Proposed Union, Society, and Capital Budgets
- Committee and Staff Reports

## VS B Support Staff Recognition Day was 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 do.

Our members perform a variety of work including Office Support, Student Support Workers, IT, Indigenous Education Workers, Payroll, Benefits, Accounting, Youth & Family Workers, SSBs, Multicultural Liaison Workers, Settlement Workers, to name a few. We know the shortage of staff has also contributed to the workload and stress of our K-12 members.

We appreciate that this day is dedicated to acknowledging this work, are these workers are the glue that holds everything together.

A special thank you on behalf of the union as well for all of the hard work and commitment to making sure students are supported during COVID-19.

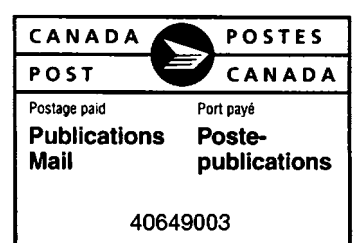
## VS B BARGAINING COMMITTEE ELECTION NOTICE

### Attention Vancouver School Board Members:

Your collective agreement expires on June 30, 2022 and it is time to start preparations for the next round of bargaining. The first step in this process is for members at the Vancouver School Board to elect a bargaining committee.

A Zoom meeting has been scheduled at 5:30 p.m. on November 30, 2021. You will have, or will soon receive formal notice in a mailing to your home address. The Zoom invitation (meeting link) will be sent to personal email addresses the union has on file. If you do not receive emails from the union office and would like to attend this meeting, please call us at 604-879-4671 or email us at [email@cupe15.org](mailto:email@cupe15.org) to update your information. Please note that we do not send union information to employer email addresses.

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



## City of Vancouver Vaccine Mandate Policy – Next Steps



WARREN WILLIAMS  
PRESIDENT

by **Warren Williams, President**

### Hello Members,

We have posted a letter on the Local 15 website, sent by a coalition of unions that bargain with the City of Vancouver, serving the employer with

a Section 54 notice under the BC Labour Relations Code, demanding that the employer provide the full notice period required at law to consult and engage in meaningful discussions of their Policy.

Section 54 is triggered when an employer introduces or intends to introduce a policy that affects the terms, conditions, or security of employment of a significant number of employees. With approximately 3,500 CUPE Local 15 members working at the City of Vancouver, a new policy that includes termination for non-compliance does put a significant number of members' employment at risk, even if the majority of us are vaccinated.

Serving the Section 54 notice to the employer is our first step in a course of action that we must take given our deep concerns about the reasonableness and legality of the Policy. At this juncture, we see five areas of concern that affect our large membership.

The first four affect those who are currently unvaccinated: first, those members who feel, contrary to their bodily integrity, that they have no other option but to comply to maintain their livelihood; the second are those who claim a BC Human Rights Code protected ground which the employer decides does not qualify for accommodation; the third are those who have concerns about privacy rights; and the fourth are those who simply decide for individual reasons not to get vaccinated. A fifth group is that portion of our membership who are vaccinated and only want to work alongside those who are also vaccinated. And finally, there are those who are vaccinated, have felt relatively safe and comfortable in the workplace with the existing safety measures, and would be content to carry on without a vaccine mandate.

Considering those competing interests and the generally uncharted legal territory of a vaccine mandate as an exercise of the management right to create policy, our Local's

approach must be nuanced and compliant with our legal duty of fair representation of all members, no matter which of these groups they fall within.

Whether the Policy is legally enforceable in whole or in part, we expect that come the Employer's deadline of December 6th, there will be some members sitting at home without pay, or even terminated for not being compliant with the Policy. Those members who face negative consequences flowing from the implementation of this Policy should contact the union office immediately to request that a steward contact them.

These members may be entitled to a remedy. Ultimately that will depend upon how the law develops around these issues.

Not all members will be pleased with any outcome; however, we can assure you that no matter how our discussions with the City evolve or how any legal challenges pan out, the health and safety of our membership remains a top priority, as is our mission is to protect the livelihoods of all members in accordance with the law.

## Wishing you all a safe and happy holiday!

by **Debbie Mohabir, Secretary-Treasurer**

### Hello Everyone,



DEBBIE MOHABIR  
SECRETARY-TREASURER

### Winter blues

Here we are once again back to the time of year when the days are shorter and darkness sets in earlier as well as rain and cold weather. I have to say that this is not my favourite time of the year!

Often we see many people suffering from Seasonal Affective Disorder (SAD). You may have heard of the milder form being referred to as the winter blues. This feels like experiencing seasonal changes in moods, sleep, energy, reduced energy, sadness, feeling depressed, and changes in eating patterns. Climates that experience light deprivation have a higher rate of people who are triggered by winter depressions that they may not have had before. Examples of these are unsunny places, windowless rooms, and cloudy days. Stressful events can also contribute to feelings of depression in the winter.

As a result of the clocks being turned backwards for daylight savings, we could encounter family and friends who may be

experiencing winter blues or SAD. There are ways to help combat these feelings that can be done every day such as keeping your house well lit, sitting closer to windows at home or the office, taking daily walks outside, exercising regularly, eating a well-balanced diet, and practicing relaxation techniques such as yoga or meditation. For myself, I do my best to attend the gym and yoga classes as much as possible and I am working on eating a balanced diet. I love sweets so I need to make sure that I am not indulging too much.

If you feel like you may need further help, I encourage you to speak to your doctor as well as accessing the Employee Family Assistance Program (if your workplace has this program) for further resources that may be available.

### Union Observers

Are you good at taking notes? If so, this is a call for you to become a Union Observer for CUPE 15 in the City/Parks Sector. Union Observers can be requested by an internal candidate who applies for a regular full-time or regular part-time CUPE 15 position. It allows the internal candidate to have an impartial union appointed observer to be present during the interviews of each candidate. The Observer's role is only to observe the interview and take notes on the questions and answers given. If you are interested and would like more information please contact me at [dmohabir@cupe15.org](mailto:dmohabir@cupe15.org).

Please note: We are also considering those who may be interested in being an Observer in the City and Parks Sectors from other sectors as well.

### Remembrance Day

Each November, Canadians wear poppies to commemorate and honour Veterans and Canada's fallen. The idea of the Remembrance poppy was conceived by Madam Anna Guerin of France who was inspired by the poem "In Flanders Fields". She founded a charity to help rebuild parts of France that were destroyed in WWI and created fabric poppies to raise funds. Later, Anna shared her concept with France's allies, including the Royal Canadian Legion. The poppy was adopted on July 6, 1921. 2021 marks the 100th anniversary of the poppy in Canada as a symbol used to help us honour and remember Veterans and those who made the ultimate sacrifice for their country. Who do you wear the poppy for?

Every year our Local proudly supports and recognizes Veterans in British Columbia and the Yukon in the Military Service Recognition Book of the BC/Yukon Command of the Royal Canadian Legion. We will have attended and placed our wreaths for CUPE 15 at the Indigenous Veterans Day (November 8th) and Remembrance Day (November 11th) ceremonies by the time this article comes out.

As this is the last Members' Voice in 2021, I would like to take this opportunity to wish all CUPE 15 families a wonderful holiday season and all the best for a happy and healthy new year!

See you all in 2022!

## VMECW Bursary Thank you!

I would like to express my most sincere thank you to the Vancouver Municipal, Education and Community Workers' Society for awarding me the VMECW Society Dependent Bursary. I am extremely grateful for this generosity in supporting young students in their post-secondary education. My dad is a member of CUPE Local 15, working as the District Athletic Coordinator for the Vancouver School Board.

I am a first-year student attending The University of British Columbia. I am currently studying Food, Nutrition, and Health, and I hope to major in Dietetics. When I'm not studying for various science and math courses, I enjoy working out, running, and spending time with my family and friends.

Ever since I was young, I have been a competitive athlete participating in many sports. I spent my pre-teen and teenage years swimming competitively at an elite level. With this, I became fascinated by the food and nutrition aspect of high-level sports. This passion for nutrition and overall wellness is the reason why I'm pursuing a Bachelor of Science in Food, Nutrition, and Health. I aspire to become a registered dietician.

I feel privileged to receive this bursary, and I am thankful for the opportunities CUPE Local 15 offers students.

With thanks and appreciation,  
Anna Sohi



### OH&S CORNER

## Diabetes

by **Chad Cammer**  
Facilities, **Emily Carr University of Art & Design**  
CUPE Local 15 OH&S Committee Member

Diabetes is a metabolic disease that causes high blood sugar. The hormone insulin moves sugar from the blood into your cells to be stored or used for energy. With diabetes, your body either doesn't make enough insulin or can't effectively use the insulin it makes.

Early signs and symptoms that an individual may be diabetic or border-line diabetic include, but are not limited to, the urgency to frequently urinate, increased thirst, constant desire for fluids, increased appetite, fatigue, itchy skin, and blurred vision.

### There are two different types of diabetes; Type 1 and Type 2.

Type 1 diabetes (a chronic condition) is caused when one's immune system (the body's system for fighting infection) attacks and destroys the insulin-producing beta cells of the pancreas. Type 1 diabetes is caused by genes and environmental factors, such as viruses that may trigger the disease. Type 2 diabetes is caused by, but not limited to, aging, poor lifestyle, poor diet, and lack of exercise. Type 1 diabetics are insulin dependent, meaning they require insulin injections to control their blood sugars.

Type 2 diabetics are typically prescribed Metformin by their doctor to stimulate and increase the production of insulin from their pancreas. Eventually, the pancreas "burns out", however it can be stabilized and prolonged by living a healthy lifestyle.

### My story:

I became a Type 1 diabetic at age 36; eleven years ago.

The common symptoms of diabetes that I experienced began and worsened very quickly. Living a considerably healthy lifestyle throughout my life, I wasn't sure exactly what was happening. After being diagnosed, it took me approximately six months to recover (both mentally and physically), transitioning, and educating myself on the disease.

I found it challenging to make something positive out of something I considered catastrophic. However, the "condition" (doctors like to call it that rather than a disease) made me become a more responsible person.

With the transitioning, I pictured it kind of like driving an automatic vehicle where the transmission "the pancreas" does all the gearing for you; "ensures your blood sugars are properly balanced". However, now switching to a standard vehicle where I become responsible for, and in control of all the gearing; "controlling my blood sugars (through injections) with calculated amounts of insulin".

I believe the key words are responsibility and commitment. Diabetes does not allow one to "take a vacation" from it - ever. Without responsibility and commitment, proper management, and understanding the disease, diabetes can lead to other serious health complications such as vital organ disease(s), and complications of the heart.

Imagining "seeing the light at the end of the tunnel", there are many support groups available that one can outsource. Diabetes can be "controlled", or can be the controller... It's a matter of how strong one's perception and willingness is to survive.

## decisions

### The Executive Decided

At the Executive and Society Board meetings on October 19, 2021 the following decisions were made:

- To purchase four wreaths for the National Aboriginal Veterans' Day Ceremony at a cost of \$110 each.
- To recommend the draft Union, Society, and Capital budgets to the members (see Notices of Motion on page XXX).
- To approve an amendment to Policy 6.1 - Acquisition of Office Supplies and Equipment.
- To donate \$250 to Rabble.ca.
- To purchase a table at the United Way Labour Appreciation Dinner at a cost of \$750.
- To approve Carnegie Community Centre Association as a new Local 15 Bargaining Unit.
- To appoint Roy Liu as the OH&S Representative at Dunbar Community Centre.
- To appoint Noreen Levesque, Lillian Wong, and Subrata Dasgupta to the Ray-Cam Labour Management Committee.
- To cover the cost of the Women's Market Group for setup and take down of tents and seating at the National Aboriginal Veterans' Day Ceremony at a cost of \$100.
- To cover the insurance cost, up to \$250, for the National Aboriginal Veterans' Day Ceremony.

### The Members Decided

At the Virtual General Membership Meeting on October 27, 2021 the members in attendance made the following decisions:

- To approve the Financial Statement ending August 31, 2021.
- To approve a new bylaw: 28 – Preparation of Annual Budgets. The new language has been sent to the CUPE National President for approval.
- To approve a new bylaw: 30 – Mileage Reimbursement. The new language has been sent to the CUPE National President for approval.
- To defeat proposed new bylaw: 29 – Credit Cards. Note – The current credit card policy will remain in effect.

### Notices of Motion - Union

1. 2022 Proposed Budget  
The Executive recommends approval of the proposed 2022 Union Budget.

### Notices of Motion – Society

1. 2022 Budget  
The Executive recommends approval of the proposed 2022 Society Budget.
2. 2022 Capital Budget  
The Executive recommends approval of the proposed 2022 Society Capital Budget.

## 2021 Union, Society, and Capital Budgets

by Debbie Mohabir, Secretary-Treasurer

The Finance Committee met in October to review both the 2022 Union and Society Draft Budgets and 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 to allocate money differently. There have been some adjustments in both. 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 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.

- 715 Furniture and Equipment Lease - Increase of \$10,440 to \$240,000.
- 720 Building Lease – Increase of \$9,930 to \$239,400.
- 810 New Building Fund – Increase of \$5,000 to \$75,000.
- 815 Building Contingency Fund – Increase of \$5,000 to \$75,000.
- 820 Insurance – Increase of \$3,500 to \$38,500, to reflect increase in costs.
- 835 Property Taxes – Increase of \$10,000 to \$80,000, per estimate for 2022.
- 968 Hardship Grants – New account with budget set at \$10,000.
- 990 Member Sick Continuance – Decrease of \$10,000 to \$20,000 to reflect the change in PEBT covering benefits for members who are on LTD, majority of members accessing this is from the VSB.
- 855 Audit Fees – Increase of \$250 to \$6,000 to reflect the increase in costs.

The Executive Board and Finance Committee recommend approval of the proposed 2022 Society Budget.

### Capital Budget

This is the sixth Capital Budget that is being presented for your approval. The budget includes furniture and equipment, computer equipment, and building. There are no additional capital expenditures budgeted.

The Executive Board and Finance Committee recommend approval of the proposed 2022 Capital Budget.

### Union

This draft budget is what is used as the operating budget for the Local. Our projected revenue for 2022 is \$7,172,000. 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.

- 4040 Dues Revenue – Increased to \$7,150,000 is projected for 2022.
- 5001 to 5003 – Affiliation Costs – CUPE BC, CUPE National, and CUPE Metro per estimated gross wages.
- 5010 & 5015 – Affiliation Costs – BC Federation of Labour and Vancouver and District Labour Council as per prior years.
- 5055 Labour Movement Support – Increased by \$10,000 to \$20,000 for labour support related to the upcoming municipal election.
- 5100 Contract Enforcement – Increased by \$10,000 to \$130,000.
- 5200 Negotiations – Increased by \$10,000 to \$150,000 as the majority of our contracts will expire in 2022.
- 5305 Union Promotion/Member Engagement – Increased by \$5,000 to \$45,000. It is the hope that committees and Executive can return to doing onsite member engagement in 2022. Also includes promotional items and outreach in sectors.
- 5352 Executive Communication – Increased by \$2,500 to \$11,500 to reflect the new bylaw change for cell phones which increased to from \$50 to \$60 per month.
- 5370 Grievance Committee – Increased by

- \$3,000 to \$9,000 to reflect increased activity.
- 5380 OH&S Committee – Increased by \$3,000 to \$8,000 to reflect the representative and alternate for Langara College as well as having the alternates attend meetings every three months. This is a very active committee.
- 5385 Other Committees – Increased by \$5,000 to \$12,000 in anticipation of an anti-racism committee being created.
- 5390 Staff Advisory Committee – Reduced from \$25,000 to \$5,000 as not expected to bargain staff collective agreement in 2022.
- 5460 Conventions CUPE National/CUPE BC – Decrease of \$15,000 to \$40,000 because there is only a CUPE BC Convention in 2022 and the next CUPE National Convention is in 2023.
- 5475 Members' Voice Printing and Postage – Increase of \$25,000 to \$125,000 to reflect the increased cost of layout, printing, and postage. Each edition is an average of \$13,800/edition x nine editions per year.
- 5622 Secretary-Treasurer Banked Time Paid Out – No anticipated payout.
- 5672 President Banked Time Paid Out – \$12,000 budgeted. Reflects any anticipated payout.
- 5715 Field Staff Salaries – Increase as per their collective agreement.
- 5755, 5775, 5805 Accounting, Clerical, and BMW Salaries – Increase as per their collective agreement.
- 5940 Provision for Retirement Payout – \$30,400 budgeted reflects B. Simpson's retirement - still on the books January to May 2022.
- 6005 Audit Fees – Increase of 250 to \$17,000 to reflect the increase in costs of the audit.
- 6020 & 6035 – Building and Equipment and Furniture leases per Society budget.
- 6055 Telephone – Decreased from \$15,500 to \$10,000 to reflect estimated costs for 2022.
- 6060 IT Service & Support – Increased by \$2,750 to \$15,000 to reflect slight increase in monthly service charge (the fee was last increased in 2014)

The Executive Board and Finance Committee recommend approval of the proposed 2022 Union Budget.

## CUPE LOCAL 15 - VMECW Proposed Budget 2022

	Jan 01 to Sep 30/21	2021 Budget	2022 Budget
Revenue			
4010 - Bank Interest	4,655	20,000	15,000
4040 - Dues (1.95% of Reg Wages)	5,401,197	6,750,000	7,150,000
4060 - \$9 Initiation/Local 15	6,039	6,000	7,000
<b>Total - Revenue</b>	<b>5,411,891</b>	<b>6,776,000</b>	<b>7,172,000</b>
Affiliation Costs			
5001 - CUPE BC (14% Reg Wages)	387,778	484,615	513,333
5002 - CUPE Metro (.007% Reg Wages)	19,389	24,231	25,666
5003 - CUPE National (.85% Reg Wages)	2,354,368	2,942,309	3,116,666
5010 - BC Federation of Labour	33,505	44,675	44,675
5015 - VDLC	21,816	29,090	29,090
<b>Total - Affiliation Costs</b>	<b>2,816,856</b>	<b>3,524,920</b>	<b>3,729,430</b>
Community Support			
5051 - Community Donations	6,654	12,000	12,000
5053 - Community Support - Arts & Cultural	-	2,000	2,000
5055 - Labour Movement Support	1,000	10,000	20,000
<b>Total - Community Support</b>	<b>7,654</b>	<b>24,000</b>	<b>34,000</b>
Contract Enforcement			
5100 - Contract Enforcement	97,904	120,000	130,000
<b>Total - Contract Enforcement</b>	<b>97,904</b>	<b>120,000</b>	<b>130,000</b>
Negotiations			
5200 - Negotiations	58,674	140,000	150,000
5290 - Contract Printing	252	10,000	10,000
<b>Total - Negotiations</b>	<b>58,926</b>	<b>150,000</b>	<b>160,000</b>
Executive & Committee Costs			
5305 - Union Promotion	4,419	40,000	45,000
5320 - Elections - CUPE 15	65,473	13,000	13,000
5345 - Executive - Book off	16,742	25,000	25,000
5350 - Executive - General	808	20,000	20,000
5352 - Executive - Communication	4,525	9,000	11,500
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	619	3,000	3,000
5370 - Grievance Committee	4,069	6,000	9,000
5374 - New & Young Workers Committee	-	2,000	2,000
5380 - OH&S Committee	3,733	5,000	8,000
5385 - Other Committees	2,260	7,000	12,000
5390 - Staff Advisory Committee	3,993	25,000	5,000
5395 - Union Education Committee	-	4,000	4,000
<b>Total - Executive &amp; Committee Costs</b>	<b>106,641</b>	<b>192,000</b>	<b>190,500</b>
Member Info & Meetings			
5455 - Conferences - Municipal and ACCC	-	20,000	20,000
5457 - Conferences/Courses - Miscellaneous	30,132	60,000	60,000
5460 - Conventions - CUPE Nat/CUPE BC	13,802	55,000	40,000
5462 - Conventions - CLC/BC Fed	20	-	20,000
5470 - General Membership Meetings	2,277	16,000	16,000
5472 - Members Recognition - phis	-	500	500
5475 - Members' Voice Printing & Postage	96,418	100,000	125,000
5480 - Website Maintenance	1,843	15,000	15,000
5485 - Communications	2,779	10,000	10,000
<b>Total - Member Info &amp; Meetings</b>	<b>147,271</b>	<b>276,500</b>	<b>306,500</b>
Shop Steward Costs			
5515 - Chief Shop Stewards	10,114	36,000	36,000
5560 - Orientations/In-town Courses	3,537	40,000	40,000
5565 - Out-of-town Courses	1,157	50,000	50,000
5567 - Shop Stewards - Book Off	26,311	60,000	60,000

**VMECW Society - Proposed Budget 2022**

	Jan 01 to Sep 30/21	2021 Budget	2022 Budget
Revenue			
705 - Bank Interest	463	500	500
710 - Investment Interest	9,280	20,000	20,000
715 - Furniture & Equipment Lease	172,170	229,560	240,000
720 - Facility Fees - Union	172,102	229,470	239,400
727 - Transfer - HSPBA Education Funding	8,042	-	-
735 - Donations - Miscellaneous	-	-	-
<b>Total - Revenue</b>	<b>362,057</b>	<b>479,530</b>	<b>499,900</b>
Transfers to Reserves			
810 - Building Fund	70,000	70,000	75,000
815 - Contingency Reserve Fund	70,000	70,000	75,000
<b>Total - Transfers to Reserves</b>	<b>140,000</b>	<b>140,000</b>	<b>150,000</b>
Expenditures			
- Building			
820 - Insurance - Building & Officers	27,533	35,000	38,500
825 - Maintenance - Building	9,519	12,000	12,000
830 - Supplies - Building	2,282	4,000	4,000
835 - Taxes - Building	75,645	70,000	80,000
840 - Utilities	12,630	18,000	17,000
<b>Total - Building</b>	<b>127,609</b>	<b>139,000</b>	<b>151,500</b>
- Leases & Member Services			
908 - Lease - Fax Machine	232	300	300
910 - Lease - Postage Machine	3,601	5,000	5,000
912 - Lease - Folder/Insert	2,395	3,210	3,210
915 - Lease - Photocopiers	12,910	22,000	22,000
940 - Bursaries	19,200	30,000	30,000
945 - Children's Winter Party	-	12,000	12,000
955 - Depreciation Expense	-	26,000	26,000
960 - Memorial Donations	-	2,000	2,000
965 - Flowers & Fruit Baskets	2,122	4,000	4,000
968 - Hardship Grants	-	-	10,000
975 - Maintenance - Equipment	3,435	11,700	10,000
980 - Members Activities	528	19,000	19,000
985 - Members Services	-	1,000	1,000
990 - Member Sick Continuance	1,554	30,000	20,000
995 - HSPBA Education Funding	8,042	-	-
<b>Total - Leases &amp; Member Services</b>	<b>54,019</b>	<b>166,210</b>	<b>164,510</b>
- General			
855 - Audit Fees	-	5,750	6,000
860 - Bank Charges & Fees	272	500	500
870 - Donations to Christmas Houses	-	3,000	3,000
875 - Filing Fee - Society	40	40	40
880 - Loans Contingency	25,000	25,000	24,335
<b>Total - General</b>	<b>25,312</b>	<b>34,290</b>	<b>33,875</b>
<b>Total - Expenditures</b>	<b>346,940</b>	<b>479,500</b>	<b>499,885</b>
<b>Surplus/(Deficit)</b>	<b>15,117</b>	<b>30</b>	<b>15</b>

**VMECW Society - Proposed Capital 2022**

	Jan 01 to Sept 30/21	2021 Budget	2022 Budget
Furniture and Equipment	0	5,000	5,000
Computer Equipment	6,104	10,000	10,000
Building	-	40,000	-
<b>Totals</b>	<b>6,104</b>	<b>55,000</b>	<b>15,000</b>

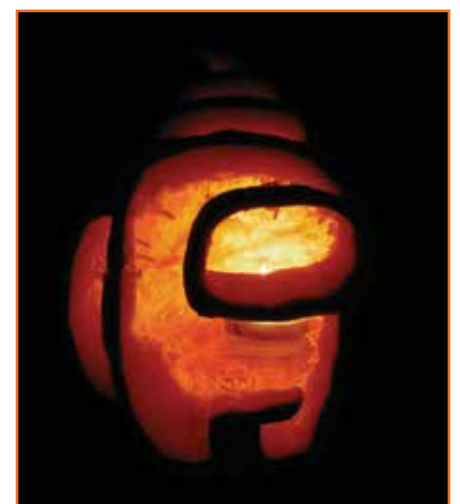
5570 - Shop Stewards - General	1,434	18,000	18,000
<b>Total - Shop Steward Costs</b>	<b>42,553</b>	<b>204,000</b>	<b>204,000</b>
- Secretary-Treasurer Costs			
5610 - Secretary-Treasurer Wages	55,346	85,300	87,000
5620 - Secretary-Treasurer Benefits	12,156	19,600	21,000
5622 - Secretary-Treasurer Banked Time Paid Out	21,690	-	-
5630 - Transportation	7	500	500
<b>Total - Secretary-Treasurer Costs</b>	<b>89,199</b>	<b>105,400</b>	<b>108,500</b>
- President Costs			
5660 - President Wages	59,878	85,300	87,000
5670 - President Benefits	13,731	20,475	21,000
5672 - President Banked Time Paid Out	11,252	-	12,000
5675 - Transportation	9	500	500
<b>Total - President Costs</b>	<b>84,870</b>	<b>106,275</b>	<b>120,500</b>
- Field Staff Costs			
5704 - Car Allowance - Permanent Reps	32,258	45,000	46,000
5710 - Field Staff Cars - Gas, Maint & Ins	15,453	35,000	32,500
5715 - Field Staff Salaries	377,820	494,300	514,200
5720 - Field Staff Training	2,827	15,000	15,000
5725 - Temp Field Staff (incl ben in lieu)	9,868	100,000	100,000
5730 - Temp Field Staff - Transportation	974	20,000	20,000
<b>Total - Field Staff Costs</b>	<b>439,200</b>	<b>709,300</b>	<b>727,700</b>
- Clerical Staff Costs			
5755 - Accounting Salaries	108,230	141,000	147,700
5760 - Acctg - Temp (incl ben in lieu)	-	6,000	6,000
5775 - Clerical Salaries	227,198	278,000	295,250
5780 - Clerical Training	2,875	9,000	9,000
5785 - Temp Clerical (incl ben in lieu)	-	30,000	30,000
<b>Total - Clerical Staff Costs</b>	<b>338,303</b>	<b>464,000</b>	<b>487,950</b>
- Building Maintenance Worker Costs			
5805 - Bldg Maint Worker Salary	30,656	41,500	43,000
5810 - Temp BMW (incl ben in lieu)	6,184	6,000	6,500
<b>Total - Building Maintenance Worker Costs</b>	<b>36,840</b>	<b>47,500</b>	<b>49,500</b>
- Staff Benefits			
5905 - CPP	35,943	39,000	44,000
5910 - EI	13,234	16,050	18,000
5920 - Group Insurance	6,433	9,000	9,800
5930 - Medical/Extended Health/Dental	63,867	86,400	93,600
5935 - Municipal Pension Plan	72,985	96,350	103,000
5940 - Retirement Provision	2,021	-	30,400
5945 - VESP Savings	14,702	19,250	20,700
5950 - WCB	2,730	4,000	4,000
<b>Total - Staff Benefits</b>	<b>211,915</b>	<b>270,050</b>	<b>323,500</b>
- Office & Admin Costs			
6005 - Audit Fees	37	16,750	17,000
6010 - Bank Charges and Fees	2,222	3,500	3,500
6015 - Subscriptions & Publications	10,427	14,000	14,000
6020 - Facility Fees	172,102	229,470	239,400
6025 - Cellular	3,634	7,000	7,000
6035 - Equipment & Furniture Lease	172,170	229,560	240,000
6045 - Postage & Courier	10,617	25,000	25,000
6050 - Stationery/Office Supplies	17,966	29,000	29,000
6055 - Telephone, Internet	5,419	15,500	10,000
6060 - IT Service/Support	9,418	12,250	15,000
<b>Total - Office &amp; Admin Costs</b>	<b>404,012</b>	<b>582,030</b>	<b>599,900</b>
<b>Total - Expenditures</b>	<b>4,882,144</b>	<b>6,775,975</b>	<b>7,171,980</b>
<b>Surplus/(Deficit)</b>	<b>529,747</b>	<b>25</b>	<b>20</b>

## So many entries this year! Great work, CUPE 15 families!

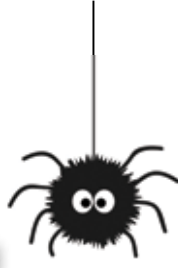
by Debbie Mohabir, Secretary-Treasurer

I am happy to see increased participation from our CUPE 15 families this year and I hope this fun family activity continues to grow every year. So many creative and spooky entries!

Congratulations to all of our winners who will be notified later, and thank you to those who participated. Prizes will be mailed out soon.



More  
of the  
creativity!





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).

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**Building Service Worker:**

Elaine Duan

**CUPE National Representatives:**

Lee Mossman, Tanya Paterson

**And even more pumpkin-amazingness from you!**

