

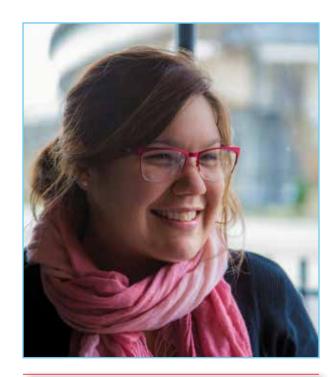
THE NEWSLETTER OF CUPE LOCAL 15, VANCOUVER MUNICIPAL EDUCATION AND COMMUNITY WORKERS We are on the unceded Coast Salish Territories of the xwməθkwəyəm (Musqueam), Skwxwú7mesh (Squamish),and Səlilwətał (Tsleil-Waututh)

we need your email address

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 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 congri (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. 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 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

VSB 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.

VSB 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 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



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EXECUTIVE UPDATES



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.

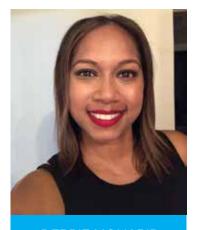
These members may be entitled to a remedy. Ultimately that will depend upon how the law develops around these issues.

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 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.

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!

OTHER BUSINESS

THE MEMBERS' COLCE

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 var-ious 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 preteen 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

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 20 Sep 30/21 B	202 202 udget Bu	2022 Budget
evenue	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	000'9	7,000
otal · Revenue		5,411,891	6,776,000	7,172,000
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
otal · Affiliation Costs		2,816,856	3,524,920	3,729,430
Community Support				
	5051 · Communitu 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
otal · Community Support		7,654	24,000	34,000
Contract Enforcement				
	5100 · Contract Enforcement	97.904	120.000	130.000
otal · Contract Enforcement		97,904	120,000	130,000
Negotiations	:			
	5200 · Negotiations	58,674	140,000	150,000
otal · Negotiations	Buillian Constant	58.926	150.000	160.000
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	000'6	11,500
	5353 · Executive - Strategic Planning (Think Tank)	'	18,000	18,000
	5355 - Hgntback Campaigns		10,000 F 000	10,000
	5360 - Finance Committee	- 619	3,000	000,6
	5370 · Grievance Committee	4,069	000'9	0006
	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
Continuo O Continuo C	5395 · Union Education Committee	- 100 001	4,000	4,000
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Member Info & Meetings				
	5455 · Conferences - Municipal and ACCC	30132	20,000	20,000
	5460 · Conventions - CUPE Nat/CUPE BC	13,802	55,000	40,000
	5462 · Conventions - CLC/BC Fed	20	1	20,000
	5470 · General Membership Meetings	2,277	16,000	16,000
	5472 · Members Recognition - pins	•	200	200
	5475 · Members' Voice Printing & Postage	96,418	100,000	125,000
	5480 · Website Maintenance	1,843	15,000	15,000
	5485 · Communications	2,7/9	10,000	000,01
otal · Member Info & Meetings		147,271	276,500	306,500
Shop Steward Costs				
	5515 · Chief Shop Stewards	10,114	36,000	36,000
	5560 · Orientations/In-town Courses	3,537	40,000	40,000
	Š	1,157	50,000	50,000
	5567 . Shon Stewards - Rook Off	26.311	60000	60000



VMECW Society - Proposed Budget 2022

Revenue				
	705 · Bank Interest	463	200	200
	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	•	•	
Total · Revenue		362,057	479,530	499,900
Transfers to Reserves				
	810 · Building Fund	70,000	70,000	75,000
	815 · Contingency Reserve Fund	70,000	70,000	75,000
Total · Transfers to Reserves		140,000	140,000	150,000
Expenditures				
·Building				
	820 · Insurance - Building & Officers	27,533	32,000	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
	Total - Building	127,609	139,000	151,500
· Leases & Member Services				
	908 · Lease - Fax Machine	232	300	300
	910 · Lease - Postage Machine	3,601	5,000	5,000
	912 · Lease - Folder/Inserter	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	1	2,000	2,000
	965 · Flowers & Fruit Baskets	2,122	4,000	4,000
NEW	968 · Hardship Grants	ı	,	10,000
	975 · Maintenance - Equipment	3,435	11,700	10,000
	980 · Members Activities	528	19,000	19,000
	985 · Members Services	1	1,000	1,000
	990 · Member Sick Continuance	1,554	30,000	20,000
	995 · HSPBA Education Funding	8,042	-	
	Total · Leases & Member Services	54,019	166,210	164,510
· General				
	855 · Audit Fees	•	5,750	000'9
	860 · Bank Charges & Fees	272	200	200
	870 · Donations to Christmas Houses	1	3,000	3,000
	875 · Filing Fee - Society	40	40	40
	880 · Loans Contingency	25,000	25,000	24,335
	Total · General	25,312	34,290	33,875

VMECW Society - Proposed Capital 2022

15,000	55,000	6,104	Totals
-	40,000	-	Building
10,000	10,000	6,104	Computer Equipment
2,000	2,000	0	Furniture and Equipment
Budget	Budget	Sept 30/21	
7707	7071	Jan Oi to	

10,000.000.000.000.000.000.000.000.000.0	Costs		42,553	000 100	
5600 Servetoruy/Tensorer Wages 555.346 5620 Servetoruy/Tensorer Wages 555.346 5620 Servetoruy/Tensorer Benefits 21,156 5620 - Servetoruy/Tensorer Benefits 21,256 5630 - Transportation 88199 5630 - Transportation 88199 5670 - Penaldent Wages 59878 5671 - Penaldent Bineelit 11,252 5672 - Servetory Tensorer 88199 5673 - Penaldent Wages 59878 5674 - Car Alburatree - Permonent Reps 22,258 5770 - Fenald Serf Tonsorer 884,870 5770 - Fenal Serf Tonsorer 884,870 5770 - Fenal Serf Tonsorer 884,870 5770 - Fenal Serf Tonsorer 87,870 5770	Costs			204,000	204,000
5550 - Secretory Tresurer Wages 55,346 5520 - Secretory Tresurer Benefits 1,2156 5520 - Tresuportation 2,1550 5520 - Tresuportation 2,1520 5520 - Tresuportation 2,	Costs				
5520 - Secretory Treesurer Benefits 17,166 5620 - Secretory Treesurer Benefits 21,000 5630 - President Waynes 59,878 5630 - President Benefits 13,731 5630 - President Benefit 13,731 5530 - Chesident Benefit 13,731 5530 - President Benefit 13,731 5730 - Field Self Cree - Gos, Monte & Inst 22,288 5730 - Field Self Cree - Gos, Monte & Inst 28,483 5730 - Field Self Cree - Gos, Monte & Inst 28,532 5730 - Field Self Cree - Gos, Monte & Inst 28,532 5730 - Field Self Field	Treasurer Costs	5610 · Secretaru-Treasurer Wages	55.346	85.300	87.000
SEGS - Transportation 21690 Segs - Transportation 69189 Segs - Transportation 69189 Segs - Transportation 69189 Sep 2 - Secretory Transportation 69189 Sep 3 - Transportation 69189 Sep 3 - Transportation 69189 Sep 3 - Transportation 844800 Sep 3 - Transportation	Treasurer Costs	5620 · Secretary-Treasurer Benefits	12,156	19,600	21,000
SESO - Temporation	Treasurer Costs	5622 · Secretaru-Treasurer Banked Time Paid Out	21.690		
5650 - President Wages 599.78	Treasurer Costs	5630 · Transportation	7	200	500
5500 - President Wages 59,878			89.199	105.400	108.500
5600 - President Wogses 59,878	1				
5660 - President Wingss 59.27B 5677 - President Benefits 13.731 5677 - President Benefits 13.731 5677 - President Benefits 13.731 5677 - President Benefits 14.252 5770 - Can Allowonce - Permonent Reps 22.258 5770 - Fed Staff Toxining 37.7320 5770 - Fed Staff Toxining 2.827 5776 - Accounting Staff Toxining 2.875 5776 - Accounting Staff Toxining 2.875 5805 - Rep Descriptions & Protein Intellal 3.854 5810 - Ferring Delvic (firct Den in Itellal) 3.854 5810 - Ferring Delvic (firct Den in Itellal) 3.854 5810 - Ferring Delvic (firct Den in Itellal) 3.720 5810 - Ferring Delvic (firct Den in Itellal) <td></td> <td></td> <td></td> <td></td> <td></td>					
5670. President Benefits 13731 5672. President Benefits 11,252 5672. President Benefal Time Pold Out 11,252 5704. Can Allowance - Permanent Reps 32,258 5770. Feld Staff Training 37,7820 5770. Feld Staff Training 2827 5770. Feld Staff Training 2828 5770. Acray 5806 5770. Feld Staff Training 2827 5770. Feld Staff Training 2827 5770. Acray 5827 5770. Feld Staff Training 2827 5770. Acray 5828 5770. Feld Staff Training 2827 5785. Accounting Staff Staff 5828 5786. Central Training 5828 5787. General Training 5828 5809. General Training 5829 5800. General Training 5829 5800. General Training		5660 · President Wages	59,878	85,300	87,000
567.2. President Bonied Time Paid Out 11,252 570.4. Car Allowance - Permanent Reps 32,258 570.4. Car Allowance - Permanent Reps 32,258 5710 - Field Staff Cons. Gers, Morti & Inss 377,820 5710 - Field Staff Cons. Gers, Morti & Inss 115,453 5710 - Field Staff Cons. Gers, Morti & Inss 377,820 5720 - Field Staff Cons. Gers, Morti & Inss 377,820 5720 - Field Staff Cons. Gers, Morti & Inss 377,820 5720 - Field Staff Cons. Gers, Morti & Inss 377,820 5775 - Certical Staff Cons. Gers, Morti & Inss 377,820 5776 - Accounting Sciences 5776 - Certical Staff Cons. Gers, Mortification of Permitted Cons. Gers, Permitted Cons. Gers, Mortification of Permitted Cons. Gers, Permitted Reps. Gers, Permitted Cons. Gers, Permitted Reps. Gers, Permitt		5670 · President Benefits	13,731	20,475	21,000
5675 - Transportation 9 5704 - Car Allowance - Permanent Reps 32,258 5700 - Car Allowance - Permanent Reps 32,258 5700 - Felad Starf Training 2,827 5720 - Felad Starf Training 2,827 5730 - Temp Field Starf Training 2,827 5730 - Temp BMW (incl ben in leav) 6,834 5730 - Temp BMW (incl ben in leav) 6,834 5800 - Group Insurance 6,433 5900 - Temp BMW (incl ben in leav) 6,838 5930 - Group Insurance 6,433 5930 - Group Insurance 6,433 5930 - Group Insurance 6,433 5930 - Group Insurance 6,433<		5672 · President Banked Time Paid Out	11,252		12,000
STAGE		5675 · Transportation	6	200	200
STAGE STAGE CORN Mounter & Permanent Reps 32,258	otal · President Costs		84,870	106,275	120,500
5704 - Cor Allowonce - Permonent Reps 32,258 5710 - Field Starf Cors - Gors, Moint & Ins 15,453 5710 - Field Starf Toming 2,827 5720 - Field Starf Toming 2,827 5720 - Temp Starf Toming 9,868 5720 - Temp Starf Toming 974 5725 - Temp Field Starf (Inct ben in Iteu) 974 5725 - Accounting Solpries 108,230 5785 - Clerical Solpries 108,230 5785 - Clerical Solpries 108,230 5785 - Clerical Solpries 2,875 5785 - Temp Clerical (inct ben in Iteu) 2,875 5785 - Temp Clerical (inct ben in Iteu) 338,303 6 Spots - Ridg Moint Worker Solary 30,656 5805 - Ridg Moint Worker Solary 30,656 5805 - Ridg Moint Worker Solary 35,943 5906 - Ridg Moint Worker Solary 35,943 5907 - Ridg Moint Worker Solary 35,943 5908 - Reference th Provision 2,730 5909 - Ridg Moint Worker Solary 35,944 5900 - Ridge Fementer Provision 2,730 5940 - Reference th Provision 2,730 5950 - WcB	2 to C # to C To C				
570 - Field Stuff Cons. Gos, Mont & Ins. 5710 - Field Stuff Cons. Gos, Mont & Ins. 5720 - Field Stuff Cons. Gos, Mont & Ins. 5720 - Field Stuff Training 2,872 5720 - Field Stuff Training 2,872 5720 - Field Stuff Training 2,874 5720 - Field Stuff Training 2,874 5720 - Field Stuff Training 4,932,000 5725 - Accounting Solatiles 108,230 2,875 5720 - Cited College 2,875		ETOA Car Allourance Downson Down	22 25	000	96,000
5710 - Field Staff Cloric Gos, Montré Ins. 5710 - Field Staff Staff Cloric Gos, Montré Ins. 5710 - Field Staff Staff Cloric Gos, Montré Ins. 5710 - Field Staff Training 9,868 5710 - Accto, Field Jinch Ben In Ileu) -		5/04 · Car Autowalice - Permanent Reps	32,238	45,000	46,000
\$ 57.5 - Field Stoff Statines 37.82.0 \$ 57.5 - Field Stoff Staff (incl ben in lieu) 9.86.8 \$ 57.5 - Field Stoff (incl ben in lieu) 9.86.8 \$ 57.5 - Field Stoff (incl ben in lieu) 97.4 \$ 57.5 - Field Stoff (incl ben in lieu) 97.4 \$ 57.5 - Clerical Stoff (incl ben in lieu) 97.4 \$ 57.5 - Clerical Stoff (incl ben in lieu) 2.875 \$ 57.5 - Clerical Stoff (incl ben in lieu) 2.875 \$ 57.5 - Clerical Stoff (incl ben in lieu) 2.875 \$ 57.5 - Clerical Stoff (incl ben in lieu) 2.875 \$ 57.5 - Clerical Stoff (incl ben in lieu) 2.875 \$ 57.5 - Clerical Stoff (incl ben in lieu) 2.875 \$ 5805 - Clerical Stoff (incl ben in lieu) 3.83,303 \$ 5806 - Clerical Stoff (incl ben in lieu) 3.83,303 \$ 5806 - Clerical Stoff (incl ben in lieu) 3.83,400 \$ 5900 - Clerical Stoff (incl ben in lieu) 3.83,400 \$ 5900 - Clerical Stoff (incl ben in lieu) 3.83,400 \$ 5900 - Clerical Stoff (incl ben in lieu) 3.83,400 \$ 5900 - Clerical Stoff (incl ben in lieu) 3.83,400 \$ 5900 - Clerical Stoff (incl ben in lieu) 3.83,400 <td></td> <td>5710 · Field Staff Cars - Gas, Maint & Ins</td> <td>15,453</td> <td>35,000</td> <td>32,500</td>		5710 · Field Staff Cars - Gas, Maint & Ins	15,453	35,000	32,500
57.20 - Fend Stoff Trioning 5.827		5/15 · Held Staff Salaries	3/7,820	494,300	514,200
5725 - Temp Field Surff (rind bein hileu) 9,888		5720 · Field Staff Training	2,827	15,000	15,000
sylon. Temp Field Souff - Transportation 974 sylon. Temp Field Souff - Transportation 439,200 sylon. Certifical Solaries 108,230 sylon. Certifical Solaries 108,230 sylon. Certifical Solaries 2,875 sylon. Certifical Training 2,875 sylon. Certifical Final Intell 2,875 sylon. Elemp Certifical funct ben in Itell 338,303 sylon. Elemp Mark (incl. ben in Itell) 6,184 sylon. Elemp BMW (incl. ben in Itell) 6,184 sylon. Elemp Solaries 35,943 sylon. Elemp Solaries 35,943 sylon. Elemp Mark (incl. ben in Itell) 6,184 sylon. Elemp Mark (incl. ben in Itell) 36,840 sylon. Elemp Solaries 35,943 sylon. Elemp Solaries 36,840 sylon. Elemp Mark (incl. ben in Itell) 6,184 sylon. Elemp Mark (incl. ben in Itell) 6,184 sylon. Elemp Solaries 36,847 sylon. Elemp Mark (incl. ben in Itell) 36,843 sylon. Elemp Mark (incl. ben in Itell) 36,843 sylon. Elemp Mark (incl. ben in Itell) 36,843 <tr< td=""><td></td><td>5725 · Temp Field Staff (incl ben in lieu)</td><td>898'6</td><td>100,000</td><td>100,000</td></tr<>		5725 · Temp Field Staff (incl ben in lieu)	898'6	100,000	100,000
1755 - Accounting Solaries 108,200		5730 · Temp Field Staff - Transportation	974	20,000	20,000
5755. Accounting Salaries 108,230 5776. Acctg - Temp (incl ben in lieu) 227,198 5775. Clerical Salaries 2,875 5785. Temp Clerical (incl ben in lieu) 2,875 5806. Clerical Training 338,303 5807. Group Insurance 6,184 5908. Croup Insurance 6,433 5909. Croup Insurance 6,433 5909. Manicipal Pension Plan 72,985 5945. VESP Sourings 14,702 5946. VESP Sourings 14,702 5950. WCB 2,222 6005. Audit Fees 2,222 6005. Audit Fees 172,102 6005. Cellular 36,34 6005. Cellular 10,427 6005. Stationer & Publications 172,102 6055. Cellular 6050. Stationer (Wildle Supplies 172,102 6050. Stationer (Wildle Supplies 172,102 6050. Stationer (Wildle Supplies 5,419 6050. T S	otal · Field Staff Costs		439,200	709,300	727,700
5785 - Accounting Salantes 108.230 5776 - Acctg - Temp (finct ben in lieu) 227,198 5775 - Clerical Salantes 2,875 578 - Temp Clerical (finct ben in lieu) 2,875 578 - Temp Clerical (finct ben in lieu) 2,875 578 - Temp Clerical (finct ben in lieu) 338,303 580 - Blag Moint Worker Salary 30,656 580 - Clerical Training 30,656 580 - Clerical Training 36,433 590 - Clerical Training 36,433 590 - Clerical Training 6,184 590 - Clerical Training 6,183 590 - Clerical Training 6,183 590 - Clerical Training 6,184 590 - Clerical Training 11,470 590 - WCB 2,222 600 - Malti Fees 172,10 600 - Subscriptions & Publications 10,427 6005 - Celludir 600	Clerical Staff Costs				
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5775 - Clericut Solatries 227198 5780 - Clericut Training 2,875 5780 - Clericut Training 2,875 6785 - Temp Clericut (Incl ben in Iteu) 338,303 6805 - Bidg Maint Worker Solary 30,656 5810 - Temp BMW (Incl ben in Iteu) 6,184 5810 - Temp BMW (Incl ben in Iteu) 6,184 5810 - Temp BMW (Incl ben in Iteu) 6,184 590 - Group Insurance 6,184 590 - Group Insurance 6,433 590 - Medicul/Extended Health/Dental 7,021 594 - WESP Sovings 14,702 594 - WESP Sovings 2,730 595 - World Fees 2,730 6005 - Audit Fees 2,730 6005 - Audit Fees 10,427 6005 - Concling Fermione 10,427 6005 - Concling Fermione 10,617 6005 - Concling Fermione 6,418 6005 - Scaloiner 10,617 6005 - Telephone, Internet 6,419		5760 · Acctq - Temp (incl ben in lieu)		000'9	000'9
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systs Formp Clerical (incl ben in lieu) - e Worker 338,303 5805 - Bidg Maint Worker Salary 30,656 5810 - Temp BMW (incl ben in lieu) 6,184 5905 - Croup Insurance 6,184 5900 - Group Insurance 6,433 5930 - Medical/Extended Health/Dental 6,433 5940 - Relinement Provision 14,702 5945 - VESP Sovings 14,702 5946 - WCB 2,021 5946 - WCB Sovings 14,702 5950 - WCB Sovings 14,702 600 - Bank Charges and Fees 2,730 600 - Subscriptions & Publications 100,427 600 - Subscriptions 100,427 600 - Tacility Fees 3,634 600 - Tacility Fees 3,634 605 - Stationery/Office Supplies 172,102 605 - Stationery/Office Supplies 5,419 605 - Ticlephone, Internet 5,419 605 - Stationery/Office Supplies 5,419 606 - Ti Service/Support 5,419		5780 · Clerical Training	2,875	000'6	000'6
## Since Worker \$805 - Bidg Moint Worker Salany 30,656		5785 · Temp Clerical (incl ben in lieu)		30,000	30,000
## Serial Provider Salary			338,303	464,000	487,950
5805 - Bidg Moint Worker Salary 30,656 5810 - Temp BMW (inct ben in lieu) 6,184 5905 - CPP 36,840 5905 - CPP 36,840 5907 - Coup insurance 6,433 5930 - Medical/Extended Health/Dental 6,433 5937 - Municipal Pension Plan 72,985 5940 - Retirement Provision 2,021 5940 - Retirement Provision 2,730 5940 - Retirement Provision 2,730 6005 - Audit Fees 2,730 6006 - Audit Fees 2,730 6007 - Facility Fees 3,734 6008 - Calular 10,427 6035 - Cellular 3,634 6035 - Cellular 172,102 6035 - Cellular 3,634 6036 - Stationent & Funiture Lease 172,10 6045 - Postage & Courier 10,617 6050 - Stationent-Wolffice Supplies 5,419 6050 - Ti Service/Support 9,418 6055 - Telephone, Internet 9,418 6056 - Ti Service/Support 9,418	Suilding Maintenance Worker				
5805- Bildg Moint Worker Salary 30,656 nnance Worker 5810 - Temp BMW (Incl ben in lieu) 6,184 5905 - CPP 35,943 5910 - El 13,294 5920 - Group Insurance 6,433 5930 - Medicol/Extended Health/Dental 6,3867 5935 - Municipal Pension Plan 72,985 5946 - VESP Savings 14,702 5946 - VESP Savings 2,730 6005 - Audit Fees 2,730 6007 - Bank Charges and Fees 2,222 6016 - Subscriptions & Publications 10,427 6020 - Cellular 3,634 6020 - Cellular 172,170 6035 - Equipment & Furniture Lease 172,170 6045 - Postage & Courier 10,427 6050 - Stationery/Office Supplies 5,419 6055 - Telephone, Internet 5,419 6060 - IT Service/Support 9,418 Costs 404,012					
5810 Femp BMW (Incl ben in lieu) 6,184		5805 · Bldg Maint Worker Salary	30,656	41,500	43,000
Septembroker Septembroker Septembroker Septembroker Septembroker Se		5810 · Temp BMW (incl ben in lieu)	6,184	6,000	6,500
5905 · CPP 35,943 5910 · El 13,234 5910 · El 13,234 5920 · Group Insurance 6,433 5930 · Medical/Extended Health/Dental 6,433 5930 · Medical/Extended Health/Dental 72,985 5940 · Retirement Provision 2,021 5940 · Retirement Provision 2,021 5950 · WCB 14,702 6005 · Audit Fees 2,730 6006 · Audit Fees 2,722 6010 · Bank Charges and Fees 2,222 6015 · Subscriptions & Publications 10,427 6015 · Celtular 3,634 6025 · Celtular 3,634 6035 · Equipment & Furniture Lease 172,170 6045 · Postage & Courier 10,617 6055 · Telephone, Internet 5,419 6055 · Telephone, Internet 9,418	otal · Building Maintenance Worker		36,840	47,500	49,500
5905 · CPP 35,943 5910 · El 13,234 5920 · Group Insurance 6,433 5930 · MedicoUExtended Health/Dental 63,867 5935 · Municipal Pension Plan 72,985 5940 · Retirement Provision 2,021 5940 · Retirement Provision 14,702 5950 · WCB 2,730 6005 · Audit Fees 2,730 6005 · Audit Fees 3,730 6010 · Bank Charges and Fees 2,722 6015 · Subscriptions & Publications 10,427 6020 · Facility Fees 3,634 6025 · Cellular 3,634 6035 · Equipment & Furniture Lease 172,170 6045 · Postage & Courier 10,617 6050 · Stationery/Office Supplies 5,419 6050 · Stationery/Office Supplies 5,418 6060 · IT Service/Support 9,418	staff Benefits				
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5920 · Group Insurance 6,433 5930 · Medica/Extended Health/Dental 63,867 5935 · Municipal Pension Plan 72,985 5940 · Retirement Provision 2,021 5940 · Retirement Provision 14,702 5950 · WCB 2,730 6005 · Audit Fees 2,730 6006 · Audit Fees 2,730 6010 · Bank Charges and Fees 2,122 6015 · Subscriptions & Publications 10,427 6020 · Facility Fees 172,102 6025 · Cellular 3,634 6035 · Equipment & Furniture Lease 172,170 6045 · Postage & Courier 10,617 6050 · Stationery/Office Supplies 5,419 6050 · Stationery/Office Supplies 5,419 6060 · IT Service/Support 9,418		5910 · EI	13,234	16,050	18,000
5930 · Medica/Extended Health/Dental 63,867 5935 · Municipal Pension Plan 72,985 5940 · Retirement Provision 2,021 5946 · VESP Savings 14,702 5950 · WCB 2,730 6005 · Audit Fees 2,130 6010 · Bank Charges and Fees 2,222 6016 · Subscriptions & Publications 10,427 6020 · Facility Fees 172,102 6025 · Cellular 3,634 6056 · Stationery/Office Supplies 172,170 6050 · Stationery/Office Supplies 5,419 6050 · Stationery/Office Supplies 5,418 6060 · IT Service/Support 9,418		5920 · Group Insurance	6,433	000'6	9,800
5935 · Municipal Pension Plan 72,985 5940 · Retirement Provision 2,021 5945 · VESP Savings 14,702 5950 · WCB 2,730 6005 · Audit Fees 211,915 6010 · Bank Charges and Fees 2,222 6016 · Subscriptions & Publications 10,427 6020 · Facility Fees 172,102 6025 · Cellular 3,634 6035 · Equipment & Furniture Lease 172,170 6056 · Stationery/Office Supplies 17,966 6050 · Stationery/Office Supplies 5,419 6050 · Ti Service/Support 9,418 Costs 404,012		5930 · Medical/Extended Health/Dental	63,867	86,400	93,600
5940 · Retirement Provision 2,021 5945 · VESP Savings 14,702 5950 · WCB 2,730 6005 · Audit Fees 211,915 6010 · Bank Charges and Fees 3,222 6016 · Subscriptions & Publications 10,427 6020 · Facility Fees 172,102 6025 · Cellular 3,634 6035 · Equipment & Furniture Lease 172,170 6045 · Postage & Courier 10,617 6050 · Stationery/Office Supplies 17,966 6050 · Stationery/Office Supplies 5,419 6060 · IT Service/Support 9,418		5935 · Municipal Pension Plan	72,985	96,350	103,000
5945 · VESP Savings 14,702 5950 · WCB 2,730 6005 · Audit Fees 2,730 6005 · Audit Fees 37 6010 · Bank Charges and Fees 2,222 6016 · Subscriptions & Publications 10,427 6020 · Facility Fees 172,102 6025 · Cellular 3,634 6035 · Equipment & Furniture Lease 172,102 6045 · Postage & Courier 10,617 6050 · Stationery/Office Supplies 17,966 6055 · Telephone, Internet 5,419 6060 · IT Service/Support 9,418 Costs 404,012		5940 · Retirement Provision	2,021	1	30,400
5950 · WCB 2,730 6005 · Audit Fees 211,915 6005 · Audit Fees 37 6010 · Bank Charges and Fees 2,222 6016 · Subscriptions & Publications 10,427 6020 · Facility Fees 172,102 6025 · Cellular 3,634 6035 · Equipment & Furniture Lease 172,170 6045 · Postage & Courier 10,617 6050 · Stationery/Office Supplies 17,966 6055 · Telephone, Internet 5,419 6060 · IT Service/Support 9,418 Costs 404,012		5945 · VESP Savings	14,702	19,250	20,700
6005 - Audit Fees 6006 - Audit Fees 6010 - Bank Charges and Fees 6010 - Facility Fees 6020 - Facility Fees 6025 - Celtular 6035 - Equipment & Furniture Lease 6035 - Equipment & Furniture Lease 6045 - Postage & Courier 6045 - Postage & Courier 6055 - Telephone, Internet 6055 - Telephone, Internet 6055 - Telephone, Internet 6056 - IT Service/Support 6057		5950 · WCB	2,730	4,000	4,000
6005 - Audit Fees 6010 - Bank Charges and Fees 6015 - Subscriptions & Publications 6015 - Subscriptions & Publications 6020 - Facility Fees 6025 - Cellular 6025 - Cellular 6026 - Stationery/Office Supplies 6050 - Stationery/Office Supplies 6050 - Stationery/Office Supplies 6050 - IT Service/Support 6060 - IT Service/Support 60051 - Benice/Support 60052 - Telephone, Internet 60060 - IT Service/Support 60053 - Benice/Support 60054 - Benice/Support 60060 - IT Service/Support 60060 - IT Service/Support			211,915	270,050	323,500
6005 - Audit Fees 6010 - Bank Charges and Fees 6010 - Bank Charges and Fees 6020 - Facility Fees 6020 - Cellular 6025 - Cellular 6035 - Equipment & Furniture Lease 6045 - Postage & Courier 6050 - Stationery/Office Supplies 6050 - Stationery/Office Supplies 6050 - IT Service/Support					
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Outo Baink Unages and Fees		occos - Audul rees	75	06,,61	000,71
10.427 1		6010 · Bank Charges and Fees	777,7	3,500	3,500
6025 - Cellular 3,634 6025 - Cellular 172,170 6045 - Postage & Courier 10,617 6050 - Stationery/Office Supplies 5,419 6060 - IT Service/Support 9,418		6015 · Subscriptions & Publications	10,42/	14,000	14,000
6055 - Telephone & Furniture Lease 172,170 6045 - Postage & Courier 10,617 6050 - Stationery/Office Supplies 17,966 6055 - Telephone, Internet 5,419 6060 - IT Service/Support 9,418	9	OZO : Facility rees	2 634	7000	239,400
6060 · IT Service/Support 404,012		6025 - Cettatal	0,021	229 560	0,000
6050 - T Service/Support 9,418		6045 Destate & Courier	10.617	25,300	25,000
6060 · IT Service/Support 9,418 in Costs 404,012		8045 - Fostage & Courses	17.066	29,000	29,000
6060 · IT Service/Support 9,418		6056 - Telephone Internet	17,966	29,000	29,000
in Costs 404,012		6060 - If Sanira/Sunnart	614.0	12,350	15,000
			404,012	582,030	599,900
4,882,144	Total · Expenditures		4,882,144	6,775,975	7,171,980

5

PUMPKIN CONTEST

THE MEMBERS' COLUMN COLUMN

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.













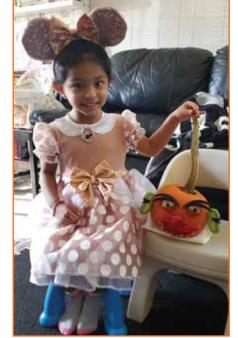










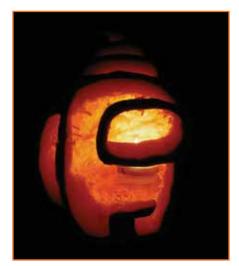
















PUMPKIN CONTEST



More of the creativity!









































UPDATES & CREDITS





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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Elaine Duan

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Lee Mossman, Tanya Paterson

And even more pumpkinamazingness from you!



















