

MAY
2022

THE MEMBERS' VOICE



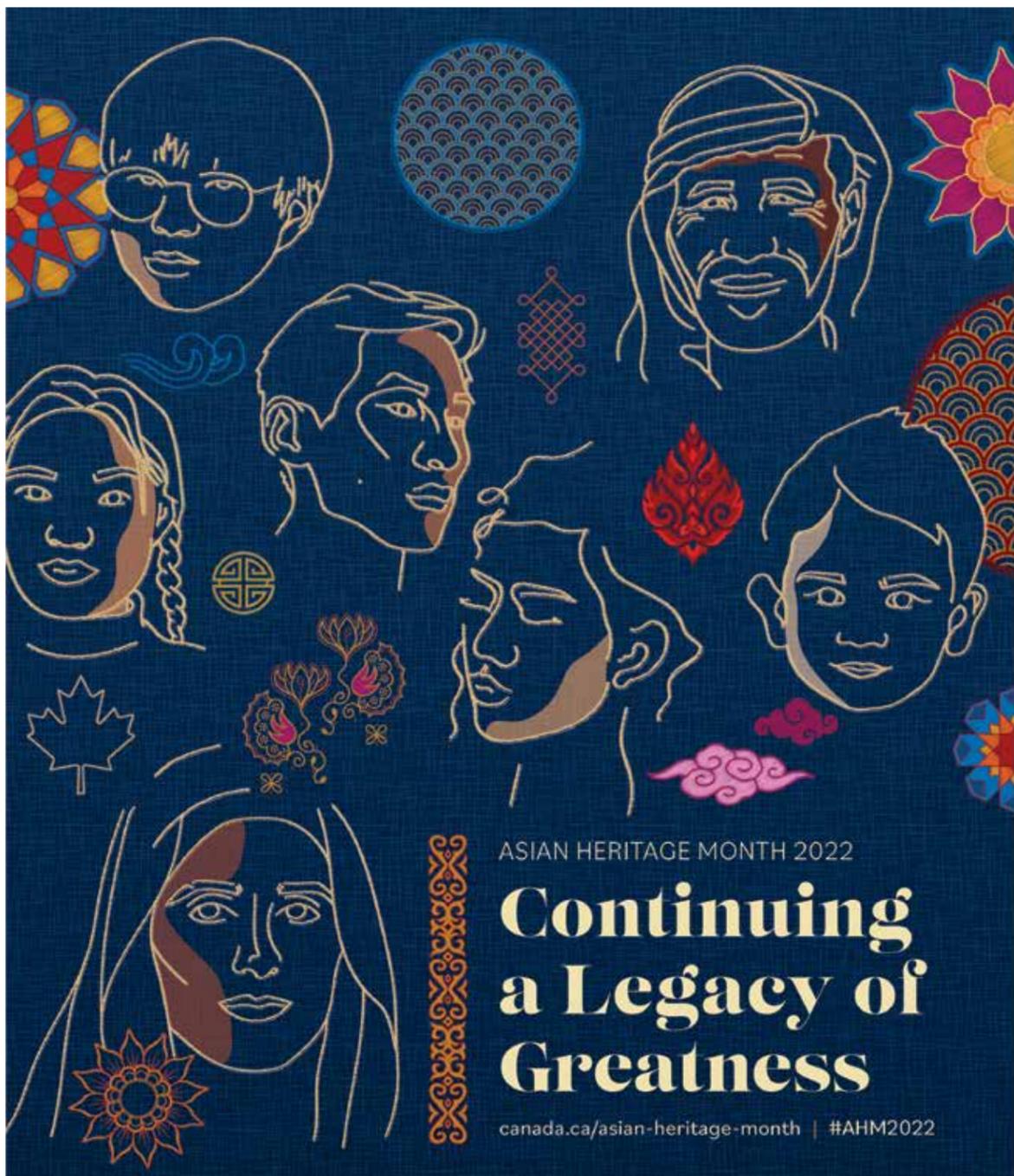
THE NEWSLETTER OF LOCAL 15, VANCOUVER MUNICIPAL EDUCATION AND COMMUNITY WORKERS

WE ACKNOWLEDGE...

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



May is Asian Heritage Month!



@ we need your email address

Use of Employer Email Addresses

For legal reasons, the union does not 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.

Notice about our Office Hours:

The union office is gradually re-opening. The Boardroom and staff are available by appointment, so please call us at 604-879-4671. Our office telephone hours are 8:30 a.m. to 5:30 p.m. Monday through Friday.

Correction:

On page 5 of the April Issue of the Members' Voice, Kamal Gautam was incorrectly credited with writing the content of the International Solidarity Report – Rethinking National Security. In fact, the bulk of the content of this article is actually an editorial by Fareed Zakaria, from CNN. CUPE Local 15 apologizes for the unintended misrepresentation.

2022 ANNUAL GENERAL MEMBERSHIP MEETING

The Annual General Membership Meeting and Annual General Society Meeting will be held on May 25, 2022 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. 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 gift card (retailers TBA at meeting). Child and dependant care reimbursement is available as per eligibility requirements in Local 15 Bylaw Section 31

MAY 25, 2022 via Zoom UNDER DISCUSSION:

- Executive Election Results and Swearing-In of New Executive
- 2021 Union and Society Audited Financial Statements
- Appointment of Auditor to Conduct the 2022 Union and Society Audits
- By-Elections – Trustee and College/University Sector Representatives
- Staff and Committee Reports

IMPORTANT NOTE

Virtual General Membership Meeting Invitations

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

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



Voting is an important part of being in a Union



by **Debbie Mohabir,**
Secretary-Treasurer

Hello Everyone,

By the time you receive this edition of the Members' Voice, voting for Members at Large (Sector Representatives)

in the City, VSB and College/University Sectors will have either started or will be starting shortly.

Much like municipal, provincial, and federal elections, members have the ability to cast their vote for who they would like to represent their sector on the Executive Board. These roles are vital and help bring in each sector's perspective when making decisions for the local as a whole, voting on various motions, consideration and voting on donations, and strategic planning. They also keep the Executive apprised on what has been happening in regards to grievances, other issues that the union may need to be aware of, events, and updates.

In my time with CUPE Local 15, I have run in many elections and am very grateful to have been elected into the various positions I have encumbered, with thanks to the members.

Members who are eligible to vote will receive a home mailing with a specific individual Personal Identification Number (PIN) from Simply Voting, which will enable the members to vote. Simply Voting has been conducting the Local's electronic elections since 2013. More information regarding the election is posted elsewhere in this issue.

I strongly encourage you to take the time to vote. This is the responsibility of all union members. It literally takes three clicks and five seconds. My challenge to you is to see if you can do it faster!

Education

CUPE Spring School in Kamloops takes place in Kamloops from May 30th to June 3rd. Applications went out in late April and three stewards will be attending.

Weeklong schools are a really great opportunity for learning as the courses are more in-depth and stewards leave with more tools to help support members. It also allows attendees to connect with other stewards from locals all over the province, and to share information on different ways that things are done.

Courses that are being offered are Intro to Stewarding, Steward Learning Series, Mental Health in the Workplace: A Union's Perspective, Mental Health First Aid, Health and Safety: An Introduction, Human Rights: An Introduction, and Local Executive Training.

Site Contacts

The majority of our sectors are preparing for bargaining and will need to communicate important information with members in those sectors. One way to ensure that information is shared is through our site contacts. We send out information to our sites for posting on the union board each month. This role is vital and doesn't require as much time as it would seem. Please consider being a site contact at your worksite. Kindly contact the CUPE Local 15 office at email@cupe15.org or call (604) 879-4671 to put your name forward as a site contact.

Member Engagement Working Group

This working group was formed at the March General Membership meeting to provide recommendations to the Executive on different ways to engage with our membership. The group met for the first time on April 21, 2022 for an hour to start the discussions. As the Executive Liaison, I felt it was important to share what has been done in the past and what the Local will continue to do now that things are opening up. Stories were shared by those who attended on the challenges of becoming a shop steward, the need for more stewards, different ways to engage with younger members, members feeling connected to the union, and educating members on the union and its value. We are in the process of deciding the next meeting date to continue the discussions. I would like to thank those that attended the first meeting and I am looking forward to many more.

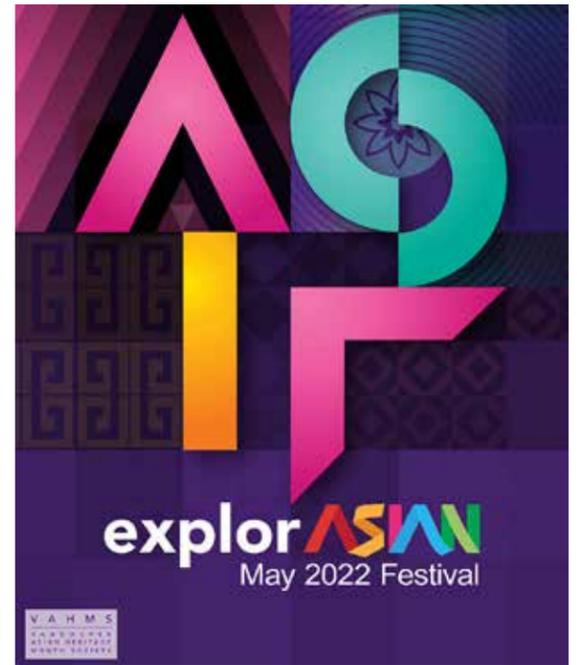
Asian Heritage Month is May 1st-31st

How many of you know that the month of May has been designated Asian Heritage Month in Canada?

Canada wouldn't be the country it is today without the contributions of many Canadians who are racialized. In February, I highlighted the contributions of many Black Canadians whose contributions and achievements in things like health care, music, sports, entertainment, politics, and education have paved the way for many to follow. Now it is time to recognize the achievements of Canadians of Asian heritage. Please follow CUPE Local 15's Facebook page as we will be highlighting different people who have made contributions.

"Asian Heritage Month is an opportunity for us to learn more about the many achievements and contributions of Canadians of Asian heritage who, throughout our history, have done so much to make Canada the country we know and love. The theme for Asian Heritage Month 2022 is "Continuing a legacy of greatness". This month is a reminder for all Canadians to come together to combat anti-Asian racism and discrimination in all its forms." -Canada.ca

We must also continue to fight anti-Asian racism in our unions, workplaces, and communities. It is unfortunate that Asian communities are still experiencing racism. We can be allies by challenging stereotypes, calling out microaggressions, helping to dismantle



Explore some local Asian Heritage Month events hosted by Vancouver and the ExplorAsian Festival.



systemic and structural racism, or sometimes it may be just listening and being supportive to those who are sharing their experiences.

"In Canada, anti-Asian racism refers to historical and ongoing discrimination, negative stereotyping, and injustice experienced by peoples of Asian heritage, based on others' assumptions about their ethnicity and nationality. Peoples of Asian heritage are subjected to specific overt and subtle racist tropes and stereotypes at individual and systemic levels, which lead to their ongoing social, economic, political and cultural marginalization, disadvantage and unequal treatment." -Canada.ca

Not sure of what heritages are considered Asian? Here is what I found:

- Canadians of East Asian Heritage, including but not limited to Canadians of Chinese, Korean, and Japanese Heritage
- Canadians of South Asian Heritage including but not limited to Canadians of Indian and Punjabi Heritage
- Canadians of Southeast Asian Heritage including but not limited to Canadians of Filipino Heritage
- Canadians of West Asian Heritage including but not limited to Canadians of Iranian, Lebanese, Israeli, and Syrian Heritage
- Canadians of Central Asian Heritage including but not limited to Canadians of Afghan Heritage

I encourage everyone to do some learning about people like Won Alexander Cumyow, Dr. Tak Wah Mak, Ian Hanomansing, the Honourable Avvy Yao-Yao Go, Payam Akhavan, and Masumi Mitsui and their important contributions.

He'll be back!



WARREN WILLIAMS
PRESIDENT

Unfortunately, due to a family emergency the President is unable to submit an article for this issue. The April President's Message is being reposted on our website and Facebook page as it continues to be timely and relevant.

2022/2023 Bursaries

Member Bursaries – Full & Part-Time

Ten full-time studies bursaries and ten part-time studies bursaries are available annually to CUPE Local 15 members. Full-time bursaries are to a maximum of \$1,200 of tuition only and part-time bursaries are to a maximum of \$600 of tuition only.

Dependant Bursaries – Full-Time Only

Ten dependant full-time studies bursaries are available annually to dependants of CUPE Local 15 members. Dependant bursaries are to a maximum of \$1,200 of tuition only.

Application Process

The application forms will be available on the CUPE 15 website by May 27, 2022. Please read the Bursary Policy on Page 2 of the form to determine whether or not you are eligible. Complete the application in full and forward it to the union office via email, fax, or mail. Application forms for both Member and Dependant bursaries must be received at the union office by June 30, 2022.



1. Trustee

This is a three-year term ending May 28, 2025. In order to be eligible to accept nomination, a member must have attended at least 50% of the General Membership meetings in the last 12 months. All members are eligible to vote.

2. Member at Large – College/University Sector Representative

This is for the balance of a three year term ending May 24, 2023. Only members from the College/University Sector are eligible to be nominated or to vote.

MEET OUR MEMBERS



James Takaki
Rink Attendant at
Britannia Community Centre

Q. What do you love about your job?

A. Speaking with people.

Q. Binge worthy TV show on Netflix or Prime?

A. Game of Thrones

Q. What is the first concert you ever went to?

A. Drake at Rogers Arena

Q. What talents do you possess that not a not of people may know?

A. I can swim end to end in zero breaths.

Q. What three famous people, living or dead, would you want at your fantasy dinner party?

A. Dave Chappelle, Alex Ovechkin, Guns and Roses

Q. Coke or Pepsi?

A. Neither. Not good for the health.

DECISIONS

BY THE EXECUTIVE

At the Executive and Society Board meetings on April 19, 2022, the following decisions were made:

- To uphold the decision of the Grievance Committee regarding a grievance in the College/University Sector.
- To refer the Park Ranger Overtime Grievances to the Grievance Committee.
- To approve an increase in hours of work for a position in the City Sector.
- To appoint Chris Brown as the Alternate K-12 Representative on the Union OH&S Committee.
- To appoint Adam Marcinkiewicz as the Local 15 OH&S Representative on the Vancouver Aquatic Centre OH&S Committee.
- To appoint Lisa Dunning and Omar Vasquez as Local 15 Co-Alternates on the Vancouver Aquatic Centre OH&S Committee.
- To approve up to \$1,000 for the Office Manager retirement gift.
- To amend Policy 3.1.1(1)d) by increasing the lunch allowance from \$20 to \$25 and the dinner allowance from \$30 to \$35.
- To approve a new policy increasing the per diem amount for virtual conventions from \$20 to \$25 per day.

BY THE MEMBERS

At the General Membership Meeting on April 27, 2022, the members in attendance made the following decisions:

- To receive the Financial Statement to February 28, 2022.
- To leave the HSSCBA Sector Representative position vacant for one month as it will be filled with an acclaimed candidate effective May 25, 2022.

NEXT MEMBERSHIP MEETING IS ON MAY 25, 2022 via Zoom

VSB JOB SHARE OPPORTUNITIES

- 1. SSA in the Strategies Program at Templeton High School** is looking to job share. A female is required. I would like to work Tuesdays and Thursdays and have my job share partner work Mondays, Wednesdays, and Fridays but I could be flexible. Please email Denice Marshall if you are interested at deeava@telus.net.
- 2. SSA at Elsie Roy Elementary** is looking for a job share partner to work two days a week for the 2022/23 school year. If you are interested please contact Joanne at joanne.c.kao@gmail.com.

NOTICES OF MOTION – UNION

- 2021 Audited Financial Statement**
The Executive recommends that the members receive the 2021 Union Audited Financial Statement.
- 2022 Union Audit**
The Executive recommends that Fairhall, Zhang and Associates be appointed to conduct the 2022 Union Audit.

NOTICES OF MOTION – SOCIETY

- 2021 Audited Financial Statement**
The Executive recommends that the members receive the 2021 Society Audited Financial Statement.
- 2022 Society Audit**
The Executive recommends that Fairhall, Zhang and Associates be appointed to conduct the 2022 Society Audit.

VMECW Society Financial Statements, December 31, 2021

To the Executive Board of Vancouver Municipal Education and Community Workers Society,

Opinion

We have audited the accompanying financial statements of Vancouver Municipal, Education and Community Workers' Society, which comprise the statement of financial position as at December 31, 2021, and the statement of operations and changes in net assets, and statement of cash flow for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements present fairly, in all material respects, the financial position of Vancouver Municipal, Education and Community Workers' Society as at December 31, 2021, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of Vancouver Municipal, Education and Community Workers' Society in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing Vancouver Municipal, Education and Community Workers' Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate Vancouver Municipal, Education and Community Workers' Society or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing Vancouver Municipal, Education and Community Workers' Society's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are

appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Vancouver Municipal, Education and Community Workers' Society's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on Vancouver Municipal, Education and Community Workers' Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause Vancouver Municipal, Education and Community Workers' Society to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Fairhall Zhang & Associates Ltd.
Chartered Professional Accountants
Burnaby, BC April 22, 2022

Statement of Financial Position

| | <u>Unrestricted</u> | <u>Restricted</u> | <u>2021</u> | <u>2020</u> |
|----------------------------------------|---------------------|---------------------|---------------------|---------------------|
| Assets | | | | |
| Current | | | | |
| Cash and cash equivalents | \$ 997,453 | \$ 1,328,299 | \$ 2,325,752 | \$ 2,057,365 |
| Prepaid expenses | <u>34,492</u> | <u>-</u> | <u>34,492</u> | <u>34,060</u> |
| | <u>1,031,945</u> | <u>1,328,299</u> | <u>2,360,244</u> | <u>2,091,425</u> |
| Long Term | | | | |
| Loans receivable - (Note 4) | 23,835 | - | 23,835 | 47,835 |
| Capital assets - (Note 5) | <u>-</u> | <u>371,601</u> | <u>371,601</u> | <u>360,145</u> |
| | <u>23,835</u> | <u>371,601</u> | <u>395,436</u> | <u>407,980</u> |
| | \$ 1,055,780 | \$ 1,699,900 | \$ 2,755,680 | \$ 2,499,405 |
| Liabilities & Building Fund | | | | |
| Current | | | | |
| Accounts payable & accrued liabilities | \$ 17,048 | \$ - | \$ 17,048 | \$ 25,378 |
| Deferred revenue - (Note: 7) | <u>62,424</u> | <u>-</u> | <u>62,424</u> | <u>2,342</u> |
| | <u>79,472</u> | <u>-</u> | <u>79,472</u> | <u>27,720</u> |
| Net Assets | | | | |
| Unrestricted fund (Page 5) | 976,308 | - | 976,308 | 931,276 |
| Building fund (Page 6) | - | 1,263,687 | 1,263,687 | 1,115,769 |
| Strike hardship fund (Page 7) | - | 54,665 | 54,665 | 54,616 |
| Memorial fund (Page 8) | - | 9,947 | 9,947 | 9,879 |
| Capital assets fund (Page 9) | <u>-</u> | <u>371,601</u> | <u>371,601</u> | <u>360,145</u> |
| | <u>976,308</u> | <u>1,699,900</u> | <u>2,676,208</u> | <u>2,471,685</u> |
| | \$ 1,055,780 | \$ 1,699,900 | \$ 2,755,680 | \$ 2,499,405 |

Statement of Operations

| | <u>2021</u> | <u>2020</u> |
|----------------------------------------------------|------------------|------------------|
| Revenues | | |
| Interest income | \$ 5,157 | \$ 6,855 |
| Equipment and furniture lease (Note 6) | 229,560 | 229,560 |
| Office rental (Note 6) | 229,470 | 233,250 |
| Transfer - health members (Note 7) | <u>20,230</u> | <u>6,794</u> |
| Total Revenues | 484,417 | 476,459 |
| Less: Transfer to building fund | <u>140,000</u> | <u>140,000</u> |
| Net Revenues | <u>344,417</u> | <u>336,459</u> |
| Expenses | | |
| Building | | |
| Insurance | 37,226 | 34,818 |
| Repairs and maintenance | 13,571 | 9,825 |
| Supplies | 2,282 | 5,126 |
| Property taxes & utilities | <u>94,097</u> | <u>68,450</u> |
| | <u>147,176</u> | <u>118,219</u> |
| Leases & Member Services | | |
| Bursaries | 21,900 | 23,935 |
| Amortization of equipment, furniture and fixtures | 20,839 | 19,761 |
| Leases | 26,241 | 26,085 |
| Good & welfare | 2,842 | 2,425 |
| Member activities | 2,393 | 1,671 |
| Repairs and maintenance - equipment | 9,823 | 10,624 |
| Professional development - health members (Note 7) | 20,230 | 6,794 |
| Sick benefits (Note 9) | <u>2,380</u> | <u>7,081</u> |
| | <u>106,648</u> | <u>98,376</u> |
| General | | |
| Donations | 3,000 | 2,475 |
| Annual fees | 359 | 327 |
| Audit | 5,747 | 5,750 |
| Loans contingency | <u>25,000</u> | <u>25,000</u> |
| | <u>34,106</u> | <u>33,552</u> |
| Total Expenses | <u>287,930</u> | <u>250,147</u> |
| Excess of revenues over expenses | \$ 56,487 | \$ 86,312 |

| | | <u>2021</u> | <u>2020</u> |
|-----------------------------------------------|--|-------------------|-------------------|
| Statement Of Unrestricted Fund | | | |
| Balance, beginning of year | | \$ 931,276 | \$ 837,990 |
| Add: | | | |
| Amortization | | 20,839 | 19,761 |
| Excess of revenues over expenses for the year | | <u>56,487</u> | <u>86,313</u> |
| | | 1,008,602 | 944,064 |
| Deduct: | | | |
| Purchase of capital assets | | <u>32,294</u> | <u>12,788</u> |
| Balance, end of year | | <u>\$ 976,308</u> | <u>\$ 931,276</u> |

| | | <u>2021</u> | <u>2020</u> |
|-----------------------------------|--|---------------------|---------------------|
| Statement Of Building Fund | | | |
| Balance, beginning of year | | \$ 1,115,768 | \$ 965,800 |
| Add: | | | |
| Interest income | | 7,919 | 9,969 |
| Transfer from unrestricted fund | | <u>140,000</u> | <u>140,000</u> |
| Balance, end of year | | <u>\$ 1,263,687</u> | <u>\$ 1,115,769</u> |

| | | <u>2021</u> | <u>2020</u> |
|------------------------------------------|--|------------------|------------------|
| Statement Of Strike Hardship Fund | | | |
| Balance, beginning of year | | \$ 54,616 | \$ 54,581 |
| Add: | | | |
| Interest Income | | <u>109</u> | <u>95</u> |
| | | 54,725 | 54,676 |
| Deduct: | | | |
| Service charges | | <u>60</u> | <u>60</u> |
| Balance, end of year | | <u>\$ 54,665</u> | <u>\$ 54,616</u> |

| | | <u>2021</u> | <u>2020</u> |
|-----------------------------------|--|-----------------|-----------------|
| Statement Of Memorial Fund | | | |
| Balance, beginning of year | | \$ 9,878 | \$ 9,779 |
| Add: | | | |
| Interest Income | | <u>69</u> | <u>100</u> |
| Balance, end of year | | <u>\$ 9,947</u> | <u>\$ 9,879</u> |

| | | <u>2021</u> | <u>2020</u> |
|-----------------------------------------|--|-------------------|-------------------|
| Statement Of Capital Assets Fund | | | |
| Balance, beginning of year | | \$ 360,146 | \$ 367,118 |
| Add: | | | |
| Purchase of capital assets | | <u>32,294</u> | <u>12,788</u> |
| | | 392,440 | 379,906 |
| Deduct: | | | |
| Amortization | | <u>20,839</u> | <u>19,761</u> |
| Balance, end of year | | <u>\$ 371,601</u> | <u>\$ 360,145</u> |

Statement of Cash Flows

| | <u>2021</u> | <u>2020</u> |
|--------------------------------------------------------|---------------------|---------------------|
| Cash Provided By (Used In): | | |
| Operating Activities | | |
| Excess of revenues over expenses for the year | | |
| Unrestricted fund | \$ 56,487 | \$ 86,312 |
| Strike hardship fund | 49 | 35 |
| Memorial fund | 69 | 100 |
| Building fund | <u>147,919</u> | <u>149,969</u> |
| | 204,524 | 236,416 |
| Items not requiring an outlay of cash: | | |
| Amortization | <u>20,839</u> | <u>19,761</u> |
| | <u>225,363</u> | <u>256,177</u> |
| Changes In Non-Cash Working Capital | | |
| Accounts receivable | - | 2,970 |
| Prepaid expenses | (433) | (4,269) |
| Accounts payable and accrued charges | 51,752 | 1,040 |
| Loans and notes receivable | <u>24,000</u> | <u>25,000</u> |
| | <u>75,319</u> | <u>24,741</u> |
| Cash Provided By (Used In) Operating Activities | <u>300,682</u> | <u>280,918</u> |
| Financing Activities | | |
| Investing Activities | | |
| Additions to property, plant and equipment | <u>(32,294)</u> | <u>(12,788)</u> |
| Cash Provided By Investing Activities | <u>(32,294)</u> | <u>(12,788)</u> |
| (Decrease) Increase In Cash Flow | 268,388 | 268,130 |
| Cash, Beginning of Year | <u>2,057,365</u> | <u>1,789,234</u> |
| Cash, End of Year | <u>\$ 2,325,753</u> | <u>\$ 2,057,364</u> |
| As represented by: | | |
| Unrestricted fund | \$ 997,453 | \$ 877,102 |
| Strike hardship fund | 54,665 | 54,616 |
| Memorial fund | 9,948 | 9,878 |
| Building fund | <u>1,263,687</u> | <u>1,115,768</u> |
| | <u>\$ 2,325,753</u> | <u>\$ 2,057,364</u> |

Notes to the Financial Statements

1 Purposes of the Society

The purposes of Vancouver Municipal, Education and Community Workers' Society (the "Society") are to hold the Capital Assets used by the Canadian Union of Public Employees Local 15 - VMECW (referred to as Local 15) and to provide benefits to Society members, as determined by Society policy or membership resolution. It was incorporated under the Society Act of British Columbia and is therefore exempted from income tax.

The Society and Local 15 are under common control of the same board members.

2 Significant Accounting Policies

(a) **Basis of Accounting and Presentation**

The Union prepares its financial statements in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

The financial statements have been prepared using the deferral method of accounting. Under this method, revenue and expenses are reflected in the accounts in the year in which they have been earned and incurred respectively, whether or not such transactions have been finally settled by the receipt or payment of money.

The Union has internally restricted funds and has adopted fund accounting as a basis of reporting the funds' activities. These financial statements present all the funds' activities on a combined basis. The "Funds" of the Union consist of the following:

Notes to the Financial Statements

- i Unrestricted Fund Its purpose is be used for the Society's administrative activities.
- ii Building Fund Its purpose is to cover the costs of future renovations and/or purchase of office building.
- iii Memorial Fund Its purpose is to provide memorial donations to members' families.
- iv Strike Hardship Fund Its purpose is to assist members in times of financial hardship during a strike.
- v Capital Assets Fund Amounts included in this fund represent the acquisition of capital assets at cost, net of accumulated amortization.

(b) **Revenue Recognition**

The Society follows the deferral method of accounting for revenue.

Interest income is recognized on accrual basis.

Rental income from operating leases and building leases is recognized on a straight-line basis over the term of the lease.

(c) **Capital Assets**

Purchased Capital Assets are recorded at cost. Amortization of Capital Assets is provided for on the straight line basis at the annual rates set out below. The final year amortization is not taken if the asset remains in use.

| | |
|-----------------------------------|-------------------|
| Building: | 4% Straight Line |
| Equipment, furniture, & fixtures: | 20% Straight Line |

(d) **Cash and cash equivalents**

Cash equivalents are comprised of highly liquid term deposits that are readily convertible to cash with maturities that are less than three months from the date of acquisition. As at December 31, 2021, there is no cash equivalents.

(e) **Use of estimates**

The preparation of financial statements in conformity with ASNPO, requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the financial position date and the reported amounts of revenues and expenses during the year. Assumptions are based on a number of factors including historical assumptions that are believed reasonable under the circumstances. Actual results could differ from those estimates under different conditions and assumptions. Estimates are used when accounting for the useful lives of tangible capital assets.

(f) **Financial instruments**

All financial instruments are initially measured on the statement of financial position at fair value. Subsequent measurement will depend on the relevant accounting policy.

The Society's financial instruments are cash and cash equivalents, accounts receivable, loans receivable, due to Local 15 and accounts payable.

These financial instruments are recorded at amortized cost.

3 Cash Restricted

Cash is restricted towards the future renovations and/or purchase of office building, for memorial donations to members' families, and to assist members in times of financial hardship during a strike. As at December 31, 2021, restricted cash is \$1,328,299 (2020 - \$1,180,263).

4 Loans Receivable from Members

| | <u>2021</u> | <u>2020</u> |
|-------------------------------------------|------------------|------------------|
| Total loans outstanding as at December 31 | \$ 25,000 | \$ 97,835 |
| Less: Allowance for doubtful accounts | <u>(1,165)</u> | <u>(50,000)</u> |
| Net Loans Receivable | <u>\$ 23,835</u> | <u>\$ 47,835</u> |

The Society is subject to higher than normal credit risk on loans to members as these loans are available only for hardship cases. The amount that represents the Society's maximum credit risk exposure on these loans as at December 31, 2021 has not been determined. During the year, management decided to increase the allowance for doubtful accounts by a further \$25,000 and subsequently wrote-off \$73,835 of loans against this Allowance.

Notes to the Financial Statements

5 Capital Assets

Capital Assets are recorded at cost and consist of:

| | <u>Original Cost</u> | <u>Accumulated Amortization</u> | <u>NBV 2021</u> | <u>NBV 2020</u> |
|-----------------------|----------------------|---------------------------------|-------------------|-------------------|
| Land | \$ 15,000 | \$ N/A | \$ 15,000 | \$ 15,000 |
| Building | 436,032 | 175,335 | 260,697 | 242,302 |
| Equipment & furniture | 573,403 | 477,500 | 95,904 | 102,843 |
| | <u>\$ 1,024,435</u> | <u>\$ 652,835</u> | <u>\$ 371,601</u> | <u>\$ 360,145</u> |

6 Related Party Transactions

The Society rents its office space and leases its office equipment to the Canadian Union of Public Employees - Local 15 and office space to the Canadian Union of Public Employees - Local 391. The rental transactions between the Society and these related parties for the years ended December 31, 2021 and 2020 are as follows:

| | <u>2021</u> | <u>2020</u> |
|--------------------------------|-------------------|-------------------|
| CUPE 15 Office Equipment Lease | \$ 229,560 | \$ 229,560 |
| CUPE 15 Office Space Rental | 229,470 | 229,470 |
| CUPE 391 Office Space Rental | - | 3,780 |
| | <u>\$ 459,030</u> | <u>\$ 462,810</u> |

These transactions occurred in the normal course of operations and are measured at an exchange amount, which is the amount of consideration established and agreed to by the related parties.

7 Transfer - Health Members

Funding received from CUPE Paramedical Bargaining, for the purpose of professional development by Health Science Professionals Bargaining Association members. Any undistributed funds have been recorded as deferred revenue.

8 Interfund Transfers and Internally Restricted Fund Balances

In 2021, the Society's Board internally restricted resources amounting to \$140,000 (2020 - \$140,000), the amount is to be used towards the building replacement.

In 2021, \$32,294 (2020 - \$12,788) was transferred from the Unrestricted Fund to the Capital Asset Fund in order to fund the cash outlays for capital asset acquisitions.

9 Sick Benefits

The Society's benefits continuance policy covers benefits premiums for members while on unpaid sick leave for a period of up to six months.

10 Commitments

The Society has entered into an operating lease expiring on March 31, 2022 with Konica Minolta for the use of copiers. The minimum lease payments due for the next year is as follows:

| | |
|------|----------|
| 2022 | \$ 3,920 |
|------|----------|

11 Financial Instruments

The Society is exposed to the following risks arising from financial instruments.

Credit risk

Credit risks arise from two sources: cash and cash equivalents, accounts receivable and loans receivable.

Cash and cash equivalents are deposited with reputable, major financial institutions to limit the credit risk exposure. The credit risk from counter parties not paying loans receivable is considered to be significant. The credit risk from accounts receivable is considered to be very low.

Interest rate risk

The Society is exposed to interest rate risk with respect to cash and cash equivalents. Changes in interest rates can affect the fair value of investments and the cash flows related to interest income and expense.

12 Comparative Figures

Certain prior year figures have been adjusted to conform with the current year presentation.

2022 Executive Elections, Electronic Voting Information

by Rosemary Matheson, Office Manager

If you work in the **City, College/University, or K-12 Sector** you should have received voting instructions and a Personal Identification Number (PIN) in the mail. This PIN will allow you to vote electronically in the 2022 Executive elections. If you have not received this information by the opening of the poll, please contact the union office and we will verify your membership and contact the election provider on your behalf. Simply Voting has been hired as the independent third-party election provider and all PIN issuance and voting is maintained and monitored by them.

The deadline for requesting a PIN is Tuesday, May 24, 2022 at 10:00 a.m. No exceptions.

Because of the verification process, members must request a PIN themselves. Under no circumstances may a member request a PIN on behalf of another member.

There will be an election for City Sector Representative, College/University Sector Representative, and K-12 Sector Representative. Only members in a specific sector are eligible to vote for positions in that sector. Please see the candidate profiles that are printed below. The President, 2nd Vice President, Parks, HSSCBA, and Cultural Sector Representative positions have been filled by acclamation.

Voting will open by electronic ballot at 8:00 a.m. Pacific Standard Time on May 17, 2022 and will remain open until 11:59 p.m. on May 24, 2022. Polls will be accessible 24 hours a day. Results will be announced at the Annual General Meeting on May 25th and will be posted at www.cupe15.org.

Candidates and Candidate Statements

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

City Sector Representative

Paul Chohan
Seagrin Worster

College/University Sector Representative

Rose Palozzi (Incumbent)
Eduardo Rodriguez

K-12 Sector Representative

Chris Brown
Carley Romas (Incumbent)

Paul Chohan for City Sector Representative

Endorsed by:

- Santino Scardillo - 1st Vice President
- Ravina Lal - 2nd Vice President
- Debbie Mohabir – Secretary-Treasurer
- Henry Lee - Parks Sector Representative & CUPE 15 OH&S Committee Chair
- Christopher Brown – K-12 Sector Representative Candidate



My name is Paul Chohan and I would like to ask for your vote in the upcoming election for the position of City Sector Representative at CUPE Local 15. First off, I would like to thank my nominator for nominating me for this leadership position within our union.

I have been a member of the Local since 2000, and over the years have become more active with our Local, as a shop steward and member of the following committees:

- City et al Bargaining Committee (2020)
- Contracting-in Committee
- Grievance Committee

My open and direct communication style, collaborative nature, and experience in working within team environments have afforded me skills critical to step into a leadership position as City Sector Representative. All sectors of our union are equally important; working together as a collective to ensure decisions are made in the best interest of all our members, as well as continually advocating for better working conditions, wages, and fair treatment by the employer are at the forefront.

If elected, I will strive:

- To be visible to all members, sectors and the employer
- To be committed, transparent, and progressive
- To address concerns brought forward in a respectful way
- To work collectively with the Executive, Trustees, and Staff
- To work collaboratively with CUPE 15 committees

Thank you for your support! I hope I can count on your vote.

Seagrin Worster for City Sector Representative

Hi, my name is Seagrin Worster. I am running for City Sector Representative. I have worked for the City of Vancouver for 31 years and have been an active City Steward for 11 years, enabling me to help and empower many members along the way. I am honest, outspoken, and practical. This and my combined experience makes me confident that I would do a good job.



I like to hear if there are problems at your worksite, so that I can present them to the

union to be addressed. Never should one think that their concern is not of interest to the union. If you are feeling troubled by what you are experiencing at work, it is of interest, to the union and to all of us. I will be your voice and give your feedback to the union's Executive Board on practical issues on how our union is run. I have no trouble speaking up on your behalf.

Everyone has the right to feel secure in their job and feel that they can reasonably express themselves. We need our members' feedback to help in resolving any problems and countering unpleasant trends, rather than the alternative of letting an issue escalate into a life of its own and/or becoming an unpopular policy.

Vote for me; I promise to do my very best. If you would like to contact me, please email me at seagrinsteward@shaw.ca.

Rose Palozzi for College/University Sector Representative

Hi folks. My name is Rose Palozzi, and I am running for the position of College and University Sector Representative.



My pronouns are she/her, and I respectfully acknowledge that I am a visitor on the unceded territories of the Coast Salish people, and I give thanks for being able to live and work on these lands.

You may be asking yourself, who is this? Let me tell you a bit about myself:

- I am the current College/University Sector Representative, since 2019.
- I have been a member with CUPE Local 15 since 2013.
- I am the Chief Shop Steward at Langara College.
- I sit on the CUPE BC Colleges Committee.
- I am the chairperson of our bargaining committee.
- I also have a daughter, a partner, and two cats.
- And, I care about people.

I get involved to learn more, so that I can do more to help people, and protect their rights.

The Executive Board is made up of the rank and file members of this union. The Board does the work of the local between membership meetings, and they are your representatives. They have a duty to abide by CUPE's Constitution, and the bylaws of this local. The union is run by its members. Each member has a right to be a part of those decisions, and help foster positive change - at this union and in society in general for all workers!

I am asking for your help:

1. I am asking for your support. If you vote for me, I will keep serving to protect and advance the rights of the members of this Union. I will listen and work to make positive changes. We have a lot of work to do, and I'm committed to doing it.

continued page 11

continued from page 10

2. I want you to vote. It is your fundamental right as a member of a democratic organization. Your vote is your voice. Let your voice be heard.

Thank you for being involved, and taking the time to read this. It has been my honour to represent the members of the College/ University sector on this board, and I hope you'll give me the chance to continue doing that work.

Chris Brown for K-12 Sector Representative

Hello there CUPE Local 15 membership. My name is Chris Brown, and I am one of the candidates for your K-12 Sector Representative on our Executive Board. I have been an employee of the Vancouver School Board for the past three years, and an active shop steward the past two.



I am proud to be a part of such an active union, and I am a staunch believer in collectivism and the labour movement in general. A community's strength is built on the contributions of its members, so I strive to contribute to our union as much as I can.

Over the past two years, I have made it my personal policy to say "yes" to as many opportunities as possible within my role as shop steward. I started out by assisting members on our Steward Line, then representing them in witness and discipline meetings, and then I served as primary on our VSB Facilities and Planning Committee.

As I got more comfortable in the role, I sat on the Grievance Committee with members from other sectors, became the minute taker for our sector's monthly Steward Meetings, and joined the VSB/CUPE Joint Job Evaluation Committee.

In December 2021, I was elected to the K-12 Bargaining Committee and became co-chair of the VSB/CUPE Joint Job Evaluation Committee.

In February 2022, I became Interim Chief Shop Steward for a little over a month. During which time I assisted in mediations, welcomed

new hires, coordinated shop stewards, and represented/advised more members than ever before. I also chaired Steward Meetings, attended any meeting the elected Chief would normally attend, and continued to serve on the Bargaining and JE Committees.

In March and April 2022, I was accepted as a member of the CUPE 15 OH&S Committee and was, of course, nominated for Sector Representative.

In the past two years, I have directly represented dozens of members in witness meetings, discipline meetings, performance reviews, bullying and harassment claims, and grievances. I have also advised members through the Steward Line, through questions from other stewards, by addressing groups of members at their worksites, and by keeping in touch with members I have previously represented.

If I am elected to the position of Sector Representative, I will be able to represent the K-12 Sector as a whole, while continuing to represent individual members. I will be able to work with the rest of the Executive Board to make decisions that affect the entire Local, which will allow me to serve our members more effectively.

I am looking forward to this opportunity. Thank you for your support.

I am honoured to have received endorsements from:

- Cynthia Schadt, K-12 Chief Shop Steward and K-12 Sector Representative
- Donna Peterson, CUPE 15 Trustee and K-12 Shop Steward
- Paul Chohan, City Bargaining Committee and City Sector Representative Nominee
- Henry Lee, Joint OH&S Committee Chair and Parks Sector Representative

Carley Romas for K-12 Sector Representative

Dear K-12 CUPE Local 15 members: My name is Carley Romas and I am seeking your support for re-election as your K-12 Sector Representative for the CUPE Local 15 Executive Board.



I have been employed with the Vancouver School Board since 2007 and my passion for our work is why I am running again to be one of your K-12 sector representatives on the CUPE Local 15 Executive Board.

I've gained firsthand knowledge about the specific issues that affect our K-12 CUPE Local 15 members and members from all sectors we represent at Local 15. My activism began when I received shop steward training and I have been a steward for 15 years. I believe I have the ideas, historical knowledge and passion to help improve the democratic process for all CUPE Local 15 members. I have been and promise to continue to be your voice for the K-12 sector on the Executive Board, if re-elected.

For the past fifteen years, I have been an activist with Local 15 and have volunteered on many committees:

- K-12 Sector Representative CUPE Local 15 Executive
- Staff Advisory Committee
- Vancouver School Board Bargaining Committee 2012, 2014, 2022
- Strike Committee 2014
- Grievance Committee
- Job Evaluation
- Social Committee

If elected to the Executive Board, I will continue to advocate for our members in all areas with specific focus on:

- Recruitment and Retention
- Respect for our work
- Safety
- Truth and Reconciliation
- Decolonization of our Education System
- Workload and Compensation
- Work-life balance
- Inclusion of diverse voices

These issues so are important, especially right now. I urge you to participate in this election. Please look for the home mailing from CUPE Local 15 with the voting details and your personal identification number for voting. If you are not sure if the Local has your personal email address, please email@cupe15.org or call 604-879-4671.

I can be reached at carleyromas@gmail.com. I hope I can count on your support.

OH&S CORNER

Vision Health

by Cynthia Schadt, Union OH&S Committee

MAY IS VISION HEALTH MONTH, SO... PLEASE GET YOUR EYES CHECKED!

Eye exams are an important part of keeping our bodies healthy. Optometrists can examine your eyes and detect potentially life-threatening conditions, such as brain tumours, high blood pressure, and diabetes.

Other symptoms that can be detected by a simple eye exam are aneurysms, autoimmune disorder, thyroid disease, sickle cell disease, liver disease, multiple sclerosis, Parkinson's Disease, and other neurological brain disorders.

High blood pressure: By looking at the blood vessels in the retina at the back of the eye, the optometrist can identify risks for stroke or heart attack before it occurs. One in five Canadian adults have high blood pressure.

Diabetes: Diabetes can damage the small blood vessels in your retina, the light sensitive tissue at the back of your eye. This may indicate diabetes. Twenty per cent of diabetes cases remain undiagnosed.

Cancer: Optometrists can identify unusual structures within the eye and unusual growths, which could be identified as cancer. Twenty-seven Canadians are diagnosed with a brain tumour every day.



How often should you have your eyes examined?

The Canadian Association of Optometrists state:

- Children - Should have their first exam between six and nine months old, then again between the ages of two and five years, and then annually.
- Adults - Every two years
- Over 65 - Annually

Remember to wear a hat or sunglasses during bright weather.. Remember, your eyes are the windows to your soul.

All supporting information was researched from the Canadian Association of Optometrist



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

CUPE Local 15

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

CUPE Local 15 Executive Board Table Officers:

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

Sector Representatives:

City: Kamal Gautam, Michele Alexander
College/University: Vacant
Rose Palozzi
Cultural: Nicola Clur
Health/HSSCBA: Vacant
Health/HSPBA: Mia Nickel
Parks: Starla Bayley, Henry Lee
K-12: Carley Romas, Cynthia Schadt

Trustees:

Donna Petersen, Lilianna Gut, Aaron Cook

Staff Representatives:

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

Office & Administrative Staff:

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

Building Service Worker:

Elaine Duan

CUPE National

Representatives:

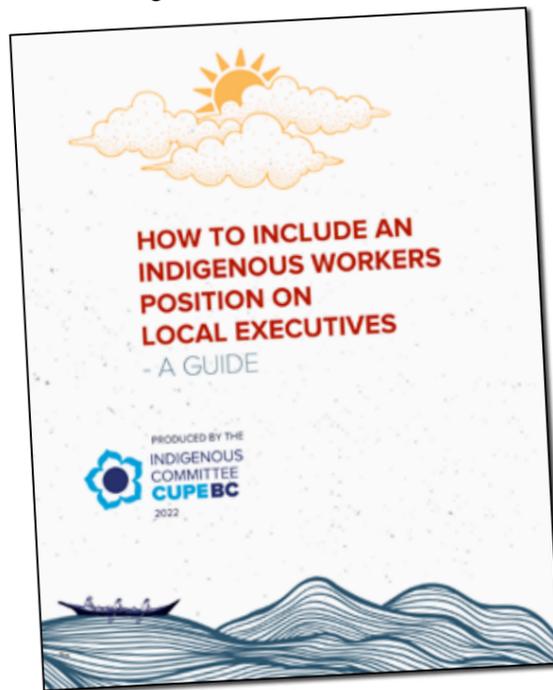
Lee Mossman, Bryan Bickley (on leave), Logan Lamerton (temporary)

Reflections of the CUPE BC Convention

by Starla Bayley, Convention Delegate and Outgoing Executive Member – Parks Sector

I sit here reflecting on the CUPE BC Convention from the unceded territory of the Snuneymuxw First Nation on a tiny island where the indigenous left their stories in the rocks hundreds and hundreds of years ago.

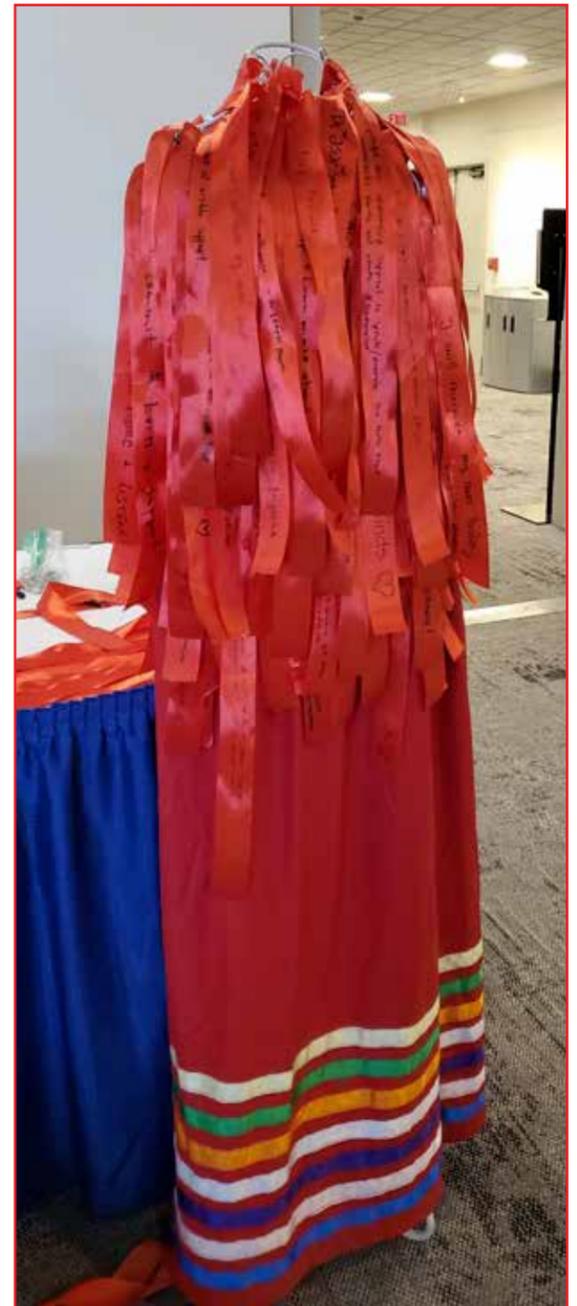
Over the course of convention people would acknowledge where they came from by stating they were on the stolen lands, others would say uninvited settler, and others would have their own variations of land acknowledgements.



This convention was deeply rooted in working toward the calls to actions outlined in the Truth and Reconciliation report. Each delegate was provided with their own booklet to educate us on what we can do. Our Indigenous and Métis delegates took the time to teach us why these actions are so important and why we all need to work together to bring meaning to the 94 calls to action.

One specific item that resonated with me was our land acknowledgements that we do before our meetings (both with the union and with the employer), where we acknowledge the lands of the Skwxwú7mesh (Squamish), səliłwətał (Tsleil-Waututh) and x̣ṃəθkəỵəm (Musqueam) Nations where we live, work and play. I learned that some First Nations think the idea of settlers “playing” on their stolen land is quite insulting – just something to think about. Maybe that will resonate with you too.

Another big shift that I am happy to announce is moving away from the terms “Sister and Brother”. We are heading toward more gender-neutral terms such as friends, kin, comrade, or cousin to name a few. By changing our words, we are creating a more inviting and inclusive space for all our



members. It may take some time for these changes to happen as for some, the lingo is ingrained over time and slip-ups will happen.

We are also being encouraged to create two new seats on our Executive; one for an Indigenous person and one for a young worker (those under the age of 30). I am soon to be off the Executive, this is my last month, so I do hope that our incoming leaders take this suggestion and apply it to our local. These two roles could benefit our local more than I think we realize. One with our application of Truth and Reconciliation and the other in engaging our young workers and bringing them actively into the labour movement.

I have included a picture of a ribbon dress with a bunch of ribbons tied to the top. Each ribbon is someone's commitment to action for Truth and Reconciliation and for the missing and murdered indigenous women and girls.

Lastly, I would like to just take a quick moment to say thank you. Thank you to the local (all our members) for sending me to convention. Thank you to my sector – Park Board, for supporting me on the Executive for the last twelve years. I encourage you to get involved and learn what the union has to offer both intrinsically and extrinsically.

See the next issue of the Members' Voice for more on the 2022 CUPE BC Convention.