

# GENERAL MEETING AGENDA

DATE: May 10<sup>th</sup>, 2025

CHAIR: Mike Myers

1.	ROLL CALL OF OFFICERS	<input type="checkbox"/>
2.	READING OF INITIATES	<input type="checkbox"/>
3.	SWEARING IN OF INITIATES	<input type="checkbox"/>
4.	READING OF HONOURING OUR ANCESTORS and EQUALITY STATEMENT	<input type="checkbox"/>
5.	MINUTES (March and April 2025)	<input type="checkbox"/>
6.	CORRESPONDENCE (April 2025)	<input type="checkbox"/>
7.	TREASURER'S REPORT (February and March 2025)	<input type="checkbox"/>
8.	EXECUTIVE REPORT	<input type="checkbox"/>
9.	UNIT REPORTS	
	Library	<input type="checkbox"/>
	Transdev	<input type="checkbox"/>
	Montessori	<input type="checkbox"/>
10.	COMMITTEE REPORTS	
	Bylaws	<input type="checkbox"/>
	Newsletter	<input type="checkbox"/>
	Political Action	<input type="checkbox"/>
	Social & Picnic	<input type="checkbox"/>
	Other	<input type="checkbox"/>
	School Board	<input type="checkbox"/>
	Grievance / JJE / Health & Safety / Negotiating /	
11.	UNFINISHED BUSINESS	<input type="checkbox"/>
12.	NEW BUSINESS – 1 Bylaw motion to be voted on	<input type="checkbox"/>
13.	GOOD OF THE UNION	<input type="checkbox"/>





## CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 561

#203 – 1465 Salisbury Avenue  
Port Coquitlam, BC V3B 6J3  
Phone/Fax: 604.936.4545  
Email: [cupe561@cupe561.ca](mailto:cupe561@cupe561.ca)  
Webpage: [cupe561.ca](http://cupe561.ca)

Coquitlam School Board Employees  
Coquitlam Municipal Library Employees  
TransDev Fraser Valley Employees  
Children's House Montessori Pre-School Employees

As a visitor on this land, we would like to acknowledge that we reside on the Traditional, ancestral, and unceded territory of the Kwikwetlem, Sto lo, Katzie and other Coast Salish Peoples.

All My Relations.

# EQUALITY STATEMENT

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.

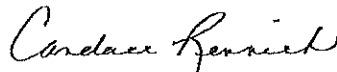
Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.

---

  
MARK HANCOCK  
National President

  
CANDACE RENNICK  
National Secretary-Treasurer

# CUPE LOCAL 561 -- GENERAL MEETING MINUTES

March 8<sup>th</sup>, 2025

Meeting Called to Order: 9:07 am

Meeting Adjourned: 10:10 am

## ROLL CALL OF OFFICERS:

Randy Kootte	Mike Myers	Jill Allen
Darin Nielsen	Karin Leathwood	Shamus Halvorsen
Jeb Perry	Donna MacMurchy	Shayna McCormack
Kyle Jones	Delilah Burry	
Absent: Carol Archibald	Jennifer Corbett	Rebecca Campesato
Guests Stephen Mulgrew	Liam O'Neil	

## READING OF INITIATES:

### School District 43

Kelly Askari (LISW)	James Cho (YW)	Eun Yong Chung (CT)	Aldrin Condez (IT)
Ricarda Contreas (NHA)	Kathleen Corbeil (CL)	Maia De Sousa (YW)	Jesse Dyer (EA)
Monireh Fathollahi (NHA)	Mathew Fielding (EA)	Behina Ghadjahani (EA)	Elsa Hertanto (EA)
Young Jun (NHA)	Noreen Kassam (EA)	Christina Kenworthy (YW)	Ngok Him Lau (CT)
Shalisha Marks (YW)	Niloofar Mostafa (LSIW)	Mandana Namdari (EA)	Gianina Osorio (CL)
Min Jung Park (EA)	Kayla Peters (YW)	Dawn Robertson (LISW)	Hala Sabir (NHA)
Congyi Shi (EA)	Nadia Soleimani (NHA)	Margherita Triantaphylou (SMD)	Jordan Susara (EA)
Jillian Wilkinson (CL)	Candance Worden (NHA)	Hee Jung Yang (EA)	Minhua Zhao (EA)

### Transdev

Harmohinder Bains (OP)	Kylie Bandura (DP)	Alexander Blesch (HDD)	
Sandra Courtemanche (HDD)	Mark De Tina (TS)	Sean Dredge (MECH)	Drew Gaudry (PC)
Gauravjit Gill (OP)	Jamie Hamm (AP/AR)	Jennifer Penner (HDLS)	Praveen Prasad (MS)
Donna Ryan (HDD)	Agnes Slabicki (PS)	Bernard Trudel (TS)	Randy Turchyn (OP)

**Move** that the minutes of February 8<sup>th</sup>, 2025 General Membership be acted upon as distributed

**M/S/C**

## CORRESPONDENCE: February 2025

**Q:** Trandsev would like Union to be asking Employer if they can have an ID card to identify themselves in the community.

## Treasurer Report – January 2025

### CUPE Local 561 Membership

Total: 1932

Full Time: 833 Part Time: 1099

### Balance Sheet January 2025:

Bank balance for General Funds:	\$ 305,888
SD 43 EI Rebate:	\$ 121,041
Coq Pub Library EI Rebate:	\$ 7,760
<b>Total Cash</b>	<b>\$ 434,689</b>

Term Deposit RBC	\$ 501,318
Term Deposit CSC	418,049
Investments	\$2,256,496
<b>Total investments:</b>	<b>\$3,175,863</b>

**Total Current Assets: \$4,375,630**

### Income Statement January 1 – January 31, 2025:

#### Revenue:

Dues:	\$179,870
EI Rebate -SD43:	\$ 6,438
EI Rebate – Coq Pub Lib	\$ 1,887
GIC Investment Interest	\$ 18,049
<b>Total Revenue:</b>	<b>\$206,334</b>

#### Expenses:

##### **Members Benefits:**

FSEAP Coquitlam Public Library - \$339

## **Treasurer's Report Cont.**

**Per Capita Payments:**      **\$73,528 – payment to be reported in February's report**

### **Meetings & Events & Retirement:**

- Executive:                      \$5,483
- Shop Steward:                \$1,617
- Retirement Cheque Gift: \$2,360 (5 members)

### **Union Education:**

- Courses:                      \$1,315 (BC Fed OH&S)
- CLC Winter School        \$4,631 (2 delegates)

### **Conventions & Conferences:**

- BC Federation of Labour   \$6,250  
(Book off time – SD43)

## **Treasurer's Report Cont.**

### **Grievances:**

- Transdev                      \$2,440

### **Bargaining & Strikes;**

- Coq Pub Library              \$ 513

**TOTAL EXPENSES: \$53,233**

**Net income: \$153,100**

**Move** that the Treasurer's report for January 2025 be acted upon as required.

**M/S/C**

**Q:** Where is the money from the SD43 sick leave fund from a few years ago? It was for SD43 unit members only, not Transdev or Library.

**Q:** Is anything going to be done about the Mission Exchange – Health and Safety – re: washrooms.

**A:** President will look into it, we need to hear these complaints or we don't know if it is an issue so thank you.

### **Executive Report:**

- Donation - \$561.00 to CUPE Alberta K-12 strike fund

## **UNIT REPORTS:**

### Library:

- Yet to see a posting for hybrid page security position but both Employer and Union have signed off on classification.
- Plan to address the handling of critical incident reporting with the Employer at the next labour management meeting.
- Issues with the library link driver were addressed but the Employer remains adamant that one driver can drive out of the municipality.

### Transdev:

- 25 new members
- Grievance/arbitrations

Montessori: None

## **COMMITTEE REPORTS**

### By-Laws

- Executive Meeting – April 4<sup>th</sup> to finish up on current By-law package.

### Shop Talk

- Next week we will be working on it, distributed on March 19, 2025.

### Political Action

- Rosey Manhas was successful.
- We did not endorse any candidate.

### Social and Picnic

- June BBQ will be in the planning next few weeks.

### School Board

#### **Grievances:**

- Discipline too severe.
- DTA: Removing from regular position.
- LTD: Removed from position to unassigned – after 3 years Employer said that is what they do. We disagree so moving to arbitration.

## JJEC

- IBS EA – reviewed, no changes.
- JJEC training confirmed – May 29 and 30.
- District Sec IV – inconsistencies in questionnaire responses.
- Millwright – questionnaire sent.
- Accounting Clerk (community meals) – reclassified under school accounting clerks.
- Accounting Clerk (Finance) – rating updated.
- Indigenous & Youth Worker – Immigrant: Rating reviewed and confirmed. No changes to job spec.
- Secretary IV – discussion around inclusion of first aid duties in job spec. Full review scheduled for April.
- PJET – Review scheduled for April.
- Questionnaire to be sent to – District Sec V, SIS (Middle/Continuing Ed) and International Youth Worker – due by March 31<sup>st</sup>.

## Health and Safety

- No recent meetings. Update next meeting.

## Negotiating

- Proposals have been sent in.
- Committee is meeting next week.
- We need to wait until K-12 negotiations.

## CUPE Metro

### Canadian Mental Health Association Speaker

- A speaker from the Canadian Mental Health Association discussed the Bottom Line Conference, which will be held in late October. The conference will focus on mental health in the workplace.

### Support for Filipino Community – LapuLapu Day

- CUPE Metro delegates passed a motion to donate \$2,500 to support the Filipino community in Canada for the celebration of LapuLapu Day on April 26, 2025.

### Support for Pride Events

- A motion was passed to allocate \$16,000 to support Pride-related events throughout the year.

### Endorsements for CUPE BC Executive Positions

- The following candidates were endorsed for CUPE BC executive positions
  - President: Karen Ranalletta
  - Secretary-Treasurer: Toni Rebelo (over Brian Mormon by two votes)
  - General Vice Presidents (Four positions): Sheryl Burns, Dal Benning and Amber Leonard
  - Regional Vice Presidents (Three positions): Tammy Murphy, Lee-Ann Lalli, and Donald Grant
  - Alternate Regional Vice President: Chloe Martin-Cabanne

Boycott Kal Tire locations as they have union busting.

## **UNFINISHED BUSINESS - None**

## **NEW BUSINESS**

President congratulated the new Executive Board and special acknowledgement to Returning Officer.

### Returning Officer Report:

I'm pleased to report that we had a strong turnout for the executive elections. Across all bargaining units, **918 out of 1,689** members who emails we have, participated. Here's a breakdown on the voting numbers:

- **All bargaining units:** 918/1689
- **SD43 Member at Large:** 603/1365
- **Transdev Member at Large:** 190/244

### Voter turnout by day:

- **Saturday:** 381
- **Sunday:** 83
- **Monday:** 195
- **Tuesday:** 89
- **Wednesday:** 170

The five-day voting period allowed us to maximize member participation while also addressing any technical challenges. Throughout the process, we assisted members with email updates, ballot link searches, and general troubleshooting – ensuring that even those less familiar with the system could cast their votes.

Office clerical staff and I dedicated countless hours correcting email addresses, many of which were handwritten on membership forms and prone to errors. Now that we have the groundwork, future elections and email communications should run much more smoothly.

## **Returning Officer Report Cont.**

Additionally, through this election process, I have identified some areas where I believe bylaw updates are needed – particularly around campaign materials, campaigning guidelines, and closing some grey areas to ensure clarity and fairness moving forward. I will be reviewing these and bringing recommendations for updates.

Thank you to everyone who participated in this election process.

### **Motion:**

Add:

Section 10 – Timing of Elections – Point 4 – Transdev

- One steward will be elected from the office and transit supervisor staff.

### **ELECTION: CUPE BC Convention**

Correction:

- Transdev and Library convention elections will be done on their time.

6 to be elected from SD43

Election report:

- Jill Allen
- Karin Leathwood
- Trista Barber
- Shamus Halvorsen
- Kyle Jones
- Deborah Monkman

**Meeting Adjourned: 10:10 am**

Duly adopted this 10<sup>th</sup> day of May 2025

---

Mike Myers, Vice President for  
Randy Kootte, President

---

Jill Allen, Recording Secretary

//Minutes/General/2025/March 8 General Meeting Minutes 2025.docx

*moveup*



CUPE LOCAL 561 -- GENERAL MEETING MINUTES  
April 12<sup>th</sup>, 2025

---

**ROLL CALL OF OFFICERS: No Quorum**

---

**No quorum called – 9:21 am**

Duly adopted this 10<sup>th</sup> day of May 2025.

---

Mike Myers, Vice President for  
Randy Kootte, President

---

Jill Allen, Recording Secretary

//Minutes/General/2025/April 12 Annual General Meeting Minutes 2025.docx

moreup



## **C.U.P.E. LOCAL 561 CORRESPONDENCE LISTING FOR April Meeting**

---

### **Category 1: Items copies of which have been left with the Sergeant-At-Arms: None**

---

### **Category 2: Minutes of Meetings, Newsletters, Reports, which have been received and filed:**

BC Federation	General Mail – April 2025
CTA:	Newsletters – April 9 <sup>th</sup> , 2025
	Newsletters – April 23 <sup>rd</sup> , 2025
CUPE Metro	International Women's Day – March 7 <sup>th</sup> , 2025
	Metro Meeting – March 13 <sup>th</sup> , 2025
DPAC	General Meeting Package – April 17 <sup>th</sup> , 2025
	Newsletter and April General Meeting Reminder
FVDC	Executive and General Meeting – April 17 <sup>th</sup> , 2025
	Local Union Photos Project
	Minutes and JOH & S Information
NWDLC	LifeLabs Rally – April 6, 2025
	News, Action and Events: April 9 <sup>th</sup> & 15 <sup>th</sup> , 2025
	Regular Monthly Meeting – April 23 <sup>rd</sup> , 2025
	Canvass Dates April 24 <sup>th</sup> , 2025

---

### **Category 3: Items to be read for information as requested and to be acted upon or filed as required:**

#### **School District:**

1. Triple pay for holidays
2. Revert – first permanent back to casual
3. Letter of Expectation – Union representation
4. Election procedures
5. Graduation day
6. Member at large contact information

#### **Transdev:**

7. Photo Project
8. Union training
9. LOU update

#### **Library:**

10. Shift change notice

### **Montessori: None**

/Correspondence List/2025/May Meeting CorrespondenceList.docx



## Income Statement Feb 01, 25 to Feb 28, 25

### REVENUE

#### Dues Revenue

SD 43 - Dues	112,476.59
Coq Public Library - Dues	7,322.81
Transdev - Dues	20,551.53
<b>Total Dues &amp; Fees</b>	<b>140,350.93</b>

#### EI Rebate

SD 43 - EI Rebate	2,408.94
<b>TOTAL EI REBATE</b>	<b>2,408.94</b>

### BANK INTEREST

Bank Account Interest	96.44
<b>TOTAL BANK INTEREST</b>	<b>96.44</b>

<b>TOTAL REVENUE</b>	<b>142,856.31</b>
----------------------	-------------------

### EXPENSE

#### PAYROLL

Wages - Secretary	5,690.87
EI Rebate - Employee	103.61
EI	106.40
CPP	313.02
MPP - Employer	514.84
WorksafeBC	12.72
<b>TOTAL Employer Portion</b>	<b>1,050.59</b>
Medical/Dental Benefits	505.52
Life & Casualty Benefits	250.88
<b>TOTAL Employee Benefits</b>	<b>756.40</b>
<b>TOTAL PAYROLL</b>	<b>7,497.86</b>

#### MEMBERS BENEFITS

SD 43 Members Benefits	7,239.31
SD 43 Paid Education Leave	6,745.00
FSEAP - Coq Pub Lib	360.00
<b>TOTAL MEMBERSHIP BENEFITS</b>	<b>14,344.31</b>

#### PER CAPITA

CUPE National	114,108.26
CUPE BC	18,834.31
K-12 President's Council	2,124.52
CUPE METRO	778.32
CUPE Fraser Valley	124.80
BC Federation of Labour	3,509.22
NW District Labour Council	1,419.42
<b>TOTAL PER CAPITA</b>	<b>140,898.85</b>

#### PRESIDENT & EXECUTIVE

Wages - President	7,689.60
Benefits - President	1,935.48
Sick Leave - President	1,153.44
<b>TOTAL President's Payroll</b>	<b>10,778.52</b>
Cell Phone - President	85.00
Mileage - President	190.08

## Balance Sheet As at Feb 28, 25

### ASSET

#### Current Assets

CSC - General Chequing	192,348.48
CSC - SD 43 EI Rebate	123,450.17
CSC - Coq Pub Lib EI Rebate	7,759.93
<b>TOTAL Cash</b>	<b>323,558.58</b>
Term Deposit #1 RBC	501,318.09
Term Deposit #2 CSC	418,049.32
Investment	2,256,495.66
<b>TOTAL Investments</b>	<b>3,175,863.07</b>
Accounts Receivable	2,069.89
Society (Loan 25 years)	763,008.00
<b>Total Receivable</b>	<b>765,077.89</b>
<b>TOTAL CURRENT ASSETS</b>	<b>4,264,499.54</b>

<b>TOTAL ASSET</b>	<b>4,264,499.54</b>
--------------------	---------------------

### LIABILITY

#### Current Liabilities

Accounts Payable	1,900.55
Visa Payable	1,751.56
Society (Remt 25 Yrs)	863,008.00
Vacation Payable -Secretary	5,346.81
Sick Pay - Secretary	13,825.00
EI Payable	197.10
CPP Payable	626.04
Income Tax Payable	722.28
<b>Total Receiver General</b>	<b>1,545.42</b>
MPP - Employee Portion	-238.07
MPP - Employer Portion	-254.42
<b>Total MPP Payable</b>	<b>-492.49</b>
WorksafeBC	217.45
<b>TOTAL CURRENT LIABILITIES</b>	<b>887,102.30</b>

<b>TOTAL LIABILITY</b>	<b>887,102.30</b>
------------------------	-------------------

### EQUITY

#### Retained Earnings

Retained Earnings	-124,215.02
Retained Earnings - Previous Year	3,432,123.47
Current Earnings	68,170.70
Accumulated OCI - Term Deposits	1,318.09
<b>Total Retained Earnings</b>	<b>3,377,397.24</b>

<b>TOTAL EQUITY</b>	<b>3,377,397.24</b>
---------------------	---------------------

<b>LIABILITIES AND EQUITY</b>	<b>4,264,499.54</b>
-------------------------------	---------------------

Monthly Travel Allow. - President	50.00	
TOTAL President's Monthly		325.08
Vice President	400.00	
Secretary Treasurer	1,287.12	
Membership Officer	94.83	
Returning Officer	358.23	
Out of Pocket	900.00	
TOTAL Executive		3,040.18
<b>TOTAL PRESIDENT &amp; EXECUTIVE</b>		<b>14,143.78</b>

#### GENERAL & ADMINISTRATIVE & DONATION

Cleaning & Janitorial Services		495.67
Document Shredding		315.28
Donations - Community/Societies	250.00	
TOTAL Donations		250.00
Email Communication		162.62
Good of the Union		221.98
Leasehold Improvements		16,143.75
LRB (Labour Relations Board of BC)		100.00
Miscellaneous		1,782.45
Service Charges AFT Fees & Interest		5.25
3rd Party Billing		1,695.48
Suspend Reconciliation Adjustment		80.40
Telephone		134.47
<b>TOTAL GENERAL &amp; ADMINISTRATIVE</b>		<b>21,387.35</b>

#### MEETINGS & EVENTS & RETIREMENT

Executive Meeting		3,811.26
Shop Stewards Meeting		1,818.29
Retirement Cheque Gift	2,460.00	
TOTAL Retirement		2,460.00
Social Event - Kid's Xmas Party		7.92
<b>TOTAL MEETINGS &amp; EVENTS</b>		<b>8,097.47</b>

#### UNION EDUCATION

CLC Winter School		10,667.03
<b>TOTAL UNION EDUCATION</b>		<b>10,667.03</b>

#### COMMITTEES & COUNCILS

Paid Education Committee		4.38
<b>TOTAL COMMITTEES &amp; COUNCILS</b>		<b>4.38</b>

#### CONVENTIONS & CONFERENCES

BC Federation of Labour Convention		1,598.97
<b>TOTAL CONVENTIONS &amp; CONFERENCES</b>		<b>1,598.97</b>

#### GRIEVANCES

SD 43		7,581.36
Transdev Grievance/Arbitration		1,565.20
<b>TOTAL GRIEVANCE</b>		<b>9,146.56</b>

<b>TOTAL EXPENSE</b>		<b>227,786.56</b>
----------------------	--	-------------------

<b>NET INCOME</b>		<b>-84,930.25</b>
-------------------	--	-------------------

**CUPE LOCAL 561****Income Statement Mar 01, 25 to Mar 31, 25****REVENUE****Dues Revenue**

SD 43 - Dues	111,962.93
Transdev - Dues	<u>22,954.56</u>
<b>Total Dues &amp; Fees</b>	<u>134,917.49</u>

**EI Rebate**

SD 43 - EI Rebate	<u>7,207.84</u>
<b>TOTAL EI REBATE</b>	<u>7,207.84</u>

**BANK INTEREST**

Bank Account Interest	<u>82.65</u>
<b>TOTAL BANK INTEREST</b>	<u>82.65</u>

**TOTAL REVENUE**142,207.98**EXPENSE****PAYROLL**

Wages - Secretary	5,861.80
EI	106.40
CRA Arrears Source Deductions	1,958.86
CPP	313.02
MPP - Employer	514.84
WorksafeBC	<u>37.42</u>
<b>TOTAL Employer Portion</b>	2,930.54
Medical/Dental Benefits	585.90
Life & Casualty Benefits	<u>255.86</u>
<b>TOTAL Employee Benefits</b>	<u>841.76</u>
<b>TOTAL PAYROLL</b>	<u>9,634.10</u>

**MEMBERS BENEFITS**

SD 43 Members Benefits	4,204.58
FSEAP - Coq Pub Lib	<u>480.36</u>
<b>TOTAL MEMBERSHIP BENEFITS</b>	<u>4,684.94</u>

**PER CAPITA**

CUPE National	60,072.93
CUPE BC	9,894.37
K-12 President's Council	1,160.44
CUPE METRO	421.22
CUPE Fraser Valley	62.40
BC Federation of Labour	1,891.89
NW District Labour Council	<u>698.23</u>
<b>TOTAL PER CAPITA</b>	<u>74,201.48</u>

**PRESIDENT & EXECUTIVE**

Wages - President	7,689.60
Benefits - President	1,935.48
Sick Leave - President	<u>1,153.44</u>
<b>TOTAL President's Payroll</b>	10,778.52
Cell Phone - President	47.59
Mileage - President	251.28
Monthly Travel Allow. - President	<u>25.00</u>
<b>TOTAL President's Monthly</b>	323.87
Secretary Treasurer	777.14

**Balance Sheet As at Mar 31, 25****ASSET****Current Assets**

CSC - General Chequing	188,213.20
CSC - SD 43 EI Rebate	130,658.01
CSC - Coq Pub Lib EI Rebate	<u>7,759.93</u>
<b>TOTAL Cash</b>	326,631.14
Term Deposit #1 RBC	501,318.09
Term Deposit #2 CSC	418,049.32
Investment	<u>2,256,495.66</u>
<b>TOTAL Investments</b>	3,175,863.07
Accounts Receivable	2,092.76
Society (Loan 25 years)	<u>763,008.00</u>
<b>Total Receivable</b>	765,100.76
<b>TOTAL CURRENT ASSETS</b>	<u>4,267,594.97</u>

**TOTAL ASSET**4,267,594.97**LIABILITY****Current Liabilities**

Accounts Payable	858.04
Visa Payable	6,569.75
Society (Remt 25 Yrs)	863,008.00
Vacation Payable -Secretary	5,678.61
Sick Pay - Secretary	13,825.00
EI Payable	197.10
CPP Payable	626.04
Income Tax Payable	<u>712.27</u>
<b>Total Receiver General</b>	1,535.41
MPP - Employer Portion	<u>3.00</u>
<b>Total MPP Payable</b>	3.00
WorksafeBC	<u>230.17</u>
<b>TOTAL CURRENT LIABILITIES</b>	<u>891,707.98</u>

**TOTAL LIABILITY**891,707.98**EQUITY****Retained Earnings**

Retained Earnings	-124,215.02
Retained Earnings - Previous Year	3,432,123.47
Current Earnings	66,660.45
Accumulated OCI - Term Deposits	<u>1,318.09</u>
<b>Total Retained Earnings</b>	<u>3,375,886.99</u>

**TOTAL EQUITY**3,375,886.99**LIABILITIES AND EQUITY**4,267,594.97

Returning Officer	479.92	
Out of Pocket	<u>450.00</u>	
TOTAL Executive		<u>1,707.06</u>
<b>TOTAL PRESIDENT &amp; EXECUTIVE</b>		<u><b>12,809.45</b></u>
<b>GENERAL &amp; ADMINISTRATIVE &amp; DONATION</b>		
Cleaning & Janitorial Services		240.00
Collabria (Visa)		130.00
Courier & Postage		130.20
Document Shredding		391.52
Donations - Labour Related	561.00	
Donations - Community/Societies	267.50	
Donations - SD 43 Dry Grad/Event	<u>100.00</u>	
TOTAL Donations		928.50
Email Communication		324.83
Leasehold Improvements		404.23
LRB (Labour Relations Board of BC)		3,304.16
Internet Services		161.77
Miscellaneous		68.31
Office Supplies		343.83
Photocopier Usage & Supplies		703.51
Service Charges AFT Fees & Interest		51.28
Sick and Visiting		147.43
Software Subscriptions		3,913.46
3rd Party Billing		116.48
Telephone		<u>67.20</u>
<b>TOTAL GENERAL &amp; ADMINISTRATIVE</b>		<u><b>11,426.71</b></u>
<b>MEETINGS &amp; EVENTS &amp; RETIREMENT</b>		
Executive Meeting		2,805.49
Shop Stewards Meeting		1,391.15
Miscellaneous		-22.87
Retirement Cheque Gift	2,700.00	
Retirement Postage & Gift Wrapping	<u>104.51</u>	
TOTAL Retirement		<u>2,804.51</u>
<b>TOTAL MEETINGS &amp; EVENTS</b>		<u><b>6,978.28</b></u>
<b>UNION EDUCATION</b>		
CLC Winter School		<u>13,894.60</u>
<b>TOTAL UNION EDUCATION</b>		<u><b>13,894.60</b></u>
<b>COMMITTEES &amp; COUNCILS</b>		
Anti-Racism Committee		25.71
Duty to Accommodate Committee		37.24
Grievance Committee		356.79
Occup. Health & Safety Committee		15.86
Paid Education Committee		<u>11.33</u>
<b>TOTAL COMMITTEES &amp; COUNCILS</b>		<u><b>446.93</b></u>
<b>CONVENTIONS &amp; CONFERENCES</b>		
CUPE BC Convention		<u>1,710.00</u>
<b>TOTAL CONVENTIONS &amp; CONFERENCES</b>		<u><b>1,710.00</b></u>
<b>GRIEVANCES</b>		
SD 43		7,345.01
Transdev Grievance/Arbitraton		<u>73.44</u>
<b>TOTAL GRIEVANCE</b>		<u><b>7,418.45</b></u>
<b>BARGAINING &amp; STRIKES</b>		
SD 43 - Bargaining	<u>513.29</u>	
TOTAL SD 43 Bargaining & Strikes		<u>513.29</u>
<b>TOTAL BARGAINING &amp; STRIKES</b>		<u><b>513.29</b></u>
<b>TOTAL EXPENSE</b>		<u><b>143,718.23</b></u>
<b>NET INCOME</b>		<u><u><b>-1,510.25</b></u></u>