



To: All CUPE 15 Members - City of Vancouver, Park Board, Ray-Cam and Britannia

From: Paul Faoro, President

Date: January 21, 2010

Re: Fall Out from the 2010 Operating Budget

Copy: Executive Board

I am writing in regards to the fall out from the 2010 Operating Budget and specifically the cuts approved by City Council. Until yesterday morning CUPE 15 had not been provided any detail or specifics on impacted positions and/or employees which has been a serious concern for our union. On numerous occasions you have probably heard us raise this issue, which is why we had no choice but to file a complaint (application) at the B.C. Labour Relations Board. This matter is still outstanding.

On Wednesday morning the employer finally provided us with a list outlining CUPE 15 members who will be impacted by the cuts and who will receive a layoff notice. In total there are 28 CUPE 15 members employed by the City and Park Board who were identified.

Overall, 44 City/Park Board employees are having their position eliminated. Out of those 44 employees all but two are represented by a civic union. This means the employer chose to only eliminate two exempt positions, which does nothing to address the gross levels of exempt staff now nearly topping 800 employees. Once again we are very disappointed with City Council and the Park Board for the direction and choices they made to balance the operating budget.

CUPE 15 was advised by the employer that affected CUPE 15 members would be receiving a notice today some time between the start of their shift and 3:00 p.m. In order to assist our members we are having a special meeting with a small group of Shop Stewards in the coming days to review the layoffs, time lines, and applicable language in the Collective Agreement and other Statutes. In addition we will be assigning Shop Stewards to help members through the entire layoff process. Affected members will be contacted by a CUPE 15 Shop Steward no later than noon on Thursday January 28, 2010.

It must be noted that even though you may not have received a layoff notice you could be impacted by a member going through the bumping process. Over the coming weeks this process will unfold and we will have a clearer picture of other members who may be affected. Members impacted by this will also receive full assistance from CUPE 15. As well, we understand that there may be further impacts on our bargaining unit due to the Vancouver Services Review, which we have been advised will be implemented in the coming months.

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We fully acknowledge that this is going to be a very stressful time for many members and their families and I want to assure our entire membership that our union will do everything we can to support members who are involved with the layoff process.

We are hopeful that we will be able to work with all affected members in finding other positions within the employersqoperation.

I also want to remind our membership that if needed the Employees' Assistance Program is available for additional support for you and your family. The EAP phone number is 604-665-2150.

If you have any other concerns please feel free to contact the union office.

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CEP L467-UW