



**REGULAR MONTHLY MEETING
TUESDAY, DECEMBER 10, 2013**

1. **LOCATION:** Maritime Labour Centre, 1880 Triumph Street, Vancouver, BC

2. **CHAIRPERSON:** 1st Vice President Terry Engler

3. **ADOPTION OF PREVIOUS MINUTES:**

Amendment to November minutes to include moment of silence for Brother Jack Munro and Brother Dave MacPherson, after President's Report.

MSC that the minutes of the November 19, 2013 Regular meeting be adopted as amended.

4. **CREDENTIALS:**

No new credentials were received since the last meeting.

MSC to obligate/seat the delegate(s) present not yet sworn in.

5. **PRESIDENT'S REPORT:**

Joey Hartman reported on VDLC activities since the November 19, 2013 meeting:

Political Action

There is a proliferation of political parties announcing their intent to run candidates for the November 15, 2014 municipal elections in Vancouver. These include Vision, COPE, NPA, Cedar Party, TEAM, Neighbourhoods for a Sustainable Vancouver and Greens. It is also likely there will be a number of independent candidates.

The VDLC executive met with representatives of Vision Vancouver in October, and COPE earlier in the day.

A letter has been sent to the presidents of all VDLC affiliates informing them of the approved vetting and endorsement process, and inviting them to assign representation for a multi-union vetting committee, to identify potential candidates from within their membership, and to assist with the development of committees to be a "council watch" in each municipality.

Metro Vancouver Alliance

About 80 people from labour, faith, and community organizations participated in the December 3 "listening check-in" meeting. This listening campaign is an important step to determining the first campaign. There will be a kick off meeting on January 27 followed by the actual launch on March 19. We have booked the auditorium at the Maritime Labour Centre for the launch and expect to have about 500 in attendance. Unions are encouraged to join this coalition of labour, faith and community organizations.

BC Fed Conference – Together for a Better BC

The three day conference was a combination of workshops and plenary speakers, plus an action at the Bay to press the company to sign onto the accord for fire and occupational safety in Bangladesh. There were some outstanding speakers, including Sarah Laslett from Washington State on strategies to strengthen the labour movement by building community with non-union organizations.

Another powerful speaker was Kalpona Akter, Executive Director for the Bangladesh Centre for Worker Solidarity. Kalpona started work in a garment factory at age 12, was a union organizer at 15, and by the time she was 16 she'd been fired and blacklisted by the industry. This led her to be an advocate for garment workers funded by unions around the world.

Legislation

On the federal front, Bill C-4 is the most recent anti-union legislation to be rolled out under an omnibus bill. One significant feature is the unilateral authority for the government to declare which positions are essential services, replacing the current negotiations process. It also changes the ability of a worker to refuse unsafe work in federally regulated workplaces. Instead of respecting a reasonably held belief of danger, the new law requires “an imminent or serious threat to the life or health of a person exposed to it.”

In Alberta, Bills 45 and 46 were rammed through last week with no consultation with the unions. Provincial employees are already prohibited from striking in Alberta, and Bill 45 expands the definition of strike to include “any slowdown or any activity that has the effect of restricting or disrupting production or services.” It also makes it illegal to canvass workers “to determine whether they wish to strike” or the freedom to express a view which calls for strike action.

Bill 46 applies to direct provincial employees. It forces these workers to either accept the employer's last wage offer of 0%, 0%, 1% and 1% over 4 years plus a lump sum of \$874, or to have that same offer legislated on them.

6. CORRESPONDENCE: see attached

7. EXECUTIVE RECOMMENDATIONS:

a) *MSC that the following recommendation be adopted:*

Subject: Spending Approvals

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL approve the following expenditures:

- Annual Crab Children's Christmas Event December 14th at Ray-Cam Community Centre – Donation of \$50.00

b) *MSC that the following recommendation be adopted:*

Subject: VDLC Budget for the 2014 Fiscal Year

BECAUSE the Vancouver and District Labour Council has a fiscal year of January 1 to December 31 of each year,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL approve the proposed VDLC 2014 operating budget as circulated. (attached)

c) *MSC that the following recommendation be adopted:*

Subject: 2014 VDLC Meeting Dates

BECAUSE the Vancouver and District Labour Council normally holds its meetings on the 3rd Tuesday of each month; and

BECAUSE the VDLC cancels the August meeting each year; and

BECAUSE the December meeting is traditionally rescheduled to the 2nd Tuesday of the month to accommodate the holiday season,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL schedule its regular meetings and Annual General Meeting for 2014 as follows:

- 7:30 pm, January 21
- 7:30 pm, February 18 (Annual General Meeting)
- 7:30 pm, March 18
- 7:30 pm, April 15
- 7:30 pm, May 20
- 7:30 pm, June 17
- 7:30 pm, July 15
- 7:30 pm, September 16
- 7:30 pm, October 21
- 7:30 pm, November 18
- 7:00 pm, December 9 (second Tuesday with an earlier start time)

d) *MSC that the following recommendation be adopted:*

Subject: 20 Years of NAFTA, 20 Years of Resistance

BECAUSE the first significant international free trade agreement, NAFTA, was signed 20 years ago; and

BECAUSE the VDLC joined labour and community organizations to oppose NAFTA and many subsequent free trade agreements; and

BECAUSE a group known as the January 1st Collective, are organizing a march to commemorate the Zapatistas uprising in 1994 on the day that NAFTA was implemented, with the intent of helping to re-ignite our movements to work collaboratively in opposition to corporate power, "trade" agreements and the neo-liberal, capitalist and colonial forces,

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL sign on to the list of endorsing organizations, circulate the event information and encourage affiliates to participate in the march starting at 2:00 pm on the 1st of January, 2014 at Waterfront Skytrain Station.

8. REPORT OF UNIONS: *(in order reported)*

a) HEU North Shore Community Local – Reported by Graham O'Neill

The Community Health Bargaining Association has negotiated a 5 year collective agreement. It includes 5.5% increase over the term of the agreement, no cuts in other areas, and additional increases in certain job categories to bring them close to the

Facilities Bargaining Association. The agreement also removes a pre-existing condition clause in the LTD benefit. The Community Bargaining Association will be holding information and ratification votes in the upcoming months, hopefully after Christmas. Social Services have negotiated a very similar agreement. HEU's Compass workers voted 78% in favour of a 4 year contract, mostly on Vancouver Island.

b) BCGEU Local 303 – Reported by Mike Clarke

Most significant news is the recent 5 year settlement for a vast majority of Local 303's membership. Most members will receive 5.5% over the 5 year term, expiring in 2019. Members in Community Social Services will also have funding attached to address the lower wage categories. Some improvements to benefits include coverage to 80% and a \$500,000 maximum, as well as improvements to recognizing seniority on job competitions, and bullying and harassment language. Ratification votes are being set up over the next few weeks. Also of note is that the funding has been confirmed with a letter to the employer's bargaining agent from the government. This is significant because funding was not guaranteed in the past.

c) CUPE Local 391 – Reported by Gary Jarvis

In the spirit of Christmas, the Vancouver Public Library will generously be open until 5 pm on Christmas Eve and New Year's Eve. In past years, the library has closed at 1 pm on these two days. The library will be putting on a film presentation, beginning at 1 pm. It is free to attend.

d) CUPW – Reported by Fruma Sloan

During this time of the year when people are sending and receiving parcels and mail through the postal system, it's a good time to remind people how important the mail service is. We need to keep it, maintain, and expand it. One important way to do this is to support CUPW's campaign for postal banking. Across the world postal banks are providing much needed services and are keeping public post offices profitable. In the New Year, CUPW will be bringing a resolution to ask the VDLC to support postal banking.

CUPW's defined benefit pension plan is under attack and the union is working hard to solve this. Sister Sloan will keep the labour council apprised of the situation.

Sister Sloan asked everyone to bear in mind, that it is winter and every day letter carriers have to deliver mail. Please ensure that your walks and stairs are clear for their safety. It is so appreciated.

The following verbal reports were presented but not submitted for the minutes:

a) ILWU Local 400 – Reported by Terry Engler

MSC to adopt the reports of unions.

9. REPORT OF COMMITTEES: (in order reported)

a) Women's – Reported by Agnes Jackman

IWD Dinner planning is well under way for Friday, March 7 at the Fraserview Hall. The next meeting has been rescheduled for Thursday, January 16 at the VDLC office.

- b) Young Workers – Reported by Joey Hartman
Most of the committee is in Ecuador at the 18th World Festival of Youth and Students. The support of the delegates and affiliates has been much appreciated. Their fundraising has allowed them to send a delegation of 20 young workers from BC.

MSC to adopt the reports of committees.

10. OTHER REPORTS:

- a) CLC – Reported by Ron Stipp
See attached.
- b) We Can – Reported by Graham O’Neill
We Can End Violence Against Women and Girls takes a proactive approach working towards changing attitudes towards women. They’ve recently elected two young new directors and are beginning to put some focus into fundraising and will likely be approaching affiliates in the near future for their support.

MSC to receive the other reports.

11. UNFINISHED BUSINESS: NIL

12. NEW BUSINESS: NIL

13. NOTICE OF MOTION:

To be voted on, January 21, 2014:

Subject: Constitutional Amendments

THE VANCOUVER AND DISTRICT LABOUR COUNCIL WILL adopt the following amendment to the VDLC Constitution & By-laws, subject to approval by the Canadian Labour Congress:

1. **Election of Officers** – amend Article 6, Section 2 from “..... and have attended at least fifty percent (50%) of the Labour council meetings in the previous twelve (12) months prior to nomination” to “..... and have attended at least fifty percent (50%) of the Labour council meetings in *the twelve (12) months up to and including the meeting where the election will be conducted.*”

Reason: This amendment incorporates current practice to allow the period to include the meeting where the election takes place.

2. **Election of Officers** – amend Article 6, Section 2 to add “*However, if a candidate did not attend fifty percent (50%) of the meetings during the previous twelve (12) months because they have been absent due to a prohibited ground for discrimination in the BC Human Rights Code, their eligibility will be determined by the period one year prior.*”

Reason: This amendment ensures that the labour council is consistent with the human rights legislation to ensure we are not disallowing eligibility because of a prohibited ground (i.e. race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical disability including HIV and AIDS, mental disability, sex, sexual

orientation, age, criminal or summary convictions unrelated to employment or membership, lawful source of income, retaliation – note that some limitations apply.)

For the labour council eligibility criteria the most likely grounds are absences due to family status (maternity or paternity leaves), disability (illness or injury), and sex (which includes pregnancy).

- 3. Election of Officers** – amend Article 6, Section 6 from “Nominees allowing their names to go forward for the offices of President, 1st (First) Vice-President, 2nd (Second) Vice-President, Recording Secretary, Treasurer and Executive Board Members, shall upon acceptance of nomination, come forward and clearly and audibly speak the following lines to the assembled delegates”: (followed by the oath) to ***“All elected Officers shall, at the first opportunity following their election, take the following oath:”*** followed by the oath).

Further, divide the current Section 6 into two sections with the oath being one section and the text regarding candidate absences in another, and renumber accordingly.

Reason: It makes more sense to take the oath once elected than before. Also simplifies the language.

- 4. Executive Board** – amend Article 8 to add a new Section 4 to read ***“Executive members who are absent for 3 consecutive executive meetings shall be deemed to have vacated their position, unless (1) a reasonable explanation is provided and accepted by a vote of the executive, and (2) ongoing regular attendance is expected for the remainder of their term.”*** The remainder of Article 8 shall be renumbered.

Reason: The current constitution is silent on the matter of executive board members’ attendance at executive meetings. This proposal sets expectations and provides a mechanism to address excessive absences.

IF ALL CONSTITUTIONAL AMENDMENTS ARE APPROVED THE ARTICLES WILL READ AS FOLLOWS:

Article 6 - Election of Officers, Section 2

Each Officer shall be a member in good standing of an affiliated organization. No delegate shall be eligible for election to office unless they have at least twelve (12) months’ previous experience as a delegate, and have attended at least fifty percent (50%) of the Labour council meetings in the twelve (12) months ***up to and including the meeting where the election will be conducted. However, if a candidate did not attend fifty percent (50%) of the meetings during the previous twelve (12) months because they have been absent due to a prohibited ground for discrimination in the BC Human Rights Code, their eligibility will be determined by the period one year prior.***

Article 6 - Election of Officers, Section 6

All elected Officers shall, at the first opportunity following their election, take the following oath: (followed by the oath).

Article 6 – Election of Officers, New Section 7 (no change except to put in its own section and renumber)

A potential candidate for office who finds she or he shall be absent from the nominating and selection meeting due to sickness, accident, work or absence from the city must: (existing process (a) and (b)).

Existing Article 6, Sections 7, 8 and 9 renumbered to become 8, 9 and 10.

Article 8 - Executive Board, New Section 4

Executive members who are absent for 3 consecutive executive meetings shall be deemed to have vacated their position, unless (1) a reasonable explanation is provided and accepted by a vote of the executive, and (2) ongoing regular attendance is expected for the remainder of their term.

Existing Article 8, Sections 4, 5 and 6 renumbered to become 5, 6 and 7.

President Joey Hartman encouraged delegates to talk to their affiliated locals about this notice of motion and what is happening at the labour council each month. It is not only important for delegates to keep their locals informed of labour council issues, but also to inform the labour council about affiliate issues

14. GOOD AND WELFARE:

- 50/50 Proceeds will benefit the Greater Vancouver Food Bank.
- IBEW members are locked-out at Fortis BC in Kelowna any support that can be given would be greatly appreciated.

MSC that Sister Susan Stout be given permission to address the council

- North Shore Winter Club went back to the negotiating table, however, the employer's offer was the least to-date and have stated that they would take back only 7 of the 19 employees currently locked-out. The 7 employees would be the ice people and 2 cleaners who would then be expected to pick up other duties. Eventually they would have to hire new workers at which time they would hire from outside. Most members are currently looking for other work.

*Delegates invited to stay for a social.
Best wishes for a safe and happy holiday season.*

15. MEETING ADJOURNED: *MSC to adjourn at 7:55 pm.*

16. NEXT MEETING: **TUESDAY, JANUARY 21, 7:30 pm** at the Maritime Labour Centre

JANUARY'S PIZZA EDUCATIONAL
6:00 pm
BC Transit Referendum
Nathan Woods, President of Unifor Local 111 and
Caelie Frampton, Sustainable Communities Initiative

Correspondence List December 2013 VDLC Meeting

All correspondence is available with Joey Hartman for review at the meeting.

FROM	REGARDING	ACTION (if any)
1. Crab – Water for Life Society – Don Larson	Crab children’s Christmas party at Ray-Cam – donation request	Recommend \$50 donation
2. Police Newsmagazine	Fall 2013 issue – independent publication that appears to add alarmist headlines to VPD news releases and sells advertising. Distribution by Canada Post	Referred to CUPW to investigate
3. People’s Voice	December 1 – 13, 2013	
4. COPE 378	Notice of office closure Dec 25 – Jan 1	
5. COPE 378	Notice to bargain Master Trade Union Agreement	Joey Hartman is employer spokesperson for bargaining on behalf of MTUG
6. Pacific Blue Cross	Plan Update	
7. COSCO	Minutes of November 8, 2013	
8. Rabble.ca	Request to become a “Cahoots” partner	
9. Libby Davies, MP for Vancouver East	Newsletter	
10. South Okanagan-Boundary Labour Council	Change of address notice	
11. Unifor	Invitation to December 13 th holiday social (open house and dance)	
12. CUPE 15	The Members’ Voice November 2013	
13. Government of Quebec	Response to VDLC letter opposing proposed charter of values	
14. North Okanagan Labour Council	Minutes November 6, 2013	
15. CCPA	Request for donation to National Research Fund	
16. Culver & Co. Chartered Accountants	Audit letter for 2012 financials	
17. Briarpatch	Renewal letter	
18. Downtown Eastside Women’s Centre	Christmas Wish List and donation request	
19. People’s Voice	November 16 – 30, 2013	
20. Canadian Labour Congress	How to submit resolutions to the 2014 CLC Convention in Montreal – deadline February 4	Reviewing VDLC resolutions adopted since May 2011 convention and reducing those with national or international impact to 150 words
21. Alberta Federation of Labour	Misc. – education cuts, United Way training, labour council news	
22. Maquila Solidarity Update	November 2013	

23. International Union of Operating Engineers Local 963	Donation of \$1000.00 to Greater Vancouver Food Bank through VDLC	Forwarded donation
24. January 1 st Collective – Aaron Spires	January 1 st march to mark 20 th anniversary of NAFTA and Zapatista uprising – request endorsement	Recommendation to endorse and promote
25. Edmonton and District Labour Council	Invite to December 16 open house	
26. Vision Vancouver	Invite to Joey Hartman to Roundtable with the mayor	
27. BC Coalition of People with DisAbilities	Request for sponsoring donation	
28. Council of Canadians	Request for donation to oppose fracking	

CORRESPONDENCE SENT BY VDLC

TO	REGARDING
1. All Affiliates	Preparing for November 2014 municipal elections
2. VDLC Executive & All Affiliates	2012 Audited financial statements
3. BC Fed	VDLC contribution of \$500 towards Labour Day 2013 as per approved VDLC budget
4. Metro Vancouver Alliance	Membership renewal and payment for 2012/13
5. Protein for People	Invoice for VDLC costs to carry out Protein for People community forum (minus donations from affiliates) =\$2,857.00
6. Greater Vancouver Food Bank	Relay of donation of \$1000.00 from IUOE Local 963 to food bank
7. To Unifor Local 111	Invoice for Young Workers' committee to cover cost of delegate from Local 111 to attend World Festival of Youth
8. To Labours Local 1611	Invoice for Young Workers' committee to cover cost of delegate from Local 1611 to attend World Festival of Youth

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**Canadian Labour Congress
Labour Council Report
December 2013**

Jack Munro, a Hero for Working People

Georgetti comments on death of famed BC labour leader

OTTAWA — The president of the Canadian Labour Congress is describing Jack Munro, who died on November 14, as a larger-than-life working-class hero.

“I knew Jack well and I can say that he was a hero for working people in British Columbia and all of Canada,” says Ken Georgetti.

Munro died at age 82 at home in British Columbia of prostate cancer. He was a long time head of the International Woodworkers of America in British Columbia.

Georgetti says, “Jack was a pioneer who insisted that workers in his and other unions received family-supporting wages, and also that their working conditions were made to be as safe as possible. These were benchmarks and they will live on in his name.”

In the 1980s, Munro was a key player in the Solidarity movement against the Social Credit government when it made drastic cutbacks in government social programs and attacked the labour movement.

A private memorial is planned for Munro and labour organizations are also planning a memorial.

CLC Pacific Region Winter School 2014, Harrison Hot Springs BC

Registration for the 2014 winter school is well under way. The link below has the dates for this years school, as well as the listing for all courses offered each week .

<http://www.canadianlabour.ca/news-room/events/winter-school-2014>.

We are once again offering popular courses like Facing Management, Steward Training, Bullying and Harassment, Parliamentary Procedure and Public Speaking. We are also offering specialized courses like, Unions in the Community, Women and Leadership Level I, Women’s Health and Safety and a new course Candidate Development for Women.

The registration deadline is December 19, 2013.

Register online today! https://sms.clc-ctc.ca/imis15_prod/wcm. Contact our office for further information pacific@clc-ctc.ca

Petition to Expand CPP/QPP

We need to do something about retirement income. Even bank economists have started to say RRSPs have failed. There's too much risk and not enough security to ensure that, after a lifetime of work, people can retire and live out their last years in dignity. Too many of today's seniors live in poverty and too many older workers are realizing their retirement plans have come up short because the investment returns they were promised never materialized or they simply could not save enough on their own. The financial services industry pays itself juicy fees to manage your money and that eats up a big part of your retirement savings – if you have any retirement savings left when you are ready to retire, after the roller coaster dips and dives of the stock market.

The best way to help today's workers save enough money for tomorrow is by increasing what everybody gets from the Canada Pension Plan (CPP) as a share of their total retirement income.

Expanding the CPP is about preparing for the future, and leaving behind a better system for our kids.

Join thousands of Canadians who are telling their Members of Parliament to increase pension benefits under the Canada and Quebec Pension Plans, and implement a fully funded plan to phase in such an increase without delay.

We are asking labour councils to sign this petition and distribute to their networks. For copies of the petition, contact the CLC Pacific Regional office at pacific@clc-ctc.ca or call us (604) 430-6766.

Can Work Be Safe When Home Isn't?

CLC in partnership with the University of Western Ontario's Centre for Research and Education on Violence against Women and Children (CREVAWC) launches a survey on the impact of domestic violence on the workplace.

Domestic violence remains a major social problem in Canada. In order to shed light on the scope and impact of domestic violence in Canadian workplaces, the Canadian Labour Congress has partnered with researchers at the University of Western Ontario to conduct the first ever Canadian national survey on this issue. We invite you to complete a survey that asks a series of questions about domestic violence in the workplace. We are looking for the input from all workers, not just those who have personally experienced or witnessed domestic violence. If you are 15 years of age or older, you are eligible to participate.

Your participation is voluntary and anonymous. Neither your union representatives

nor your employer will know whether or not you participated. In appreciation for your time, upon completion of the survey, you have the option to enter a draw for a tablet computer.

Help us learn more about the impact of domestic violence in the workplace.

Fill out a 10-30 minute, anonymous research survey at:

<http://fluidsurveys.com/s/DVatWork/>

For more information, promotional posters, and to share this information please contact Chantel O'Neill at the CLC Pacific Office (604) 430-6766 or by email coneill@clc-ctc.ca

Canadian Labour Congress 27th Constitutional Convention May 5 to 9, 2014

Mark your calendars now for the CLC Convention in Montréal next year, May 5 to 9. A full convention package will be mailed to you early in the new year but here are some important dates to remember:

Resolutions deadline in February 4, 2014

All resolutions must be received by 5:00 pm on February 4, 2014. For the first time, affiliates, local unions, federations of labour and labour councils will be able to submit resolutions using our new online process. This new feature is easy to use and will allow you to track the progress of your resolution as it moves through the committee and convention process.

Credential deadline is April 4, 2014

The CLC needs to receive your signed credentials for Convention by April 4, 2014. Credential forms will be sent to each organization with the Convention Call in December. Each labour council receives two credentials.

If you have any questions about convention, please email convention@clc-ctc.ca.



2014 - BUDGET					
Vancouver and District Labour Council					
Comparative Income Statement					
	2012 ACTUAL	PROJECTED	2013 ACTUAL	PROJECTED	
	Jan 1 to Dec 31	2013	Jan 1 to Nov 30	2014	
REVENUE					
Per Capita Assessments	277,145.59	256,000.00	256,552.73	262,000.00	
Interest Income	517.51	500.00	382.44	350.00	
Miscellaneous Income	1,757.35	500.00	1,679.00	500.00	
TOTAL REVENUE	279,420.45	257,000.00	258,614.17	262,850.00	
EXPENSE					
ADMINISTRATION					
Advertising	389.00	500.00	844.60	500.00	
Affiliate/Community/Political Event	1,969.24	2,000.00	4,386.94	2,000.00	
Affiliation/Membership Fee	1,210.00	1,250.00	1,960.00	1,500.00	
Audit	4,200.00	4,300.00	4,200.00	4,250.00	
Bank Charges	30.00	40.00	30.00	xx	
Coffee - Kitchen	0.00	150.00	331.58	350.00	
Café Etico	241.91	0.00	24.03	0.00	
Pizza Educationals	0.00	0.00	61.32	0.00	
Courier	61.88	100.00	94.04	100.00	
Committee - Young Workers	0.00	0.00	-	0.00	
Committee - Education	0.00	0.00	-	0.00	
Committee - International Affairs	0.00	300.00	107.25	300.00	
Committee - May Day March/Rally	0.00	0.00	-	0.00	
Committee - Strike Support	1,368.00	500.00	-	0.00	
Committee - Women's	0.00	0.00	-	0.00	
Committee - Political Action	0.00	4,000.00	-	2,000.00	
Labour Day		500.00	500.00	500.00	
Delegates	536.09	200.00	545.00	4,200.00	

Depreciation	1,091.00	1,250.00	-	1,200.00
Donations	2,055.00	2,400.00	1,550.00	2,400.00
Equipment Rental/Lease	0.00	0.00	-	0.00
Executive Board Expense	1,783.22	2,500.00	1,433.46	2,700.00
Insurance	800.00	900.00	1,998.00	900.00
Internet/Web/Computer	2,463.51	2,000.00	2,643.43	3,000.00
Office Supplies	2,540.63	3,000.00	4,112.75	3,500.00
Photocopier Expense	8,318.84	8,000.00	7,663.82	8,000.00
Postage Machine Lease/Expense	5,793.30	2,300.00	2,020.48	2,300.00
Postage- Misc	-87.98	3,000.00	4,189.90	4,500.00
Rent - MLC	16,607.42	18,000.00	13,928.80	18,000.00
Repairs & Maintenance	540.00	500.00	175.50	500.00
Subscriptions/Library	140.90	100.00	-	100.00
Telephone	3,956.72	3,500.00	4,106.64	3,800.00
Miscellaneous	798.99	500.00	1,129.67	1,000.00
TOTAL ADMINISTRATION	56,807.67	61,790.00	58,037.21	67,600.00
SALARIES				
Special Project Temp	0	2,000.00	-	2,000.00
Employee Salary Expense	145,793.19	137,500.00	138,331.75	140,000.00
Employee Benefits	51,367.04	47,500.00	45,900.32	45,000.00
CPP Expense	5,244.08	5,100.00	4,712.40	5,100.00
EI Expense	2,802.63	2,700.00	2,505.94	2,700.00
Health & Welfare	120.00		-	0.00
WCB	149.13	150.00	123.47	150.00
TOTAL SALARIES	205,476.07	194,950.00	191,573.88	194,950.00
TOTAL EXPENSE	262,283.74	256,740.00	249,611.09	262,550.00
NET INCOME	17,136.71	260.00	9,003.08	300.00
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