

GENERAL MEETING CUPE 441
Saturday February 24, 2024 - 10:00am

Minutes

RECOGNITION OF MEETING ON UNCEDED W̱SÁNEĆ LAND

We acknowledge and thank the W̱SÁNEĆ peoples, on whose traditional territory we live, learn and experience. The W̱SÁNEĆ people have lived and worked on this land since time immemorial.

- Candace W.

EQUALITY STATEMENT

(Last Page)

- Michelle F.

ROLL CALL OF OFFICERS

President – Candace Whitney

Vice President – Bev Bastness

Treasurer – Laura Mackie

Membership Secretary – Michelle Forrester

Recording Secretary – Marisol Verdad

School Support Worker Steward – Michael Forrester

Clerical Steward – Christine Gaudet

IT Steward – Evan Reimer - Excused

Transportation Steward – Sam Fulton - Excused

Maintenance / Grounds Steward – David Hale - Excused

Custodial Steward – Debby Edwards

VOTING IN NEW MEMBERS AND INITIATION

- No new members

READ MINUTES OF PREVIOUS MEETING

Dec Minutes – Update on Job evaluation – typo, funny!

Candace W. motion to accept Dec minutes as they are.

Seconded

Carried

Jan Minutes -

Candace W. motion to accept Jan minutes as they are.

Seconded

Carried

MATTERS ARISING OUT OF THE MINUTES

- None.

SECRETARY-TREASURER'S REPORT

- Laura M.

Jan Financial Report:

- Membership: 470

Jan BUS Leave:

Name/Event	Sum of Leave Hours
Bev	9.5
Bank Signing Officer Update	1.5
Training - Parliamentary Procedure	8
Candace	37
Presidents' Day	29
Training - Parliamentary Procedure	8
Christine	7
Training - Parliamentary Procedure	7
Laura	15
Budget Advisory Committee	1
Training - Parliamentary Procedure	7
Union Bookkeeping	7
Marisol	7
Training - Parliamentary Procedure	7
Michael	7
Training - Parliamentary Procedure	7
Michelle	7
Training - Parliamentary Procedure	7
Sam	7
Training - Parliamentary Procedure	7
Grand Total	96.5

Laura M. motion to accept January Secretary Treasurer's Report as is.

Mike F. seconded the motion.

Carried

COMMUNICATIONS AND BILLS

1 – Partial Resignation

3 – Resignation

2 – Thank you, Letters

6 – End of Probation

REPORTS OF COMMITTEES AND DELEGATES

Health and Safety Committee: - Candace W. reported. H&S report should be posted at schools. – Scent free environment, hard to police, but expected to be mindful. Working alone was presented. Custodians have gone through different procedures, now reporting once per hour. Document received. Refusal of unsafe work FAQ, from Worksafe BC et al. will be forwarded to members, by MailChimp.

[Candace Whitney](#), [Brett Mindus](#)

Education Committee: - Mike F. Deb and Evan have been registered for intro to Shop steward. Now on waitlist.

Please see mike if you are interested in taking the training or tell your co workers! Encourage our members, Great way for ISWs use courses and upgrade.

[Mike Forrester](#)

Scholarship Committee: - Christine G. 3 x 1000.00 awards. – Updated the application form. A lot more clear, and simple. Changed from scholarship to award. Application on CUPE 441 website. Will include. background information on award. – Jacqueline suggests applications be put more prominently on website.

[Christine Gaudet](#), [Christine Knapp](#)

Job Evaluation Committee: Bev B. – next meeting after spring break

[Bev Bastness](#), [Edith Hayek](#), [Joanne Waterman](#)

Good of the Union: - Ruth C.
2 baskets sent out - Illness.

[Melanie Spencer](#), [Ruth Cartwright](#)

Pro D Committee: Good results for survey. 200 participants last year 😊excited for this year
[Alana Lushaw](#), [Jedd Orr](#), [Sam Fulton](#), [Candina Collard](#),
[Candace Whitney](#), [Ruth Cartwright](#)

Budget Advisory: Laura M. – Jan to April. Resets until Next year. Jan meeting historical trends. Increase in Sick leave. April 18 public meeting for budget presented. At Bayside Middle.

[Laura Mackie](#), [Candace Whitney](#)

By Law Committee: - met and finalized report to present at next exec meeting. And will be ready to present in March GMM

[Bev Bastness](#), [Mike Forrester](#), [Christine Gaudet](#)

Social Committee: Nen C. - Newsletter coming! info on members to share. From CUPE National, funds available for events, 3 events coming. family day event, bowling, Christmas party still in early stages of planning, trying to get more members engaged.

[Marisol Verdad](#), [Heidi Nasgowitz](#), [Alana Lushaw](#),
[Nen Clarke](#), [Sam Fulton](#), [Candace Whitney](#)

Equity Committee: Will be meeting March 7
[Candace Whitney](#), [Dave Hale](#), [Bev Bastness](#),
[Christine Gaudet](#)

S.E.A.T. Committee: Candina C.- meeting coming wed at parkland. Each meeting at different school. Posters will be going up in schools shortly!

[Mike Forrester](#), [Candina Collard](#)

EXECUTIVE REPORT

– Candace W.

Executive attend different meetings would like to share the attendance.

SBO meetings and other Committee meetings, looking for person to attend COPAX meetings. – once a month, feeding futures is current topic. 7pm meeting and on website is www.COPACS.SD63.ca... on FB as well. – Jacqueline has attended and was rep while on union. Talk about many issues in school.

Is anyone interested in going and reporting? Can share with Jacqueline? Maybe Ruth?

The agreement on Special OT was abused by employer. Was not used the way it was stated in agreement. Now have agreed on Interpretation. If called and you are asked to deal with 1 issue, and second call in hour with separate issue is separate call.

Amendment; Reduction of staff and closure week.

- Must be mutually agreed upon. Employer and employee. Mostly used for Mechanics, electricians. Is also posted on our website.
- Exceptional circumstances – not for all employees to use. Employers cannot use last minute.

SHOP STEWARD REPORTS

- Mike F.

Mike is on Med Leave. But still doing union work.

Maybe retiring. looking for employees interested in becoming SSW.

Clerical – Met with member and management (Job Performance)

Transportation – Filed a grievance regarding field trip assignment, stage 1 looks like this will be settled.

SSW – Met with member and management around professional conduct. Meeting went well.

IT - No report

Maint/Grounds - No report

UNFINISHED BUSINESS

- Election of a 2-year trustee.
Union needs 3 trustees, 1 year, - Leslie R., 3 yr.- Jacqueline P.,
Role: Help facilitate elections – Audit once a year, at portable. Ensure we are following bylaws, bookkeeping, done during day.
Mike F. willing to do temp trustee. (Christine G. to cover if Mike F. unavailable)

NEW BUSINESS

- Motion to purchase a printer for the CUPE portable office up to \$500.00. – a member came forward and donated a good working printer and has Wi-Fi! With drawing the motion buy new printer, for now.
- Issue regarding elections. – no way to vote. CUPE national says we cannot poll online. Simply voting may be the only way. Looking into historical
- Mike F. motion for CUPE 441 to buy software.
Michelle F. seconded.
Discussion: Aug 2023 – proposal for simply voting software.
Approx. \$475/ year - pricing may have changed a bit ...
- Candace W. Motion to amend motion.
Deb E. seconded.
- Mike F. – Motion for CUPE 441 to spent up to \$750 on simply voting.
Deb E. seconded.
Motion carried.

Mike F. - CUPE BC meeting coming up in April - 3 Exec. and 2 members. Please let Exec. know if you would like to attend.

GOOD OF THE UNION - Draw for \$50 – Joe Graham

ADJOURNMENT – 11.10am

Mike F. motion to adjourn meeting.

Deb E. seconded.

Motion carried.

Next General Membership Meeting is Saturday March 16, 2024, at 10:00 am

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 sisters and brothers deserve dignity, equality, and respect.