



CELEBRATING 60 YEARS!

GENERAL MEETING CUPE 441 Saturday January 20, 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.

EQUALITY STATEMENT – Michelle F.

ROLL CALL OF OFFICERS

Present: Candace W. Mike F. Michelle F. Laura M., Deb E. Marisol V.

Online: Evan R. Bev B.

Excused: Dave H., Christine G., and Sam F.

VOTING IN NEW MEMBERS AND INITIATION

No new members

READ MINUTES OF PREVIOUS MEETING

Dec. meeting minutes will be presented at the next GMM meeting.

MATTERS ARISING OUT OF THE MINUTES

N/A

SECRETARY-TREASURER'S REPORT – Laura M.

Dec Financial Report:

- Membership: 482
- Dec BUS Leave:

Row Labels	Sum of Leave Hours
Candace	16
Mediation for 2 grievances	8
Presidents' Day	8
Laura	7
Bookkeeping	7
Michael	6.75
Mediation for 2 grievances	6.75
Sam	2
Deliver posters to schools	2
Grand Total	31.75

Miscellaneous:

- Budget 2024

Laura M. motion to accept Dec Finance & Bus Leave Reports and 2024 Budget as presented.

Mike F. seconded.

Carried

COMMUNICATIONS AND BILLS

4 New members in December

We would like to take a moment to acknowledge the passing of Bob Pegg, a long-standing member who passed away last September.

REPORTS OF COMMITTEES AND DELEGATES

- **Health and Safety Committee:**
 - Candace Whitney, Brett Mindus
 - EAs are continuing to have conflict with difficult students. - Violence in the workplace. Special meeting going on next week. And survey coming out shortly.
- **Education Committee:**
 - Mike Forrester
 - Lots of Shop Steward courses online, email Mike F. for more info.
- **Scholarship Committee:**
 - Christine Gaudet, Christine Knapp
 - Scholarship form under construction to update and be clearer.
- **Job Evaluation Committee:**
 - Bev Bastness, Edith Hayek, Joanne Waterman
 - This year's evaluations will begin shortly.

- **Good of the Union:**
 - Melanie Spencer, Ruth Cartwright
5 Nov., 5 Dec, and 1 Jan.
- **Pro D Committee:**
 - Alana Lushaw, Jedd Orr, Sam Fulton, Candina Collard, Candace Whitney, Ruth Cartwright
Met on snow day! Survey coming out. Need input! Twice as many members last year.
- **Budget Advisory:**
 - Laura Mackie, Candace Whitney
First meeting Feb 21st.
- **By Law Committee:**
 - Bev Bastness, Mike Forrester, Christine Gaudet
Will meet again soon to review and will present to members.
- **Social Committee:**
 - Marisol Verdad, Heidi N, Alana Lushaw, Nen Clarke, Sam Fulton, Candace Whitney
has not been able to meet. Hope to meet end of Jan early Feb.
- **Equity Committee:**
 - Candace Whitney, Dave Hale, Bev Basness, Christine Gaudet
Will meet in a few months.
- **S.E.A.T. Committee:**
 - Mike Forrester, Candina Collard
Teams meeting yesterday. Posters and outline will be presented within the next few months, in community and schools

EXECUTIVE REPORT

– Candace W.

January Board meeting – change in policy. Primary grades, needs updating. Candace meeting with

Don Peterson from Saanich Teachers Association next week to help improve relationships.

Feeding futures- provide budget provide healthy foods at schools. And how Union will support.

Executive did training - Parliament Procedures. Jan 10, 2024

Testing the Meeting OWL for online meetings, clearer, less feedback.

SHOP STEWARD REPORTS

- Senior Shop Steward – Mike F.

No Report - Clerical

Transportation

– Cameras installed in all buses for behavior monitoring.

- EAs on bus, will be all year. Please speak to your principal if you think its seniority was not followed.

No Report - IT

No Report – Custodial

UNFINISHED BUSINESS

- SURVEY RESULTS

“Do you prefer meetings held online or in person?”

Online

64 (78.0%)

In Person

18 (22.0%)

“Of the dates and times which times work best for you to attend a 2-hour meeting? Please select all that would work for you?”

Saturday 10am

49 (59.0%)

Saturday 2pm

20 (24.1%)

Sunday 10am

17 (20.5%)

Sunday 2pm

21 (25.3%)

“We may be able to consider alternating a weeknight time with a weekend time. If this option was an available option would that make it easier for you to attend meetings?”

Yes

60 (74.1%)

No

21 (25.9%)

“What weeknights would work for you? check all that apply.”

Tuesday

49 (59.0%)

Thursday

36 (43.4%)

“Our bylaws state that we shall have monthly meetings from September to June. How many General Membership Meetings per year do you think are required? Keep in mind that this is a minimum amount of meetings and we could hold more when required regardless of your preferred choice below.”

10 Meetings per year September to June.

17 (21.0%)

Every two months (September, November, January, March, May)

26 (32.1%)

Quarterly (September, December, March, June)

38 (46.9%)

“Could you commit to attending 2-3 meetings per school year?”

Yes

48 (57.8%)

No

2 (2.4%)

Maybe

33 (39.8%)

NEW BUSINESS

- **Motions:**
 - That retiring School District 63 employees that have worked 10 or more years receive \$25.00 per year of service to a maximum of \$500.00 for the period January 1, 2024 – January 31, 2025.
– Laura M. Motion to approve. Michelle F. Seconded. Motion carried.
 - That the executive may approve an anonymous member in need receiving up to a maximum of \$250.00 for the period January 1, 2024 – January 31, 2025.
– Laura motioned to approve. Mike F seconded. Motion carried.
 - Motion that each member of the executive receives \$50.00 monthly for internet expenses.
- Laura motioned to approve. Mike F. seconded. Motion carried.

- That we donate \$500.00 to the Saanich Peninsula Food Bank
 - Laura M. motioned to approve. Michelle F. seconded. Motion carried.
- Motion for CUPE 441 to spend up to \$2000 for the purchase OWL Labs Portable Meeting Camera system.
 - Laura M. motioned to approve. Mike F. seconded. 1 opposed. Motion carried.
- Member inquired about updates on Wage Parody Status
 - Laura M. reported that there are no new updates since the last communication on the website – Oct 24, 2023
- Zoom subscription may need to be purchased in the future if Teams will not work for meetings.
 - Evan R. – Feel free to email questions about Teams Settings for meetings.
dataservicessteward@cupe441.ca
- Security Breach
 - Boxes that were originally in CUPE portable were not found when Candace W. took over as president. Candace W. immediately called Michelle F. the Privacy officer. Both filed a report with the Information and Privacy Commissioner. Commissioner is happy with work done to investigate and inform membership. No critical information was lost, no SIN numbers, No Banking info etc.
 - A member requested Candace W. file report with police. This has been done. Please contact Candace W. and/or Michelle F. for police file number.

GOOD OF THE UNION - Draw Winner: Jackie Wegren

ADJOURNMENT – 10:58am

Mike F. motion to adjourn meeting.
 Candina C. seconded.
 Carried.

Next General Membership Meeting is Saturday Feb. 24, 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.