



CELEBRATING 60 YEARS!

GENERAL MEETING CUPE 441

Saturday December 14, 2024 - 10:00am

Minutes

RECOGNITION OF MEETING ON UNCEDED WSÁNEĆ LAND

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

- Candace W.

EQUALITY STATEMENT – Michelle F.

(Last Page)

ROLL CALL OF OFFICERS

President – Candace Whitney

Vice President – Bev Bastness - **Excused**

Treasurer – Laura Mackie

Membership Secretary – Michelle Forrester

Recording Secretary – Marisol Verdad

School Support Worker Steward – Michael Forrester

Clerical Steward – Christine Gaudet - **Excused**

IT Steward – Evan Reimer - **Excused**

Transportation Steward – Sam Fulton - **Excused**

Maintenance / Grounds Steward – David Hale - **Excused**

Custodial Steward – Debby Edwards- **Excused**

Trustee – Jacqueline Peacock - **Excused**

Trustee – Leslie Ryan

Trustee – Robert Quicke **via Teams**

CUPE National Rep. – Omar Dagar

SWEARING IN NEW MEMBERS AND INITIATION

None

READ MINUTES OF PREVIOUS MEETING

MATTERS ARISING OUT OF THE MINUTES

None

Candace W. Motion to adopt previous minutes as is.

Mike F. Seconded the motion.

Motion carried.

SECRETARY-TREASURER'S REPORT

| | |
|------------|-----|
| Membership | 510 |
|------------|-----|

Nov BUS Leave:

| | |
|---------------------------------------|-------------|
| Candace | 24 |
| K-12 President's Council Meeting | 8 |
| President's Hours | 16 |
| David | 1 |
| Grievance Committee Meeting | 1 |
| Laura | 7 |
| Union Bookkeeping | 7 |
| Marisol | 0.5 |
| Social & Engagement Committee Meeting | 0.5 |
| Michael | 1.5 |
| Grievance Committee Meeting | 1.5 |
| Michelle | 7 |
| Update School Bulletin Boards | 7 |
| Nen | 0.5 |
| Social & Engagement Committee Meeting | 0.5 |
| Grand Total | 41.5 |

2025 Budget:

The budget has been presented and approved by the executive. Presenting to membership for approval to implement January 2025.

New Business:

Motion to purchase Owl expansion mic up to \$500. Connects with the Meeting Owl to extend its audio pick-up range by 8 feet, so everyone can be heard clearly.

Laura M. Motion to accept Secretary Treasurer Report for November as presented.

Mike F. Seconded the motion.

Discussion

Motion carried.

COMMUNICATIONS AND BILLS

Will report at next meeting

REPORTS OF COMMITTEES AND DELEGATES

Health and Safety Committee: No report

Bev Bastness, Brett Mindus

Education Committee: No report

Mike Forrester

Scholarship Committee:

~~Christine Gaudet, Christine Knapp~~

Job Evaluation Committee: Provincial Framework-
Reviewing approximately 15 jobs. Meeting on Fridays,
matching up jobs.

Bev Bastness, Edith Hayek, Joanne Waterman

Good of the Union: 3 Baskets sent out in Nov. -Basket
was sent to the family of the Teacher that passed.

Thank you to Ruth C. for going the extra mile. One
member was out of town received GC. – Member
wanted to know if there was another way to show
support other than baskets for members in need, still
struggling etc. How can we continue to support
members? Will take up at Exec. Meeting. Exec can send
up to \$250.00 for a member in need

Melanie Spencer, Ruth Cartwright

Pro-D Committee:

~~Carolynn Ablitt, Jedd Orr, Sam Fulton, Candina Collard,
Candace Whitney~~

Budget Advisory:

~~Laura Mackie, Candace Whitney~~

By Law Committee: Quotes coming

Bev Bastness, Mike Forrester, Christine Gaudet

Social Committee: Halloween Draw winners:

Christy S. EA - Pumpkin, Jen C. EA – Pumpkin,

Karen B. Clerical - Costume, Julien M. IT – Pumpkin,

Jessica T. Clerical – Costume,

Christmas Social – 60 kids!!

Pictures coming to social media! (FB) - Always looking
for more ideas!

Marisol Verdad, Heidi Nasgowitz, Alana Lushaw, Nen
Clarke, Sam Fulton, Candace Whitney

Equity Committee:

~~Candace Whitney, Dave Hale, Bev Bastness, Christine
Gaudet~~

S.E.A.T. Committee: No report

Candina Collard

EXECUTIVE REPORT - Candace W.

Labour Mgt meeting, Bus Driver OT issues, Student issues on Buses (Director of Facilities helping), EA's on
Afternoon buses.

Overdrawn vacation end of December or Beginning of January – Email was sent out by SBO

Discussion

Member asks if EAs (Regarding EAs on buses) are assigned by seniority?

Exec: EAs on bus up to 90mins depending on route

Member: Senior EAs are missing hours if not done by seniority.

Exec: EAs given hours not to exceed 35 per week and must vacate other positions; Monitor, Crossing Guard,
etc. Senior EAs were offered first.

Pro-D Day - 3 types of sessions, Special Government Funds!

Wellness Mgt meeting weekly and going well. Confidential and helpful. Manager tries to ensure you get the
best help and be successful at work.

Mike F. - Mark went above and beyond with a member in need, working after hours to support this member.

Mark Preston-Horin

mprestonhorin@saanichschools.ca

K-12 Bargaining Survey closes Dec 19

Provincial framework agreement

Please fill out!

CUPE BC Seamless Day Childcare, base 25hrs per week for EA or ECE. Would like to increase hours to more of a living wage.

SHOP STEWARD REPORTS

Clerical: no report

IT/Data Services: no report

Custodial: no report

Grounds/Maint.: In Stage 2 of grievance

Transportation: would like to meet with Mgr. regarding Equalization of Field Trip hours.

UNFINISHED BUSINESS

n/a

NEW BUSINESS

Membership List to CUPE K-12 Presidents council

Discussion:

Members: too many Political emails are sent,
maybe members could sign up themselves if they want to,
many members are against it,

One member is signed up and commented most emails relevant to our jobs, or educational. But believes should be a member's choice.

S.E.A.T Committee – needs 2 members

Discussion: Accessibility to schools

looking for new committee member

please email Candace W. - president@cupe441.ca

Mike F. Motion to Donate \$500 to the Saanich Peninsula Lions Center Food Bank

Marisol V. Seconded the motion

Motion carried

Laura M. Motion to purchase up to \$500 for CUPE 441's OWL.

Michelle F. Seconded the motion

Discussion: Mic needs to be accessible with OWL

Motion carried.

Member: Can we donate to the company that volunteers to take our Special Needs students for PE. Funds buy bikes and help program continue. Program is free.

Candace W. **Motion CUPE 441 to donate \$50 to Cycling without Age program.**

Robert Q. Seconded the motion

Discussion:

Exec: does not know anything about program, would like more info on operations.

Member: will send email to Executive

Exec: Table Motion to Jan Exec Meeting and GMM

Member: Questions regarding the work alone policy and procedures

Exec: see Brett M. or Bev B. on Safety Committee

Member: Personal Cell phone use by Employer

Exec: Go through your Department Shop Steward, and needs to be brought up at Bargaining for CA.

Member: Cell phone compensation

Exec: Department Shop Steward and Manager

Member: when does Health & Safety Board get updated?

Exec: once a month, Teachers/CUPE/Incident Reports

GOOD OF THE UNION

#1 Draw for \$50 – Glen J.

#2 Draw for \$50 – Mel S.

#3 Draw for \$50 – Laura M.

ADJOURNMENT

Candace W. Motion to adjourn meeting at 11:18am

Mike F. seconded the motion

Motion carried.

Next General Membership Meeting is Saturday January 18, 2024, at 10:00 am

CUPE 441 Website www.441.cupe.ca CUPE B.C. Website www.cupe.bc.ca CUPE National Website www.cupe.ca

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.