



# CELEBRATING 60 YEARS!

GENERAL MEETING CUPE 441  
Saturday Feb 21, 2026 - 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

Jed

### ROLL CALL OF OFFICERS

**President** – Marisol Verdad - [Present](#)  
**Vice President** – Bev Bastness - [Present](#)  
**Treasurer** – Belinda Waller - [Present](#)  
**Membership Secretary** – Michelle Forrester - [excused](#)  
**Recording Secretary** – Vacant  
**School Support Worker Steward** – Jo Waterman - [excused](#)  
**Clerical Steward** – Robyn Cameron - [Present](#)  
**IT Steward** – Evan Reimer - [Present](#)  
**Transportation Steward** – Robert Quicke - [Present](#)  
**Maintenance / Grounds Steward** – Jed Orr - [Present](#)  
**Custodial Steward** – Debby Edwards - [Present](#)

**Trustee** – Jacqueline Peacock - [Present](#)  
**Trustee** – Kalen Schick  
**Trustee** – Candina Collard  
**CUPE National Rep.** – Tara Brooks - [Present](#)

### SWEARING IN NEW MEMBERS AND INITIATION

### READ MINUTES OF PREVIOUS MEETING

Motion - [Robert](#)  
Second - [Jed](#)  
Carried

### MATTERS ARISING OUT OF THE MINUTES

None

## SECRETARY-TREASURER'S REPORT

### January Financial Report

Membership	495
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Row Labels	Sum of Leave Hours
<b>Bev</b>	<b>8</b>
Vice President's Hours	1
Vice President's Hours (Custodial Meeting)	2
Vice President's Hours	5
<b>Marisol</b>	<b>21</b>
President's K-12 Meeting	7
President's Hours	14
<b>Belinda</b>	<b>7</b>
Bookkeeping	7
<b>Joanna</b>	<b>5.25</b>
SSW Steward calls and emails	4
meeting at SBO	0.42
meeting at Deep Cove	0.33
meeting at Kelset	0.5
<b>Glenda</b>	<b>6</b>
JEIS Phone Calls/checking paperwork	6
<b>Grand Total</b>	<b>47.25</b>

Questions – None

Motion – Belinda

Second Deb

Motion carried

## COMMUNICATIONS AND BILLS

## REPORTS OF COMMITTEES AND DELEGATES

### Health and Safety Committee:

Bev Bastness, Brett Mindus  
[New policies on ESS](#)

### Education Committee:

Michelle Forrester  
[Convention coming up in April](#)

### Scholarship Committee:

Jo waterman, Edith Hayek  
[Posted on website](#)

### Job Evaluation Committee:

Bev Bastness, Edith Hayek, Jo Waterman  
[Nothing to report](#)

### Good of the Union:

Ruth Cartwright, Craig Haftner  
[2 baskets in January](#)  
[Description now on website](#)

### Pro D Committee:

Deb Edwards, Jed Orr, Tricia Heglin, Kim Coulter,  
Marley Poniedzielnik, Robbie Schiersmann, Robert  
Quicke  
[Meeting on a regular basis](#)

### Budget Advisory:

Treasurer - President  
Meeting Feb 19<sup>th</sup> Budget forecast, enrollment  
[Enrolment projections](#)  
[Possible charge for transportation](#)

### By Law Committee: (Report after Bargaining)

Bev Bastness, Nen Clark, Kalen Schick  
[After bargaining](#)

### Social and Engagement Committee:

Nen Clark, Deb Edwards  
[Working on a template](#)

### Bargaining Committee:

Jo Waterman, Carl Gardner, Deb Edwards,  
Bev Bastness, Marisol Verdada, Glen Joneson,  
Evan Reimer  
[Under new business](#)

### SEAT Committee:

Candina Collard,  
[meeting next week](#)

## EXECUTIVE REPORT

[Bargaining presentation](#)

## SHOP STEWARD REPORTS

**Support Worker Steward:** [2 letters of direction, 1 letter of discipline](#)

**Clerical Steward:** [nothing to report](#)

**IT/Data Services Steward:** [nothing to report](#)

**Custodial Steward:** [1 letter, 3 meetings](#)

**Grounds/Maintenance Steward:** [nothing to report](#)

**Transportation Steward:** [Pro D training day focused on safety](#)

## **UNFINISHED BUSINESS**

No unfinished business

## **NEW BUSINESS**

Bargaining Package and Endorsement

Presentation from Marisol

Question and answer period

Motion to endorse the package as presented- Marisol

Second - Jeff

Motion carried to enforce the bargaining package

## **GOOD OF THE UNION**

Draw for \$50

JG

## **ADJOURNMENT**

11:19

*Next General Membership Meeting is Saturday March 14, 2026, at 10:00 am*

**CUPE 441 Website [www.441.cupe.ca](http://www.441.cupe.ca) CUPE B.C. Website [www.cupe.bc.ca](http://www.cupe.bc.ca) CUPE National Website [www.cupe.ca](http://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.