



CELEBRATING 60 YEARS!

GENERAL MEETING CUPE 441
Saturday January 18, 2025 - 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

Treasurer – Laura Mackie - **excused**

Membership Secretary – Michelle Forrester

Recording Secretary – Marisol Verdad

School Support Worker Steward – Michael Forrester

Clerical Steward – Christine Gaudet – **via teams**

IT Steward – Evan Reimer - **excused**

Transportation Steward – Sam Fulton – **via teams**

Maintenance / Grounds Steward – **Vacant**

Custodial Steward – Debby Edwards

Trustee – Jacqueline Peacock – **via teams**

Trustee – Leslie Ryan - **excused**

Trustee – Robert Quicke - **excused**

CUPE National Rep. – Omar Dagar – **via teams**

SWEARING IN NEW MEMBERS AND INITIATION

- 1 new Member

READ MINUTES OF PREVIOUS MEETING

- Yes
- Jacqueline P. was not at previous meeting. Change to excused
- Michelle F. is not Michelle W.

Candace W. Motion to adopt previous minutes

Mike F. seconded the motion

Carried

MATTERS ARISING OUT OF THE MINUTES

None

SECRETARY-TREASURER'S REPORT - Bev. B for Laura M.

Secretary-Treasurer Report to Membership – Jan 18, 2025

Dec Financial Report:

Membership	504
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Dec BUS Leave:

Bargaining Training	59
Bev	8
Candace	6
Carl	8
Deb	8
Evan	8
Glen	7
Joanna	7
Marisol	7
President's Hours	28
Candace	28
Union Bookkeeping	7
Laura	7
Union social media	1
Melanie	1
Grand Total	95

Miscellaneous:

- **January Motions:**
 - Bev. B. Motion that Retiring School District 63 employees, that have worked 10+ years, receive \$25.00 per year of service up to a maximum of \$500.00, for the period January 1, 2025 – January 31, 2026.
Michelle F. Seconded the motion
Carried
 - Bev B. Motion that Union executive can approve a member in need to receive up to a maximum of \$250.00 in a year for the period January 1, 2025 – January 31, 2026.
Mike F. Seconded the motion
Carried
 - Bev B. Motion for each member of the executive receives \$50.00 monthly for internet expenses.
Mike F. seconded the motion
Carried

- **Registration for CUPE BC Convention (April 30 to May 3, 2025)** at the Westin Bayshore Hotel in Vancouver – registration opens Feb 20, 2025. We can send up to 5 delegates, invite 2 members to join 3 exec. If interested permission from manager is needed and to email Laura by Feb 7.
- **Request by member to donate to Cycling Without Age Society:** The focus of this charity is more on seniors than students, if we give to this charity, it opens the door for other requests, and we currently donate approximately \$20,000 annually. For these reasons the executive does not recommend giving a donation to Cycling with Age.

Discussion

Vote: in favor: 0

Motion defeated

Bev. B Motion to adopt Secretary Treasurer report as presented

Deb E. seconded the motion

Carried

COMMUNICATIONS AND BILLS

Nov 2024

Partial LOA - 2

General LOA – 2

Resignation – 1

3 Month Probation – 3

Dec 2024

General LOA – 1

Resignation – 3

Retirement – 1

3 Month Probation – 11

Jan 2025

Partial Registration – 1

General LOA – 1

Retirement - 3

3 Month Probation – 5

REPORTS OF COMMITTEES AND DELEGATES

Health and Safety Committee: Not yet met. Last meeting in person was November. Will report next month

Bev Bastness, Brett Mindus

Education Committee: Courses coming up in spring. Check out the CUPE website. Please forward your name to president if interested. Expenses paid by union.

Mike Forrester

Scholarship Committee: Starting up again! Info going out to schools next week. April 30 deadline

Christine Gaudet, Christine Knapp

Job Evaluation Committee: no local JE this month. Provincial matching

Bev Bastness, Edith Hayek, Joanne Waterman

Good of the Union: no report

Melanie Spencer, Ruth Cartwright

Pro D Committee: Nominations being taken

Budget Advisory: Starting up, meeting next week

Laura Mackie, Candace Whitney

By Law Committee: see unfinished business

Bev Bastness, Mike Forrester, Christine Gaudet

Social Committee: Paint night? Looking for Ideas.

Member heard lots of good comments for the Christmas social.

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:

Candina Collard, Vacant seat

EXECUTIVE REPORT

- Email was sent out awarding Melanie Paas as new Assistant Superintendent as well as Peter Westhaver as Assistant Superintendent replacing Paul McKenzie.

Candace W. Motion to take Mike F., Dave H. Laura M. dinner at the Keg for their years of service on the Executive Committee.

Michelle F. seconded the motion

Carried

SHOP STEWARD REPORTS

Mike F. Last report as I am retiring as of Friday!

Clerical: new member asking about breaks. Formula is in CA. -Super Duper

IT/Data Services: no report

Custodial: 1 grievance. 1 harassment

Grounds/Maint.: no report

Transportation: no report

UNFINISHED BUSINESS

Quotes for Bylaw Printing are still coming from printers, was slow response over holiday.

- recommendation not to get quotes for 300
Member suggested 5 copies to each school minimal
Discussion
Will print inhouse and post at schools
Member asks why top 3 executives do not have a CC for expenses.
Discussion – why executive does not have a CUPE CC.

NEW BUSINESS

Candace W. Motion to decline Employers request for 2 extra observers on the PRO D committee.

Mike F. seconded the motion

Discussion

Motion carried

Pro D Committee nominations –

Candace W.– **Jed Orr** – IT or Grounds – Accepted

Mike F. – **Jo Waterman** – SSW- Accepted

Christine G. – Marisol V - Clerical- Declined

Candace w. – **Deb E.** - Custodial– Accepted

Mike F. – **Candace W.** – will be overseeing

Michelle F – **Sam F.** – Transportation - Accepted

Nominations/Elections:

Maintenance Shop Steward -

Treasurer -

SEAT Committee member -

EA Steward – Mike F – Jo Waterman – Accepted – Sworn in! 😊

1 year and 3-year Trustee – Leslie Ryan -1 yr - accepted

- Jacqueline Peacock – 3 yr
- Mike F. nominate Jacqueline P.- accepted

Meeting Dates to be published on website – Has been updated, by Bev B.

GOOD OF THE UNION - Draw for \$50 – Deb Edwards!!

ADJOURNMENT

Mike F. motion to adjourn meeting at 10:59am

Michelle F. seconded the motion

Carried

Next General Membership Meeting is Saturday February 22, 2025, 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.