

**GENERAL MEETING CUPE 441**  
**Saturday January 17, 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.

-Marisol

**EQUALITY STATEMENT** - Belinda

**ROLL CALL OF OFFICERS**

**President** – Marisol Verdad

**Vice President** – Bev Bastness

**Treasurer** – Belinda Waller

**Membership Secretary** – Michelle Forrester - Excused

**Recording Secretary** – Kirat Kaur – via Teams

**School Support Worker Steward** – Jo Waterman

**Clerical Steward** – Robyn Cameron – via Teams

**IT Steward** – Evan Reimer – via Teams

**Transportation Steward** – Robert Quicke

**Maintenance / Grounds Steward** – Jed Orr - Excused

**Custodial Steward** – Debby Edwards

**Trustee** – Jacqueline Peacock – via Teams

**Trustee** – Kalen Schick - Excused

**Trustee** – Candina Collard

**CUPE National Rep.** – John Gibson

**SWEARING IN NEW MEMBERS AND INITIATION**

None

**READ MINUTES OF PREVIOUS MEETING**

Yes

**MATTERS ARISING OUT OF THE MINUTES**

- Date correction for Transportation Training Date, change from January to February.  
Marisol Motion to accept the previous meeting minutes as presented  
Jo seconded the motion  
Motion carried

## SECRETARY-TREASURER'S REPORT – Belinda

Membership	511
Row Labels	Sum of Leave Hours
<b>Belinda</b>	<b>7</b>
Bookkeeping	7
<b>Bev</b>	<b>10</b>
Meeting	2
Vice President's hours	8
<b>Joanna</b>	<b>3.42</b>
SSW Steward calls and emails	3
Stewart Meeting	0.42
<b>Marisol</b>	<b>19.75</b>
President's hours	19.75
<b>Kirat</b>	<b>1</b>
Training	1
<b>Grand Total</b>	<b>41.17</b>

### Miscellaneous:

- Reminder: Registration for CUPE BC Convention (April 29<sup>th</sup> to May 2<sup>nd</sup> ) at the Victoria Convention Centre – registration opens Feb 9, 2026/deadline March 16<sup>th</sup>. We can send up to 5 delegates, inform the executive how many we can afford to send (assume approximately \$3000.00 per person), determine who wants to go and ask them to secure permission from their manager and confirm they can go, so that registration
- CUPE BC updated mileage and expense claim is now available increased to \$0.73

Belinda Motion to accept the Secretary Treasurer Report as presented.

Bev Seconded the motion

Motion carried.

### COMMUNICATIONS AND BILLS

Will report next GMM

## REPORTS OF COMMITTEES AND DELEGATES

**Health and Safety Committee:** Power outage procedures. Requests for non alcoholic hand sanitizer.  
Bev Bastness, Brett Mindus

**Education Committee:** 1 member going to Steward Training in March  
Michelle Forrester

**Scholarship Committee:** No Report  
Jo waterman, Edith Hayek

**Job Evaluation Committee:** No Report  
Bev Bastness, Edith Hayek, Jo Waterman

**Good of the Union:** 1 basket in November and 1 basket in December  
Request to Ruth to contact through CUPE Website instead of District email  
Ruth Cartwright, Craig Haftner

**Pro D Committee:** Survey just went out to members. Follow up meeting planned to review survey results. Keynote speaker being considered. Format suitability on time of sessions also a consideration  
Deb Edwards, Jed Orr, Tricia Heglin, Kim Coulter, Marley Poniedzielnik, Robbie Schiersmann, Robert Quicke

**Budget Advisory:** First Budget meeting scheduled for Jan 22<sup>nd</sup>  
Belinda Waller, Marisol Verdad

~~**By Law Committee:** (Report after Bargaining)  
Bev Bastness, Nen Clark, Kalen Schick~~

**Social and Engagement Committee:** No Report  
Nen Clark, Candace Whitney, Deb Edwards

**Bargaining Committee:** Executive Report  
Jo Waterman, Carl Gardner, Deb Edwards, Bev Bastness, Marisol Verdad, Glen Joneson, Evan Reimer, Candace Whitney

**Equity Committee:** No Report

**SEAT Committee:** No report. Next meeting in February  
Candina Collard,

## EXECUTIVE REPORT

Bargaining status no meeting dates set yet. Provincial framework not yet settled, once settled then a date will be set. The bargaining committee will present proposals for bargaining at next GMM or a special meeting and will invite membership to review.

## SHOP STEWARD REPORTS

**Support Worker Steward:** Jo

- Several meetings in December
- 1 letter of disciplinary
- 1 letter of expectation

**Clerical Steward:** Robyn

- Nothing to report

**IT/Data Services Steward:** Evan

- Nothing to report

**Custodial Steward:** Deb

- -Few meetings
- -Inquiries regarding sick time
- -meeting scheduled for next week regarding changes to custodial department

## **SHOP STEWARD REPORTS continued:**

### **Grounds/Maintenance Steward: Jed**

- No Report

### **Transportation Steward: Robert**

- Is attending training in March
- Couple issues around driver training
- Health and Safety issues around drivers not included in annual hearing tests

## **UNFINISHED BUSINESS**

- First draft of CUPE 441 Logo shared – Comments are welcome!
- Provincial Job Evaluation is not meeting because of bargaining. Questions regarding retro pay. Asked John to look into to and report back to membership

## **NEW BUSINESS**

None

## **GOOD OF THE UNION**

Draw for \$50 – Kirat K.

## **ADJOURNMENT 10:49am**

Marisol motion to adjourn meeting.

Jo Seconded the motion

Motion carried.

*Next General Membership Meeting is Saturday February 21, 2026, 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.