



CELEBRATING 60 YEARS!

GENERAL MEETING CUPE 441
Saturday October 18, 2025 - 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.

- Candace W.

EQUALITY STATEMENT – Marisol V.

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ROLL CALL OF OFFICERS

President – Candace Whitney

Vice President – Bev Bastness

Treasurer – Belinda Waller via Teams

Membership Secretary – Michelle Forrester - Excused

Recording Secretary – Marisol Verdad

School Support Worker Steward – Jo Waterman

Clerical Steward – **Vacant**

IT Steward – Evan Reimer

Transportation Steward – Sam Fulton via Teams

Maintenance / Grounds Steward – Jed Orr via Teams

Custodial Steward – Debby Edwards

Trustee – Jacqueline Peacock via Teams

Trustee – **Vacant**

Trustee – Robert Quicke

CUPE National Rep. – John Gibson - Excused

SWEARING IN NEW MEMBERS AND INITIATION

None

READ MINUTES OF PREVIOUS MEETING

Yes

MATTERS ARISING OUT OF THE MINUTES

None

Bev B. Motion to adopt previous minutes as presented.

Jo W. Seconded the motion.

Motion Carried.

SECRETARY-TREASURER'S REPORT – Belinda W.

September Financial Report:

Membership	493
Row Labels	Sum of Leave Hours
Bev	5
Vice President's time	5
Joanna	5
SSW Steward calls and emails	4.5
SSW Steward meeting	0.5
Waller	7.75
Bookkeeping	7
Union 365 Demo	0.75
Evan	0.75
Union 365 Demo	0.75
Grand Total	18.5

Miscellaneous:

Annual Commercial Insurance Renewal due October 22nd

Jacqueline P. Motion to accept Secretary – Treasurer report as presented.

Bev B. Motion seconded.

Motion carried.

COMMUNICATIONS AND BILLS

September 2025

Partial LoA – 6

Partial Resignation – 2

General LoA – 4

Resignation – 4

Retirement -2

3month Probation - 3

Request for Job Share - 1

REPORTS OF COMMITTEES AND DELEGATES

Health and Safety Committee: Has had one mtg. Emp. added GPS in Custodial Dept.

Bev Bastness, Brett Mindus

Education Committee: 1 member going to Fall weeklong

Michelle Forrester

Scholarship Committee:

New committee to be selected (2-3 members)

Job Evaluation Committee: No Report

Bev Bastness, Edith Hayek, Jo Waterman

Good of the Union: No Report

Ruth Cartwright

Pro D Committee: 3rd Pro D – Nov 21st, Keynote speaker and afternoon sessions, paid day if attended

New committee to be selected (1 from each department)

Budget Advisory:

Treasurer - President (Report in Spring)

By Law Committee:

New committee to be selected (2-3 members)

Social Committee: Looking for swag for members!

New committee to be selected (3-5 members)

Bargaining Committee: Just picked dates for Jan/Feb

Jo Waterman, Carl Gardner, Deb Edwards,

Bev Bastness, Marisol Verdad, Glen Joneson,

Evan Reimer, Candace Whitney

Equity Committee:

Nothing new to report

EXECUTIVE REPORT

GPS Policy – Letter sent out to Departments that these effects

IT to give extra help for multifactor authentication troubles.

Shortage of EA's, Employer has hired approx. 100 new EAs, and Employer program has started to get more EAs.

- Member asks for GPS Policy to be shared with the IT Department.

SHOP STEWARD REPORTS

Support Worker Steward: mostly quiet, few inquiries regarding roles and resignations.

Clerical Steward:

IT/Data Services Steward: No Report

Custodial Steward: danger pay inquiries, payroll issues.

Grounds/Maintenance Steward: No Report

Transportation Steward: No Report

UNFINISHED BUSINESS

Nominations / Elections for Executive (2-year term over)

- President -**Marisol Verdad** - Acclaimed
- Recording Secretary - **Kirat Kaur** - Acclaimed
- Transportation Steward – **Robert Quicke** - Acclaimed
- Grounds / Maintenance Steward – **Jed Orr** – Acclaimed
- Trustee - 1yr – **Candina Collard** - Acclaimed
- Trustee – 2yr – **Kalen Schick** - Acclaimed

Vacant Executive

- Clerical Steward – **Robyn Cameron** - Acclaimed

Vacant Committees

- **Scholarship Committee** (2-3 members), Jo Waterman, Edith Hayek
- **By Law Committee** (2-3 members) Nen Clarke, Kalen Schick
- **Social Committee** (3-5 members) Nen Clarke, Candace Whitney, Deb Edwards
- **Pro D Committee** (1 from each department)

Custodial: Deb Edwards

Clerical:

Grounds/Maintenance: Jed Orr

IT/Data Services:

Support Worker: Tricia Heglin

-**Good of the Union:** Ruth Cartwright, Craig Haftner

***Bargaining committee** was discussed and will stand as elected

NEW BUSINESS

Jacqueline P. Motion for Executive to take exiting President and Executive members out for a Thank you dinner.

Deb E. Seconds the Motion

Motion Carried.

GOOD OF THE UNION

Draw for \$50 – Tricia Heglin

ADJOURNMENT

11:09am

Marisol V. Motion to adjourn meeting

Jo W. Seconded the motion

Motion Carried.

Next General Membership Meeting is Saturday November 15, 2025, 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.