



**GENERAL MEETING CUPE 441  
Saturday April 18, 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**

Michelle

**ROLL CALL OF OFFICERS**

- President** – Marisol Verdad - Excused
- 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 - Excused
- Transportation Steward** – Robert Quicke - Present
- Maintenance / Grounds Steward** – Jed Orr - Excused
- Custodial Steward** – Debby Edwards - Present

- Trustee** – Jacqueline Peacock - Present
- Trustee** – Kalen Schick
- Trustee** – Candina Collard
- CUPE National Rep.** – Tara Brooks

**SWEARING IN NEW MEMBERS AND INITIATION**

**READ MINUTES OF PREVIOUS MEETING**

- Motion - Belinda
- Second - Debby
- Carried

**MATTERS ARISING OUT OF THE MINUTES**

None

## SECRETARY-TREASURER'S REPORT

### January Financial Report

Membership	502
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Row Labels	Sum of Leave Hours
<b>Belinda</b>	<b>12.5</b>
Bookkeeping	7
Principal Process	5.5
<b>Bev</b>	<b>13.5</b>
Vice President's Hours & Meetings	4
VP Meeting	1.5
Vice President's Hours	8
<b>Candina</b>	<b>8</b>
Trustee Union Audit	8
<b>Jacqueline</b>	<b>7</b>
Trustee Union Audit	7
<b>Joanna</b>	<b>3</b>
SSW Steward calls and emails	2.5
SSW Steward Meeting at Bayside	0.5
<b>Kalen</b>	<b>7</b>
Trustee Union Audit	7
<b>Marisol</b>	<b>22.75</b>
President's Hours	21
Meeting at R Reid and R Lumb	0.75
Board Meeting	1
<b>Robert</b>	<b>4</b>
training	4
<b>Grand Total</b>	<b>77.75</b>

Questions – None

Motion – Belinda

Second Robert

Motion carried

## COMMUNICATIONS AND BILLS

### March

Resignation – 2

3 month Probation – 1

LoA – 1

Maternity – 2

Retirement - 2

## REPORTS OF COMMITTEES AND DELEGATES

### Health and Safety Committee:

Bev Bastness, Brett Mindus

Declining incidents reported; crossing guard training; updating drills coming

### Education Committee:

Michelle Forrester

Nothing to report

### Scholarship Committee:

Jo waterman, Edith Hayek

1 application received, waiting for more applications

### Job Evaluation Committee:

Bev Bastness, Edith Hayek, Jo Waterman

Nothing to report

### Good of the Union:

Ruth Cartwright, Craig Haftner

6 baskets in March

### Pro D Committee:

Deb Edwards, Jed Orr, Tricia Heglin, Kim Coulter, Marley Poniedzielnik, Robbie Schiersmann, Robert Quicke

225 registered for April 20<sup>th</sup> event; Meeting booked for after April 20<sup>th</sup> event to collaborate with committee

### Budget Advisory:

Belinda Waller, Marisol Verdad

Community meeting held April 15<sup>th</sup>; Survey is available closes April 26<sup>th</sup>; next meeting April 30<sup>th</sup>

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

Bev Bastness, Nen Clark, Kalen Schick

After bargaining

### Social and Engagement Committee:

Nen Clark, Deb Edwards

Nothing to report

### Bargaining Committee:

Jo Waterman, Carl Gardner, Deb Edwards, Bev Bastness, Marisol Verdad, Glen Joneson, Evan Reimer

Under new business

### SEAT Committee:

Candina Collard,

Nothing to report

### Grievance Committee:

Marisol Verdad, Jed Orr and the designated Steward  
2 local grievances

### Labour Management Committee:

Bev Bastness, Marisol Verdad

Messaging coming re: changes in custodial; Holidays for 10-month employees; EAs covering EAs; more information coming regarding job evaluations

### Joint Early Intervention Service (JEIS):

Bev Bastness, Glenda Kohse

Lots of valuable information links on CUPE Website

## **EXECUTIVE REPORT**

Bargaining review of K-12 Provincial Framework shared. Discussions

## **SHOP STEWARD REPORTS**

**Support Worker Steward:** 2 letters of discipline

**Clerical Steward:** working on job evaluations with HR to identify several clerical positions that have not been reviewed in a number of years

**IT/Data Services Steward:** nothing to report

**Custodial Steward:** 1 inquiry vacation request; 2 denied vacation; 1 racism claim; 1 letter of suspension;

**Grounds/Maintenance Steward:** nothing to report

**Transportation Steward:** April 15<sup>th</sup> was Bus Driver appreciation day

## **UNFINISHED BUSINESS**

Vancouver Island District Council – delegates – will post more information on the website and seek volunteers to represent our local at meetings

Recording Secretary – nominations – Bev nominated Edith H. Edith accepted nomination

## **NEW BUSINESS**

None

## **GOOD OF THE UNION**

Draw for \$50

Gord C

## **ADJOURNMENT**

11:12

*Next General Membership Meeting is Saturday March 14, 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.