



GENERAL MEETING CUPE 441
Saturday December 13, 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.

EQUALITY STATEMENT

ROLL CALL OF OFFICERS

President – Marisol Verdad

Vice President – Bev Bastness

Treasurer – Belinda Waller

Membership Secretary – Michelle Forrester

Recording Secretary – Kirat Kaur - **Excused**

School Support Worker Steward – Jo Waterman - **Teams**

Clerical Steward – Robyn Cameron - **Teams**

IT Steward – Evan Reimer

Transportation Steward – Robert Quicke

Maintenance / Grounds Steward – Jed Orr

Custodial Steward – Debby Edwards

Trustee – Jacqueline Peacock - **Teams**

Trustee – Kalen Schick

Trustee – Candina Collard

CUPE National Rep. – John Gibson

**** Special Guests Kirk and Amy from Vancouver Island District Council.**

Q&A about being affiliated with the VIDC

- Meets 4 times a year
- 50 members = 1 delegate (which can include a local member)
- Can help with bargaining, language in the CA
- Next meeting is Jan 31st (hybrid meeting in Nanaimo)

SWEARING IN NEW MEMBERS AND INITIATION

None

READ MINUTES OF PREVIOUS MEETING

Yes

MATTERS ARISING OUT OF THE MINUTES

None

Michelle F. Motion to accept previous minutes as presented.

Deb E. seconded the motion.

Motion carried.

SECRETARY-TREASURER'S REPORT – Belinda W.

Membership	519
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BUS Leave November	Sum of Leave Hours
Belinda	4.75
Bookkeeping	4
Budget Meeting	0.75
Bev	10
Bargaining Meeting	4
Vice President's hours	6
Candace	3
Bargaining Meeting	3
Carl	3
Bargaining Meeting	3
Edith	40
CUPE 2025 Fall Weeklong School	40
Jed	42.5
CUPE 2025 Fall Weeklong School	40
Committee Meetings	2.5
Joanna	5.75
Bargaining Meeting	1.75
SSW Steward calls and emails	4
Marisol	19
President's hours	19
Robyn	7
Into Steward training	7
Glenda	4
JEIS Phone Calls/checking paperwork	4
Glen	3.5
Bargaining Meeting	3.5
Evan	3.5
Bargaining Meeting	3.5
Grand Total	146

Miscellaneous:

- Preliminary Budget for 2026

Belinda W. Motion to accept Secretary Treasurer's Report as presented.

Jed O. Seconded the motion

Motion Carried

COMMUNICATIONS AND BILLS

REPORTS OF COMMITTEES AND DELEGATES

Health and Safety Committee: Will meet in Jan

Bev Bastness, Brett Mindus

Education Committee: VIDC has education courses

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

Ruth Cartwright, Craig Haftner

Pro D Committee: no movement yet

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

Budget Advisory: [\(Report in Spring\)](#)

Treasurer—President

By Law Committee: [\(Report after Bargaining\)](#)

~~Bev Bastness, Nen Clark, Kalen Schick~~

Social and Engagement Committee: Focus on engagement and education!

Nen Clark, Candace Whitney, Deb Edwards

Bargaining Committee: No report

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

Equity Committee: 1 a year

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

EXECUTIVE REPORT

Will need to get a committee/delegate for VIDC – 4 total, 1 executive.

Extra GOU in Jan GMM meeting?

SHOP STEWARD REPORTS

Support Worker Steward: 1 member working with.

Clerical Steward: no report

IT/Data Services Steward: no report

Custodial Steward: 1 inq. On job description. 1 OT grievance

Grounds/Maintenance Steward: 1 resignation, 1 dept is trying Flex days.

Transportation Steward: Training coming up, Evacuation training Jan 13th for drivers., More Tyler info. H&S in the Transportation Shop, work alone procedures.

UNFINISHED BUSINESS

- Question about updated CUPE list – Marisol will look into the CUPE list – **DONE!**
- Recommendation to reaffiliate with the Vancouver Island District Counsel
Robert Q. Motion to join the Vancouver Island District Counsel
Ruth C. Seconded the motion
Motion carried.

NEW BUSINESS

None

GOOD OF THE UNION

Draw for \$50 – Jo Waterman

ADJOURNMENT

Next General Membership Meeting is Saturday January 17, 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.