



CELEBRATING 60 YEARS!

GENERAL MEETING CUPE 441
Saturday February 22, 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 -Excused

Treasurer – Laura Mackie

Membership Secretary – Michelle Forrester

Recording Secretary – Marisol Verdad -Excused

School Support Worker Steward – Jo Waterman

Clerical Steward – Christine Gaudet -via Teams

IT Steward – Evan Reimer – via Teams

Transportation Steward – Sam Fulton

Maintenance / Grounds Steward – Vacant

Custodial Steward – Debby Edwards

Trustee – Jacqueline Peacock

Trustee – Leslie Ryan

Trustee – Robert Quicke

CUPE National Rep. – Omar Dagar -Excused

SWEARING IN NEW MEMBERS AND INITIATION

1 new member – Jackie Wegren ISW

READ MINUTES OF PREVIOUS MEETING

Yes

Candace W. Motion to adopt previous minutes.

Leslie Ryan seconded the motion.

Carried

MATTERS ARISING OUT OF THE MINUTES

None

SECRETARY-TREASURER'S REPORT – Laura M.

Membership	499
-------------------	------------

Jan BUS Leave	
Bev	4
Vice-President's Day - Website	
admin	4
Candace	41.5
Presidents' Day	40
Steward Meeting	1.5
Laura	7
Union Bookkeeping	7
Michael	1
Steward Meeting	1
Melanie	2
Media Coordinator	2
Grand Total	55.5

Miscellaneous:

Registration for CUPE BC Convention (April 30 to May 3, 2025) at the Westin Bayshore Hotel.

Registration opens Feb 20, 2025/deadline March 27.

We can send up to 5 delegates – we are assuming approximately \$3000.00 per person.

Michelle, Marisol and Debbie expressed interest, and it was brought forward at Jan GMM for two members who can also attend.

Confirmation needed this week on who is attending so that registration and hotels can be secured when registration goes live.

Thank you note received from Saanich Peninsula Lions Food Bank.

COMMUNICATIONS AND BILLS – Michelle F.

Jan 2025

Resignation - 1

Partial Registration – 1

General LOA – 1

Retirement - 3

3 Month Probation – 7

Letter of Expectation – 2

REPORTS OF COMMITTEES AND DELEGATES

Health and Safety Committee: No Report

Bev Bastness, Brett Mindus

Education Committee: Looking for Committee members

Scholarship Committee: No applicants yet.

Christine Gaudet, Christine Knapp

Job Evaluation Committee: 1 meeting, waiting for response, President has also reached out to Provincial JE Committee to evaluate Trades wages more thoroughly.

Bev Bastness, Edith Hayek, Jo Waterman

Good of the Union: 4 Baskets in Jan. Suggestion that instead of \$100 basket, to send a \$50 basket and \$50 GC. All agreed within line of mandate.

Melanie Spencer, Ruth Cartwright

Pro D Committee: Will be at Claremont

Jed Orr, Jo Waterman, Deb Edwards, Sam Fulton, Candace Whitney

Budget Advisory: Enrollment may be down this year and cost are increasing, but no hard numbers yet. Should know more mid April. Will need to give

feedback in April about what areas to cut costs. Look for public meeting and online survey.

Laura Mackie, Candace Whitney

By Law Committee: Printed and sent to schools and available online

Bev Bastness, **Vacant seat**

Social Committee: Need ideas for activities

Marisol Verdad, Heidi Nasgowitz, Nen Clarke, Sam Fulton, Candace Whitney

~~**Equity Committee:**~~

~~Candace Whitney, Dave Hale, Bev Bastness, Christine Gaudet~~

S.E.A.T. Committee: No Report

Candina Collard, **Vacant seat**

Bargaining Committee: Provincial Committee decided how much money we are able to work with for our bargaining, our bargaining starts after that. Please fill out survey when it comes out, be specific!

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

EXECUTIVE REPORT

Good attendance at General Meetings! – Yay 441!

President spoke to D. Eberwein (Superintendent) and said the Local felt blindsided at the announcement of new administration positions we had not heard about. This topic and the cost will be brought up at the budget advisory committee

SHOP STEWARD REPORTS

SSW: 1 letter of Expectation

Clerical: No Report – Christine is retiring from position; new steward is needed. Thank you, Christine!

IT/Data Services: No Report

Custodial: 1 grievance ongoing

Grounds/Maint.: No Report

Transportation: No Report

UNFINISHED BUSINESS

Nominations/Elections:

Maintenance Shop Steward -

Treasurer -

SEAT Committee member –

NEW BUSINESS

Nomination for Treasurer – Belinda Waller

Accepted and acclaimed

Belinda Waller sworn in

Laura M. Motion for outgoing Secretary Treasurer to stay on Executive (without voting rights) for 2 months to transition and train the new Secretary Treasurer.

Christine G. Seconded the motion

Passed unanimously

Michelle F. Motion to take the 3 Trustees out for supper to recognize their long standing efforts.

Christine G. Seconded the motion

Carried

GOOD OF THE UNION - Draw for \$50 – Edith Hayek

ADJOURNMENT – Candace W. Motion to adjourn meeting

Ruth C. Seconded the motion

Adjourned at 11:25am

Next General Membership Meeting is Saturday March 8, 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.