

**GENERAL MEETING CUPE 441  
Saturday March 14, 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**

- Michelle

**ROLL CALL OF OFFICERS**

**President** – Marisol Verdad

**Vice President** – Bev Bastness

**Treasurer** – Belinda Waller

**Membership Secretary** – Michelle Forrester

**Recording Secretary** – **Vacant**

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

**Clerical Steward** – Robyn Cameron - Teams

**IT Steward** – Evan Reimer - Excused

**Transportation Steward** – Robert Quicke

**Maintenance / Grounds Steward** – Jed Orr

**Custodial Steward** – Debby Edwards

**CUPE National Rep.** – Tara Brooks

**Trustee** – Jacqueline Peacock - Teams

**Trustee** – Kalen Schick

**Trustee** – Candina Collard

**SWEARING IN NEW MEMBERS AND INITIATION**

None

**READ MINUTES OF PREVIOUS MEETING**

Yes

**MATTERS ARISING OUT OF THE MINUTES**

Jed O motion to accept previous minutes as presented.

Michelle F seconded the motion

Motion carried

## SECRETARY-TREASURER'S REPORT

Membership	496
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Row Labels	Sum of Leave Hours
<b>Belinda</b>	<b>10</b>
Bookkeeping	7
Strike Training	3
<b>Bev</b>	<b>23</b>
CUPE Meeting	2
Vice President's Hours	9
Strike Training	4
Bargaining Prep/VP Time	8
<b>Candina</b>	<b>18</b>
Trustee Financial Training	16
S.E.A.T committee meeting	2
<b>Carl</b>	<b>4</b>
Bargaining Meeting	4
<b>Debby</b>	<b>2</b>
Custodian Meeting	2
<b>Evan</b>	<b>3</b>
Bargaining Meeting	3
<b>Glen</b>	<b>4</b>
Bargaining Meeting	4
<b>Jed</b>	<b>3.5</b>
Strike Training	3.5
<b>Joanna</b>	<b>12.25</b>
Meeting at Bayside	4.5
SSW Steward calls and emails	4
Strike Training	3.5
Meeting at Prospect Lake	0.25
<b>Kalen</b>	<b>14</b>
Trustee Financial Training	14
<b>Kim</b>	<b>2</b>
CUPE Meeting	2
<b>Marisol</b>	<b>37.25</b>
CUPE Meeting	2
President's Hours	28
Strike Training	4
Fire Alarm testing at Portable	0.5
CUPE Member Meeting	2.75
<b>Robert</b>	<b>3.5</b>
Strike Training	3.5
<b>Robyn</b>	<b>3.5</b>
Strike Training	3.5
<b>Grand Total</b>	<b>140</b>

## Miscellaneous:

- Trustee Audit Report completed March 3<sup>rd</sup> report attached

Belinda W motion to accept Secretary Treasurer report as presented

Jed O Seconded the motion

Motion Carried

## COMMUNICATIONS AND BILLS

### December

Resignations – 2

Retirement – 1

3 Month Probation – 28

Maternity Leave – 1

### January

Partial Resignation – 1

Resignations – 4

3 Month Probation - 7

### February

Resignation – 1

3 Month Probation – 1

Article 16.05 (Posting of Position) after 2yrs. – 1

Thank You Letter - 1

## REPORTS OF COMMITTEES AND DELEGATES

**Health and Safety Committee:** 39 incidents, 6-time loss – student involvement. Emergency procedures.

Bev Bastness, Brett Mindus

**Education Committee:** CUPE Convention – Apr 30 to May 3

Michelle Forrester

**Scholarship Committee:** Application deadline Apr 30

Jo waterman, Edith Hayek

**Job Evaluation Committee:** Will meet in Apr for Request

Bev Bastness, Edith Hayek, Jo Waterman

**Good of the Union:** 4 baskets in Feb

Ruth Cartwright, Craig Haftner

**Pro D Committee:** Survey went out!

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

**Budget Advisory:** Next meeting April 8

Belinda Waller, Marisol Verdad

~~**By Law Committee:** (Report after Bargaining)~~

Bev Bastness, Nen Clark, Kalen Schick

**Social and Engagement Committee:** No Report

Nen Clark, Deb Edwards

**Bargaining Committee:** Waiting on Prov. Framework

Jo Waterman, Carl Gardner, Deb Edwards,

Bev Bastness, Marisol Verdad, Glen Joneson,

Evan Reimer

**SEAT Committee:** New Policy for Service dogs in schools

Candina Collard,

**Grievance Committee:** No Report

Marisol Verdad, Jed Orr, and the designated Steward

**Labour Management Committee:** Meeting in Mid April

Bev Bastness, Marisol Verdad

**Joint Early Intervention Service (JEIS):** 11 referrals in

Feb. Program info now on website

Bev Bastness, Glenda Kohse

## **EXECUTIVE REPORT**

Policy 21 – Motion (SBO) Bus Fees

CUPE ProD Day

Bargaining update - no news!

CUPE Local 441 Logo – (Page 4) feedback needed!

**Email feedback to: [recordingsecretary@cupe441.ca](mailto:recordingsecretary@cupe441.ca)**

## **SHOP STEWARD REPORTS**

**Grounds/Maintenance Steward:** No report

**Support Worker Steward:** 1 letter of discipline

**Clerical Steward:** 1 JE

**IT/Data Services Steward:** No report

**Custodial Steward:** 2 investigations, 1 check in, 1 resignation, 1 letter of discipline, 1 letter of expectation

**Transportation Steward:** no report

## **UNFINISHED BUSINESS**

Vancouver Island District Council – Delegates – move to next month

## **NEW BUSINESS**

## **GOOD OF THE UNION**

Draw for \$50 – Bev Bastness!

## **ADJOURNMENT**

*Next General Membership Meeting is Saturday April 18, 2026, at 10:00 am*



***CUPE441***



***CUPE441***  
*Supporting Saanich Students*

## 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.