



CELEBRATING 60 YEARS!

GENERAL MEETING CUPE 441
Saturday March 8, 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 – Michelle F.

(Last Page)

ROLL CALL OF OFFICERS

President – Candace Whitney

Vice President – Bev Bastness

Treasurer – Laura Mackie / Belinda Waller

Membership Secretary – Michelle Forrester

Recording Secretary – Marisol Verdad

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

Clerical Steward – Vacant

IT Steward – Evan Reimer - **Excused**

Transportation Steward – Sam Fulton **via teams**

Maintenance / Grounds Steward – Vacant

Custodial Steward – Debby Edwards - **Excused**

Trustee – Jacqueline Peacock

Trustee – Leslie Ryan

Trustee – Robert Quicke

CUPE National Rep. – Omar Dagar

SWEARING IN NEW MEMBERS AND INITIATION

None

READ MINUTES OF PREVIOUS MEETING

Michelle F. Motion to adopt previous minutes.

Leslie R. Seconded the motion.

Motion carried.

MATTERS ARISING OUT OF THE MINUTES

none

SECRETARY-TREASURER'S REPORT – Laura M.

Feb Financial Report:

Membership	501
------------	-----

Feb BUS Leave

Introduction to Stewarding	7
Joanna	7
Media Coordinator	0.5
Melanie	0.5
Union Bookkeeping	7
Laura	7
Bargaining Training	61
Candace	8
Marisol	7
Bev	8
Deb	8
Carl	8
Glen	7
Evan	8
Joanna	7
Policy Committee Meeting	1
Candace	1
Presidents' Day	32
Candace	32
Grievance Meeting	0.75
Marisol	0.75
Update School Bulletin Boards	7
Michelle	7
Social/Engagement Committee Meeting	2
Heidi	0.5
Marisol	0.75
Nen	0.75
Grand Total	118.25

Miscellaneous:

- Please send all BUS leave requests to treasurer email
- Coast Capital
 - meeting scheduled to remove Laura and add Belinda as signing officer.
- Audit – Trustees conducted the annual audit Mar 4, Jacqueline to present trustee report
 - Report executive response

Laura M. Motion to renew Arbitration GIC maturing April 10
Marisol V. seconded the motion
Member question
Motion Carried.

Jed O. Motion to adopt report as presented
Marisol V. seconded the motion
Motion carried.

COMMUNICATIONS AND BILLS

Feb 2025

Leave of Absence - 1
Letter of Discipline - 1
Resignation - 1
3 Month Probation - 4

REPORTS OF COMMITTEES AND DELEGATES

Health and Safety Committee: met in Feb. more incidents in Feb due to ice and snow. BCPC and Health and Safety will have survey coming out. 30-60 min for each survey to each school.

Bev Bastness, Brett Mindus

Education Committee: Looking for committee member. Michelle Forrester

Scholarship Committee: has been posted on website
Christine Gaudet, Christine Knapp

Job Evaluation Committee: have not had district meeting yet, but working with K Farr on JE updates
Bev Bastness, Edith Hayek, Jo Waterman

Good of the Union: 4 baskets sent out in Feb
Melanie Spencer, Ruth Cartwright

Pro D Committee: registration coming after spring break. March 31st. will close on April 7.

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

Budget Advisory: no report

Laura Mackie, Candace Whitney

By Law Committee: Leslie R. has volunteered to reformat and will print and resent.

Bev Bastness, Christine Gaudet

Social Committee: June 7th! Still looking for venue and always looking for activity ideas 😊

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**

EXECUTIVE REPORT

Principal interviews, and Ruth C. doing the VP interviews, good experience, listening to our suggestions which is nice! Felt heard at the meetings. We are allowed to send a CUPE member to sit in on short listed interviews

SHOP STEWARD REPORTS

Support Worker steward: met with member that received letter and 2-day suspension

Clerical: No report

IT/Data Services: no report

Custodial: nothing new

Grounds/Maint.: 1 OT grievance, and 1 step 3 grievance for JD duties

Transportation: Meeting with union and drivers, student discipline, tablets, met with MGT, still things that need to be covered, and will sit down with MGT again this week. Planning to meet with drivers soon to continue to address any issues and bargaining ideas.

Stewards have met and have picked Sam Fulton!

UNFINISHED BUSINESS

Nominations/Elections:

Maintenance Shop Steward - Jed Orr nominated by Craig H - acclaimed

Clerical Steward –

SEAT Committee member –

Swearing in Maint/Shop Steward – Jed Orr

NEW BUSINESS

Ongoing Discussion – Budget information which would affect the local, how to possibly get a Full time CUPE President. Presidents are finding that there is a lot of work, too much for a full time CUPE member.

Hard to manage PT with over 500 members

Increasing dues, .25%?

35 hr or 40 hr per week? (full time book off)

Member suggested survey the members

June or September – vote?

Share the comparisons from other districts and how they are managing.

Leslie R. Motion to make this a continuing discussion

Robert Q. seconded the motion

Motion carried

Leslie R. Motion to put together a committee to investigate a full-time president's position and to create a survey for the membership.

Michelle F. seconded the motion.

Motion carried.

Marisol, Bev, Jed, Glen, Craig, Leslie committee

Meet first week of April

GOOD OF THE UNION - Draw for \$50 – Glenda K

ADJOURNMENT – 11:09am

Ruth C. motion to adjourn meeting

Glen J. seconded the motion.

Motion carried.

Next General Membership Meeting is Saturday April 26, 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.