



CELEBRATING 60 YEARS!

GENERAL MEETING CUPE 441
Saturday November 15th, 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.

EQUALITY STATEMENT

- Read by Michelle

ROLL CALL OF OFFICERS

President – Marisol Verdad - Present
Vice President – Bev Bastness - Present
Treasurer – Belinda Waller - Present
Membership Secretary – Michelle Forrester - Present
Recording Secretary – Kirat Kaur - Excused
School Support Worker Steward – Jo Waterman - Present
Clerical Steward – Robyn Cameron - Present
IT Steward – Evan Reimer - Excused
Transportation Steward – Robert Quicke - Present
Maintenance / Grounds Steward – Jed Orr - Present
Custodial Steward – Debby Edwards - Present

Trustee – Jacqueline Peacock - Present
Trustee – Kalen Schick - Excused
Trustee – Candina Collard - Present
CUPE National Rep. – John Gibson

SWEARING IN NEW MEMBERS AND INITIATION

No new members

READ MINUTES OF PREVIOUS MEETING

MATTERS ARISING OUT OF THE MINUTES

- GoU winner was Kelly not Trisha
 - Motion to accept - Candina
 - Seconded – Robert
- Motion carried

SECRETARY-TREASURER'S REPORT

- **October Financial Report:**

Membership	521
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Row Labels	Sum of Leave Hours
Michelle	7
Updating CUPE Bulletin Boards at Schools	7
Joanna	4.5
SSW Steward calls and emails	4.5
Marisol	4
President's hours	4
Belinda	1.5
Bookkeeping	1.5
Bev	4.5
Vice President's time	4.5
Grand Total	21.5

- Motion to accept - Jed
- Seconded - Michelle
- Motion carried

COMMUNICATIONS AND BILLS

- Kirat away – report next month

REPORTS OF COMMITTEES AND DELEGATES

Health and Safety Committee:

Bev Bastness, Brett Mindus

Crossing guard course, piloting radios with custodians

Education Committee:

Michelle Forrester

Two members attended weeklong

Stewarding course (Nov) - Robyn

Stewarding course (Dec) - Robert

Scholarship Committee:

Jo waterman, Edith Hayek

Nothing to report

Job Evaluation Committee:

Bev Bastness, Edith Hayek, Jo Waterman

Nothing to report

Good of the Union:

Ruth Cartwright, Craig Haftner

2 baskets in October

Pro D Committee:

Deb Edwards, Jed Orr, Tricia Heglin, Kim C.

Looking. For members for transportation, data services

- Kim Colter will sign up for clerical

Budget Advisory:

Treasurer - President (Report in Spring)

Nothing to report

By Law Committee:

Nen Clark, Kalen Schick

Review bylaws after bargaining

Social Committee:

Nen Clark, Candace Whitney, Deb Edwards

nothing to report

Bargaining Committee:

Jo Waterman, Carl Gardner, Deb Edwards,

Bev Bastness, Marisol Verdad, Glen Joneson,

Evan Reimer, Candace Whitney

Meeting November 18 to review proposal

Bargaining starts in January

Equity Committee:

No report

SEAT Committee:

3 meeting a year

Reviewing the plan

Considering service dogs in school

EXECUTIVE REPORT

Marisol

Logo

- District rep suggested getting a logo for our local 441
- No cost to membership
- Created by National

SHOP STEWARD REPORTS

Support Worker Steward: Jo

- Quiet October
- Questions about job responsibilities
- Reach out to steward if you have questions about leave of absences, resignations, etc.

Clerical Steward: Robyn

- Training in November
- Question about job qualifications

IT/Data Services Steward:

- No report

Custodial Steward: Deb

- Nothing to report
- Quiet October

Grounds/Maintenance Steward: Jed

- Nothing to report

Transportation Steward: Robert

- Everything going well

UNFINISHED BUSINESS

- Question about updated CUPE list – Marisol will look into the CUPE list

NEW BUSINESS

Recommendation to reaffiliate with the Vancouver Island District Council

- Fee approx. \$230/month
- Supportive
- Important to be a part of a bigger community
- Members request further information at the next meeting

GOOD OF THE UNION

Draw for \$50

- Glenda

ADJOURNMENT

- Motion to adjourn – Jed
- Seconded - Candina

Next General Membership Meeting is Saturday December 13, 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.