



**GENERAL MEETING CUPE 441**  
**Saturday November 15th, 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**

- 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
<b>Michelle</b>	<b>7</b>
Updating CUPE Bulletin Boards at Schools	7
<b>Joanna</b>	<b>4.5</b>
SSW Steward calls and emails	4.5
<b>Marisol</b>	<b>4</b>
President's hours	4
<b>Belinda</b>	<b>1.5</b>
Bookkeeping	1.5
<b>Bev</b>	<b>4.5</b>
Vice President's time	4.5
<b>Grand Total</b>	<b>21.5</b>

- 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.