

CELEBRATING 60 YEARS!

GENERAL MEETING CUPE 441
Saturday October 19, 2024 - 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.

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ROLL CALL OF OFFICERS

President – Candace Whitney
Vice President – Bev Bastness
Treasurer – Laura Mackie
Membership Secretary – Michelle Forrester
Recording Secretary – Marisol Verdad
School Support Worker Steward – Michael Forrester
Clerical Steward – Christine Gaudet - **Excused**
IT Steward – Evan Reimer – **via Teams**
Transportation Steward – Sam Fulton - **via Teams**
Maintenance / Grounds Steward – David Hale - **Excused**
Custodial Steward – Debby Edwards
Trustee – Jacqueline Peacock
Trustee – Leslie Ryan
Trustee – Robert Quicke - **Excused**
CUPE National Rep. – Omar Dagar

SWEARING IN NEW MEMBERS AND INITIATION

None

READ MINUTES OF PREVIOUS MEETING

All read

Bev B. Motion to accept previous minutes

Laura M. seconded the motion

Motion Carried

MATTERS ARISING OUT OF THE MINUTES

None

Mike F. Motion to move the Elections/Nominations to after the Secretary-Treasurer's report.

Michelle F. seconded the motion.

Discussion

Motion Carried

SECRETARY-TREASURER'S REPORT – Laura M.

Sep Financial Report:

Membership	474
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Name/Meeting	Total Hours
Bev	6
Coast Capital meeting - update signing officers	2
Ed Directions Committee Meeting	1.5
Employment Equity Agreement Special Meeting	2.5
Candace	41
Employment Equity Agreement Special Meeting	4
President's Hours	37
Christine	1.5
Employment Equity Agreement Special Meeting	1.5
Laura	7
Union Bookkeeping	7
Michael	2
Employment Equity Agreement Special Meeting	2
Michelle	2.5
Employment Equity Agreement Special Meeting	2.5
Grand Total	60

Laura M. Motion to adopt Secretary-Treasurer's report for September 2024 as presented.

Mike F. Seconded the motion.

Motion carried

ELECTIONS/NOMINATIONS – 20 members and 1 non voter (as one member has no email address)

Transportation Bargaining Committee Nomination – Gary T nomination for Glen J. - [Acclaimed](#)

Vice President – Mike F. nominates Bev B. - [Acclaimed](#)

Secretary Treasurer – Mike F. nominates Laura M. - [Acclaimed](#)

Membership Secretary - Marisol V. nominates Michelle F. - [Acclaimed](#)

Custodial Shop Steward –Clint K. via Email nominates Deb E. - [Acclaimed](#)

School Support Worker – Michelle F. nominates Mike F. – [Yes, but is retiring in Jan 2025](#)

- Mike F. nomination Jo Waterman - Declined

Data Services – Jedd O. nominates Evan R. - [Acclaimed](#)

COMMUNICATIONS AND BILLS

September 2024

3 x LOA

2 x Retirement

REPORTS OF COMMITTEES AND DELEGATES

Health and Safety Committee: Attended meeting. Were overview 4 claims in summer. Overall doing well. Violence in workplace is up overall in province. Possibly may have training for filing a violence claim.

Bev Bastness, Brett Mindus

Education Committee: looking for more shop stewards to take training, or members interested in taking the training. Education is the building blocks of the union. Would like to see 2-3 members take training. Note taking. To representing members. Please let mike know if interested. – Is in the budget to take training and no out of pocket expenses.

Mike Forrester

Scholarship Committee: no report

Christine Gaudet, Christine Knapp

Job Evaluation Committee: 4 did provincial training last month. No other meetings scheduled yet.

Bev Bastness, Edith Hayek, Joanne Waterman

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

Pro D Committee: Elections will be held next meeting
Carolynn Ablitt, Jedd Orr, Sam Fulton, Candina Collard, Candace Whitney

Budget Advisory: not yet

Laura Mackie, Candace Whitney

By Law Committee: in process

Bev Bastness, Mike Forrester, Christine Gaudet

Social Committee: Halloween events coming! Carve pumpkins, take pictures to enter in contest. Costume contest for Halloween. Take pictures to enter. 15 pumpkins donated by Country Grocer.

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

Equity Committee: finalized and sent. We have set the bar for across Canada!

Candace Whitney, Dave Hale, Bev Bastness, Christine Gaudet

S.E.A.T. Committee: No meetings yet.

Glen Joneson, Candina Collard

EXECUTIVE REPORT – Candace W.

A few went to seminar on how to be more engaged for safer schools. Would like to have members talk about what they would like to see improved in the schools. Example – Violence in the workplace. When member is hit/spit on bit etc. - would like to see more action. Or working alone in schools, should always be 2 custodians on. Want to show Minister of Education that we stand together.

Cards will be dropped off at schools. Please ask 3 colleagues to check it out.

Look for QR code to help sign letter to province.

There is place for comments when you sign the letter.

Please email Candace W. at president@cupe441.ca with any questions.

We will include link to letter in MailChimp.

SHOP STEWARD REPORTS

Clerical: Grievance at Stage 3. Resulted in LoD.

Custodial: working with member with denied emergency LOA

Data Services: No report

Transportation: No report

Grounds/Maintenance: No report

UNFINISHED BUSINESS

NEW BUSINESS

Mike F. motion to send thank you card to Country Grocer for donations of pumpkins

Laura M. seconded the motion.

Motino carried.

District has decided all members to take the Privacy training. Some were asked to do it on their own time. Please let us know if anyone was asked to do on their own time. As this should be done at work. 45mins to complete. On paid time, not on break time or own time.

Looking for a social media updater! Looking for ways to engage members. Member suggests IG as well. Needs to be social media savvy to do all!

GOOD OF THE UNION - Draw for \$50 – Kelly H!!

ADJOURNMENT: 10:54am

Mike F. Motion to adjourn meeting.

Michelle F. seconded the motion.

Motion carried.

Next General Membership Meeting is Saturday November 23, 2024, 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.