CUPE On the front line *CELEBRATING 60 YEARS!*

GENERAL MEETING CUPE 441
Saturday September 19th, 2026 - 10:00am

Minutes 10:02am

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
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 – Edith Hayek - Present
School Support Worker Steward – Jo Waterman - Excused
Clerical Steward – Robyn Cameron – Present (online)
IT Steward – Eva Reimer - Excused
Transportation Steward – Robert Quicke - Present
Maintenance / Grounds Steward – Jed Orr - Present
Custodial Steward – Debbie Edwards - Present

CUPE National Rep. – Tara Brooks -

Trustee – Jacqueline Peacock - Present
Trustee – Kalen Schick - Present
Trustee – Candina Collard - Present

SWEARING IN NEW MEMBERS AND INITIATION
None

READ MINUTES OF PREVIOUS MEETING
Motion: Jed
Second:Debbie
Motion Carried
MATTERS ARISING OUT OF THE MINUTES
None

June Financial Report: detailed attachment included in minutes

Membership 497

July Financial Report: detailed attachment included in minutes

Membership 467

August Financial Report: detailed attachment included in minutes

Membership 129

June BUS Leave Report:

Row Labels Sum of Leave Hours

Bev Bastness 16.5

Bargaining Meeting 8

VP Hours Meeting 5.5

VP Hours 3

Marisol Verdad 36

Bargaining Meeting 14

President's hours 15

Prep for Bargaining Meeting 7

Michelle Forrester 22.55

CUPE Super Con 2026 18.55

Membership Secretary Duties 4

Joanna Waterman 11

SSW Steward calls and emails 3

Bargaining Meeting 8

Belinda Waller 7

Bookkeeping 7

Glenda Kohse 4

JEIS calls/meetings 4

Edith Hayek 19

CUPE Super Con 2026 19

Deb Edwards 32

Bargaining Meeting 24

Prep for Bargaining Meeting 8

Carl Gardner 8

Prep for Bargaining Meeting 8

Eva Reimer 9

Prep for Bargaining Meeting 8

Special Meeting preparation 1

Midus Brett 1

Health & Safety Meeting 1

Grand Total 166.05

July BUS Leave Report:

Row Labels Sum of Leave Hours

Bev 7

VP Hours 7

Belinda 7

Bookkeeping 7

Marisol 14

President's hours 14

Grand Total 28

August BUS Leave Report:

Row Labels Sum of Leave Hours

Bev 19.5

CUPE Training 16

VP Hours 3.5

Marisol 23

President's hours 7

CUPE Training 14

HR Meeting 2

Jed 1.5

Steward Meeting 1.5

Grand Total 44

Miscellaneous

· EI Rebate Funds $9,519.42

Questions:
None

Motion:Debbie
Second: Jed
Motion Carried

COMMUNICATIONS AND BILLS

June	July/August
Resignation – 4	10
3 Month Probation – 2	
LoA - 1	
Maternity – 1	
Retirement -2	
Recall Rights - 1	

Questions:

None

REPORTS OF COMMITTEES AND DELEGATES

Health and Safety Committee:

- Bev Bastness, Brett Mindus
- Brett is retired from the committee – Jim Fleming is New Elected member.
- No Report

Education Committee:

Michelle Forrester

- Fall School in November 15 - 19. Registration for the fall closes on October 9th

Scholarship Committee:

Jo Waterman, Edith Hayek

- Nothing to Report (Next Report in February 2027)

Job Evaluation Committee:

Bev Bastness, Edith Hayek, Jo Waterman

- 2 meetings scheduled September 13, 23

Good of the Union:

Tricia Heglin, Craig Haftner

- 1 basket in July, 1 basket in August.

Pro D Committee:

Deb Edwards, Jed Orr, Tricia Heglin, Robyn Cameron, Robert Quicke

- New Committee for 2026 - 2027

Budget Advisory:

Belinda Waller, Marisol Verdad

- Nothing to Report. Meetings will start in January 2027

By Law Committee:

Bev Bastness, Nen Clark, Kalen Schick

- Nothing to Report. Next meeting in October

Social and Engagement Committee:

Nen Clark, Deb Edwards

- Nothing to Report

Bargaining Committee:

- New Committee will form in 2027

SEAT Committee:

Candina Collard

- Nothing to Report

Grievance Committee:

Marisol Verdad, Jed Orr, and the designated Steward

- Nothing to Report

Labor Management Committee:

Bev Bastness, Marisol Verdad

- Nothing to report Next Meeting in October

Joint Early Intervention Service (JEIS):

Bev Bastness, Glenda Kohse

- September busy time, many gradual returns to work. Next meeting on September 24th.

EXECUTIVE REPORT

- Nothing to Report.

SHOP STEWARD REPORTS

- Nothing to Report

Grounds/Maintenance Steward:

- Nothing to Report.
- 1 Member in need

Support Worker Steward

- 1 Letter of Discipline
- 1 Letter of Direction

Clerical Steward:

- Nothing to Report

IT/Data Services Steward:

- Nothing to Report

Custodial Steward:

- 2 Meetings.

Transportation Steward:

- Nothing to Report. Reassignment routes at the end of September. 1 Retirement

UNFINISHED BUSINESS

- Noting to Report. New Contract is expected to be finalized and reviewed it will be posted.

NEW BUSINESS

- General Meeting Dates for 2026 – 2027. Saturdays can be challenging for many people. Possible to alternate Saturdays 10am and Thursdays late afternoons or evenings. Survey will be sent out in October.
- New Printer. Belinda investigated the pricing of the new printer (Laser Jet) at Costco $640 +tax, Staples $730 + tax, Monk's Office $900 +tax (Include setup and delivery)
- Motion for Executive to purchase a new printer for up to $1600.
- Second: Robert
- Motion Carried
- Use of Vacation Day for a ProD Day (10 Month Employes) – Apply to the admin for the approval. If the leave is denied contact your Shop Steward. Suggestion to apply for the leave in advance.

GOOD OF THE UNION

Draw for $50

- Jacqueline Peacock

ADJOURNMENT

- 10:54am

Motion: - Michelle

Second: - Robert

Motion Carried

Thank you, Wayne Wickett, for 45 years of service!

Next General Membership Meeting is Saturday October 17, 2026, 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.