



CELEBRATING 60 YEARS!

GENERAL MEETING CUPE 441
Saturday September 20, 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

(Last Page)

ROLL CALL OF OFFICERS

President – Candace Whitney - **Excused**
Vice President – Bev Bastness
Treasurer – Belinda Waller
Membership Secretary – Michelle Forrester
Recording Secretary – Marisol Verdad
School Support Worker Steward – Jo Waterman
Clerical Steward – **Vacant**
IT Steward – Evan Reimer - **Excused**
Transportation Steward – Sam Fulton - **Excused**
Maintenance / Grounds Steward – Jed Orr
Custodial Steward – Debby Edwards - **Excused**
Trustee – Jacqueline Peacock – **via Teams**
Trustee – **Vacant**
Trustee – Robert Quicke - **Excused**

SWEARING IN NEW MEMBERS AND INITIATION

None

READ MINUTES OF PREVIOUS MEETING

MATTERS ARISING OUT OF THE MINUTES

None

Marisol V. Motion to accept previous meeting minutes as presented.
Jedd O. Seconded the motion.
Motion carried.

SECRETARY-TREASURER'S REPORT – Belinda W.

June Financial Report: detailed attachment included in minutes

Membership	501
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July Financial Report: detailed attachment included in minutes

Membership	472
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August Financial Report: detailed attachment included in minutes

Membership	130
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June, 2025	Sum of Leave Hours
Bev Bastness	7
Vice President's time	7
Marisol Verdad	1
Labour Management Meeting	1
Joanna Waterman	4.5
SSW Steward calls and emails	4
Meeting at RO SIDES	0.5
Belinda Waller	7
Bookkeeping	7
Glenda Kohse	6
JEIS Phone Calls/checking paperwork	6
Grand Total - June	25.5

July	Sum of Leave Hours
Bev	3
Vice President's time	3
Glenda	2
JEIS Phone Calls/checking paperwork	2
Grand Total - July	5

August	Sum of Leave Hours
Glenda	2
JEIS Phone Calls/checking paperwork	2
Bev	8
Bargaining meeting	8
Carl	8
Bargaining meeting	8
Evan	8
Bargaining meeting	8
Marisol	8
Bargaining meeting	8
Belinda	4
Bookkeeping	4
Grand Total - August	38

Miscellaneous:

- 2 Retirements over summer
- CUPE BC Fall Weeklong 1 Exec member attending

Belinda W. Motion to accept the Secretary Treasurer Report as presented.

Marisol V. Seconded the motion.

Motion Carried.

COMMUNICATIONS AND BILLS

June

Resignations – 10

Retirement – 6

3 month – 2

Parental leave – 1

July/Aug

Partial resignation – 1

Resignation – 14

Retirement -2

3 month -1

REPORTS OF COMMITTEES AND DELEGATES

Health and Safety Committee: have not met yet, first meeting in a few weeks

Bev Bastness, Brett Mindus

Education Committee: fall weeklong course in Nanaimo Nov 2-7, 1 exec member so far, all expenses paid, wages etc. please let us know if you are interested.

Michelle Forrester

Scholarship Committee: new members next month

Christine Gaudet, Christine Knapp

Job Evaluation Committee: no news yet

Bev Bastness, Edith Hayek, Jo Waterman

Good of the Union: 3 July/ 1 Aug. baskets sent

Melanie Spencer, Ruth Cartwright

Pro D Committee: looking for volunteers in Oct. – 2nd

pro D in Nov. - 3 sessions

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

Candace Whitney

Budget Advisory:

Belinda Waller, Candace Whitney

By Law Committee:

Bev Bastness, Christine Gaudet

Social Committee: looking for new members, please let us know if you are interested.

Marisol Verdad, Heidi Nasgowitz, Nen Clarke,

Sam Fulton, Candace Whitney

Bargaining Committee: looking at possible meeting in January with employer,

Jo Waterman, Carl Gardner, Deb Edwards,

Bev Bastness, Marisol Verdad, Glen Joneson,

Evan Reimer, Candace Whitney

Equity Committee:

~~Candace Whitney, Dave Hale, Bev Bastness,~~

~~Christine Gaudet~~

S.E.A.T. Committee:

~~Candina Collard, Vacant seat~~

EXECUTIVE REPORT

Authentication app has some members refusing to download app or causing confusion. Issue will be brought up at the Oct labour management meeting.

GPS policy, for disciplinary action will be brought up at LM

New employee orientation

National rep will be there.

Otherwise, quiet in the summer 😊

Member asked for phone call in to be reinstated.

Email instructions are hard to follow from IT

SHOP STEWARD REPORTS

Support Worker steward: June busy with meetings -2 letters of expectations. Summer was quiet

Clerical: vacant.

IT/Data Services: no report

Custodial: no report – looking into 1 member for holiday pay

Grounds/Maintenance: no report

Transportation: no report

UNFINISHED BUSINESS

LOU's signed over the summer –

Nominations/Elections:

Clerical Steward –

SEAT Committee member –

NEW BUSINESS

Nominations/Elections next meeting

President

Recording Secretary

Transportation Steward

Trustee 1 yr

Grounds/Maint

GOOD OF THE UNION - Draw for \$50 – Gordon Celesta

ADJOURNMENT – 10:40AM

Next General Membership Meeting is Saturday Oct 18, 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.