



# **CELEBRATING 60 YEARS!**

## **GENERAL MEETING CUPE 441**

**Saturday September 21, 2024 - 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.

- Candace W.

#### **EQUALITY STATEMENT - Mike 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

**IT Steward** – Evan Reimer – via Teams

**Transportation Steward** – Sam Fulton - Excused

**Maintenance / Grounds Steward** – David Hale - Excused

**Custodial Steward** – Debby Edwards - Excused

**Trustee** – Jacqueline Peacock – via Teams

**Trustee** – Leslie Ryan

**Trustee** – Robert Quicke

**CUPE National Rep.** – Omar Dagar

#### **\*\*GUEST SPEAKER – Q & A with Paul Simpson, President of K-12 Presidents Council\*\***

- Membership sec. will monitor asking for hands up, in person and online.

#### **SWEAR IN NEW MEMBERS AND INITIATION**

- *Craig Haftner*

#### **READ MINUTES OF PREVIOUS MEETING**

Mike F. Motion to adopt previous minutes as presented.

Jacqueline Peacock seconded the motion.

Carried.

#### **MATTERS ARISING OUT OF THE MINUTES**

None

## SECRETARY-TREASURER'S REPORT – Laura M.

### Jun Financial Report:

Membership	509
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### Jul Financial Report:

Membership	463
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### Aug Financial Report:

Membership	139
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### Jun BUS Leave:

<b>Bev Bastness</b>	<b>8</b>
Equity Committee Meeting	4
Voting Software training	4
<b>Candace Whitney</b>	<b>29.5</b>
J Nunn Scholarship Award Ceremony @ Stelly's	2
K-12 President's Council Meeting	3.5
President's Day	24
<b>Christine Gaudet</b>	<b>5</b>
Equity Committee Meeting	3
Phone Calls w/Member & Employer	2
<b>David Hale</b>	<b>4</b>
Equity Committee Meeting	3
Steward Meeting	1
<b>Heidi Nasgowitz</b>	<b>0.5</b>
Social/Engagement Committee	0.5
<b>Laura Mackie</b>	<b>7</b>
Union Book Keeping	7
<b>Marisol Verdad</b>	<b>0.5</b>
Social/Engagement Committee	0.5
<b>Michelle Forrester</b>	<b>2.5</b>
Voting Software training	2.5
<b>Nen Clark</b>	<b>0.5</b>
Social/Engagement Committee	0.5
<b>Melanie Spencer</b>	<b>7</b>
Electing A Future Worth Fighting For Course	7
<b>Joanna Waterman</b>	<b>7</b>
Electing A Future Worth Fighting For Course	7
<b>Grand Total</b>	<b>71.5</b>

### Jul Bus Leave:

<b>Candace</b>	<b>2</b>
President's Hours	2
<b>Laura</b>	<b>7</b>
Union Book Keeping	7
<b>Grand Total</b>	<b>9</b>

### Aug Bus Leave:

<b>Candace</b>	<b>8.5</b>
President's Hours	8.5
<b>Laura</b>	<b>7</b>
Union Book Keeping	7
<b>Grand Total</b>	<b>15.5</b>

Laura M. Motion to adopt Secretary Treasurer's Report for June, July and August as presented.

Marisol V seconded the motion.

Carried

### COMMUNICATIONS AND BILLS – report to come later

#### REPORTS OF COMMITTEES AND DELEGATES

**Health and Safety Committee:** First meeting Oct 17

Bev Bastness, Brett Mindus

**Education Committee:** 2 members took SS course

Mike Forrester

**Scholarship Committee:** no meeting

Christine Gaudet, Christine Knapp

**Job Evaluation Committee:** Prov. training coming up next week.

Bev Bastness, Edith Hayek, Joanne Waterman

**Good of the Union:** Baskets

3 in July 1 in Aug., 2 in Sept.

Melanie Spencer, Ruth Cartwright

**Pro D Committee:** 3rd Pro d coming, will have more sessions regarding EE and SOGI

Carolynn Ablitt, Jedd Orr, Sam Fulton, Candina Collard, Candace Whitney

**Budget Advisory:** not yet

Laura Mackie, Candace Whitney

**By Law Committee:** quote for printing

Bev Bastness, Mike Forrester, Christine Gaudet

**Social Committee:** Oct will have pumpkin carving contest pumpkin will be provided. Voting online, and costume contest theme is childhood memories

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

**Equity Committee:** presentation

Candace Whitney, Dave Hale, Bev Bastness, Christine Gaudet

**S.E.A.T. Committee:** has not met yet

Glen Joneson, Candina Collard

#### EXECUTIVE REPORT – Candace W.

Met with K-12. Would like bargaining strategies and will sending out questionnaire. Training will commence for bargaining.

Have been talking to new Health and Wellness Mgr. Mark. - Looking for feedback but have heard positive so far.

## **SHOP STEWARD REPORTS**

**Custodial:** Met with new custodian and Custodial Manager Christine N. to go over members job review, performance, expectations etc. Member needed some extra guidance and agreed to take refresher course with another custodial member, sometime in September.

**Clerical:** Spoke a with a member that wishes to be trained on a related but not required part of the job. Member was told by another member, that it was not the time. Candace W. will be talking to principal at school starts up in September.

**SSW:** Request for meeting notes from EA that was terminated in June. A PDF file, has been sent to Candace W.

**Transportation:** Washing of buses time will not change as per CA.

## **UNFINISHED BUSINESS**

Quotes for By Law printing

## **NEW BUSINESS**

Employment Equity LOU Presentation

Cost share:

Members who would like to be involved please email Candace W.

[president@cupe441.ca](mailto:president@cupe441.ca)

**GOOD OF THE UNION - Draw for \$50 – Lynne Wanamaker!!**

## **ADJOURNMENT:**

Ruth C. Motion to adjourn General Membership Meeting

Bev B. seconded the motion

Motion carried.

*Next General Membership Meeting is Saturday October 19, 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.