

GENERAL MEETING CUPE 441
Saturday November 23, 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.

- **Bev B.**

EQUALITY STATEMENT – Michelle W.

(Last Page)

ROLL CALL OF OFFICERS

President – Candace Whitney - **Excused**

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 **via Teams**

IT Steward – Evan Reimer - excused

Transportation Steward – Sam Fulton via teams

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

Custodial Steward – Debby Edwards **via Teams**

Trustee – Jacqueline Peacock **via Teams**

Trustee – Leslie Ryan

Trustee – Robert Quicke **via Teams**

CUPE National Rep. – Omar Dagar

SWEARING IN NEW MEMBERS AND INITIATION

None

READ MINUTES OF PREVIOUS MEETING

Bev B. Motion to adopt previous minutes.

Michelle F seconded the motion.

Motion carried

MATTERS ARISING OUT OF THE MINUTES

None

SECRETARY-TREASURER'S REPORT – Laura M.

Membership	474
------------	-----

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 Treasure's Report as presented.

Mike F. seconded the motion

Motion carried

COMMUNICATIONS AND BILLS

1 – Letter of Expectation

1 – Partial Leave of Absence

1 – Resignation

4 – 3-Month Probation

REPORTS OF COMMITTEES AND DELEGATES

Health and Safety Committee: Some schools have no incidents reported. Please report all incidents, please contact Nen C. if any questions how to fill out form
Bev Bastness, Brett Mindus

Education Committee: have a few names of members interested in weeklong. Looking at spring session
Mike Forrester

Scholarship Committee: NA
Christine Gaudet, Christine Knapp

Job Evaluation Committee: no local committee yet. Provincial being evaluated
Bev Bastness, Edith Hayek, Joanne Waterman

Good of the Union: 2 baskets and 1 GC
Melanie Spencer, Ruth Cartwright

~~**Pro-D Committee:** to be elected~~

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

~~**Budget Advisory:** no meet until Jan~~
~~Laura Mackie, Candace Whitney~~

By Law Committee: In progress
Bev Bastness, Mike Forrester, Christine Gaudet

Social Committee: Dec 7 Christmas social
Marisol Verdad, Heidi Nasgowitz, Alana Lushaw, Nen Clarke, Sam Fulton, Candace Whitney

Equity Committee: no report
Candace Whitney, Dave Hale, Bev Bastness, Christine Gaudet

S.E.A.T. Committee: no report.
Glen Joneson, Candina Collard – Glen will be stepping down

EXECUTIVE REPORT – Bev B. for Candace W.

Discussion – custodial regarding personal cell phone use. Employer will not reimburse for cell phone use. Union has recommended that employees not use cell phones for work. Transportation also must use personal cell phones for certain jobs. Need to talk to supervisors to inform them about personal cell phone use.

SHOP STEWARD REPORTS

SSW – Mike F – Met with member and mgt on appropriate tone when speaking with children. / Good meeting.

Custodial – Met with mgt regarding grievance filed regarding emergency leave with pay – grievance committee met and have voted to withdraw the grievance as the leave did not meet the language in our CA. Maint. /Grounds – On going grievance, step 3.

Transp. – step 3 grievance withdrawn, as we have achieved what we wanted.

Clerical – no report.

UNFINISHED BUSINESS

None

NEW BUSINESS

Presidents' Day hours – looking to add hours if needed

Mike F. Motion to increase President days to 2, for president if needed

Michelle F seconded the motion

Discussion

Motion carried

Laura M. Motion to purchase MS 365 licence, for CUPE 441 social media coordinator (IG FB) email address.

\$230/ annually

\$800/ annually

Mike F. seconded the motion

Motion carried

Custodial Member looking at work alone policy. Another Member would like it reviewed for their department. But is unaware of the policy.

Union will bring up the policy for next meeting. Member is concerned that they must check in. thinks that the employer should do the checking. member is alone from 330 to 430pm but does not get checked in. Will get H&S involved as well.

Also send out for MailChimp. – work alone in different departments.

Member suggests that in person meetings have members sit at the table especially in able for all to hear

Remove committees not in use from agenda.

GOOD OF THE UNION - Draw for \$50 – Robert Quicke

ADJOURNMENT: 10:39am

Bev B. Motion to adjourn meeting.

Mike F. Seconded the motion

Motion carried

Next General Membership Meeting is Saturday December 14, 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.