



CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 374

Abilities Community Services	BC Healthy Communities
City of Colwood	District of Metchosin
District of North Saanich	District of Oak Bay
District of Sooke	Town of Sidney
Township of Esquimalt	Together Against Poverty

MINUTES

GENERAL MEMBERSHIP MEETING

NOVEMBER 12, 2025

VIA ZOOM

CALL TO ORDER

The meeting was called to order at 7:01 pm by President Shireen Clark, Chair.

MOTION: THAT the agenda be adopted as presented.

M/S/C

ACKNOWLEDGEMENT OF TERRITORIES

Shireen Clark, President, acknowledged the land on which we gathered that is within the traditional territories of the Lkwungen, Esquimalt, and Songhees, Malahat, Pacheedaht, Scia'new, T'Sou-ke and WSÁNEĆ peoples.

ROLL CALL OF OFFICERS

Present

President
Treasurer
Recording Secretary
Vice President, Abilities Community Services
Vice President, BC Healthy Communities
Vice President, Colwood
Vice President, Esquimalt
Vice President, Metchosin
Vice President, North Saanich
Vice President, Sidney
Vice President, Sooke
Vice President, Together Against Poverty Society
Union Representative, Langford
2ND Vice President, Esquimalt
2nd Vice President, Oak Bay

Shireen Clark
Sarah Monaghan-Covacic
Rachel Porter
Vacant
Laura Chambers
Shaun Bradley
John McNaughton
Laura Whitmore
Dan Oshanek
Ron Green
Andrew McNeill
Gillian Gaffney
Virginia Mani
Rebecca Manson
Adam Major



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Absent

Vice President, Oak Bay
2nd Vice President, North Saanich

Simon Vickers (Excused)
Dena Arkell (Excused)

CUPE Members – 12

READING OF THE EQUALITY STATEMENT

The Equality Statement was read by Shireen Clark, President.

VOTING ON NEW MEMBERS AND INITIATION

Abilities Community Services – 5
Esquimalt – 7

MOTION: THAT the new members be received.

M/S/C

READING AND APPROVAL OF MINUTES OF PREVIOUS MEETING

The minutes from the General Membership meeting on March 26, 2025 were reviewed.

MOTION: THAT the minutes of the General Membership meeting on March 26, 2025, be adopted as presented.

M/S/C

MATTERS ARISING OUT OF THE MINUTES

There were no matters arising out of the minutes.

TREASURER'S REPORT

The Treasurer, Sarah Monaghan-Covacic, presented the income statement for month ended October 31, 2025. She spoke about operating expenses, savings, term deposits, and the status of investments. The budget year-to-date is currently on track and under budget, however, operating expenses have been slightly higher to due the office move.

MOTION: THAT the Treasurer's Report be received as presented.

M/S/C



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CORRESPONDENCE

There was no correspondence.

PRESIDENT AND EXECUTIVE BOARD REPORT

Shireen Clark, President, spoke about the loss of two Executive Board members within the past year: Sarah Fairbrass and Steve Migliarese. She provided members with updates and answered questions regarding bargaining and grievances. She also briefed members on the CUPE National convention where there was discussion regarding strikes and how locals should be prepared for potential strikes, fair wages, and AI in the workplace.

MOTION: THAT the President and Executive Board Report be received as presented.

M/S/C

EXECUTIVE BOARD RECOMMENDATIONS

Shireen advised members that the Executive Board is working on sponsorship policy for the 2026 budget.

REPORTS OF COMMITTEES AND DELEGATES

None

NOMINATIONS, ELECTIONS, OR OATH OF OFFICE

General Vice President, Shaun Bradley, announced the following electors:

1. Shireen Clark, President (Acclaimed)
2. Nicki Kathler, Trustee (Acclaimed)
3. Lauren Mattiussi, Trustee (Acclaimed)

Shireen, Nicki, and Lauren read the Oath of Office.

UNFINISHED BUSINESS

Shireen spoke about the schedules and delays pertaining to bargaining, and provided an update on how other tables in the province and locals are progressing. She voice how she has heard members frustrations with the timelines and delays, and revealed that a bargaining agent with the GVLRA experienced a sudden death in their family, as well as



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the Executive Board losses. She encouraged compassion and patience from the members.

NEW BUSINESS AND ACTION PLAN

Members were informed that budget meeting will be on the website calendar and people may register online.

GOOD OF THE UNION

None

ADJOURNMENT

The meeting was adjourned at 7:19 pm.

Shireen Clark, President

Rachel Porter, Recording Secretary

Preliminary signed by existing signors acknowledging minutes represent what took place at the General Membership meeting on November 12, 2025. Minutes to be passed at the next General Membership meeting.

Shireen Clark, President

Rachel Porter, Recording Secretary