



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

FEBRUARY 25, 2026

VIA ZOOM

CALL TO ORDER

The meeting was called to order at 6:30 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, 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, Oak Bay
Vice President, Sidney
Vice President, Sooke
Vice President, Together Against Poverty Society
2nd Vice President, Colwood
2nd Vice President, Esquimalt
2nd Vice President, Oak Bay
2nd Vice President, North Saanich

Shireen Clark
Sarah Monaghan-Covacic
Rachel Porter
Vacant
Laura Chambers
Cameron McInnes
John McNaughton
Laura Whitmore
Dan Oshanek
Simon Vickers
Ron Green
Andrew McNeill
Gillian Gaffney
Braddock Hunter
Rebecca Manson
Adam Major
Dena Arkell



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Absent

None

CUPE Members – 21

READING OF THE EQUALITY STATEMENT

The Equality Statement was read by Shireen Clark, President.

VOTING ON NEW MEMBERS AND INITIATION

None

READING AND APPROVAL OF MINUTES OF PREVIOUS MEETING

The minutes from the General Membership meeting on November 12, 2025, were reviewed.

MOTION: THAT the minutes of the General Membership meeting November 12, 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 2025. She spoke about investments, term deposits, fees, operating expenses, and noted a surplus in 2025.

See Appendix A.

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

M/S/C

CORRESPONDENCE

None



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PRESIDENT AND EXECUTIVE BOARD REPORT

See Appendix B.

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

M/S/C

EXECUTIVE BOARD RECOMMENDATIONS

Shireen Clark presented the Sports, Arts & Culture Sponsorship program with the intention of awarding up to three recipients on a quarterly basis for up to a total of \$4000.00 per year. There was discussion around who qualifies, the award amount, and other details.

MOTION: THAT the Sports, Arts & Culture Sponsorship program be piloted for a period of one-year.

M/S/C

REPORTS OF COMMITTEES AND DELEGATES

Gillian Gaffney attended the last VLC meeting and reported that they are seeking municipal members to engage with council members.

NOMINATIONS, ELECTIONS, OR OATH OF OFFICE

Gillian Gaffney was announced as acclaimed General Vice President.

UNFINISHED BUSINESS

Shireen Clark spoke about bargaining and answered member questions regarding the GVLRA, voting on agreements, ratification timelines, and strike protocols.

NEW BUSINESS AND ACTION PLAN

Shireen Clark presented the 2026 Budget. She discussed the addition of a part-time administrative position, bargaining costs, affiliate fees, and grievance costs.

See Appendix C.



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MOTION: THAT the 2026 Budget be adopted as presented.

M/S/C

GOOD OF THE UNION

Shireen spoke about the purpose of Good of the Union to the members but no asks were made.

ADJOURNMENT

The meeting was adjourned at 7:17 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 February 25, 2026. Minutes to be passed at the next General Membership meeting.

Shireen Clark, President

Rachel Porter, Recording Secretary

CUPE LOCAL 374
INCOME STATEMENT
For the Year 2025

Revenue

Union Dues	\$ 931,947.51	
Other Income	80,822.73	
Net Income		\$ 1,012,770.24

Expenses

Operating	\$ 167,886.21	
CUPE Per Capita Fees	440,586.14	
Affiliation Fees	91,904.68	
Wages	211,741.75	
Training & Development	78,426.15	
Total Expenses		\$ 990,544.93
Net Operating Income		\$ 22,225.31

Membership Secured Investments

Community Savings Credit Union:		
Savings Account	\$ 105,276.55	
Term Deposit 13 Apr 2026	30,488.41	2.0%
Term Deposit 15 Jan 2026	172,346.13	3.3%
Total		\$ 308,111.09
Seamark Investments:		
Pooled Balanced Fund	\$ 45,301.89	
Total		\$ 45,301.89
Total Investments		\$ 353,412.98

Approved by the Local President and Treasurer on February 24, 2026.

EXECUTIVE BOARD REPORT FEBRUARY 25, 2026

Executive Board

It has been a busy start to 2026 so far. Lots of new faces on our board and a few new positions. We have added some 2nd VPs in larger units as well as in units with new VPs to have more people trained and available in each unit to represent our members. We have a total of 4 2nd VPs right now. Also starting this year, our treasurer will be in the office 2 days a week as a trial for 2026 with her employer.

Bargaining

The local completed 2 contracts at the end of 2025. We have 6 of our muni contracts in active bargaining still. Contracts all expired at the end of 2024. We have dates at the table for all 6 next week and we are hopeful to come to an agreement. Sooke's expires this year. Our large community services group is provincially bargained and still active at the moment as well.

Grievances

We currently have 5 active grievances. We have closed or resolved 4 grievances and had 2 new grievances since our last meeting.

Abilities Community Services: 2 policy grievances filed December 2023. **1 policy grievance** filed May 2025 (same issue). **1 individual grievance** filed July 2025. **1 new policy grievance** filed February 2026.

The employer continues to have intermittent communication with the union. Will resolve part of an issue and commit to next steps and then disappear. All issues are being escalated and other agencies are also involved in dealing with the outstanding issues.

BC Healthy Communities: 1 policy grievance filed March 2024 was resolved and closed in December 2025.

CUPE BC Convention

BC Convention happens every year in the spring. It will take place this year in Victoria in late April. With it happening in town, it reduces the costs and allows us to take a full delegation to attend.

Canada Labour Congress (CLC) Convention

The CLC Convention happens every 3 years in mid spring. This year it will take place in Winnipeg. It is a convention that gathers all the unions across Canada and discusses

issues country wide both political and related to the labour movement. We will be sending 2 delegates this year. The President and 1 GVP.

Education

We are working on getting some courses in-person in Victoria for shop steward training both beginner and advanced.

CUPE LOCAL 374
INCOME STATEMENT
2025

Revenue	YTD	BUDGET	DIFFERENCE
Union Dues	\$ 931,947.51	\$ 875,113.95	-\$ 56,833.56
Other Income	80,822.73	83,300.00	\$ 2,477.27
Total Income	\$ 1,012,770.24	\$ 958,413.95	-\$ 54,356.29
Expenses			
Operating	\$ 167,886.21	\$ 137,228.57	-\$ 30,657.64
CUPE Per Capita Fees	440,586.14	425,055.35	- 15,530.79
Affiliation Fees	91,904.68	88,890.03	- 3,014.65
Wages	211,741.75	215,300.00	3,558.25
Training & Development	78,426.15	91,940.00	13,513.85
Total Expenses	\$ 990,544.93	\$ 958,413.95	-\$ 32,130.98
Surplus/Defecit		\$ 22,225.31	