Minutes for CUPE Local 748 Membership Meeting of November 28, 2026

Location: CUPE Office, Conference Room, 518 Lake St. Nelson

Zoom

Time: 9:00 AM

Call to Order: 9:05 AM

Land Acknowledgement:

We acknowledge that we live, learn, and work on the traditional territories of the Ktunaxa, Syilx, and Sinixt peoples, as well as the Métis and many other Indigenous peoples who call this land home.
We honour their deep connection to this land and acknowledge the important role Indigenous peoples continue to play in shaping our communities and our schools.

Roll Call of Officers		Present	Absent
President	Rena Bens	X	
Vice-President West	Janet Pierce	X	
Vice-President East	Vacant		
Secretary	Anne Cavicchi	X	
Treasurer	Susan Kosenic	X	
Membership - East	Vacant		
Membership - West	Bob Reimer	X	
Salmo Area Rep	Christy Darling	X	
Slocan Area Rep	Pat St Pierre		X
Crawford Bay Area Rep	Chris MacLean		X
Kaslo Area Rep	Annie Reynolds	X	
Nelson Area Rep	Robin Sheppard		X
Nelson Area Rep	Jayne Wood	X	
Creston Area Rep	Crystal Anderson	X	
Lead Steward (Interim)	Candi Jones		X

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 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.

Sworn in New Members: none

Motion to approve the minutes of the membership meeting of October 3, 2026: Anne
Second: Susan
Vote: Carried

Matters Arising from the Minutes: none

Motion to approve the agenda as presented and/or amended:
Anne
Second: Susan
Vote: Carried

Treasurer's Report:

Motion to accept the Treasurer's Report with business arising from the Treasurer's Report being brought up as New or Unfinished Business: Susan
Second: Jayne
Vote:

Correspondence:

Meeting Business:

1	**Bargaining Update** Our membership has ratified the MOU with 99% in favour - awaiting ratification by the employer.	
2	**Refusal of Unsafe Work** The process is on the worksafe website, the SD8 website, our website, and has been posted on the CUPE boards at each site. Rena reviewed the process. https://748.cupe.ca/2022/09/02/changes-to-right-to-refuse-unsafe-work/ The information is also included in each CUPE	

	newsletter. **Right to Refuse Unsafe Work** As a worker, you have the right to refuse unsafe work. If you have reasonable cause to believe that performing a work process or using a tool or machine puts you or someone else at risk, you must not perform the job or task. You must immediately notify your supervisor or employer, who will then take the appropriate steps to determine if the work is unsafe and to remedy the situation. As a worker, you may not be disciplined or penalized for following these steps. Your employer or supervisor may temporarily assign a new task to you, at no loss in pay. More at https://www.worksafebc.com/en/health-safety/create-manage/rights-responsibilities/refusing-unsafe-work	
3	**Membership Engagement** We are working on getting our membership more involved and informed. Suggestions are welcome, Please talk to Rena.	
4	**Budget Committee** If anyone would like to sit on the budget committee to review the 2027 budget. A committee has been stuck and they will meet in December. The budget will be presented to the membership at the next membership meeting for approval.	
5		

Executive Board written reports and inquiries:

See Appendix A

Committees and Delegates written reports and inquiries:

See Appendix B

Good of the Union:

Rena thanked everyone for coming to the meeting today and to the ratification meetings.

Next Meeting Dates:

January 16
April 24
May AGM 15

Motion to Adjourn: 10:55 AM

Appendix A - Executive Reports

Presidents Report
Rena Bens
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Oct/Nov 2026

Oct 1-Prep for Membership Meeting
2nd-Stage 1 meeting/ Travel to Creston
3rd-Membership Meeting
6th-Bargaing Committee Meeting
7th & 8th-Bargaining with Employer
13th-Creston Board Meeting
14th-Admin Duties
15th-Grievance Committee Meeting
16th-Duty To Accommodate Meeting

Oct 19th - Nov 6th-Caregivers Leave

Nov 9th-Admin Duties/Catch Up
10th-13th-Radification Meetings
13th-Libraries Meeting
16th-Grievance Committee Meeting
20th- All Presidents Meeting
23rd-Exe Meeting
28th-Membership Meeting

I would like to thank all our members for taking time to come to the Ratification Meetings to cast your vote. It was nice to see so many in attendance.

I would also like to express my appreciation to Janet Pierce and the Executive for picking up extra duties during my absence. Thanks so much!

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Appendix B Committee Reports

Grievance #	Title	Type	Steward	Stage 2 Meeting	Result	Stage 3 Meeting	Result	Arbitration/Mediation Date	Result
2024-11-14:08	Return to Work	Individual	Kathy Centrone	2/28/2025	Denied	10/6/2025	Denied		
2025-03	Workplace Violence	policy	Ecco Haake	2/6/2026	NA		NA		
2025-05	Appendix D	Individual	Nathan Shenstone						
2025-06	work of the bargaining unit	policy	Ecco Haake	2/6/2026		2/27/2026			
2026-08	Sick pay denial during break	individual	Candi Jones	moved to Stage 2 06-12-2026					
2026-10	Posting	Individual	Janet Pierce						
2026-11	ASSAI	policy	Janet Pierce	TBD					
2026-12	work of the bargaining unit	policy	Serina Cross						

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2026-13	Appendix D	individual	Nathan Shenstone	TBD					
2026-14	Appendix D	individual	Kathy Centrone	TBD					
2026-15-19	Recall		Rena Bens						
2026-16-16.06	Promotions	Policy	Rena Bens						
2026-17-25	RDSD	Policy	Rena Bens						
2026-18-Appendix D	Appendix D	Individual	Serina Cross						
2026-19-Appendix D	Appendix D	Individual	Serina Cross						
2026-20-Article 11	Overtime	Individual	Candi Jones						