



**FALL MEMBERSHIP MEETING**

**October 13, 2022, 4:00 PM**

**Via Zoom**

**(Meeting invitations circulated via email)**

**AGENDA**

1. Adoption of the agenda
2. Roll Call of Officers
3. Reading of the Equality Statement
4. Adoption of Minutes, Annual General Meeting, August 10, 2022
5. Matters Arising from the Minutes
6. Motion: Acceptance of new members
7. Secretary-Treasurer's Report
8. News
9. Correspondence & Communications
10. Executive Committee Report
  - a. Membership numbers: A new pattern – a significant increase in new members; a moderate decrease in overall membership
  - b. Negotiations/Mediation Update
  - c. Grievance & Case Work Report
  - d. SJUMC Report
11. Motion: “That, in view of a possible strike or other job action in the foreseeable future, the Secretary-Treasurer shall be authorized to liquidate a portion of the local’s investments, not to exceed \$48,000. These monies are to be used exclusively to top up strike pay and/or to cover other expenses related to a strike or job action. Any funds not used for these purposes will be re-invested with the local’s Contingency Fund upon ratification of a new collective agreement.”
12. Notice of Motion: To be voted on at our next membership meeting – “That Section 8 – Honoraria in CUPE 3287’s By-Laws be amended as follows: ‘Information and Communications

Officer – \$200.00 month’ shall be deleted and replaced with ‘News and Communications Officer – Annual honorarium equivalent to the stipend for a three-credit course, apportioned and paid on a monthly basis’.”

13. Motion: “That the membership authorize the Secretary-Treasurer to provide a special one-time honorarium in the amount \$1,200 to the incumbent News and Communications Officer, Patrick Bulas, in recognition of the extra responsibilities he has assumed in his role since taking it on in April, 2022.”

14. New Business

15. Adjournment

### **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 persons deserve dignity, equality and respect.