



**END-OF-TERM MEMBERSHIP MEETING**

**April 5, 2025, 2:00 PM**

**Health Sciences 1B11 and via Zoom**

**AGENDA**

1. Acknowledgement of Indigenous Territory
2. Adoption of the agenda
3. Roll Call of Officers
4. Reading of the Equality Statement
5. Motion: Acceptance of New Members in Good Standing
6. Adoption of Minutes, AGM, December 12, 2024
7. Matters Arising from the Minutes
8. Secretary-Treasurer's Report
9. News & Communications Officer's Report
10. Correspondence & Communications
11. Executive Committee Report
  - a. Case Work/Grievance/SJUMC Report
  - b. Report on AP/PD (/TW) Fund
  - c. Changes Re: Member in Good Standing Status
  - d. LOU on Change in "Support" from Labour Relations to Faculty Relations
12. By-Elections: Member-at-Large (one); Member of the Negotiating Committee (one)
13. New Business
14. Adjournment

### **Acknowledgement of Indigenous Territory**

As we gather here today, we acknowledge we are on Treaty 6 Territory and the homeland of the Métis. We pay our respect to the First Nations and Métis ancestors of this place and reaffirm our relationship with one another.

### **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.