



General Membership Meeting
Wednesday, February 24, 2021
A G E N D A

1. Call to Order and Territorial Acknowledgement
We give thanks today to be on the unceded lands of the Coast Salish peoples, the Squamish, Musqueam, and the Tsleil-Waututh Nations, original inhabitants of the lower mainland since time immemorial. On their lands where we live, work, and play we ask for their guidance on a day where the work we need to do needs to be guided by respect, understanding and contemplation.
2. Roll Call
3. Reading of the Equality Statement (see next page)
4. Minutes
 - November 25, 2020
5. Initiations
 - Introduction of members attending for the first time.
6. Correspondence
 - Any items arising from the correspondence to be brought up under New Business.
7. Nominations/Elections/Installations
 - i) Member at Large – City Sector Representative
This is for the balance of a three year term ending May 25, 2022. Only members from the City Sector are eligible to be nominated or to vote.
 - ii) Election of Delegates to the 2021 Virtual CUPE BC Convention (15)
The convention convenes at 9:00 a.m. on May 19, 2021 and adjourns at 4:00 p.m. on May 21, 2021. To be eligible to accept nomination a member must have attended at least 50% of the General Membership Meetings in the last 12 months and must be available to attend all sessions. As per our bylaws, the four Table Officers are granted automatic delegate status. Additional delegates will be elected as follows:
City Sector (2), K-12 Sector (2), Parks Sector (2), Health Sector (2), College/University Sector (1), Cultural Sector (1), Young Worker – age 30 or under (1).
8. Executive Board Report
9. Committee and Staff Reports
10. Unfinished Business

11. New Business

i) Bylaw Amendment – Section 18: Shop Stewards

The Executive recommends the members approve the following proposed bylaw amendment to Section 18: Shop Stewards:

18.1 Shop Stewards are official representatives of CUPE Local 15 and are authorized to speak and act on behalf of CUPE Local 15 while acting as an advocate for a member or as an officially designated representative to a committee, subject always to:

- a) Selection **and/or election** by ~~fellow~~ members at the work site to serve a two year term. These elections to be held annually.
- ~~b) Appointment by the Executive Board.~~
- eb) Membership in good standing.**
- ~~dc) Compliance with the Constitution, Bylaws, Policy and Directives of CUPE National~~ **Constitution and the Bylaws of CUPE Local 15.**
- ~~ed) Compliance with the training requirements as determined by the membership~~ **and subject to confirmation by the CUPE Local 15 Executive Board.**
- e) Adherence to strict confidentiality.**
- f) Working collaboratively with the Chief Shop Steward of the sector to enforce the collective agreement.**
- g) Attending a minimum of 50% of steward meetings per calendar year unless excused.**
- h) Following the directive of the Sector Staff Representative.**
- i) Participating in the rotation of answering the sector shop steward line as directed.**
- j) Maintaining the integrity of the local by action and example.**

18.2 **Shop Stewards shall not be authorized to amend or alter the terms, conditions, or agreed practices arising from the collective agreement either verbally, by action, or in writing. Such authority is vested with the President or designate subject to these bylaws.**

18.23 ~~Shop Stewards not in compliance with one or more of the subjects above, may be removed by the Executive Board~~ **President or designate.** Shop Stewards so removed may ~~seek redress in accordance with the provisions of Section 22 of these bylaws~~ **appeal the decision to the Executive Board.**

12. Announcements and Good and Welfare

- i) Special (Virtual) Membership Meeting re Bylaw Amendments – March 18, 2021 from 5:30 – 8:30 p.m.

13. Adjournment

CUPE Local 15 Equality Statement

Our local union solidarity is based on the principle that all members of CUPE Local 15 are equal and deserve mutual respect at all levels. Any behaviour that creates conflict within our local prevents us from working together to strengthen our union.

As members of CUPE Local 15, mutual respect, cooperation, and understanding are our goals. We should neither condone nor tolerate behavior that undermines the dignity or self-esteem of any member, or creates an intimidating, hostile, or offensive environment for them.

We believe that 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 meet the needs of our members or grow as a local 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, working conditions, and justice in our workplaces and society, and in our union.

CUPE Local 15 policies and practices must reflect our commitment to equality. Members, staff, and elected officers must be mindful that all members deserve dignity, equality, and respect.