Google Drive link to 2023.04.05 Annual General Meeting documents

https://drive.google.com/drive/folders/1PhUFlj6OvjEVtPS0seIT5FFixzzdLU?usp=share_link

- Agenda (Version 1.0)
- Proposed 2023 Budget
- Delegate Report - Canadian Association of University Teachers
- Delegate Report - Halifax – Dartmouth and District Labour Council
- Candidate Introductions (Received by 2023.04.25 10:00 ADT)

Google Drive link to 2022.04.21 Annual General Meeting Minutes and Documents

https://drive.google.com/drive/folders/1C6wACtBulzZP9lNPvKgSna3l0sHR0C1?usp=share_link

1. Welcome
   Treaty acknowledgement
   Equality statement (Attached) https://cupe.ca/equality-statement
   Explanation of Logistics

2. Attendance at 2023.04.25 Annual General Meeting (Membership Officer)

3. Agenda

4. Minutes of 2022.04.21 Annual General Meeting

5. Proposed 2023 Budget

6. Communications Report (Verbal)

7. Outreach Coordinator’s Report (Verbal)

8. President’s Report (Verbal)

9. Vice-President’s Reports (Verbal)
   9.1 Mount St. Vincent University
   9.2 Saint Mary’s University - Part time Faculty
   9.3 Saint Mary’s University – The Language Center
   9.4 Dalhousie University
10.0 Committee Reports (Verbal)
   10.1 SMU The Language Centre Negotiating Committee (TLC – VP)

Motion to confirm Andy de Champlain and Evelise deMelo as members of the SMU The Language Center Negotiating Committee.

11.0 Reports from Delegates to External Organizations
   11.1 Canadian Association of University Teachers
   11.2 Halifax – Dartmouth and District Labour Council

** ORDER of the DAY at 8:00 pm for 12.0 Elections**

12.0 Elections
   12.1 Vice President Dalhousie Part time Instructors (1 year term)
   12.2 Vice President Dalhousie TA’s and Markers (Sexton) (1 year term)
   12.3 Vice President Dalhousie TA’s and Markers (Studley) (2 year term)
   12.4 Vice President Dalhousie Truro Campus (2 year term)
   12.5 Secretary Treasurer
   12.6 Communications Officer
   12.7 Two Trustees (2 year term)
   12.8 CUPE 3912 Delegate to Canadian Association of University Teachers
   12.9 Delegates to Halifax – Dartmouth and District Labour Council
   12.10 1 x Labour Management Committee member (Dalhousie) (1 year term)
   12.11 1 x Labour Management Committee member (MSVU) (1 year term)
   12.12 1 x Labour Management Committee member (SMU) (1 year term)

13. Motions

14 Unfinished Business from 2022.04.21 General Meeting (none)

15 New Business
   15.1 Summer Special Membership Meeting on Bylaw Amendments
   15.2 CUPE 3912 Membership and NSCAD
   15.3 CUPE 3912 Membership and SMU Teaching Assistants
   15.4 CUPE 3912 and Dalhousie Network of Stewards

16 Good of the Union

17 Adjournment

** The Order of the Day means that this will happen at the indicated time, even if it means changing the order of the Agenda. **
CUPE Equality Statement

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behavior 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 behavior 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.

https://cupe.ca/equality-statement