

**CANADIAN UNION OF PUBLIC EMPLOYEES  
SPECIAL MEETING  
CONSTITUTION AND BYLAWS SPECIAL MEETING AGENDA  
January 27, 2024**

**Via Zoom**

Zoom: Register in advance for this meeting:

**Register in advance for this meeting:**

<https://us02web.zoom.us/meeting/register/tZcqc-Cqqz0pGtSImUjXHxsmY2KJpDqrU1Jj>

After registering, you will receive a confirmation email containing information about joining the meeting.

**YOU MUST REGISTER WITH A FIRST AND LAST NAME OR YOU WILL NOT BE ACCEPTED INTO THE MEETING**

**THIS IS A HYBRID MEETING. ALL VOTING WILL BE DONE THROUGH ZOOM. PLEASE REGISTER FOR THE MEETING EVEN IF YOU PLAN TO ATTEND IN PERSON. PLEASE BRING AN ELECTRONIC DEVICE TO VOTE.**

In preparation for the meeting, a friendly reminder to:

- update Zoom prior to the meeting

During the meeting, please remember to:

- Keep muted unless recognized to speak; and
- Use the raise hand function to seek recognition to speak (found under “Reactions”)

Please note that you will need to use a Zoom-app equipped device such as a computer or smartphone to be able to vote in elections or vote on Motions. If you are experiencing connectivity problems, you can switch to phone audio as follows:

- Click on the right corner of the “Mute/Unmute” button
- Select “Switch to Phone Audio” – a pop up box will appear with phone numbers and Meeting ID and Participant ID information
- Phone in using one of the numbers provided and enter the meeting ID followed by the pound key, and then the participant ID followed by the pound key. You will then be connected by phone within the Zoom app and will be able to view polls and vote.

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## **SPECIAL CONSTITUTION & BYLAW MEETING AGENDA**

**CALLED TO ORDER – 10:00 AM**

- 1. ACKNOWLEDGMENT OF INDIGENOUS TERRITORY**
- 2. ROLL CALL**

Chair - George Hardy  
Tammy Murphy  
Theresa Pidcock  
Amanda Willaims  
Blair Hofer  
Nora Hooper  
Edward Parsotam  
Shannon Levinsky  
Allan Henricks

*Special Constitution & Bylaw Meeting Agenda  
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**CUPE NATIONAL**

CUPE National representative                      Deea Bailey      Present

**3. READING OF THE 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.

**4. VOTING ON NEW MEMBERS AND INITIATION**

**5. NEW BUSINESS**

**a) PRESENTATION OF BYLAW CHANGES**

- Shannon Section 1 – 6
- Theresa Section 7 – 9
- Edward Section 10 – 13
- Amanda Section 14 -16
- George Section 17 – 19
- Blair Section 20 – 23
- George Sick Bank
- Blair Benefit Fund
- Nora Appendix Schedules A & B

**b) VOTE ON CHANGES**

**5. ADJOURNMENT**