

PLEASE READ!

Rules of Engagement for the Virtual SC/BMC meeting:

In order to ensure the smooth running of the meeting, we will be enforcing the following rules of engagement:

1. No recording of the meeting without the consent of all participants.
 2. If you want to speak, use the “raise hand” function on the Participants screen. You will be added to the speaker’s list.
 3. Your microphone and video should be OFF unless you are speaking. Moderators may mute you if needed.
 4. Repeatedly speaking out of turn will cause you to be removed from the meeting.
 5. If you engage in any behaviours that are contrary to our local’s Equity Statement, you will be placed in the waiting room until you are ready to come back to the meeting in a respectful way. If you are unwilling to resolve the problem, you will be removed from the meeting.
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Strike Committee Meeting Agenda Tuesday, 16 April 2024 16:30 - 18:30 Hybrid Meeting

Zoom Link:

<https://us02web.zoom.us/j/88640119724?pwd=NzZDTER3NVB3TUQ4VFpzSHhBd3lZUT09>

1. Assignment of minute taker
2. Reading of Equality Statement and Land Acknowledgement
3. Introductions
4. Approval of Agenda
5. Approval of Minutes
 - a. [09 April 2024](#)
 - b. [12 April 2024](#)
6. Staff Reports
7. Subcommittee Reports
8. New Business
9. Motion to adjourn

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 blatant 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 members deserve dignity, equality and respect.

ÉNONCÉ SUR L'ÉGALITÉ:

La solidarité syndicale est fondée sur le principe voulant que les membres syndiqués sont égaux et qu'ils méritent le respect à tous les niveaux. Tout comportement qui crée un conflit nous empêche de travailler ensemble pour renforcer notre syndicat.

En tant que syndicalistes, nos objectifs sont le respect mutuel, la coopération et la compréhension. Nous ne devrions ni excuser, ni tolérer un comportement qui mine la dignité ou l'amour-propre de quelque personne que ce soit ou qui crée un climat intimidant, hostile ou offensant.

Un discours discriminatoire ou un comportement raciste, sexiste homophobe ou transphobe fait mal et, par conséquent, nous divise. C'est aussi le cas pour la discrimination sur la base de la capacité, de l'âge, de la classe, de la religion, de la langue et de l'origine ethnique.

La discrimination revêt parfois la forme du harcèlement. Le harcèlement signifie utiliser du pouvoir réel ou perçu pour abuser d'une personne, pour la dévaluer ou l'humilier. Le harcèlement ne devrait pas être traité à la légère. La gêne ou le ressentiment qu'il crée ne sont pas des sentiments qui nous permettent de grandir en tant que syndicat.

La discrimination et le harcèlement mettent l'accent sur les caractéristiques qui nous distinguent; de plus, ils nuisent à notre capacité de travailler ensemble sur des questions communes comme les salaires décents, les conditions de travail sécuritaires et la justice au travail, dans la société et dans notre syndicat.

Les politiques et pratiques du SCFP doivent refléter notre engagement en faveur de l'égalité. Les membres, le personnel et les dirigeants élus ne doivent pas oublier que tout le monde mérite d'être traité avec dignité, égalité et respect.

MISSISSAUGA LAND ACKNOWLEDGEMENT:

We would like to acknowledge that this space is the traditional territory of Tkaronto (where there are trees standing in the water), a gathering place for the Anishinaabe, Haudenosaunee, Chippewa, Huron Wendat, the Mississauga's of the Credit First Nation, and many other nations that travelled and travel through this territory.

Tkaronto is part of treaty 13 and the Dish with One Spoon Wampum Belt Covenant. The dish is Southern Ontario, a land which we all share and eat out of together. This means that we must care for the land and all creatures residing on it, and that we need to limit what we take from the land so that there is enough for everyone else. Reconciliation requires more than just words — it requires education and action.

Support land defenders here: <https://unistoten.camp/support-us/>

Wet'suwet'en resources on allyship and solidarity:

<http://unistoten.camp/no-pipelines/resources/allyship/>

<https://www.yintahaccess.com/>

Aamjiwnaang Solidarity against Chemical Valley: www.aamjiwnaangsolidarity.org

Educating yourself about the history of this land: www.whose.land (Whose Land)

Other ways to get involved:

- Native Canadian Centre of Toronto: www.ncct.on.ca
- Native Women's Resource Centre of Toronto: www.nwrct.ca
- 2-Spirits: www.2spirirts.com
- Talk 4 Healing: www.talk4healing.com