

CUPE 3903 Executive Committee Meeting Agenda

DATE 10 January 2025

LOCATION Online - Zoom

TIME 14:00-16:00

- 1.** Reading of the Mississauga Land Acknowledgement and the Equality Statement
- 2.** Approving the agenda
- 3.** Equity debrief (un-minuted)
- 4.** Executive check-in (individual report-backs)
- 5.** Report-backs
 - a.** Staff
 - b.** Stewards' Council
 - c.** Grievance Committee
- 6.** Approval of minutes
 - a.**  2024-12-16 Executive Committee Minutes
- 7.** Items requiring motions
 - a.** Legal Use Policy
 - b.** PDF Eligibility Policy (political members)
- 8.** Unfinished Business
 - a.** EHB Assistance
- 9.** New Business
 - a.** Plan to Address Vacant Positions
 - b.** Budget Consultation 21 January
 - c.** Updating the Printer
 - d.** Endorsing YUSA support letter
- 10.** GMM Planning
 - a.** Budgetary Proposals
 - b.** Upcoming Elections
- 11.** In camera
 - a.** 1281 LMC Report-back
 - b.** Approval of minutes
- 12.** Scheduling the next Executive meeting
- 13.** Motion to adjourn

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, Huron Wendat, 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.

Since 2005, No More Silence has been holding an annual Strawberry Ceremony, honouring missing and murdered Indigenous women, girls, trans and Two-Spirit People. The ceremony takes place each year on February 14, at Toronto Police Headquarters at College and Bay. Watch for details about plans for the 2025 ceremony. Website for No More Silence: <https://itstartswithus-mmiw.com/>

Nii'kinaaganaa Foundation: Collecting rent and redistributing it to Indigenous People
“Nii'kinaaganaa means we are all related, something like that. And we are, but we are not always good relatives and the history of the colonial west is one of taking rather than sharing. Too often saying that we are all related ignores the very real disparities and consequences of living a world that benefits some at the expense of others. So we are all related, but what about the responsibilities that come with relationship?”
<https://payyourrent.ca/>

Land Back: A Yellowhead Institute Red Paper

“The project of land back is about reclaiming Indigenous jurisdiction: breathing life into rights and responsibilities. This Red Paper is about how Canada dispossesses Indigenous peoples from the land, and in turn, what communities are doing to get it back.”
<https://redpaper.yellowheadinstitute.org/>

“[i]t's one thing to say, ‘Hey, we're on the territory of the Mississaugas or the Anishinaabek and the Haudenosaunee.’ It's another thing to say, ‘We're on the territory of the Anishinaabek and the Haudenosaunee and here's what that compels me to do.’” – Hayden King, Toronto Metropolitan University

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 persons 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.