



# CONVENTION CALL

**61st ANNUAL CONVENTION  
Fredericton Inn  
April 17-20, 2024**

**To: All Affiliated Local Unions, Provincial Councils and Provincial Occupational Groups**

In accordance with the Constitution and By-Laws of CUPE New Brunswick, you are hereby notified that the 61st Annual Convention of CUPE New Brunswick will be held at Fredericton Inn April 17-20th, 2024.

## **DATES AND TIMES**

4:30 – Election Candidate Forum upon adjournment

9pm-1am- Dance

### **Wednesday, April 17<sup>th</sup>**

#### **11am- Registration**

11:30 a.m. New delegate orientation

1pm – Convention Commences

5-5:30pm- Adjournment

6:30-10pm- Social Evening

### **Thursday, April 18<sup>th</sup>**

9am- Convention resumes

12-1:30pm- lunch break

1:30pm- Convention resumes

4pm- 15 minute break

4:15pm- Standing Committee Elections

### **Friday, April 19<sup>th</sup>**

8am- National Officers Breakfast

9am – Convention resumes

12-1:30pm- lunch break

1:30 – Convention resumes

### **Saturday, April 20<sup>th</sup>**

9am – Convention resumes

- Election of Officers

- Adjournment

## **Representation**

- From local unions paying per capita on 100 members or less - two (2) delegates and one (1) additional delegate for each additional 100 members or portion thereof. See table provided.
- From District Councils or Provincial Councils of Unions, or Provincial Occupational Groups, the basis of representation shall be one (1) delegate per Provincial Council or group. Representation from District Councils or Provincial Councils of Unions or Provincial Occupational Groups must hold membership in an affiliated CUPE local union that is paying per capita tax to CUPE New Brunswick.

## **Credential Forms**

**Credential forms have been enclosed based on your local's per capita payments to CUPE NB. Please send the white copy to the address shown. The**

**yellow copy is to be retained by the delegate .** Alternate delegates may be named and may attend but without voice or vote unless replacing an absent delegate.

**Registration**

You can register your delegates by mail or via the CUPE NB website. **Register prior to March 1st, 2024** to help us in our planning and to allow sufficient materials to be prepared and sent to delegates in advance.

**Fees**

The registration fee is \$125.00 for each delegate or alternate delegate attending. **If you register by mail, enclose your cheque with the delegate forms. If you register online, please mail payment to Secretary Treasurer Kimberly Copp as registration fees must be paid at the time of registration.** Please make cheques payable to "CUPE New Brunswick".

**Observer’s Registration** – information and form enclosed.

**Resolutions and Constitutional Amendments**

**All resolutions to be considered at the convention must have been submitted prior to January 17th, 2024 according to Constitution and By-Laws, Article 4.7. All resolutions must be signed by the presiding officer and secretary of the affiliate. Resolution forms went out by mail and also by email to your provincial presidents in December.** Emergency resolutions dealing with matters that have arisen less than ninety (90) days prior to the opening of the convention may be considered only with the consent of a two-thirds majority vote of the Convention.

**Accommodations**

**A block of rooms has been reserved at Fredricton Inn with rates as follows;**

- DUS – Drive Up with One Queen Bed - \$109
- DS – One Queen Bed and Sofa Bed - \$119
- DT – Two Queen Beds - \$129
- EK – King in the Tower - \$139
- ES – One Queen Bed in the Tower - \$139

Fredericton Inn | [frederictoninn.nb.ca](http://frederictoninn.nb.ca)  
1315 Regent Street | Fredericton, NB  
E3C 1A1|(506)455-1430

**Convention Assistance Fund**

To be eligible for the fund, locals will have the following criteria:

- With an average membership of fifty (50) members from the previous twelve (12) months
- Less than \$15,000 in their bank account
- 1.5% dues structure
- An up to date Trustees Report
- Local must be in good standing
- Must be affiliated to CUPE NB
- A local attending CUPE NB Convention with the assistance of CUPE NB shall only be eligible to send one delegate.
- The local will receive a reimbursement of 75% of the cost of registration, lost wages, hotel, travel and meals.
- Priority Consideration shall be given to locals that have not previously received assistance.

**Mail cheques prior to March 1st, 2024 to:**

Kimberly Copp  
Secretary-Treasurer CUPE New Brunswick  
30 Caledonia Mountain Road  
Hopewell Hill, NB E4H 3K6

Email;kimcopp16@gmail.com

(506) 874-2226

### **Locals in Arrears**

**CUPE New Brunswick requirement:** To be entitled to representation at the Convention, a local union shall have its per capita to *CUPE NB* paid up to and including the month of *December 2023*.

**CUPE National requirement:** Article 6.7 of the CUPE National Constitution stipulates that any organization in arrears for two or more months to CUPE National will not be allowed representation to conventions at any level of the Canadian Union of Public Employees. This means locals must be paid to *CUPE National* up to and including the month of *January 2024*.

### **Convention information**

For updates and information, or to register on-line, visit

**[www.cupenb.ca](http://www.cupenb.ca)**

**In solidarity,  
Sister Kimberly Copp  
CUPE New Brunswick  
Secretary Treasurer**

**Please bring a non- perishable food item  
for the local food bank!! Together we can  
all make a difference 😊**





Standing Committees/Comités Convention Elections 2024

**EDUCATION COMMITTEE/COMITÉ D'ÉDUCATION**

<b>VACANT</b>	Scott Jones Elected Term ends 2025 <a href="mailto:scottbodys@aim.com">scottbodys@aim.com</a>	Parise St-Onge (2745) National Literacy Committee <a href="mailto:parise.st-onge@nbed.nb.ca">parise.st-onge@nbed.nb.ca</a>	Jason Tower CUPE NB Liaison <a href="mailto:Jtower75@hotmail.com">Jtower75@hotmail.com</a>
	National Post-Secondary Michelle Brewer (L 2266) <a href="mailto:m.brewer@live.ca">m.brewer@live.ca</a>	National Library Comm Natalie LeBlanc (L 2745) <a href="mailto:dlag1948@gmail.com">dlag1948@gmail.com</a>	Louise Firlotte, Staff Advisor <a href="mailto:lfirlotte@cupe.ca">lfirlotte@cupe.ca</a>

**CONTRACTING-OUT COMMITTEE/COMITÉ SUR LA SOUS-TRAITANCE**

<b>VACANT</b>	Justin Spooner (L824) Elected Term ends 2025 <a href="mailto:Justin.spooner824@gmail.com">Justin.spooner824@gmail.com</a>	Chris Watson (L 380) National Committee <a href="mailto:christopher_watson@live.ca">christopher_watson@live.ca</a>	Jamie Agnew CUPE NB Liaison <a href="mailto:963prez@gmail.com">963prez@gmail.com</a>
			Staff Advisor: Andrew Woodcock <a href="mailto:awoodcock@cupe.ca">awoodcock@cupe.ca</a>

**HEALTH AND SAFETY AND ENVIRONMENT COMMITTEE/COMITÉ SANTÉ, SÉCURITÉ ET ENVIRONNEMENT**

<b>VACANT</b>	Allen Copp (L824) Elected term ends 2025 <a href="mailto:ac.albertcounty@hotmail.com">ac.albertcounty@hotmail.com</a>	Serge Plourde (L 4193) National Environment Committee <a href="mailto:ksplourd@rogers.com">ksplourd@rogers.com</a>	Serge Plourde CUPE NB Liaison <a href="mailto:ksplourd@rogers.com">ksplourd@rogers.com</a>
		Connie Haines (L 1121) National Health & Safety Comm <a href="mailto:connie@1253.ca">connie@1253.ca</a>	Patrick Roy, Staff Advisor H&S Representative <a href="mailto:proy@cupe.ca">proy@cupe.ca</a>

**HUMAN RIGHTS COMMITTEE/COMITÉ DES DROITS DE LA PERSONNE**

<b>VACANT</b>	Shelley Vesey(L2745) Elected term ends 2025 <a href="mailto:shelley@cupe2745.net">shelley@cupe2745.net</a>	National Young Workers Comm Vacant	National Indigenous Council Mary Guptill (L1418) <a href="mailto:Mary.gup_97@yahoo.com">Mary.gup_97@yahoo.com</a>
Todd Hill (2745) National Pink Triangle Committee <a href="mailto:todd.hill@nbed.nb.nca">todd.hill@nbed.nb.nca</a>	VACANT National Rainbow Committee	Abby Bourque-Coyle (1418) National Disabilities Committee <a href="mailto:abbybc@icloud.com">abbybc@icloud.com</a>	Staff advisor Marie-Gabrielle Gagnon <a href="mailto:mgagnon@cupe.ca">mgagnon@cupe.ca</a>

Ryan Wentworth CUPE NB Liaison [ryanwnwentworth@gmail.com](mailto:ryanwnwentworth@gmail.com)

**PENSION AND INSURED BENEFITS COMMITTEE/COMITÉ SUR LES PENSIONS ET AVANTAGES SOCIAUX**

<b>VACANT</b>	Josh Smith (L1418) Elected term ends 2025 <a href="mailto:Smith-joshua@hotmail.com">Smith-joshua@hotmail.com</a>	Marilyn MacCormack (2745) National Pensions Committee <a href="mailto:marilyn@cupe2745.net">marilyn@cupe2745.net</a>	Iris Lloyd CUPE NB Liaison <a href="mailto:president@1253.ca">president@1253.ca</a>
			Staff Advisor: Gab Ross-Marquette <a href="mailto:grossmarquette@cupe.ca">grossmarquette@cupe.ca</a>

**WOMEN'S COMMITTEE/COMITÉ DE LA FEMME**

<b>VACANT</b>	Rachel Comeau(L2745) Elected term ends 2025 <a href="mailto:Racxhelle.comeau@nbed.nb.ca">Racxhelle.comeau@nbed.nb.ca</a>	Leah Morehouse (L 2745) National Women's Committee <a href="mailto:leah@cupe2745.net">leah@cupe2745.net</a>	Sharon Teare (NBCNHU) CUPE NB Liaison <a href="mailto:nbcnhu-csfsnb@bellaliant.net">nbcnhu-csfsnb@bellaliant.net</a>
		Kimberly Copp (2610) National Childcare Committee <a href="mailto:Kimcopp16@gmail.com">Kimcopp16@gmail.com</a>	Staff advisor; Tamara Elisseou <a href="mailto:telisseou@cupe.ca">telisseou@cupe.ca</a>

**GLOBAL JUSTICE COMMITTEE/COMITÉ SUR LA JUSTICE MONDIALE**

<b>VACANT</b>	Caroline Dominique (L889) Elected term ends 2025 <a href="mailto:Carolinedominique.local889@hotmail.com">Carolinedominique.local889@hotmail.com</a>	Darlene Hanson (L 2745) National Global Justice Committee <a href="mailto:Darlene.hanson@nbed.nb.ca">Darlene.hanson@nbed.nb.ca</a>	Jill Greene CUPE NB Liaison <a href="mailto:Jillgreene24@gmail.com">Jillgreene24@gmail.com</a>
			Gérald LeBlanc, Staff Advisor <a href="mailto:gleblanc@cupe.ca">gleblanc@cupe.ca</a>

**POLITICAL ACTION COMMITTEE/COMITÉ D'ACTION POLITIQUE**

<b>VACANT</b>	Tammy Nadeau (L1603) Elected term ends 2025 <a href="mailto:Tammydenis.nadeau@gmail.com">Tammydenis.nadeau@gmail.com</a>	Bryan Harris (L 4848 ) National Political Action Comm <a href="mailto:brymharris@gmail.com">brymharris@gmail.com</a>	Steve Drost CUPE NB Liaison <a href="mailto:sdrost@cupe.ca">sdrost@cupe.ca</a>
			Staff advisor; Trent Snickers <a href="mailto:tsnickers@cupe.ca">tsnickers@cupe.ca</a>



# Convention Standing Committee Elections 2024

- Education Committee (2 year term) as Sister Chantal Montreuil's term has ended
- Contracting-Out Committee (2 year term) as Brother Darcy Barker's term has ended
- Health, Safety and Environment (2 year term) as Sister Sonia Gibb's term has ended
- Human Rights Committee (2 year term) as Sister Shirley Basque's term has ended
- Pension and Insured Benefits Committee (2 year term) as Sister Jeanette Curtis's term has ended
- Women's Committee (2 year term) as Sister Carrie Cahill's term has ended
- Global Justice Committee (2 year term) as Brother Marc Surette's term has ended
- Political Action Committee (2 year term) as Brother Lorn Martin's term has ended



2024 CONVENTION ASSISTANCE APPLICATION

LOCAL NAME		
CONTACT PERSON (name and title)		
MAILING ADDRESS		
TELEPHONE	Home:	Cell:
E-MAIL		

To be eligible for the fund, locals will have the following criteria:

- ❖ With an average membership of fifty (50) members from the previous twelve (12) months
- ❖ Less than \$15,000 in their bank account
- ❖ 1.5% dues structure
- ❖ An up-to-date Trustees' Report
- ❖ Local must be in good standing
- ❖ Must be affiliated to CUPE NB
- ❖ A local attending CUPE NB Convention with the assistance of CUPE NB shall only be eligible to send one delegate.
- ❖ The local will receive a reimbursement of 75% of the cost of registration and lost wages ,hotel ,meal allowance and travel.
- ❖ Priority consideration shall be given to locals that have not previously received assistance.
- ❖ Priority will be given to locals who have not attended convention in the last five (5) years.

Answer all questions below and include requested documents with your application.

1. Include a list of how many members your local had each month from January 1<sup>st</sup> to December 31<sup>st</sup>, 2023.
2. Does your local have less than \$15,000.00 in its' bank account? ☐ Yes ☐ No  
Include a copy of the locals December 2023 bank statement.
3. Is your local's dues structure 1.5%? ☐ Yes ☐ No
4. Include trustees report for the 12-month period ended December 31<sup>st</sup>, 2023.
5. Is your local in good standing with CUPE NB? ☐Yes ☐No
6. Is your local affiliated with CUPE NB? ☐Yes ☐No

Based on current costs, what would be the cost to your local union of sending a delegate to the 2024 Annual CUPE NB Convention?

Travel to/from		\$
Hotel accommodations		\$
Per diem/meal allowance		\$
Registration fee		\$ 125.00
Lost wages and benefits	( # days X \$ per day)	\$
	TOTAL ESTIMATED COST	\$

Mail or email registrations and all requested documents prior to March 1<sup>st</sup> , 2024 to:

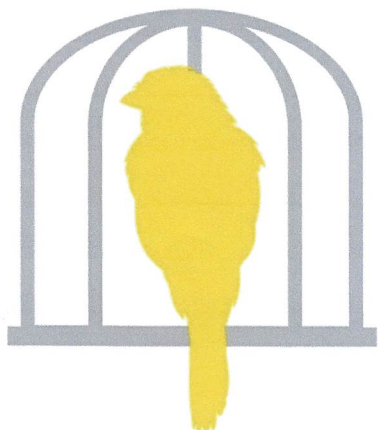
KIMBERLY COPP  
CUPE New Brunswick  
30 Caledonia Mountain Road  
Hopewell Hill, NB E4H 3K6  
  
E-mail: kimcopp16@gmail.com

March 1<sup>st</sup> , 2024 is the deadline for applications





## CUPE NB HEALTH AND SAFETY AWARD 2024



*CUPE NB's Health Safety and Environment Committee is pleased to announce we will be presenting our fifth **Annual CUPE NB Health and Safety Award** at our CUPE NB Convention this upcoming April 17-20th, 2024. The award winner will receive a commemorative plaque.*

### **Do you know an individual who has made a significant Health and Safety contribution?**

- Whose actions have helped others;
- Whose activities have solved problems, achieved important victories, established precedents, improved workplace conditions, helped to recognize occupational illness or disease;
- Who is a CUPE member in good standing or a CUPE retired member;
- Who is a Health and Safety leader and activist;

### **CUPE NB would like to hear from you!**

**Deadline for nominations is March 1st, 2024 and the following information has to be submitted:**

#### **Nominee Information:**

Nominations may be made by a Local Union and must be signed and supported by the Local President. If the Local President is the nominee, then the Vice-president will sign in their place.

If no nominations are received by the March 1st, 2024 deadline, the CUPE NB Division Executive may submit a nomination to the CUPE NB Health Safety and Environment Committee.

NAME OF NOMINEE: \_\_\_\_\_

MAILING ADDRESS/NUMBER AND STREET: \_\_\_\_\_

CITY/PROVINCE AND POSTAL CODE: \_\_\_\_\_

TELEPHONE: (HOME) \_\_\_\_\_ (CELL) \_\_\_\_\_

OCCUPATION: \_\_\_\_\_ LOCAL UNION NUMBER: \_\_\_\_\_

IF RETIRED, OCCUPATION WHEN EMPLOYED: \_\_\_\_\_

HOW MANY YEARS HAS THE NOMINEE BEEN A CUPE MEMBER? \_\_\_\_\_

**Instructions for Nomination:**

Please provide us with any letters of support and all relevant information on the contributions to health and safety and the benefits of these contributions. It is preferred that the information be provided in point form using a time-line format.

Relevant information may include any activities performed within the local union, provincial division, Federation of labour, CUPE National, CLC, government councils and boards, safety associations, international groups, WCB and any other activities that contributed to the advancement of health and safety. Please limit to 2500 words.

**Submitted by:**

NAME: \_\_\_\_\_

MAILING ADDRESS / NUMBER AND STREET: \_\_\_\_\_

CITY/PROVINCE and POSTAL CODE: \_\_\_\_\_

TELEPHONE: (HOME) \_\_\_\_\_ (CELL) \_\_\_\_\_

EMAIL ADDRESS: \_\_\_\_\_

NAME/NUMBER OF SUPPORTING LOCAL: \_\_\_\_\_

SIGNATURE OF LOCAL'S PRESIDENT: \_\_\_\_\_

**Submissions may be mailed to:** Kimberly Copp, CUPE NB Secretary-treasurer, 30 Caledonia Mountain Road, Hopewell Hill NB, E4H 3K6 OR email to: kimcopp16@gmail.com



## *CUPE NB Women in Leadership Award 2024*

The CUPE NB Women in Leadership Award provides official recognition to a deserving Sister, affiliated with CUPE NB, who is currently serving the trade union movement in a leadership role, with distinction and in doing so has shown good leadership within CUPE.

This award pays homage to a Sister who:

Strives to promote CUPE and exemplifies CUPE'S policies and practices and builds active and engaged members;

Demonstrates strong leadership on issues that face CUPE members;

Works within CUPE to better workers lives in New Brunswick.

Nominations can be submitted in writing by March 1st, 2024 describing this Sister's involvement and why your Local feels she should be considered for this award to: the CUPE NB Secretary Treasurer Kimberly Copp, 30 Caledonia Mountain Road, Hopewell Hill, N.B. E4H 3K6 or email: [kimcopp16@gmail.com](mailto:kimcopp16@gmail.com)

**The recipient for the CUPE NB *Women in Leadership Award* will be announced at the 2024 CUPE NB Convention in Fredericton.**

In solidarity,

CUPE NB Women's Committee





APPLICATION FOR ON-SITE CHILD CARE

(Please print)



NAME OF DELEGATE:	
LOCAL UNION NUMBER:	
ADDRESS:	
CITY:	PROVINCE:
POSTAL CODE:	
TELEPHONE – HOME :	WORK:
FAX:	E-MAIL:

NAME OF CHILD(REN)	AGE  DATE OF BIRTH	LANGUAGE SPOKEN			ALLERGIES	SPECIAL NEEDS (Diet, medical, etc.)
		English	French	Both		

OTHER SPECIAL INFORMATION:

THIS FORM MUST BE RECEIVED NO LATER THAN MARCH 1/24

SEND TO: CUPE NEW BRUNSWICK  
30 Caledonia Mountain Road  
Hopewell Hill , NB E4H 3K6

EMAIL : [kimcopp16@gmail.com](mailto:kimcopp16@gmail.com)





## CUPE NB YOUTH CAMP 2023 APPLICATION

### At CUPE NB CONVENTION

**April 17-20th, 2024 – Fredericton Inn**

*Do you have a child between the ages of 11 and 14 that would be interested in attending CUPE NB's first ever YOUTH CAMP during convention?*

*What is CUPE NB Youth Camp About?*

*It is a program suitable for this age group providing education and activities on CUPE and the broader labour movement to our youths.*

*We promise lots of fun, activities and education for your children when they join you at convention!*

*Lunch provided!*

*We look forward to meeting your child!!*

NAME:	
AGE:	
INTERESTS and HOBBIES:	
ALLERGIES:	
PARENTS NAME and LOCAL #	

Mail application to:

Kimberly Copp  
CUPE New Brunswick  
30 Caledonia mountain Road  
Hopewell Hill, NB E4H 3K6

E-mail: [kimcopp16@gmail.com](mailto:kimcopp16@gmail.com)

**DEADLINE FOR APPLICATION MARCH 1, 2024**



## **CODE OF CONDUCT**

The mandate of our union, the Canadian Union of Public Employees (CUPE), is to organize and defend workers and to promote economic and social justice for our members and for all workers. In carrying out our work, we in CUPE strive to promote our core values which include the principles of solidarity, equality, democracy, integrity, and respect. We are committed to mobilizing our energy and skills to work together to promote these values and to attain these goals in our union, our communities, and globally.

CUPE is committed to creating a union which is inclusive, welcoming, and free from harassment, discrimination and all types of bullying and intimidation. CUPE needs to ensure that we provide a safe environment for members, staff and elected officers to carry out our work. CUPE's expectation is that mutual respect, understanding and co-operation will be the basis of all our interaction.

The Code of Conduct sets out standards of behaviour for participants at national convention, national conferences, schools, meetings, and all other events organized by CUPE National. It is consistent with the expectations outlined in the Equality Statement and the CUPE National Constitution.

This Code of Conduct is intended to deal with complaints of inappropriate behaviour at events organized by CUPE National. It does not apply to complaints arising in the workplace, as those are dealt with through the grievance procedure and/or the applicable workplace harassment policy.

As CUPE members, staff, and elected officers, we commit to one another and to the union to be governed by the principles of the Code of Conduct and agree to:

- Abide by the provisions of the Equality Statement.
- Respect the views of others, even when we disagree.
- Recognize and value individual differences.
- Communicate openly.
- Support and encourage each other.
- Make sure that we do not harass or discriminate against each other.
- Commit to not engaging in offensive comment or conduct.
- Make sure that we do not act in ways that are aggressive, bullying, or intimidating.
- Take responsibility for not engaging in inappropriate behaviour due to abuse of alcohol or other drugs while participating in union activities, including social events.



Harassment is objectionable behaviour which may include actions, language, gestures, and/or written material, and which the harasser knows or ought reasonably to know is abusive and unwelcome. Bullying is a form of harassment which is serious ongoing behaviour which targets an individual or group and which threatens that person or persons' mental and/or physical well-being.

A complaint regarding the Code of Conduct will be handled as follows:

1. If possible, a member may attempt to deal directly with the person alleged to have engaged in behaviour contrary to the Code, by asking him/her to stop such behaviour. If that is not possible, or if it does not resolve the problem, a member may bring forward a complaint.
2. At national convention, national conferences, schools, meetings, and all other events organized by CUPE National, a complaint shall be brought to the attention of an ombudsperson.
3. If the complaint involves a staff member, it shall be referred to the appropriate director for investigation and the complaint shall be dealt with in accordance with the applicable staff collective agreement.
4. Once a complaint is received, the ombudsperson will work to seek a resolution.
5. If this fails to resolve the matter, the ombudsperson shall report the matter to the person in charge, who shall determine whether there is need to remove the member. The person in charge has the authority to expel members from the event for serious or persistent offenses.
6. At CUPE National events where an ombudsperson is not available, a person properly appointed and designated to be in charge shall receive the complaint. Depending on the nature of the problem, the person in charge may attempt to resolve it through conflict resolution. If this fails to resolve the matter, the person in charge shall determine whether there is a need to remove the member. The person in charge has the authority to expel members from the event for serious or persistent offenses.
7. If the person in charge is a party to the complaint, the director or designate shall assume that role.
8. In a case where a member has been expelled from an event, the National President shall receive a report on the matter.

This Code of Conduct is designed to create a safe, respectful and supportive environment within CUPE. It is meant to enhance the rights and obligations outlined in the CUPE National Constitution, the Equality Statement, and applicable human rights legislation, not replace them.

CUPE National encourages all chartered organizations to develop and adopt a Code of Conduct based on this model, to apply to conventions, conferences, schools and meetings which they organize.

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The above Code of Conduct arises from the National Women's Task Force (NWTF) report, and Resolution 209 adopted at the 2007 National Convention.



# 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.



  
MARK HANCOCK  
National President

  
CANDACE RENNICK  
National Secretary-Treasurer

# DAY OF MOURNING

APRIL 28, 2024



**April 28<sup>th</sup> is the National Day of Mourning  
To honour those who have lost their lives or were  
injured at the workplace**

**The CUPE NB Health Safety and Environment  
Committee encourage all locals to participate in  
events held within their communities as well as  
bring awareness by wearing the black ribbon to  
work this day.**

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*“A safe and healthy workplace is a basic human right. The goal of Health and Safety is that each and every worker returns home unharmed to their family at the end of every workday”.*





CONVENTION DELEGATES ALLOTTED PER LOCAL

Local Members (number)	Delegates Allotted
1-100	2
101-200	3
201-300	4
301-400	5
401-500	6
501-600	7
601-700	8
701-800	9
801-900	10
901-1000	11
1001-1100	12
1101-1200	13
1201-1300	14
1301-1400	15
1401-1500	16
1501-1600	17
1601-1700	18
1701-1800	19
1801-1900	20
1901-2000	21
2001-2100	22
2101-2200	23
2201-2300	24
2301-2400	25
2401-2500	26
2501-2600	27
2601-2700	28
2701-2800	29
2801-2900	30
2901-3000	31
3001-3100	32
3101-3200	33
3201-3300	34
3301-3400	35
3401-3500	36
3501-3600	37
3601-3700	38
3701-3800	39
3801-3900	40
3901-4000	41
4001-4100	42
4101-4200	43