

A Guide to the Diversity & Young Workers' Election Caucus

This guide explains elections held in the Diversity & Young Workers' Caucus.
Upon Adjournment on Thursday, March 14, 2024



What is a caucus?

During the Annual Convention of CUPE Saskatchewan, caucus meetings of delegate groups are scheduled to be held at various times outside of the regular business proceedings.

Elections are held at the caucus.

Who can attend?

All delegates that identify as one or more of the following are invited to attend this caucus:

LGBTQ2+ Delegates

Racialized Delegates

Delegates living with a disability

Young Workers (29 yrs or under) delegates

Election eligibility

Executive Board and Standing Committee positions are designated for equity group representation. Elections for each position are held among delegates that self-identify as a member of the equity group the position is designated to represent.

You must identify with the equity group to vote, nominate a delegate as a candidate, and to run as a candidate.

LGBTQ2+
POSITIONS

Racialized
POSITIONS

Disability
POSITIONS

Young Worker
POSITIONS

Only LGBTQ2+ delegates shall be entitled to vote and run for election.

Only Racialized delegates shall be entitled to vote and run for election.

Only delegates living with a disability shall be entitled to vote and run for election.

Only delegates 29 yrs of age or under shall be entitled to vote and run for election.

Positions elected by this caucus:

LGBTQ2+	Racialized	Workers with Disability	Young Workers <i>(29 yrs of age & under)</i>
Only LGBTQ2+ delegates shall be entitled to vote and run for election.	Only Racialized delegates shall be entitled to vote and run for election.	Only delegates living with a disability shall be entitled to vote and run for election.	Only delegates 29 yrs of age or under shall be entitled to vote and run for election.
Executive Board	Executive Board	Executive Board	Executive Board
LGBTQ2+ Executive Member & Alternate (Two-year term)	Racialized Executive Member & Alternate (One-year term)	Worker with Disability - Alternate Executive Member (One-year term)	Young Worker Executive Member & Alternate (Two-year term)
<i>Committee Against Racism & Discrimination</i>	<i>Committee Against Racism & Discrimination</i>	<i>Committee Against Racism & Discrimination</i>	<i>Young Workers' Committee</i> <i>29 yrs of age & under</i>
One (1) LGBTQ2+ committee member (Two-year term)	One (1) Racialized committee member (Two-year term)	One (1) Worker with Disability committee member (Two-year term)	Two (2) Young Worker committee members (Two-year terms)

A reminder that the constitution limits that you cannot hold more than one (1) Standing Committee member position at any given time and members of the CUPE Saskatchewan Executive Board, including alternates, or trustees, are not eligible for committee membership.

Election Rules and Procedure

- You must attend the caucus in-person in order to be able to vote at the caucus meeting.
- To be eligible for nomination, a candidate must be:
 - A registered delegate;
 - Nominated by another delegate; and
 - Meet the self-declaration eligibility of the position up for election.
(ie: LGBTQ2+, Racialized, worker living with a disability, or young worker)
- Nominated candidates will be asked if they accept their nomination.
- If the nominated candidate accepts their nomination, they must take the following oath before elections can occur:

“I promise to support and comply with the Constitution, goals, principles and policies of the Canadian Union of Public Employees.”

Can a delegate be nominated for election if they are not present at the caucus meeting?

- They can, if that candidate: is a registered delegate of convention, has indicated in writing their wish to seek office, and they are nominated from the floor by another delegate.

Election conduct and results:

- Those candidates that receive the largest number of votes will be declared elected.
- Elected candidates will be asked to complete an election result declaration form, supplying their contact information, and submit the form to the on-site Convention Office.
- The form can also be emailed to Jodi at: j.reavley.cupe@sasktel.net

The rules outlined above in this guide are intended to assist delegates with effectively participating in the Annual Convention of CUPE Saskatchewan and provides a general orientation only. The Convention Chair is responsible for the enforcement of rules and procedures.

About Executive Board Positions:

The CUPE Saskatchewan Executive Board is the governing body between Annual Conventions. The Executive Board meets several times a year and is comprised of the following positions: President, Vice-President, Secretary-Treasurer, Recording Secretary, and executive members elected to represent membership sectors and the diversity of the membership from affiliated CUPE Locals Unions across Saskatchewan.

LGBTQ2+ EXECUTIVE MEMBER

Duties:

- Maintain communication with members from their caucus;
- Maintain communication with LGBTQ2+ groups;
- Maintain communication with other LGBTQ2+ committees within the labour movement;
- Keep the executive board informed of issues affecting LGBTQ2+ workers in the public sector;
- Attend meetings of the executive board whenever called; and
- Perform duties as directed by the convention or the executive board.

Racialized EXECUTIVE MEMBER

Duties:

- Maintain communication with members from their caucus;
- Maintain communication with racialized groups;
- Maintain communication with other racialized committees within the labour movement;
- Keep the executive board informed of issues affected racialized workers in the public sector;
- Attend meetings of the executive board whenever called; and
- Perform duties as directed by the convention or the executive board.

Worker with Disability EXECUTIVE MEMBER

Duties:

- Maintain communication with members from their caucus;
- Maintain communication with disabled groups;
- Maintain communication with other workers with disability committees within the labour movement;
- Keep the executive board informed of issues affecting workers with disability in the public sector;
- Attend meetings of the executive board whenever called; and
- Perform duties as directed by the convention or the executive board.

Young Worker EXECUTIVE MEMBER

Duties:

- Maintain communication with members from their caucus;
- Maintain communication with young workers, youth and student organizations;
- Maintain communication with other youth groups within the labour movement;
- Keep the executive board informed of issues affecting young workers in the public sector;
- Attend meetings of the executive board whenever called; and
- Perform duties as directed by the convention or the executive board.

COMMITTEE AGAINST RACISM & DISCRIMINATION (CARD)

The Committee Against Racism and Discrimination (CARD) has five (5) member positions elected in even-years at the Annual Convention, each for a two (2) year term, representing:

LGBTQ2+

- **One (1) position self-identifying as LGBTQ2+**
Elected in the Diversity Caucus.

Racialized

- **One (1) position self-identifying as Racialized**
Elected in the Diversity Caucus.

Worker with Disability

- **One (1) position self-identifying as a Worker with Disability**
Elected in the Diversity Caucus.

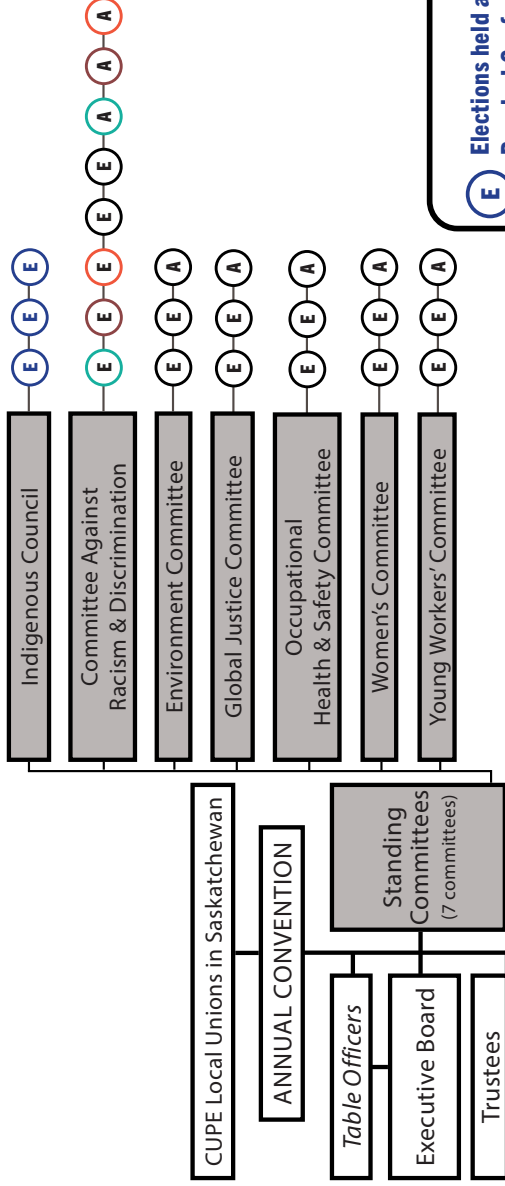
At-Large

At-Large

- **Two (2) at-large committee positions**
Elected on the Convention Floor.
These positions do not have self-declaration eligibility.

As a result of constitutional amendments adopted at the 2021 Annual Convention, the Committee Against Racism and Discrimination expanded to a total of eight (8) member positions — with five (5) member positions elected in even-numbered years at the Annual Convention and the remaining three (3) positions appointed in odd-numbered years (Refer to Article 5, Section 9). All other standing committees remain at a total of three (3) member positions each, with two (2) member positions elected in even-numbered years at the Annual Convention and one (1) position appointed in odd-numbered years. (Note: The Indigenous Council composition is determined through the annual Indigenous Peoples' Conference held by CUPE Saskatchewan).

Role & Structure of Standing Committees



Standing Committees are advisory bodies to the Executive Board of CUPE Saskatchewan, acting as a resource on policies, issues, and programs. CUPE Saskatchewan's seven (7) Standing Committees have goals and objectives that are outlined in Appendix "C" of *The CUPE Saskatchewan Constitution and Bylaws*. Additional duties may be assigned to a committee by the Executive Board. Committees report to the Executive Board. Membership terms are for two-years (or a specified shorter period of time in the case where the appointment fills a position left vacant). A member of the Executive Board is designated to serve as a liaison to a committee.

Committee members must be members in good standing of a Local Union affiliated to CUPE Saskatchewan. Members shall only be eligible to sit on one (1) Standing Committee at any given time. Members of the CUPE Saskatchewan Executive Board, including alternates, or trustees are not eligible for committee membership.

E Elections held at the annual Indigenous Peoples' Conference.

E Elections held at the Annual Convention in even-numbered years.

Positions based on self-identification as:

LGBTQ2+

Racialized

Worker with Disability

A Appointments in odd-numbered years following the Annual Convention.

At any given time when a vacancy exists, appointments may be made by the Executive Board.



For matters not address in this guide booklet, please refer to:
The CUPE Saskatchewan Constitution & Bylaws

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