



Pink Triangle Committee Mandate

January 2010

1. Work with the Component President to ensure that the collective agreement is upheld and implemented by the employer and that issues affecting the members are addressed.
2. Report to the Component President at least once monthly verbally or in writing, and report to the quarterly Regular ACCEX meetings in writing.
3. Draft membership bulletin information, if required, for submission to the Component President
4. Ensure the proper functioning of the Component Committee.
5. Ensure that Local Chairpersons are fully knowledgeable.
6. Manage the approved Committee budget in cooperation with the Component Secretary-Treasurer, in accordance with the Component Bylaws.
7. Promote the Union policy of having a minimum of two CUPE representatives whenever meeting with the employer on official union business.
8. Confirm all verbal communications with the Company in writing. All written Committee communications should be copied to the Component President.
9. Verify that Committee flight release requests are properly actioned by the Component President and the employer and report any discrepancies to the Component President.
Chairperson must ensure that appropriate pay code (Company or Union paid) is entered in computer system for flight release.
10. Purpose of the Committee:
 - a) Promote and defend the rights and freedoms of lesbian, gay, bisexual, transgender, and transsexual (LGBTTI) persons;
 - b) Promote and defend the principles of the Canadian Union of Public Employees;

Pink Triangle Committee Mandate

January 2010

- c) Improve the working conditions of LGBTTI persons in the workplace;
 - d) Eliminate homophobia, heterosexism, transphobia, and genderism wherever they exist;
 - e) Promote through education and activism, the lives and perspectives of LGBTTI people amongst CUPE members, and CUPE structures in workplaces and in communities;
 - f) Actively participate in coalitions, lobbies and any other political and organizing activities that contribute to the above, recognizing the need to build regional, national, and international links with individuals within and outside of the labour movement.
 - g) Support and cooperate with other CUPE Committee and Working Groups at all levels of the Union to achieve our common goals;
 - h) Develop and provide support to the Air Canada Component and Local in bargaining structures to advance issues that affect LGBTTI persons;
 - i) Provide information and advice to the Air Canada Component on issues that affect LGBTTI persons within our Union, workplaces and our communities.
11. The composition of the Committee is:
- a) One (1) Committee Chairperson appointed by the Air Canada Component President
 - b) Three (3) LGBTTI union activists appointed upon recommendation by the Committee Chairperson to the Air Canada Component Executive. One member from the West representing Vancouver, Calgary and Winnipeg bases, one member from Toronto representing that base and one member from the East representing Montreal and Halifax.
 - c) The Component President will consider diversity when choosing a committee.

Pink Triangle Committee Mandate

January 2010

12. Committee Member Duties

- a) The Chairperson;
 - i) ensure that the present statutes are implemented;
 - ii) ensure the leadership and the coordination of the affairs of the Committee;
 - iii) carry out any tasks entrusted to her or him by the Committee;
 - iv) attend all conferences, workshops and other seminars;
 - v) compile and distribute to the Committee, information and educational materials gathered at conferences workshops and seminars;
- b)
 - i) act as liaison between the Committee and the Locals they represent;
 - ii) share their expertise in order to function and / or reach the goals of the Committee;
 - iii) carry out any tasks entrusted to them by the Committee

13. Committee meetings will be chaired by the Chairperson or a designate.

14. Work (Action) Plan and Reports

- a) Biennially, for the Airline Services Conference, the Committee shall prepare a report and work (action) plan, defining the goals and activities of the Committee over the intervening two years.
- b) In addition, the Committee will prepare a work plan as needed at the end of each Committee meeting which will include:
 - goals
 - activities
 - persons responsible for projects
 - timetable/calendar for completion of deadlines for progress.
- c) The Chairperson will be responsible for following up on the work plan, by preparing a quarterly progress report to the Component. Each Committee member will submit a report to the Chairperson with any pertinent information for inclusion on this report.

Pink Triangle Committee Mandate

January 2010

- d) Maintain the Benefits and Equity web page on the ACC website.

15. Meetings

- a) The Committee shall meet at least once a year with additional meetings to be designated at the discretion of the Committee Chairperson. In order to establish networks and collations and to maximize the impact of Committee meetings, the Chairperson may recommend to the Component that some meetings be held in geographically and/or politically advantageous centers.
- b) The Committee shall hold a minimum of two telephone conferences per year, if financially feasible, in order to advance the work of the committee.
- c) The Committee shall correspond by email to advance the work of the Committee between meetings.

16. Official Languages

In order to foster exchanges between all members, the Committee shall operate on both official languages and undertake to respect CUPE's language policy.

- 17. As Special Assignment is defined as quasi management in the Collective Agreement, any member who is on a Special Assignment shall continue to pay dues and be eligible for voting but must resign from any CUPE position and shall not be eligible for nomination or appointment to any office or Committee in the Union. He/she shall not be eligible to attend meetings of the Union except with the approval of a majority of the members at such meetings.

- 18. As per article 8.4 of the CUPE Bylaws, any expenses submitted more than 180 days after being incurred will not be considered for payment by the ACC.

- 19. It is an established principle that whenever Union Officers and Committee Members are scheduled to meet with the Company, there should always be at least two Union members present.

A certain amount of volunteerism is involved.