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May 3, 2019

BY EMAIL
recsec.cupe3903@gmail.com

Gizem Çakmak
Recording Secretary/Research Officer
CUPE Local 3903

Dear Brother Çakmak:

This is in reply to your letter of April 24, 2019 to the National Executive Board.

You can be assured that CUPE National understands your concerns that our 2019 National Convention falls during Yom Kippur. When booking national conventions and conferences, we do everything possible to avoid holding them on any religious holidays. This can be especially challenging in relation to our national convention as there are only four venues in the country that can accommodate our conventions. This is why we book national conventions five to six years in advance. Unfortunately, despite our best efforts, we are sometimes faced with difficult decisions.

More than a decade ago, the National Executive Board adopted a schedule that ensures national conventions will move between the four cities that can host such an event. In respect of this schedule, our 2019 Convention is to be held in Montréal. When we went to book convention space, more than five years ago, the only week available in October or November of 2019 was the week of October 7. As national convention must be held in the fall of 2019, and with no other options, we had to proceed.

This decision was not taken lightly and was not intended to be disrespectful to our Jewish members. If we could change the dates, we would. But because convention space is booked solid many years in advance, it is simply not possible. We apologize for the great inconvenience this will cause CUPE's members of the Jewish faith, but unfortunately, we cannot change the dates of our 2019 National Convention.

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MARK HANCOCK

National President/Président national

CHARLES FLEURY

National Secretary-Treasurer/Secrétaire-trésorier national

DENIS BOLDOC, FRED HAHN, JUDY HENLEY, DANIEL LÉGÈRE, MARLE ROBERTS

General Vice-Presidents/Vice-présidences générales

This said, we take your concerns very seriously. We have reviewed all signed contracts for conventions and conferences to ensure they do not conflict with any religious holidays. We will also bring a motion to the National Executive Board to require that we move convention to a different city if the venue in the scheduled city cannot accommodate our national convention in a week without any religious holidays.

In solidarity,

Handwritten signature of Mark Hancock in black ink, consisting of stylized initials 'MH' followed by a surname.

MARK HANCOCK
National President

Handwritten signature of Charles Fleury in black ink, featuring a large, sweeping initial 'C' followed by the surname.

CHARLES FLEURY
National Secretary-Treasurer