



ALBERTA UNION OF PROVINCIAL EMPLOYEES
CONVENTION
TWENTY-TWENTY THREE
UNION POWER STARTS WITH US ALL

CONVENTION MINUTES

OCTOBER 26, 27 & 28, 2023

Edmonton Expo Centre

#AUPECONVENTION



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ALBERTA UNION OF PROVINCIAL EMPLOYEES
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Convention Call

The 46th Annual Convention of the Alberta Union of Provincial Employees will be held beginning at 9:00 am, on Thursday, October 26, 2023 and will continue until 3:00 pm, Saturday, October 28, 2023.

Edmonton EXPO Centre
7515 - 118 Avenue
Edmonton, Alberta





ALBERTA UNION OF PROVINCIAL EMPLOYEES
CONVENTION
TWENTY-TWENTY THREE
UNION POWER STARTS WITH US ALL

On-site at Convention

To confirm your attendance and delegate status at Convention, delegates must present the WHITE copy of the credential to the Convention Credentials Committee during registration.

Wednesday, October 25, 2023

Place: Edmonton Expo Centre
Ballroom 105/106
Time: 3:30 pm - 7:30 pm

Thursday, October 26, 2023

Place: Edmonton Expo Centre
Ballroom 105/106
Time: 8:00 am - 8:30 am

Registration will continue throughout Convention during office hours.

Convention Office hours

8:30 am - 4:30 pm

Late Registration

Thursday, October 26, 2023

Place: Edmonton Expo Centre
Ballroom 105/106
Time: 9:00 am - 9:30 am

Please Note:

Credentials received by AUPE Headquarters **after the September 8, 2023 deadline are considered late.**

These delegates **may only register after 9:00 am on Thursday, October 26.**

AUPE Constitution - Article 6 (sub-articles)

- 6.01 There shall be a Convention each year. Each Convention shall be held at such time and place as determined by the Provincial Executive.
- 6.02 The President shall issue the Convention Call to Chapters and Locals not less than ninety (90) days prior to the Convention.
- 6.05 Each Convention delegate shall have credentials in such form as may be determined by the Provincial Executive. A copy of a delegate's credential shall be remitted to the Union's principal Office at least thirty (30) days prior to the date of Convention.

Resolutions

Article 6.13

- a) Resolutions for presentation at a regular Convention shall be submitted to the President at least one hundred and twenty (120) days before the opening date of the Convention. A resolution shall not deal with more than one subject matter and shall specify the action proposed. A resolution shall not contain more than one hundred and fifty (150) words, inclusive of the preamble. Resolutions may be submitted by the Executive Committee, the Provincial Executive, Standing Committees of the Union, Chapters, Locals or Area Councils.
- b) Constitutional amendments for presentation at a regular Convention shall be presented to the President one hundred and twenty (120) days prior to the start of the Convention. Resolutions that involve changes or additions to the Constitution are not limited to one hundred and fifty (150) words. Constitutional amendments may be submitted by the Executive Committee, the Provincial Executive, the Legislative Committee, Chapters and Locals.

NEW ONLINE REGISTRATION PROCESS

Registration for Convention will be done through AUPE's Education Registration System at <https://aupe.geniussis.com/memberlogin.aspx>

If you have never signed into this system, please go to <https://www.aupe.org/training/courses>, scroll to the bottom of the page and click on the link that says, "First-time users of the online registration system can watch this demo video".

Note: Time off forms should be completed on the Registration System at the time of registration

Component Count

Convention delegates will be accredited according to the monthly average membership count from November 1, 2021, to October 31, 2022.

DO NOT INCLUDE YOUR PROVINCIAL EXECUTIVE MEMBER OR YOUR LOCAL CHAIR in the delegate count allotted to components.

Credentials

Credential forms in triplicate are enclosed. If additional Credentials are required, and the component concerned is entitled to them, they will be provided by the President of the Union on request.

For proper registration, the delegate copy of the Credential (White) is to be presented by the delegate to the Convention. Scrutineers Committee: The Headquarters copy of the Credential (Yellow) is to be forwarded to the President of the Union, 10025 - 182 St. NW, Edmonton, AB T5S 0P7, to be received no later than **September 8, 2023**; the Local retains the component copy of the credential form (Pink).

Please Note: Credentials received by AUPE Headquarters **after the September 8, 2023; deadline will be considered late.** These delegates **may only register after 9:00 am on Thursday, October 26, 2023.**

Convention Headquarters

Edmonton Expo Centre has been designated as Convention Headquarters.

Observer/Guest Attendance

In addition, please note Policy #2-5, which reads as follows:

Observer's status shall be restricted to AUPE members from the various Components ONLY. No more than three (3) observers from each Component shall be allowed to attend Convention at Local expense.

Attendance of observers and guests will be dependent upon receiving prior approval from the President's Office.

Special consideration shall be given to newly organized groups of members.

Special Requirements

If you have any special dietary requirements, please fill out the information when registering on AUPE Education Registration System at <https://aupe.geniussis.com/memberlogin.aspx>.

Accommodation

- 1) Blocks of rooms have been booked at the Chateau Lacombe Hotel, Courtyard Marriott Hotel, Coast Edmonton Plaza Hotel, The Double Tree, Sandman Signature Edmonton Downtown Hotel and The Westin Edmonton for this year's Convention.
- 2) All Locals are responsible for booking rooms for their **delegates, observers, Local Chairs and Provincial Executive members** directly with the hotel(s).
- 3) All Locals are to submit a written or typed list of their ROOM REQUIREMENTS to the hotel, with a copy forwarded to Headquarters to the attention of Wendy Pasko at w.pasko@aupe.org, no later than September 22, 2023.
- 4) Delegates sharing rooms will be paired by the Locals submitting the rooming list.
- 5) Delegates sharing accommodation should notify their Local contact person if their roommate does not register by noon on Thursday, October 26, 2023.
- 6) Locals will be billed back for rooms that are not cancelled by 12 noon on the day of arrival.
- 7) Headquarters will be responsible for accommodation costs based on double occupancy for Convention delegates.
- 8) Headquarters will book rooms on a shared basis for only those Standing Committee members who are NOT delegates to Convention.

Transportation

Charter buses will be arranged to pick up delegates in the various towns and cities across the province.

Delegates will receive notification regarding their mode of transportation in the Reports & Resolutions package that is mailed out to all delegates approximately three weeks prior to Convention. This information will also be on the Convention website. Delegates who do not take advantage of the bus transportation provided by Union Headquarters will not be paid out-of-town mileage or parking.

Edmonton Expo Centre Parking Lot

- Parking is available at the Edmonton Expo Centre on a first-come-first-served basis. In-town delegates are encouraged to utilize the bus (ETS System) or LRT (Light Rail Transit) system.
- These stalls are **NOT** to be used for overnight parking.

Shuttle Service

Shuttle service will be provided to and from the Edmonton Expo Centre at set times from the following hotels: Chateau Lacombe Hotel, Courtyard Marriott Hotel, Coast Edmonton Plaza Hotel, Double Tree by Hilton - Downtown Edmonton, Sandman Signature Edmonton Downtown Hotel and The Westin Edmonton. The shuttle service schedule will be provided with the Reports & Resolutions mailing in September.



Guy Smith, President
Alberta Union of Provincial Employees

ELECTION BUDDY

This year, we are using a digital voting system for Resolutions and Elections. We ask that all delegates bring their smartphones or iPads to make voting quick and easy, with the results being automatically tabulated. For delegates without these devices, we will be providing iPads during voting times. More information will come on the Convention Registration system after registration is open.

Information pertaining to Convention will be located on the AUPE Convention website at

www.aupeconvention.org

Additional details will be posted as they become available.



ALBERTA UNION OF PROVINCIAL EMPLOYEES
CONVENTION
TWENTY-TWENTY THREE
UNION POWER STARTS WITH US ALL

CONVENTION GENERAL INFORMATION SHEETS

The 46th Annual Convention of the Alberta Union of Provincial Employees will be held at the Edmonton EXPO Centre, 7515 - 118 Avenue, Edmonton, Alberta beginning at 9:00 am, on Thursday, October 26 2023 and will continue until 3:00 pm, Saturday, October 28, 2023.

OCTOBER 26, 27 & 28, 2023

Edmonton EXPO Centre
7515 - 118 Avenue, Edmonton, Alberta

#AUPECONVENTION



CONVENTION OFFICE Meeting Room 107

The AUPE Convention Office will be set up in Meeting Room 107 and will be open for Delegate inquiries as indicated:

Wednesday, October 25	3:00 pm - 7:30 pm
Thursday, October 26	8:00 am - 6:00 pm
Friday, October 27	8:00 am - 4:30 pm
Saturday, October 28	8:00 am - 3:00 pm

CONVENTION ORIENTATION

PRE-CONVENTION COURSE

Convention is a busy and exciting time for our union. For new delegates, there's a lot to take in. To help with this, AUPE created a pre-Convention course. This short online seminar will introduce you to the basics of Convention so that you and your fellow delegates can get the most out of this year's event in Edmonton.

Visit this link to register to take this course. <https://aupe.geniussis.com/memberlogin.aspx>

REGISTRATION - Hall H

For proper registration at Convention, the **WHITE COPY** of your credential must be presented to the Convention Credentials Committee during registration. **Please note: Locals that have not submitted their credentials by September 9, are considered late, and must register between 9:00 - 10:00 am on Thursday, October 26.**

As we have a new process for registration, all members attending Convention must pre-register in the Online Registration System at <https://aupe.geniussis.com/memberlogin.aspx>.

Wednesday, October 25

3:30 pm - 7:30 pm
Edmonton Expo Centre
Hall H

Thursday, October 26

8:00 am - 8:30 am
Late Registration - 9:00 - 10:00 am
Edmonton Expo Centre
Hall H

After 10:00 am on Thursday

8:00 am - 4:30 pm
(Convention Office Hours)
Edmonton Expo Centre
Meeting Room 107(a)

Registration will be closed from adjournment on Thursday until Elections are completed.

ELECTION BUDDY

Election Buddy will be used for all voting during the 2023 Convention. There will be tables set up in the Convention Hall with individuals there to assist with any technical issues you may have. Please ensure your devices are charged prior to arriving at Convention each day.

SUPPLEMENTARY EXPENSE CLAIMS

Cheques for supplementary expense claims will NOT be provided at Convention. Supplementary claims are to be forwarded to headquarters for processing, and the cheques will be mailed out approximately 2 weeks after Convention.

CONVENTION HALL ASSIGNED SEATING

Hall F & G

See attached seating chart.

LITERATURE

The Edmonton Expo Centre has requested that posters, banners, etc. not be put up on the walls. They have asked that literature be placed on the tables only.

SCRUTINEERS AND SERGEANT-AT-ARMS COMMITTEE

The following is a brief summary of the Policy Guidelines for the Scrutineers and Sergeant-At-Arms Committees:

Scrutineers Committee

The purpose of the Convention Scrutineers Committee is to ensure that only properly elected Delegates to Convention are registered and that Life Members, Observers, Guests and Media are appropriately registered.

The Scrutineers Committee will be available to help with any technical challenges with the Election Buddy system and counts all standing votes when so directed by the Chair.

Sergeant-At-Arms Committee

The purpose of the Convention Sergeant-At-Arms Committee is to maintain control in the Convention Hall and to ensure that only properly credentialed Delegates sit at tables where a vote may be counted.

The Committee is also responsible for handling all potential crowd control situations at AUPE functions held during Convention.

MEALS

Organized Luncheon - Hall E

October 26, 27 & 28

12:00 noon - 1:00 pm

Organized Supper - Hall E

Thursday, October 26

Dinner 4:15 pm - 5:45 pm

Expense claims will not be accepted for the organized meals.

COFFEE SERVICE

Main Foyer

A concession will be set up in front of Hall G (location subject to change) and will be selling coffee, tea, cold beverages and breakfast pastries. Expo Centre Food Court & Market Place will be open during Convention hours.

SPECIAL REQUIREMENTS

If you have any dietary or mobility requirements and you didn't fill out this information in the online registration system when you pre-registered for convention. Please email your requirements to conventioneventteam@aupe.org before October 6, 2023, to allow for arrangements to be made. All information received is confidential.

There will be wheelchair accessible mics located on the convention floor as well as on the stage.

There is a gender natural washroom located in the Expo Centre in the main foyer outside the convention halls between Halls E and F.

There will be a "Quiet Room" available in room H1. This room will be locked at all times. If you require use of this room, please see Wendy Pasko or Heather Seitz in the Convention Office.

Complete the information that pertains to you only. Information must be received by **October 6, 2023** to allow for arrangements to be made. All information received is confidential.

AUPE CLOTHING SALES

Ballroom 102 & 103 Expo Centre

Wednesday, October 25

3:30 pm - 7:30 pm

Thursday, October 26

8:00 am - 6:00 pm

Friday, October 27

8:00 am - 4:30 pm

Saturday, October 28

8:00 am - 1:30 pm

We accept debit & credit only

EXHIBITS

Ballroom 104 Expo Centre

Thursday, October 26

8:30 am - 4:30 pm

Friday, October 27

8:30 am - 4:30 pm

TRANSPORTATION & ACCOMMODATION

TRANSPORTATION

Charter buses and carpooling have been arranged to pick up delegates in various towns and cities across the province. **Please be respectful and remove all garbage and personal items from your mode of transportation.**

Members who use their own personal vehicles will be responsible for their own expenses. In special situations, members may be authorized to use their own vehicles. Authorization may only be given in writing by Heather Seitz. Heather will confirm all requests to drive personal vehicles with the Executive Secretary. The written authorization must be attached to your expense claim form. AUPE will not be responsible for mileage payment if the written authorization is not attached to the expense claim.

Delegate Transportation Information

Transportation information can be found on your dashboard in the Online registration system under "Available Course & Event Documents."

If you have decided not to take the bus provided by AUPE, you MUST let us know by emailing to conventioneventteam@aupe.org by Oct 13, 2023.

ACCOMMODATION - GUEST ROOMS

Your Local is responsible for ensuring that you have accommodation. Please contact your Local Chair to confirm your accommodation arrangements. If you are unable to attend Convention, please contact your Local Chair so your room can be cancelled, otherwise it will be charged back to your Local.

LUGGAGE

If you are returning home on the bus, bring your luggage to the Edmonton Expo Centre on Saturday morning. Please ensure that your luggage has the correct bus tag. Drop off will be Hall H.

****PLEASE NOTE:** The luggage storage room will be locked from 10:00 on Saturday until the adjournment of Convention. NO LUGGAGE WILL BE ALLOWED ON THE CONVENTION FLOOR AT ANY TIME, NO EXCEPTIONS. Luggage on the Convention floor is a Health and Safety issue. ******

At the end of Convention collect your luggage and proceed to your bus that will be parked outside the Expo Centre main doors.

PARKING

Expo Centre Parking Lot

The parking lot will be manned by an attendant and in order to park in the lot the following identification will be required:

Wednesday, October 25

Thursday, October 26

Friday, October 27

7:00 am - 9:00 pm

(ID - Convention Name Tag/AUPE Membership Card)

- Parking stalls will not be reserved and will be on a first-come, first-served basis.
- If you leave the lot you are not guaranteed parking upon your return.
- If you park in the lot which has been pre-paid by AUPE, do not claim for parking on your expense claim.
- NO OVERNIGHT PARKING - cars left in this lot overnight WILL BE TOWED.

NOTE: Delegates who park their vehicles at the Expo Centre Parking lot reserved for AUPE and the Hotel parking lots will be doing so at their own risk. AUPE and the Hotels will not be responsible for any damages that may occur.

TIME OFF REQUEST

Your time off request (if required), your approval and transportation letters will be attached to your online registration dashboard under the widget "Available Course and Event Documents." You can log into your online dashboard at <https://aupe.geniussis.com/memberlogin.aspx>. Please contact Kelly Steele at conventioneventteam@aupe.org if any changes need to be made to your time off request.

Please note: You are responsible for ensuring your time off form is submitted to your employer.

WHAT TO BRING

Please ensure you bring a smart phone, iPad or laptop as elections will be done electronically through Election Buddy. Please remember to bring anything needed for charging your device. There will be a small area in the Convention Hall for charging.

The style of dress throughout the event is casual. Please wear appropriate footwear as some walking may be involved from your hotel to the LRT station (if you decide to take the LRT and not the chartered ETS bus). Please dress in layers, as it is hard to adjust the room temperature for such an ample space.

SMOKING POLICY

In compliance with the City of Edmonton's Public Places Bylaw, the Edmonton EXPO Centre is a smoke-free facility. Guests wishing to smoke may do so outside the venue and at least 10 metres from any doorway, window, or air intake.

PETS

AUPE does not cover the cost of pet care, and no pets are allowed at Convention. If you use a service animal, please contact Kelly Steele at conventioneventteam@aupe.org as soon as possible.

HOSPITALITY SUITE

Wednesday

8:00 pm - 12:00 am

Karaoke Night

Thursday

9:00 pm - 12:00 am

DJ by REVOLUTION ENTERTAINMENT

Friday

8:00 pm - 12:00 am

DJ and Photo Booth by
REVOLUTION ENTERTAINMENT

Members are encouraged to wear their favorite Super Hero costume. Sponsored by Young Activist Committee. Prizes for best costume.

**TOONIE
BAR**

available all nights

**Chateau Lacombe Hotel
Alberta Ballroom**

10111 Bellamy Hill
Edmonton, AB

**MUST HAVE YOUR
CONVENTION ID TO ENTER.
NO EXCEPTIONS**

AUPE POLICIES

CHILD CARE REIMBURSEMENT 5-20

The AUPE Child Care Expense Policy 5-20 will apply

FINANCES 5-20

Amended by the Provincial Executive
September 05 and 06, 2019

5-20 Reimbursement for Child Care Expenses

AUPE members when attending any union function are to be reimbursed for child care expenses:

For licensed child care centres or babysitters: at the rate of up to \$15 per hour to a maximum of \$195 per day for the first child and up to \$3 per hour for each additional child to a maximum of \$39 per day, per child.

For unlicensed care givers: at the rate of up to \$10 per hour to a maximum of \$100 per day for all children.

1. All claims for reimbursement under this policy must be accompanied by a signed AUPE Child Care receipt form.
2. Reimbursement will not be made for:
 - a) Child care expenses that would have been incurred had that member been performing his/her normal work that day;
 - b) Child care that would normally not have been paid, e.g. Spouse;
 - c) For an in-town delegate after the meeting and/or associated function has concluded.
 - d) Child care expenses for children above age 12.
3. Where extenuating circumstances exist, exceptions may be made with the prior approval of the Executive Secretary-Treasurer, when expenses are paid by Headquarters or when expenses are paid by the Local, the Local Treasurer or Local Executive.
4. AUPE accepts no legal responsibility as to the arrangements made or unintended consequences by the parents or guardians.

The Union reserves the right to examine any and all claims with respect to this policy.

This policy will affect all Locals.

HEALTH AND SAFETY 6-6

Convention October 2001

6-6 Policy on Wearing Scented Products

To facilitate all AUPE members being comfortable at an AUPE sponsored-function, the following guidelines be incorporated.

That:

1. AUPE members should be considerate about their use of fragrance;
2. Members should be encouraged to limit their use of scent to their personal "scent circle" (about an arm's length away from their body);
3. AUPE when sponsoring a function makes every effort that the facility being used has good ventilation; and
4. AUPE include the following sentence in all meeting notices and courses/seminar/conference announcements: "Moderation when wearing scented products should be exercised by all members attending."

SMOKING POLICY 6-4

Smoking is not permitted in the Edmonton Expo Centre.



ALBERTA UNION OF PROVINCIAL EMPLOYEES
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 UNION POWER STARTS WITH US ALL

Shuttle Service

Provided by Edmonton Transit (ETS)

Roundtrip shuttle service is provided from the Edmonton Expo Centre (EXPO) to hotels listed below:

Chateau Lacombe Hotel, Coast Edmonton Plaza Hotel, Courtyard Marriott Downtown, DoubleTree by Hilton Edmonton Downtown, Hotel MacDonald, JW Marriott, Sandman Signature Edmonton Downtown Hotel, The Westin

Pick up locations will be identified by signage at each location.

EXPO Loop

Service from Chateau Lacombe to Coast Edmonton Plaza, JW Marriott, Sandman Signature Edmonton, Hotel MacDonald/Courtyard Marriott, DoubleTree, The Westin, and on to the EXPO.

Hospitality Loop

Service from Chateau Lacombe to Coast Edmonton Plaza, JW Marriott, Sandman Signature Edmonton, Hotel MacDonald/Courtyard Marriott, DoubleTree, The Westin, and back to Chateau Lacombe.

WEDNESDAY
October 25

2:30 pm - 7:30 pm

EXPO Loop

Service from Chateau Lacombe to Coast Edmonton Plaza, JW Marriott, Sandman Signature Edmonton, Hotel MacDonald/Courtyard Marriott, DoubleTree, The Westin, and on to the EXPO.

The full loop takes approximately 44 minutes.

7:00 pm - 12:30 am

Hospitality Loop

Service from Chateau Lacombe to Coast Edmonton Plaza, JW Marriott, Sandman Signature Edmonton, Hotel MacDonald/Courtyard Marriott, DoubleTree, The Westin, and back to Chateau Lacombe.

The Hospitality Loop runs between the hotels until 12:30 am on Oct. 25, 26, and 27.

THURSDAY
October 26

Morning

Three routes from hotels to the EXPO

Route 1

Chateau Lacombe

Trips departing at 7:15, 7:35, 7:55, and 8:15 am.

Route 2

Coast Plaza, JW Marriott, Hotel Macdonald & Courtyard

Trips departing the Coast at 7:15, 7:35, 7:55, and 8:15 am.

Route 3

Sandman, Double Tree & Westin

Trips departing the Sandman at 7:15, 7:35, 7:55, 8:15 am.

Please note: the 8:15 am bus, from each hotel, is the last EXPO bus for the morning.

Evening

Three routes (same as the AM) from EXPO to hotels

Route 1, 2 & 3

Trips departing for hotels at 9:00, 9:15, 9:30, 9:45 pm.

Please ensure you are on the route that runs to your hotel.

9:00 pm - 12:30 am

Hospitality Loop

The Hospitality Loop runs between the hotels until 12:30 am on Oct. 25, 26, and 27.

FRIDAY
October 27

Morning

Three routes from hotels to the EXPO

Route 1

Chateau Lacombe

Trips departing at 7:15, 7:35, 7:55, and 8:15 am.

Route 2

Coast Plaza, JW Marriott, Hotel Macdonald & Courtyard

Trips departing the Coast at 7:15, 7:35, 7:55, and 8:15 am.

Route 3

Sandman, Double Tree & Westin

Trips departing the Sandman at 7:15, 7:35, 7:55, 8:15 am.

Please note: the 8:15 am bus, from each hotel, is the last EXPO bus for the morning.

Afternoon

Three routes (same as the AM) from EXPO to hotels

Route 1, 2 & 3

Trips departing for hotels at 3:45, 4:05, 4:25, 4:45 pm.

Please ensure you are on the route that runs to your hotel.

7:00 pm - 12:30 am

Hospitality Loop

The Hospitality Loop runs between the hotels until 12:30 am on Oct. 25, 26, and 27.

SATURDAY
October 28

Morning

Three routes from hotels to the EXPO

Route 1

Chateau Lacombe

Trips departing at 7:15, 7:35, 7:55, and 8:15 am.

Route 2

Coast Plaza, JW Marriott, Hotel Macdonald & Courtyard

Trips departing the Coast at 7:15, 7:35, 7:55, and 8:15 am.

Route 3

Sandman, Double Tree & Westin

Trips departing the Sandman at 7:15, 7:35, 7:55, 8:15 am.

Please note: the 8:15 am bus, from each hotel, is the last EXPO bus for the morning.

Afternoon

Trips to hotels at approximately 2:45 and 3:15 pm or as required.



**Minutes of the
46th Annual Convention
October 26-28, 2023
Edmonton Expo Centre**

Thursday, October 26, 2023 – Morning Session

Upon entering the Convention Hall delegates, observers and guests were entertained by a brass quintet, Bok Brass from Edmonton.

President Guy Smith called the 46th Annual Convention to order at 9:00 AM.

The Chair of the Credentials Committee reported that there were 940 registered delegates, 44 observers, 23 life members, 86 staff and 25 guests and media for a total of 1118 in attendance for Convention on October 26 at 9:00 AM.

- (1) **MOTION:** To accept the report of the Credentials Committee.
Properly moved and seconded.

CARRIED

Vice-President Bobby-Joe Borodey acknowledged the various Treaty Lands across Alberta.

Vice-President Darren Graham read the Statement of Equality.

Vice-President Sandra Azocar introduced Lewis Cardinal.

Lewis Cardinal spoke of acknowledging the relationships and principles of those who came before us. To remind ourselves that these treaties were a mating of relations and that we are a nation of families. Blessings to all those here today and your families.

Vice-President Bonnie Gostola led the delegates in a Minute of Silence for the members we have lost since the last Convention.

Vice-President Mike Dempsey led the delegates in singing “O Canada” and “Solidarity Forever”, accompanied by Bok Brass as well as Local 005 kazoo band members.

Lynn Schoug from the Edmonton Expo Centre reviewed the safety protocols, fire and evacuation procedures of the facility.

President Guy Smith reviewed the key rules of order that will be used to conduct the business of Convention along with balloting and elections for executive officer information.

- MOTION:** To adopt the Agenda as distributed.
Properly moved and seconded.

- (2) **MOTION:** To amend the Agenda to move the budget to 9:00 am on Saturday morning.
Properly moved and seconded.

DEFEATED

Rationale: We have to know what we spend and what we're prepared to spend money on. We need to understand the financial statements before approving the budget.

BACK TO THE ORIGINAL MOTION.

(3) **VOTING ON THE ORIGINAL MOTION.**

CARRIED

- (4) **MOTION:** To accept the Minutes of the 45th Annual Convention dated October 27-29, 2022.
Properly moved and seconded.

CARRIED

Vice-Presidents Susan Slade and Mike Dempsey announced and welcomed all Locals in attendance. Upon each Local standing they were met with applause and cheer.

Vice-President Slade was in the Chair.

PRESIDENT'S ADDRESS

President Smith welcomed the first time and returning delegates, life members, observers, staff. He thanked Executive, Provincial Executive and all union activists for their hard work. That hard work is what makes the union. He thanked all staff for their hard work to make Convention happen every year. He sincerely thanked the outgoing Executive Team for their hard work and sacrifices over the last two years. To those running for re-election, thank you for willing to take on a leadership role as we enter a significant year of bargaining. This years' Presidents address is not an update; it is a call to action. AUPE has been preparing all bargaining teams to enter negotiations next year with enhanced education and support. This is our opportunity to move as one with a single focus: a contract all workers deserve. One path. One goal. One vision. President Smith was met with standing applause.

President Guy Smith presented a verbal report to accompany his written report and was followed by questions and answers.

- (5) **MOTION:** To accept the Report of the President Guy Smith as contained within the Convention book and his verbal report.
Properly moved and seconded.

CARRIED

President Smith was in the Chair.

OFFICERS' REPORTS

All Executive Officers provided a verbal report to supplement their written reports followed by comments, questions, and answers.

- (6) **MOTION:** To accept the Report of Acting Executive Secretary-Treasurer Mike Dempsey as contained within the Convention book.
Properly moved and seconded.

CARRIED

- (7) **MOTION:** To accept the Report of Vice-President Sandra Azocar as contained within the Convention book.
Properly moved and seconded.

CARRIED

- (8) **MOTION:** To accept the Report of Vice-President Bobby-Joe Borodey as contained within the Convention book.
Properly moved and seconded. *CARRIED*
- (9) **MOTION:** To accept the Report of Vice-President Mike Dempsey as contained within the Convention book.
Properly moved and seconded. *CARRIED*
- (10) **MOTION:** To accept the Report of Vice-President Bonnie Gostola as contained within the Convention book.
Properly moved and seconded. *CARRIED*
- (11) **MOTION:** To accept the Report of Vice-President Darren Graham as contained within the Convention book.
Properly moved and seconded. *CARRIED*
- (12) **MOTION:** To accept the Report of Vice-President Susan Slade as contained within the Convention book.
Properly moved and seconded. *CARRIED*

Recessed for lunch at 11:45 AM.

Thursday, October 26, 2023 – Afternoon Session

President Smith reconvened Convention at 12:58 PM.

The Credentials Committee reported that there were 1003 registered delegates, 56 observers, 29 life members, 32 guests and media, and 90 staff and for a total of 1210 in attendance for Convention on October 26, 2023 at 1:00 PM.

- (13) **MOTION:** To accept the Report of the Credentials Committee.
Properly moved and seconded. *CARRIED*

POINT OF PRIVILEGE: It was noted that two sites from Local 046 Chapter 007 were missing from Page 122 of the Reports & Resolutions book; Villa Caritas and Outpatient Geriatric Psychiatry. President Smith apologized for this error and asked that it be recorded in the official minutes of Convention and corrected for next year.

ELECTION BUDDY VOTING SYSTEM TRAINING

Katie Cheung walked delegates through the process for Election Buddy voting. Training was accompanied by a PowerPoint presentation. After training, voting on a test ballot was conducted.

FINANCE COMMITTEE

Acting Executive Secretary-Treasurer Mike Dempsey, Chair of the Finance Committee, introduced the Finance Committee and provided a verbal report in addition to the written report.

- (14) **MOTION:** To accept the report of the Finance Committee as presented in the Convention booklet.

Properly moved and seconded.

CARRIED

Robyn Eeson and Natalie Kinal, representatives of the chartered accounting firm of KMPG Chartered Accountants outlined the auditing process and reviewed the Audited Financial Statements in detail; comments, questions and answers followed.

- (15) **MOTION:** To accept the Audited Financial Statements for the year ended June 30, 2023 as presented.
Properly moved and seconded.

CARRIED

Acting Executive Secretary-Treasurer Mike Dempsey reviewed the line item details of the Proposed Budget for 2023/2024. This was followed by comments, questions, and answers.

MOTION: To accept the Proposed Budget for 2023/2024 as presented.
Properly moved and seconded.

MOTION: To freeze hiring for staff for AUPE.

RULED OUT OF ORDER: You cannot make a new motion when there is currently a motion on the floor to accept the budget.

- (16) **MOTION TO CALL THE QUESTION:**
Properly moved and seconded.

CARRIED

- (17) **VOTING ON THE ORIGINAL MOTION:**

CARRIED

The committee was stood down with thanks.

Vice-President Slade was in the chair.

LEGISLATIVE COMMITTEE

President Guy Smith, Chair of the Legislative Committee introduced the members of the Committee.

- (18) **MOTION:** To accept the Report of the Legislative Committee as contained within the Convention book.
Properly moved and seconded.

CARRIED

MOTION: To accept Resolution 1-1
Properly moved and seconded.

MOTION: To refer Resolution 1-1 back to Legislative Committee until 2025.
Properly moved and seconded

Rationale: The referral will allow us a great opportunity to provide feedback to the membership on gains achieved during bargaining in 2024.

- (19) **MOTION TO CALL THE QUESTION:**
Properly moved and seconded.

CARRIED

- (20) **VOTING ON THE REFERRAL:** Back to Legislative Committee

DEFEATED

BACK TO THE ORIGINAL MOTION.

(21) **MOTION TO CALL THE QUESTION:**
Properly moved and seconded.

CARRIED

(22) **VOTING ON ORIGINAL MOTION:** Resolution 1-1.

DEFEATED

THEREFORE BE IT RESOLVED that effective July 1, 2024; Article 5.01 be amended as follows:

5.01 Regular members shall pay dues of one point five (1.5%) percent twenty-five percent (1.25%) of their salary or as provided for under Article 13.09 (1).

NOMINATIONS FOR EXECUTIVE POSITIONS

Vice-President Susan Slade introduced Sister Carol Anne Dean, to conduct the nominations for the Executive Officer positions.

Carol Anne Dean was in the Chair.

Carol Anne Dean introduced herself and reviewed the electoral process to be followed for conducting the nominations. Sister Dean then declared the floor open for nominations for the position of **President** of the Alberta Union of Provincial Employees and the following were nominated:

Guy Smith
Ankur Pandey
Justin Huseby
Bimal Sharma

After three calls, Sister Dean declared nominations closed for the position of President, then asked the candidates whether they accepted the nomination.

Guy Smith	Accepted
Ankur Pandey	Declined
Justin Huseby	Declined
Bimal Sharma	Accepted

Sister Dean then declared the floor open for nominations for the position of **Executive Secretary-Treasurer** and the following were nominated:

Valerie Hannak
Harpreet Parhar
Percy Ogden
Ron Fernandes
Justin Huseby

After three calls, Sister Dean declared nominations closed for the position of Executive Secretary-Treasurer of the Alberta Union of Provincial Employees. She then asked each candidate whether they accepted:

Valerie Hannak	Accepted
Harpreet Parhar	Accepted
Percy Ogden	Accepted
Ron Fernandes	Accepted
Justin Huseby	Accepted

Sister Dean then declared the floor open for nominations for the six (6) positions of **Vice-President** of the Alberta Union of Provincial Employees and the following were nominated:

Bobby-Joe Borodey
Sandra Azocar
Laura Sadler
James Gault
Darren Graham
Leah Balzer
Jennifer Powell
Merle Terlesky
Shamanthi Cooray
Curtis Jackson
Karen Mann
Bonnie Gostola
Steve Eagles
Chantelle Tindel
Danielle Kiesman
Judy Fader
Jessica Philp
Paulette Harrison

After three calls, Sister Dean declared nominations closed for the position of Vice-President. She then asked each candidate, in reverse order of nomination, whether they accepted:

Bobby-Joe Borodey	Accepted
Sandra Azocar	Accepted
Laura Sadler	Accepted
James Gault	Accepted
Darren Graham	Accepted
Leah Balzer	Declined
Jennifer Powell	Accepted
Merle Terlesky	Accepted
Shamanthi Cooray	Accepted
Curtis Jackson	Accepted
Karen Mann	Declined
Bonnie Gostola	Accepted
Steve Eagles	Accepted
Chantelle Tindel	Declined
Danielle Kiesman	Accepted
Judy Fader	Accepted
Jessica Philp	Accepted
Paulette Harrison	Accepted

Sister Dean explained the forum structure and details. Opening statements will be presented by each candidate followed by questions and answers.

The Convention recessed at 4:39 PM.

Friday, October 27 – Morning Session

Convention was called to order at 9:01 AM with President Guy Smith in the chair.

The Chair of the Credentials Committee reported on the number of delegates. The report indicated that there were 1005 registered delegates, 56 observers, 30 life members, 91 staff, 28 guests and 10 media for a total of 1220 in attendance for Convention on October 27 at 9:00 AM.

(23) **MOTION:** To accept the report of the Credentials Committee.

Properly moved and seconded.

CARRIED

President Smith turned the chair over to Sister Carol Anne Dean to conduct the first ballot for Executive Officer elections.

Carol Anne Dean, Elections Chair reviewed the rules and processes for voting. She then opened the first ballot.

Sister Dean ordered the doors tiled and voting commenced.

Announced that the results from the first ballot were ready.

FIRST BALLOT RESULTS FOR POSITION OF PRESIDENT

There were 1005 ballots cast. The balloting results for the position of **President** were as follows:

Guy Smith	936	93.13%
Bimal Sharma	50	4.98%

Elections Chair Carol Anne Dean declared the following is elected as **President** of the Alberta Union of Provincial Employees:

Guy Smith

FIRST BALLOT RESULTS FOR POSITION OF EXECUTIVE SECRETARY-TREASURER

There were 1005 ballots cast. The balloting results for the position of **Executive Secretary-Treasurer** were as follows:

Valerie Hannak	35	3.48%
Harpreet Parhar	37	3.68%
Percy Ogden	139	13.83%
Ron Fernandes	342	34.03%
Justin Huesby	433	43.08%

Carl Anne Dean announced that 50% plus 1 was not met and subsequent balloting was required. Valerie Hannak was removed from the second ballot.

FIRST BALLOT RESULTS FOR POSITIONS OF VICE-PRESIDENT

Sister Dean advised that **six (6) Vice-Presidents** were elected with the first ballot.

There were 1005 ballots cast. The results for the positions of Vice-President were as follows:

Bobby-Joe Borodey	824	81.99%
Sandra Azocar	791	78.71%
Laura Sadler	209	20.80%
James Gault	531	52.84%
Darren Graham	734	73.03%
Jennifer Powell	146	14.53%
Merle Terlesky	147	14.63%
Shamanthi Cooray	342	34.03%
Curtis Jackson	630	62.69%
Bonnie Gostola	705	70.15%
Steve Eagles	186	18.59%
Danielle Kiesman	143	14.23%

Judy Fader	146	14.53%
Jessica Philp	286	28.46%
Paulette Harrison	96	9.55%

Elections Chair Carol Anne Dean declared the following are elected as **Vice-Presidents** of the Alberta Union of Provincial Employees:

Bobby-Joe Bordoey
 Susan Azocar
 Darren Graham
 Bonnie Gostola
 Curtis Jackson
 James Gault

SECOND BALLOT RESULTS FOR POSITION OF EXECUTIVE SECRETARY-TREASURER

There were 1005 ballots cast. The balloting results for the position of **Executive Secretary-Treasurer** were as follows:

Harpreet Parhar	22	2.19%
Percy Ogden	116	11.54%
Ron Fernandes	342	34.03%
Justin Huesby	512	50.95%

Elections Chair Carol Anne Dean declared the following is elected as **Executive Secretary-Treasurer** of the Alberta Union of Provincial Employees:

Justin Huseby

- (24) **MOTION:** To destroy the ballots.
 Properly moved and seconded.

CARRIED

Vice-President Slade was in the chair.

Vice-President Slade thanked Carol Anne Dean for her service. Sister Dean was met with a standing applause.

Legislative Committee Continued

- (25) **MOTION:** If Chair is definitively able to see that there is a clear majority when voting on resolutions, that we use a show of hands. If it is not clear, then Election Buddy will be used.
 Properly moved and seconded.

CARRIED

- (26) **MOTION:** To accept Resolution 1-2
 Properly moved and seconded.

CARRIED

16.08 A Negotiating Team shall be elected for each bargaining unit; for whom the Union bargains, to set bargaining proposals, and bargain collectively on behalf of the members of the bargaining unit from which they were elected. A new Negotiating Team shall be elected, whenever possible, at least ~~Three (3)~~ **Nine (9)** months prior to the expiry date of the contract to be negotiated. The size and composition of the

Negotiating Team, where not determined by this Constitution, shall be determined by Provincial Executive Policy.

MOTION: To amend back to Legislative Committee.

RULED OUT OF ORDER: a constitutional resolution cannot be amended.

- (27) **MOTION:** To refer Resolution 1-3 back to Legislative Committee with direction: that 4.02 Chapters be changed to "**Chapters or Locals without Chapters**, or in special cases."

CARRIED

The Legislative Committee held a brief meeting on stage to amend Resolution 1-3.

BACK TO THE ORIGINAL MOTION.

- (28) **MOTION:** To accept Resolution 1-3
Properly moved and seconded.

CARRIED

THEREFORE BE IT RESOLVED that Article 24.02 be amended and a new Article 24.03 be created, as follows, and that the current Article 24.03 be re-numbered as 24.04 and all subsequent clauses be similarly re-numbered as required:

24.02 Chapters, **or Locals without Chapters** or in special cases members, in an area may apply to the Executive Committee to establish an Area Council. The Executive Committee may allow the establishment of such Council, and define the **area geographic boundaries** within which the Council will **operate draw their membership from**. ~~Any members who have been assigned to a Chapter or Local located outside their regular area of residence may, with the approval of their Executive Board, join the Area Council closest to their regular place of residence or employment. In the case of Locals without Chapters, the Local may affiliate with the appropriate Area Council.~~

24.03 **Members are assigned to an Area Council based on their place of residence on-file with Headquarters. Upon written request provided to the Executive Secretary-Treasurer, a member may however join the Area Council closest to their worksite, subject to approval of the Executive Committee. Notice will be provided to the Chairs of the applicable Area Councils of approved requests.**

24.03 **04** Each Area Council shall be funded by an approved budget, allocated by Headquarters. The Area Council shall annually submit a budget to the Finance Committee for approval.

- (29) **MOTION:** To accept Resolution 1-4
Properly moved and seconded.

CARRIED

THEREFORE BE IT RESOLVED that Article 21.03 be amended by striking out (o):

21.03 The Annual General Meeting of the Local:

- ~~(o) that all members of the Alberta Union of Provincial Employees shall automatically be affiliated with the designated Area Council.~~

Vice-President Dempsey was in the chair.

- (30) **MOTION:** To accept Resolution 1-5
Properly moved and seconded.

CARRIED

THEREFORE BE IT RESOLVED that Article 6.04(a) be amended as follows:

- 6.04 (a) So far as practicable, the Order of Business of all Union Conventions shall be:
1. Registration of Delegates
 2. ~~Interim Report of Credentials~~ **Report Committee** (and at commencement of each session)
 3. Rules of Order and Determination of Sessional Hours
 4. Report of the President
 5. Vice-Presidents' Reports
 6. Executive Secretary-Treasurer's Report
 7. Financial Statements and Budget
 8. In an election year, elections shall be held commencing on the morning of the 2nd day for President, Executive Secretary-Treasurer and Vice-Presidents and shall continue until completed.
 9. Reports of Committees
 10. New Business
 11. Good and Welfare
 12. In the event of an election, Pledge of Office
 13. Adjournment of Convention
- (b) Resolutions and any other business not dealt with by a Convention shall die on the order table.

- MOTION:** To accept Resolution 1-6
Properly moved and seconded.

- (31) **MOTION TO CALL THE QUESTION:**
Properly moved and seconded.

CARRIED

- (32) **MOTION:** To refer Resolution 1-6 back to the Legislative Committee to be split into two resolutions.
Properly moved and seconded.

DEFEATED

- (33) **VOTING ON THE ORIGINAL MOTION:** Resolution 1-6.

CARRIED

THEREFORE BE IT RESOLVED that Article 15 be amended as follows:

THEREFORE BE IT FURTHER RESOLVED that new Policy 26 AUPE Standing Committees will be implemented upon adoption of this resolution.

- 15.01 A Convention may direct the President to establish a committee for such purpose as that Convention deems necessary. It shall appoint members to the committee and establish appropriate terms of reference. It may require that committee to report back to it or a subsequent Convention.

- 15.02 The President of the Union may, on the President's own initiative or on the recommendation of the Provincial Executive, establish committees to facilitate the transaction of Union business, subject to the approval of the Provincial Executive.
- 15.03 The Executive Committee shall appoint members from among the members of the Union to committees established under Article 15.02 and to all Standing Committees, and in each case the Chair shall be a member of the Provincial Executive. All names submitted, by individuals or by components, shall be considered for appointment to committees, based on knowledge and merit of the individual. Committee members shall be appointed in as much as possible to ensure fair representation by both Local, and geography, and members from equity deserving groups.
- (a) Each Standing Committee shall have no more than nine (9) members including the Chair. Each Standing Committee shall make recommendations to the Provincial Executive in accordance with their prescribed duties. Quorum for all Standing Committees shall be fifty percent plus one (50% + 1).
- (b) **The Pension Committee will** include, in addition to the members appointed by the Executive Committee, the three AUPE members appointed to the Public Service Pension Board (PSPB) and any AUPE members appointed to the Local Authorities Pension Board (LAPB) as ex-officio (non-voting) members.
- 15.04 All Committees so established shall have the power to constitute Sub-Committees from among their members and set their terms of reference and appoint and terminate the appointment of members of such Sub-Committees.
- 15.05 All Committees of the Union shall meet at such times and places as determined by their Chair and shall have such powers as are necessary to conduct their business.
- 15.06 The Chair of each committee shall:
- (a) report, in writing, to each Provincial Executive meeting;
- (b) report to the President on request;
- (c) provide a written report for Convention;
- (d) ensure that resolutions presented by the committee to the delegates at Convention are appropriately combined, amalgamated, redrafted and prioritized in written form.
- 15.07 **The Union shall have the following Standing Committees:**
- (a) **Membership Services Committee;**
- (b) **Committee on Political Action;**
- (c) **Occupational Health and Safety;**
- (d) **Anti-Privatization Committee;**
- (e) **Women's Committee;**
- (f) **Pension Committee;**
- (g) **Pay and Social Equity Committee;**
- (h) **Young Activists Committee;**
- (i) **Human Rights Committee; and**
- (j) **Environmental Committee.**

15.08 Each Standing Committee will fulfill **specific** terms of reference **and objectives** of the committee as established in policy.

The overarching mandate for each Standing Committee shall be to:

- (a) **Inform - promote awareness to all members of the Union and the public on the issues relative to the committee mandates as identified in AUPE policy;**
- (b) **Educate – advocate and promote for the general welfare of all members of the Union, including but not limited to training, information dissemination, and social action;**
- (c) **Lobby – advocate all levels of government, other unions, organizations, federations, and the public for legislation addressing issues of concern, as required;**
- (d) **Liaise – use a collaborative approach to communicate and coordinate actions of solidarity with other coalition groups, unions, and federations, including other Standing Committees, on issues of concern, as required;**
- (e) **Research – utilize research initiatives to review and analyze various Acts, Legislations, Regulations, Statutes, and Law within the public and private sectors across Alberta and other jurisdictions; and**
- (f) **Action – initiate action by spearheading positive reform through the preparation of recommendations, policies, briefs and information on issues of concern**

~~15.07~~ 15.09 Notwithstanding article 15.07 and 15.08, the Union shall have the additional Standing Committees and mandates as follows:

~~The Union shall have the following Standing Committees. Each Standing Committee shall have no more than nine (9) members including the Chair. Each Standing Committee shall make recommendations to the Provincial Executive in accordance with their prescribed duties. Quorum for all Standing Committees shall be fifty percent plus one (50% + 1).~~

~~Each Union Committee shall review legislation and government policy, applicable to the terms of reference of the committee, affecting the Union and its members and make recommendations to the Provincial Executive.~~

- (a) The Legislative Committee shall:
 - i) advise on questions relating to this Constitution;
 - ii) review from time to time the Constitution and the Policies of the Union and may recommend amendments thereto;
 - iii) recommend policies with respect to affiliations with other organizations;
 - iv) receive, process and refer resolutions to the appropriate committee prior to Convention;
 - v) review from time to time the Constitutions of affiliate organizations and may recommend amendments;
 - vi) review all legislation affecting the operation of the Union or its members; and
 - vii) assist Components who wish to review the development and implementation of employer and Regulatory Board policies that affect the Union.
- ~~(b) The Membership Services Committee shall:~~
 - ~~i) promote the general welfare of the members of the Union not otherwise falling within the jurisdiction of any other Standing Committee of the Provincial Executive;~~

- ~~ii) consider matters relating to the delivery of services to the membership and may make recommendations thereto;~~
- ~~iii) promote the training of Union members;~~
- ~~iv) ensure that the membership is informed of Union affairs;~~
- ~~v) make recommendations to the Provincial Executive regarding the publicizing of Union affairs and programs;~~
- ~~vi) promote the training, development and coordination of Union Stewards of all components; and~~
- ~~vii) implement policies and directives regarding Union Stewards.~~

(c) **(b)** The Finance Committee shall:

- i) make recommendations for the proper administration of the finances of the Union;
- ii) ensure that a proper and complete record of the financial affairs of the Union is accurately maintained at all times;
- iii) ensure that expenditures are lawfully made;
- iv) recommend to the Provincial Executive the transfer of budget allocations;
- v) make recommendations to the Provincial Executive with respect to the funding of components;
- vi) ensure monthly financial statements are provided at each Provincial Executive meeting;
- vii) accept applications for grants in aid and recommend approval or denial of such applications to the Provincial Executive;
- viii) make recommendations to the Provincial Executive and to the Executive Secretary-Treasurer in respect of methods of financing and investment of the Union's funds;
- ix) review budgets of components, and where required by this Constitution, approve, amend, or reject those budgets, and where appropriate, make recommendations to a component concerning its budget;
- x) review the proposed annual budget of the Union as presented by the Executive Secretary-Treasurer and may amend or modify that budget;
- xi) present, through its Chair, a proposed annual budget for the Union to the Provincial Executive;
- xii) present the proposed annual budget for the Union, as approved by the Provincial Executive, to Convention; and
- xiii) review major expenditures which are not provided for in the annual budget approved by Convention, or do not pertain to current negotiations.

~~(d) The Committee on Political Action shall:~~

- ~~i) review the social and political practices and interests of the Union and promote the education and social action of the members as they relate to the interests of the Union on matters of political concern;~~
- ~~ii) promote the union related political education of the membership;~~
- ~~iii) encourage and promote the social action and political participation of members in order to further the interests of the Union;~~
- ~~iv) act on behalf of members in matters of concern to them relating to the political process;~~
- ~~v) recommend priorities from time to time for the Union's activities in the area of political education; and~~
- ~~vi) shall actively pursue election reform to achieve a fair system of proportional representation for Alberta voters.~~

~~(e) The Occupational Health and Safety Committee shall:~~

- ~~i) review the practices and procedures relating to the Occupational Health and Safety of the members of the Union;~~
- ~~ii) promote the Occupational Health and Safety education of the union members;~~

~~iii) ensure that the membership is informed of all relevant information on Occupational Health and Safety;
promote any policy on Occupational Health and Safety as adopted by Convention;
iv) review and spearhead occupational health and safety legislation and regulations and lobby for positive change;
v) draft policies, briefs and other presentations on issues of concern;
initiate action and participate in meetings, conferences, conventions and education courses on issues of concern relating to Occupational Health and Safety and co-ordinate these with other committees and organizations;
vi) regularly communicate with each Local's elected Occupational Health and Safety liaison; and
vii) develop and maintain AUPE policies that govern the appointment and/or election of members to work site Occupational Health and Safety committees.~~

~~(f) The Anti-Privatization Committee shall:~~

~~i) promote the education of the members and public as it relates to matters of privatization and contracting out;
ii) lobby all levels of government with respect to privatization and contracting out of services;
iii) coordinate with all other public service unions and federations;
iv) report regularly to the Provincial Executive;
v) establish a data base, in coordination with other unions, of all efforts at privatization and contracting out and the results of these efforts;
vi) draft presentations to be made by the President, or the President's designate, regarding matters of this Committee; and
vii) promote the Policy Paper on Privatization and Contracting Out of Services as adopted by Convention.~~

~~(g) The Women's Committee shall:~~

~~i) educate and promote awareness to the members and the public on equality, discrimination, current and related issues especially as they relate to women;
ii) encourage and support involvement of Women in Union activities, events and educational;
iii) promote involvement and support by AUPE members-at-large and communities of women's issues;
iv) co-operate with, liaise with, and lobby other organizations and various levels of government addressing women's issues;
v) prepare and present policies, briefs and information on issues of concern;
vi) initiate action and participate in meetings, conferences, conventions and educational courses on issues of concern to women and co-ordinate these with other committees and organizations; and
vii) establish a resource base on women's issues including but not limited to, discrimination and equality.~~

~~(h) The Pension Committee shall:~~

~~i) promote the education of the members and public as it relates to pension issues;
ii) lobby all levels of government and the respective Pension Boards regarding pension issues of concern to members;
iii) coordinate with all other public service unions and federations;
iv) report regularly to Provincial Executive;
v) liaise with and monitor the activities of the Public Service Pension Board, Local Authorities Pension Board and private pension boards (in accordance with the various pension plans negotiated by components of the Union);
vi) review pension legislation and regulations and spearhead any lobby for positive change;
vii) draft policies, briefs and other presentations on issues of concern;~~

viii) initiate action and participate in meetings, conferences, conventions and education courses on issues of concern related to pensions and coordinate these with other committees and organizations;
ix) establish a resource base on issues of pensions to identify, examine, analyze and exchange information with other groups;
x) include, in addition to the members appointed by the Executive Committee, the three AUPE members appointed to the Public Service Pension Board (PSPB) and any AUPE members appointed to the Local Authorities Pension Board (LAPB) as ex-officio (non-voting) members.

- (i) ~~The Pay and Social Equity Committee shall:~~
- ~~i) Educate - to educate members of the Alberta Union of Provincial Employees (AUPE), and the public on the issues related to pay equity and social reform;~~
 - ~~ii) Lobby - all levels of government, other unions and the public for legislation addressing pay equity and social reform;~~
 - ~~iii) Information - establish and maintain a database of current information and legislation related to pay equity and social reform;~~
 - ~~iv) Action - prepare and present policies, briefs and information on pay equity and social reform issues as required;~~
 - ~~v) Research - pay and social equity issues within AUPE in relation to classifications, gender and systemic discrimination; recruitment and retention strategies; and~~
 - ~~vi) Research - utilize research initiatives to compare rates of pay and classifications within the public and private sectors.~~
- (j) ~~The Young Activists Committee shall:~~
- ~~i) establish ongoing connections with AUPE members 30 years and younger to determine their needs, issues, concerns as younger workers and as AUPE members;~~
 - ~~ii) establish a network of AUPE's younger members to share common issues, interests, and concerns as younger workers, and to provide a forum to raise their issues and concerns;~~
 - ~~iii) engage and encourage younger members' participation in AUPE, their worksites and their communities;~~
 - ~~iv) bring forward issues of concern for younger members to the Provincial Executive and Convention;~~
 - ~~v) present appropriate resolutions at Convention;~~
 - ~~vi) to educate younger members on youth movements in the community and to establish links with youth movements which share the same goals and objectives as AUPE;~~
 - ~~vii) keep younger members informed of the issues affecting AUPE through articles in "Direct Impact" and through a Young Activist Committee web-page; and~~
 - ~~viii) establish a network of elected Local contacts to develop a line of communication between the Young Activists Committee and the membership.~~
- (k) ~~The Human Rights Committee shall:~~
- ~~i) educate and promote awareness to the members and the public on equality, discrimination, current and related issues, especially as they relate to human rights issues;~~
 - ~~ii) encourage and support involvement of members affected by human rights issues in Union activities, events and educational activities;~~
 - ~~iii) promote involvement and support by AUPE members-at-large and communities affected by human rights issues;~~
 - ~~iv) initiate action and participate in meetings, conferences, conventions and educational events on issues of concern related to human rights issues and coordinate these activities with other committees and organizations;~~

- v) lobby all levels of government and respectively human rights committees/commissions regarding human rights issues of concern to members;
- vi) coordinate with all other public service unions and federations;
- vii) review human rights legislation and regulations and promote and lobby for positive change;
- viii) draft policies, briefs and other presentations on issues of human rights concern;
- ix) report regularly to Provincial Executive and Convention; and
- x) establish a resource base on human rights issues to identify, analyze and exchange information with other groups.

(l) The Environmental Committee shall:

- i) develop a program to respond to environmental issues affecting AUPE members and the Public;
- ii) promote the education of the members and Public as it relates to matters of environmental issues affecting Albertans;
- iii) lobby all levels of Government with respect to ensuring the government respects and responds to AUPE's environmental concerns;
- iv) co-ordinate with all other coalition groups such as other public service unions and environmental groups;
- v) draft presentations to be made by the President or the President's designate regarding matters of the Committee; and
- vi) regularly report to the Provincial Executive.

15.08 15.10 The Standing Committees of the Union shall be Convention Committees. Members of Standing Committees who are not elected delegates to Convention, or who do not attend Convention by right, shall be given Observer status. Committees established pursuant to Article 15.02 may be requested to report in person to Convention.

(34) MOTION: To accept Resolution 1-7
Properly moved and seconded.

DEFEATED

THEREFORE BE IT RESOLVED that "forty (40) members or" and ", whichever is least," be struck from Rule 17, of Article 32:

RULE 17

Questions shall normally be decided by a majority show of hands (or voting cards) on the basis of one (1) vote for each member present and entitled to vote. In the event that the Chair cannot determine the outcome of a show of hands, the Chair shall direct that a standing vote be taken and counted. A member may request a standing vote. If ~~forty (40) members or~~ ten percent (10%), **whichever is least**, of those present and entitled to vote, stand to concur with the request, the Chair shall conduct a standing vote. Where at variance with a preceding vote on the motion, the result of a standing vote prevails.

The Chair or a member may request that a roll call vote be taken. If one hundred (100) members or twenty percent (20%), whichever is least, of those present and entitled to vote, stand to concur, the Chair shall conduct a roll call vote. Where at variance with a preceding vote on the motion, the result of the roll call prevails.

A member may, by motion, request a ballot be taken on the matter under consideration. The result of any ballot is final and binding.

On completion of any vote, the Chair shall declare the result, and in the case of a counted vote, shall state the numbers voting for and against. Unless this Constitution states otherwise, all motions shall be decided by a simple majority (50% plus one) of those entitled to vote and voting. Neither an abstention nor a spoiled ballot shall be counted in the number used to determine a majority. The number of abstentions and/or spoiled ballots may be counted and entered into the record.

A request for a standing, roll call, or ballot vote shall be made preceding or immediately following the declaration of the result.

Where 50% + 1 is specified in the Constitution to resolve a question, decide an election or establish a quorum, and where 50% does not result in a whole number, then the number shall be reduced to the nearest whole number before the addition of one (1).

To decide an election, if more candidates receive 50% + 1 of the vote than there are positions to be filled, the candidates with the highest number of votes shall be declared elected. If there are several candidates, and after the ballot, the position is not filled; the candidate with the least number of votes drops off and ballots are cast again only for positions not filled. This process will continue until the positions are filled.

Vice-President Borodey was in the Chair.

MEMBERS' BENEFITS COMMITTEE

Justin Huseby, Local 052 Provincial Executive Representative and Chair of the Members' Benefits Committee, introduced the members of the Committee. The Committee provided a verbal report in addition to the written report; comments, questions and answers followed.

- (35) **MOTION:** To accept the Report of the Members' Benefits Committee as contained within the Convention book.
Properly moved and seconded.

CARRIED

The Committee was stood down with thanks.

WOMEN'S COMMITTEE

Vice-President Sandra Azocar, Chair of the Women's Committee introduced the members of the Committee and provided a verbal report in addition to the written report; comments, questions and answers followed.

- MOTION:** To accept Resolution 2-3.
Properly moved and seconded
- MOTION:** To amend Resolution 2-3 to add "and Occupational Health & Safety Committee"
Properly moved and seconded.
- (36) **MOTION TO CALL THE QUESTION**
Properly moved and seconded.
- (37) **VOTING ON THE AMENDMENT:** Resolution 2-3.
- (38) **MOTION:** To amend Resolution 2-3 to "Women's Committee prioritize action a comprehensive approach"
Properly moved and seconded.

CARRIED

CARRIED

DEFEATED

- MOTION:** To amend Resolution 2-3 to “Women’s Committee and Occupational Health & Safety Committee ~~prioritize action~~ **collaborate on** a comprehensive approach”
Properly moved and seconded.
- (39) **MOTION TO CALL THE QUESTION:**
Properly moved and seconded. *CARRIED*
- (40) **VOTING ON THE AMENDMENT TO THE AMENDMENT OF AMENDED RESOLUTION:** Resolution 2-3
Properly moved and seconded. *DEFEATED*
- (41) **MOTION TO CALL THE QUESTION:**
Properly moved and seconded. *CARRIED*
- BACK TO THE AMENDMENT.**
- (42) **MOTION TO CALL THE QUESTION:**
Properly moved and seconded. *CARRIED*
- (43) **MOTION:** To accept Resolution 2-3 as amended.
Properly moved and seconded. *CARRIED*

THEREFORE BE IT RESOLVED that AUPE and the Women’s Committee **and the Occupational Health & Safety Committee**, ~~prioritize action~~ a comprehensive approach to address the needed legislative improvements, educational information and bargaining benefits related to domestic violence for our members.

Recessed for lunch at 12:07 PM.

Friday, October 27 – Afternoon Session

Convention was called to order at 1:08 PM AM with Vice-President Sandra Azocar in the chair.

The Chair of the Credentials Committee reported on the number of delegates. The report indicated that there were 1006 registered delegates, 56 observers, 30 life members, 92 staff, 30 guests and 10 media for a total of 1224 in attendance for Convention on October 27 at 1:08 PM.

- (44) **MOTION:** To accept the report of the Credentials Committee.
Properly moved and seconded. *CARRIED*

HUMAN RIGHTS COMMITTEE

Vice-President Bobby-Joe Borodey, Chair of the Human Rights Committee introduced the members of the Committee. The Committee provided a verbal report in addition to the written report; comments, questions and answers followed.

- (45) **MOTION:** To accept the Report of the Human Rights Committee as contained within the Convention Book.

Properly moved and seconded.

CARRIED

The committee was stood down with thanks.

Vice-President Darren Graham was in the chair.

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

Vice-President Bonnie Gostola, Chair of the Occupational Health & Safety Committee introduced the members of the Committee. The Committee provided a verbal report in addition to the written report; comments, questions and answers followed.

(46) **MOTION:** To accept the Report of the Human Rights Committee as contained within the Convention Book.

Properly moved and seconded.

CARRIED

The committee was stood down with thanks.

POINT OF PRIVILEGE: President Smith was asked to address delegates and provide an update on and the recent LRB hearing re: summary dismissal of an application made by a group of LPNs to move to UNA.

President Smith addressed all delegates present with empathy and understanding for what all LPNs are experiencing. Five LPNs filed an application with the Alberta Labour Board to move from auxiliary nursing care to direct nursing care. President Smith clarified that AUPE views all LPNs at nursing care; not auxiliary. Under legislations, direct nursing care falls directly under UNA and a small group of LPNs feel that reclassifying would transfer them to UNA which is supporting this move.

When another union provides support and legal advice, it IS raiding.

AUPE, with support of other unions, has applied for a summary dismissal and is waiting on a decision. If the Alberta Labour Board doesn't accept the request for summary dismissal, it will cause serious disruption in the healthcare sector.

YOUNG ACTIVISTS COMMITTEE

Vice-President Bobby-Joe Borodey, Chair of the Young Activists Committee, introduced the members of the Committee and provided a verbal report in addition to the written report; comments, questions and answers followed.

(47) **MOTION:** To accept the Report of the Young Activists Committee as contained within the Convention book.

Properly moved and seconded.

CARRIED

The committee was stood down with thanks.

Vice-President Bonnie Gostola was in the chair.

PENSION COMMITTEE

Acting Executive Secretary-Treasurer Mike Dempsey, Chair of the Pension Committee, introduced the members of the Committee and provided a verbal report in addition to the written report; comments, questions and answers followed.

(48) **MOTION:** To accept the Report of the Pension Committee as contained within the Convention book.

Properly moved and seconded.

CARRIED

The committee was stood down with thanks.

MEMBERSHIP SERVICES' COMMITTEE

Vice-President Susan Slade, Chair of the Membership Services' Committee, introduced the Committee. The Committee provided a verbal report in addition to the written report.

- (49) **MOTION:** To accept the Report of the Membership Services Committee as contained within the Convention book.
Properly moved and seconded.

CARRIED

The committee was stood down with thanks.

President Guy Smith was in the chair.

GUEST SPEAKER

President Smith introduced Bert Blundon, President of the National Union of Public and General Employees (NUPGE) and invited him to say a few words.

Bert Blundon spoke of the difficulties worldwide, in Canada and in Alberta today. These included homelessness, mental health, climate change and economy. President Blundon commented that democracy is fragile and all unions around the world are championing for democracy. Unions are the last defense to preserving the country we cherish and "it is time to hold politicians to the job they were elected to do."

PRESENTATION OF LIFE MEMBERSHIPS

President Smith and Vice President Slade invited all current and existing Life Members to come to the stage and be recognized by delegates.

The nominators and Executive Officers recognized and congratulated the new Life Members for 2023:

Debbie Gordon, Local 046
Lynne Hansen, Local 056
Betty Hansen, Local 041
Sandra Kyle, Local 046
Marcia O'Connor, Local 002
Kenneth Podulsky, Local 012
Andrea Waywanko, Local 002
Kenneth Wier, Local 004
Myrna Wright, Local 041

All life members were recognized with a standing applause by all in attendance.

Convention recessed at 4:57 PM.

Saturday, October 28 – Morning Session

Convention was called to order at 9:00AM with President Guy Smith in the chair.

The Chair of the Credentials Committee reported on the number of delegates. The report indicated that there were 1006 registered delegates, 56 observers, 31 life members, 92 staff, 45 guests and 10 media for a total of 1240 in attendance for Convention on October 28, 2023 at 9:00 AM.

- (50) **MOTION:** To accept the report of the Credentials Committee.
Properly moved and seconded.

CARRIED

GUEST SPEAKERS

President Smith introduced guest speakers Brad Lafortune, Executive Director of Public Interest Alberta, Chris Gallaway, Executive Director of Friends of Medicare and Ricardo Acuna, Executive Director of Parkland Institute. Each provided information about the organizations they represent and outlined their focusses and ongoing initiatives.

Vice-President Azocar was in the chair.

ANTI-PRIVATIZATION COMMITTEE

Vice-President Darren Graham, Chair of the Anti-Privatization Committee introduced the members of the Committee and provided a verbal report and presentation in addition to the written report. Comments, questions and answers followed.

- (51) **MOTION:** To accept the Report of the Anti-Privatization Committee as contained within the Convention book.
Properly moved and seconded.

CARRIED

The committee was stood down with thanks.

ENVIRONMENTAL COMMITTEE

Vice-President Bonnie Gostola, Chair of the Environmental Committee introduced the members of the Committee and provided a verbal report in addition to the written report; comments, questions and answers followed.

- (52) **MOTION:** To accept the Report of the Environmental Committee as contained within the Convention book.
Properly moved and seconded.

CARRIED

MOTION: To accept Resolution 2-6
Properly moved and seconded.

- (53) **MOTION:** To amend resolution 2-6 as follows “community and provincial **and federal** environmental actions.
Properly moved and seconded.

CARRIED

BACK TO THE ORIGINAL MOTION AS AMENDED.

- (54) **MOTION TO CALL THE QUESTION:**
Properly moved and seconded.

CARRIED

- (55) **MOTION:** To accept Resolution 2-6 as amended.
Properly moved and seconded.

CARRIED

THEREFORE BE IT RESOLVED that AUPE identifies actions that all members can take to protect and promote the interests of the membership, their families, and communities from the consequences of climate change.

THEREFORE BE IT FURTHER RESOLVED that AUPE use its communications platforms to encourage member participation in community, and provincial and federal environmental actions.

THEREFORE BE IT FURTHER RESOLVED that AUPE develops educational materials, courses, and communications about how the environment intersects with labour.

THEREFORE BE IT FURTHER RESOLVED that AUPE as an organization, rediscover the links between labour and the environment, by engaging the broader labour and environmental community.

The committee was stood down with thanks.

Vice-President Slade was in the chair.

COMMITTEE ON POLITICAL ACTION

Vice-President Mike Dempsey, Chair of the Committee on Political Action introduced the members of the Committee and provided a verbal report in addition to the written report; comments, questions and answers followed.

- (56) **MOTION:** To accept the Report of the Committee on Political Action as contained within the Convention book.
Properly moved and seconded.

CARRIED

The committee was stood down with thanks.

PAY AND SOCIAL EQUITY COMMITTEE

Vice-President Sandra Azocar, Chair of the Pay and Social Equity Committee introduced the members of the Committee and provided a verbal report and presentations in addition to the written report. Comments, questions and answers followed.

- (57) **MOTION:** To accept the Report of the Pay and Social Equity Committee as contained within the Convention book.
Properly moved and seconded.

CARRIED

- (58) **MOTION TO CALL THE QUESTION:**
Properly moved and seconded.

CARRIED

- (59) **MOTION:** To accept Resolution 2-7
Properly moved and seconded.

CARRIED

THEREFORE BE IT RESOLVED that AUPE provides education in wage equity for bargaining teams.

- (60) **MOTION TO CALL THE QUESTION:**
Properly moved and seconded.

CARRIED

- (61) **MOTION:** To accept Resolution 2-8
Properly moved and seconded.

CARRIED

THEREFORE BE IT RESOLVED that AUPE endorses the principle of a living wage for our members.

The committee was stood down with thanks.

Recessed for lunch at 12:10 PM

Saturday, October 28 – Afternoon Session

Vice-President Borodey reconvened Convention at 1:10 PM.

The Credentials Committee reported that there were 1006 registered delegates, 50 observers, 32 life members, 92 staff, 54 guests and media for a total of 1234 in attendance for Convention on October 28, 2022 at 1:10 PM.

(62) **MOTION:** To accept the report of the Credentials Committee.
Properly moved and seconded.

CARRIED

LEGISLATIVE COMMITTEE CONTINUED

(63) **MOTION:** To accept Resolution 2-1
Properly moved and seconded.

CARRIED

THEREFORE BE IT RESOLVED that standing committees be built on the active membership of AUPE. Life members shall be allowed to contribute to the committee without taking an active seat on the standing committee, they shall have voice but no vote.

MOTION: To accept Resolution 2-2
Properly moved and seconded.

MOTION: To amend Resolution 2-2 to “and Finance, and Legislative and Pension Committee’.
Properly moved and seconded.

THEREFORE BE IT RESOLVED that a standing committee member may not sit on the same committee for more than 3 terms, excluding chairs for Legislative, and Finance and Pension Committee, giving opportunities for new members to be elected with the spirit of mentorship from the longer sitting committee members.

A **POINT OF ORDER** was called, the delegate referenced Article 15.03 of the Constitution and asked the Chair to rule Resolution 2-2 out of order.

Rationale: Standing committee members are appointed by the executive committee based on knowledge and merit of the individual. Our newly elected Executive should be trusted to do this.

The point of order was **RULED OUT OF ORDER**.

A **CHALLENGE TO THE CHAIR** was made.

Vice President Slade was in the Chair.

Challenger – Article 15.03 is quite clear in the Constitution. Resolution 2-2 will modify the Constitution with a policy. If we would like term limits on committees, it should be brought forward to Convention as a constitutional amendment.

Challenged Chair – All that Resolution 2-2 sets out to accomplish is a term limit. It does not impede any member from applying to sit on any committee.

Vice President Slade explained that voting “for” means the delegates are in agreeance with the ruling of the Chair, voting “against” means delegates are in agreeance with the challenge to the Chair.

(64) **VOTING ON SHALL THE CHAIR BE SUSTAINED?**

DEFEATED

The **CHAIR WAS DEFEATED** and **RESOLUTION 2-2 WAS RULED OUT OF ORDER.**

The committee was stood down with thanks.

WOMEN’S COMMITTEE CONTINUED

MOTION: To accept Resolution 2-4
Properly moved and seconded.

MOTION: To refer back to the Women’s Committee with direction to include staffing & patient ratios.
Properly moved and seconded.

MOTION WAS WITHDRAWN.

BACK TO THE ORIGINAL MOTION.

(65) **MOTION TO CALL THE QUESTION:**
Properly moved and seconded.

CARRIED

(66) **VOTING ON THE ORIGINAL MOTION:** Resolution 2-4.

CARRIED

THEREFORE BE IT RESOLVED that AUPE work with stakeholders, seniors’ groups and allies to pressure the provincial government to reinstate the Office of the Seniors Advocate as an independent office.

MOTION: To accept Resolution 2-5
Properly moved and seconded.

MOTION: To amend Resolution 2-5 to: “per day, **as well as patient care ratios,** which the”
Properly moved and seconded.

A **POINT OF ORDER** was called, the delegate referenced proposed Resolution 2-5 and it’s wording and asked the Chair to rule the amendment out of order.

Rationale: Amendment is redundant and patient care is implied.

The point of order was **RULED OUT OF ORDER.**

BACK TO THE AMENDMENT.

- (67) **MOTION TO CALL THE QUESTION:**
Properly moved and seconded.

CARRIED

- (68) **VOTING ON THE AMENDMENT:** Resolution 2-5.

DEFEATED

BACK TO THE ORIGINAL MOTION.

- MOTION:** To refer back to Women’s Committee to revise and bring back to Convention 2024.
Properly moved and seconded.

Rationale: There has been a lot of discussion on this topic today and the last sentence of the resolution does not make sense.

- (69) **MOTION TO CALL THE QUESTION:**
Properly moved and seconded.

CARRIED

- (70) **VOTING ON THE REFERRAL:** back to the Women’s Committee.

CARRIED

THEREFORE BE IT RESOLVED that AUPE work with stakeholders and allies to pressure the federal government, along with the provinces and territories, for a moratorium on private, for-profit care in the long-term care sector.

THEREFORE BE IT FURTHER RESOLVED that AUPE will continue to lobby for a minimum of 4.5 direct care hours per resident per day, which the threshold below which poorer health, social and psychological outcomes.

The committee was stood down with thanks.

President Smith was in the chair.

OATH OF OFFICE

Carol Anne Dean administered the Oath of Office to the newly elected Executive Officers of the Alberta Union of Provincial Employees.

GOOD AND WELFARE

President Smith thanked the delegates for their attendance, participation and passion, not to give up the fight and continue to promote strength and solidarity between our members and within our Union.

President Smith invited Vice-President Dempsey to lead delegates in “Solidary Forever” one last time.


ADJOURNMENT

- (71) **MOTION TO ADJOURN:**
Properly moved and seconded.

CARRIED

Convention adjourned at 2:34 PM

Respectfully submitted,



Guy Smith
President

Recording Secretary,



Destiny Baines
Administrative Professional, Executive Office

CONSTITUTIONAL RESOLUTIONS

Group 1 – Constitution

1-1 PROVINCIAL EXECUTIVE

WHEREAS AUPE needs to continue to build its strength, resilience capacity, and resources to fully meet the increasing and expanding needs of a more diverse and complex membership; and

WHEREAS AUPE is implementing strategic plans focused on building members' power and ability to defend their rights, and ultimately fight for stronger collective agreements; and

WHEREAS making significant cuts to operational expenditures and services will severely undermine AUPE's ability to continue to build members' collective strength and power; and

WHEREAS AUPE gained the legal right to strike in 2016 for all members, thereby requiring the creation of an Essential Services Agreement (ESA) department and additional resources in other key departments; and

WHEREAS AUPE's Defence Fund is currently insufficient to meet the needs of members if comprehensive strike action is necessary, or members are locked out by their employers; and

WHEREAS the Provincial Executive has established or will establish a policy which states that an annual surplus due to investments be allocated to the Defence Fund; and

WHEREAS AUPE has identified it will be necessary to operate on future deficit budgets to offer the current level of services; and

WHEREAS future deficit financing would deplete assets and funds (including the Defence Fund); and

WHEREAS the last dues increase was in 1997, 26 years ago, and membership was less than 38,000; and

WHEREAS the current membership has more than doubled, and is now comprised of more than 97,000 members, resulting in the need to provide significantly more diverse and complex services in an increasingly more challenging environment; and

WHEREAS AUPE members pay the lowest dues, and have lower staff to member ratios than our counterpart unions within Alberta, as well as across the country; and

WHEREAS the Provincial Executive continues to look for efficiencies and cost containment strategies; and

WHEREAS even after implementing increased efficiencies, and process changes, the current financial situation cannot be adequately addressed without a dues increase; and

WHEREAS AUPE must continue to do the hard work necessary to grow stronger, to mobilize our membership, and to build confidence, capacity, and readiness to defend our rights and make significant gains in collective bargaining, as well as improve working conditions at the worksite;

THEREFORE BE IT RESOLVED that effective July 1, 2024; Article 5.01 be amended as follows:

5.01 Regular members shall pay dues of one point **five (1.5%) percent** ~~twenty-five percent (1.25%)~~ of their salary or as provided for under Article 13.09 (1).

RESOLUTION DEFEATED

1-2 PROVINCIAL EXECUTIVE

WHEREAS Collective Bargaining is the fundamental priority AUPE's membership is focused on; and

WHEREAS elected Negotiating Teams are crucial in the Collective Bargaining processes and should be established well in advance of the start of Collective Bargaining to:

- Be involved in the Essential Services Agreement (ESA) processes and be prepared to approve the final ESA
- Receive the training they need through the Bargaining Orientation course
- Be involved in member mobilization and workplace power
- Be involved in a member communication plan
- Spend as much time as possible with members to determine bargaining priorities and capacity to fight for those priorities

THEREFORE BE IT RESOLVED that Article 16.08 be amended as follows:

16:08 A Negotiating Team shall be elected for each bargaining unit; for whom the Union bargains, to set bargaining proposals, and bargain collectively on behalf of the members of the bargaining unit from which they were elected. A new Negotiating Team shall be elected, whenever possible, at least ~~Three (3)~~ **Nine (9)** months prior to the expiry date of the contract to be negotiated. The size and composition of the Negotiating Team, where not determined by this Constitution, shall be determined by Provincial Executive Policy.

RESOLUTION CARRIED

1-3 PROVINCIAL EXECUTIVE

WHEREAS several resolutions were brought forward at the 2018 AUPE Convention that changed how Area Councils are constituted and how they operate; and

WHEREAS all of the resolutions dealing with Area Councils at the 2018 AUPE Convention were CARRIED when put to the vote except for the resolution that dealt specifically with Article 24.02 of the Constitution; and

WHEREAS it is now accepted practice that members are assigned to Area Councils based on where they live and not based on their worksite or their chapter; and

WHEREAS the current practice is inconsistent with the wording of Article 24.02; and

WHEREAS Article 14.06(d) of the Constitution empowers the Executive Committee to assign a jurisdiction (geographical boundaries) and to assign membership to Area Councils;

THEREFORE BE IT RESOLVED that Article 24.02 be amended and a new Article 24.03 be created, as follows, and that the current Article 24.03 be re-numbered as 24.04 and all subsequent clauses be similarly re-numbered as required:

24.02 Chapters, **or Locals without Chapters**, or in special cases members, in an area may apply to the Executive Committee to establish an Area Council. The Executive Committee may allow the establishment of such Council, and define the area **geographic boundaries** within which the Council will operate **draw their membership from**. ~~Any members who have been assigned to a Chapter or Local located outside their regular area of residence may, with the approval of their Executive Board, join the Area Council closest to their regular place of residence or employment. In the case of Locals without Chapters, the Local may affiliate with the appropriate Area Council.~~

24.03 **Members are assigned to an Area Council based on their place of residence on-file with Headquarters. Upon written request provided to the Executive Secretary-Treasurer, a member may however join the Area Council closest to their worksite, subject to approval of the Executive Committee. Notice will be provided to the Chairs of the applicable Area Councils of approved requests.**

24.03 04 Each Area Council shall be funded by an approved budget, allocated by Headquarters. The Area Council shall annually submit a budget to the Finance Committee for approval.

RESOLUTION CARRIED

1-4 LEGISLATIVE COMMITTEE

WHEREAS Article 21.03 of the Constitution should describe only responsibilities and business to be transacted at Annual General Meetings of Locals without Chapters; and

WHEREAS Article 21.03(o) is a broad statement that applies to all members of the Alberta Union of Provincial Employees; and

WHEREAS all members of the Alberta Union of Provincial Employees are automatically assigned to an Area Council;

THEREFORE BE IT RESOLVED that Article 21.03 be amended by striking out (o):

21.03 The Annual General Meeting of the Local:

~~(o) that all members of the Alberta Union of Provincial Employees shall automatically be affiliated with the designated Area Council.~~

RESOLUTION CARRIED

1-5 LEGISLATIVE COMMITTEE

WHEREAS AUPE no longer has a credentials committee; and

WHEREAS the Scrutineers Committee reports the Credentials to Convention; and

WHEREAS this is a housekeeping item to keep the language consistent with AUPE Policy 2-11;

THEREFORE BE IT RESOLVED that Article 6.04(a) be amended as follows:

- 6.04 (a) So far as practicable, the Order of Business of all Union Conventions shall be:
1. Registration of Delegates
 2. ~~Interim Report of Credentials~~ **Report** Committee (and at commencement of each session)
 3. Rules of Order and Determination of Sessional Hours
 4. Report of the President
 5. Vice-Presidents' Reports
 6. Executive Secretary-Treasurer's Report
 7. Financial Statements and Budget
 8. In an election year, elections shall be held commencing on the morning of the 2nd day for President, Executive Secretary-Treasurer and Vice-Presidents and shall continue until completed.
 9. Reports of Committees
 10. New Business
 11. Good and Welfare
 12. In the event of an election, Pledge of Office
 13. Adjournment of Convention
- (b) Resolutions and any other business not dealt with by a Convention shall die on the order table.

RESOLUTION CARRIED

1-6 PROVINCIAL EXECUTIVE

WHEREAS the mandates of the Standing Committees can only be amended by Convention and often die on the floor as other resolutions take priority; and

WHEREAS moving Standing Committees into policy would allow for more autonomy for committees to align with the strategic plan of the union; and

WHEREAS the Legislative Committee, Finance Committee and Members' Benefits Committee will remain as is in the Constitution as they are integral parts of AUPE's governance; and

WHEREAS a new AUPE policy for Standing Committees has been drafted to ensure the current language is moved directly into the new policy; and

THEREFORE BE IT RESOLVED that Article 15 be amended as follows:

THEREFORE BE IT FURTHER RESOLVED that new Policy 26 AUPE Standing Committees will be implemented upon adoption of this resolution.

15.01 A Convention may direct the President to establish a committee for such purpose as that Convention deems necessary. It shall appoint members to the committee and establish appropriate terms of reference. It may require that committee to report back to it or a subsequent Convention.

15.02 The President of the Union may, on the President's own initiative or on the recommendation of the Provincial Executive, establish committees to facilitate the transaction of Union business, subject to the approval of the Provincial Executive.

15.03 The Executive Committee shall appoint members from among the members of the Union to committees established under Article 15.02 and to all Standing Committees, and in each case the Chair shall be a member of the Provincial Executive. All names submitted, by individuals or by components, shall be considered for appointment to committees, based on knowledge and merit of the individual. Committee members shall be appointed in as much as possible to ensure fair representation by both Local, and geography, and members from equity deserving groups.

(a) Each Standing Committee shall have no more than nine (9) members including the Chair. Each Standing Committee shall make recommendations to the Provincial Executive in accordance with their prescribed duties. Quorum for all Standing Committees shall be fifty percent plus one (50% + 1).

(b) **The Pension Committee will** include, in addition to the members appointed by the Executive Committee, the three AUPE members appointed to the Public Service Pension Board (PSPB) and any AUPE members appointed to the Local Authorities Pension Board (LAPB) as ex-officio (non-voting) members.

15.04 All Committees so established shall have the power to constitute Sub-Committees from among their members and set their terms of reference and

appoint and terminate the appointment of members of such Sub-Committees.

15.05 All Committees of the Union shall meet at such times and places as determined by their Chair and shall have such powers as are necessary to conduct their business.

15.06 The Chair of each committee shall:

- (a) report, in writing, to each Provincial Executive meeting;
- (b) report to the President on request;
- (c) provide a written report for Convention;
- (d) ensure that resolutions presented by the committee to the delegates at Convention are appropriately combined, amalgamated, redrafted and prioritized in written form.

15.07 **The Union shall have the following Standing Committees:**

- (a) Membership Services Committee;**
- (b) Committee on Political Action;**
- (c) Occupational Health and Safety;**
- (d) Anti-Privatization Committee;**
- (e) Women's Committee;**
- (f) Pension Committee;**
- (g) Pay and Social Equity Committee;**
- (h) Young Activists Committee;**
- (i) Human Rights Committee; and**
- (j) Environmental Committee.**

15.08 Each Standing Committee will fulfill **specific** terms of reference and **objectives** of the committee as established in policy.

The overarching mandate for each Standing Committee shall be to:

- (c) Inform - promote awareness to all members of the Union and the public on the issues relative to the committee mandates as identified in AUPE policy;**
- (d) Educate – advocate and promote for the general welfare of all members of the Union, including but not limited to training, information dissemination, and social action;**
- (c) Lobby – advocate all levels of government, other unions, organizations, federations, and the public for legislation addressing issues of concern, as required;**
- (d) Liaise – use a collaborative approach to communicate and coordinate actions of solidarity with other coalition groups, unions, and federations, including other Standing Committees, on issues of concern, as required;**

- (e) **Research – utilize research initiatives to review and analyze various Acts, Legislations, Regulations, Statues, and Law within the public and private sectors across Alberta and other jurisdictions; and**
- (f) **Action – initiate action by spearheading positive reform through the preparation of recommendations, policies, briefs and information on issues of concern**

~~15.07~~ **15.09 Notwithstanding article 15.07 and 15.08, the Union shall have the additional Standing Committees and mandates as follows:**

~~The Union shall have the following Standing Committees. Each Standing Committee shall have no more than nine (9) members including the Chair. Each Standing Committee shall make recommendations to the Provincial Executive in accordance with their prescribed duties. Quorum for all Standing Committees shall be fifty percent plus one (50% + 1).~~

~~Each Union Committee shall review legislation and government policy, applicable to the terms of reference of the committee, affecting the Union and its members and make recommendations to the Provincial Executive.~~

- (a) The Legislative Committee shall:
 - i) advise on questions relating to this Constitution;
 - ii) review from time to time the Constitution and the Policies of the Union and may recommend amendments thereto;
 - iii) recommend policies with respect to affiliations with other organizations;
 - iv) receive, process and refer resolutions to the appropriate committee prior to Convention;
 - v) review from time to time the Constitutions of affiliate organizations and may recommend amendments;
 - vi) review all legislation affecting the operation of the Union or its members; and
 - vii) assist Components who wish to review the development and implementation of employer and Regulatory Board policies that affect the Union.

- (b) ~~The Membership Services Committee shall:~~
 - i) ~~promote the general welfare of the members of the Union not otherwise falling within the jurisdiction of any other Standing Committee of the Provincial Executive;~~
 - ii) ~~consider matters relating to the delivery of services to the membership and may make recommendations thereto;~~
 - iii) ~~promote the training of Union members;~~
 - iv) ~~ensure that the membership is informed of Union affairs;~~
 - v) ~~make recommendations to the Provincial Executive regarding the publicizing of Union affairs and programs;~~
 - vi) ~~promote the training, development and coordination of Union Stewards of all components; and~~
 - vii) ~~implement policies and directives regarding Union Stewards.~~

- (c) **(b) The Finance Committee shall:**
 - i) make recommendations for the proper administration of the finances of the Union;

- ii) ensure that a proper and complete record of the financial affairs of the Union is accurately maintained at all times;
- iii) ensure that expenditures are lawfully made;
- iv) recommend to the Provincial Executive the transfer of budget allocations;
- v) make recommendations to the Provincial Executive with respect to the funding of components;
- vi) ensure monthly financial statements are provided at each Provincial Executive meeting;
- vii) accept applications for grants in aid and recommend approval or denial of such applications to the Provincial Executive;
- viii) make recommendations to the Provincial Executive and to the Executive Secretary-Treasurer in respect of methods of financing and investment of the Union's funds;
- ix) review budgets of components, and where required by this Constitution, approve, amend, or reject those budgets, and where appropriate, make recommendations to a component concerning its budget;
- x) review the proposed annual budget of the Union as presented by the Executive Secretary-Treasurer and may amend or modify that budget;
- xi) present, through its Chair, a proposed annual budget for the Union to the Provincial Executive;
- xii) present the proposed annual budget for the Union, as approved by the Provincial Executive, to Convention; and
- xiii) review major expenditures which are not provided for in the annual budget approved by Convention, or do not pertain to current negotiations.

(d) ~~The Committee on Political Action shall:~~

- ~~i) review the social and political practices and interests of the Union and promote the education and social action of the members as they relate to the interests of the Union on matters of political concern;~~
- ~~ii) promote the union related political education of the membership;~~
- ~~iii) encourage and promote the social action and political participation of members in order to further the interests of the Union;~~
- ~~iv) act on behalf of members in matters of concern to them relating to the political process;~~
- ~~v) recommend priorities from time to time for the Union's activities in the area of political education; and~~
- ~~vi) shall actively pursue election reform to achieve a fair system of proportional representation for Alberta voters.~~

(e) ~~The Occupational Health and Safety Committee shall:~~

- ~~i) review the practices and procedures relating to the Occupational Health and Safety of the members of the Union;~~
- ~~ii) promote the Occupational Health and Safety education of the union members;~~
- ~~iii) ensure that the membership is informed of all relevant information on Occupational Health and Safety;~~
- ~~promote any policy on Occupational Health and Safety as adopted by Convention;~~
- ~~iv) review and spearhead occupational health and safety legislation and regulations and lobby for positive change;~~

~~v) draft policies, briefs and other presentations on issues of concern; initiate action and participate in meetings, conferences, conventions and education courses on issues of concern relating to Occupational Health and Safety and co-ordinate these with other committees and organizations;~~
~~vi) regularly communicate with each Local's elected Occupational Health and Safety liaison; and~~
~~vii) develop and maintain AUPE policies that govern the appointment and/or election of members to work site Occupational Health and Safety committees.~~

~~(f) The Anti-Privatization Committee shall:~~

~~i) promote the education of the members and public as it relates to matters of privatization and contracting out;~~
~~ii) lobby all levels of government with respect to privatization and contracting out of services;~~
~~iii) coordinate with all other public service unions and federations;~~
~~iv) report regularly to the Provincial Executive;~~
~~v) establish a data base, in coordination with other unions, of all efforts at privatization and contracting out and the results of these efforts;~~
~~vi) draft presentations to be made by the President, or the President's designate, regarding matters of this Committee; and~~
~~vii) promote the Policy Paper on Privatization and Contracting Out of Services as adopted by Convention.~~

~~(g) The Women's Committee shall:~~

~~i) educate and promote awareness to the members and the public on equality, discrimination, current and related issues especially as they relate to women;~~
~~ii) encourage and support involvement of Women in Union activities, events and educational;~~
~~iii) promote involvement and support by AUPE members-at-large and communities of women's issues;~~
~~iv) co-operate with, liaise with, and lobby other organizations and various levels of government addressing women's issues;~~
~~v) prepare and present policies, briefs and information on issues of concern;~~
~~vi) initiate action and participate in meetings, conferences, conventions and educational courses on issues of concern to women and co-ordinate these with other committees and organizations; and~~
~~vii) establish a resource base on women's issues including but not limited to, discrimination and equality.~~

~~(h) The Pension Committee shall:~~

~~i) promote the education of the members and public as it relates to pension issues;~~
~~ii) lobby all levels of government and the respective Pension Boards regarding pension issues of concern to members;~~
~~iii) coordinate with all other public service unions and federations;~~
~~iv) report regularly to Provincial Executive;~~
~~v) liaise with and monitor the activities of the Public Service Pension Board, Local Authorities Pension Board and private pension boards (in~~

accordance with the various pension plans negotiated by components of the Union);

vi) review pension legislation and regulations and spearhead any lobby for positive change;

vii) draft policies, briefs and other presentations on issues of concern;

viii) initiate action and participate in meetings, conferences, conventions and education courses on issues of concern related to pensions and coordinate these with other committees and organizations;

ix) establish a resource base on issues of pensions to identify, examine, analyze and exchange information with other groups;

x) include, in addition to the members appointed by the Executive Committee, the three AUPE members appointed to the Public Service Pension Board (PSPB) and any AUPE members appointed to the Local Authorities Pension Board (LAPB) as ex-officio (non-voting) members.

(i) ~~The Pay and Social Equity Committee shall:~~

i) ~~Educate - to educate members of the Alberta Union of Provincial Employees (AUPE), and the public on the issues related to pay equity and social reform;~~

ii) ~~Lobby - all levels of government, other unions and the public for legislation addressing pay equity and social reform;~~

iii) ~~Information - establish and maintain a database of current information and legislation related to pay equity and social reform;~~

iv) ~~Action - prepare and present policies, briefs and information on pay equity and social reform issues as required;~~

v) ~~Research - pay and social equity issues within AUPE in relation to classifications, gender and systemic discrimination; recruitment and retention strategies; and~~

vi) ~~Research - utilize research initiatives to compare rates of pay and classifications within the public and private sectors.~~

(j) ~~The Young Activists Committee shall:~~

i) ~~establish ongoing connections with AUPE members 30 years and younger to determine their needs, issues, concerns as younger workers and as AUPE members;~~

ii) ~~establish a network of AUPE's younger members to share common issues, interests, and concerns as younger workers, and to provide a forum to raise their issues and concerns;~~

iii) ~~engage and encourage younger members' participation in AUPE, their worksites and their communities;~~

iv) ~~bring forward issues of concern for younger members to the Provincial Executive and Convention;~~

v) ~~present appropriate resolutions at Convention;~~

vi) ~~to educate younger members on youth movements in the community and to establish links with youth movements which share the same goals and objectives as AUPE;~~

vii) ~~keep younger members informed of the issues affecting AUPE through articles in "Direct Impact" and through a Young Activist Committee web-page; and~~

viii) ~~establish a network of elected Local contacts to develop a line of communication between the Young Activists Committee and the membership.~~

- ~~(k) The Human Rights Committee shall:~~
- ~~i) educate and promote awareness to the members and the public on equality, discrimination, current and related issues, especially as they relate to human rights issues;~~
 - ~~ii) encourage and support involvement of members affected by human rights issues in Union activities, events and educational activities;~~
 - ~~iii) promote involvement and support by AUPE members-at-large and communities affected by human rights issues;~~
 - ~~iv) initiate action and participate in meetings, conferences, conventions and educational events on issues of concern related to human rights issues and coordinate these activities with other committees and organizations;~~
 - ~~v) lobby all levels of government and respectively human rights committees/commissions regarding human rights issues of concern to members;~~
 - ~~vi) coordinate with all other public service unions and federations;~~
 - ~~vii) review human rights legislation and regulations and promote and lobby for positive change;~~
 - ~~viii) draft policies, briefs and other presentations on issues of human rights concern;~~
 - ~~ix) report regularly to Provincial Executive and Convention; and~~
 - ~~x) establish a resource base on human rights issues to identify, analyze and exchange information with other groups.~~

- ~~(m) The Environmental Committee shall:~~
- ~~i) develop a program to respond to environmental issues affecting AUPE members and the Public;~~
 - ~~ii) promote the education of the members and Public as it relates to matters of environmental issues affecting Albertans;~~
 - ~~iii) lobby all levels of Government with respect to ensuring the government respects and responds to AUPE's environmental concerns;~~
 - ~~iv) co-ordinate with all other coalition groups such as other public service unions and environmental groups;~~
 - ~~v) draft presentations to be made by the President or the President's designate regarding matters of the Committee; and~~
 - ~~vi) regularly report to the Provincial Executive.~~

15.08 **15.10** The Standing Committees of the Union shall be Convention Committees. Members of Standing Committees who are not elected delegates to Convention, or who do not attend Convention by right, shall be given Observer status. Committees established pursuant to Article 15.02 may be requested to report in person to Convention.

RESOLUTION CARRIED

1-7 LEGISLATIVE COMMITTEE (Local 020)

WHEREAS AUPE's membership has increased significantly since the rules of order were added to the constitution; and

WHEREAS AUPE membership numbers will continue to change; and

WHEREAS standing votes can be very time-consuming taking time away from business of the union;

THEREFORE BE IT RESOLVED that "forty (40) members or" and ", whichever is least," be struck from Rule 17, of Article 32:

RULE 17

Questions shall normally be decided by a majority show of hands (or voting cards) on the basis of one (1) vote for each member present and entitled to vote. In the event that the Chair cannot determine the outcome of a show of hands, the Chair shall direct that a standing vote be taken and counted. A member may request a standing vote. If **forty (40) members or** ten percent (10%), **whichever is least**, of those present and entitled to vote, stand to concur with the request, the Chair shall conduct a standing vote. Where at variance with a preceding vote on the motion, the result of a standing vote prevails.

The Chair or a member may request that a roll call vote be taken. If one hundred (100) members or twenty percent (20%), whichever is least, of those present and entitled to vote, stand to concur, the Chair shall conduct a roll call vote. Where at variance with a preceding vote on the motion, the result of the roll call prevails.

A member may, by motion, request a ballot be taken on the matter under consideration. The result of any ballot is final and binding.

On completion of any vote, the Chair shall declare the result, and in the case of a counted vote, shall state the numbers voting for and against. Unless this Constitution states otherwise, all motions shall be decided by a simple majority (% plus one) of those entitled to vote and voting. Neither an abstention nor a spoiled ballot shall be counted in the number used to determine a majority. The number of abstentions and/or spoiled ballots may be counted and entered into the record.

A request for a standing, roll call, or ballot vote shall be made preceding or immediately following the declaration of the result.

Where 50% + 1 is specified in the Constitution to resolve a question, decide an election or establish a quorum, and where 50% does not result in a whole number, then the number shall be reduced to the nearest whole number before the addition of one (1).

To decide an election, if more candidates receive 50% + 1 of the vote than there are positions to be filled, the candidates with the highest number of votes shall be declared elected. If there are several candidates, and after the ballot, the position is not filled; the candidate with the least number of votes drops off and ballots are cast again only for positions not filled. This process will continue until the positions are filled.

RESOLUTION DEFEATED

GENERAL RESOLUTIONS

Group 2 - General

2-1 LOCAL 044

WHEREAS AUPE is an all-inclusive member driven organization; and

WHEREAS equal opportunities should be available to all active members of AUPE; and

WHEREAS diverse perspectives and opinions are very important in running such a diverse Union as AUPE; and

WHEREAS the active members on the working floor are immersed in the issues of the Union;

THEREFORE BE IT RESOLVED that standing committees be built on the active membership of AUPE. Life members shall be allowed to contribute to the committee without taking an active seat on the standing committee, they shall have voice but no vote.

(96 words)

RESOLUTION CARRIED

2-2 LOCAL 044

WHEREAS AUPE is an all-inclusive Union; and

WHEREAS equal opportunities should be available to all active members of AUPE; and

WHEREAS diverse perspectives and opinions are very important in running such a diverse Union as AUPE;

THEREFORE BE IT RESOLVED that a standing committee member may not sit on the same committee for more than 3 terms, excluding chairs for Legislative, and Finance **and Pension** Committee, giving opportunities for new members to be elected with the spirit of mentorship from the longer sitting committee members.

(83 words)

RESOLUTION CARRIED AS AMENDED

2-3 WOMEN'S COMMITTEE

WHEREAS Alberta's Occupational Health and Safety Act identifies domestic violence as a workplace hazard; and

WHEREAS 25% of Alberta's workers reported experiencing the effects of domestic violence at work; and

WHEREAS more than half of people experiencing domestic violence face attacks from their abusers while at work; and

WHEREAS domestic violence is the second most common form of workplace violence in Alberta;

THEREFORE BE IT RESOLVED that AUPE and the Women's Committee prioritize a comprehensive approach to address the needed legislative improvements, educational information and bargaining benefits related to domestic violence for our members.

(94 words)

RESOLUTION CARRIED

2-4 WOMEN'S COMMITTEE

WHEREAS Alberta is currently home to more than 725,000 seniors; and

WHEREAS that number is expected to double in the next two decades as seniors are the fastest growing age cohort in the province. The need for a dedicated advocate to protect the rights and interests of older adults and their caregivers has never been greater; and

WHEREAS seniors in this province deserve an independent voice that can provide individual and systemic advocacy for themselves and their families;

THEREFORE BE IT RESOLVED that AUPE work with stakeholders, seniors' groups and allies to pressure the provincial government to reinstate the Office of the Seniors Advocate as an independent office.

(109 words)

RESOLUTION CARRIED

2-5 WOMEN'S COMMITTEE

WHEREAS deep-rooted and systemic problems have plagued the Canadian long-term care sector for decades, including underinvestment, insufficient staffing, and substandard living and working conditions; and

WHEREAS the long-term care workforce is largely made up of women, often from racialized communities, who lack appropriate protections for their health, safety and jobs, and who have thus been disproportionately affected by the intentional privatization of seniors' care system in Alberta;

THEREFORE BE IT RESOLVED that AUPE work with stakeholders and allies to pressure the federal government, along with the provinces and territories, for a moratorium on private, for-profit care in the long-term care sector.

THEREFORE BE IT FURTHER RESOLVED that AUPE will continue to lobby for a minimum of 4.5 direct care hours per resident per day which the threshold below which poorer health, social and psychological outcomes.

(135 words)

RESOLUTION REFERRED BACK TO WOMEN'S COMMITTEE

2-6 ENVIRONMENTAL COMMITTEE

WHEREAS the environment is inextricably linked to the livelihoods and wellbeing of AUPE members; and

WHEREAS labour has historically championed environmental action; and

WHEREAS education is a key driving method in giving members tools to commit to actions;

THEREFORE BE IT RESOLVED that AUPE identifies actions that all members can take to protect and promote the interests of the membership, their families, and communities from the consequences of climate change.

THEREFORE BE IT FURTHER RESOLVED that AUPE use its communications platforms to encourage member participation in community, ~~and~~ provincial **and federal** environmental actions.

THEREFORE BE IT FURTHER RESOLVED that AUPE develops educational materials, courses, and communications about how the environment intersects with labour.

THEREFORE BE IT FURTHER RESOLVED that AUPE as an organization, rediscover the links between labour and the environment, by engaging the broader labour and environmental community.

(137 words)

RESOLUTION CARRIED AS AMENDED

2-7 PAY AND SOCIAL EQUITY COMMITTEE

WHEREAS wage equity has been an ongoing mandate with AUPE; and

WHEREAS wage equity can drive Alberta's prosperity and it is past due that we take significant steps to combat this issue;

THEREFORE BE IT RESOLVED that AUPE provides education in wage equity for bargaining teams.

(46 words)

RESOLUTION CARRIED

2-8 PAY AND SOCIAL EQUITY COMMITTEE

WHEREAS a living wage is defined as the minimum income required for workers to meet their basic needs including shelter, clothes, and food;

THEREFORE BE IT RESOLVED that AUPE endorses the principle of a living wage for our members.

(39 words)

RESOLUTION CARRIED

OUTCOME OF RESOLUTIONS AND/OR ACTION SHEET

BY WHOM

OUTCOME/ACTION

Legislative Committee

- | | |
|------------------|-------------------------------|
| • Resolution 1-1 | Resolution Defeated |
| • Resolution 1-2 | Resolution Carried |
| • Resolution 1-3 | Resolution Carried |
| • Resolution 1-4 | Resolution Carried |
| • Resolution 1-5 | Resolution Carried |
| • Resolution 1-6 | Resolution Carried |
| • Resolution 1-7 | Resolution Defeated |
| • Resolution 2-1 | Resolution Carried |
| • Resolution 2-2 | Resolution Carried as Amended |

Women's Committee

- | | |
|------------------|---------------------|
| • Resolution 2-3 | Resolution Carried |
| • Resolution 2-4 | Resolution Carried |
| • Resolution 2-5 | Resolution Referred |

Environmental Committee

- | | |
|------------------|-------------------------------|
| • Resolution 2-6 | Resolution Carried as Amended |
|------------------|-------------------------------|

Pay and Social Equity Committee

- | | |
|------------------|-------------------------------|
| • Resolution 2-7 | Resolution Carried as Amended |
| • Resolution 2-8 | Resolution Carried |

**The Alberta Union of Provincial Employees
Statement of Operations**

	2022-23 Budget	2022-23 YTD Actuals	2023-24 Budget
REVENUE			
1 Membership Dues	56,500,000	58,520,202	58,100,000
2 Investment Income	0	4,961,089	0
3 Rental Income	370,500	382,358	353,712
4 Interest and Other Income	125,004	1,583,130	600,000
	-----	-----	-----
TOTAL REVENUE	56,995,504	65,446,779	59,053,712
	-----	-----	-----
EXPENSES			
5 Salaries and Benefits	40,288,224	37,211,552	42,109,294
6 Travel - Staff	781,032	1,560,560	1,307,004
7 Travel - Members	3,717,840	5,005,067	4,438,948
8 Local Rebates	6,540,000	6,639,521	6,600,000
9 Area Council Rebates	456,000	464,575	468,000
10 Professional Fees / Legal	1,890,000	1,022,195	1,489,176
10 Professional Fees / Consulting	557,520	712,277	533,560
11 Advertising	206,580	266,486	270,636
12 Sponsorships / Donations	4,800	16,714	12,084
13 Dues Suspension	0	(2,000,000)	0
14 Members Benefits	288,000	295,404	300,000
15 Regional Offices	415,776	428,064	436,152
16 Administration	4,797,972	4,399,921	3,866,924
17 Utilities	1,554,984	1,459,840	1,185,900
18 Equipment	1,375,860	1,527,016	1,731,828
19 Amortization	3,609,876	3,193,608	3,528,792
20 Maintenance and Repairs	1,043,112	1,276,928	1,085,556
21 Unrealized Gain/Loss on Interest Rate Swap	0	(485,787)	0
	-----	-----	-----
TOTAL EXPENSES	67,527,576	62,993,939	69,363,854
	-----	-----	-----
EXCESS OF REVENUES OVER EXPENDITURES	(10,532,072)	2,452,840	(10,310,142)
ALLOCATION OF - EXCESS REVENUE OVER EXPENDITURES			
22 Reserve - Defense Fund		3,823,461	
23 Reserve - Contingency Fund		186,988	
27 Reserve - Severance Fund		514,908	
28 Reserve - Outstanding Timer Off Fund		350,203	
29 Reserve - Defending our Services Fund		85,529	
Adjustment to accumulated surplus		(2,508,250)	
	-----	-----	-----
TOTAL FUND TRANSFERS	0	2,452,839	0
	-----	-----	-----
TOTAL EXPENDITURES AND RESERVES	67,527,576	65,446,779	69,363,854
	-----	-----	-----
	(10,532,072)	0	(10,310,142)

AUPE Account Explanation 2023-2024 Budget

REVENUE

1 Membership Dues

Dues withheld and remitted (by the employer) on behalf of our Members

2 Investment Income

Return on long term investments held at ATB

3 Rental Income

Income earned from the partial rental of Solidarity Place (HQ) & Stockman Centre (Calgary)

4 Interest and Other Income

Realized interest from our Short-Term Investments and any other Income not included in the above categories

EXPENSES

5 Salaries and Benefits

Includes wages, group benefit plan, RRSPs and all other employer-paid portions of Salary and Benefits

6 Travel – Staff

Costs for Staff to travel as they conduct AUPE business

7 Travel – Members

Costs for Members to attend courses, meetings, and events sponsored by AUPE

8 Local Rebates

Amounts paid to Locals based on their Membership Counts

9 Area Council Rebates

Disbursements to Area Councils based on their Membership Counts

10 Professional Fees – Legal/Consulting

Fees paid to external service providers, including Software Support, Audit, Legal, arbitration, negotiations, organizing, legal

11 Advertising

Advertising costs associated with the union, but not associated with reserve accounts

12 Sponsorships/Donation

Monies spent to sponsor events promoting AUPE

13 Dues Suspension

Reduction of the estimated suspension of membership dues due to the Wildcat Strike in October 2021

14 Members Benefits

Monies transferred to Member Benefits (\$0.25 per member per month)

15 Regional Offices

Rent paid for regional offices

16 Administration

Costs of an administrative nature. These include printing, postage, subscriptions, supplies, awards, property taxes, loan interest, and presentations

17 Utilities

Cost of water, electricity, natural gas, and phones

18 Equipment

Costs associated with purchasing Equipment for our offices and programs. Equipment purchased for less than \$5,000 is expensed, Equipment costing over \$5,000 is capitalized

19 Amortization

Assets purchased for more than \$5,000 are Capitalized and subsequently Expensed over a period of years

20 Maintenance & Repairs

Costs associated with maintaining Equipment as well as our offices (ie. Leasehold Improvements, equipment, grounds, security, garbage removal, and caretaking)

21 Unrealized Gain/Loss on Interest Rate Swap

Difference between floating rate (Prime +1.25%) vs Fixed rate of 4.28% on the Long-Term Debt with ATB

RESERVE ALLOCATIONS**22 Defense Fund**

This fund was designated to assist members, according to the Union's Strike Policy, during organized labour disruptions

23 Contingency Fund

This fund was originally created to fund repairs and major renovations. It is also to be used to finance new properties. A minimum of 1% of Dues Revenue is to be transferred into the fund (per Convention)

24 Image Campaign

This reserve is used to promote AUPE and the services that our Members provide

25 Strategic Planning Campaign

This fund was established to support ongoing efforts to enhance the planning initiatives of the Union in all areas, from Provincial Executive and Management/Staff to Locals and Area Councils

26 Digital Strategies Campaign

This fund was established to support the projected recommendations of the Business Analyst, which will include new and upgraded software, hardware, service and training needs of the Digital Strategies Department

27 Severance Fund

This fund was established to cover severance obligations to employees of the Union

28 Outstanding Time Off

This fund was established to cover billings by employers with respect to member time-off reimbursements

29 Defending Our Services

This fund was established to defend the Union and the services that its members provide

30 Fight Back Operations Contingency Fund

This fund was established to fund current operations to fight back against anti labour legislation

31 Labour Movement Allies

This fund was established to fund monies spent supporting identified Allies in the Labour Movement and in reaching Target Audiences that would otherwise prove too costly or un-reachable

Financial Statements of

**ALBERTA UNION OF
PROVINCIAL EMPLOYEES**

Year ended June 30, 2023

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Table of Contents

Year ended June 30, 2023

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ALBERTA UNION OF PROVINCIAL EMPLOYEES

Statement of Financial Position

June 30, 2023, with comparative information for 2022

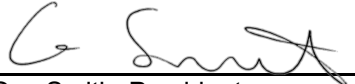
	2023	2022
Assets		
Current assets:		
Cash	\$ 13,644,219	\$ 24,609,719
Accounts receivable (note 2)	4,569,248	4,412,527
Assets held for sale (note 5)	-	3,521,607
Inventory	36,429	39,542
Prepaid expenses and deposits	1,504,761	1,844,271
	<u>19,754,657</u>	<u>34,427,666</u>
Investments - Union operations (note 3)	84,513,989	70,866,618
Investments - Members' benefits (note 4)	14,084,826	13,147,097
Capital assets (note 6)	87,832,261	90,670,860
Interest rate swap (note 8)	1,847,798	1,362,011
	<u>\$ 208,033,531</u>	<u>\$ 210,474,252</u>

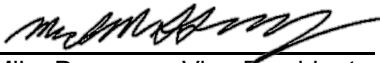
Liabilities and Net Assets

Current liabilities:		
Accounts payable and accrued liabilities (note 7)	\$ 13,275,275	\$ 13,413,105
Current portion of long term debt (note 8)	1,104,959	1,760,713
Current portion of obligation under capital lease (note 9)	14,385	13,961
Current portion of lease inducements (note 10)	14,238	14,238
	<u>14,408,857</u>	<u>15,202,017</u>
Long term debt (note 8)	42,345,186	47,313,120
Obligations under capital lease (note 9)	181,847	196,232
Lease inducements (note 10)	2,372	16,610
Employee future benefits (note 11)	1,801,235	1,528,236
	<u>58,739,497</u>	<u>64,256,215</u>
Net assets:		
Internally restricted - Union operations (note 12)	84,513,989	70,866,618
Internally restricted - Members' benefits (note 12)	14,084,826	13,147,097
Invested in capital assets	44,169,274	44,877,592
Unrestricted	6,525,945	17,326,730
	<u>149,294,034</u>	<u>146,218,037</u>
	<u>\$ 208,033,531</u>	<u>\$ 210,474,252</u>

See accompanying notes to financial statements.

Approved on behalf of Provincial Executive:


Guy Smith, President


Mike Dempsey, Vice-President on behalf of
Jason Heistad, Executive Secretary-Treasurer

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Statement of Operations

Year ended June 30, 2023, with comparative information for 2022

	2023	2022
Revenues:		
Membership dues	\$ 58,520,202	\$ 56,818,691
Less: Area Council rebates (note 13)	(464,575)	(454,829)
Less: Local rebates (note 13)	(6,639,521)	(6,485,337)
	51,416,106	49,878,525
Interest and other income	1,478,673	632,220
Rental income	342,832	286,139
	53,237,611	50,796,884
Expenditures:		
Salaries and benefits	36,808,645	34,632,124
Travel and time-off - members	5,005,282	2,041,602
Amortization	3,193,608	3,045,332
Administration	2,841,509	2,901,474
Maintenance and repairs	2,802,620	2,006,698
Bank charges and interest	2,068,182	2,220,633
Professional fees / legal (note 16)	1,734,472	2,361,945
Travel - staff	1,546,711	786,058
Utilities	1,459,840	1,557,349
Regional offices - rent	388,538	354,338
Labour Movement Allies	303,604	286,342
Advertising	168,651	130,342
Training	14,553	-
	58,336,215	52,324,237
Deficiency of revenues over expenditures before the undernoted	(5,098,604)	(1,527,353)
Other income (expenditures):		
Investment income (loss) (note 14)	6,110,780	(4,678,366)
Dues suspension recovery (note 16)	2,000,000	-
Unrealized gain on interest rate swap	485,787	5,953,192
Gain on disposal of assets held for sale	478,393	-
Management fees	(178,577)	(192,153)
Disbursements	(721,781)	(585,296)
	8,174,602	497,377
Excess (deficiency) of revenues over expenditures	\$ 3,075,998	\$ (1,029,976)

See accompanying notes to financial statements.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Statement of Changes in Net Assets

Year ended June 30, 2023, with comparative information for 2022

	Internally restricted		Invested in	Unrestricted	2023	2022
	Union operations	Members' benefits	capital assets			
Net assets, beginning of year	\$ 70,866,618	\$ 13,147,097	\$ 44,877,592	\$ 17,326,730	\$ 146,218,037	\$ 147,248,013
Revenues	-	373,937	-	52,863,674	53,237,611	50,796,884
Expenditures	-	(110)	(3,179,370)	(55,156,735)	(58,336,215)	(52,324,237)
Other income (expenditures):						
Unrealized gain on interest rate swap	-	-	-	485,787	485,787	5,953,192
Management fees	(149,149)	(29,429)	-	-	(178,578)	(192,153)
Disbursements	(311,688)	(410,093)	-	-	(721,781)	(585,296)
Investment income (loss)	5,110,237	1,000,543	-	-	6,110,780	(4,678,366)
Gain on disposal of assets held for sale	-	-	478,393	-	478,393	-
Dues suspension recovery	-	-	-	2,000,000	2,000,000	-
Investment in capital assets, net	-	-	1,992,659	(1,992,659)	-	-
Transfers	8,997,971	2,881	-	(9,000,852)	-	-
Net assets, end of year	\$ 84,513,989	\$ 14,084,826	\$ 44,169,274	\$ 6,525,945	\$ 149,294,034	\$ 146,218,037

See accompanying notes to financial statements.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Statement of Cash Flows

Year ended June 30, 2023, with comparative information for 2022

	2023	2022
Cash provided by (used in):		
Excess (deficiency) of revenues over expenses	\$ 3,075,998	\$ (1,029,976)
Items not involving cash:		
Amortization	3,193,608	3,045,332
Amortization of lease inducement	(14,238)	(14,238)
Unrealized (gain) loss on investments	(4,016,855)	8,222,716
Unrealized gain on interest rate swap	(485,787)	(5,953,192)
Gain on disposal of assets held for sale	(478,393)	-
	<u>1,274,333</u>	<u>4,270,642</u>
Changes in non-cash operating working capital:		
Accounts receivable	(156,722)	(217,604)
Inventory	3,114	512
Prepaid expenses and deposits	339,510	(37,561)
Accounts payable and accrued liabilities	(137,830)	499,577
Employee future benefits	272,999	38,205
	<u>1,595,404</u>	<u>4,553,771</u>
Cash flows from financing activities:		
Repayments of long term debt	(5,623,688)	(2,838,157)
Repayment of capital lease	(13,961)	(9,180)
	<u>(5,637,649)</u>	<u>(2,847,337)</u>
Cash flows from investing activities:		
Purchase of capital assets	(355,009)	(1,887,724)
Proceeds on disposal of assets held for sale	4,000,000	-
Purchase of investments	(11,790,692)	(3,971,196)
Proceeds on disposal of investments	1,222,446	798,000
	<u>(6,923,255)</u>	<u>(5,060,920)</u>
Decrease in cash	(10,965,500)	(3,354,486)
Cash, beginning of year	24,609,719	27,964,205
Cash, end of year	<u>\$ 13,644,219</u>	<u>\$ 24,609,719</u>

See accompanying notes to financial statements.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements

Year ended June 30, 2023

Nature of operations:

The Alberta Union of Provincial Employees (the "Union") was organized in 1976 as successor to the Civil Service Association of Alberta (founded in 1919). The Union gained statutory status in 1977. The Union is a not-for-profit organization and is exempt from income tax pursuant to Section 149(1)(k) of the Income Tax Act.

The financial records of the Union include the Alberta Union of Provincial Employees Members' Benefits Funds, which are administered by the Members' Benefits Committee in accordance with Article 27 of the Union's Constitution.

1. Significant accounting policies:

(a) Basis of accounting:

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations in Part III of the CPA Canada Handbook.

The Union has determined that the local chapters ("Locals") and area councils ("Area Councils") are separate entities for financial reporting purposes. These entities are not controlled and their results have not been included in these financial statements.

(b) Revenue recognition:

The Union follows the deferral method of accounting for contributions. Restricted contributions are deferred and recognized as revenue at the time the related expenditure is incurred. Membership dues and other income are recognized as revenue in the period to which they relate if the amount can be reasonably estimated and collection is reasonably assured. Rental income is recognized on a straight-line basis over the term of the lease agreement. Interest and other investment income is recognized when earned.

(c) Inventory:

Inventory is valued at the lower of cost and net realizable value, using a first-in, first-out inventory assumption.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2023

1. Significant accounting policies (continued):

(d) Capital assets:

Amortization is based on the estimated useful life of the asset, calculated on the straight-line basis, without residual values, as follows:

Asset	Useful lives
Building	25 - 50 years
Building improvements	5 - 15 years
Furniture and equipment	5 years
Computer hardware and software	5 years
Automotive	5 years
Leasehold improvements	5 - 10 years

(e) Lease inducements:

Lease inducements are amortized against rent expense on a straight-line basis over the terms of the leases.

(f) Employee future benefits:

(i) Termination benefits:

The Union provides termination benefits for certain employees. These long term benefits are specified in agreements and represent contractual future obligations. The Union accrues its liabilities for termination benefits based on the contractual length of the agreements or the expected term of employment. The Union uses a discount rate based on the average fixed income interest rate held in the internally restricted asset fund used to pay the obligation.

(ii) Defined contribution pension plan:

The Union sponsors a defined contribution plan providing pension benefits for its employees. The Union contributes a specified percentage of earnings as per the Collective Agreement. The cost of the defined contribution plan is recognized based on the contributions required to be made during each period. The Union has no obligation to fund pension shortfalls. These contributions are included as part of salaries and benefits.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2023

1. Significant accounting policies (continued):

(f) Employee future benefits (continued):

(iii) Other defined contribution pension plans:

The Union sponsors a Registered Retirement Savings Plans (RRSPs) for individuals commencing employment prior to January 1, 2018 and who have not joined the defined contribution pension plan as defined in part (ii) above. The cost of this defined contribution plan is recognized based on the contributions required to be made during each period. These contributions are included as part of salaries and benefits.

(g) Financial instruments:

Financial instruments are recorded at fair value on initial recognition. Freestanding derivative instruments that are not in a qualifying hedging relationship and equity instruments that are quoted in an active market are subsequently measured at fair value. Changes in fair value are recognized in net income in the period incurred. All other financial instruments are subsequently recorded at cost or amortized cost, unless management has elected to carry the instruments at fair value. The Union has elected to carry its investments at fair value.

Transaction costs incurred on the acquisition of financial instruments measured subsequently at fair value are expensed as incurred. All other financial instruments are adjusted by transaction costs incurred on acquisition and financing costs, which are amortized using the straight-line method.

Financial assets are assessed for impairment on an annual basis at the end of the fiscal year if there are indicators of impairment. If there is an indicator of impairment, the Union determines if there is a significant adverse change in the expected amount or timing of future cash flows from the financial asset. If there is a significant adverse change in the expected cash flows, the carrying value of the financial asset is reduced to the highest of the present value of expected cash flows, the amount that could be realized from selling the financial asset or the amount the Union expects to realize by exercising its right to any collateral. If events and circumstances reverse in a future period, an impairment loss will be reversed to the extent of the improvement, not exceeding the initial carrying value.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2023

1. Significant accounting policies (continued):

(g) Financial instruments (continued):

The Union enters into interest rate swaps in order to manage its exposure to market risks from fluctuations in interest rates in the normal course of operations. The Union has not designated its risk management contracts as effective hedges, and thus has not applied hedge accounting. As a result, all risk management contracts are measured at fair value through excess of revenues over expenditures. The fair value of these derivative financial instruments are based on an estimate of the amounts that would be paid or received to settle these instruments at the date of the statement of financial position.

(h) Use of estimates:

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amount of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenditures during the reporting period. Actual results could differ from those estimates and may have an impact on future periods.

Significant areas requiring the use of estimates include the determination of the useful life of capital assets and the anticipated liability with respect to member time-off reimbursements and employee future benefits.

2. Accounts receivable:

	2023	2022
Membership dues	\$ 4,438,566	\$ 4,209,578
Locals (note 13)	46,506	154,587
Other	69,059	35,177
Employees and members	15,117	13,185
	<u>\$ 4,569,248</u>	<u>\$ 4,412,527</u>

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2023

3. Investments - Union operations:

	2023	2022
Cash accounts, bearing interest at prime minus 2.00% per annum (2022 - prime minus 2.00% per annum)	\$ 4,398,944	\$ 3,628,385
Guaranteed investment certificates, with maturity dates of March 2026, bearing interest at 4.53%	4,363,732	-
Canadian mutual funds (bonds and short-term investments)	13,941,267	602,008
Bonds with maturity dates ranging from March 2024 to June 2035 (2022 - April 2023 to October 2029), with stated rates of return ranging from 2.05% to 6.00% per annum (2021 - 1.504% to 6.00%)	37,437,091	41,835,690
Equity investments	16,852,272	16,707,570
Exchange-traded fund investments	7,520,683	8,092,965
	\$ 84,513,989	\$ 70,866,618

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2023

4. Investments - Members' benefits:

	2023	2022
Cash accounts, bearing interest at nil% per annum (2021 - nil%)	\$ 589,003	\$ 568,031
Guaranteed investment certificates, with maturity dates ranging from October 2026 to April 2026, bearing interest from 4.49% to 4.79%	1,900,897	-
Canadian mutual funds (bonds and short-term investments)	981,562	149,854
Bonds with maturity date ranging from March 2024 to June 2035 (2022 - March 2024 to June 2029) with stated rates of return ranging from 2.15% to 5.40% (2021 - 2.10% to 3.30%) per annum	6,096,285	7,790,766
Equity investments	3,161,646	4,638,446
Exchange-traded fund investments	1,355,433	-
	\$ 14,084,826	\$ 13,147,097

5. Assets held for sale:

	2023	2022
Building improvements	\$ -	\$ 1,371,637
Land	-	1,161,113
Building	-	980,406
Equipment	-	8,451
	\$ -	\$ 3,521,607

During the year, the Entity disposed of all assets held for sale for proceeds of \$4,000,000.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2023

6. Capital assets:

			2023	2022
	Cost	Accumulated amortization	Net book value	Net book value
Land	\$ 12,105,788	\$ -	\$ 12,105,788	\$ 12,105,788
Buildings	77,234,698	6,008,565	71,226,133	73,071,579
Building improvements	1,498,610	468,745	1,029,865	1,074,882
Furniture and equipment	6,585,013	3,400,914	3,184,099	4,004,654
Computer hardware and software	1,118,425	1,010,661	107,764	80,808
Automotive	165,221	159,057	6,164	12,889
Leasehold improvements	948,282	775,834	172,448	320,260
	\$ 99,656,037	\$ 11,823,776	\$ 87,832,261	\$ 90,670,860

Included within buildings are capital assets with a cost of \$nil (2022 - \$9,150) which are not in use. Amortization has not been recorded on assets not in use.

7. Accounts payable and accrued liabilities:

	2023	2022
Trade payables and accrued liabilities	\$ 2,726,413	\$ 4,916,235
Vacation pay and time-off in lieu	4,970,025	4,551,860
Payables to Area Councils (note 13)	1,438,518	1,704,580
Time-off reimbursements	1,925,499	1,065,250
Wages and benefits payable	1,636,105	673,841
Government remittances	548,084	472,501
Tenant rental deposits	30,631	28,838
	\$ 13,275,275	\$ 13,413,105

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2023

8. Long term debt:

	2023	2022
ATB business term loan: payable in monthly blended installments of \$130,100 including interest of 2.12%.	\$ -	\$ 395,639
ATB commercial term loan: non-revolving facility, authorized to a maximum of \$50,000,000, payable in monthly variable installments, bearing interest at prime + 0.25%, maturing July 21, 2046.	43,450,145	48,678,194
	43,450,145	49,073,833
Less current portion	1,104,959	1,760,713
	\$ 42,345,186	\$ 47,313,120

Principal repayments are due as follows:

2024	\$ 1,104,959
2025	1,175,126
2026	1,227,460
2027	1,277,304
2028	1,330,093
Thereafter	37,335,203
	\$ 43,450,145

The Union has entered into an interest rate swap contract, relating to the commercial loan payable. Under the swap contract, the Union has agreed to exchange the difference between the Union's floating rate interest (Prime + 0.25%) and the counterparty's fixed rate interest (3.15%)(2022 - 3.03%) plus stamping fee (1.25%) calculated based on agreed notional amounts. The notional value of the swap as at June 30, 2023, was \$43,450,145 (2022 - \$48,678,194) and unrealized gains of \$485,787 (2022 - gain of \$5,953,192) are included in other income (expenditures) on the statement of operations.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2023

8. Long term debt (continued):

The Union's long-term debt is secured by a general security agreement, providing a security interest over all present and after acquired personal property and a floating charge on all lands and an assignment of leases and rents on the lands located at Plan South Airways Industrial Park Calgary 7810077 Block 6 Lot 6, Block 6 Lot 8 and Edmonton 1821668 Block 1 Lot 24A and 8020492 Block 2 Lot 25.

The Union has an available letter of credit facility up to \$1,000,000, which is reduced by any outstanding letters of credits. At June 30, 2023, the Union had outstanding letters of credit, totaling \$nil (2022 - \$744,500).

9. Obligations under capital lease:

The Union had a capital leasing arrangement which matures January 31, 2035. Capital lease repayments are due as follows:

2024	\$	20,075
2025		20,075
2026		20,075
2027		20,075
2028		20,075
Thereafter		132,166
Total minimum lease payments		232,541
Less amount representing interest		36,309
Present value of net minimum capital lease payments		196,232
Current portion of obligations under capital lease		14,385
		<hr/>
		\$ 181,847

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2023

10. Lease inducements:

The Union has received lease inducements with respect to leased premises which are summarized as follows:

	2023	2022
Balance, beginning of year	\$ 30,848	\$ 45,086
Amortization of lease inducement	(14,238)	(14,238)
Balance, end of year	16,610	30,848
Current portion of lease inducements	14,238	14,238
	\$ 2,372	\$ 16,610

11. Employee future benefits:

Employee future benefits include amounts for two termination benefit plans. Management employees are entitled to termination benefits as contractually negotiated. Specified union employees are entitled to negotiated benefits as agreed upon in the 2001 collective bargaining agreement.

Salaries and benefits expense includes an expense of \$296,197 (2022 - \$123,314) related to termination benefits and \$3,431,637 (2022 - \$3,299,038) related to the defined contribution pension plans during the year.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2023

12. Internally restricted net assets:

a) Union operations

	2023	2022
Defence fund	\$ 64,474,446	\$ 51,652,551
Contingency fund	1,453,826	1,266,916
Severance fund	7,555,315	7,040,620
Time-off fund	5,082,559	4,732,504
Digital strategy fund	351,972	473,660
Defending our services campaign	1,202,653	1,117,148
Mobilization campaign	629,114	629,114
Image campaign	269,989	269,989
Strategic planning campaign	181,699	181,700
Fight back operations campaign	3,178,059	3,178,059
Labour movement allies	134,357	324,357
	\$ 84,513,989	\$ 70,866,618

Defence Fund	This fund is designed to assist members, according to the Union's Strike Policy, during organized labour disruptions.
Contingency Fund	This fund is established to fund repairs and major renovations. It is also used to finance the purchase of new properties. A minimum of 1% of dues revenue is to be transferred into the fund.
Severance Fund	This fund is established to cover severance obligations to employees of the Union.
Time-off Fund	This fund is established to cover billings by employers with respect to member time-off reimbursements.
Digital Strategy Fund	This fund is established to purchase new and upgraded software, hardware, service and train the Digital Strategic Department.
Defending Our Services Campaign	This fund is established to defend the Union and the services that its members provide.
Mobilization Campaign	This fund is established to support mobilization efforts.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2023

12. Internally restricted net assets (continued):

a) Union operations (continued)

Image Campaign This fund is established to promote the Union and the services that its members provide.

Strategic Planning Campaign This fund is established to support ongoing efforts to enhance the planning initiatives of the Union in all areas, from Provincial Executive and Management/Staff to Locals and Area Councils. Creating opportunities by strengthening governance and mobilization strategies.

Fight Back Operations Campaign This fund is established to fund current operations to fight back against anti-labour legislation.

Labour Movement Allies This fund is established to fund monies spent supporting identified Allies in the Labour Movement and in reaching Target Audiences that would otherwise prove too costly or un-reachable.

b) Members' benefits:

	2023	2022
Benevolent fund	\$ 8,851,138	\$ 9,588,119
Education fund	5,233,688	3,558,978
	<u>\$ 14,084,826</u>	<u>\$ 13,147,097</u>

Benevolent Fund The Benevolent Fund makes available grants for financial assistance to members, retired members, their spouses and dependant children under the age of 25 years in circumstances of temporary or urgent need.

Education Fund The Education Fund makes available grants for financial assistance to enable members, retired members, their spouses and dependant children under the age of 25 years to attend post-secondary educational institutions.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2023

13. Related party transactions:

The Union enters into transactions with its Locals and Area Councils, which are considered to be related parties of the Union. Related party transactions are summarized as follows:

	2023	2022
Statement of Financial Position:		
Receivables from Locals (note 2)	\$ 46,506	\$ 154,587
Payables to Area Councils (note 7)	1,438,518	1,704,580
Statement of Operations:		
Local rebates	6,639,521	6,485,337
Area Council rebates	464,575	454,829

These transactions are in the normal course of operations and are measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties.

The Union holds funds on behalf of employees and manages certain investments on behalf of the Locals and Area Councils. These figures are excluded from the statement of financial position, since they represent assets of the related parties. Total amounts held in trust are as follows:

	2023	2022
Investment portfolio - Locals and Area Councils	\$ 11,135,332	\$ 10,355,806
Staff fund	33,442	52,438
	\$ 11,168,774	\$ 10,408,244

14. Investment income (loss):

	2023	2022
Unrealized gains (losses)	\$ 4,016,855	\$ (8,222,716)
Interest	1,595,477	1,462,253
Dividends	821,278	715,566
Realized (losses) gains	(322,830)	1,366,531
	\$ 6,110,780	\$ (4,678,366)

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2023

15. Commitments:

The Union has entered into agreements to lease premises with future minimum annual lease payments, as follows:

2024	\$	303,182
2025		68,641
Thereafter		-
	\$	371,823

Under the terms of certain lease agreements, the Union is also responsible for paying its proportionate share of operating costs to the lessor which vary in amount from year to year of the lease agreement. Where the operating costs are fixed and determinable, they have been included in the minimum lease payments above.

16. Contingencies:

In 2021, an application was made to the Alberta Labour Relations Board, against the Union, requesting the suspension of dues, in relation to a wildcat strike. In 2023, the litigation remained in progress.

On July 12, 2023, the Alberta Labour Relations Board issued a ruling, deciding on a one month suspension of dues, which is estimated by management to be approximately \$2,000,000. This ruling is being appealed by the Union and a reconsideration of the decision is also being sought. Management has accrued \$2,000,000 as an estimate of the most likely outcome in 2023, a reduction of \$2,000,000 from amounts accrued in the prior year.

In addition, there are certain lawsuits that have been filed against the Union for incidents which arose in the ordinary course of business. In the opinion of management, the outcome of these pending lawsuits is not determinable.

Should any reduction in revenue or loss result from the resolution of these matters, the amounts will be charged to operations in the year of resolution. Any cost recoveries from insurance will be credited to operations when the amount can reasonably be determined.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2023

17. Financial instrument risks:

(a) Credit risk:

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Union is exposed to credit risk resulting from the possibility that employers of Union members or another counterparty to a financial instrument defaults on their financial obligations. The Union's financial instruments that are exposed to concentrations of credit risk relate primarily to the accounts receivable related to the membership dues which are remitted by the Alberta Government and agencies funded by the Government. Overall credit risk is considered to be low given the current credit rating of the Alberta Government.

(b) Interest rate risk:

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Union is exposed to this risk through its investment portfolios. The Union holds a number of bonds with fixed interest rate payments and the fair value of these investments is dependent on prevailing interest rates.

The Union's construction loan is at a floating rate of interest based on Canadian Prime rate, CDOR and Bankers' Acceptance rate ("rates"). Changes in these rates can cause fluctuations in interest amounts and cash flows required to service the debt. The Union has mitigated its interest rate risk relating to the variable rate of interest on the loan facility through the use of an interest rate swap contract (note 8).

Overall, the interest rate risk in the current year has not changed substantially compared to the prior year.

(c) Market risk:

The Union's investment portfolios include both equity and debt instruments and mutual funds that are subject to market volatility. The markets are affected by a number of factors including changes in interest rates, availability of financing, exchange rates and general economic conditions (local, regional, national and international). The market fluctuations have the potential to create both gains and losses within the investment portfolios.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Schedule - Executive Salaries and Benefits

Year ended June 30, 2023

Name	Assigned region	Salary	Vacation	Benefits	Travel, subsistence and other	Allowances	2023
President ^{a)} Guy Smith	Alberta	\$ 194,329	\$ 26,278	\$ 58,610	\$ 24,770	\$ 13,026	\$ 317,013
Executive Secretary - Treasurer ^{a)} Jason Heistad	Alberta	155,463	21,022	47,683	33,683	11,996	269,847
Vice Presidents ^{b)}							
Mike Dempsey	North East	116,597	15,767	32,313	34,333	14,541	213,551
Bonnie Gostola	Central	116,597	15,707	56,603	41,111	13,379	243,397
Susan Slade	Edmonton	116,597	15,707	62,312	39,350	13,518	247,484
Bobby-Joe Borodey	Calgary	116,597	13,507	54,042	34,677	13,433	232,256
Sandra Azocar	North West	116,597	6,754	41,813	27,746	13,666	206,576
Darren Graham	South	116,597	11,217	55,869	31,532	14,186	229,401

As requested by Convention Motion in 2013, the salaries and benefits of the Executive Committee members appear above.

- a) Disclosed in accordance with 2013 Convention Motion.
- b) Disclosed in accordance with 2016 Convention Motion. Effective November 1, 2016, Vice Presidents are no longer entitled to honoraria and time-off reimbursements but rather salary and benefits.
- c) Included in "benefits" are amounts related to WCB, RRSP and other payroll related benefits. Additionally, the Union subsidizes benefits with the home employer.
- d) Included in "travel, subsistence and other" are travel, accommodations, meals per diem and office supplies.
- e) Included in "allowances" are car allowances, cell phone allowances and internet allowances.

46TH ANNUAL CONVENTION COMMITTEES

ANTI-PRIVATIZATION COMMITTEE

Darren Graham – Chair, Vice-President, South Region

Matthew Byrne - Staff Advisor

Richard Hyndman - Research

Kendra Perrior – Staff Administrative Support

Annabelle Alger	054	Edmonton
Amanda Boucher	046	St. Albert
Debbie DeGraw	057	Hardisty
Jeremy Paananen	054	Edmonton
Angela Smyth	045	Canmore
Toni Zatorski	042	Entwistle

COMMITTEE ON POLITICAL ACTION

Mike Dempsey – Chair, Vice-President, Northeast Region

Zoey Jones - Staff Advisor

Tammy Tangedal – Staff Administrative Support

Nancy Burton - Vice-Chair	045	Cochrane
Janice Drader Jamieson	057	Wetaskiwin
James Gault	003	Edmonton
Oscar Jara	095	Calgary
Prachi Mishra	052	Calgary
Deanna Pawlak	040	Lethbridge
Jennifer Power	043	Grande Prairie
Dustin Abbot	006	Edmonton

ENVIRONMENTAL COMMITTEE

Bonnie Gostola – Chair, Vice-President, Central Region

Guy Quennwville - Staff Advisor

Charlene Peterson – Staff Administrative Support

Jennifer Bowlby	005	Boyle
Christine Madigan	054	Edmonton
Aaron Petty	002	Edmonton
Kaitlyn Wolfert	002	Edmonton
Junel Samalio	040, 042	Edmonton
Osborne Okara	002	Red Deer

FINANCE COMMITTEE

Jason Heistad – Chair, Executive-Secretary Treasurer

Cecilia Murphy - Staff Advisor

Mary Guido - Staff Administrative Support

Kathleen Buss	001	Jarvie
David Ibach	058	Medicine Hat
Raminder Gill	040	Edmonton
Wendy Gummesen	043	Peace River
Justin Huseby	052	Calgary
Rita McDonald	041	Claresholm

HUMAN RIGHTS COMMITTEE

Bobby-Joe Borodey - Chair, Vice-President, Calgary Region

Zoey Jones – Staff Advisor

Marc Boivin – Staff Advisor

Ghanem AlAtasi - Staff Administrative Support

Atul Verma - Vice-Chair	095	Chestermere
Charlie Letourneau	052	Calgary
Florinda Canteras	045	Calgary
Cindy Froud	045	Calgary
Rebecca Leblanc	001	Edmonton
Richard Lemaire	002	Calgary
Jessica Pope	012	Edmonton
Curtis Jackson	006	Medicine Hat

LEGISLATIVE COMMITTEE

Guy Smith - Chair, President

Gil Laflamme - Staff Advisor

Tammy Lamoureux - Staff Administrative Support

Steve Eagles - Vice-Chair	004	Red Deer
Jake Cameron	053	Lethbridge
Ron Fernandes	002	Edmonton
Paulette Gillespie	118	Cereal
Mike Larson	003	Edmonton
Karen Mann	002	Edmonton
Jessica Philp	044	Red Deer

MEMBERS' BENEFITS COMMITTEE

Justin Huseby - Chair, Provincial Executive, Local 052

Julius Salegio - Staff Advisor

Kim Lockert - Staff Administrative Support

Katherine Alexander	002	Lacombe
Debora Coombes	057	Bowden
Susan Cowtan	002	Edmonton
Chrissie Mather	071	Medicine Hat
Kathleen Schwengler	048	Calgary

MEMBERSHIP SERVICES COMMITTEE

Susan Slade – Chair, Vice-President, Edmonton Region

Christina Misquitta - Staff Advisor

Giselle Guido – Staff Administrative Support

Kelly Annesty	046	Sherwood Park
Leah Balzer	054	Edmonton
Elaine Cairns	002	Spruce Grove
Shea Christie	001	Nanton
Michael Decker	002	Calgary
Paula Fleming	001	Edmonton
Clint Nicholson	118	Hanna
Pam Vona	002	Edmonton

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

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Diana Griffith - Staff Advisor

Ghanem AlAtasi - Staff Administrative Support

Dorinda Ainscough	012	Kananaskis
Karie Burchill	006	Stony Plain
Juanita Cozicar	056	Smoky Lake
Paulette Harrison	052	Irricana
Wallace Howe	095	Calgary
Brenda Lussier	043	Westlock
Sandra Mill	001	Innisfail

PAY & SOCIAL EQUITY COMMITTEE

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Hitomi Suzuta - Staff Advisor

Kelly Steele - Staff Administrative Support

Rhonda Chatman	071	Whitecourt
Danielle Dumont	003	Fort Saskatchewan
Charity Hill	054	Edmonton
Raymond Tweedle	057	Springbrook
Randi Smallwood	060	Beaumont
Cindy Bill	054	Edmonton
William MacAoud	003	Edmonton
Perla Azul	054	Edmonton

PENSION COMMITTEE

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Liliana Cordeiro - Staff Advisor

Kelly Steele – Staff Administrative Support

Alexander Delorme, AUPE Staff

David Lardner, AUPE Staff

Terry Agoto, AUPE Staff

Mike Dempsey, Vice President, La La Biche

Derrek Luu	046	Edmonton
Edna Hickey	045	Calgary
Justin Huseby	052	Calgary
Marty Roy	046	Edmonton
Mark Hercina	003	Red Deer
Andrew Wilson	057	Sundre
Sandra Silva	054	Edmonton

WOMEN'S COMMITTEE

Sandra Azocar - Chair, Vice-President, Northwest Region

Sharlene Patterson - Staff Advisor

Jami Payne - Staff Administrative Support

Rita Bains	002	Edmonton
Cecilia Fernandes	002	Edmonton
Pamela Foyle	095	Calgary
Carol Mammel	095	Calgary
Alice Salon	056	High Prairie
Julie Woodford	054	Edmonton

YOUNG ACTIVISTS COMMITTEE

Bobby-Joe Borodey, Vice President, Calgary Region
Kathie Milne - Staff Advisor
Charlene Peterson – Staff Administrative Support
Kysha Cleaver 041 Claresholm
Dunkin Gamao 043 Lac La Biche
Danielle Kiesman 060 St. Albert
Kimoy Marston 002 Red Deer
Allysa Mercer 002 Red Deer
Laura Sadler 095 Calgary

CREDENTIALS COMMITTEE

Ermin Aquino 047
Rhonda Chatman 071
Dunkin Gamao 043
Charlie Giguere-Letourneau 052
Yusuf Hagi 006
Damien Lachat 002
Alice Moneva 043
Oyebimpe Oyeleye 048
Tabatha Welch 048
Raminder Gill 040
William Piggot Life Member
Donna Smith Life Member
Karen MacAulay Life Member
Ray Domeji Life Member
Brenda Stewart Life Member
Stephanie Kress Staff Advisor
Corine Heffernan Staff Advisor
Len Austin Staff Advisor
Peter Steward Staff Advisor
Carrie-Lynn Rusznak Staff Advisor

SERGEANT-AT-ARMS COMMITTEE

Russell Clark 009
Paulette Gillespie 118
Rebecca Leblanc 001
Chrissie Mather 071
William Ahilleh 054
Gilles Allard 004
Christina Armstrong 006
Anastacia Baliang 009
Gayle Burkholder 118
Emily Claro 047
Rachel Darkoa 047
Bruce Gillespie 118
Tesha Lingren 052
Birgit Radzanowski 047
Sunjivkumar Raval 001
Junel Samalio 040/042
Owen Schlack 003
Nancy Woods Life Member

Marcia O'Connor
Gil Laflamme
Cole Rockarts
David Choy
Jason Wright

Life Member
Staff Advisor
Staff Advisor
Staff Advisor
Staff Advisor