



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

CONVENTION REPORTS & RESOLUTIONS

October 26, 27 & 28, 2023



**To represent and support
AUPE members through
solidarity and mobilization.**

Mission Statement, Alberta Union of Provincial Employees

FOREWORD

To elected officers, delegates, life members, observers, guests and staff,

Greetings and welcome to your Convention!

You come to Convention in very interesting times. A time that demands our solidarity, commitment, hard work and action like never before. And while we have all been working hard on strengthening our membership and solidarity coming out of the past couple of years, we must now all turn our attention to organizing and supporting our members to make significant gains in collective bargaining.

“Union Power Starts With Us All” and we know that you take the responsibility of being here very seriously. Your fellow workers have entrusted you to make decisions, elect their executive team, engage in discussion and ensure that our great union is prepared and stronger than ever.

Whether you are a veteran of AUPE Conventions or a first-time participant, you all have an essential role to play. You are an integral part of our democracy in action. And, like any healthy democracy, it requires that you participate, engage and make tough decisions in an environment of mutual respect and support for one another.

That is why you are here. We want you to embrace the many opportunities to help move us forward and to enhance your own bonds of solidarity with your fellow workers.

Convention, each year, is a massive undertaking for all involved and we want to sincerely thank all the staff who work so hard to help make your Convention a success.

But, ultimately, that success rests in your hands, to be part of an exciting opportunity to continue our journey to help build the power and solidarity that will be crucial to the success of our membership.

Welcome to your Convention!



Guy Smith
President



Jason Heistad
Executive Secretary-Treasurer

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STATEMENT OF EQUALITY

Equality and equity are core union values, and as such AUPE is committed to ensuring that individuals can meaningfully participate and contribute to union activities. Participants are expected to challenge and debate issues and not individuals, as well as engage in behaviours that protect and celebrate our diversity.

AUPE will neither condone nor tolerate behaviour that undermines the dignity or self-esteem of an individual or create an intimidating, hostile or unsafe environment that interferes with the ability of others to participate in union activities. These behaviours prevent us from working together to strengthen our union.

We encourage individuals to acknowledge discrimination and harassment by challenging or reporting inappropriate behaviour. In doing so we promote our own solidarity and equality.

If you feel your rights or the rights of others are being violated, and you are not able to address it, please seek assistance from an AUPE staff member or officer.

AGENDA

THURSDAY, October 27

9:00 am - 9:30 am

Call to Order

- Credentials Report
- Greetings from Lewis Cardinal
- Acknowledgement of Treaty Land
- Statement of Equality
- Minute of Silence
- “O Canada” & “Solidarity Forever”
- Review of Fire Drill Procedure
- Rules of Order
- Adoption of Agenda
- Acceptance of 45th Annual Convention Minutes
- Presentation of Locals

9:30 am - 9:50 am

President’s Address

9:50 am - 10:45 am

Officers’ Reports

- Executive Secretary-Treasurer
- Vice-Presidents

10:45 am – 11:15 am

“Election Buddy” Voting System Training

11:15 am - 12:00 pm

Report of the Finance Committee

- Audited Financial Statements
- Proposed Budget 2023/2024

12:00 pm - 1:00 pm

Lunch (Organized) - Hall E

1:00 pm - 1:15 pm

Credentials Report

- Announcements

1:15 pm – 4:00 pm

Report of the Legislative Committee

- Constitutional Resolution 1-1
- Constitutional Resolution 1-2
- Constitutional Resolution 1-3
- Constitutional Resolution 1-4
- Constitutional Resolution 1-5
- Constitutional Resolution 1-6
- Constitutional Resolution 1-7
- General Resolution 2-1
- General Resolution 2-2

4:00 pm - 4:30 pm

Nominations for Executive Officers

- Explanation of Voting Procedure

5:00 pm – 6:00 pm

Supper (Organized) - Hall E

6:30 pm - 9:00 pm

Executive Officer Candidates Forum – Convention Hall (F/G)

FRIDAY, October 27

9:00 am – 9:05 am

Call to Order and Credentials Report

9:05 am - 9:30 am

Balloting for Executive Officers

9:30 am – 10:30 am

Announcement of Election Results

- Subsequent Balloting if Required

10:30 am – 11:00 am

Report of the Members’ Benefits Committee

11:00 am – 11:30 am

Report of the Women’s Committee

- General Resolution 2-3
- General Resolution 2-4
- General Resolution 2-5

11:30 am – 12:00 pm	Report of the Human Rights Committee
12:00 pm – 1:00 pm	Lunch (Organized) - Hall E
1:00 pm – 1:15 pm	Credentials Report <ul style="list-style-type: none"> • Announcements
1:15 pm – 1:45 pm	Report of the Occupational Health and Safety Committee
1:45 pm – 2:15 pm	Report of the Young Activists Committee
2:15 pm – 2:45 pm	Report of the Pension Committee
2:45 pm – 3:15 pm	Report of the Membership Services Committee
3:15 pm – 3:30 pm	Guest Speaker
3:30 pm – 4:30 pm	Presentation of Life Memberships

SATURDAY, October 28

9:00 am – 9:15 am	Credentials Report <ul style="list-style-type: none"> • Announcements
9:15 am – 9:45 am	Greetings from: <ul style="list-style-type: none"> • Public Interest Alberta • Friends of Medicare • Parkland Institute
9:45 am – 10:15 am	Report of the Anti-Privatization Committee
10:15 am – 10:45 am	Report of the Environmental Committee <ul style="list-style-type: none"> • General Resolution 2-6
10:45 am – 11:15 am	Report of the Committee on Political Action
11:15 am – 11:45 am	Report of the Pay and Social Equity Committee <ul style="list-style-type: none"> • General Resolution 2-7 • General Resolution 2-8
12:00 pm – 1:00 pm	Lunch (Organized) - Hall E
1:00 pm – 1:15 pm	Credentials Report <ul style="list-style-type: none"> • Announcements
1:15 pm – 2:15 pm	Legislative Committee/Unfinished Business <ul style="list-style-type: none"> • Constitutional and General Resolutions
2:15 pm – 2:30 pm	Swearing In of Executive Officers
2:30 pm – 2:45 pm	Good and Welfare <ul style="list-style-type: none"> • Adjournment – “Solidarity Forever”

SONGS

O' Canada

O' Canada!
Our home and native land!
True patriot love in all of us command.
With glowing hearts, we see thee rise,
The true north strong and free!
From far and wide,
O' Canada, we stand on guard for thee.
God keep our land glorious and free!
O' Canada, we stand on guard for thee.
O' Canada, we stand on guard for thee.

Solidarity Forever

1. When the union's inspiration through the workers' blood shall run,
There can be no power greater anywhere beneath the sun.
Yet what force on earth is weaker than the feeble strength of one?
But the union makes us strong.

Chorus: Solidarity Forever!
Solidarity Forever!
Solidarity Forever!
For the union makes us strong.

2. It is we who ploughed the prairies; built the cities where we trade,
Dug the mines and built the workshops; endless miles of railroad laid.
Now we stand outcast and starving; 'midst the wonders we have made;
But the union makes us strong.

Chorus

3. Now the women of the union; they have always joined the fight,
And we'll fight for women's issues; and we'll fight for women's rights.
And together we will struggle 'til we win equality,
For women make the union strong.

Chorus

4. They have taken untold millions that they never toiled to earn,
But without our brain and muscle not a single wheel can turn.
We can break their haughty power; gain our freedom when we learn,
That the union makes us strong.

Chorus

5. In our hands is placed a power greater than their hoarded gold;
Greater than the might of armies; magnified a thousand-fold.
We can bring to birth a new world from the ashes of the old.
For the union makes us strong.

Chorus

6. They divide us by our colour; they divide us by our tongue,
They divide us men and women; they divide us old and young,
But they'll tremble at our voices, when they hear these verses sung
For the union makes us strong.

Chorus

REPORTS & RESOLUTIONS

REFERRED TO COMMITTEES

The following Reports and Resolutions are referred to the noted convention committees:

ANTI-PRIVATIZATION COMMITTEE

Report of the Anti-Privatization Committee

COMMITTEE ON POLITICAL ACTION

Report of the Committee on Political Action

ENVIRONMENTAL COMMITTEE

Report of the Environmental Committee

General Resolution: 2-6

FINANCE COMMITTEE

Report of the Finance Committee

Audited Financial Statements for the year ended June 30, 2023

Proposed Budget 2023-2024

HUMAN RIGHTS COMMITTEE

Report of the Human Rights Committee

LEGISLATIVE COMMITTEE

Report of the Legislative Committee

Constitutional Resolutions: 1-1, 1-2, 1-3, 1-4, 1-5, 1-6, 1-7

General Resolutions: 2-1, 2-2

MEMBERS' BENEFITS COMMITTEE

Report of the Members' Benefits Committee

MEMBERSHIP SERVICES COMMITTEE

Report of the Membership Services Committee

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

Report of the Occupational Health & Safety Committee

PAY & SOCIAL EQUITY COMMITTEE

Report of the Pay and Social Equity Committee

General Resolutions: 2-7, 2-8

PENSION COMMITTEE

Report of the Pension Committee

WOMEN'S COMMITTEE

Report of the Women's Committee

General Resolutions: 2-3, 2-4, 2-5

YOUNG ACTIVISTS COMMITTEE

Report of the Young Activists Committee

OFFICERS' REPORT

President Guy Smith



Greetings to delegates, honoured guests, life members, observers and staff. Welcome to your Convention!

As I normally do, in preparing to write this year's report, I looked back at my report to Convention from the previous year. Time is a strange concept when sometimes a year feels like forever and sometimes it feels like yesterday. When the constant focus is on working hard and pushing forward, it's easy to lose track of time, until you get to a point when you stop and reflect, as I am doing now.

Last year I reported extensively on the union-wide strategic plans that were enthusiastically embraced, built and implemented by all Locals and through our departmental operations as developed by our staff.

At that time, the strategic plans were relatively new, and results were difficult to measure. Yes, we could all sense the feeling of regaining our strength and the movement forward, no matter how small the steps; but the gains we were all working so hard to achieve had yet to take root.

A year on and we are now witness to the universal commitment to make our union stronger and a resurgence of energy and activity that is so crucial in preparing for the massive rounds of bargaining that lie ahead in 2024.

All the work that has been done up to this point is building workplace power and instilling greater confidence and awareness within the entire membership so that they are able to strongly stand together to defend their rights, improve their working conditions and make real gains in negotiations for new collective agreements. But let's be clear, this integral work is ongoing and needs continued focus, energy and resources as we move forward. This is something we are all committed to and that can be reinforced at this Convention under the statement, "Union Power Starts With Us All."

I personally want to thank all the Local leaders and activists who have focused on rebuilding this power and refocusing work in their Locals, our executive team who have supported them in this work, and our staff who have provided resources and expertise in this work.

Preparing to Make History

Although we are in constant collective agreement negotiations with various employers, there is no doubt that 2024 will be a milestone in our long, proud history of collectively standing up for our members' rights and wellbeing. A huge amount of resources, energy and work is being put into preparing our members for the struggles at the bargaining tables, worksites, and in the streets, if necessary, as the vast majority of our members will be in collective bargaining starting early 2024.

This provides us with unique opportunities and challenges, the likes of which I have not witnessed in my 35 years as an AUPE activist. I have never seen the Provincial Executive and the Locals from our various sectors so united around the common goals of making serious gains at the bargaining tables. Gains in wages, job security, working conditions and supports for workers, regardless of who their bosses are or what sector they work in.

In order to co-ordinate and solidify these common goals, we are seriously preparing in a way we have never done before. Firstly, at time of writing, we are holding sector-wide bargaining conferences with all the elected negotiating teams, Local Chairs, and Provincial Executive members. These conferences will focus on high-level demand setting and bargaining-unit-specific demands that will be taken into negotiations. Additionally, all negotiating teams will be provided important information and support from our staff in negotiations, research, essential services and organizing, to provide them with the tools they need to be best prepared in advance of formal negotiations.

Furthermore, a two-day orientation and training course has been developed for negotiating teams to build their awareness and confidence as they prepare for bargaining. A significant component of this training is focused on how to build the members' engagement, activity and support which are so crucial to being able to win at the bargaining table.

Likewise, our Essential Services department has ramped up activity over the past year, in order to get as many Essential Services Agreements (ESAs) as possible in place by the time we get to the bargaining tables or soon thereafter. These ESAs are negotiated with the employers and, as you can imagine, many employers try to drag this process out. That's because ESAs will be a crucial tool under current right to strike legislation for our members to be able to exercise their full collective bargaining rights, in order to compel employers to negotiate in a way that provides the dignity and respect our members need and deserve.

And let's be clear, while we are determined to make significant gains in bargaining, the bosses will most likely come to the table with a mandate of suppression and potentially with rollbacks, such as we saw in the last rounds. All the more reason why we must be prepared to stand up collectively and use every tool that is available to us.

We may very well see multiple bargaining tables reach an impasse in negotiations at similar times, as our members across the union strive for the same overall goals and gains in negotiations. This affords us the unique opportunity to co-ordinate support and actions across different Locals and sectors. It also creates a challenge in ensuring that we have all the necessary tools and financial resources in place to support our members in their struggles.

All of us at Convention and beyond, across the province, need to be focused on the massive struggles that lie ahead. I know what we are collectively capable of; I have been a part of it and witnessed it many times over the years. But in many ways what we will be facing is a unique and challenging opportunity for our members that we must seize and take full advantage of. I have no doubt that you as leaders and activists will embrace this struggle with the same level of union pride and solidarity that you have always done.

Your Executive Committee Team

It has been an honour for me to work with your current Executive Committee team over the past year. Individually, they all bring unique perspectives and passions into their roles and are dedicated to the work of helping lead the largest and most complex union in western Canada. This is not for the faint of heart. We understand and embrace the responsibilities that rest on our collective shoulders, and we share that duty as a team, to ensure we are all focused on working for the membership as a whole.

Over the years, I have focused on how crucial it is to not only build an executive team in name, but also in practice. This can be challenging at times as we all get elected into these roles from different perspectives. As such, I endeavour to give as much opportunity to the individual members of the executive to expand their horizons, to challenge their "comfort zones" and to gain new experiences. This is how we all continue to learn and grow, and I have seen significant growth in everyone over time, regardless of how long they have served on the executive.

Personally, I appreciate the fact that they eagerly take on assignments and responsibilities, are ready and willing to do media interviews when requested and are always available to provide each other with support and advice.

By being assigned to a region of the province and to specific Locals as a liaison, the vice-presidents have each ensured that the Chapters and Area Councils in their region and their liaison Locals have had support when needed, and they have been a resource for assisting in overcoming issues or challenges. This model has worked well and ensures continued connection between the executive team and the rank-and-file activists and leaders across the province. Specifically, the executive has continued the important work to support and provide resources to the Locals in the implementation of their strategic plans. This work will continue as we, as stated above, turn our main focus to bargaining in 2024.

The executive also helped organize, facilitate and participate in hundreds of Chapter and Local AGMs. These weren't without their challenges; but, overall AUPE had a very successful AGM season with very few second calls, many contested elections, and many members stepping up to take on new leadership roles on Chapter, Local and Area Council executives.

Succession planning at all levels of the union is extremely important to our continued renewal and growth. I want to thank all those activists and leaders who no longer hold their elected component positions for setting the path for new leaders with new ideas and renewed passion for their union. It is a clear sign that our democracy is in good health when so many activists are taking on leadership roles for the first time.

The members of the executive also chair the union's standing committees and put a lot of work into ensuring that each committee reaches its mandate and objectives. Please refer to the committee reports for details. Likewise, I encourage you to read the individual reports of the Executive Committee members to get a full understanding of the great work they have done on behalf of the AUPE membership over the past year.

Obviously, at this Convention you will be electing your next Executive Committee team that will help lead our union through the many challenges over the next two years. This is also healthy for our democracy. The decision will be in your hands as to what kind of leadership you want to see acting on behalf of the members you represent. But whatever the outcome of your decisions, I look back at the last two years of the current team with gratitude for their hard work, their passion and their compassion when any of us were going through personal challenges.

Having had the honour of working with dozens of executive team members over the years, I will always hold the current executive team in the highest regard and respect, and I would like to personally thank them all for their individual and collective contributions to our union.

Your Provincial Executive Team

It has also been a pleasure and an honour to work with the members of the Provincial Executive (PE), as AUPE's governing body between Conventions over the past year. I have found them to be engaged, focused and dedicated to making decisions to the benefit of the AUPE membership as a whole. Many of these decisions involved fulsome debate and input at a high level of discussion.

It needs to be noted that coming out of AGM season there has been almost a 50 per cent turnover in members representing each Local at PE. As mentioned earlier, having new ideas, new perspectives and renewed energy around the table is positive for our continued strength and growth. This applies equally to Chapters as it does to PE. Again, I want to thank those PE reps who served until June of this year, as they did a tremendous amount of heavy lifting for PE since the last Convention. They have also paved the way for and mentored their replacements at PE, whom I also look forward to continuing to work with, especially as we face some of our biggest challenges in the near future.

At each PE meeting, the progress and status of strategic plans – which PE developed the guiding principles for in early 2022 – were reported on. This included the operations strategic plans which staff in various AUPE departments were focused on. PE was impressed with the level of implementation of these plans to help serve AUPE members more effectively.

PE also received reports and decided on recommendations from each of the AUPE standing committees. Mostly, these were changes to updating policy and procedures to better serve the membership. There were also initiatives and campaigns brought forward to PE by the standing committees which were debated and supported by PE.

PE also had the opportunity to receive information and address fundamental issues that had, or would have, an overall impact on AUPE. Whether it was legal action being taken against us by employers for our strike actions, the ongoing threats posed by government legislation, regressive actions by other unions, or negotiations with the AUPE staff union, PE diligently took time to understand, ask questions and give clear direction when it was required.

Beyond the numerous key decisions that PE has been charged with undertaking, none came with as much debate, discussion, reflection and input as the decision to propose a dues increase at this Convention. This was a tough, but necessary decision, and I want to commend all PE representatives for their engagement, respectful differences of opinion, and ultimate decisiveness in coming to the conclusion they did.

By now, hopefully all of you attending Convention have seen the visual presentation PE asked to have developed that fully explains the processes PE went through and what matters were deeply considered in coming to its decision. Regardless, the ultimate decision on this important matter will be in your hands at Convention, as it should be. Whatever the final outcome, I think it needs to be understood and recognized that PE, as a whole, took a complex and important situation seriously, and addressed it as leaders should, with solemnity and fortitude.

Moving forward, it is the intention that PE will start developing the next stages of strategic planning with the focus being on supporting our members in collective bargaining. Enhancing the work that has already been done by the Locals, PE will ensure that the necessary tools, resources and objectives are in place for Locals to continue to build strategies to enhance their workplace power goals and ensure their members are ready, willing and able to actively support their demands at the bargaining tables.

PE representatives, both veterans and rookies, will be relied upon heavily to lead our union up to and through the struggles we will be confronting in the near future. I have no doubt that they are all working together as a leadership team, quite ready and capable to do so.

Reaching Out

AUPE continues to raise its profile in Alberta and across Canada. Our digital advertising campaigns have an extremely wide and saturated exposure and attract attention from a growing number of individuals and groups. Additionally, specific

publicity campaigns raise awareness and support in the areas to which they are targeted. Most importantly, though, is the continued high exposure AUPE receives from ongoing media requests on a wide range of issues. Strong relationships with media are crucial as we ramp up to bargaining in 2024, when our media exposure is guaranteed to be intensified.

As part of the overall goals of the strategic plans, we continue to reach out and foster relationships with other unions across Alberta and Canada. I was grateful for the opportunity to be invited to observe both the Alberta Federation of Labour (AFL) and the Canadian Labour Congress (CLC) conventions this past year. Despite not being formally affiliated to these organizations, I can assure you that there were many in attendance who are aware of AUPE, and I took the opportunity to have multiple discussions with leaders and activists from across the country.

What impressed me the most was the level of leadership that exists in many unions who are helping their members find their voice and power, in much the same way that AUPE is doing. In fact, the types of struggles we face are very similar to those of workers and their unions everywhere. There are lessons to be learned and taught in this level of engagement, and I will continue to reach out to these leaders to offer AUPE support and to gratefully receive any support they can provide.

One recent example of this came as a result of the United Nurses of Alberta (UNA) actively encouraging and assisting a group of AUPE and Canadian Union of Public Employees (CUPE) Licensed Practical Nurses (LPNs) to become UNA members by changing their working designation through the Labour Relations Board (LRB). This could result in approximately 10,000 AHS and Covenant Health LPNs being forced to become UNA members. AUPE, CUPE and many other unions across Canada consider UNA's actions to not only be "raiding," but also likely to have a devastating impact on the strength and solidarity LPNs need to prepare and fight for real gains at the bargaining table.

The level of support we have received from unions across the country to help us to defend against this raid of our members has been overwhelming. In particular, the National Union of Public and General Employees (NUPGE), which represents most provincial unions, similar to AUPE, has been very outspoken in its support. In fact, the NUPGE president directly addressed PE in June. This was very much welcomed by PE, and even though, at this point, we are not formally affiliated with NUPGE, we all appreciated the message of support and solidarity. Other unions have expressed similar support and dismay at UNA's actions. At time of writing, this matter is in front of the LRB and more should be known by the time of Convention.

Over the past few years, we have built very close relationships with the British Columbia General Employees Union (BCGEU) and with the Building Trades of Alberta (BTA). In fact, we are engaged in joint strategies of support with the BTA to help bring public sector and private sector workers together in an effort to impede the tactics of government and bosses to drive a wedge between the two sectors.

We know that by supporting each other visibly and publicly, our bonds of solidarity will be the strongest when we need them the most, such as when our unions are in collective bargaining. Likewise, with BCGEU, we continue to share ideas and strategies which are mutually beneficial and enhance our solidarity in what has become a unique and productive relationship built upon mutual respect and a shared perspective.

Overall, when our members need to take a strong stand, whether it's around negotiations, fighting privatization or any other struggles to defend their rights, I know we can count on the support of other unions here in Alberta and across Canada. We are ready and willing to do the same for them in their time of need.

Welcome to Your Convention!

We all come to this Convention ready to make the key decisions to move our union forward and re-energize our bonds of solidarity and common purpose. As emphasized above, the massive challenges and opportunities we are faced with in the near future mean those decisions need to be made with ultimate consideration to our entire membership and what support, leadership and resources they will need to fight hard to be successful in collective bargaining.

As Convention delegates you have been empowered to make those key decisions. This is a responsibility I am sure you will take seriously, passionately, in strength and solidarity, knowing that "Union Power Starts With Us All."

In solidarity,

Guy Smith
President
Chair, Legislative Committee
Board of Directors, Public Interest Alberta

OFFICERS' REPORT

Executive Secretary-Treasurer Jason Heistad



Brothers and sisters, welcome to AUPE's 46th Annual Convention,

I am delighted to welcome all delegates, life members and guests. As your Secretary-Treasurer, I am honoured to represent over 95,000 AUPE members across Alberta. I want to first acknowledge everybody on the Convention Committee for preparing this year's Convention. I want to give special thanks to my wife, Sharla, and our children Ella, Claire and Emma. I also want to extend my appreciation to the executive team, the members and the staff for all their support and assistance during the last two years. Finally, I want to thank all participants and the rest of the AUPE members for making this Union a strong organization.

As we meet for our union's 46th Convention, let's continue to support one another and respectfully reconnect with one another. Convention can be overwhelming and we need to reach out and show solidarity with one another as needed. For the past two years, we have continued facing tough times as a union, as many of our brothers and sisters have lost their jobs because of the present government's focus on privatization.

Our union needs to continue strengthening its networking collaborative relationships with other non-profit and labour-friendly allies. While independent from one another, we can assume shared responsibility for achieving mutually beneficial, collective goals. We can support each other and build on our existing collective impact to face government anti-union practices and policies. We need to continue being vigilant and doing what we can to prevent the government from privatizing the remaining public services which impact the financial bottom line of our members. We must continue to work together to reject any government financial measures and policies that negatively impact our members and the essence of our solidarity. The relentless Alberta government financial emphasis on deregulation, privatization and pension reform continues to be counterproductive to both our membership and economy. A government that promotes low-paying jobs through privatization is not interested in promoting financial stability for workers or our members.

For those outside the labour movement wondering why our union cares about good jobs, salaries, benefits and pensions for our members, I say look at costs around us these days. As overall inflation, including housing, continue to soar, our members need well-paying jobs to afford goods and services, and to use their purchasing power to function in a healthy and functioning economy. A new report by the Canadian Centre for Policy Alternatives released on July 18, 2023, revealed that while minimum wages increase compared to 2018 data, wages are not rising as quickly as rental rates (*Source: Minimum Wage Couldn't Land You a 1-bedroom Unit Years Ago. Now, it's even worse, Here's Why*). The report revealed that housing costs are rising in all cities. High costs of rent can ultimately lead to those barely making ends meet becoming homeless. While minimum wages are meant to improve the conditions of workers that are near the poverty line, these go toward paying landlords high increases in rent. The report included 776 neighbourhoods in Canada's largest cities. If workers and their families must pay more than 30 per cent of their income (from a 40-hour work week) toward housing, that means their housing is unaffordable. The Canadian Housing Mortgage Corporation defines affordable housing as housing that costs less than 30 per cent of a household's before-tax income. Ricardo Tranjan and fellow report author, David Macdonald, broke down the problem into three factors: wage suppression policies, a low supply of rent-controlled housing and poor regulation of the housing market, which prioritizes profit-making over housing security. This means that workers and our members must spend more on rent to house their families. If the Alberta government, led by the UCP, cared for the wellbeing of our workers and members, it would be addressing these three factors. On a similar note, while inflation fell to 2.8 per cent in June, food continued to increase beyond 9 per cent (*Source: Pete Evans, CBC: Canada's Inflation Rate Falls to 2.8%, July 18, 2023*). Comparing the annual increase to June of last year, the price of food had gone up by close to 20 per cent. This is a burden for our members and their families. There is a difference between barely making enough money to survive

and making sufficient money to thrive and become an independent and productive citizen. If this government cared about Albertans and our members, it would be addressing inflation by negotiating better contracts with our union.

The current Alberta government's main interest is to have the private sector and the market run all public services. In the Alberta economy, workers do not receive the healthy returns of the big private corporations. The expectation by the UCP Alberta government is that workers do all the work and receive the lowest financial return (e.g., low salaries, zero benefits and low pensions). As I predicted last year, if re-elected, the UCP government will continue to privatize public services and promote low wages with no benefits, and to sell off the remaining public assets to the private sector. The UCP has shown this as the Alberta Finance Minister, Nate Horner, made this announcement on July 13, 2023, barely a month after the Alberta elections. Regarding Alberta pensions and tax collection plans, he said, "It's something that has been outlined as a potential opportunity..." (*Edmonton Journal, New Alberta Finance Minister Still Eyeing Pension Plan and Tax Collection*). The key question here is opportunity for whom? For the private corporations and the UCP allies and investors? I oppose any ongoing, detrimental government privatization policies and schemes that harm our members and other Albertans. As public services are cut, impacts are felt throughout the province by workers, including our members. The present government has only one thing in mind to erode and extinguish Albertans' livelihoods. Fiscal measures that result in cuts to services for Albertans produce only short-term, temporary savings for the government. The government has its own benefit in mind when it focuses on market-oriented reform policies. It caters to its network of business acquaintances through privatization schemes. Private self-interest coupled with deregulation leads to financially chaotic results benefiting only the few, while eroding stable jobs for the majority of Albertans.

Meanwhile, the Alberta public health care system has continued to deteriorate because of the Alberta government's efforts to privatize it. The health care system needs more funds with the creation of permanent, well-paid jobs, benefits, pensions and better working conditions. If the Alberta government's intention for our health care system continues to be privatization, the remaining public health care system will further deteriorate. The system needs to be able to hire and retain health care professionals that look after Alberta families into the foreseeable future. As members of AUPE, we must uphold and continue to support its universal, publicly funded health care system's essence as a source of pride and a role model of universal health coverage for Albertans. As such, we need to question the UCP's emphasis on decentralizing the health care system as announced in Smith's mandated letter from July 18, 2023, to Minister LaGrange. In the letter, Smith instructs LaGrange "to reform the management and structure of Alberta Health Services to better decentralize decision-making and resources to the front lines and local communities." Despite past decentralization health care initiatives in Alberta and other countries, the knowledge and results between aspects of decentralization and performance remain unknown. The number of private clinics charging private/membership fees in Alberta – another way to decentralize – are on the rise, as shown in an article from July 24, 2023 (*Source: CBC, Calgary Clinic asks for nearly \$5K a year for a 2-parent membership-and it's not the only one*). In Camrose, a primary health care service provider charges \$60.00 for initial visits and \$25.00 for walk-in clinic visits (*Source: Edmonton Journal, Don Braid: UCP expects deal in Dynalife testing debacle; new private health venture pops up; Art of Caring*). The Canada Health Act states that residents of any province should not be charged for "medical necessary" services, provided in a hospital or by doctor. We must continue asking this government how decentralization helps resource allocation or enhanced service delivery to Albertans, including to our members. Or how the relationship between decentralization of logistics systems and health care performance works. These are important questions to consider in the decentralization process of the health care system in Alberta.

At AUPE, we have led the way in attaining many victories and providing services to members over the years, including but not limited to grievances, arbitrations, picket lines, members dealing with a difficult situation, and education and training. We will continue representing our members and protecting their livelihoods as needed, that's just what we do at AUPE.

I want to highlight the following accomplishments and improvements before all of you as AUPE's Executive Secretary-Treasurer.

Budget and Financial Enhancement

KPMG, AUPE's vendor as vetted by the Finance Committee, continues auditing the books to ensure fiscal accountability and transparency. We are mitigating the budget risks and are adapting as circumstances change, particularly with the government terminating jobs and impacting AUPE's financial resources. We are increasingly identifying budget risks that might assist or prevent us in achieving our objectives. Engagement conversations have taken place between finance, management, executive, the Finance Committee and the Provincial Executive to discuss the sources of financial risks, positive and negative consequences, financial assumptions and limitations, and potential case scenarios and consequences. Conversations have been had regarding the effectiveness of current, internal controls and potential future controls, and the stability and future sustainability of our revenues. Reviewing the source of revenue is critical for AUPE's

ongoing and long-term support of services for our members. Strengthening the source of revenue can allow AUPE to start buffering against the financial instability promoted by the current provincial government. As outlined in the Finance Committee report, the passing of Bill 32 is an example of the government's interference in the democratically internal due process of AUPE. Further to supporting our budgeting process, we reviewed and proposed changes and improvements to fifteen financial policies as described in the Finance Committee section.

Locals / Area Council - Education and Financial Literacy

Online training was provided to Local Treasurers and Local Chairs. Members continued receiving ongoing training for their roles to ensure that expenditures follow internal policies and procedures. Working with Finance and Accounting staff at AUPE, we ensured that members became acquainted with internal AUPE financial practices, policies and procedures that assist them in their day-to-day Local banking business. Shorter sessions were also provided to ongoing Local Chairs and Local Treasurers on non-election years. The increasing reliance on online services makes this training practical and needed. I continue to work actively with ATB to ensure Local Chairs and Local Treasurers have access to necessary banking support and online tools. This ongoing work is crucial for our members as the technology and internal processes at ATB need to be aligned to meet Locals' needs. While ATB has technological limitations (specifically, online transfers), to service our Locals, we have continued to highlight their importance to ATB staff. Overall, I am pleased to report that day-to-day services to Local Treasurers have improved. In the Fall of 2023, we will be providing additional training for Locals and Area Councils.

Benefits for Retired Members / Sun Life Assurance

The member retirement benefit set up through Sun Life Assurance Company of Canada (Sun Life) and CUMIS General Insurance Company is a service for our retiring members. Eligible members who are retiring or are already retired, have the option to apply for group insurance coverage (e.g., health, travel and dental). During the 2023 Convention, Dan Kickham, on behalf of Sun Life, will be attending the event trade booth. This is an opportunity for Locals and Chapters to ask specific questions regarding retirement insurance.

While the retirement benefit is an option for eligible members, the coverage entitlements and benefits are determined solely by and are the responsibility of Sun Life Assurance. Our members have the option to apply to Sun Life who will determine their coverage eligibility.

Infrastructure Highlights

New AUPE Headquarters

The completion of the new AUPE building project lasted approximately five years and was an initiative approved by Provincial Executive (PE), with members appointed for the PE Building Subcommittee. The PE Building Subcommittee oversaw the design and construction of the building, and PE approved all the needed funds to complete the project. The project involved more than five years of dedicated efforts by staff (Finance and Facilities) and Provincial Executive and PE Subcommittee members. The project used an ongoing, collaborative approach and expertise from realtor brokers, engineers, architects, lawyers, members and AUPE staff and management. Approximately 67 per cent of AUPE's new Headquarters had union trades workers assisting in the construction of the facility. Working together with all these representatives was essential to the completion of the building.

Specific highlights of the new building include silver LEED certification and WELL Building Standard version 2 (WELL v2) certification, as advised by the PE Building Subcommittee. The LEED certification program covered building design and construction regarding energy efficiency, water usage, air quality, choice of building materials and environmental factors. In fact, the LEED certification increased AUPE's environmental profile through its high-performing, resilient building that will reduce carbon emissions, save water, conserve energy and reduce waste. We are hopeful that this investment in environmental performance will also provide savings to our revenues as efficiency is increasingly achieved. WELL v2 is used and implemented by buildings and organizations to deliver more thoughtful and intentional spaces that enhance human health and wellbeing. WELL v2 includes a set of strategies—backed by scientific research—that aim to advance human health through design interventions and operational protocols and policies and to foster a culture of health and wellbeing. Both LEED and WELL certifications are important achievements for AUPE's new building overall. The number of financial inputs and resources allocated for this project were sufficient to deliver on these certifications and the building overall. The completion of the new building was a collaborative success, and a value-added asset for the future of AUPE's operations.

Overall, the construction of the new AUPE Headquarters, as approved by PE, was an investment in the future of AUPE. There are two financial advantages of undertaking the construction of the new building over five years ago. First, AUPE's builder, BIRD, informed us that the same construction today would add another \$15 million to the overall cost of the project. Second, interest rates through AUPE's lending institution would be much higher. AUPE's lending

institution would have had to adjust its lending rates as borrowing needs increase. AUPE's older Headquarters, Solidarity Place, was over 40 years old and in need of ever-increasing repairs and operational costs.

Solidarity Headquarters

As reported in the Finance Committee report, Solidarity Place was successfully sold. The Finance Committee and PE were given information regarding the steps and sale of Solidarity Place. Collaborative work with Colliers and AUPE staff ensured the final and successful sale of the building. Transglobe Properties submitted an offer to AUPE to purchase Solidarity Place for \$4.0 million. While legal counsel and commercial broker sale expenses amounted to \$137,025, AUPE applied the remaining \$3,862,975 to the mortgage balance of the new AUPE Headquarters. The Finance Committee continues providing increased oversight, transparency, and accountability for the union's finances.

Calgary Office

Several years back, Provincial Executive approved the purchase of an office in Calgary known as the Stockman Centre. I am pleased to report that the Calgary Office has been officially paid off as of September 2022.

Committee Highlights

Finance Committee

The Finance Committee continues to provide financial direction for AUPE. The committee is responsible for advising on the financial sustainability of the union. The committee proposes financial recommendations that Provincial Executive reviews, amends and approves. The Finance Committee, along with the Finance and Accounting department, ensures that reputable financial auditors review the books of AUPE and it proposes recommendations for enhancements.

The Finance Committee reviews and enhances financial policies with the intent to assist the overall business operations of AUPE, including its membership. As such, the committee acts to solve, manage, and address issues for specific financial policies. I worked and collaborated with the Finance Subcommittee and the Finance Committee to review and enhance fifteen financial policies as presented in the Finance Committee report. Improving financial policies is a work in progress that will benefit the union overall. The implementation of financial policy review involves planning every aspect of the delivery and impact of the process, including preparing supporting documents, proposing improvements, drafting of motions, facilitating meetings and follow-up discussions with ATB as AUPE's external financial advisor.

Other Leadership Vision

For the second time in two years, AUPE will be attending the Building Trades of Alberta Annual Convention in the Fall of 2023. We look forward to the ongoing collaboration between AUPE and the Building Trades of Alberta, which represent over 150,000 unionized workers in Alberta.

AUPE has been invited to participate and attend the Alberta Municipalities Trades Show in the Fall of 2023. This will be a great opportunity to showcase the work that AUPE undertakes day to day for its members in Alberta.

The UBC Legislator Program training will be in person in 2024. We hope to send a new cohort of Provincial Executive and Local leaders for training.

I want to thank you all for attending this year's Convention and for putting your trust in me as Executive Secretary-Treasurer during this term. Let us move forward together to achieve our future goals and dreams.

In solidarity,

Jason Heistad
Executive Secretary-Treasurer
Chair, Finance Committee
Chair, Pension Committee
Sponsor Board Member, Public Service Pension Plan

OFFICERS' REPORT

Vice-President Sandra Azocar



To the officers, delegates, life members, observers and guests of the Alberta Union of Provincial Employees 46th Annual Convention,

Greetings union family:

I would like to bring my greetings of solidarity and give a warm welcome to all those attending this 46th Annual Convention of the Alberta Union of Provincial Employees.

When it comes to report writing, I always find that it is difficult to attempt to encapsulate the work of one year into what is supposed to be a somewhat brief report. It is difficult not to become nostalgic about all the incredible people we have the fortune to meet, the beautiful places we get to travel through, the greatness and the harnessing energy of the labour movement we have in this province. It is difficult to not have the opportunity to share lessons and memories we get to experience, but I will endeavour to focus on the highlights of the year.

I do want to start out by recognizing my now adult children, my siblings, my mom, my friends, and my partner, JP, all of whom support my work and my unregulated schedule. I want to give a big shout-out to the three tiny humans who propel me forward every day. It is for them that I do what I do, Sean, Adam and our new addition to our family, Benny.

As part of the executive division of work, I continued to be responsible for the northwest part of the province and to act as a liaison to Locals 012, 056, 071, 043 and 118. Later, in 2023, I was assigned Local 006, and Local 012 was assigned to VP Dempsey. It goes without saying that working with the members of these Locals has been an incredible privilege and I want to thank each one of them for allowing me to grow and learn from the issues facing their membership.

The vastness of the northern part of our province can be overwhelming as one travels through roads that are sometimes not meant for winter driving. It is fair to say that some of my driving experiences would result in quite a few 'one-star' reviews of Google Maps. If you have ever had or are yet to have the experience of driving down the infamous "Amoco Road," do not do it!

Despite all the driving adventures that would be a good basis for a book, I have been afforded the opportunity to do numerous worksite visits in many of the health facilities that are in my assigned region. Hearing firsthand from health care workers is an experience that provides a first-row view of the impact that chronic short staffing and privatization have had on our health care system.

Although our Premier has touted that there is no longer a crisis in Alberta's health care system, the reality is that over 30 hospitals and health care facilities are constantly facing month-long and sometimes yearlong shutdowns due to short staffing. The lack of access to health care services that this creates in various communities should serve as a wake-up call to Albertans that there is work to be done to fight for the protection of our health care system.

In community after community, it has become very clear that the erosion of our public health care system, bit by bit, will only serve to create a parallel private system, one that is publicly funded but privately provided.

Our members work extremely hard, day in and day out, to provide the best possible services to Albertans, and yet no matter what sector we are talking about, their labour is often not valued to the extent that it needs to be valued.

Another issue that I need to highlight is what has been dubbed the "worst wildfire season that Alberta/Canada has experienced." It has been unsettling to hear first-hand what is happening to our members and the communities they live and work in.

As much as we are told that this is an unprecedented disaster, we know that the opposite is true. What is unprecedented is the way the government has cut back the department tasked with dealing with exactly these sorts of disasters.

Since 2019, the UCP government has gutted Albertan firefighters and response teams – they have shut down 26 active fire towers across Alberta, which translates to more than one-fifth of detection coverage in the province. These lookouts are responsible for a 40-kilometre radius of forest. Early detection and investigation of wildfires allows our members to put suppression plans in place before wildfires escalate into what we saw. For weeks, our Local 005 members were working with skeleton crews trying to keep northern Alberta from burning.

What is unprecedented is that we have a government that does not believe in climate change and that for over a decade we have seen similar spring conditions that have served to fuel the type of wildfires that we are seeing again this year. Being “prepared” is not in the language of those policy makers that have created a work environment where there are serious retention and hiring issues among experienced firefighters. We have lost members to places like BC where they are being offered better working conditions. The old saying that we have as union activists “some cuts never heal” has never rung truer than what we have witnessed so far. It has been an incredibly long summer for our members.

My undying respect and gratitude go out to each one of those members that fight wildfires, and to all those that support the work behind the scenes.

I would be remiss not to extend this gratitude to all our members who had to work to help patients evacuate, who kept services going even as their own personal lives, property and

communities were at risk due to the fires. To those members who provided emergency financial services, continued to provide child protection services, etc., I can never say enough about the fortitude and resilience that our members have.

Privatization of Public Services

Regardless of the sector that our members work in, privatization of public services continues to be more than a lingering threat. Privatization of any of our public services simply has the potential to turn over our resources, public dollars and staff to private companies that will be subsidized and will profit from public money, rather than put those resources towards improving our existing public services.

Privatization is often done through stealth, slowly and in insidious ways. We see changes in classifications, in the service delivery models introduced, in bringing in contracted agencies to “help” with the short staffing. It is constantly dwindling our ability to do our jobs with the resources needed, undermining our public services and then offering the private sector as the way to fix it.

In health care, privatization continues to be a daily reality as the government continues to double down on the acceleration of the Alberta Surgical Initiative, increasing the number of operations performed in chartered, surgical facilities to supposedly reduce wait times. We are seeing the ongoing privatization of food services. We now know fully the implications of the privatization of laundry and linen services. We continue to see the disrespect shown to those members who provide general supports in our health care system. Anyone who understands the health care system knows that without each of the roles those members play in our health care, it would simply not work – full stop. With the adage of “an injury to one is an injury to all,” we will need to stand up for public health care and public services. We need to stand up for our jobs. I would propose that the biggest challenge facing our members is how far we are willing to go to protect our jobs and the services we provide to Albertans.

Short Staffing

Late in October 2022, following the swearing in of Premier Smith’s cabinet, Alberta’s health care unions came together to advocate that the government take steps to address the staffing crisis in health care. I had the opportunity to organize and participate in a press conference, where we were joined by VP Gostola, leadership from the Canadian Union of Public Employees (CUPE), the Health Sciences Association of Alberta (HSAA) and the United Nurses of Alberta (UNA) along with Friends of Medicare (FOM). We called for a comprehensive plan to fix the health care system and address retention and recruitment of staffing. A letter was sent to then Minister of Health Copping’s office, requesting an urgent meeting. As representatives of front-line workers, we were prepared to provide the experience and organizational knowledge of our members to resolve staffing issues.

In January 2023, AUPE’s Multi-Health group also took this task on and created a Working Short subcommittee. Members agreed that there is much to do around this issue and that short staffing is a unifying issue that can be

addressed from a variety of lenses and fronts.

It was noted by the subcommittee members that short staffing is an issue that has been talked about for decades and the focus of this committee was to create action that would serve to bring attention to the short staffing crisis that we are currently facing as a province and country.

As part of the creation of this subcommittee, on April 18, 2023, the leaders of all health care Locals came together in an action that was held at the Edmonton Federal Building. It was encouraging to see frontline workers speak from their experiences and their voice. April 18 was one of AUPE's busiest news days, with articles about this story reaching approximately 21 million people in total. I would like to thank all the members that participated in this event and those members that were part of this subcommittee: Loree Preete (Local 058), Wendy Gummesen (Local 043), Bree-Ann Barr (Local 046), Judy Fader (Local 043), Lorrie Hodgkinson (Local 045), Marg Miller (Local 044), and Judy Cseresnyes (Local 047).

The subcommittee's work will hopefully continue as this issue continues to be at the forefront of the crisis facing our health care system.

Bargaining/Negotiation issues

I strongly believe that as western Canada's largest union we need to start negotiation from a place of power. It goes without saying that a trade union's main role is to negotiate contracts that will improve the lives of the people that they represent, and that will reflect the respect and monetary recognition that our members deserve. It is not 'greedy' to ask for what we deserve.

In November of 2022, we witnessed how members of the Ontario School Board Council of Unions (OSBCU), led by President Laura Walton, took to the streets to demand better pay and respect for educational assistants and mobilized the Ontario labour movement to force the Ford government to rescind the controversial, anti-worker Bill 28. This bill would have imposed a regressive contract and stripped 55,000 CUPE education workers in Ontario of fundamental charter rights.

In 2023 we have seen the labour movement stand up and say, "enough is enough." In April we saw the largest strike in Canada's history take place when 155,000 Public Service Alliance of Canada members working for the Treasury Board and Canada Revenue Agency walked off their jobs and were able to make significant monetary gains as a result.

Both victories showcase the power of organized labour. In the upcoming year, AUPE will be in negotiations with our biggest tables, GoA and AHS. Our union is currently in the process of preparing our negotiating teams to be educated and organized. But their success cannot be ensured if we don't mobilize our entire membership to be ready to stand behind their negotiating teams. We will need everyone on board if we hope to create necessary change. It is our fight to win!

Strategic Planning

It has been fulfilling to be part of AUPE's strategic planning process. Locals that have undertaken the work to put agreed-upon tactics into actions are seeing membership uptake and engagement. It has also helped to identify challenges and areas that require support. It has provided Locals with direction and a plan of action.

As we move forward in our strategic planning process, I'm looking forward to seeing Locals become stronger and more unified. Thank you to all Locals for your work and engagement in this process.

Grievance Review Board

In our roles at the Grievance Review Board, we see the shortfalls of existing contracts – shortfalls that can only be addressed during the bargaining process. Over and over, we see collective agreements that limit and sometimes prevent our membership from having their concerns heard through the grievance process. Over and over, we see collective agreements that could and should be improved at the bargaining table and set the groundwork for the protection of our members.

It is at times frustrating that as workers we are limited by contractual language that often protects the employers more than workers.

Understanding your collective agreement should be a starting point for all our members. If you are facing a grievance process that you are unsure of, please reach out to your MSO, your union stewards, and your Local and Chapter representatives. The more information we have as union members around our collective agreements, the more we can make this process work on our behalf.

Standing Committees

For this term, I was fortunate to remain as the chair for AUPE Women's Committee as well as the Pay and Social Equity Committee. The committee reports will outline in detail the work being undertaken by these two committees, and the resolutions brought forward for your consideration will help to set the foundation for the tasks that, as committees, we have set out to accomplish.

I would be remiss not to reinforce the idea that all Standing Committees play an integral part in this union. They help to build collectivism and provide a space for our members to improve the lives of our members, their families and communities.

Political Involvement

As a non-partisan union, we can ensure that we recognize and respect the political diversity of our union members. However, to ensure our survival as part of Alberta's and Canada's labour movement, we must continue to be politically educated and involved. We must continue to protect the gains we have won through collective bargaining and to promote justice and equal economic opportunities for all.

Political action was in plain sight in our recent May 2023 election. I want to thank all our members who participated in the election, either by being candidates or volunteers in various campaigns. I have always believed that if we as a labour movement are not at the "table" then we become part of the "menu." It is a difficult decision to put yourself out there for a public position and my respect goes out to those who take that step.

Other Related Duties

Alberta Pharmacare Working Group

The Alberta Pharmacare Working Group (APWG) was founded on December 4, 2017. It originally consisted of 11 organizations but has now grown to include 20. The APWG collectively represents over 300,000 Albertans, with AUPE representing 100,000 members alone. EST Heistad and I share the role of representing AUPE in the work of the APWG. We are unique in the country – there is no other collective like the APWG – and we are well connected with national organizations, like the Canadian Health Coalition, Congress of Union Retirees of Canada and others.

Our work for the past five years has consisted of our organizations campaigning for a single-payer, universal, national prescription drug plan. This campaign has taken the form of petitions, letters, lobbying of MPs in person, both in Alberta and in Ottawa, tabling at conventions/conferences/AGMs and other events, speaking engagements, and participation in conferences.

Alberta, as a province with a patchwork of 23 public drug and supplementary benefit plans, is a stark example of both the costliness and ineffectiveness of our current, fragmented model of drug coverage. As a result, nearly one quarter of Alberta households report financial barriers to accessing their prescribed medications. It is important to remember that as of March 21, 2021, the Alberta government, in the interest of savings, made changes to the Seniors' Drug and Supplementary Benefits program. This ultimately left 46,000 non-senior dependents without drug coverage. We further saw the loss of drug benefits as people lost their jobs during COVID.

On January 6, 2023, Alberta Pharmacare Working Group representatives met with senior staff members from the office of Randy Boissonnault, MP Edmonton Center, to discuss the implementation of a National Pharmacare Program. This meeting resulted in the scheduling of the meeting with MP Randy Boissonnault on March 3, 2023. That meeting was cancelled and rescheduled for March 14, 2023.

On June 13, 2023, in the House of Commons, Vancouver Kingsway MP, Don Davies, introduced Bill C-340 – private member's bill – Canada Pharmacare Act. This Bill is basically the former Bill C-213, which was defeated in the House of Commons in February 2021.

The reason for the introduction of this bill is threefold: to enforce the timeline for pharmacare legislation, to oppose the anti-pharmacare corporate lobby, and to set out expectations for the government's pharmacare legislation. The Confidence and Supply Agreement specifies that legislation should be in place by the end of 2023. APWG continues to work with allies to push for action by the Federal Government.

Board of Blood Watch

Work by Blood Watch continues to be around, protecting and expanding Blood and Plasma supply in Canada. These past few months, we have called on Canadian Blood Services (CBS) to stop abdicating their duty as our national blood operator. It is striking that instead of submitting a budget for 11 additional plasma centres to our Ministers

of Health, in order to meet our self-sufficiency targets, they chose to broker a deal with Grifols, a private company. There are no fiscal savings in selling our donor base to commercial companies. CBS has demonstrated that plasma collection sites can be run on par with commercial collectors.

CBS relies on the generosity of 500,000 donors, thousands of volunteers, and organizations across the country. This deal pits patient against patient and creates “classes” of blood donors in Canada. There are no federal laws in Canada’s Blood Regulations Act that protect our domestic supply chain. Even if the CBS contract has caveats imbedded in it to be the sole proprietor of the plasma Grifols collects, the absence of federal protections makes the contract flaccid. It should be noted that Grifols is suing President Biden’s administration for implementing laws that govern their border policy. It begets the question as to why CBS would make this deal with a company that has a reputation for being voraciously litigious when their profits are truncated.

Summary

As we wrap up our two-year term, I would like to first and foremost thank every one of you for affording me the opportunity to be part of AUPE’s leadership team. I’m humbled and committed to the work that is ahead of us all.

I would like to take this opportunity to express my gratitude to Mary Guido; without her support, extreme patience, flexibility, hard work, professionalism, and smiles, our work would not be the same. AUPE will miss her terribly as she moves on to the next step in her life journey. My best wishes to Mary and her family as she goes on to enjoy a very well-deserved retirement. My gratitude also goes out to Tammy Lamoureux for her patience and ongoing hard work. Her demeanor is greatly appreciated when I provide her with a thousand and one excuses to miss deadlines.

My gratitude to all the AUPE staff members. They all deserve special recognition, as without their expertise and professionalism, our union could not function as it does. They make things happen, and it has always been a great experience to work with such dedicated professionals.

And finally, but not least, my thanks to the rest of the AUPE executive, President Smith, Executive Secretary-Treasurer Heistad, Vice-Presidents Dempsey, Graham, Gostola, Slade, and Borodey. It is important to know that when the rubber hits the road or something collides with the fan, we can rely on each other for support.

In solidarity,

Sandra Azocar
Vice-President, Northwest Region
Chair, Pay and Social Equity Committee
Chair, Women’s Committee

ACTIVITY REPORT (Sandra Azocar)

Meetings of Note - October 2022 – February 2023

- Dying for Access rally - Moms Stop the Harm
- Meeting with Local 006 Chair/MSO
- Women's Committee check-in
- Grande Prairie meetings
- IWA Coordinating Committee meeting
- Workers Demand Better – zoom webinar (AFL)
- Women's Committee meeting
- Alberta Labour History AGM
- International Women's Assembly Conference – Montreal
- Pay and Social Equity Committee meeting
- Grievance Review Board x 3
- Local 006/014 meeting
- November Labour School x 4 days
- Executive Committee meeting
- Grande Prairie - Local 002 meetings
- Local 054 Council meeting
- Opening of the Legislature
- Alberta Federation of Labour Round Table with Jagmeet Singh
- Local Chairs meeting
- Multi-Health meeting
- Women's Committee webinar
- Local 043 Council meeting
- AUPE staff holiday party
- Local 118 Council meeting
- Pay and Social Equity Committee meeting
- Home Care Hours Provincial Appeal meeting
- Local 056/001 meeting
- Local 040 Council meeting
- Building Trade of Alberta open house
- Parkland Institute open house
- Staff interviews x 2
- Executive Committee meeting
- AGM Smartsheet training
- Special PE meeting
- Meeting with Randy Boissonnault office – Alberta Pharmacare working group
- International Women's Assembly all leaders meeting
- Meeting with Carrie McManus – Real Talk
- Local 052 Council meeting
- Living Waters organizing meeting
- Alberta Labour History meeting
- Media interviews
- Working Short subcommittee (Multi-Health)
- Local 047 Council meeting
- Local 056 subcommittee meeting
- Local 056 Council meeting
- Local 071 Council meeting
- Local 043/003 AGM
- Local 006 Council meeting
- Local 043/004 – Local 056/009 Joint AGM – Grande Prairie
- Local 012/008 AGM - Grande Prairie Provincial Building
- Executive Committee meeting
- Local 012 Council meeting – dropped by
- Received Queen's Platinum Jubilee Medal
- Pay and Social Equity Committee meeting
- Local 004/010 AGM
- Provincial Executive meeting

Meetings of Note - February – April 2023

- Local Chairs meeting
- Nomination meeting for Innisfail-Sylvan Lake
- Multi-Health meeting
- Grievance Review Board
- Working Short Multi-Health subcommittee
- Local 118 Women's Committee – subcommittee
- Local 054 meeting

- MC for cultural event – Calafquen Dancers
- Worksite visit – Peace River Hospital
- Worksite visit – Grimshaw Health Centre
- Worksite visit – Fairview Health Centre
- Worksite visit – Manning Health Centre
- Direct Action meeting – Local 006
- Women's Committee meeting
- Meeting with Carrie McManus – Sagesse
- Andrew Green – disability lawyer call to the bar
- Local 118 Council meeting
- Local 046 meeting - dropped by
- Whitecourt AGM
- Executive Committee meeting
- Worksite visit /AGM - Footner Lake Fire Base
- USW Local 1944 – Telus workers support rally
- Peace River AGM
- Hinton AGM
- High Level AGM
- Worksite visit – High Level Health Complex
- Worksite visit – LaCrete Hospital/LTC
- LaCrete AGM
- International Women's Day rally
- Labour School (3 days)
- Working Short Multi-Health subcommittee
- Grande Prairie AGM
- Worksite visit – Mayerthorpe Health Complex
- Whitecourt AGM
- Grande Prairie AGM
- Women's Committee meeting – DOVE award event
- Local 006 meeting – Edmonton
- Regularization rally
- Pay and Social Equity Committee meeting
- High Prairie AGM
- Worksite visit – High Prairie Health Center
- Cover off for President Smith
- Manning AGM
- Evansburg AGM
- Edson AGM x 2
- Peace River AGM
- LEAF breakfast
- Peace River Joint AGM
- Hinton AGM
- Local 006/014 AGM Edmonton
- PIA Gala

Meetings of Note – April – June 2023

- Local Chairs meeting
- Multi-Health meeting
- Working Short action with Multi-Health leadership
- Dues presentation video meeting
- Local 006 PDD/FSCD/AISH provincial advisory meeting
- Local 006 Children's Services advisory meeting
- Grievance Review Board x 2
- Slave Lake AGM
- Local 006 direct action meeting
- High Level AGM (Zoom)
- Fairview AGM
- Westlock worksite meeting
- High Prairie AGM
- Women's Committee meeting
- Slave Lake AGM
- Working Short rally – Edmonton
- Local 006 direct action webinar presentation
- Local 056 subcommittee meetings
- Local 056 AGM
- Local 054 AGM

- Congress of Union Retirees of Canada meeting/presentation
- Pay and Social Equity event
- Local 060 AGM
- Local 006 webinar
- Local 004 AGM
- Emergency Provincial Executive meeting
- Local 002 AGM – dropped by
- Local 012 AGM
- Staff interviews
- Local 043 education
- Local 043 AGM
- Local 046 AGM
- Executive Committee meeting
- Child Intervention advisory meeting – talking points
- PSE Event – virtual candidate meet-up
- Local 118 AGM
- Local 057 AGM - dropped by
- Local 006 AGM
- Local 001 AGM - dropped by
- Alberta election results gathering
- Pay and Social Equity meeting
- Strategic plan meeting
- Local 006 Executive meeting
- Friends of Medicare AGM

Meetings of Note – June – October 2023

- Local Chairs meeting
- Multi-Health meeting
- Grievance Review Board x 3
- Westlock Community support action
- Local 006/012 meeting
- Local 006 strategic planning meeting
- Local 043 strategic planning meeting
- LPN townhall meetings x 2
- Article 29 meeting x 3
- Local 043 meetings x 3 (Zoom)
- Executive Committee meeting x 2
- Women's Committee meeting x 2
- Staff interviews x 2
- Meeting with Julie Mann-Johnson
- UFCW/Maple Leaf workers' support
- Local 071 Chapter Chairs meeting
- Local 056/043 BBQ – Fort McMurray
- Local 002 lunch and learn – High Level
- Pride BBQ HQ
- Pre-PE operations meeting
- Pay and Social Equity Committee meeting
- Grandparents' Day picnic
- Pay and Social Equity webinar

OFFICERS' REPORT

Vice-President Bobby-Joe Borodey



Greetings to my union friends and siblings,

Welcome to the 2023 AUPE Annual Convention – I am confident everyone who participates in Convention this year will be privy to an experience that will be equal parts educating, exciting and precedent setting. These three days in October are set aside to conduct business that is only possible at our annual Convention. In addition, we will reflect on the past year, where we will celebrate our successes, dissect any shortcomings and, most importantly, strategize around our future. Besides the great work that I know we will undertake, we will also have an opportunity to catch up with old friends, make new ones and hopefully enjoy the comradery that is Convention. I am extremely excited to spend this time with the delegates, observers, life members, guests, volunteers and staff while we all soak in the energy, passion and excellent debate that will come.

On a personal note, I wish to convey that, as one of your vice-presidents, I continue to be both humbled and grateful at being elected to this role. I am both a proud AUPE member and in awe of our union family and the work we do on behalf of Albertans. Thank you for your trust, support, and confidence these last four years. My commitment to add value to our union will never waver, and regardless of the outcome of the executive elections, I know we will elect the best leaders to work with us to achieve our labour goals.

Assignments

Region

While I live in Red Deer, Calgary has been my second home for the past four years. The time I have spent with the 30,000+ members who work in all four sectors, including 18 of the 34 Locals, one Area Council and 70+ Chapters has been very educational and enjoyable. It has been an honour to build and foster relationships with so many members, staff and other labour allies in Alberta's largest city. We've been growing together these last few years and I appreciate the hospitality everyone has shown me. Thank you, Calgary.

Local Liaison

It's been a privilege to be the vice-president Local liaison for Local 003 – Correctional and Regulatory Services, Local 039 – Southern Alberta Institute of Technology (SAIT), Local 045 – AHS Calgary Zone Nursing Care (NC), Local 048 – Continuing Care Separate Employers Calgary/South, Local 052 – University of Calgary, and Local 095 – AHS Calgary Zone General Support Services (GSS). While AUPE Locals operate with autonomy, I am grateful these components have included me in their meetings and social events and have sought my advice and counsel on matters where they believed I could be helpful. The six Local Chairs, along with the additional council executive members have shown me respect and kindness and have embraced me as one of their own. Together we have been impactful and made a difference in the labour movement. Thank you, Locals 003, 039, 045, 048, 052, and 095.

Standing Committees

While I continued to hold the amazing role of the chair of the Human Rights Committee, I was also excited to be asked to once again chair the Young Activists Committee in December 2022. Standing Committees are another opportunity to work alongside brilliant members while we collaborate on achieving common goals. Both the Human Rights Committee and the Young Activists Committee bring immense benefit to the AUPE membership, and I strongly believe include some of our future leaders. Thank you, Human Rights and Young Activists Committee members.

Local 084

While Vice-President Graham is the assigned VP liaison to the newest AUPE Local, Local 084 Continuing Care Separate Employers – Central/South, I wish to extend a warm welcome to this group. This is their first Convention since their inception in May 2023 and I am excited to see them embark on their AUPE adventure. Local 084 was the result of dividing the members from Local 048 into two Locals based on their employer. I commend the previous Local 048 executive for having the courage to ask for assistance when they recognized the challenges their very large and growing Local was facing. Their motive for restructuring was to ensure their colleagues would receive the support and Local resources they are entitled to, and ultimately to ensure they set their Chapters up for success. It was a great experience to work with the Local 048 executive, the Local Council and headquarters to facilitate a structural change. A special congratulations to the first Local 084 executive:

- Chair – Kristie Hutton
- Vice-chair – Jennifer Dussome
- Secretary – Sabrina Edwards
- Treasurer – Teusdae Johnston
- Provincial Executive Representative – Ruth MacDonald

Local 084 members are in good hands, and I can't wait to see where they will go from here. Best of luck, Local 084.

Looking Back

As I have consistently noted throughout my time as a vice-president (and what continues to hold true) is that engaging and working alongside members is the most rewarding aspect of being an AUPE vice-president. We've all heard it's not typically the nature of the work that lends a job to be enjoyable, but rather it's the amazing people you connect with that bring the most joy. In this role it's doubly nice to both enjoy the work and the people. This list below is a snapshot of the activities and events I have participated in with staff, labour allies, the larger community and members since I last reported to Convention in 2022.

(Please note: This list is inclusive but not exhaustive, it is not in any particular order, and my participation may have been in person, virtual, or both, depending on the timing and frequency of the activity.)

- Grievance Review Board (GRB) hearings
- AUPE rallies
- Labour ally rallies
- Information pickets
- Chapter meetings (executive and general)
- Local meetings (executive and council)
- Inaugural Chapter annual general meetings
- Site visits
- Bargaining strategy workshops
- Organizing initiatives/drives
- Collective agreement information sessions
- Human Rights Committee meetings
- PRIDE events
- Young Activist Committee meetings
- Executive Committee meetings
- Provincial Executive meetings
- Area Council meetings and events
- Local Chairs meetings
- Multi-Health meetings
- Inclusion, Diversity and Equity (IDE) workshops and webinars
- Townhall meetings
- Meetings with labour allies
- AUPE employment interviews
- Calgary Chapter annual general meetings
- Local annual general meetings
- Calgary Area Council annual general meeting
- Demographics and discrimination survey discussion
- Election buddy demos/planning sessions

- Lunch and learns
- Meet and greets
- Chapter BBQs
- Seasonal dinners/functions
- Member appreciation events
- Operations meetings
- Local strategic planning meetings
- Component Officers training

Looking Ahead

As another new year approaches, AUPE will be in a situation where a majority of its collective agreements will expire, and formal negotiations will need to begin. While this circumstance may seem overwhelming, I encourage folks to recognize this as a time of opportunity. Since so many members will be embroiled in negotiations, our strength and, ultimately, our leverage can flow from this. It is imperative that we focus on building capacity around bargaining. Building capacity, as I see it, involves two key areas. The first is strengthening our negotiating teams. By the time we meet in October, sectoral bargaining conferences and bargaining team orientations will have already taken place. These initiatives, along with bargaining surveys, will ensure common goals are established within each sector and will allow for bargaining teams to set priorities. We will also need to make space to include bargaining alternates throughout the process, so seamless transition can occur when and if it becomes necessary. It's vital that our elected negotiating teams are hyper prepared prior to the expiration of their collective agreement.

The second key area centres on the rest of the members. Regardless of how much effort and training the negotiating committees undertake, if the support of their colleagues is nonexistent, success at the bargaining table is at risk. Bargaining teams must be confident their coworkers support and back them. This support must come in the form of kind words and consistent check-ins, and it also means members need to be prepared to collectively take action when and if it comes to that. Also, by adopting a proactive approach to negotiations, as opposed to reacting only when bargaining breaks down, we can send a very loud message to our employers. As soon as bargaining starts, let's publicly show that we are proud AUPE members by wearing AUPE buttons or lanyards and/or deciding on one day of the week when we wear a sticker or dress in the same colour. Small things, such as the examples provided, done consistently throughout the duration of the negotiating process, will not go unnoticed. A strong display of solidarity from the start may cause employers to pause before heading down a disrespectful road. Improving our working conditions is never easy, but if we are prepared, focused and working together to achieve the same goals, we will be successful.

Gratitude

"The union" is a term that we hear often, however it doesn't identify specifically who is being referenced. It's important to realize "the union" is not one person or one group of individuals, but rather it is a team of folks who are working together for the betterment of workers. As such, I wish to express my gratitude to some of the various factions that are comprised within "the union."

It has been an honour to work alongside brothers Smith, Heistad, Dempsey, and Graham, as well as sisters Slade, Gostola and Azocar. Their support, guidance, sense of humour, and leadership are appreciated and valuable to me both professionally, as well as personally. I recognize that I am incredibly fortunate to have such amazing colleagues and friends. Thank you.

In an organization as complex as AUPE, it is imperative that we employ subject matter experts to assist the membership with their needs, concerns and overall growth. Thankfully, AUPE is incredibly fortunate to have a complement of staff who have a wealth of knowledge, experience and compassion, and who recognize that AUPE is a "members come first" union. Membership services officers, organizers, negotiators, IT support, resource staff, professional administrators, communications and research officers, maintenance professionals, managers and directors are only some of the people working day in and day out to support members and the work they do. Together AUPE staff and AUPE members are striving to improve working conditions for themselves, Albertans, and the entire labour movement. Without amazing AUPE staff, we would definitely struggle to achieve these goals. Thank you.

Additionally, I would also like to extend a special thank you to Des Schell, Carl Soderstrom, Tammy Lamoureux, the recently retired Mary Guido, and the newest addition, Destiny Baines. You are some of the most passionate, intelligent, and dedicated people I have ever had the pleasure to work alongside. Thank you.

To my friends and family (including my dog Ollie), thank you for putting up with me. I've been told "I am a lot of work," and while I'm not sure that statement is accurate, I love each of you for hanging in there. Without your patience, support and candor, I couldn't be the person I am today. Thank you.

And finally, I wish to thank the folks who ultimately make AUPE an amazing union, and by that, I mean YOU the members. Our union is comprised of a strong Provincial Executive, active Component Officers and beautifully diverse grassroots members who bring a unique and inspiring perspective to the labour movement. I have learned so much from the members within AUPE, and you are the reason I am on this leadership journey. From the bottom of my heart, thank you.

In closing, I wish to remind folks that while our challenges will be daunting, and our labour journey is entirely uphill (both ways), if we stand together, focus on what true solidarity is, and capitalize on turning times of uncertainty into opportunity, we will be successful. I believe the future of AUPE is bright and I look forward to standing beside each of you wherever our path leads us.

Please remember to stay strong, stand tall, and be kind to one another.

Respectfully submitted in solidarity,

Bobby-Joe Borodey
Vice-President, Calgary Region
Chair, Human Rights Committee
Chair, Young Activists Committee

OFFICERS' REPORT

Vice-President Mike Dempsey



Dear sisters, brothers, and fellow workers:

Greetings to all the delegates, observers, and guests of the 46th Convention of the Alberta Union of Provincial Employees!

I was first elected to serve 10 years ago, for which I thank you for allowing me the great privilege of representing you. The work can be complex and the hours long, but it has all been worth it. The UCP government that we are all currently struggling under has created numerous challenges for us all, which means that there is no shortage of opportunities to work on your behalf.

To those Convention delegates who are new, here's my biography: I am an Environmental Protection Officer from Local 012 (Government of Alberta) – currently on a leave of absence – who has worked in the mountains, forests, fields and waterways of Alberta since 1982. I have been active in the union for most of those years, serving in my Chapter executive for 31 years, four years on the Anti-Privatization Committee under then VP Guy Smith, almost all Local 005 executive positions including Provincial Executive, and four terms on the General Services Bargaining Committee, including two as vice-chair. Prior to being VP, I served as a strike captain in Edmonton and Calgary at Monterey, Revera Riverbend and Hardisty, and have taken most of the courses offered at Labour School over the years while I was in those executive positions.

I currently represent our members in northeastern Alberta. I have also represented both Edmonton and Central Alberta in the past. In addition, I have served for 10 years as a board member of the PSPP (Public Service Pension Plan), and two years as a sponsor board member of the LAPP (Local Authorities Pension Plan). I have also been extremely privileged to chair the Committee on Political Action for my whole tenure as VP. In addition, I sit as an ad hoc member of the Pension Committee. And finally, I am a board member of the Parkland Institute, which is a non-partisan research institute that does great work that our members have benefited from and is situated at the University of Alberta.

The number of opportunities where I could engage you, the member, in one-on-one conversation was what I looked for, and what I continue to look for.

Now, let's look at the substance of what I was up to for the past year!

AGM Season

Annual General Meetings are a VERY large part of what vice-presidents do and prior to March 15, 2020, we were on track for a standard AGM season, which usually consists of a modest amount of upfront planning, a lot of road work getting to them, and the odd second call.

With COVID, that all changed. The next two years were lost to most in-person AGMs, and we had to adapt fast to the sobering world of virtual and, later, hybrid meetings.

There was a sense of some normalcy returning to AGMs late this past winter, in that about two-thirds of the ones I was involved in planning and delivering were either in person or hybrid. The way we plan them administratively, using Smartsheets, is a big improvement as it allows all the main players in those meetings, from administration to MSO to VP to Local and Chapter executive, to automatically see changes to plans for meetings as they are made by the person inputting the change. This allowed for a more rapid dispersal of meeting notices. Kudos to the staff who thought this up! Also, the online meeting forms were a great addition to tools available to Chapter executives.

Trends that I've seen that I've liked this year at AGMs:

- Multiple people running in small Chapters for multiple positions. (Rural Chapters are mostly small, outside of health care Locals).
- A greater desire to have more robust bargaining in next year's contract negotiations.
- Greater engagement from Locals at the AGMs to encourage the membership to step up.

On a related side note, I do hope that in the future we keep the hybrid approach to our AGMs. I see a future where we can participate live if we so wish but have the option of joining virtually if illness, work, personal reasons, or bad weather prohibits members from otherwise attending.

Strategic Planning Initiative

We are now into the second year of AUPE's strategic planning initiative. In fact, I'd wager that most of the folks reading this have attended a meeting at the Chapter, Local or PE level.

In addition, as you read this, all of your Locals have decided on their tactics and most will have already implemented them.

The whole point of this process is to bring us all together after two years of virtually no contact, to unite us, to give us purpose, to reach out to our membership and help rebuild their confidence in their union.

This is critically important as most of our bargaining units move into negotiations with employers who, after lengthy negotiations, only reluctantly granted 1-2 per cent pay raises in a world of 7 per cent inflation two years ago. This cannot continue. This is unsustainable to our members and their families. If the employer is unwilling to grant higher pay raises and benefit improvements, we will have to consider removing our services to get that which we need.

PSPP – Public Service Pension Plan Sponsor Board

A service that I have provided to many of our members over the past ten years is sitting as a director on the Public Service Pension Plan Sponsor Board. The board consists of both employer and employee representatives who approve changes to the plan based on a majority vote. The board meets every two to three months and is responsible for the following: making and amending plan rules, setting contribution rates, establishing a funding policy, reviewing the corporation's annual budget, and establishing a code of conduct and conflict of interest policy governing its members.

As of this writing, the plan is in good shape and is fully funded. After a couple of years of contribution rate decreases, the board has decided to hold the line on any more rate decreases for the following year (2024) as we weather some uncertain economic times resulting from the current international inflationary struggles and the war in Ukraine.

Details of the sponsor board's responsibilities can be found here: <https://www.pspp.ca/page/sponsor-board-rules-policies>

Parkland Institute Board of Directors

The Parkland Institute is an Alberta-wide, non-partisan research centre situated within the Faculty of Arts at the University of Alberta.

I have sat on the board for the past few years to represent the interests of our members and their families.

The Parkland Institute studies economic, social, cultural and political issues facing Albertans and Canadians. They share the results of its research widely and promote discussion of the issues its research raises.

Their research is focused on the following: strengthening Alberta's democracy, envisioning Alberta's economic future and investing in public services and strong communities.

More information on the institute and links to their many studies can be found here. <https://www.parklandinstitute.ca>

Wildland Firefighting and the Cost of Climate Change Denial

This is an extract from what I wrote in last years (2022) convention report:

"The Wildland Firefighting budget portion of the forestry budget showed a decrease of 10%. Consider this: at a time when the science of climate change is showing that more and larger fires will be coming our way, our employer cut staffing on the front line: in detection, in initial attack, in fire supports. The employees we didn't hire back this year knew that their skills were in high demand, and so have gone elsewhere where their skills are very much still desired. Hundreds of years of experience were lost at the stroke of a pen.

...that experience has been lost and we will pay the piper, sooner or later, by losing fires that we shouldn't be losing that will become much larger and hence more expensive to extinguish.

I warned what the repercussions would be by this rash decision. I hope I am wrong."

I was not wrong.

As I am writing this report in mid-July 2023, I am listening to the thunder of helicopters taking off from the Primary Fire Base at Beaver Lake, beside which I live, all en route to action various fires in the area. There are currently 119 active wildfires, 16 of them out of control. They have consumed an area of 1.6 million hectares or 22 times the surface area of Edmonton – a record area, and we're only halfway through the fire season.

Multiple communities have been evacuated from time to time, from Fort Chipewyan to Valleyview, to Fox Creek, to Edson to Drayton Valley, to name a few.

In early May, rumours started circulating in the media about the part that the Alberta government played in not being prepared for the massive increase in out-of-control fires. As AUPE represents over a thousand members directly or indirectly working in wildfire management, I was tasked with speaking to media about our take on it. (I have a background in wildland firefighting in Alberta, going back to 1983.)

In short, there was mostly truth behind the rumours.

Besides staying up to date on the severity of the fires, I had access to AUPE frontline staff on the fires themselves who apprised me of the situation, how it got that bad, and how it could be remedied.

I passed along the info that I received to the media who had requested to interview me, including CTV, Global, CBC, Edmonton Journal, and CHED radio station. This was in mid-May and early June.

In brief, the Alberta government began serious cuts to the program the moment the UCP were in power. Dozens of towers were closed, resulting in several fires not being found (escaping detection) and getting sizable and expensive to control. The seasonal employment was reduced by about a month for 650 frontline firefighters, resulting in over a third giving up on Alberta and trying their luck in some other province, or doing something different. Filling the jobs became a near impossible task.

An underappreciated fact is that the fires generate a ton of extra work for the admin professionals (Local 001) who must drop the important work that they are doing and jump into the fire game. Lots of additional manpower, equipment, helicopters and fire camps to manage. This includes supports for out of province and out of country firefighters as well. Also, large fires need to be mapped (Local 012) and evacuees need to be cared for (Local 002). Multiple hospitals needed to be evacuated which means volumes of extra work for our already overburdened health care professionals throughout government services.

As a footnote to this piece of the report, I visited a Local 005 Chapter Chair at the fire centre in Lac La Biche earlier this week, who happened to be on the desk as the Duty Officer and we spoke at length of the trials to come for Alberta wildland fire staff over the coming weeks. Burnout and PTSD symptoms are now rampant. Very little time off can be permitted. Recruitment is still ongoing, and the department is working to extend the length of time the seasonal fire fighters can work this fall.

To be sure, this would have been a challenging fire season no matter which government was in power...but the UCP made it oh so much more difficult with the mindless cuts they made to the program over the past few years because they didn't believe in climate change. (Spoiler alert: climate change believes in us!)

The Year That Was

Here is a snapshot of the work I've done over the past year on your behalf, or with you!

- Grievance Review Board (GRB) hearings
- Local meetings – in person and hybrid
- Northeast regional Chapter meetings – in person and hybrid.
- Area Council AGM's – in person and hybrid.
- Virtual NE regional Chapter chair meetings
- Strategic plan tactic development meetings
- Article 29 Investigation Panel training meeting
- Health Care rally, Red Deer
- Site visits – when requested or on my own initiative
- Local and Chapter AGM's – in person and hybrid
- Chapter meetings and social events
- Bargaining conferences: all 4 sectors, fall of 2023 (pending as of this writing)
- Committee on Political Action meetings (once every 4-6 weeks)
- Numerous media interviews: CTV, CHED radio station, Global, Calgary Herald, Edmonton Journal newspapers
- Executive Committee meetings (once every two to four weeks)

- Pre-PE operations meetings
- Acting President (now and then)
- Provincial Executive meetings (approx. once every two months)
- Jasper Labour Schools (November and March)
- Local Chairs meetings (approx. once every two months)
- Multi-Health Local meetings (approx. once every two months)
- Interview panel for AUPE staff positions
- Public Service Pension sponsor board meetings (once every 2-3 months)
- Parkland Institute board meetings
- Executive Retreats, Pigeon Lake (2)
- Special events (as determined by circumstances)

Here are the places I attended those many meetings in the past twelve months: Fort McMurray, Lac La Biche, Cold Lake, Bonnyville, Lloydminster, Vermilion, Elk Point, Two Hills, St. Paul, Vegreville, Lamont, Smoky Lake, Wainwright, Edmonton, Sherwood Park, Athabasca, Westlock, Barrhead, Slave Lake, Pigeon Lake, Red Deer, Innisfail, Jasper, and Calgary.

Thank You, Thank You, Thank You!

I want to thank our members for the many opportunities they gave me to become engaged with them! I find you inspiring, encouraging, and many of you have become good friends.

I would like to express my gratitude, appreciation and affection to the entire executive of AUPE: brothers Guy Smith, Jason Heistad and Darren Graham, as well as sisters Sandra Azocar, Susan Slade, Bobby-Joe Borodey and Bonnie Gostola for the companionship, assistance and encouragement they gave me this past year.

I am extremely appreciative of the skill and work ethic of the employees of AUPE! Our MSOs, researchers, communications officers, organizers, labour relations experts, educators, and the administrators of our union, without whom we would not be successful. Our staff is terrific! All that you do is very much appreciated.

Much gratitude and thanks must go to my spouse, Heather. Being away so much can put much stress on a relationship, but ours has weathered it and become stronger!

Finally, I have great appreciation for Executive Office Assistants, Mary Guido, Tammy Lamoureux and Destiny Baines! Thanks for all your help and assistance with my last-minute requests, reminding me of important report deadlines and meetings, and generally making my busy life much more manageable!

Yours in solidarity,

Mike Dempsey,
Vice-President, Northeast Region
Chair, Committee on Political Action
Ad Hoc Member, Pension Committee
Sponsor Board Member, Public Service Pension Plan
Board Member, Parkland Institute

OFFICERS' REPORT

Vice-President Bonnie Gostola



Greetings fellow delegates, observers, and guests,

Another term as vice-president is drawing to an end. This may have been the most challenging and yet rewarding term in my tenure as your vice-president. I cannot be more proud to be a part of AUPE and the members who make up this great organization. This year I have seen members come together to rebuild our solidarity and our power. This has been a year of recovery, coming out of the COVID pandemic, the harshest test of our members in history. It is because of you, the members, that not only did we survive the pandemic, but I also believe it has shown the resilience of workers across Alberta. Members were put through the wringer. We faced unbelievable shortages in staffing, excessive workloads, and OHS threats, all of which we have seen in the past, but never to the extremes we faced over the past three years.

Any hope of things getting better from an employer standpoint post-COVID did not materialize as it should have. Many employers continued to take advantage of workers and/or were really slow to put any effort into rectifying issues plaguing us on the worksites.

Even with all the challenges, AUPE saw some firsts in our history. The membership of AUPE briefly surpassed 100,000, settling just under that mark for most of the past year. For the first time in my memory, a new Local 084 (separate employers south) was created to better represent members in health care. Local councils took on a larger role in the strategic operations of the union, focusing more on the individual needs of each Local and the members represented therein. “Workplace Power” became the central theme for most of the members in AUPE. This had Locals putting more onus on the council representatives, Chapter executives and member activists to reach grassroots members. In the central region, I saw members attending meetings, lunch and learns, meet and greets and AGMs in larger numbers than in the past. I saw members rising to new levels of leadership. One-on-one conversations were happening and the engagement of members who were formerly apathetic to their union involvement but who began to understand their reasons for being part of the union. The building blocks are being set and the foundation for an even stronger future of solidarity is growing.

I have tried to be the positive element in the interaction of members. I have always said the primary role of the VP is to be a mentor, a resource for others to call upon. More members are stepping up, taking on leadership roles, and have credited me with giving them the tools they require to be successful. I embrace this role wholeheartedly and hope to continue this into the future.

Education is also a major key in achieving success as individual members become more knowledgeable about their union and how they can contribute to the interactions on their worksites. I credit the strength of many of our leaders and the growing power of members for the success of AUPE’s education program. I strongly encourage any members, and especially new members, to start their union education by taking the “Introduction to the Union” course. This opens the door to so much more. Put your union dues to good use, learning can never be a bad thing and many of the skills taught in our education can be applied to day-to-day living and can even lead to university credits. Labour School was held twice this past year, which was important to build on the knowledge of the advocates AUPE already has in the system. I look forward to 2024 and the new lineup of courses being developed for the members.

I want to congratulate those members who took on leadership roles for the first time during this year’s AGM season. Even more, I want to thank every member who let their name stand for any elected position in your Chapter, Local or Area Council. It takes courage to put your name out there, for democracy. Our union is built on this very vital process and can only lead to stronger bonds of unity and solidarity. To those who were not successful, please do not lose heart. We need members who put the needs of others ahead of their own, especially when, as activists, we are called on to assist our Chapters, Locals and Area Councils in a voluntary role.

Component Involvement

As your vice-president, I was assigned to continue supporting the members of the central region. There are 72 Chapters, of which 68 held a Chapter AGM between the middle of January to the end of April. Five Chapters are defunct due to lack of involvement of members to host an annual AGM. Of the 68 Chapters to meet, only five Chapters had to go to a second call and not one Chapter had to rely on a third call.

There are ten Area Councils in the central region, all but one has successfully held their AGMs, with Drayton Valley being the final one. They had scheduled their meeting, but due to the wildfire evacuations, were unable to hold it. I hope to get that one booked before Convention. Area Councils are once again able to engage members in regional events and entertainment and each of the councils is working to bring the members together in solidarity. I thank them for the invitations to the various events held since the government dropped health restrictions for COVID.

I am also assigned to liaise with six Local Councils, Locals 001, 009, 040, 044, 050 and 057. Each of these Locals held successful AGMs. As part of my other duties to the Locals, I was able to work with each of them to put their strategic plans together and work on the implementation models for each of them to achieve success. More immediately, each of the Locals will be re-evaluating the tactics to achieve the goals contained in their plans. I have also been invited to attend other Locals in their council meetings and thank the executives of these Locals for allowing me to be a part of the meetings.

Committee Work

At this point, I chair two standing committees for AUPE. I have chaired the Occupational Health and Safety Committee for two terms and recently took over the chair of the Environmental Committee. Each committee presents its own set of issues and challenges. I am proud of the members who have devoted their time, energy, and ideas to make better the lives of members across AUPE. Their vision for the future of AUPE is rooted in this dedication. They are the driving force on the committees where I see my role as one of enabler. The committees put forward a path for the membership and my role is to assist them to bring their visions to life. You will see more in the reports from the committees, but I am most proud of the work on the Working Short campaign, which I took a front seat on making happen. Not to lessen the other work being done, but this campaign took many hours to develop, build and execute. It took the entire membership of AUPE to make it happen.

As the new chair of the Environmental Committee, I had a steep learning curve, but with the amazing guidance of the committee and the staff advisor and staff administrator, I was able to get up to speed quickly. I learned a lot in a very short time and, most importantly, tried to honour the work done by the previous chair.

Friends of Medicare (FOM) and Public Interest Alberta (PIA) Seniors' Task Force

I have sat on the board of the Friends of Medicare (FOM) for three terms. I attended meetings on a regular basis, although during AGM season I was not as engaged due to conflicting meetings where the members came first. The FOM's primary mission is to advocate for health care in Alberta. They fight for access to universal health care, publicly funded and publicly delivered by members like those in AUPE. They lobby the government to maintain appropriate funding for health care. This is an important partner for every AUPE member who works in health care, but also for anyone who receives care in this province.

As part of the Public Interest Alberta (PIA) Seniors' Task Force, I offer insight from our members who directly work with seniors in Alberta. This group is dedicated to advocating for the rights of seniors and improving programs that benefit them. Their focus of late is to lobby the provincial government to reinstate the Office of the Seniors' Advocate. This office was eliminated when the UCP formed the government in 2019. This task force also fights for equality in housing rights, caregiver ratios in care facilities, and utilities regulation, among other areas. I feel very well suited to represent AUPE on this group, as I have two parents in long-term care, and one in supportive living. I feel fighting for their rights is also a fight for our members who work in these facilities.

Conclusion

Being your vice-president is about more than going to meetings. It is about being available to the members, listening to their needs, advocating for better interactions on the worksites, being a resource, a mentor and, finally, a leader. As an elected leader, I serve at the will of members and work to promote new leaders who will one day take on this role. As a union we cannot be successful unless we can build on the foundations of others before us. I would like to end this report with a little insight into the time I have dedicated to the members.

In the course of the year from August 1, 2022, to July 31, 2023, I have put over 46,000 kms on my vehicle, which is the equivalent of 460 hours or, in other terms, 57.5 eight-hour days driving to meet with members. During the meetings,

I have given away over a thousand business cards to members who I encourage to reach out to me if they have questions. Many have taken me up on that offer and I am glad they feel comfortable enough to do so. On average, I receive about 350 emails per month, with about 80 per cent requiring a response. I do so in a timely manner and try to be as precise in my response as I am able. This is the vice-presidents' responsibility and it goes first to the demands of the needs of the members. Much of the activities of my role are contained in the body of this report and of the reports for the OHS and Environmental Committees, but if any member would like to see a full account of every meeting, event, time and kilometers on the road, please approach me and I would be happy to provide it to you. Thank you for giving me the honour of serving as your vice-president for the past two years. It is my hope to continue the work I have been doing, regardless of the role you may decide for me.

I cannot complete this report without a few thank-you's. First, the Executive team. We are all here to represent the best interests of the union and I value the commitment and dedication of each of my fellow VP's. Susan has been my mentor and friend for over two decades. I value that relationship and it has grown over those years. Mike, Darren, and Sandra are all there when I needed the extra hands. Bobby-Joe taught me the value governance when I started my stint as a member on the Legislative Committee. Jason has long been a person who has my respect and as always my friendship. He has taught me a lot about how to work in the teams I have been a part of. Guy Smith is the reason I became a vice president. His vision for the betterment of the members was something I wanted to be a part of. To Tammy Lamoureux and Mary Guido, you are the glue that keeps the executive office running and I could not do what I do without that support. There are so many staff that work hard on behalf of the members and they make our work so much easier to do.

Respectfully submitted in solidarity,

Bonnie Gostola
Vice-President, Central Region
Chair, Environmental Committee
Chair, Occupational Health and Safety Committee
Board of Directors, Friends of Medicare

OFFICERS' REPORT

Vice-President Darren Graham



Welcome to Convention 2023.

I would like to start my report with heartfelt appreciation to all union delegates for your hard work, dedication and commitment in representing the interests of your members. Your willingness to step forward to be the voice of your members at this year's Convention is essential in shaping a brighter future for our union. I would also like to extend a warm welcome to the observers, life members, guests, volunteers and staff, as your dedication, past and present, has helped create one of the largest and best unions in western Canada.

For those of you who are new to Convention, please ask questions of those who have been here before and take the opportunity to engage in your Convention; the decisions made here help shape the future of AUPE. We may not agree on every issue debated over the next three days, but we should agree that the decision of Convention is the chosen direction of the members. Let's use this time together to build each other up, renew our bonds of solidarity with each other and continue our active participation to build the best union in Alberta.

Since being elected in 2021, I have hit the ground running and I have been impressed with the dedication of our membership in transitioning out of COVID and into in-person meetings and events. I have seen connections being rebuilt with our members and our communities. So, a big thank you goes out to every leader that has been planning and organizing events; your dedication and enthusiasm is making AUPE stronger.

South Region

I have continued to serve members in my assigned area, the south region. As part of my duties, I am the Local liaison for Local 004, 020, 041, 053, 058 and our newest Local, 084. The south region covers southern Alberta, which is everything south of Calgary (excluding Calgary) and goes to the British Columbia, United States and Saskatchewan borders. The south region consists of 48 Chapters and three Locals (041, 053, 058) that are south region only. It has been great to meet many of you in person and I am thankful to have had the opportunity to work with you during my term.

Annual General Meetings

The Annual General Meetings (AGMs) assigned to me in the south were all completed within the timelines outlined in the Constitution, apart from one Area Council AGM that occurred in early July. Quorum was achieved at the majority of first call AGMs, with only a couple needing a second call. One Chapter was combined with another after the Local reviewed that structure.

I am happy to report that members came forward to successfully reactivate two Area Councils in the south region that had not been active for several years, Banff and the Crowsnest Pass. All Area Councils in the south now have an executive and are planning and/or holding events for the members in their respective areas.

Strategic Planning

I have had the pleasure of working on the strategic planning process with Local 004, 020, 041, 053, 058 and 084. I am excited by the tactics they developed and executed throughout the term. They are fulfilling the strategic goal of "workplace power" and are all progressing well on what they have chosen to implement during this phase of strategic planning. Strategic planning of all the Locals will be reported on at Convention.

Rallies

My appreciation goes out to the members of Extendicare and Good Samaritan Society for organizing rallies in the south to highlight to the public the challenges the members are facing at the worksites and at their respective negotiation tables. Members from Extendicare were able to achieve and ratify a collective agreement shortly after showing their bosses that they were willing to push further. Good Samaritan members were not as fortunate as that, but at the time I am writing this, they are expecting a mediator's report and are planning further actions if it is not favourable.

I am proud to be a vice-president of a union that supports members who want to stand up and raise awareness of the issues at their worksites and the services they provide. Strengthening our working conditions strengthens the services we provide to Albertans.

Melcor Centre

The fight on Melcor Centre in Lethbridge continues, even though it looks like our members who work for the Government of Alberta (GoA) are going to be moving out of this building. The union has learned that Alberta Health Services (AHS) is planning on renovating and moving members into the space being vacated. AHS says they will be renovating the space before moving anyone into it, but we have concerns over this plan. Therefore, AUPE health and safety representatives are attending meetings with other unions and AHS to ensure that the planned renovations deal with issues and are not just a band aid over an existing problem. A new roof and piping changes are part of the renovations, but there are still numerous concerns. We will continue to monitor this situation and use whatever levers we have, to ensure that the membership has a safe space to work, and that the public has a safe space to receive treatment.

Anti-Privatization Committee

Part of my duties included the honor of being the chair of the Anti-Privatization Committee. The committee focused on education and education resources this term so that the components have resources to help implement and support the necessary one-on-one conversations that are required with members to fight back against privatization. The committee has developed multiple resources that can support larger campaigns. The Fight Back manual and other resources, such as postcards, are available in hard copy or digitally so that they can be accessed quickly by the membership. Some of the resources are available in multiple languages so that more members will become aware and seek out information on privatization. The committee has also developed a narrated slide show which should help the membership identify and learn the signs of privatization, so we can build campaigns to fight back against privatization efforts sooner. Also, as part of our identification reporting, the committee worked with staff to formalize a process and create a flowchart to help investigate and track issues reported to AUPE. This provides additional support to the membership to fight back against privatization which reduces services to Albertans, takes money out of our province, away from our families, and out of our communities.

Grievance Review Board (GRB)

During my term, I have participated in being part of the Grievance Review Board. Meeting monthly, or sometimes more often, to ensure that AUPE members are represented in a fair and just manner under labour law. The Grievance Review Board is made up of three of the vice-presidents, with support from legal counsel and senior staff from AUPE. The board applies principles so that all members are assured that the union's duty of fair representation is met and that the grievances have been thoroughly reviewed. This great responsibility is not taken lightly and I am thankful for the process that has been developed by AUPE over the years.

Negotiations

Once again, we are coming into a period of negotiations where approximately 80 per cent of our union will be negotiating new collective agreements in the months following Convention. For those of you who have been entrusted to be the voices of your members, your hard work and dedication is one of the cornerstones of the union and can sometimes be the least recognized. I want to take the opportunity now to recognize you and let you know that I will be there to support you in standing strong for the membership and getting the best deals you can negotiate. Collective bargaining is one of the fundamental activities of the union and I commend you for raising your hand during your Local elections to take on this role.

We also need to be union strong, and all members need to support one another across all sectors to achieve strong agreements. What is lost or changed in one agreement may not have a direct effect on you, but it may affect the services provided to your family or community. Please take part in all union activities available to you and show your employers that you are engaged and active in your union.

Other Activities

Other than the activities I mentioned above, I have also attended:

- Provincial Executive meetings
- Member engagement events with Chapters, Locals and Area Councils
- Chapter AGM's
- Local Council meetings
- Local strategic planning meetings
- Area Council meetings
- Holiday events
- Executive meetings
- Grievance Review Board meetings
- Anti-Privatization meetings
- Day of Mourning seminar
- Staff interviews
- Townhall meetings
- Local Chairs meetings
- Multi-Health meeting
- Operations meetings
- Local Anti-Privatization meetings
- Rallies

I enjoy attending and engaging with the membership at events held by the components and share the successes of these events with other components within my region and the union so that all members have an opportunity to participate in their union in a variety of ways.

Media

I had very good media coverage in the south over my term and discussed issues such as flooding at the Melcor building, collective bargaining issues with Good Samaritan Society, Extendicare and the University of Lethbridge, working short issues, and poor food quality at the Foothills hospital because of contracting out, to name a few. It is important that AUPE continues to make the news and raise issues that our membership is facing.

Thank You

Thank you to the executive team – Guy, Jason, Susan, Mike, Bonnie, Bobby-Joe and Sandra, for your support and insight during my term.

Thank you to Carl, Des and the rest of our management team for the support in my role and thank you to the rest of our incredible staff for what you do for the members every day.

Thank you to Tammy, Destiny and Mary for the reminders and support at the executive level and thank you to the staff at the regional offices in the south. You are all fantastic!

Lastly, I would like to recognize every member that I have worked with and represented over my term. You inspire me every day and I am honored to have had the opportunity to serve and work with you to stand up for your rights and the rights of all members of our union.

It is with this thank you that I also humbly ask you, the membership, for your continued support. With your vote and trust, I promise to continue being your advocate, your ally and your voice for a second term as your vice-president.

In solidarity,

Darren Graham
Vice-President, South Region
Chair, Anti-Privatization Committee

OFFICERS' REPORT

Vice-President Susan Slade



Welcome delegates and guests,

It is incredible how fast the years fly by; it feels like we just had last year's Convention. The 2023 Convention is going to be a busy one due to it being an election year, along with the normal business of Convention. Whether you are a returning delegate or a first timer, I hope that you take advantage of all that Convention has to offer. If you are brand new to Convention, please know there are no bad questions, lots of members are always willing to answer questions or show you the ropes. Even though everyone sits with their respective Locals, take the time during breaks and meals to get to know who the other Locals are. You will be surprised to find the commonalities amongst us all. There are lots of decisions to make this year. I hope that you were able to partake in your respective Local's pre-convention meetings so that you are prepared and informed to make the best decisions possible for AUPE moving into the future. Once again, ask all the questions.

Vice-President Assignment/Duties

The Edmonton region encompasses the following areas: Edmonton, Spruce Grove, Stony Plain, St. Albert, Leduc, Devon, Beaumont, Morinville, Sherwood Park, Fort Saskatchewan and Redwater, and consists of approximately 30,000 members in 21 Locals, 100 Chapters and four Area Councils. I was also assigned the following Locals as their executive liaison: Locals 002, 038, 042, 046, 049 and 054.

AGMs

This last year has been a combination of in person, virtual or hybrid. One of the positives to the new headquarters is the fact that it easily accommodates hybrid meetings, so members can either attend in person or virtually. Having a hybrid option has proven to be very successful in allowing members the choice to participate with different options. I truly believe that the hybrid option was one of the reasons the Chapter AGM season in the region was so incredibly successful. This year, all Chapter AGMs were conducted from the beginning of January until April 30. All Chapters elected new executives and all reached quorum on the first call. We did have to do a second call for one Chapter as all positions could not be filled and the existing executive wanted to call another meeting (they successfully elected an entire executive on second call). Unfortunately, there were a couple of Chapters that have been amalgamated into other Chapters, one of those being Local 046 Chapter 013 which is the NARP (Northern Alberta Renal Dialysis) group. For many years, this Chapter had struggled to engage members due to the vast region the Chapter serviced (Red Deer to Grande Prairie). NARP is based out of the Alberta Hospital hence being Local 046. The past executive of this Chapter had made the choice not to seek re-election. In consultation with the Local executive, it was decided that the members would be better served by being part of the Chapters/Locals within the communities where they work. This is a similar structure that the SARP group took several years ago, which has allowed better opportunities for those folks to participate and be engaged.

There are many new members on the Chapter executives, as well as members excited to start engagement with folks. Being able to see members in person and at worksites once again made the busy AGM season so worthwhile, as we all know the connection to being in person was something we all missed the last few years. The booking of AGMs was once again a task of the regional vice-presidents. I would like to thank all the Chapters, Locals and Area Councils for being so supportive of this and for working with me so that we could find dates that suited us all. I was able to attend 90 per cent of the AGMs, with the majority of those being in person; it did take a bit of creative driving across Edmonton to make several AGMs in a day. Thank you to the Local executives and AUPE staff that covered when I was unable to attend. Congratulations to all the new Chapter executives.

During the month of May, the Local AGMs took place. I was responsible for the six I am a liaison for, as well as one I picked up for another VP, and I attended several others as an observer when my calendar permitted. This election year, we did see lots of changes in the Local executives. I am excited to see how the Locals continue with their strategic plans, especially as all the groups head back into negotiations. I am confident that the Locals will have strong, mobilized groups with the strategic plans they have in place.

I also attended three of the four Area Council AGMs in the region, and I am so excited to say all four are up and running with many activities and events being planned for the upcoming year. One of my asks is that you encourage members in your area to participate in these fun social events; it is a great way to connect with other AUPE members.

Direct Action

The Edmonton region has been very busy with direct action initiatives and members meetings to discuss what direct actions could take place. The following is a breakdown of some:

- Met MLA Christina Gray with members from Local 047 Chapter 008 to discuss their ongoing negotiations with employer. Followed up with MLA regarding the ask from members, however the provincial election stalled those communications.
- University Hospital Local 054 Chapter 001 met with food service workers with VP Graham to discuss the privatization of retail services. Unfortunately, the employer has privatized these services. There had been ongoing attempts for several years to engage members to stop the privatization. Some of the initiatives included an online letter-writing campaign, petition, townhalls, member meetings and phone banking. Unfortunately, the lack of participation allowed the employer to push through with the privatization of the services. Direct action only works with the participation of the workers and can be very effective when workers fight back.
- Local 049 rally (achieved a collective agreement shortly after). This was successful as each worksite's contacts had those on-to-one conversations with members, encouraging them to join the rally. Family members from Lynwood also joined in, which makes an even bigger impact.
- Met virtually with Edmonton sheriffs to discuss ongoing concerns at worksite. Discussed several options of direct action with group. Ongoing discussions continue.
- The ongoing battle with Good Samaritan Society (Local 042). These members have been fighting for a contract for over six years. The employer has gone through multiple negotiators and continually cancelled bargaining dates. The employer also, earlier this year, decided that they would be decreasing beds at Southgate; they stated it is due to lack of funding. This decrease has resulted in job abolishment and many FTEs being decreased, with a few lines being 0.1 (one shift per month). Members at this site and others in Good Samaritan Society held an info picket on March 3 at both the Good Samaritan HQ and in Lethbridge. Both rallies were very well attended by not only Chapter members but also numerous other Locals, unions and ally groups. It was awesome to feel the energy, see all the people and hear the chants once again. At the time of writing this, I am hopeful that an agreement will have been reached as the mediator has pushed the employer to move on their positions to an acceptable place with the bargaining committee. It is shameful that these workers have been made to wait for this long, due to the employer's refusal to bargain.
- AUPE staff and I met several times with Local 006 members at NACIS to address ongoing working conditions.
- Local 118 Chapter 009 Strathcona County members held an info picket in May, the week before they were heading back to the table with the employer. This group had previously turned down the tentative agreement. Well over 100 members attended the rally (184 members in the Chapter). Shortly after the rally, a tentative agreement was reached.
- May 1, May Day rallies were held across the province to bring to light working short, organized by the OHS Committee. I would like to extend my gratitude for the committee's hard work on the working short campaign. The hard work and organization of the campaign and rallies did not go unnoticed.
- Local 006 held a great campaign for 22 days in May. Unfortunately, the rallies had to be postponed; however, the family fun night was an awesome way to end the month, even the thunder and lightning provided entertainment.

These are a few examples of what took place this year. I do want to make special mention of the AUPE staff in all the departments that not only answer all my questions but provide such amazing support to the members when they embark on a direct-action activity.

Other Duties/Tasks Assigned

Note: this is not a comprehensive list or by any means all that a workday entails, but is simply a snapshot of the last year. If you do have specific questions on any of the activities, I encourage you to ask me at any time, either in person or through email, phone call or text.

- Grievance Review Board monthly
- Expedited Grievance Review Board
- Media interviews
- AUPE staff interviews
- AGM working group
- Chapter AGM training with AUPE staff and officers
- Executive meetings monthly
- Acting President
- Local Chairs meetings
- Multi-Health executive meeting
- HCA Day Norquest
- Local meetings (exec and general)
- Chapter meetings
- Friends of Medicare Gala
- Public Interest of Alberta AGM
- Area Councils meetings and events
- Check-ins with Chapter chairs and Local liaison.
- Strategic/tactic development follow-ups
- Provincial Executive meetings
- LPN working group
- LPN townhall moderator
- LAPP sponsor board meetings
- AGLC townhall moderator
- Local 042 townhall moderator
- Nurses' week celebrations
- Steward workshops
- Local 006/005 townhalls
- TIK TOK videos with communications department
- Local 002 social event
- Chapter BBQs summer events
- LAPP sponsor board meetings
- LAPP stakeholder meeting
- Labour School x 2
- Lunch and learns with Local 006

One of the campaigns that I have been working on over the past several months that affects nursing care members all over the province, is regarding the Labour Board application that was brought forth by a group of five LPNs asking to be reclassified as Direct Nursing (this includes LPNs who work for AHS and Covenant Care). This has been ongoing and, at the time of writing this report, the application is at the Labour Board and there has been no decision. With the help of many activists and AUPE staff, we are all working closely together to ensure that members are given correct information.

LAPP Sponsor Board

The LAPP Sponsor Board update: The LAPP Corporation has gone through several staffing changes, including the CEO. However, the work of the sponsor and corporate board has continued. The sponsor board has met quarterly as well as with the stakeholder groups at the beginning of April. As a sponsor board member, my role is to ensure the plan works in the best interest of the members, that it remains healthy, and to make decisions for the same. Please visit www.lapp.ca – this site has a wealth of information and can answer a lot of the questions you may have regarding your individual pension needs. We are continually looking at the needs of members and ways to improve the plan.

Negotiations

In 2024, we will once again find AUPE members back at the negotiating table, with many of the contracts being opened. Negotiating is the most important duty that we have as a union and this last round of negotiations proved to be one the hardest rounds to date. This next year will be no different; however, what the employer doesn't know is we are coming prepared. Bargaining teams will be attending a comprehensive conference this Fall, giving them

tools and strategies, not only at the table, but to bring to members at their Locals, Chapters and worksites. This next year will be all hands on deck so that workers will be prepared to stand up for what they deserve. We, the workers, have the power; we need to band together and show our strength. The collective agreements contain many rights that workers have. We need to use them. It is our right to stand up for each other and the strategic plan that was set out by Provincial Executive. The Local strategic planning and tactic groups all work together to engage, mobilize and foster relationships with members to empower them to have the collective power to make change. THE WORKERS UNITED WILL NEVER BE DEFEATED!!! These changes do not have to mean hitting the streets, they can be as simple as all wearing the same colour one day, clicking of pens all at the same time, or a march on the boss. All these direct actions have an effect, they get noticed, employers are less apt to hold strong to their proposals when a worksite is mobilized and ready to take collective action.

Final Thoughts

This report also cannot express the gratitude I have for each member that goes to work each day to make this province better for Albertans. It cannot express the feeling of excitement I have walking into the Convention hall, seeing all the faces of those that believe we can make a difference to the working conditions of all those members. We as activists show up every day to have a positive change in the world. Sometimes, we even have those gigantic thoughts of changing the world, but soon realize the way to change the world is one little step at a time. We bring that patience, perseverance and compassion to our fellow workers who maybe are just trying to get through the day. The next few days, we are going to make some big decisions that will move AUPE into the future. Before getting to Convention, take the time to ask your co-workers their thoughts, ask fellow activists what they think, reach out to an executive member at your Chapter, Local or your AUPE executive to get their input. Let's make the future one that we all benefit from; one where workers are the voice, not the bosses.

I want to give my heartfelt thanks:

- To the executive team of President Smith, Executive Secretary-Treasurer Heistad, Vice-Presidents Dempsey, Gostola, Azocar, Borodey and Graham who are always available to help when needed, to support and provide advice. I could not ask for a better team to be part of.
- To the amazing Tammy and Mary (who is greatly missed already, wishing her a very happy retirement) for keeping me on track, who go above and beyond each day to always ensure I have what I need and answer all my ongoing questions.
- To AUPE staff, a thank you is never enough for all the work you do to ensure members are given all the resources and help they need.
- To AUPE members, thank you for your faith in me as a leader and for your dedication to serving Albertans.

As I conclude this report, let us remember that our strength lies in unity and solidarity. As your Vice-President, I have always been committed to advocating for your rights, fair treatment and a better future. With your active participation and support, we can achieve remarkable outcomes. Together, we will stand strong, amplify our voices and drive positive change for each and every member of our union. Thank you for entrusting me with this role for the past 11 years.

In solidarity,

Susan Slade

Vice-President, Edmonton Region

Chair, Membership Services Committee

Sponsor Board Member, Local Authorities Pension Plan

COMMITTEE REPORTS

ANTI-PRIVATIZATION COMMITTEE

Committee Members

Darren Graham (Chair), Vice-President
Annabelle Alger, Local 054, Edmonton
Debbie DeGraw, Local 057, Hardisty
Jeremy Paananen, Local 054, Edmonton
Angela Smyth, Local 045, Canmore
Toni Zatorski, Local 042, Entwistle
Matthew Byrne, Staff Advisor
Kendra Perrior, Administrative Support

Meeting dates

- November 9, 2022: Hybrid
- February 8, 2023: Cancelled
- June 21, 2023: Hybrid
- August 28, 2023: Hybrid

Support Materials

One of the key areas of the Anti-Privatization Committee mandate is to educate members and provide resources to support the membership in fighting back against privatization efforts. After last year's Convention resolution, we are now conducting a yearly review of support materials that are available to support members and components. Below is an update on the areas and activities the committee focused on since the last Convention.

Privatization = You're Fired: The committee has developed postcards and posters to point out the reality of privatization with the following message:

- When your job gets privatized, you lose your job. If you're one of the 'lucky' ones, you might get re-hired by the contractor – with no union, no collective agreement, no benefits, and a pay cut.
- Has the government recently commissioned a new report analyzing your worksite? Have you seen the boss giving tours of your worksite to people in suits? Is the employer bringing in outside temporary staff instead of hiring in vacant positions? Then you might be facing privatization!
- If you think that your worksite is being targeted for privatization, reach out to the Anti-Privatization Committee!

This postcard is available in the following languages: English, French, Mandarin, Cantonese, Spanish and Tagalog, with the idea being that individuals will seek out more information regarding privatization, report potential privatization efforts sooner, and have conversations with Chapter and Local leadership as to how to fight back against privatization.

Save Our Jobs: The Anti-Privatization Committee has also been developing resources for the AHS General Support Services groups that were identified in the Ernst & Young AHS performance review. The first resources are a series of postcards that are directed at members identified in the report to be potentially privatized. The postcards were developed as a resource for Chapter and Local leadership to have something to engage membership and start the one-on-one conversations with members and remind them of the valuable work they do. These postcards will also link back to the website where members can learn more about what they can do. This campaign can also be easily adapted to all members of the union, but is initially focused on AHS because of the known threat against these members.

Anti-Privatization Manual: The fight back manual was slightly changed by having the anti-privatization website QR code inserted on the digital and printed copies that were printed after last year's Convention.

The committee is making all resources available in hard copy or digitally, so that they can be accessed quickly by the membership.

Local Presentations

The committee was able to connect with some Locals in the past year and present our slide show on how to recognize the signs of privatization and talk about the Anti-Privatization Manual that was developed in the first half

of our term. As the committee did not reach as many Locals as we would have liked, we decided to develop a video presentation of our slide show to make it more accessible to all the membership. Our goal is to have a completed video by this year's Convention and to make it available on the committee website at <https://www.aupe.org/about/committees/anti-privatization-committee>. The committee is also planning on sending out the link and a member update out to all members once it is posted.

Tracking and Investigating Privatization Threats

With assistance from staff, we have been able to formalize the process for tracking and investigating privatization threats. A flowchart has been developed as part of this process so that committee members and staff are able to document, investigate, track and act on incoming threats. This process, along with other documentation and resources, will be housed on a SharePoint drive to create a centrally based, digital resource database for the anti-privatization materials going forward.

Anti-Privatization Committee Contact Information

A primary means of communication is through our website. Each of the following can be accessed there through clicking on the relevant links.

- You can contact your Anti-Privatization Committee at antiprivatization@aupe.ca
- The committee also has a form that members can use to report any rumors about privatization at their workplace. https://aupe.formstack.com/forms/antiprivatization_reporting_form
- The anti-privatization website provides links to media releases and membership updates related to privatization that affects AUPE members: <https://www.aupe.org/about/committees/anti-privatization-committee>
- All documents created by the committee, including the Anti-Privatization Handbook, postcards and other relevant materials, can be accessed at the committee website as well.

Closing Comments

Job security language is a priority in upcoming negotiations, given the ideological government that is currently in power. This language can be achieved by you, the members, if we take a stand together on stopping privatization. We need to have the conversation that privatization reduces services to Albertans, takes money out of our province, takes money away from our families, and takes jobs out of our local communities. Members were able to secure language at various tables in the last round of negotiations that prevented contracting out, but that language has end dates. We, the members of AUPE, need to stand together and always be ready in the fight back against privatization.

I would like to thank the committee for their hard work and dedication, and on behalf of the committee members, thank all the AUPE staff who have supported and assisted the committee over the term and for their commitment and dedication to the fight against privatization.

On behalf of the Anti-Privatization Committee, I respectfully submit this report.

In solidarity,

Darren Graham

Vice-President

Anti-Privatization Committee Chair

www.aupe.org/apc

COMMITTEE ON POLITICAL ACTION

Committee Members

Mike Dempsey (Chair), Vice-President
Dustin Abbott, Local 006, Edmonton
Nancy Burton (Vice-Chair), Local 045, Cochrane
Janice Drader Jamieson, Local 057, Wetaskiwin
James Gault, Local 003, Edmonton
Oscar Jara, Local 095, Calgary
Deanna Pawlak, Local 040, Lethbridge
Jennifer Power, Local 043, Grande Prairie
Zoey Jones, Staff Advisor
Tammy Tangedal, Administrative Support

We would like to begin by thanking our staff administrative professional, Tammy Tangedal. Tammy works out of the Athabasca office and is the reason our minutes are comprehensible. She ensures that we are prompt with our time offs and other important, miscellaneous paperwork. Tammy also has a strong interest in what the committee does and we appreciate the insights she gives us from time to time on our issues.

We also need to thank the incredible Alexander Delorme! The COPA initiatives and responsibilities we are charged with must be communicated to the members. For the most part, this is done through a communications officer and in our case through Alexander. The surveys many of you did at Convention last year, the follow-up surveys that were sent out via AUPE communications in the months after that, tabulating the many responses, publishing the platforms of the political parties in the last provincial election: all this had to be done in a very short turnaround, and communicated to all members in a timely manner.

We would also like to thank our staff advisor, Zoey Jones, for her contribution and political insights to COPA. She worked in tandem with Alexander and indeed, delved deep into the murky language of campaign promises to tease out the nuggets of useful information that was contained in all the parties' platforms. This information is used by us to present to our members at Local and Chapter meetings as well as online to help fulfill our mandate of educating our members on the political issues that will affect them and their families.

COPA Meeting Dates

Meetings are planned approximately every 4 to 6 weeks, in addition to subcommittee meetings and calls/emails related to ongoing projects.

- November 28: Regularly scheduled meeting.
- January 23: Regularly scheduled meeting and provincial election planning
- February 21: Regularly scheduled meeting and provincial election planning
- March 29: Regularly scheduled meeting and provincial election planning
- May 15: Regularly scheduled meeting and provincial election planning
- May 23: Election planning meeting
- June 29: Regularly scheduled meeting and election debrief
- September 13: Regularly scheduled meeting

The Purpose of COPA

The objectives of COPA, as per the Constitution, are to promote the education and social action of the members as they relate to the interests of the union, promote the political education of the membership, promote social action and political education, act of behalf of members on political issues, recommend priorities in political education, and pursue electoral reform.

But is this enough? Are we interested enough in the politics that affect everything in our lives to get involved enough to actually effect real change?

COPA has been contemplating this and, to that end, we wish to share with you our thoughts – in this instance, as they are brilliantly illuminated by one of our committee members, Oscar Jara.

“We, as workers, are living in a historical moment of economic, social, and political change. The idea of a union was born as a political fight, for safer working environments, time off, health benefits, and other dignified conditions.

Our history and motive as a labour union, though, has been lost through the process of neoliberalism, including privatization and a consolidation of power.

In terms of the economic global situation, we as workers need to pay closer attention because our union is the last organization that will protect and represent us socially and politically in this society. How can we re-learn that unions represent us, the working class?

We see a great need to have more conversations with our fellow union members so that we have a common ground from which to mobilize alternatives. Together, across and beyond our genders, races, ethnicities, religions, and other social indicators, we are connected as workers.

We are not here to give an answer. We need to come together and co-create solutions to our common problems through ongoing discussions, political education, and collaboration for direct action.

We need to turn our attention inward and evaluate our own political education. We cannot wait another four years to evaluate the social and political participation of our members (i.e. voting). A different approach needs to be taken. One that connects both our members to political parties, other unions, institutions, community associations, grassroots organizations, etc., as well as connects our members internally among the AUPE committees, Locals, and Chapters.

How can we begin linking the ideas generated in our independent committees with one another to build a common understanding? To supplement guest visitors, how could we go out into the community and learn from people where they work? It is important to maintain our own analysis of what kind of society we live in, what kind of union we have, and what kind of society and union we want to build. At the same time, we must move beyond mere policies and benchmarks while building our capacity to form arguments, foster healthy dialogue, and welcome necessary debates that can lead to actionable change.”

Of course, the direction COPA can and will go is up to the next iteration of the committee, as this one stands down as of this Convention. But we must find ways to get more people involved so that we become our own political force to be reckoned with.

2023 Alberta Provincial Election

As most Albertans know, a provincial election was held on May 29, 2023. In advance of the election, COPA took to the main parties’ platforms to obtain and provide information and analysis for AUPE members. These were posted on the AUPE Votes section of the AUPE website, along with crucial information on voting, AUPE members running for election and links to useful information.

Specifically, here is the detail on the activities COPA undertook to fulfill its mandate. COPA put several hundred hours of work into preparing AUPE members for the Spring 2023 provincial election. As in every election, we focused on providing information on Alberta’s political parties and how their platforms would impact AUPE members.

We created the AUPE Votes website, which we update for every election, and published several Direct Impact newsletter articles with lots of information about the political parties and their leaders. Members showed great interest in the website and the Direct Impact articles. Our website received hundreds of visits when we published the results of our pre-election survey. Visits skyrocketed to 1,512 views just before election day, suggesting members turned to our webpage to help make their final decisions.

Our political articles received thousands and thousands of views. We shared our survey in the January edition of AUPE’s Direct Impact newsletter, which generated nearly 1000 visits. The newsletter’s political articles received even higher numbers leading up to the election.

- February Direct Impact: Preparing for Danielle Smith’s first budget (1950 views)
- March Direct Impact: Prepare for the Provincial Election (1395 views)
- April Direct Impact: Extra! Extra! It’s election time (1059 views)
- May Direct Impact: The United Conservative Party wins the 2023 provincial election (5089 views)

The members of the committee considered the unique needs of AUPE sectors and identified the following important parts of the UCP and NDP party platforms:

Health

The UCP promised to inject funding into both public and private health care systems, as well as expanding and supporting public and/or private continuing care facilities.

The NDP promised to increase funding to public health care, specifically AHS, and prioritize public and non-profit continuing care spaces for funding and expansion.

Advanced Education

The UCP and NDP both promised caps on student tuition that COPA feels should be paired with increased public funding if we are going to protect the jobs and fair pay of members working in advanced education.

Government of Alberta

The UCP shared plans to expand the use of Alberta sheriffs in 24/7 bail monitoring process and special anti-fentanyl and illegal gun trafficking teams.

The NDP promised a 50 per cent increase in funding to Family and Community Support Services (FCSS) and hinted at better support for social workers.

Boards and Agencies

The UCP platform did not address this part of our membership, and the NDP shared a plan to increase funding for housing for specific marginalized populations, expand mental health support and make funding more predictable for shelters and agencies.

Now that the election is over, COPA has an opportunity to see how (and if) the UCP keep their promises. If they do, there are likely to be further threats to public health care coming, expanded duties for sheriffs, an increase in the number of positions in continuing care facilities, and potentially some downward pressure on jobs and wages in the education sector.

Local Assignments

Committee members were assigned to various Locals as liaison. This was done in advance of the provincial election. On a go-forward basis, it is a great idea to always have members available to speak to Locals/Chapters on political issues that affect our day-to-day lives, all year round.

Many thanks to all the Locals and Chapters that took us up on our offer, especially in the run-up to the provincial election this past May.

Learning Opportunities

Beyond responding to the challenges that the Alberta government has presented us with and assisting our members with information to help them choose candidates running for various elections, COPA also supports its committee members with learning opportunities.

Progressive, supportive allies that have very educational, worthwhile conferences include Public Interest Alberta as well as the Parkland Institute. We also invite speakers from similar organizations to come and inform us of their own initiatives.

In solidarity and on behalf of COPA,

Mike Dempsey

Vice-President

Committee on Political Action Chair

ENVIRONMENTAL COMMITTEE

Committee Members

Bonnie Gostola (Chair), Vice-President
Jennifer Bowlby, Local 005, Boyle
Manjit Gurbachan Singh, Local 095, Calgary
Christine Madigan, Local 054, Edmonton
Sandy McCuaig, Local 012, Leduc
Osborne Okara, Local 002, Red Deer
Aaron Petty, Local 005, Edmonton
Junel Samalio, Local 040, Edmonton
Kaitlyn Wolfert, Local 002, Edmonton
Guy Quenneville, Staff Advisor
Charlene Peterson, Administrative Support

The committee met on the following dates: November 30, 2022, February 1 (hybrid), March 23 (hybrid), May 25 (hybrid), and September 21 (hybrid).

I want to start off by thanking James Sullivan for providing leadership for this group until February 1, 2023. He gave the committee great guidance and promoted the work of this committee for over a year and a half. I thank him for the help he gave me when I took over the chair of this committee. I admit that environmental issues are not my strong suit, along with many other members, I stepped into a field that I was generally familiar with, but not well versed in. This committee also has had the amazing support of staff advisor, Guy Quenneville, who is learning like the rest of us, but has offered amazing guidance on new and exciting ways of getting information. Charlene Peterson, the administrative professional, supports this committee by keeping everyone and everything on track. The committee has also gone through transitions, with members leaving and new ones joining. It is very difficult to keep momentum with initiatives when there are so many changes, but I think the core committee was able to incorporate the values of the whole and allowed for input from the newer members of the group without losing the vision of what the committee hoped to accomplish this term.

The vision is the first thing needing to be addressed in this report. AUPE, through the efforts of the Environmental Committee, has been thought to be the leader in proposing changes to the environmental lobby at the provincial and federal level. Unfortunately, that push to be the leader was stalled by the COVID pandemic, forcing discussions around the “Green Deal” and “Just Transition” and how AUPE deals with these concepts down a different path. I will say that the ideas endorsed by AUPE members at Convention in 2021 and 2022 have not gone away, but just changed to allow for members to get on board with a better understanding of what these concepts mean to them.

The environmental conversation has shifted to what the link between labour and environment really is. How have workers been a part of the conversation? What impacts do climate issues have on each of us? How can we all be more active as individuals, organizations, and as a union to further the environmental impacts of climate change? These are global questions and AUPE has an obligation to try to provide the members with education, which will lead to a better understanding of the role we all need to play in resolving environmental issues.

Just Transition

In 2020, the committee switched gears and changed its focus to global warming and the climate crisis (some would even want to call it a climate emergency!). During the 2021 Convention, two resolutions were carried: “a Green New Deal for Albertans” and “a Just Transition for Fossil Fuel Workers.” Building off the commitment of these resolutions, there has since been created a presentation built to be shared with members through the AUPE Locals and Chapters. “A Just Transition for Alberta” delves into what unionized workers are facing, highlighting the fact that all areas of labour are being adversely impacted along with the oil and gas sector. This presentation expands the premise of the resolutions, exploring what a “Green New Deal” could look like. It shows how a just transition away from fossil fuels can protect, support and create jobs for oil and gas workers, and the vision and focus it will take to get us all there. The consequences of the cost of climate change are the very real cost of drought on food production, and the correlation in the price we are all paying for everything we rely on to live.

In line with this is the work on a one-page brochure showing members what is happening today, the environmental damage being done, and what our world could look like if we continue to go down the road we are on. The reliance on fossil fuel, the warming of our climate and the damage being inflicted on each of us are contrasted with what could happen if we start acting to change for the better. Look for this soon after Convention ends.

Grassroots Letter

The committee drafted a letter that will be sent out to other like-minded groups, asking that we join to unite the voices of concern on environmental issues. We have also revisited our letter and expanded on what the common goals might be, to eliminate any question others may have of us. We hope to distribute this letter in the near future. We have also received requests from other groups on the same theme. One such letter left us with a lot of questions as to whether their priorities were similar to our own. We have invited this group to sit down with us to determine if our goals are in alignment.

This summer we have seen the many environmental consequences of a warming global climate. Wildfires across Canada have been unprecedented in the number of hectares burned, causing smoke pollution, forcing many indoors and others into medical distress. Drought conditions, especially in the USA, have caused crop failures on levels never seen before. These conditions are also creating havoc on agriculture here in Canada. Why does this all matter to AUPE members?

Food costs rise with every failure of a crop, or every crop that needs to be planted. It costs more to ship those products as it costs more to produce. The cost of fuel has also risen, leading to a further erosion of green initiatives. We can no longer sit on the sidelines of the discussion on whether climate change is real or not. The cost is too high.

We need to understand how labour and the environment are linked. We hope to impress upon every member as to why AUPE needs to take a stand and educate every member on how we can be more effective in addressing the global crisis that is climate change. The general resolution being proposed is one way of assuring that AUPE members start gaining the knowledge and become more active in combating the issues that are of concern to us all.

We encourage members to use the QR code below. It will take you to an article that speaks to this very issue. Once you have done this, please feel free to reach out and have a conversation. I encourage members to apply for the next term of the Environmental Committee. There is work to be done. The Environmental Committee is not just about where the recycling bins are located. As I have been learning over the past eight months, AUPE can be a trendsetter. We need the members to be at the front of the battle. Please take a moment to read an insightful article on some of the discussion that the committee has had by using the QR code below.



Respectfully submitted on behalf of the Environmental Committee,

Bonnie Gostola
Environmental Committee Chair

FINANCE COMMITTEE

Committee Members

Jason Heistad – Chair
Kathleen Buss, Local 001, Jarvie
Raminder Gill, Local 040, Edmonton
Wendy Gummesen, Local 043, Peace River
Justin Huseby, Local 052, Calgary
David Ibach, Local 058, Medicine Hat
Rita McDonald, Local 041, Claresholm
Cecilia Murphy, Staff Advisor
Julius Salegio, Administrative Support
Destiny Baines, Administrative Support

The Finance Committee ensures financial direction for AUPE. The committee is responsible for advising on the financial sustainability of the union. The committee proposes financial recommendations that Provincial Executive reviews, amends and approves. The Finance Committee, along with the finance and accounting department, ensures that reputable financial auditors review the books of AUPE to keep up to standard with accounting best practices.

As I reported last year, AUPE faced challenges on the passing of the UCP Alberta government's regressive legislation for Bills 1 and 9 and 32. AUPE legally challenged this legislation passed by the UCP government.

As to Bill 32, legal counsel directed AUPE to follow the associated regulations, as outlined on the following verbatim communication sent to all our members in 2021:

As you may know, in 2020 the Alberta Government passed legislation (Bill 32) which created rules around the spending of union dues on what the legislation refers to as "core" and "non-core activities". Under the legislation and its associated Regulations, prior to August 1, 2022, all unions must advise dues payers of the amount or percentage of dues that are spent on "non-core" activities. After August 1, 2022, employers can only deduct and remit to the union that portion of dues used for non-core activities if the dues payer has provided a signed election authorizing the employer to do so.

AUPE views Bill 32 and the associated Regulations as an unnecessary and unjustified interference in the democratically approved processes of the union. We also find it curious that a government that professes to be concerned about reducing "red tape" would pass unnecessary legislation that created significant "red tape" for both unions and employers.

Despite our concerns about the need for or validity of Bill 32, we take our legal obligations seriously. We have undertaken a careful examination of our expenditures and have consulted with legal counsel and with various entities which we provide money. We have also considered that we receive significant revenue each year that does not come from ongoing dues. After carefully assessing all our financial information and legal obligations, we can report to you that none of your ongoing dues will be spent on non-core activities.

As such, there is no election required and as of August 1, 2022, we expect that your employer(s) will continue to deduct and remit dues in the same amounts as have been deducted and remitted to this point.

This year, the UCP Alberta government, led by Danielle Smith, has continued to both antagonize our democratic right to strike as well as impact the livelihood of hard-working Albertans. This was demonstrated on the July 12, 2023 ruling by a three-person ALRB panel that imposed a dues freeze for a month by arguing that "AUPE contravened the parts of the Labour Relations Code when approximately 2,200 health care workers either walked off the job or failed to show up for work (Source: *Edmonton Journal*, *Labour board hits union with month-long dues freeze following 2020 wildcat strike by AHS workers*). The *Edmonton Journal* reported on July 18, the panel's ruling as follows: "The stoppage of collection of union dues from two Alberta Union of Provincial Employees (AUPE) bargaining units for a one-month period as sanction for one day wildcat strike on October 26, 2020." This action is another attempt by the Alberta government to punish hard-working health care providers who expect and demand better wages and services to serve Albertans. While this ruling will impact the finances of AUPE, we will continue to both defend our labour rights to strike as well as demand better and decent wages, benefits and pensions. The Alberta government continues to threaten the livelihood of hard-working health care workers who face ongoing hostility to privatize their workplace and are punished when taking a stand to oppose the selling of the remaining public health care services to the highest bidder. Danielle Smith continues to press on her desire to leave the Canadian Pension Plan (CPP). On July 13, 2023, she mandated the new Finance Minister, Nate Horner, to release the Alberta Pension Plan Report and to determine whether a referendum is needed to proceed to establish an Alberta Pension Plan. As pointed out by federal civil servants, "comparability matters from an economic perspective when it comes to benefits, as well as the ability of workers to move within the country for other economic opportunities." It was further argued that Albertans could become members of two different pension plans: one being the Alberta Pension Plan and the other being the Canadian Pension Plan. The UCP's decision to establish an Alberta Pension Plan would have an impact on our members' future retirement plans. Please refer to the report of the Pension Committee for more pension-related details.

The Finance Committee makes recommendations for the proper administration of finances of AUPE. The committee has been involved in the following: reviewing and enhancing financial policies; reviewing financial statements, meeting, and reviewing reports prepared by auditors; and meeting with external partners and vendors providing financial or technical support to AUPE. The Finance Committee reviews the proposed annual budget of the union and may amend or suggest improvements. The committee accepts applications for donations to assist non-governmental organizations. The Finance Committee recommends approval or denial of donation applications to Provincial Executive. The Finance Committee continues to monitor financial progress and remains vigilant about ongoing and new challenges as mentioned above.

The Finance Committee reviews and enhances financial policies with the intent to assist the overall business operations of AUPE, including its membership. As such, the committee acts to solve, manage and address issues

for specific financial policies. The implementation of financial policy review involves planning every aspect of the delivery and impact of the process, including preparing supporting documents, proposing improvements, drafting of motions, facilitating meetings, and follow-up discussions with ATB as AUPE's external financial advisor. The Finance Committee either reviewed or proposed changes to the following financial policies in 2022.

Policies Reviewed by the Finance Committee

- Policy 5-2 Rebates to Locals
- Policy 5-3 Area Council Rebates and Accountability
- Policy 5-6 Contingency Reserve
- Policy 5-12 Component Rebates
- Policy 5-15 Reimbursement of Salary
- Policy 5-17 Reimbursement for Transportation Expenses
- Policy 5-18 Policy on Hotel Accommodation
- Policy 5-19 Meal Allowance
- Policy 5-20 Reimbursement for Child Care Expenses
- Policy 5-27 Contributions (Donations) to Organizations
- Policy 5-33 Chapter Funding
- Policy 5-36 Gift Certificates
- Policy 5-39 Internal Investment Policy
- Policy 5-40 Inclement Weather, Natural Disaster and Emergency Situation Policy
- Policy 5-43 Borrowing Policy

Budget, Investments and Assets

With respect to AUPE's total for reserves (made up of the defence, contingency, time-off, severance and defending our services), is now at \$81,621,081. Reserve funds, which are reviewed once per year by ATB, continue to be invested in a balanced asset mix with ATB Investment Services. The overall return on the portfolio with ATB was 7.33 per cent.

The Finance Committee has reviewed and passed a deficit budget of \$10,310,142 that Provincial Executive approved. Finance and accounting provided oversight about the benefits and challenges of the approved budget to both the Finance Committee and Provincial Executive. The Finance Committee plans to continue monitoring, strengthening the budget and reporting processes by using best financial practices (monitoring the budget, tracking investment, reviewing investment policy, auditing the books, etc.). In October 2020, \$13.0M was withdrawn from the defence fund to be utilized for any imminent outcomes or fines that could have been presented to AUPE following the October 26 labour dispute. On June 5, 2023, the Finance Committee passed the motion for \$9.0M to be returned to the defence investment account for future use, and \$4.0M to remain in the chequing account.

The Finance Committee and Provincial Executive were given information regarding the steps and sale of Solidarity Place. Collaborative work with Colliers and AUPE staff ensured the final and successful sale of the building. Transglobe Properties submitted an offer to AUPE to purchase Solidarity Place for \$4M. While Legal Counsel and Commercial Broker sale expenses amounted to \$137,025, AUPE applied the remaining \$3,862,975 to the mortgage balance of the new AUPE Headquarters. The sale of Solidarity Place is another example of the Finance Committee's commitment to continue providing increased oversight, transparency and accountability for the union's finances.

Focus of Finance Committee

The focus for 2023-2024 is to complete the strategic plan and continue providing support for AUPE's members. The Executive Secretary-Treasurer will continue providing advice to the Locals to achieve their strategic plan in 2023. The Executive Secretary-Treasurer will be reviewing the risk matrix with the executive team and further guidance from the Provincial Executive. The financial policies will continue to be reviewed and improved to bring effectiveness to the finances of AUPE and the 34 Locals. This work achieves ongoing improvement of financial policies as well as collaborative work amongst committee members. We will continue strengthening and streamlining the relationship service with ATB and support Locals. Finally, we will continue supporting Area Councils, Locals, other executives and staff, securing insurance coverage for their events.

By being good stewards of AUPE's finances, we can continue monitoring and learning from the past and adapting for unintended or direct impacts by the UCP Alberta government's legislation and antidemocratic practices against our labour movement. By being proactive, AUPE can weather the storm, emerge, adapt and recreate its financial journey for the future of our members.

As always, I would like to extend my gratitude to the members of the Finance Committee, our staff advisor, finance and accounting, research, and executive staff for their ongoing collective contribution, commitment and support to stewarding AUPE's financial resources.

Respectfully submitted on behalf of the Finance Committee.

In solidarity,

Jason Heistad
Executive Secretary-Treasurer
Finance Committee Chair

HUMAN RIGHTS COMMITTEE

Committee Members

Bobby-Joe Borodey (Chair), Vice-President
Florinda Canteras, Local 045, Calgary
Cindy Froud, Local 045, Calgary
Curtis Jackson, Local 006, Medicine Hat
Rebecca Leblanc, Local 001, Edmonton
Charlie Letourneau, Local 052, Calgary
Richard Lemaire, Local 002, Calgary
Jessica Pope, Local 012, Edmonton
Atul Verma (Vice-Chair), Local 095, Calgary
Marc Boivin, Staff Advisor
Zoey Jones, Staff Advisor
Ghanem AlAtasi, Administrative Support

Meeting Dates from December 2023 – June 2023

- December 13, 2022 – Hybrid/In person at HQ Edmonton
- January 30, 2023 – Virtual Meeting
- March 10, 2023 – Hybrid/In person at the Red Deer Regional Office
- May 16, 2023 – Virtual Meeting
- June 23, 2023 – In person at the Lethbridge Regional Office (preparation for Lethbridge PRIDE parade)
- August 19, 2023 – scheduled in person at HQ Edmonton (preparation for PRIDE BBQ)
- September 2, 2023 – scheduled in person at the Calgary Regional Office (preparation for YYC PRIDE)
- September 29, 2023 – scheduled in person at HQ Edmonton (preparation for NDTR event)

The Human Rights Committee (HRC) is honoured to help in the advancement of human rights both in the workplace and within AUPE. As noted in the committee mandate (AUPE Constitution, Article 15(k)), we are dedicated to educating, supporting, and promoting awareness of human rights issues of concern that impact AUPE members-at-large, the public and affected communities. We are excited to share what the committee has accomplished since we last met in 2022.

Committee Focus – Three Pillars

The committee recognizes that Human Rights in Alberta spans 15 protected grounds. The diversity of AUPE's membership means we have fellow workers within each of these grounds. When this committee first met, we reviewed the protected grounds, their importance to members, and discussed how best to provide allyship and meet the direction within the AUPE Constitution. Each ground is important and focusing the committee's attention on all is a noble goal but was not achievable, so we identified Three Pillars: Gender and Sexual Diversity, Accessibility, and Indigenous Reconciliation. These were chosen based on current actions we could support or amplify (Gender and Sexual Diversity), grounds that likely impact a high number of members (Accessibility), and those where AUPE is making efforts to build relationships (Indigenous Reconciliation).

Pillar 1 – Gender and Sexual Diversity

AUPE and the Human Rights Committee strive to promote and advocate for Inclusion Diversity, and Equity (IDE), in the work we do every day. This focus allows us to build and strengthen our union and membership. As large and diverse as AUPE is, it is important to the HRC that members recognize we are an organization committed to being

an ally to the LGBTQ2S+ community. Through the Local IDE committees and the hiring of a dedicated IDE AUPE union representative who supports the committee as a staff advisor, members are provided with ongoing educational opportunities that focus on various human rights topics, including the importance of recognizing gender and sexual diversity. It is opportunities like this that make the committee proud to be in AUPE.

At the time of writing this report, the committee had the privilege of walking in the Lethbridge PRIDE parade on June 24, 2023, alongside AUPE members and their families, and we are looking forward to a planned PRIDE BBQ taking place at AUPE Headquarters in Edmonton on August 20, 2023, and once again participating in the Calgary PRIDE parade on September 3, 2023. Pride parades and events are much more than gatherings where participants show up in costume for a fun social outing. But rather, it is important to remember that PRIDE promotes the self-affirmation, dignity, equality and increased visibility of LGBT people as a social group. Many members within AUPE identify as being in the lesbian, gay, bisexual, transgender, queer, or questioning, and two-spirited (LGBTQ2S+) community, and many more consider themselves an ally. We are thankful for this and encourage all members to proudly display their allyship.

Pillar 2 - Accessibility

The HRC's second pillar focuses on accessibility, formally defined as "being within reach, attainable, comprehensible, or approachable, and having equal access to available resources."

While most people know or have knowledge of physical disabilities, emotional as well as mental ailments can often be overlooked. Disabilities, like people, are diverse, and they impact how individuals experience the world around them. It's been said that most people encounter some form of disability at some point in their life. Because of this, the committee supports the notion that collectively society is obligated to create a world where the ability to interact with all people and their environment, regardless of their accommodations, is possible.

At Convention 2021, two resolutions pertaining to accessibility were passed and gave direction to the Human Rights Committee. The first resolution indicated the committee needed to create a policy to ensure underrepresented groups were not inadvertently disadvantaged when AUPE creates internal policies or regulations. The HRC is pleased to report that the draft will be presented at the September 2023 Provincial Executive meeting, seeking adoption into AUPE policy. The policy, if approved, directs AUPE to commit to the principles of equity, diversity and inclusion in the composition of committees within AUPE, fostering an equitable, inclusive and accessible environment for members, considering diversity and equity as primary principles for policy development, and providing access to equity, diversity and inclusion educational opportunities. The second resolution directed the Human Rights Committee to proactively solicit feedback every two years, regarding reasonable accommodations to improve participation for members with disabilities. The AUPE research department will launch a survey in the fall which includes this component. We hope all delegates will take a moment and participate in the survey. The information collected will help AUPE foster spaces where all members have access and feel included.

Pillar 3 - Indigenous Reconciliation

The final pillar centres on improving Indigenous relations, specifically walking the path to Truth and Reconciliation. Alberta defines Truth and Reconciliation as, "...a journey of education and action to improve relations between Indigenous and non-Indigenous people. It is ongoing and active and starts with acknowledging the truth about Canada's residential school systems and colonial origins." While definitions vary slightly, the core message is typically consistent. The journey will be long and painful, but we need to hold ourselves to account and embark on it. Healing will only be possible if we commit to embracing inclusivity, seek to understand, participate in meaningful, safe conversations and pursue further education. The Human Rights Committee is committed to this task and we look forward to travelling alongside the AUPE members who wish to join us.

In the spirit of National Day for Truth and Reconciliation (September 30th), the Human Rights Committee is hosting an event to express our solidarity and continued work toward Truth and Reconciliation. The first event is planned to include a small art display and vendor market, smudging, education, traditional dancing, and a flag raising ceremony. We are honoured to have Patrick Mitsuing of Powwow Times join as the master of ceremonies for the event. Patrick will share knowledge as we progress through the event and dancers will grace the guests with their style of dance. Most of the dancers are second-generation residential school survivors, and it will be such a blessing to see these dancers embracing their culture. The dancers dance for those that can't, for those who are sick, and for those in need of healing, and they enjoy sharing their gift and love of dance with others. However members choose to reflect on the National Day of Truth and Reconciliation, please do so with an open mind, and an open heart.

Closing

Let's never forget that human rights are labour rights, and regardless of nationality, place of residence, sex, national or ethnic origin, colour, religion, language, or other status, we are all connected, responsible and accountable to one another. I am confident that if we work together AUPE will be a leader in both the labour and the human rights movement, and the Human Rights Committee is excited to help be a part of the change.

Thank you to everyone who has provided feedback, support and encouragement over the past year. The committee is better because of you and appreciates you. Please continue to reach out so we can do great work together.

Respectfully submitted with contributions from each of the HRC members.

In solidarity,

Bobby-Joe Borodey
Vice-President, Calgary Region
Human Rights Committee Chair

LEGISLATIVE COMMITTEE

Committee Members

Guy Smith (Chair), President
Jake Cameron, Local 053, Lethbridge
Steve Eagles (Vice-Chair), Local 004, Red Deer
Ron Fernandes, Local 002, Edmonton
Paulette Gillespie, Local 118, Cereal
Mike Larson, Local 003, Edmonton
Karen Mann, Local 002, Edmonton
Jessica Philp, Local 044, Red Deer
Gil Laflamme, Staff Advisor
Tammy Lamoureux, Administrative Support

Greetings.

The Legislative Committee has been meeting, when required, since the last Convention, and will have met four times by September 2023.

The Legislative Committee is responsible for producing, receiving and processing Convention resolutions and referring them to the appropriate standing committee for presentation at Convention. There are seven constitutional resolutions and eight general resolutions on the order paper for the 2023 Convention. The constitutional resolutions will be presented at Convention by the Legislative Committee which has also determined (subject to amendments of the agenda) the order of presentation.

Well in advance of the resolution submission deadline, the Legislative Committee reviewed the "How to Write a Resolution" guide that it developed a few years ago. This guide was made available to all components and standing committees for their reference and assistance in writing resolutions.

Members of the committee, upon request, have made themselves available to Locals preparing their Convention delegations. A short presentation explains the process to create, forward and present and debate resolutions to Convention as well as general Convention procedures and protocol. Also included in this year's presentation is information on the electronic voting system (Election Buddy) which will be used to vote on resolutions and in elections. We hope that Locals have found this presentation useful to ensure delegates are more aware of their role at Convention, as well as prepared to participate in debate and vote on presented resolutions.

The committee is also responsible for updating or creating policies and procedures which do not fall under the jurisdiction of a specific standing committee. The policies and procedures were assigned to members of the committee to review and make recommendations for any necessary changes. Committee members did their review with special attention to ensuring that the policies and procedures are reflective of the principles of Inclusion, Diversity and Equity (IDE). The Human Rights Committee provided a very helpful guide of what to consider when reviewing material through an IDE "lens." We would like to thank the Human Rights Committee for their guidance and assistance in this endeavour.

Additionally, throughout the year, the committee looked at policy and procedure recommendations made by other standing committees to ensure they were not in conflict with the Constitution or existing policy and procedures. The committee suggested amendments and made referrals to the originating standing committee prior to presentation at Provincial Executive (PE).

Over the year, the Legislative Committee has worked diligently to meet its Constitutional mandate and to ensure that the PE gave clear direction and feedback when required, to ensure the committee was meeting PE's goals and objectives. As chair of the committee, I would like to thank each member for their insight and input into the work of the committee and the important role it performs on behalf of AUPE.

This committee will be standing down at the end of Convention, after a very busy and productive two-year term. For those members of the committee that will not be re-appointed, I would like to wish them all the best in their future endeavours.

The committee would also like to thank our staff advisor, Gil Laflamme, and our professional administrative support, Tammy Lamoureux, for their ongoing advice and guidance in the work of the committee.

Submitted in solidarity on behalf of the Legislative Committee,

Guy Smith
President
Legislative Committee Chair

MEMBERS' BENEFITS COMMITTEE

Committee Members

Justin Huseby (Chair), Provincial Executive, Local 052, Calgary
Katherine Alexander, Local 002, Lacombe
Debora Coombes, Local 057, Bowden
Susan Cowtan, Local 002, Edmonton
Chrissie Mather, Local 071, Medicine Hat
Kathleen Schwengler, Local 048, Calgary
Julius Salegio, Staff Advisor
Kim Lockert, Administrative Support

Good Afternoon Fellow Workers!

On behalf of your Members' Benefits Committee, we wish you a wonderful and safe 2023 Convention! Your Members' Benefits Committee looks after administering the Members' Benevolent Fund (MBF) and the Members' Education Fund (MEF) on your behalf.

Purpose of the Funds

Your Members' Benevolent Fund (MBF) is established to assist members who are dealing with a personal emergency requiring financial assistance. Your Members' Education Fund (MEF) is established to provide educational scholarships and bursaries to assist eligible members and their families pursuing educational opportunities.

MBF & MEF Sustainability and Funding

Your MBF and MEF have a long history that even pre-dates AUPE (... but that is a story for another time)! The MBF and MEF are sustained through three main sources of funding:

1. AUPE Members, as approved by a resolution at the 2012 Convention
 - a. \$0.25 per Member is contributed to the Members' Benefit Committee each month to support the programs and sustain the funds
 - i. (\$0.07 is put towards the MBF, and \$0.18 to the MEF as per the Members' Benefits Committee Investment Policy)
2. Direct donations
 - a. Donations have come from: AUPE vendors, AUPE partners, individual AUPE members, committee initiatives and Locals and/or Chapters
3. Realized and unrealized income earned on the funds throughout the years
 - a. Interest earned or income from sale of investments

MBF & MEF Sustainability Strategy

Your committee continues to work to ensure that your funds are sustainable when factoring specific spend projections, market swings and fund size. This is continuing the progress outlined in your 2020, 2021 and 2022 Members' Benefits Committee convention reports.

Our goal is to keep the MBF and the MEF sustainable in perpetuity to meet the needs of today, without compromising the needs of tomorrow. In other words, we work to make sure the MBF and MEF will exist for members forever, while ensuring we don't handcuff the decisions that future committees may have to make. Like any fund, ongoing monitoring and evaluation need to occur to protect the interests of our members.

Building on this strategy, along with comprehensive management of fund investments and investment policy updates from our advisors, your committee continues to balance the desire for a well-funded MBF & MEF and meet the needs for today. A maximum spending figure is established each fiscal year in the investment policy to keep both funds sustainable despite fluctuations in the markets. As a reminder, those rates for the 2023/2024 fiscal year are \$240K for your MBF and \$300K for your MEF.

We're proud to report that we were able to continue that work and can maintain the maximum annual level available for the MBF, while working to sustainably increase the available annual spend for the MEF. As of June 30, 2022, the unaudited financial position of the MBF is 7,930,816 and the MEF is \$5,233,688

The Members' Benevolent Fund (MBF)

The MBF continues to see an increasing number of applications from members each month. Given the July and August applications for the 23/24 fiscal year so far, indications show applications for emergency assistance will continue to rise.

Table A: The Members' Benevolent Fund (MBF)	
Period	Amount Approved
July 2022 – June 2023: 224 Applications	\$108,164.00
July 2021 – June 2022: 202 Applications	\$130,297.00
July 2020 – June 2021: 143 Applications	\$81,059.19
July 2019 – June 2020: 244 Applications	\$152,488.00

MBF Q&A: There are some misconceptions about the Members' Benevolent Fund and confusion on where to find information on it. We've put together a quick Q&A:

Q: Who can apply for the MBF?

A: Any current AUPE Member who is facing an emergency need. They will have to demonstrate that there is an emergency need and provide all the necessary information and documentation with their application submission.

Q: What is the process for applying to the MBF?

A: Please check out the link below or visit the 'AUPE Member Resources' section of the AUPE.org website where you will find additional information on what may be eligible for consideration, required documentation and the deadlines for application submissions. <https://www.aupe.org/member-resources/financial-support/members-benefits-benevolent-fund>

2022/2023 Donations to the Members' Benevolent Fund (MBF)

- Thank you to Local 047 for their generous donation of \$5,000 to the MBF!
- Thank you to Local 040 for their generous donation of \$10,000 to the MBF!
- The committee would also like to acknowledge the generous donations from Mr. Richard Lomas!

All donations to the MBF go directly to help members in need!

The Members' Education Fund (MEF)

In 2020, 2021 and 2022, your MEF was able to sustain \$200,000 in awards before donations. In the fall of 2022, your committee tasked ATB Wealth to optimize the max amount we could sustainably run, with the hopes of generating \$300,000 in available awards from the funds (excluding donations to the MEF). This involved thousands of simulations to find options for how we could potentially sustain an increase to \$300,000 in awards each year without misaligning the risk profile of your Members' Benefits Investment Policy (which aligns with the same risk tolerance as AUPE's investment risk profile).

After extensive modelling and necessary adjustments to the Members' Benefits Investment policy in fall 2022, the fund could stretch to a sustainable annual spend of up to \$300,000 without adversely risking the perpetual sustainability of both funds. The outcome and necessary adjustments to achieve this are reflected in the updated AUPE Members' Benefit Investment Policy.

Question: What does this gibberish mean?

Answer: Essentially, your MEF can sustain a minimum of \$300,000 in scholarship and bursary awards each year

The MEF went into 2022/23 with the ability to sustain \$200,000 in awards. Through the shift in policy, Local, vendor and member donations, your committee was able to award \$299,000 in scholarships and bursaries for members and their families!

2022/2023 Donations to the Members' Education Fund (MEF)

- Thank you, Local 049, for your generous donation of \$2,000 to the MEF!
- Thank you, Local 118, for your generous donation of \$1,000 to the MEF!
- Thank you, Local 052, for your generous donation of \$5,000 to the MEF!
- Thank you, Local 046, for your generous donation of \$250 to the MEF!
- Thank you, Local 039, for your generous donation of \$2,000 to the MEF!
- Thank you, Local 095, for your generous donation of \$1,500 to the MEF!

All Local donations to the MBF went directly to scholarships and bursaries for AUPE Members!

2023/2024 Members' Education Fund (MEF)

For the current 2023/24 fiscal year, we look forward to being able to award \$300,000 before donations!

Here is the information for the most recent Scholarship and Bursary Application Period:

Table B: MEF July 2023 Application Period	Amount
July 2023: Applications: 277 Approved: 209 Full-time @ \$1,000, 60 Part-Time @ \$500	\$239,000
Brent Gawn Scholarships: Essay Applications: 27 2 Awards: @ \$2,500 each	\$5,000
Total	\$244,000

Table C: MEF Application Period	Awards
July 2023:	\$244,000
July 2022:	\$252,000
July 2021:	\$191,500
July 2020:	\$91,700

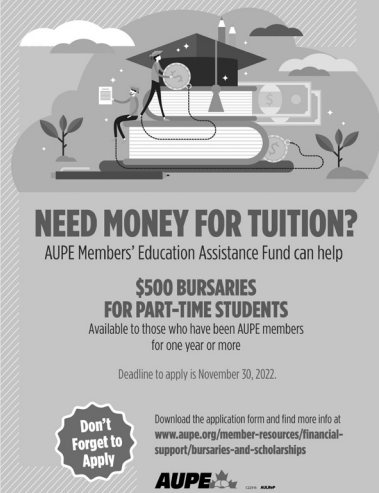
Winter 2024 Part-Time Bursary Program Oct 16 – Nov 30, 2023

The net result after the fall bursary and scholarship period is that we have \$66,000 in funds to run an additional winter bursary round for members only! The application period will run Oct 16 – Nov. 30, 2023. However, we will still need to raise more money for bursaries. If your Local wishes to donate so that more bursary awards can be issued for AUPE members, please contact the chair of the Members' Benefits Committee for details or book a presentation to your Local executive or council.

Every donation to your Members' Education Fund is used for direct awards for AUPE members!

Acknowledgements

A heartfelt and gracious "thank you" to past committee members, Bill Piggot (Life Member Local 003 Medicine Hat), Vanessa Bauder (Local 046 Edmonton), Wendy Kicia (Local 057 Red Deer), and Lea Schmidt (Local 002 Spruce Grove). Your time, energy and determination have helped stabilize the MBF and MEF for current and future generations of AUPE members!



NEED MONEY FOR TUITION?
AUPE Members' Education Assistance Fund can help

\$500 BURSARIES FOR PART-TIME STUDENTS
Available to those who have been AUPE members for one year or more
Deadline to apply is November 30, 2023.

Don't Forget to Apply!
Download the application form and find more info at www.aupe.org/member-resources/financial-support/bursaries-and-scholarships

AUPE

Thank you to our committee advisor, Julius Salegio, for his tireless work liaising with our investment advisors, ATB Wealth and all AUPE departments. This has helped secure meaningful and impactful outcomes. Thank you to Jason Heistad and his valuable work as your Executive Secretary-Treasurer. His guidance, expertise and experience as past chair of this committee has been a wealth of information these past four years. Thank you to these AUPE partners and vendors for their incredible donations to your MBF and MEF, notably Johnson Insurance for donating \$32,560.00 and Next Architecture for their donation of \$3,000.

As MB chair, I want to thank your committee members: Kathleen, Katherine, Deb, Chrissy, and our Vice-Chair Susan. You are all amazing and I am humbled that you have given so much of your time to help better our members. Each of you brings something special to make our committee stay on course to deliver outcomes for AUPE members and their families.

Finally, your committee would like to give an extra special THANK YOU to the amazing Kim Lockert, our staff administrative support superhero! Kim: You are exceptional. We hope you know that your hard work, determination and dedication are what make the committee (and AUPE members) successful. We would not accomplish what we have so far without you.

Please enjoy Convention and let's stick together!

On behalf of the Members' Benefits Committee and in solidarity,

Justin Huseby
Provincial Executive, Local 052
Members' Benefits Committee Chair

MEMBERSHIP SERVICES COMMITTEE

Committee Members

Susan Slade (Chair), Vice President
Kelly Annesty, Local 046, Sherwood Park
Leah Balzer, Local 054, Edmonton
Elaine Cairns, Local 002, Spruce Grove
Shea Christie, Local 001, Nanton
Michael Decker, Local 002, Calgary
Paula Fleming, Local 001, Edmonton
Clint Nicholson, Local 118, Hanna
Pam Vona, Local 002, Edmonton
Christina Misquitta, Staff Advisor
Giselle Guido, Administrative Support

The committee met on the following dates:

- January 18, 2023
- April 4, 2023
- May 17, 2023 (Life membership nominations)
- June 15, 2023
- September 26, 2023

Note: the committee members also take turns throughout the year to vet potential discounters.

The committee follows the mandate in Article 15.07(b) of the Constitution, and is responsible for considering and reviewing items relevant to the mandate provided. The committee has worked together this last year to ensure that the general welfare of the members is one of positive outcomes.

Policy Updates

The following policies that fall under the Membership Services mandate have been update this year:

- Section 3 Education: 3-11 AUPE Labour Educational School Policy amended PE June 2023
- Section 7 Life Members: 7-2 Policy on Life Membership sent to PE in September 2023
- Section 16 Internal Communication: Added new policy 10-21 Policy for Local Vendor Advertising

Education

This year there have been many, many opportunities for training, whether for stewards, Chapter/Local/Area Council executives, chief stewards, negotiating teams or members at large. I hope that you will take back to your respective Chapters and worksites the information on AUPE courses that are available for all members to take.

Please see below, the Education that was and is available:

Steward Training

Steward training was held in person this year: May 25 Edmonton, May 31 Calgary and June 7 Edmonton. This year there was just under 300 in attendance for the workshops. At time of writing this report, we have 857 stewards in the system.

Chief Steward Workshop

Those Locals that have elected a chief steward will have an opportunity to attend an education session that will outline the chief steward duties. The course is designed to provide mentorship and increased confidence.

Chapter & Area Council - Chairs & Vice-Chairs Workshop

It being an election year, chair/vice-chair training was offered in May and June. This workshop is designed to assist in being an effective Chapter & Area Council chair or vice-chair. This one-day workshop is designed to help with roles and responsibilities of these two positions.

June 27, 2023 - Local Secretaries Workshop

This one-day workshop is designed to provide the tools needed for the roles and responsibilities as Local secretary.

June 28, 2023 - Local Chairs & Vice-Chairs Workshop

This one-day workshop is designed to assist in being an effective Local chair/vice-chair and will provide information to help define the roles and responsibilities.

Bargaining Conferences

In preparation for the upcoming negotiations, the following conferences will be taking place:

- September 13 GOA
- September 14 Boards & Agencies
- September 15 Public Health Care
- September 19 Private Health Care, Calgary
- September 21 Private Health Care, Edmonton
- November 7 Education

Bargaining Training Course

A pilot training took place on April 17 and 18 with Local 042. This education will be rolled out to all negotiating teams when they begin negotiating.

Core Courses

Since last Convention the number of members who have completed core course is 759. Courses planned for 2023/24 will be offered either in person, online and both in person and online are.

- Intro to Your Union
- Intro to OHS
- OHS for Union Activists
- Contract Interpretation
- Basic Conflict Management
- Negotiations Basics (W2024)
- Democracy at Work (F2023)
- Intro to Worker's History (F2023)
- Rethinking Politics (F2023)
- Workplace Power (F2023)

Workplace Power is taking over Direct Action. Courses will be mainly two days, except for the courses taught at Labour School.

Labour School

Labour School 2022 was held November 20-24, 2022, with 125 members attending. With the smaller number of participants, it gave way to lots of interactions and conversations. There were also a great number of first-time participants.

Labour School 2023 was held March 5-9, 2023. There were 197 members in attendance, which is lower than other years, however that could have been due to many participants that had attended labour school in November.

There will be no Labour School in 2024 as there will be more courses being offered in the fall/winter. Courses that will be offered at Labour School 2025 will be Advanced OH&S, Continuing Education for Stewards, Leadership Essentials, Workers History of Equity, Class Consciousness, Talking Union and Communicating to Mobilize.

AUPE Discounters

The discount program is continually being updated with new vendors and reaffirming those that are already part of the program. Each committee member is tasked with taking turns vetting and providing feedback when new vendors apply. The committee does not actively solicit new vendors, but we do encourage members to read the policy on how new vendors can be part of the program if they know businesses that would be interested. Please check out the website regularly to see the list of approved vendor discounts. We have requested that the discount page categories be changed to make it easier to navigate finding specific discounts. This should be done by year end.

Life Membership

The following very deserving members have been approved for life membership to be presented at Convention 2023:

- Lynne Hansen, Local 056
- Betty Hansen, Local 041
- Debra Gordon, Local 046
- Myrna Wright, Local 041
- Kenny Podulsky, Local 012
- Andrea Waywanko, Local 002
- Ken Weir, Local 004
- Marcia O'Connor, Local 002
- Sandy Kyle, Local 046

The committee would like to extend congratulations and gratitude to all the above members for their dedication to AUPE.

The committee this year brought forward a change to the policy that stated all life memberships must be into HQ by May 15 to ensure that ample time is available for the approved members to attend Convention and receive their life membership.

Ongoing work

The committee is continuing to work on updating policies and other ways to improve members' access to resources. The committee is also working on the new program, Local Vendor Advertising Policy 10-21. This should be up and running by year end. It will highlight Local small businesses across Alberta, so please take the time in your area to check out some of the great small businesses and ask them if they would like to be part of the program.

In Closing

As we finish out our committee term, I want to thank the members of the committee for your dedication, willingness to take on tasks and actively participate in making this term successful. Everyone has been very eager to collaborate with ideas and projects. The committee is very lucky to have Christina Misquitta as our staff advisor, Destiny Baines as the staff administrative support (who left the committee earlier this year) and Giselle Guido who is now the staff administrative support. All three have been an amazing asset to the committee, streamlining processes, providing insight into policies and always being available for questions. Thank you all for everything this past year.

The Membership Services Committee always welcomes any ideas or thoughts that the delegates have in order to provide the best possible service to the members.

Respectfully submitted on behalf of committee,

Susan Slade

Vice-President

Membership Services Standing Committee Chair

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

Committee Members

Bonnie Gostola (Chair), Vice-President
Dorinda Ainscough, Local 012, Kananaskis
Karie Burchill, Local 006, Stony Plain
Juanita Cozicar, Local 056, Smoky Lake
Paulette Harrison, Local 052, Irricana
Wallace Howe, Local 095, Calgary
Brenda Lussier, Local 043, Westlock (last meeting April 28, 2023)
Sandra Mill, Local 001, Innisfail
Diana Kee, Staff Advisor
Ghanem AlAtasi, Administrative Support

The committee met on the following dates: December 13, 2022, January 31, March 14, April 27/28, June 15, and September 13, 2023 (virtually).

As chair it has been an amazing term with the members who have been a part of this committee. Each of them has been a valuable member who have worked hard on behalf of occupational health and safety for every member of AUPE. They put forward an ambitious agenda of ideas and projects, taking on a lot over the past year. They never balked at a challenge, and I am so proud of the work they have done. The list of members above, who have been a part of the committee over the term, has changed over the two years as some have gone on to other employment, leaving AUPE. But their contribution to what was accomplished while they were a part of the team cannot go without mention. It has been my honour to be a part of what they have done and hope their vision for the future of AUPE members lives on into the next term.

The work this committee has done could only have been accomplished with the amazing support of our staff advisor Diana Kee, who always has our back and offers insight into OHS issues day to day. Our staff administrative professional, Ghanem AlAtasi, has made the work of the committee so much easier. He keeps us on track with all the moving parts. “Thank you” is a small word to say for the amount of guidance and support you provide.

Liaison Initiative

Each of the standing committee members was assigned to Locals in AUPE and to work with the liaisons in those locals. A practice that started during the COVID pandemic, it has been continued in this term, inviting the Local liaisons to attend and participate in the meetings of the committee. The development of training and education for the liaisons was started by the 2019-2021 committee to help them to develop skills and to assist them in how they interact with the members in the Local. This has slowly evolved into a very effective communication network where the liaisons take an active role in creating effective strategies to tackle OHS issues in their Locals. The guide that was developed in 2020 has been updated. Whereas it started as a guide for the liaisons, it has evolved into a guide for all members who need assistance accessing resources, educating, or motivating members on their worksites to be more OHS savvy. This guide can be found on the AUPE website or can be ordered in print form from the AUPE printshop.

On the Local level, we are encouraging liaisons to become more active and to engage with their coworkers regarding OHS. Together, we are working on terms of reference specific to the Locals. We are looking at strategies for how the liaisons can be more effective with their subcommittees. In turn, we are looking at how the subcommittees can be more effective on the worksite(s). Thank you to the Locals who have afforded the resources for their liaisons to be active participants in the work of the standing committee. Those who attend the meetings do so with full voice. The contribution of these members to the overall health and welfare of the AUPE members has been amazing. Members are starting to see the value of protecting themselves and those around them on the worksite. It is the hope of the committee that this practice continues.

Working Short Campaign

In 2021, the Provincial Executive handed the information from the previous working short ad-hoc committee over to the OHS Committee to carry on. The documents and the surveys, discussions, reports and analysis from the previous work were examined. The committee took on this task wholeheartedly and, with the assistance of the Local liaisons, began a process to address the issue of “working short.” First, we recognized the use of the term “working short” could not be easily defined. After meeting in a workshop, the committee began to look at what was truly affecting our members. “Working short” came to be a catch phrase for many issues, including but not restricted to: actually

not having a full complement of staffing, not having enough staffing to meet the needs of clients, having excessive workloads. What was ultimately concluded is “working short” meant the employer did not have enough human resources in place to meet the employment demands placed on the workers.

During the workshop, several areas of concern were identified as needing to be addressed and then strategies on how to assist our members on navigating the issue were suggested.

Some of the ideas included:

- Creating a social media campaign to members and the public
- Working short survey
- Bulletins: harm analysis, consequences on mental and physical health and its implications
- Awareness and education with the OHS liaisons and members
- Research collective agreements to investigate language and potential language
- Review OHS legislation on working short and workloads
- Psychological awareness about working short and impacts on the workplace. Fatigue bulletins from the Canadian Centre for Occupational Health and Safety (CCOHS) <https://www.ccohs.ca/ohsanswers/psychosocial/fatigue.pdf>
- Petition to the government about short staffing issues and repercussions
- Bargaining strategies and conference information
- Working with other AUPE committees with education
- Public awareness campaign, in partnership with Public Interest Alberta (PIA), and Friends of Medicare (FOM)
- Create video on how working short affects us all
- One-to-one conversations with members on how the issue affects all of us.
- Awareness buttons, stickers and posters
- Direct action campaign
- Educate members to take their lunch breaks, their paid breaks, no free overtime
- Develop talking points for the Chapter and Local chairs

The discussions morphed into an actual short-term campaign utilizing some of the ideas as proposed above. What resulted was a strategy which unfolded to the members at the beginning of March 2023 with the working short survey. In just a short four weeks, over 4,000 members responded and gave us the numbers to use in a public campaign. Working short stickers were developed with the intention that members wear them or display them to send a visual message to our employers, the public, and our fellow members. The culmination of the campaign was our members taking to the streets on May 1, the International Day for Workers, to show our employers how we feel this issue is affecting us and all Albertans. This date was also chosen as we knew that on or about this date the government would announce the next provincial election. It was hoped this would draw political attention to the issue. The stickers have been well used and well seen, generating conversations. It was decided to continue to make the stickers available to the members.

It's OK to Say I'm Not OK

When developing a plan for the “It's OK to Say I'm Not OK” campaign, we wanted to ensure there was an understanding that if a member said they were not okay, they were safe to do so. Taking care of themselves wasn't something they should feel guilty about. Even though we know that the employer may not backfill their position (which puts pressure on their colleagues), members are entitled to be well and do so in their own way. Ultimately, we wanted the message to be “the culture needs to change!” It starts with our employers in how they recognize and develop programs to address psychological health in the workplace, identifying the hazards, addressing the impact on the worker, and removing the stigma of this very real OHS issue. Going forward we hope to continue changing the conversation away from “blaming” the affected worker. We want members to really understand that attacking or allowing attacks on coworkers is not appropriate for solving the issue. We need the constant reminder, no one is allowed to judge, lest you be judged. No one can understand the physical and mental toll being experienced by another; therefore, we should never blame our coworker for looking after themselves. That will hopefully be the focus of future education.

Education

The committee has been developing a plan of action to educate members on the differences between the site/ workplace Health and Safety Committee (HSC) and the role of the Local subcommittees for OHS. They need to understand what is involved in the two very different roles and what importance they have for the members as a whole. The focus for OHS advocates and members who have volunteered or been elected, is now shifting to how

we can support their work on the worksites. The creation of the OHS Guide is the start and is now available to all members. The committee hosted a workshop in conjunction with the Day of Mourning with topics addressing grief, stress, direct action, and HSC and what they look like. In the works and hopefully ready to unveil prior to Convention will be an educational course specifically directed at the members who sit on HSCs. We are encouraging Local OHS liaisons and their subcommittees to undertake short learning sessions for members on OHS rights.

Travel Accountability

The committee is also working on a guideline for members on travel accountability to complement the Finance Policy for inclement weather, natural disaster and emergency situations. As members of a large and vast union, we all want to make sure our colleagues, friends and coworkers return home after all union events. There will be situations where members may be late or not be able to make it to/from their destination due to unforeseen circumstances. It should be practiced by all members that they somehow alert organizers of an event should they find themselves in an emergency. Looking after each other should not be a hard ask. This is what solidarity looks like.

Day of Mourning / Rolyn Sumlak Award

The Day of Mourning (DOM) ceremony was held on April 28, in person at the Edmonton HQ. It was the first time since 2019 that the ceremony was held in person. It was a solemn event and was well attended by our members. The Honour Guard, the presence of Darlene Sumlak, our guest speakers Diana Festejo, Executive Director of the Legacy Place Society, Mario Tellez, proud member of Local 071 Chapter 013, and of course, Guy Smith, AUPE President, all added to the power of recognizing this day and what it represents. The three recipients of the Rolyn Sumlak Award were honoured to receive the award from Darlene Sumlak, who also expressed her appreciation for the invitation to the award. She also was so grateful for the opportunity to take an active role and stated her brother would be so proud of what AUPE has done to recognize not only his sacrifice but that of so many. Having her brother's name associated with the recognition of advocates for OHS is bittersweet but she is thankful for how her brother's memory is being honoured.

The workshop held in conjunction with the ceremony was very well attended. We were joined by staff educators from the Canadian Mental Health Association who did two great presentations on "Dealing with Grief" and "Stress Awareness" as well as donating several door prizes to the workshop. We unveiled the newest bulletin, "It's OK to Say I'm Not OK!" and the newest version of the OHS Reference Guide. At the writing of this summary, the feedback from the evaluations has just been finalized, but the overall impression is that the workshop was very well constructed and great information was conveyed and gave a lot of content on mental health and wellbeing, as well as very useful insight onto how we can be more effective on the worksites through our Health and Safety Committees (HSCs). One comment at the end of the day, while we enlisted the participants in a direct-action exercise, making placards for the Monday May Day rally stood out: "What a great way to finish a great day, with a little fun while I get to meet so many members from other Chapters and Locals."

I could not complete this summary of the DOM ceremony and workshop without thanking all the participants who attended and thanking all the staff who made this day happen, from the initial asks for assistance to the day of the ceremony, a lot of time and effort from education, IT, many staff administrative professionals, communications, and maintenance went into making this day a huge success. I know I will miss some and for that I apologize. From the committee, "Thanks to all who made this the event it was." I encourage all who did not attend the ceremony to go to our YouTube channel and watch.

Moment of Silence

Some may have noticed or will notice that many of our meetings now include a moment of silence. This was an ask of the committee a few years ago. What the committee has found is it is not observed consistently across our membership. It is important to honour our members who have lost their lives or livelihoods because they chose to go to work. This is how we remind our fellow workers of the need to always be diligent in our support of OHS and of each other. We ask each of you as members to ask for this to be included in your meetings, out of respect for our fallen cohorts.

Incident Reporting

AUPE, through the OHS committee, has a reporting mechanism to bring awareness to the issues affecting a worker on the worksite. Over the course of 12 months, from July 1, 2022, to June 30, 2023, there have been a total of 115 incidents reported to AUPE. Breaking down the incidents further, what follows is the nature of the incidents reported:

- Biological hazards: 8
- Chemical hazards: 5
- Competency/training: 5
- Dangerous work/work refusal: 3

- Near miss: 0
- Physical hazards: 25
- Psychological hazards: 29
- Staffing issues: 36
- Misc./not classified in the report: 4

Although more members are starting to report the issues around the hazards of the work we do every day, 115 reports are not nearly equal to what we have heard from members on the worksites. With the word-of-mouth complaints we are receiving or hearing about through Chapter meetings and member updates, this number does not nearly reflect the true occupational health and safety incidents on our worksites and in our workplaces. It is really important that members report issues and incidents to their supervisors. It is more important that the worksite health and safety committees know about these issues as well. Corrective measures, hazard assessments, accountability and reporting of incidents is how we continue to hold our employers to their legal obligation to protect us.

Workplace accidents do happen, and the stress of working short and working multiple shifts does take its toll. To that end we are strongly encouraging Local executives, stewards, and OHS advocates to continue to work with their members to bring forward OHS issues and concerns, so they may be addressed and resolved. We cannot attempt to fix what we do not know. Knowing our rights as workers is how we effect change for the better. OHS is evolving. The nature of what constitutes an OHS issue is changing and becoming more identifiable to workers and employers alike.

Thank you to every member who takes their health and safety and that of others seriously every time they walk onto the job. The culture is slowly changing. How strong a response and how many lives and livelihoods we save depends on each of us doing our part.

Submitted in solidarity on behalf of the committee,

Bonnie Gostola

Vice-President

Occupational Health and Safety Committee Chair

PAY AND SOCIAL EQUITY COMMITTEE

Committee Members

Sandra Azocar (Chair), Vice-President

Perla Azul, Local 054, Edmonton

Cindy Bill, Local 054, Edmonton

Rhonda Chatman, Local 071, Whitecourt

Danielle Dumont, Local 003, Fort Saskatchewan

Charity Hill, Local 054, Edmonton

William MacAoud, Local 003, Edmonton

Randi Smallwood, Local 060, Beaumont

Raymond Tweedle, Local 057, Springbrook

Hitomi Suzuta, Staff Advisor

Kelly Steele, Administrative Support

To the Officers and Delegates of the Alberta Union of Provincial Employees Convention assembled in Edmonton, Alberta, October 2023,

Greetings of solidarity from the members of the Pay and Social Equity Committee.

The AUPE Pay and Social Equity Committee met on the following days:

- January 30, 2023
- March 21, 2023
- April 14, 2023 – pay equity evening event
- May 9, 2023 – brief meeting
- May 24, 2023 – election 2023 virtual event
- May 30, 2023
- September 5, 2023

Wage equity is the principle of equal pay for work of equal value. This principle has become far wider reaching than being a gender issue. It has become a way that employers continue to widen the wage gap by creating job titles, job descriptions and classifications that, instead of raising our members, continue to undervalue their work. Employers who continue to increase the scope of work that is being expected from our members, without the monetary recognition that should come along with the extra tasks, duties, and expectations. We see this in health care where licenced practical nurses are doing full scope work alongside the registered nurses, and yet not being recognized for their value to the health care system. We see this in other classifications where wages are kept low upon hiring and yet members have the same duties and responsibilities.

Through the work of the committee, we continue to attempt to impact change in the systems that continue to oppress women, people of colour, disabled people, queer people and other marginalized groups.

Alberta holds the dubious distinction of being one of two provinces in Canada that lack pay equity legislation. The second is British Columbia. Employers, such as the Government of Alberta, are reluctant to even get into the debate, much less have the political will to bring forward legislation to deal with this issue. Such reluctance and lack of legislation means that inequity will continue to exist.

With no wage equity legislation in Alberta, the wage gap is much larger than it is in most provinces. This gap is significantly larger for those workers representing Aboriginals and visible minorities.

Communities in Alberta are listed (by the International Labour Organization and the Canadian Centre for Policy Alternatives) as the worst places in Canada for women to work and live. It has been well documented that wage inequities lead to social inequities such as child poverty, elder poverty and increased issues with addictions, mental and physical health, and education.

It is important to note that our union is made up of over 75 per cent women. Most of our health care workers are women, many of whom are racialized and/or migrants, especially in the sectors of our system in which pay and working conditions are poorest. We know that health care working conditions directly impact the conditions of care that patients receive, and so valuing care work and supporting health care workers in their struggles will strengthen our public health care system for workers and patients alike. Working conditions are care conditions.

Added to wage inequalities is the current action of the government to privatize many of its services, including some of the lowest-paid workers who provide essential services to all Albertans. Minimum wage workers in laundry services, food services and housekeeping are continuously having their jobs threatened and we already see and know that these cuts can have lasting impacts on the economic and social viability of local communities.

Education on Pay and Social Equity

The Pay and Social Equity Committee held an educational evening for members and activists on April 14, 2023. This educational event included Rebecca Graff-McRae and Ricardo Acuna from the Parkland Institute as well as Hitomi Suzuta, AUPE research officer and staff advisor for the committee. The information provided was informative and the presentations were well received by all those who attended. While attendance could have been better, we are hopeful that as we move forward with the continued work of this committee, AUPE members will see the importance of becoming well versed on the impact that wage inequity has on all our lives. Thank you to those members that took time to attend.

Deliverables:

- Fold-out 2024 Calendar noting important dates pertaining to Pay and Social Equity struggle
- Pamphlet postcard, easy to hand out describing what pay and social equity is all about

Outreach/Advocacy and Lobbying

During this term, our committee has reached out not only to politicians, but also to the labour movement at large. We have had the opportunity to present to the Health Sciences Association of Alberta Women's Committee and have secured their support and solidarity as we move forward in pushing for pay equity legislation.

Virtual Candidate Meet-Up

On May 24, 2023, the PSE Committee along with AUPE Women's Committee, provided an opportunity to all candidates to join members of the committees to introduce themselves and answer four questions that pertained to the work that the committees are focusing on. We provided candidates with a backgrounder and the questions prior to their joining us. It was a perfect opportunity for those lesser-known candidates to speak to our members, however we did not get any responses from the UCP candidates. We did get responses from NDP candidates and one Green Party candidate.

The videos of those who participated are currently available on our committee FB page – Albertans for pay equity.

Follow-up will take place with the pertaining recently appointed ministers and opposition critics. The PSE Committee will be requesting a meeting with those specific individuals.

Pay Equity Law Petition

In April 2023, the PSE Committee launched a campaign to petition the Legislature of Alberta to get with the times and make pay equity the law in this province. Saskatchewan, Newfoundland and British Columbia have not enacted pay equity laws but have developed policy frameworks for negotiating pay equity with some specific public-sector employees. Only Alberta has neither passed pay equity legislation nor developed a pay equity negotiations framework. The goal of the PSE Committee is to collect over 10K signatures asking for the government to finally pass legislation that will address pay equity. To make it easier, our committee has gone as far as having written proposed legislation in the hope that it will be easy for politicians to move forward. We need the political will to push this issue over the finish line.

Deliverables:

- Post card petition – to be tabled in the fall sitting of the legislature
- Equal pay for work of equal value poster to be downloaded and shared at worksites

Alberta Living Wage Reality

Alberta living wage is the wage required to maintain a modest standard of living in your community. Unlike the minimum wage, this depends on the municipality or city where you live. There are several breakdowns such as a two-parent family with children, a lone-parent family and single individuals. The methodology used to calculate a living wage assumes that each adult is working full-time hours and includes basic food, clothing and shelter. In the case of a family with children, the amount also includes education costs, childcare costs, and a modest amount of leisure activities. It assumes that you will receive the GST credit and, for parents, the child tax credits and working tax credits. Although an imperfect measure, a living wage is better than minimum wage. Initially, minimum wage was developed for entry-level employees who were just learning their skills and assumed that when you were trained, you would advance past the entry-level wages to a wage that was commensurate with your skill level. Unfortunately, we all know employees who are still making at or near minimum wages decades on.

Living wages start around \$22.40 in Calgary and \$21.40 in Edmonton. The amounts are higher in the northern and southern territories and lower in the central region. In the case of an average Alberta family with children, it also includes the cost of daycare, school fees, and basic leisure programs allowing a modest amount of savings for the future. For instance, the 2022 expenses for a family of four (two adults, two minor children) was estimated to cost \$84,000 a year and the government benefits on this amount would reduce costs to \$63,500, which would mean that each of the two adults needed to bring home a wage of at least \$22.05 an hour. This is predicated on certain assumptions, but at least it is not based on a weighted basket of goods and services that does not account for the actual costs a family face.

When the Pay and Social Equity Committee went through the current 169 AUPE contracts, we found that there were dozens of wage categories that made less than this living wage amount. We even found wages in current, negotiated contracts that fell below the current minimum wage. This was an eye-opening experience for the committee. We are appalled that we have AUPE workers who would never be able to independently afford to maintain a household on the income they are making and would need at least one additional job or some extraordinary source of independent money. No unionized employee should be forced to work more than one full-time job just to maintain a home. In this province that boasts about the current surplus, the fact that so many of our members are struggling should fill the government with shame.

The AUPE Pay and Social Equity Committee will be strongly recommending that AUPE consider bargaining for wages that, at the very minimum, reflect a living wage.

Deliverables:

- Informational posters/graphics which outline sectors and job classifications where our members are currently making less than a living wage
- Living wage video
- Living wage one-pager
- Living wage slide deck/presentation available to Locals and Chapters to present to their membership and negotiating teams

Disposition of Resolutions Convention 2022

Resolution 2-6

THEREFORE, BE IT RESOLVED that AUPE provide training in pay equity for members with specific priority given for negotiations teams.

**Resolution was carried at Convention 2022 and the PSE Committee has continued to work to ensure that educational opportunities take place throughout the year. Our hope is to make these opportunities a standing and annual event most specifically around the recognition of Pay Equity Day.*

Resolution 2-7

THEREFORE, BE IT RESOLVED that AUPE ensure that bargaining strategies give priority to employment conditions in female dominated jobs.

THEREFORE, BE IT FURTHER RESOLVED that AUPE bargain for wages that are commensurate with the Alberta inflation rate or cost of living.

**Original resolution was divided and amended resolution 2-7-1 died on the order paper resolution 2-7-2 referred to the Legislative Committee.*

Resolution 2-8

THEREFORE, BE IT RESOLVED that AUPE bargain and continue to advocate for a living wage.

**Resolution carried at Convention 2022 – PSE Committee has worked tirelessly to gather research and data to support ongoing advocacy on a living wage.*

In Summary

I want to take this opportunity to thank the members of the Pay and Social Equity Committee. We were fortunate to be able to have a full component of members for the second part of this term. The work that is done by this committee is noteworthy and I'm very fortunate to be able to count on the dedication and passion they bring to the committee's work. I want to specially thank our staff advisor, Hitomi Suzuta. Her amazing work ethic, dedication, expertise, and her unrelenting energy have made this committee the force that it has become over the years. Our gratitude to Kelly Steele, administrative professional, for keeping our committee functional and doing all the work that is so needed.

Respectfully submitted on behalf of the Pay and Social Equity Committee,

Sandra Azocar

Vice-President

Pay and Social Equity Committee Chair

PENSION COMMITTEE

Committee Members

Jason Heistad (Chair), Executive Secretary-Treasurer
Mark Hercina, Local 003, Red Deer
Edna Hickey, Local 045, Calgary
Derrek Luu, Local 046, Edmonton
Percy Ogden, Local 056, Grande Prairie
Sandra Silva, Local 054, Edmonton
Andrew Wilson, Local 057, Sundre
Liliana Cordeiro, Staff Advisor
Rocio Granados, Administrative Support

LAPP and PSPP Board Members

LAPP Sponsor Board: Susan Slade, Vice-President
LAPP Corporate Board: Terry Agoto, Manager of Essential Services and Research
PSPP Sponsor Board: Mike Dempsey, Vice-President
Jason Heistad, Executive Secretary-Treasurer
Justin Huseby, Local 052, Calgary
PSPP Corporate Board: Liliana Cordeiro, Union Representative – Pensions
Jan Goodwin, Senior Research Officer
David Lardner, Union Representative – Essential Services

To the officers and delegates of the Alberta Union of Provincial Employees assembled in Edmonton, Alberta, October 26-28, 2023.

Greetings!

The Pension Committee continues to fulfill its mandate to promote pension issues to members and the public, lobby government when our pensions are attacked, coordinate work with labour organizations to protect retirement benefits, and ensure workers voices are heard at the tables where decisions are made about their pension plans.

The committee membership changed with members Chris Eddy, Helen Flores and Ben Smith leaving for various personal reasons and new members Edna Hickey, Percy Ogden and Sandra Silva joining to advocate and educate members about pensions. I would like to take this opportunity to thank current and past members for their work and encourage members to look at joining our committee in their goal to promote and fight for decent income in retirement after long service to Albertans.

Organizing

Investment Performance

The year 2022 was special for the public pension plans. The Public Sector Pension Plan (PSPP) celebrated its 75th anniversary and the Local Authorities Pension Plan (LAPP) celebrated its 60th anniversary.

It was a difficult year in 2022 for individual and institutional investors, and it concluded in negative returns for our pension plans. However, over the long term, PSPP and LAPP investment performance is healthy. Pension plan assets as of March 31, 2023 were \$17.7 billion in PSPP and \$60.5 billion in LAPP and are fully funded defined benefit pension plans, with sufficient assets to pay benefits earned to date. Unlike a defined contribution (DC) pension plan or RRSPs, the amount of the pension one receives doesn't fluctuate when markets are down. Risks are spread out among all members, versus in a DC plan or RRSP savings where the individual assumes all investment risk and retirement income is usually based on how much money is in the bank when it's time to retire. Further, contribution rates are stable because they are based on long-term funding requirements and are not directly affected by short-term market performance. The plans continue to be fully funded, financially healthy, and stable.

PSPP – AIMCo Investment Performance

Year Ending	2022		2021		2020		2019	
December 31	Actual	Target	Actual	Target	Actual	Target	Actual	Target
	(4.5%)	(5.9%)	15.8%	10.3%	1.6%	8.0%	12.3%	13.8%

LAPP – AIMCo Investment Performance

Year Ending	2022		2021		2020		2019	
December 31	Actual	Target	Actual	Target	Actual	Target	Actual	Target
	(4.95%)	(6.6%)	14.96%	7.58%	5.2%	9.46%	11.9	12.5%

Alberta Management Investment Corporation (AIMCo) is the legislated investment manager for PSPP and LAPP. The benchmark (target) return represents what a plan could reasonably expect to earn without active management if it invested in the market indices in proportion to its policy asset mix approved by the board. AIMCo strives to earn more than market returns by over or underweighting specific investments in relation to the indices. AIMCo is expected to deliver a return of 100 basis points, or 1%, net of fees, more than the policy benchmark over a four-year time horizon.

AIMCo's PSPP asset management performance over 4 years was 6% vs. the target of 6.3%. AIMCo's LAPP asset management performance over 4 years was 6.34% vs. the 5.45% target.

On January 1, 2023 LAPP and PSPP reduced employee and employer contributions, as approved by the sponsor boards and announced in 2021.

PSPP Employee Contribution Rates*

Year Beginning January 1	2023		2022		2021		2020	
	Earnings up to YMPE** \$66,600	8.3%	Earnings up to YMPE \$64,900	9.6%	Earnings up to YMPE \$61,600	10.47%	Earnings up to YMPE \$58,700	10.47%
	Earnings over \$66,600	11.9%	Earnings over \$64,900	13.7%	Earnings over \$61,600	14.95%	Earnings over \$58,700	14.95%

*Employers match employee's contributions

**Year's Maximum Pension Earnings is announced by Government of Canada by year end.

LAPP Employee Contribution Rates***

Year Beginning January 1	2023		2022		2021		2020	
	Earnings up to YMPE** \$66,600	7.45%	Earnings up to \$64,900	7.45%	Earnings up to \$61,600	8.39%	Earnings up to \$58,700	8.39%
	Earnings over \$66,600	11.23%	Earnings over \$64,900	11.8%	Earnings over \$61,600	12.84%	Earnings over \$58,700	12.84%

**Year's Maximum Pension Earnings is announced by Government of Canada by year end.

***Employers match employee's contributions and pay an extra 1%

Pension Education

The Pension Committee collaborated with PSPP, LAPP and Alberta Pension Services Corporation and facilitated new pension education sessions, on more topics than ever before, attended by a record number of members.

PSPP	Number of Webinars	Members attended
2022	12	900
2023 (Winter/Spring)	4	326
LAPP	Number of Webinars	Members attended
2022	8	315
2023 (Winter/Spring)	4	168

For Fall 2023 the following live webinars are available to members:

PSPP Preparing for Your Retirement

- Thursday, September 21, 2023, 10:00 - 11:00 AM
- Thursday, October 12, 2023, 10:00 - 11:00 AM
- Thursday, November 16, 2023, 10:00 - 11:00 AM

PSPP Step-by-Step to Retirement

- Monday, September 25, 2023, 2:00 - 3:00 PM
- Monday, October 16, 2023, 2:00 - 3:00 PM
- Monday, November 20, 2023, 2:00 - 3:00 PM

PSPP Working with Your Pension and Your Life Events

- Friday, September 22, 2023, 10:00 -11:00 AM
- Friday, October 13, 2023, 10:00 -11:00 AM
- Friday, November 17, 2023, 10:00 -11:00 AM

LAPP Retirement Options

- Monday, September 11, 2023, 9:00 - 10:30 AM
- Monday, October 16, 2023, 9:00 - 10:30 AM
- Monday, November 6, 2023, 9:00 - 10:30 AM

LAPP Increasing Your Benefit - Buying Back Service

- Friday, September 15, 2023, 1:00 - 2:00 PM
- Friday, October 20, 2023, 9:00 - 10:00 AM
- Monday, November 13, 2023, 9:00 - 10:00 AM

The Pension Committee will continue to advocate for members' access to timely, relevant and accessible information about their pension benefits.

The Pension Committee wishes to thank all members employed with the Alberta Pensions Services Corporation for their service and assistance to our members. The success of Alberta Pensions Services Corporation is built on the strength of these exemplary members that provide service for our plans.

The committee would also like to thank employees of PSPP who provide outstanding service to AUPE members who contribute to PSPP.

The Pension Committee looks forward to fulfilling its role in monitoring the management of the PSPP and LAPP as well as facilitating the education of AUPE Members on the importance of pensions as the vital benefit to secure post-employment lifestyles.

The committee wishes to thank those nominated by AUPE sitting on respective PSPP and LAPP boards: Jason Heistad, Mike Dempsey, Susan Slade, Justin Huseby, Terry Agoto, Liliana Cordeiro, David Lardner, and Jan Goodwin for their contributions to joint governance of the pension plans.

We would also like to give special thanks to Rocio Granados, our administrative support, for keeping us organized.

Respectfully submitted on behalf of the Pension Committee,

Jason Heistad
Executive Secretary-Treasurer
Pension Committee Chair

WOMEN'S COMMITTEE

Committee Members

Sandra Azocar (Chair), Vice-President
Rita Bains, Local 002, Edmonton
Cecilia Fernandes, Local 002, Edmonton
Pamela Foyle, Local 095, Calgary
Carol Mammel, Local 095, Calgary
Alice Salon, Local 056, High Prairie
Julie Woodford, Local 054, Edmonton
Sharlene Patterson, Staff Advisor
Jami Payne, Administrative Support

On behalf of the AUPE's Women's Committee I would like to welcome all the officers, delegates, life members, committee members, observers and guests to Convention 2023.

Greetings of solidarity from all the members of the Women's Committee.

Women's Committee met on the following dates for the latter part of 2022-2023:

- November 22, 2022
- December 6, 2022 – webinar, gender violence
- February 16, 2023
- March 16 – Meeting – DOVE Award evening event
- April 27, 2023
- May 24, 2023 – Joint event with PSE, virtual candidate meet-up, election 2023
- July 20, 2023
- August 24, 2023
- September 6, 2023 – Grandparents' Day Picnic

The above dates reflect the formal meeting/events days; however, it does not capture the “check-in meetings” that take place to ensure that our work and events run as smoothly as possible.

As AUPE Women's Committee, we are about strengthening our union's capacity to organize and grow, to enable women to exercise in full their energy and intelligence, wisdom and skill. We help to create spaces for women to share their experiences, support each other in our activism, mobilize on equality issues and act on union priorities to the benefit of all its members – sisterhood is a powerful thing!!! And we invite all those who want to support the work of this committee to reach out and contact our committee members with ideas and suggestions.

The following report will attempt to highlight a few of the areas that this committee has been working on during the past term.

March 8 - International Women's Day (IWD)

Given that IWD fell on the same day that AUPE Labour School is held, AUPE Women's Committee (WC) was adamant that the day would be recognized. The day started by passing a “diversity rose” to each of the attendees of Labour School. We handed out a rose to our brothers in gratitude of their support and for being our allies in our fight for equality, and to the women of the union for continuing to work together, in solidarity to raise ourselves up to build a better world.

Just a brief history behind the rose: the phrase “bread and roses” is a political slogan, commonly associated with the textile strike in Lawrence Massachusetts, between January and March 1912 – often referred to as the Bread and Roses strike. Women during this strike led the labour movement of the time and asked for fair wages and dignified working conditions, hence bread for all and roses too. In a speech given by American women's suffrage activist and social worker, Helen Todd, is a line that inspired a poem by James Oppenheim that has since become a known song, “Bread and Roses.” We were fortunate to be able to have Maria Dunn who sang this iconic song, along with all those present.

As part of the AUPE WC initiative to highlight the labour roots of International Women's Day, we were fortunate to host Laura Walton, OSCBU-CUPE Local 1022 President as a guest speaker at this year's AUPE Labour School. Laura's inspirational message was well received by Labour School attendees, and it highlighted the importance of grassroots involvement in the bargaining process. The lessons shared by sister Walton served as a blueprint of successful educating, organizing and mobilizing. It left all of us with a renewed sense of hope and belief that the “people united will never be defeated.”

Deliverables:

- Members from the WC participated in and donated funds for the IWD rally and March, organized by Women for Empowerment
- Completed IWD greetings video

DOVE Award

Since 2002, during the month of March, to coincide with International Woman's Day, AUPE presents the DOVE Award. This annual award honours female members who have made major contributions to the betterment of women and all members of our union. The DOVE Award – Day of Validation and Equity – provides an opportunity for members to recognize the work of their coworkers as activists, stewards, worksite contacts and spokespeople for the union movement.

On behalf of AUPE Women's Committee, we want to congratulate 2023 DOVE Award winner, once again, Laura Johnstone (Local 046). Laura has been providing exceptional care as a psychiatric aide for 27 years. She started at the General Hospital in 1996, the Misericordia Hospital in 2002 and finally Villa Caritas in 2012, where she continues to support seniors with complex mental and medical health issues.

In 2003, Laura joined as an active union member for AUPE and has been a fierce advocate for women's rights ever since. She is always encouraging her coworkers and members to use their voice to speak up at work and in the union.

She has also taken on important roles like serving on the Occupational Health and Safety Committee and Employee Management Advisory Committee. She also took on leadership roles, such as vice-chair and chair for Local 046 Chapter 007, to help make sure the diverse voices of the membership were heard.

Laura is known for uplifting others, being a woman of her word, and always being a text or call away. She is a mother, wife, grandmother, and a passionate activist who is proud of her union.

Her efforts, as well as the work of the 14 other nominees for this year's DOVE award, do not go unnoticed.

The Women's Committee presented Laura with her award on March 16, during an evening filled with poetry from spoken word poet, Timiro Mohamed, and dances from Calafquen dance group and performer, Luz Jones. We also had the good fortune to be joined by special guests who brought greetings: Ella Lunn with HSAA's Women's Committee, Judy Lederer with the Congress of Union Retirees of Canada, Donna Coombs-Montrose with Alberta Labour History Institute and Cynthia Palmeria from Migrante.

Deliverables:

- Website highlights previous Dove Award recipients
- Ongoing work: committee will be reaching out to Dove Award recipients and creating brief historical videos that highlight their union involvement

Grandparents' Day Picnic

Our committee has planned and worked diligently on the Grandparents Day BBQ. Apart from taking time to celebrate and highlight the contributions made by our grandparents and seniors, we took the time to ensure this recognition is not built on empty platitudes. The Women's Committee has been holding this event for decades now, to bring attention to the situation facing workers and residents of our continuing care system, and to bring attention to the privatization and commodification of the care being provided to our seniors and disabled Albertans.

The most recent Auditor General's Report, released in February 2023, clearly outlined how we have failed seniors in long-term care. It also highlighted the infrastructure challenges, the chronic understaffing, and reliance on a precarious workforce without job security, or benefits or paid sick days. The Auditor General's Report confirmed the need for a new approach to providing care for seniors. AUPE has been at the forefront, pushing for systemic changes, including national standards, and removing profit from care. Yet our governments remain determined to maintain the status quo. Our work in this area continues to be timely and much needed.

We would like to take this opportunity to thank all those members that volunteered to make this annual event a success. Without volunteers this event could not take place. Our most sincere gratitude.

Deliverables:

- Letter crafted to be sent to government MLAs lobbying for systemic changes
- Continued lobbying to government officials for a moratorium on private seniors' facilities and for improvement in the care of seniors in Alberta

Prairie School for Women

This year's Prairie School for Women took place in person on June 12 - 15, 2023 in Saskatoon, Saskatchewan. As per policy, AUPE supports up to 10 members to participate in Saskatchewan's Federation of Labour – Prairie School for Women.

Application form for this year's Prairie School for Women went live on the website on March 16, and by March 17 we had received 108 applications. By the application closing date on April 14, WC had received 176 applications. Given that we had never faced this amazing situation, our committee achieved fairness in selecting attendees by using a computer randomizer. After five "spins," we had a list of 10 people. Lessons learned from this experience have been that going forward, there is a clear need to develop a policy in place which outlines selection of attendees, prerequisites, travel, and other items pertaining to the successful participation of AUPE members.

Given the interest demonstrated by our members to partake in this school, Locals were encouraged to support their members to attend at Local expense.

Deliverables:

- Policy Re: Prairie School participation presented to September 2023 PE

End Period Poverty Campaign

Menstrual products are a basic need and are essential to uphold Canadians' sexual and reproductive health and rights, as well as to ensure women's participation in school, work, and society.

It has been reported that one in three Canadians who need pads, tampons or other menstrual products struggle to afford them. Plan International Canada (PIC) reports one in three Canadian women have sacrificed something else to be able to afford feminine hygiene products. Data from PIC shows that 70 per cent of Canadian menstruating people report missing school, work, or other life events due to their periods.

A small cost of tampons/pads/panty liners/menstrual cups adds up when combined with the systemic challenges many women, trans people, genderqueer people, and other menstruators face in terms of their income, housing, and economic stability, which further adds to inequity. AUPE has members who access food banks and hope that their basket includes period products.

It was this need that propelled AUPE WC to begin a campaign addressing this situation. We reached out to AUPE Locals and, as always, we were amazed by the solidarity displayed by our union family. The committee has collected over \$12K for the purchase of menstrual products, which have, over the course of the summer, been handed out to organizations across the province that provide a helping hand to Albertans in need. We would like to express our sincere gratitude to all those Locals, Chapters and members that donated funds or products to this ongoing campaign.

Deliverables:

- Created Informational pamphlet outlining campaign
- Collected over \$12K for the purchase of menstrual products
- Distributed menstrual products to a variety of organizations and locations across the province
- Future actions: lobbying all levels of government to provide menstrual products for free

Domestic Violence

Domestic/intimate partner abuse is part of the union agenda because it is a family issue, a public health issue, a workplace issue, a community issue, and a social justice issue. Unions play an integral role in helping members to stay safe, healthy, and employed so they can retain their dignity and remain economically self-sufficient.

As we have done in the past, I want to start by sharing a poem that was written by a Local 009 member who lived this reality for many years and was able to eventually start a new beginning. Her words are some of the reasons that, as trade unionists, we must continue to be propelled into action:

New Beginnings

Together forever, I believed in fairy tales.
Behind closed doors, a single emotion unveiled.
Deafening silence; weeks, months, more often years

Shattered rapidly by
Accusations, insults, and profanity
The true catalysts beneath my fears
I try desperately not to hear.
Make the world go away, I cannot take part today.
No light -----no tunnel,
Every rule carved in stone.
No chance for compromise, I stand alone.
Isolation, denial, depression ---my sanity in question
Bruises no one will ever see, no one that is, but me.
The fault was his, the fault was mine
Change comes slowly and is rarely kind.
But as I fall asleep tonight
Under my pillow, no pocket knife
Certain now, the morning light
In time, the nightmares too will fade.
For new beginnings not yet made.

During the years that we were battling COVID-19, hidden away in the homes there was a pandemic within a pandemic, a “shadow pandemic.” Emergency shelters had to reduce their capacity throughout the pandemic, because of public health guidelines, isolation requirements and outbreaks. “Stay home, stay safe” messaging meant that women were often home with their abusers. These stay-at-home rules allowed abusive partners to control the actions of their partners, cutting them off from family, friends and social supports, which is also known to be a common abuse tactic.

On December 6, we sat down and discussed the lessons learned from this shadow pandemic and the role that trade unions must also take to the fight against domestic violence and to make it clear that an injury to one is an injury to all. We also took time to remember the 14 women killed in the École Polytechnique massacre and all our members who have died at the hands of their intimate partners, and we recommitted to continuing to fight for a world without violence against women.

In this discussion, we were joined by two leading experts and advocates in the field to discuss issues and opportunities to impact change. Jan Reimer, the Executive Director of Alberta Council of Women’s Shelters and Miranda Pilipchuk, Research & Evaluation Coordinator (ACWS) who shared their work and experience. The event was followed by a vigorous Q & A session.

Through the work of WC members and the support of AUPE researcher, Zoey Jones, as well as those other departments (communications and IT) who support the work that this committee is doing, we were able to create a website that will offer support resources to those going through domestic violence situations.

Further to the creation of a resource website, and with the expertise of Zoey Jones, over 30 collective agreements have been explored. Most of the collective bargaining agreements use the minimum guidelines set out by Alberta Employment Standards. GoA offers domestic violence leave among the special leave provisions, but such time can only be used once a year. Other CBAs’ language currently forces victims to use personal days. As a result of this work, WC has identified three potential approaches to improve domestic violence leave for AUPE members: first, we want to educate members; secondly, push for legislative changes around domestic violence leave; and thirdly, push for domestic violence leave in negotiations. Leave that will undoubtedly be an improvement from the bare minimum that we currently see in CBAs. The Women’s Committee would like to see specific language identifying the use of paid leave for domestic violence leave.

Deliverables:

- Research on Domestic Violence leave in AUPE CBAs
- Webinar December 6
- Launch of Website with resources for members facing domestic violence
- Course proposal for educating MSO and union stewards

AUPE Kids' Camp

After encountering a few setbacks that made it impossible to hold a 2023 Kids' Camp, the AUPE Kids' Camp 2024 proposed dates have been set for August 18-23, 2024 (Kids' Camp Aug. 18-22 extra day for committee debrief). After a brief discussion at AUPE Executive Meeting it was determined that upcoming AUPE Kid's Camp will be hosted and organized by the Membership Services Committee.

Disposition of Resolutions Convention 2022

Resolution 2-9

THEREFORE, BE IT RESOLVED that AUPE will lobby all levels of government to increase and stabilize funding for home care (including palliative home care) and long-term care, ensuring clients and residents receive high-quality care, and care providers are given adequate time and resources to provide it.

THEREFORE, BE IT RESOLVED that AUPE will continue to lobby for a minimum of 4.5 direct care hours per resident per day which is the threshold below which poorer outcomes such as weight loss and pressure ulcers were more likely to occur.

**Resolution dies on order paper*

Given the importance and the ongoing work by AUPE WC's to highlight the need for systemic change in this area, the committee has submitted a resolution which addresses the above-mentioned areas.

Resolution 2-10

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

**Resolution dies on order paper*

Given the importance and the ongoing work by AUPE WC's to highlight need for systemic change in this area, the committee has submitted a resolution which addresses the above-mentioned areas.

Resolution 2-11

THEREFORE, BE IT RESOLVED that the AUPE lobby and advocate for legislation requiring presumptive workplace insurance coverage of any health impacts arising due to COVID-19 infection.

THEREFOR BE IT RESOLVED that AUPE advocate and lobby government to ensure that no worker suffers any loss of occupational income due to an illness associated with COVID-19.

**Resolution dies on order paper*

In Summary

My appreciation and gratitude go to all the members of our committee for their passion and commitment to the work that, as a committee, we have done during our two-year term. I would also like to thank our staff advisor, Sharleen Patterson, for her ongoing support of all of us, for her energy, keen eye to detail, and her tireless amount of work to ensure that the committee is on track, on time and working. She has been an amazing force for our committee.

Our gratitude also goes out to our amazing administrative professional, Jami Payne. Although her base is Lethbridge, Jami is always on top of all that we do. Her demeanor and patience are greatly appreciated as she carries out the number of tasks that she must take on as our administrative professional. Without her work and attention to detail, this committee would not be the same.

I look forward to the upcoming work that this committee will undoubtedly do on behalf of our members.

Respectfully submitted on behalf of the Women's Committee,

Sandra Azocar
Vice-President
Women's Committee Chair

YOUNG ACTIVISTS COMMITTEE

Committee Members

Bobby-Joe Borodey (Chair), Local 071, Calgary
Kysha Cleaver, Local 041, Claresholm
Dunkin Gamao, Local 043, Lac La Biche
Danielle Kiesman, Local 060, St. Albert
Kimoy Marston, Local 002, Red Deer
Allysa Mercer, Local 002, Red Deer
Laura Sadler, Local 095, Calgary
Kathie Milne, Staff Advisor
Charlene Peterson, Administrative Support

To the officers and delegates of the Alberta Union of Provincial Employees attending Convention, October 26 – 28, 2023,

The Young Activists Committee met on the following dates from November 2022 – July 2023:

- November 14, 2022 – virtual meeting
- January 18, 2023 – virtual meeting (first meeting with VP Borodey as the chair)
- March 14, 2023 – hybrid/in-person at the Calgary Regional Office
- May 2, 2023 – virtual meeting
- June 5, 2023 – hybrid/in-person at the Calgary Regional Office
- August 28, 2023 – scheduled to be a virtual meeting

The Young Activists Committee (YAC) extends a warm welcome to the AUPE Convention delegates, observers, life members, staff, volunteers and guests. In addition, the committee wishes to share a special greeting to the folks who are participating and are 30 years of age and under. Whether you are a first timer or a returnee, we are confident your experience in and out of the Convention hall will be memorable. Don't be surprised if while witnessing the passion and energy of so many, you too recognize a spark pushing you to get involved in your union. Convention has been known to have that effect on people.

Please note, committee applications will open in early September and will remain open for 10 days following the closing of Convention. If you think the YAC is a place where you or a member you know would add value, please consider applying, or encourage them to apply. Mentoring and educating younger members, aka future leaders, is where the committee excels. No previous experience is required, however a passion for working alongside amazing people would be an asset.

Importance of Youth Involvement in our Union (contribution by Kimoy Marston)

It is essential for young workers to participate in their union to have their voices heard. Getting involved as a younger worker not only provides opportunities to learn how your union benefits you, but it also fosters an understanding of workers' roles within the workplace. AUPE provides educational courses that may not be provided by the employer, such as understanding your collective agreement, conflict management and how to take direct action. If you are a young worker or young at heart, please consider following our Instagram and Facebook page for future updates related to the young activists committee. (@aupeyac)

Committee Survey (contribution by Danielle Kiesman)

Due to the need to establish ongoing connections with AUPE members 30 years and younger to determine their needs, issues and concerns as younger workers and as AUPE members, the Young Activists Committee conducted a survey of the membership to gain insights into their goals, strengths, weaknesses, and level of engagement with the union. The survey aimed to determine the sector, age group, region, and reasons for involvement or non-involvement with the union. It also sought to identify workplace issues, explore ways to engage younger members, and gather input on desired education seminars or programs.

Since respondents were from a variety of age ranges, the responses were divided into two groups based on age (18-30 and 31+). While both age groups shared similar priorities and barriers to engagement, there were variations in their descriptive explanations. For instance, time constraints emerged as a common barrier, but the nature of these constraints differed between the two groups. As well, it was noted that there was a strong desire among respondents to learn more about the union and connect with fellow members through events. The responses collected in this survey offer valuable information and opportunities for improvement in the experiences of AUPE's younger members. By understanding the unique challenges faced by young members, AUPE and YAC aim to provide better support and foster increased engagement among this demographic.

YAC 2023 Resolution Rationale (contribution by Kysha Cleaver)

The Young Activists Committee is looking forward to the democratic debate regarding the resolution requesting a revision to the committee mandate from focusing on members who are 30 years of age and under, to members who are 35 years of age and under. The committee has discussed at length some of the challenges it faces, and believes by redefining the age of young activists, many of these challenges can be overcome. For example, it has been noted that a significant number of classifications within our union require post-secondary education, thereby resulting in members entering the workforce later. This hurdle results in a limitation on their eligibility to sit as a committee member. In addition, members 30 years and under tend to be balancing various responsibilities such as family commitments, education, and work which can prevent them from taking on additional roles and tasks within AUPE. Regardless of the outcome of the resolution, the committee is confident the discussion will be beneficial.

YAC Presence (contribution by Laura Sadler)

Adhering to the committee mandate, the YAC has endeavoured to establish a presence and be a familiar entity within AUPE throughout the last two years. As such, the committee has participated in, hosted, and plans to host several events aimed at engaging with young workers. In September of 2022, the committee facilitated an information booth at a member appreciation BBQ hosted jointly by Locals 095 and 045. The event was very well attended and traffic to the booth was constant, and the inquiries were excellent. Upcoming committee events include hosting a wing night in St. Albert on September 20, 2023, and we would also like to encourage everyone attending Convention to join the virtual scavenger hunt the committee will be hosting throughout. We hope participants come prepared to dress up as their favourite superhero on Friday, October 27, while attending the hospitality suite. It is sure to be an enjoyable evening with prizes and games, facilitated by the committee members. Questions, committee inquiries, and your feedback are always welcomed.

Young Activist Liaisons (contribution by Dunkin Gamao)

In a union as large as AUPE, communication will always be a challenge to overcome. As such, the Young Activists Committee would like to extend their gratitude to the members who have stepped up as current and past elected Local YAC liaisons. The committee's goal has been to utilize the liaisons as a network that distributes committee information, as well as supports and encourages younger members they encounter. Over this past year, the committee members were assigned specific Locals for which they act as a contact between the committee and the liaisons. An update has been shared with the liaisons following committee meetings, and the elected representatives have been asked to disseminate this update to their council members, Chapters and any other AUPE contacts they have. The outreach and feedback has been appreciated, and the committee looks forward to continuing to work with the liaisons.

RALY Award (contribution by Allysa Mercer)

Every year, YAC honours an AUPE member aged 30 or younger who has inspired members to be active within the union with the RALY Award. The RALY Award is a Recognition of Activism Leadership for Youth. The RALY Award is presented yearly on August 12, International Youth Day, and recognizes young members who are activists in the workplace, have demonstrated leadership and participation of other young activists within the union. YAC accepts nominations for this award from all members of AUPE, young or young at heart. YAC is proud to support young activists as they build momentum within AUPE and continue to strengthen the union by learning from union activists who have come before them.

We are honoured to share that Brenna Bamber (Local 041) was the recipient of the 2023 RALY Award. She was nominated by fellow union activist, Catherine Sivasankar. The committee wishes to thank Brenna for all she does for AUPE, and we are confident she will continue to do amazing work as an activist.

Over 31? We Need You!

Encouraging, supporting, educating, and mentoring younger members is a responsibility which cannot entirely rest on the shoulders of the Young Activist Committee. All AUPE members are needed to achieve this goal. Seasoned activists need to be leaders that younger members can emulate, they need to be actively seeking capable youth within their components, and kindly providing consistent encouragement and support. Please remember, flowers don't grow if you don't water them. If we focus on recognizing talented leaders today, we will be future-proofing AUPE for tomorrow.

Respectfully submitted with contributions from each of the YAC members,

Bobby-Joe Borodey

Vice-President

Young Activists Standing Committee Chair

ADDITIONAL REPORTS

EDMONTON AREA COUNCIL (EAC)

It has been another busy and successful year for the Edmonton Area Council (EAC). Numerous events were organized for members and their families who reside within the boundaries of the EAC. EAC continues to provide fun activities at low or no cost to our members, while maintaining the AUPE objective of promoting and providing the social and general welfare of its membership.

EAC meetings are held every month with the exception of July and August.

The EAC website <https://edmontonareacouncil.aupe.ca> provides information about the mandate of EAC, ticket sales, special events, and monthly meeting details. Members are encouraged to subscribe to the website in order to receive automatic notification of event registration.

Throughout the year, EAC hosts numerous events for members only, such as free wing nights at various locations across the city, as well as free brunch breakfast events. These events are becoming so popular that we have increased the number of events throughout the year.

EAC continues to sell WEM Choice passes and Cineplex movie tickets and has now added Landmark movie tickets at a significantly reduced price to our members throughout the year. Almost 6,250 Cineplex, 3,750 Landmark movie tickets and 3,200 WEM Choice passes were sold to members last year. EAC has also supported other area councils with the sale of Cineplex movie tickets and WEM Choice passes.

None of these events would be possible without the hard work and dedication of our ticket selling reps. These reps and their families devote an incredible amount of personal time towards ticket sales, event coordination and to all the logistics of hosting each event. A big THANK YOU to every member who takes the time to promote EAC and engage with the membership.

Submitted in solidarity,

EAC Executives

Chair: Anita Loughran (Local 046)

Vice-Chair: Ron Fernandes (Local 002)

Treasurer: Agnes Oytades (Local 049)

Secretary: Pam Vona (Local 002)

RED DEER AREA COUNCIL (RDAC)

The past year has seen us participate in a different format for Light the Night where we spent two different evenings at City Hall, passing out candy canes to the public. While it was cold, we braved the weather and showed up with our banner and lots of candy canes. Thanks to those who volunteered to join in on this event. We received many thanks and smiles from people and even had Mayor Ken Johnson join us.

We did a free movie event at Carnival Theater where Santa and Mrs. Claus joined us and took pictures with the littles if they wanted. While we were disappointed that not many members showed up, it was still a great event with us donating food and money to the food bank and Christmas Bureau. Not only did the members attending make donations, but some members of the public also gave us donations.

We held a members-only bowling event at Riverside Bowl where we offered members a minimum of one game, paid for shoes, pizza and a drink. We had three members join us and we thank them for coming out. One of those members had never bowled before and the excitement she generated was amazing. We hope they enjoyed their time with us and went back to the worksites and told them about it. The staff at Riverside were very accommodating and had as much fun as we did. We certainly hope to make this a return event.

Some of the Executive members went to Kraay Family Farms to discover what was there and had a blast. As always, Rachel was very accommodating and gave us a reduced price. We enjoyed the train ride, the corn maze and some of the other events that the adventure pass gave members. It was a fun-filled day, and we are glad to know what Kraay is all about. Thanks to Russell Clark, who also came with us, for taking pictures and helping us enjoy the day.

We teamed up with members from Stettler for a family bowling and pizza night at Heartland Bowl. We had a great time and enjoyed meeting some of our members that we don't see often. Thank you, Denise Johnson, for arranging this and letting us be part of it. The pizza was great!! The staff were amazing and great to work with!

Future plans are in the works, such as a family BBQ at Kerrywood Nature Center, Kraay Family Farms, and a wing night. Of course, we are also looking at tickets for Cineplex, West Edmonton Mall and Kraay Family Farms. I must say, though, that the prices of everything have gone up dramatically and that has an impact on our budget and what we can offer the members.

On behalf of the executive, we want to thank all the members who are our dedicated volunteers and show up for every event, we couldn't do this without you!! Thank you to the members who express their gratitude for what RDAC does for them, it's nice to know we are appreciated.

In solidarity,

RDAC Executive

Sandra Mill, Chair

Laurie Anne Stec, Vice-Chair/Secretary

Michelle Wight, Treasurer

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 (I).

Delegates voted: Carried ☐ **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.

Delegates voted: Carried ☐ Defeated ☐

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 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.

Delegates voted: Carried ☐ Defeated ☐

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.~~

Delegates voted: Carried ☐ **Defeated** ☐

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.

Delegates voted: Carried ☐ **Defeated** ☐

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 (attached for reference) 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 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.~~
- (f) ~~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 **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.

Delegates voted: Carried ☐ **Defeated** ☐

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 spoilt ballot shall be counted

in the number used to determine a majority. The number of abstentions and/or spoilt 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.

Delegates voted: Carried ☐ **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.

Delegates voted: Carried ☐ **Defeated** ☐

(96 words)

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 Committee, giving opportunities for new members to be elected with the spirit of mentorship from the longer sitting committee members.

Delegates voted: Carried ☐ **Defeated** ☐

(83 words)

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.

Delegates voted: Carried ☐ **Defeated** ☐

(94 words)

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.

Delegates voted: Carried ☐ Defeated ☐

(109 words)

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.

Delegates voted: Carried ☐ Defeated ☐

(135 words)

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 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.

Delegates voted: Carried ☐ Defeated ☐

(137 words)

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.

Delegates voted: Carried ☐ Defeated ☐

(46 words)

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.

Delegates voted: Carried ☐ **Defeated** ☐

(39 words)

**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 unreachable

Financial Statements of

**ALBERTA UNION OF
PROVINCIAL EMPLOYEES**

Year ended June 30, 2023

ALBERTA UNION OF PROVINCIAL EMPLOYEES

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Year ended June 30, 2023

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INDEPENDENT AUDITOR'S REPORT

To the Members of Alberta Union of Provincial Employees

Opinion

We have audited the financial statements of Alberta Union of Provincial Employees (the Entity), which comprise:

- the statement of financial position as at June 30, 2023
- the statement of operations for the year then ended
- the statement of changes in net assets for the year then ended
- the statement of cash flows for the year then ended
- and notes to the financial statements, including a summary of significant accounting policies

(Hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Entity as at June 30, 2023, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organization.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "***Auditor's Responsibilities for the Audit of the Financial Statements***" section of our auditor's report.

We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.



Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organization, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with Governance are responsible for overseeing the Entity's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.
The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.



- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A handwritten signature in black ink that reads 'KPMG LLP'. The signature is written in a cursive, stylized font. Below the signature is a horizontal line that starts under the 'K' and ends under the 'P'.

Chartered Professional Accountants

Edmonton, Canada

September 7, 2023

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
	19,754,657	34,427,666
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
	\$ 208,033,531	\$ 210,474,252

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
	14,408,857	15,202,017
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
	58,739,497	64,256,215
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
	149,294,034	146,218,037
	\$ 208,033,531	\$ 210,474,252

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 capital assets	Unrestricted	2023	2022
		Union operations	Members' benefits				
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)	-
	1,274,333	4,270,642
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
	1,595,404	4,553,771
Cash flows from financing activities:		
Repayments of long term debt	(5,623,688)	(2,838,157)
Repayment of capital lease	(13,961)	(9,180)
	(5,637,649)	(2,847,337)
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
	(6,923,255)	(5,060,920)
Decrease in cash	(10,965,500)	(3,354,486)
Cash, beginning of year	24,609,719	27,964,205
Cash, end of year	\$ 13,644,219	\$ 24,609,719

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
		\$ 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
	\$ 14,084,826	\$ 13,147,097

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.

List of Locals AUPE Locals by Employer (July 13, 2023)

New units (bold italic with asterisk) Name change (bold italic)*

Government of Alberta Master/Subsidiary

Local 001 – Administrative & Support Services

001	Fort McMurray
002	Lac La Biche
003	St Paul
004	Vegreville, Vermilion
006	Barrhead
008	Slave Lake, High Prairie
009	Peace River, McLennan
010	High Level
011	Grande Prairie
014	Whitecourt
015	Edson
017	Camrose, Wetaskiwin
021	Calgary
025	Red Deer, Olds, Hanna, Drumheller
026	Rocky Mountain House, Drayton Valley
031	Edmonton - West (Including 107 St and on)
034	Edmonton - East (106 St and on)
055	Medicine Hat, Brooks
056	Lethbridge, Fort McLeod

Local 002 – Administrative & Program Services

001	Calgary
002	Edmonton
003	Red Deer
004	Peace Region
005	Lethbridge
006	Northeast Region

Local 003 – Correctional & Regulatory Services

001	Calgary - Correctional Institute
002	Calgary - Remand Centre
003	Peace River Correctional Institute
004	Edmonton - Sheriffs/PPO
005	Fort Saskatchewan Correctional Centre
006	Lethbridge Correctional Centre
007	General - North
008	Edmonton Remand Centre
009	General - South
010	EYOC - Community Corrections
011	CYOC - Community Corrections
012	Red Deer - General
014	Medicine Hat Remand Centre
015	Calgary/Drumheller - Sheriffs/PPO

Local 004 – Trades & Related Services

002	Calgary - General
005	Edmonton - Inspectorate
010	Grande Prairie
015	Red Deer & Hanna
018	Lethbridge
019	Edmonton

Local 005 – Natural Resources Conservation

001	Calgary
002	Edmonton
003	Fort McMurray
004	High Level
005	Peace River
006	Slave Lake
007	Grande Prairie
008	Lac La Biche, Smoky Lake
010	Whitecourt
011	Edson
012	Rocky Mountain House
013	Red Deer
015	Blairmore, Lethbridge

Local 006 – Social Services

001	Calgary Social Service & Community Health
003	Red Deer, Drumheller
004	Edson
005	Edmonton - Child Care Counsellors
006	Lethbridge
007	Camrose, Wetaskiwin, Killam
008	Medicine Hat, Brooks
009	Fort McMurray
010	Vermilion
011	Lac La Biche, Bonnyville
012	High Prairie, Slave Lake
013	Grande Prairie
014	Edmonton - General
017	Peace River
018	Westlock, Barrhead, Alexis Nation
019	Drayton Valley
024	Medical and Rehab

Local 009 – Health & Support Services

001	Calgary – General
002	Edmonton - General
005	Red Deer

Local 012 – Technical & Field Services

002	Brooks, Medicine Hat
003	Calgary
004	Camrose, Viking, St. Paul, Vermillion, Vegreville
005	Drumheller, Hanna
006	Edson, Evansburg, Hinton
007	Fort Mcleod, Lethbridge, Claresholm
008	Grande Prairie
009	Peace River, High Level
010	Red Deer, Rocky Mountain House
014	Edmonton, Athabasca, Lac La Biche, Fort McMurray

Health Care Sector**Local 040 - Covenant Health**

001	Mineral Springs Hospital
002	Bonnyville Health Centre
003	Covenant Care - Villa Marie
004	Mary Immaculate Hospital (Mundare) & St. Joseph's General Hospital (Vegreville)
005	Our Lady of the Rosary Hospital (Castor)
006	St. Mary's Health Centre (Trochu)

- 007 St. Mary's Hospital (Camrose), Killam GH & Killam HC
- 008 St. Josephs Auxiliary Hospital Edmonton
- 009 St. Michael's Health Centre (Lethbridge)
- 010 Youville Home (Grey Nuns) St. Albert
- 011 St. Therese Villa
- 012 Covenant Care - Holy Cross Manor Calgary
- 013 Covenant Care - Chateau Vitaline
- 014 Covenant Care - St. Marguerite Manor including Dulcina Hospice
- 015 Covenant Care - Foyer Lacombe NC & GSS
- 016 Covenant Care - St. Teresa Place

Local 041 - Alberta Health Services - South NC

- 001 Cardston, Coaldale, Lethbridge, Magrath, Milk River, Raymond, Taber
- 002 Blairmore, Fort MacLeod, Pincher Creek
- 003 Bassano, Bow Island, Brooks, Medicine Hat, Oyen
- 005 Claresholm, Carmangay, Vulcan, Willow Creek

Local 042 - Good Samaritan Society

- 001 Choice / Zetter
- 002 Pembina Village – Evansburg
- 003 Lethbridge
- 004 Spruce Grove / George Hennig
- 006 Millwoods / Wedman
- 007 Group Homes (PPDD)
- 008 Rocky Mountain House
- 009 Southgate
- 010 Stony Plain Care Centre
- 011 Raymond & Magrath
- 012 Good Shepherd Home – Wetaskiwin
- 013 Cardston

Local 043 - Alberta Health Services – North NC

- 001 Polar Bears - Fort Vermilion, High Level, LaCrete
- 002 Northern Lights - Fort McMurray
- 003 Peace Region - Fairview, Gift Lake, Grimshaw/Berwyn, High Prairie, Manning, McLennan, Peace River, Peerless etc
- 004 Trumpeter Swans - Beaverlodge, Grande Prairie, Grande Cache, Hythe, Spirit River, Valleyview
- 005 Mountain View – Hinton, Jasper
- 006 Black Swan - Athabasca, Barrhead, Boyle, Keir, Onoway, Radway, Slave Lake, Thorhild, Wabasca, Westlock
- 007 Rolling Hills - Bonnyville, Cold Lake, Elizabeth Métis Settlement, Elk Point, Glendon, Lac La Biche, Smoky Lake, St. Paul
- 008 Militants - Camrose, Lamont, Tofield, Two Hills, Vegreville, Viking
- 010 Easterners - Bashaw, Daysland, Galahad, Hardisty, Islay, Kitscoty, Lloydminster, Manville, Provost, Sedgewick, Vermillion, Wainwright
- 011 Foothills - Edson
- 012 Mayerthorpe, Whitecourt, Swan Hills, Fox Creek

Local 044 - Alberta Health Services – Central NC

- 001 Lacombe, Bentley, Ponoka (excluding Centennial Centre)
- 002 Red Deer, Sylvan Lake
- 004 Castor, Consort, Coronation, Hanna
- 005 Wetaskiwin
- 006 Centennial Centre
- 007 Breton, Drayton Valley, Winfield
- 008 Elnora & Stettler
- 009 Drumheller
- 010 Innisfail, Olds, Sundre, Three Hills
- 011 Rimbey, Rocky Mountain House

Local 045 - Alberta Health Services – Calgary NC

- 001 Peter Lougheed Centre
- 002 Rockyview Hospital
- 003 Canmore
- 004 Black Diamond (Turner Valley), High River, Nanton, Okotoks - Except Home Care
- 005 Black Diamond, Canmore, High River, & Okotoks - Home Care Only
- 006 Foothills Nursing Care, Tom Baker
- 007 Strathmore District Health Services
- 008 Calgary Community Health & SCHC
- 009 Didsbury
- 010 South Health Campus
- 011 Alberta Children's Hospital - NC

Local 046 - Alberta Health Services / Covenant Health - Edmonton NC

- 001 Cross Cancer & U of A Hospital
- 002 Glenrose Hospital
- 003 Devon & Leduc Hospital
- 004 Morinville & Sturgeon Hospital
- 005 Edmonton General
- 006 Grey Nuns Hospital
- 007 Misericordia Hospital
- 008 Royal Alex Hospital
- 009 Ft. Saskatchewan, Redwater, ERC
- 012 Alberta Hospital Edmonton, ARC, AYS & HTC
- 014 Evansburg, Spruce Grove, Stony Plain
- 015 The Grey House Guild (Allen Gray CCC)
- 016 Community NC

Local 047 - North Continuing Care Separate

- 001 Brazeau Senior's Foundation
- 002 Bethany Nursing Home Rosehaven LTC / Tri-Lodges / Deer Meadows
- 003 AXR Operating LP - Jasper Place
- 004 AXR Operating LP - South Terrace
- 005 Extendicare (Canada) Inc. - Athabasca NC & GSS
- 006 Extendicare (Canada) Inc. - Mayerthorpe
- 007 Revera Inc. - Churchill Retirement Community
- 008 CBI Home Health Care
- 009 Seasons Retirement Communities (Camrose) LP
- 010 Points West Living Cold Lake
- 011 Shepherd's Care Foundation - Vanguard Care Centre
- 012 Points West Living Stettler
- 013 Canterbury Foundation
- 014 Shepherd's Care Foundation - Millwoods Care Centre NC
- 015 Park Place Seniors Living - Copper Sky Lodge
- 016 St. Michael's Long Term Care Centre Edmonton & Grove Manor
- 018 Shepherd's Care Foundation - Millwoods Manor & Southside Manor
- 019 Shepherd's Care Foundation - Greenfield
- 020 Salvation Army in Canada - Grace Manor
- 021 Extendicare (Canada) Inc. - Michener Hill
- 022 Venta Care Centre NC & GSS
- 023 Extendicare (Canada) Inc. - Holyrood
- 024 The Salem Manor Society
- 025 St. Michael's Health Group - VegrManor & Optima Living - Century Park - Vegreville
- 026 Lamont County Housing Foundation
- 027 Shepherd's Care Foundation - Kensington Village NC
- 028 Seasons Retirement Communities (Wetaskiwin) LP
- 029 Chinatown Multi-Level Care Foundation
- 033 Shepherd's Care Foundation - Barrhead

- 034 Touchmark at Wedgewood
- 036 Rivercrest Lodge Nursing Home Ltd.
- 038 Park Place Seniors Living - Sprucewood Place & Villa Marguerite
- 039 Park Place Seniors Living - Hardisty Care Centre Ltd. NC & GSS
- 040 Points West Living - Heritage House
- 041 HCN - Revera Lessee (Aspen Ridge)
- 042 Revera Inc. - Riverbend Retirement Residence
- 043 Park Place Seniors Living - Devonshire Care Centre Partnership
- 045 Extendicare (Canada) Inc. - Eaux Claires
- 046 Points West Living - Slave Lake
- 047 Bethany Nursing Home of Camrose - West Pine Lodge - Winfield
- 048 Revera Long Term Care AXR Operating Inc. - Miller Crossing Care Centre
- 049 St Elizabeth Health Centre - St Thomas Health Centre
- 050 Seasons Retirement Communities (Ponoka) LP
- 051 Seasons Retirement Communities (Drayton Valley) LP
- 052 HCN - Revera Lessee (River Ridge) LP
- 053 Park Place Seniors Living - Benevolence Care Centre
- 054 Chartwell Master Care LP - Griesbach, & Heritage Valley
- 055 Rosedale Partnership - Estates, On the Park, Villa, Manor
- 056 Saint Elizabeth Health Care - Sagebrush
- 057 Points West Living Lac La Biche Inc.
- 058 Revera - McConachie Gardens
- 059 Chartwell Master Care LP - Emerald Hills Retirement Residence
- 060 Yarrow Ltd Partnership - Wildrose Retirement Residence
- 061 Revera Retirement LP - Our Parents' Home
- 062 Chartwell Master Care LP - Wescott Retirement Residence
- 063 *St. Paul Abilities Network (Society)****
- 064 *Points West Living Drayton Valley Ltd.****

Local 048 - Calgary/South Continuing Care Separate

- 006 Well Being Services - Monterey Place
- 007 Carewest - Dr. Vernon Fanning Centre
- 008 Carewest - Glenmore Park
- 009 Carewest - George Boyak
- 010 Carewest - Maintenance
- 014 Park Place Seniors Living - Newport Harbour
- 015 Revera Inc. - The Edgemont Retirement Residence
- 016 Carewest - Colonel Belcher & Administrative
- 020 Choices in Community Living Inc. - Legacy Lodge
- 028 Revera - Scenic Acres Calgary
- 033 Golden Life Management Corp. - Evanston Grand Village
- 034 St Elizabeth Health Care - Millrise.
- 035 Carewest - Signal Pointe NC & GSS
- 037 Carewest - Rouleau Manor
- 038 Carewest - Carrison Green NC
- 039 Carewest - Sarcee NC
- 040 Carewest - Nickle House NC
- 041 Carewest - C3 Beddington
- 046 Signature Living Management - Rocky Ridge Retirement Community
- 047 Chartwell Master Care LP - Eau Claire NC
- 050 Masterpiece Southland Meadows Ltd. NC
- 051 Whitehorn Village Retirement Community NC
- 053 Swan Evergreen Village by Origin
- 054 *Silverado Seniors Village Partnership - NC****
- 055 *Saint Elizabeth Health Care - Hawthorne****

Local 049 - Capital Care Group Inc.

- 001 Dickensfield - NC
- 002 Grandview - NC & GSS
- 003 Lynnwood - NC & GSS
- 004 Kipnes Centre for Veterans (old Mewburn) - NC & GSS
- 005 Norwood - NC
- 006 Strathcona - NC & GSS

Local 054 - Alberta Health Services – Edmonton GSS

- 001 U of A Hospital and surrounding buildings, Edmonton General Hospital
- 002 Glenrose Hospital
- 003 Ft. Saskatchewan, Sherwood Park, Strathcona, Redwater
- 004 St. Albert, Morinville, Gibbons, Sturgeon, Edmonton Remand Centre
- 005 Stony Plain, Spruce Grove, Evansburg
- 006 Royal Alex & HYS
- 007 Urban Comm Health/Home Care/Mental Health/AADAC/Coronation Plaza/MDC
- 008 Alberta Hospital & Henwood
- 009 Food Production Centre
- 010 Leduc County, Devon
- 011 7 St. Plaza, Addictions & Mental Health, Downtown, IBM Building
- 012 Cross Cancer & Cancer Care Clinics

Local 056 - Alberta Health Services – North GSS

- 001 Swan Hills, Whitecourt, Mayerthorpe
- 002 Edson, Hinton, Jasper, Seton
- 004 Barrhead, Westlock, Onoway
- 005 Athabasca, Boyle, Lac La Biche, Peerless Lake, Radway, Smoky Lake, Thorhild, Trout Lake, Vilna, Wasbasca
- 006 Cold Lake, Glendon, St. Paul, Elk Point, Bonnyville
- 007 Peace River, Fairview, Grimshaw, Manning
- 008 Fox Creek, High Prairie, Kinuso, McLennan, Slave Lake, Valleyview
- 009 Beaverlodge/Hythe, Grande Cache, Grande Prairie, Spirit River
- 012 Northern Lights - Fort Vermilion, LaCrete, High Level, Rainbow Lake
- 013 Northern Lights - Fort McMurray

Local 057 - Alberta Health Services – Central GSS

- 001 Rocky Mountain House, Eckville, Rimbey, Sylvan Lake
- 002 Wetaskawin & Winfield
- 003 Centennial Centre & Ponoka
- 004 Red Deer - no Clerical - Michner, Johnstone, Valley Park, RDrNH, RDrHC
- 005 Red Deer - Clerical & Mental Health Clerical, 49th & Bremner
- 006 Drumheller, Hanna, Three Hills, Elnora, CHS, Three Hills Mental Health
- 007 DTRHA CHS & Drayton Valley Hospital, Mental Health Drayton
- 008 DTRHA - Castor, Consort, Stettler
- 009 East Central - Camrose & Daysland Area
- 010 Islay, Kiscoty, Lamont, Lloydminster, Manville, Myrnam, Two Hills, Vegreville, Vermillion, Willingdon
- 011 Didsbury, Innisfail, Olds, Sundre
- 013 DTRHA - Lacombe
- 016 East Central - Provost Area

Local 058 - Alberta Health Services – South GSS

- 008 Claresholm, Willow Creek, Vulcan, Carmangay, Nanton
- 015 Medicine Hat Area
- 016 Lethbridge Area

Local 084 - Central/South Continuing Care Separate

- 001 Age Care Investments Ltd. - Beverly Centre Glenmore – NC
- 002 Age Care Ltd. - Valleyview - Medicine Hat
- 003 Age Care Ltd. - Columbia Assisted Living & Season's Retirement Living (Lethbridge)
- 004 Aster Joint Venture - Sunrise Gardens

- 005 Aster Joint Venture - Sagewood
- 006 Aster Joint Venture - Walden Heights Seniors Community - NC & GSS
- 007 Aster Joint Venture - Skypointe Seniors Community
- 008 Aster Joint Venture - Seton - NC***
- 009 Bethany Care Society - Airdrie
- 010 Bethany Care Society - Calgary
- 011 Bethany Care Society - Harvest Hills
- 012 Bethany Care Society - Sylvan Lake - NC
- 013 Mountain View Seniors' GSS & Bethany Care Society NC - Sundre and Olds
- 014 Bethany Care Society - Didsbury
- 015 Bethany Care Society - CollegeSide - NC
- 016 Bethany Care Society - Riverview - NC
- 017 Bethany Care Society - Cochrane
- 018 Extendicare - Hillcrest
- 019 Extendicare - Cedars Villa
- 020 Extendicare - Fairmont Park
- 021 Clifton House
- 022 Wentworth Manor (Brenda Strafford Foundation Ltd.) - NC
- 023 Chantelle Mgmt. - Sunset Manor & Innisfail Country Manor
- 024 Chantelle Mgmt. - Edith Cavell (Lethbridge)
- 025 Seasons Retirement Communities (Encore) LP
- 026 Green Acres - Alberta Rose
- 027 Green Acres - Piyami Lodge
- 028 Green Acres - Sunny South Lodge

Local 095 - Alberta Health Services - Calgary GSS

- 001 Foothills
- 004 Alberta Children's Hospital
- 005 South Health Campus
- 006 Calgary RHA - Community
- 007 Strathmore, High River, Canmore, Black Diamond, Okotoks etc
- 008 Calgary Zone IT
- 009 Calgary - Southport, Southland Crossing & SCHC
- 010 Rockyview
- 011 Peter Lougheed Centre

Education Sector

Local 071 - Colleges and School Divisions

- 001 Lethbridge Community College
- 002 Olds College
- 003 Evergreen Catholic Separate Regional Division No. 2
- 004 Lakeland College
- 005 Medicine Hat College
- 006 Alberta University of the Arts
- 007 Northwestern Polytechnic
- 008 Portage College
- 009 Northern Lakes College
- 010 NorQuest College
- 011 Bow Valley College
- 012 Living Waters Catholic Regional Division No. 42
- 013 Edmonton Catholic Separate School District No. 7
- 014 Red Deer Polytechnic

Local 038 NAIT

Local 039 SAIT

Local 052 - University of Calgary

- 001 Operational/Administrative
- 002 Trades/General
- 003 Specialist/Advisor
- 004 Technical

Local 053 - University of Lethbridge**Local 069 - Athabasca University****Boards, Agencies & Local Government****Local 020 - ATB Financial**

- 001 North Region
- 006 Central Region
- 008 South Region

Local 050 - Alberta Gaming Liquor and Cannabis Commission

- 001 St. Albert
- 002 Stettler
- 003 Calgary

Local 060 - Alberta Innovates and InnoTech Alberta

- 001 Alberta Innovates - Except Vegreville
- 002 Alberta Innovates - Vegreville

Local 118 - Local Government and Agencies

- 001 Town of Coaldale
- 002 Town of Bonnyville
- 004 Town of Ponoka
- 008 Mackenzie County
- 009 Strathcona County
- 010 County of Northern Lights

011 CIVIDA

- 013 Alberta Pensions Administration Corporation
- 015 Travel Alberta
- 016 City of Cold Lake
- 019 Legal Aid Alberta – Edmonton & Calgary
- 020 Special Areas Board
- 021 Edmonton Immigrant Services Association
- 024 Emcon Services Inc. Fort McMurray
- 025 Emcon Services Inc. East
- 026 Emcon Services Inc. West
- 027 Emcon Services Inc. South
- 109 Cargill Ltd. - Alberta Terminals

List of Terms

NC – Acronym for Nursing Care.

Nursing Care – Individuals working for Alberta Health Services and other health care providers in nursing roles. Includes licensed practical nurses, nursing attendants, physical therapists, and other paramedical professionals. Does not include registered nurses or medical doctors.

Bargaining Committee – A committee made up of members of a certified bargaining unit who bargain with their employer on behalf of all employees for a collective agreement. Bargaining committees are assisted by union representatives who specialize in negotiations.

Bargaining Unit – The Locals and/or Chapters that are covered by one Labour Relations Board Certificate

Chapter – A smaller group of members in a large Local. Locals can be divided into chapters by worksite, by geographic area, by department, or by any other means that makes sense within the local. Chapters are designated in writing as either Local XXX Chapter YYY or Local XXX/YYY.

Collective Agreement – A legally binding contract between a union (bargaining on behalf of a group of workers) and an employer. Collective agreements generally set out things such as wages, benefits, job security, sick leave, vacation, layoff and recall rights, and hours of work, as well as many other work-related items.

COPA – Acronym for Committee on Political Action.

D&A – Acronym for Disputes and Arbitration, a specialization area for Union Representatives. This specialization specifically deals with grievances that have proceeded to a formal resolution process.

DI – Acronym for Direct Impact.

Direct Impact – AUPE's quarterly member magazine.

EMAC – Acronym for Employee Management Advisory Committee. Not all worksites have an EMAC.

General Service – AUPE members who work directly for the Government of Alberta.

General Support Service – Individuals working for Alberta Health Services and other health care providers in administrative and non-direct patient involvement roles. Includes administrators, maintenance workers, cleaners, food service workers, etc.

GOA – Acronym for Government of Alberta, referring to the sector of workers who work directly for the government services.

GSBC – Acronym for General Service Bargaining Committee.

GSS – Acronym for General Support Service.

Labour School – An annual advanced union education school.

Local – An administrative component of the union. Locals are created on one of three criteria: community of interest (i.e. clerical workers with the Government of Alberta), bargaining unit (i.e. all members at SAIT), or similar work at different job sites (i.e. all GSS workers with Alberta Health Services). Locals are designated in writing as Local XXX.

MSO – Acronym for membership services officer.

Membership Services Officer – A staff position with AUPE. The duties of a membership services officer include (but are not limited to) providing labour relations services to existing members, external organizing, presenting AUPE sponsored education courses to the membership, and assisting in collective bargaining as assigned.

PE – Acronym for Provincial Executive.

Provincial Executive – The governing body of AUPE between Conventions. The group is made up of one representative from each Local, and meets six times yearly.

PSEC – Acronym for Pay and Social Equity Committee.

RO - Regional (office) – A satellite office of AUPE. Regional offices are generally staffed by membership services officers and support staff.

Sector – In the AUPE context, one of four work sectors where AUPE represents employees: Government Services, Health Care, Education, Boards and Agencies

Steward – A worksite union activist responsible for ensuring that the terms of the collective agreement are enforced at the workplace, and for assisting members with workplace problems related to the collective agreement. Stewards receive specialized training through AUPE on how to deal with worksite issues where the union needs to have a representative present.

Time Off for Union Business – Time off requested by a member from their employer to take part in union activities. These can include committee meetings, Convention, conferences, courses, and Labour School. Time off requests must be cosigned by an AUPE staff-person to confirm that the member was in attendance at the event or activity.

Union Representative – A staff position with AUPE. Union Representatives specialize in one of several areas, including rights and interest arbitrations, Labour Relations Board hearings, negotiating collective agreements, WCB/LTD appeals, health and safety, pensions, and union education.

RULES OF ORDER AND PARLIAMENTARY PRODEDURE

MAIN MOTION

Can a Member who has the floor be interrupted?	NO
Must the mover first be recognized?	YES
Does the motion require a seconder?	YES
Is it debatable?	YES
Can it be amended?	YES
Can it be reconsidered?	YES
Is it subject to closure or limiting motions?	YES
Can it be tabled?	YES
Can it be referred?	YES
What majority does it require?	SIMPLE MAJORITY

Every motion should be worded so as to propose an affirmative action.

AMEND

Can a Member who has the floor be interrupted?	NO
Must the mover first be recognized?	YES
Does the motion require a seconder?	YES
Is it debatable?*	YES
Can it be amended?	YES
Can it be reconsidered?	YES
Is it subject to closure or limiting motions?	YES
Can it be tabled?	YES
Can it be referred?	YES
What majority does it require?	SIMPLE MAJORITY

***Debate is limited to the amendment itself and not the Main Motion.**

Note: The Amendment shall not alter the intent of the Main Motion.

RESCIND

Can a Member who has the floor be interrupted?	NO
Must the mover first be recognized?	YES
Does the motion require a seconder?	YES
Is it debatable?	YES
Can it be amended?	NO
Can it be reconsidered?	YES
Is it subject to closure or limiting motions?	YES
Can it be tabled?	YES
Can it be referred?	YES
What majority does it require?	2/3

RECONSIDERATION

Can a Member who has the floor be interrupted?	NO
Must the mover first be recognized? *	YES
Does the motion require a seconder?	YES
Is it debatable?	YES
Can it be amended?	NO
Can it be reconsidered?	N/A
Is it subject to closure or limiting motions?	YES
Can it be tabled?	YES
Can it be referred?	NO
What majority does it require?	2/3

***Note: A motion to reconsider must be moved and seconded by members who originally voted with the majority.**

REFER/DEFER

Can a Member who has the floor be interrupted?	NO
Must the mover first be recognized?	YES
Does the motion require a seconder?	YES
Is it debatable? *	YES
Can it be amended? *	YES
Can it be reconsidered?	YES
Is it subject to closure or limiting motions?	YES
Can it be tabled?	YES
What majority does it require?	SIMPLE MAJORITY

***Is debatable and amendable, as to advisability.**

POINT OF INFORMATION

Can a Member who has the floor be interrupted?	NO
Must the mover first be recognized?	YES
Does the motion require a seconder?	NO
Is it debatable?	NO
Can it be amended?	NO
Can it be reconsidered?	NO
Is it subject to closure or limiting motions?	NO
Can it be tabled?	NO
Can it be referred?	NO
No vote taken	DECIDED BY THE CHAIR

POINT OF ORDER

Can a Member who has the floor be interrupted?	YES
Must the mover first be recognized?	YES
Does the motion require a seconder?	NO
Is it debatable?	NO
Can it be amended?	NO
Can it be reconsidered?	NO
Is it subject to closure or limiting motions?	NO
Can it be tabled?	NO
Can it be referred?	NO
No vote taken	DECIDED BY THE CHAIR

POINT OF PRIVILEGE

Can a Member who has the floor be interrupted?	NO
Must the mover first be recognized?	YES
Does the motion require a seconder?	NO
Is it debatable? *	NO
Can it be amended?	NO
Can it be reconsidered?	NO
Is it subject to closure or limiting motions?	NO
Can it be tabled?	NO
Can it be referred?	NO
No vote taken	DECIDED BY THE CHAIR

***Debate is permitted on a point of privilege but the member raising the point may explain his reasons and in turn the Chair may give reasons for its ruling.**

TABLE

Can a Member who has the floor be interrupted?	NO
Must the mover first be recognized?	YES
Does the motion require a seconder?	YES
Is it debatable?	NO
Can it be amended?	NO
Can it be reconsidered?	NO
Is it subject to closure or limiting motions?	NO
Can it be tabled?	N/A
Can it be referred?	NO
What majority does it require?	SIMPLE MAJORITY

STOP DEBATE (PREVIOUS QUESTION)

Can a Member who has the floor be interrupted?	NO
Must the mover first be recognized?	YES
Does the motion require a seconder?	YES
Is it debatable?	NO
Can it be amended?	NO
Can it be reconsidered?	YES
Can it be tabled?	NO
Can it be referred?	NO
What majority does it require?	SIMPLE MAJORITY

“I move the motion be put.”

LIMIT DEBATE

Can a Member who has the floor be interrupted?	NO
Must the mover first be recognized?	YES
Does the motion require a seconder?	YES
Is it debatable?	YES
Can it be amended?	YES
Can it be reconsidered?	YES
Can it be tabled?	NO
Can it be referred?	NO
What majority does it require?	SIMPLE MAJORITY

CHALLENGE THE CHAIR

Can a Member who has the floor be interrupted?	NO
Must the mover first be recognized?	YES
Does the motion require a seconder?	YES
Is it debatable?	NO
Can it be amended?	NO
Can it be reconsidered?	NO
Is it subject to closure or limiting motions?	NO
Can it be tabled?	NO
Can it be referred?	NO
What majority does it require?	SIMPLE MAJORITY

ADJOURN

Can a Member who has the floor be interrupted?	NO
Must the mover first be recognized?	YES
Does the motion require a seconder?	YES
Is it debatable?	NO
Can it be amended?	NO
Can it be reconsidered?	NO
Is it subject to closure or limiting motions?	NO
Can it be tabled?	NO
Can it be referred?	NO
What majority does it require?	SIMPLE MAJORITY

List of Regional Offices

Headquarters

10025 - 182 Street NW
Edmonton, AB T5S 0P7
P: 780-930-3300
TF: 1-800-232-7284
F: 780-930-3392
F: 780-930-3397 (Labour Relations)
TF Fax: 1-888-388-AUPE (2873)

Athabasca Regional Office

Street: 4920 - 49 Street
Mail: Box 2227
Athabasca, AB T9S 2B7
P: 1-800-232-7284
F: 780-675-3727

Calgary Regional Office

200, 2116 - 27 Avenue NE
Calgary, AB T2E 7A6
P: 1-800-232-7284
F: 403-283-7328

Camrose Regional Office

Unit 25A, 6601 - 48 Avenue
Camrose, AB T4V 3G8
P: 1-800-232-7284
F: 780-672-2296

Grande Prairie Regional Office

102, 9815 - 101 Avenue
Grande Prairie, AB T8V 0X6
P: 1-800-232-7284
F: 780-532-0580

Lethbridge Regional Office

203, 1921 Mayor Magrath Drive S.
Lethbridge, AB T1K 2R8
P: 1-800-232-7284
F: 403-327-5827

Medicine Hat Regional Office

3, 1001 Kingsway Avenue SE
Medicine Hat, AB T1A 2X7
P: 1-800-232-7284
F: 403-526-6471

Peace River Regional Office

9910 - 99 Avenue, Box 6895
Peace River, AB T8S 1S6
P: 1-800-232-7284
F: 780-624-4859

Red Deer Regional Office

101, 4719 - 48 Avenue
Red Deer, AB T4N 3T1
P: 1-800-232-7284
F: 403-340-1210



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