



CONVENTION MINUTES

OCTOBER 24, 25 & 26, 2024

Edmonton Expo Centre

#AUPECONVENTION



TABLE OF CONTENTS

CONVENTION CALL 3

MINUTES..... 6

RESOLUTIONS

Group 1 - Constitutional 29

Group 2 - General 39

ACTION SHEET 44

FINANCES

2024-2024 Proposed AUPE Budget 45

AUPE Account Explanation – 2024-2025 Proposed Budget..... 46

Financial Statements for year ended June 30, 2024 48

GENERAL

Convention Committees 73



47TH
AUPE  **ANNUAL**
CONVENTION
Moving Forward in Solidarity

Convention Call

The 47th Annual Convention of the Alberta Union of Provincial Employees will be held beginning at 9:00 am, on Thursday, October 24, 2024 and will continue until 3:00 pm, Saturday, October 26, 2024.

Edmonton EXPO Centre
7515 - 118 Avenue
Edmonton, Alberta





Registration

For proper registration at Convention, delegates must present the WHITE copy of their credential to the Convention Credentials Committee during registration.

Wednesday, October 23, 2024

Place: Edmonton Expo Centre Hall H
 Time: 2:00 pm - 7:00 pm

Thursday, October 24, 2024

Place: Edmonton Expo Centre Hall H
 Time: 8:00 am - 8:45 am

Registration will continue throughout Convention in Ballroom 107 during office hours.

Convention Office hours

Wed: 1:00 pm - 8:00 pm
 Thurs-Fri: 8:00 am - 4:30 pm
 Sat: 8:00 am - 4:00 pm
 Closed from 12:00 pm - 12:30 pm

Late Registration

Thursday, October 24, 2024

Place: Edmonton Expo Centre Ballroom 107
 Time: 9:00 am - 9:30 am

Please Note:

Credentials received by AUPE Headquarters **after the September 5, 2024 deadline are considered to be late.** These delegates **may only register after 9:00 am on Thursday, October 24 in Ballroom 107.**

AUPE Constitution - Article 6 (sub-articles)

- 6.01 Convention shall be the governing body of the Union.
- 6.02 There shall be a Convention each year. Each Convention shall be held at such time and place as determined by the Provincial Executive.
- 6.03 The President shall issue the Convention Call to Chapters and Locals not less than ninety (90) days prior to the Convention.
- 6.05 Provincial Executive members and Local Chairs shall be delegates as of right. In addition, Locals shall be entitled to elect one delegate for one hundred (100) or less members, and one additional delegate for each additional one hundred (100) members or portion thereof, based on the monthly average Headquarters records as of October 31st, preceding the Convention. For the purpose of this Article, members shall mean regular members as defined in Article 4.05.

For Locals with Chapters, only properly nominated Chapter members shall be elected as delegates to Convention. Any credentials not used by the properly elected delegates from each Chapter shall be allocated to the next properly elected nominee, then an alternate from the same Chapter.

In the event that neither the delegate nor an alternate from the Chapter can attend Convention, the Local Council shall have the authority to allocate that credential to any other properly elected Chapter nominee or alternate from the Local.

- 6.06 Each Convention delegate shall have credentials in such form as may be determined by the Provincial Executive. A copy of a delegate's credential shall be remitted to the Union's principal Office at least thirty (30) days prior to the date of Convention.

Resolutions

Article 6.13

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

Reports and Resolution Books

The Reports and Resolutions Book will be made available online starting Monday, September 9. Your local will provide information on the distribution of the packages.

Component Count

Convention delegates will be accredited according to the monthly average membership count for the period November 1, 2022 to October 31, 2023.

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

Credentials

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

For proper registration, the delegate copy of the Credential (White) is to be presented during registration by the delegate; the Headquarters copy of the Credential (Yellow) is to be forwarded to the President of the Union, 10025 - 182 St. NW, Edmonton, AB T5S 0P7, to be received no later than **September 5, 2024**; the Local retains the component copy of the credential form (Pink).

Please Note: Credential received by AUPE Headquarters **after the September 5, 2024; deadline will be considered late.** These delegates **may only register after 9:00 am on Thursday, October 24, 2024 in Ballroom 107.**

Convention Headquarters

Edmonton Expo Centre has been designated as Convention Headquarters.

Observer/Guest Attendance

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

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

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

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

Special Requirements

If you have any special requirements, please ensure you fill out the form on the convention website at https://aupe.formstack.com/forms/convention_spec_req_2024

Hotel Accommodation

1) All Locals are responsible for booking rooms for their **delegates, observers, Local Chairs and Provincial Executive member** directly with the hotel(s). Headquarters will book rooms on a shared basis for only those Standing Committee members who are NOT delegates to Convention. **(HQ will book accommodations for all AUPE Life Members based on double occupancy.)**

- 2) All Locals are to submit a written or typed list of their ROOM REQUIREMENTS to the hotel, with a copy forwarded to Headquarters to the attention of Wendy Pasko at conventioneventteam@aupe.org, no later than September 22, 2024.
- 3) Delegates sharing rooms are to be paired by the Locals submitting the rooming list.
- 4) Delegates sharing accommodation should notify their Local contact person if their roommate does not register by noon on Thursday, October 24, 2024.
- 5) Headquarters will be responsible for accommodation costs based on double occupancy for Convention delegates. Deposit and final bills are to be paid by the Local. Locals will then submit the invoice and final rooming list to AUPE Headquarters to Wendy Pasko at conventioneventteam@aupe.org.
- 6) A medical note is required if a single room is requested. All medical notes are to be sent to medicalnotes@aupe.org.

Transportation

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

Delegates will receive notification regarding their mode of transportation approximately three weeks prior to Convention. This information will also be on the Convention website.

Delegates who do not take advantage of the bus transportation provided by AUPE Headquarters, will not be paid out-of-town mileage or parking.

Edmonton Expo Centre Parking Lot

- Parking is minimal at the Edmonton Expo Centre area. It is encouraged that in-town delegates utilize the bus (ETS System) or LRT (Light Rail Transit) system.
- These stalls are **NOT** to be used for overnight parking.

Transportation Services

Edmonton Transit passes will be provided to all Convention delegates for Wednesday, October 23 through Saturday, October 26.

Your local will provide you with information on how to obtain your pass. If required, Life Members and Observers can obtain theirs in the Convention Office throughout Convention.

Alberta Union of Provincial Employees
Guy Smith, President



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

www.aupeconvention.org

Additional details will be posted as they become available.

TIME-OFF REQUEST FORM

To fill out your time-off request form scan this QR code or visit https://aupe.formstack.com/forms/convention_time_off_2024



MEDICAL NOTES

All medical notes are to be sent to medicalnotes@aupe.org.



**Minutes of the
47th Annual Convention
October 24-26, 2024
Edmonton EXPO Centre**

Thursday, October 24, 2024 – Morning Session

Upon entering the Convention Hall, AUPE Convention delegates, observers, and guests were entertained by Edmonton-based brass quintet, Bok Brass.

President Guy Smith called the 47th Annual Convention of the Alberta Union of Provincial Employees to order at 8:50 AM, greeting the “beautiful sea of red” and asking delegates to take their seats.

The Chair of the Scrutineers Committee reported that there were 999 registered delegates, 74 registered observers, 27 registered life members, 80 registered staff, and 24 registered guests and media, for a total of 1204 in attendance for Convention on October 24, 2024 at 8:50 AM.

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

CARRIED

Vice-President Sandra Azocar gave the Treaty Land Acknowledgment, speaking to the importance of starting meetings grounded on the land we are respectfully situated on and working from. Vice-President Azocar acknowledged that this union business was being conducted on Treaty 6 lands and voiced AUPE’s continued commitment to walking the path of reconciliation with the many First Nations, Métis, and Inuit Peoples of Turtle Island.

Vice-President Darren Graham read AUPE’s Statement of Equality, as contained within the Convention book.

Vice-President Bonnie Gostola led Convention in observing a minute of silence to mourn the loss of fellow workers over the past year—those we knew, and those we did not know, whether to illness, injury, or the ultimate sacrifice, death on the job—and asked delegates to take a moment to reflect, remember, mourn, and grieve.

Former Vice-President Mike Dempsey was invited to lead the delegates, accompanied by Bok Brass, in singing “O Canada.” Members from the Local 005 “kazoo band” joined on stage to lead the Convention in singing “Solidarity Forever.”

Lynn Schoug, Manager of Safety and Security for the Edmonton EXPO Centre, reviewed the safety protocols for the venue, provided an emergency contact phone number for the venue’s emergency/security team, and gave an overview of procedures to follow in the event of an emergency, fire alarm, or fire.

President Guy Smith reviewed the key rules of order as listed in Article 32 of the Constitution that are used to conduct the business of Convention. He explained the role of the Convention Committees and different credential attendee statuses. President Smith also touched on the rally

that would be occurring later that morning at the Alberta Legislature grounds and let Convention attendees know instructions and processes for traveling to the rally would be forthcoming.

President Smith gave an overview of voting procedures, letting delegates know that AUPE had secured the electronic voting services of Lumi Global for this Convention, with the intention of receiving quick and accurate vote counts on all resolutions and the budget. He indicated that motions of procedural nature, such as amendments or referrals, would still be voted on using show of hands. Citing rule 17, he indicated that a motion is required to determine whether the floor adopts the approach of using electronic voting to conduct votes on resolutions.

- (2) **MOTION:** Convention utilize electronic voting for the budget and all resolutions.
Properly moved and seconded.

CARRIED

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

MOTION: To amend the Agenda to defer General Resolutions 2-1 and 2-2 until Constitutional Resolution 1-1 is determined.
Properly moved and seconded.

Rationale: Union delegates need to prioritize presenting a motion to increase dues before considering a reduction in rebates to ensure the long-term financial health and operational effectiveness of the union.

Six (6) reasons to add to rationale for deferral:

1. Financial stability; 2. Member investment and collective strength; 3. Long-term strategy vs. short-term strategy; 4. Minimizing confusion; 5. Transparency and fairness; and, 6. Protecting member services

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

CARRIED

- (4) **VOTING ON THE AMENDMENT:**

DEFEATED

BACK TO THE ORIGINAL MOTION.

- (5) **MOTION:** To amend the order of presentation of Constitutional Resolutions to have 1-3 presented before 1-2.
Properly moved and seconded.

Rationale: If we were to pass 1-3 after having already debated and possibly passed 1-2, 1-2 would be rendered ineffective anyways.

DEFEATED

BACK TO THE ORIGINAL MOTION.

(6) **VOTING ON THE ORIGINAL MOTION:**

CARRIED

- (7) **MOTION:** To accept the Minutes of the 46th Annual Convention, dated October 26-28, 2023.
Properly moved and seconded.

CARRIED

Vice-Presidents James Gault and Curtis Jackson announced and welcomed all Locals in attendance. As they were announced, Locals stood and were met with applause and cheer.

President Smith gave a warm welcome to labour leaders from across Canada in attendance, acknowledging that he would like to give them an opportunity at some point during Convention to give greetings from their organizations.

Vice-President Bobby-Joe Borodey was in the Chair.

PRESIDENT'S ADDRESS

President Smith welcomed “the sea of red” (acknowledging the vast numbers of attendees showing solidarity and strength in wearing red) of Convention delegates, life members, observers, guests, and staff to the 47th Annual AUPE Convention. First-time delegates were encouraged to stand up and fellow delegates gave them a rousing round of applause.

President Smith gave a verbal address to accompany his report as it was presented within the Convention book, recognizing the Executive team, Provincial Executive, the efforts of strategic planning, and the staff. He acknowledged the great anticipation of the massive struggle ahead and reminded delegates to continue dedicating every minute of the hours, days, weeks, and months ahead to keep building the strength and solidarity of our members.

Delegates provided their comments, thanks, and questions.

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

CARRIED

President Smith was in the Chair. He indicated that business would now be paused to allow for travel to and from the rally and lunch.

Rally at the Alberta Legislature

Executive Secretary-Treasurer Huseby spoke to give instructions for exiting the hall to board bus and LRT transportation to travel to the rally at the Alberta Legislature, which was scheduled to start 11:30 AM, and indicated that staff and Convention Committee members, wearing yellow reflective vests, would be there to assist along the way and with returning to the Edmonton EXPO Centre, around 12:15 PM, for lunch.

Recessed for rally and lunch at 10:20 AM.

Thursday, October 24, 2024 – Afternoon Session

President Smith reconvened Convention at 2:15 PM.

The Scrutineers Committee reported that there that there were 1047 registered delegates, 80 registered observers, 33 registered life members, 81 registered staff, and 48 registered guests and media, for a total of 1289 in attendance for Convention on October 24, 2024 at 2:15 PM.

(9) **MOTION:** To accept the Credentials report.
Properly moved and seconded. **CARRIED**

(10) **MOTION:** To reduce the amount of time to speak to a motion or a resolution
from three (3) minutes to two (2) minutes.
Properly moved and seconded.

*Rationale: We are already an hour behind on the agenda and we have a lot to get through over
the next few days. Reducing this time will help balance that out.*

DEFEATED

(11) **MOTION:** To extend our sessional day to 5:30 PM today.
Properly moved and seconded.

CARRIED

OFFICER'S REPORTS

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

(12) **MOTION:** To accept the Report of Executive Secretary Justin Huseby as
contained within the Convention book.
Properly moved and seconded. **CARRIED**

MOTION: To accept all of the Vice-President Reports as presented in the
Convention package.
Properly moved and seconded.

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

(14) **VOTING ON ORIGINAL MOTION:** **DEFEATED**

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

(16) **MOTION:** To accept the Report of Vice-President Bobby-Joe Borodey as
contained within the Convention book.
Properly moved and seconded. **CARRIED**

(17) **MOTION:** To accept the Report of Vice-President James Gault as contained
within the Convention book.
Properly moved and seconded. **CARRIED**

(18) **MOTION:** To accept the Report of Vice-President Bonnie Gostola as

contained within the Convention book.
Properly moved and seconded.

CARRIED

- (19) **MOTION:** To accept the Report of Vice-President Darren Graham as contained within the Convention book.
Properly moved and seconded.

CARRIED

- (20) **MOTION:** To accept the Report of Vice-President Curtis Jackson as contained within the Convention book.
Properly moved and seconded.

CARRIED

FINANCE COMMITTEE

Vice-President Borodey was in the Chair.

Executive Secretary-Treasurer Justin Huseby, Chair of the Finance Committee, introduced himself and had the members of the Finance Committee and auditors introduce themselves.

Natalie Kinnal and Temitope Arasi, representatives of the chartered accounting firm of KPMG Chartered Accountants outlined the auditing process and reviewed the Audited Financial Statements for the year ended June 2024 in detail; comments, questions, and answers followed.

- MOTION:** That delegates be provided with a copy of the full Audited Financial Report.
Properly moved and seconded.

A **POINT OF ORDER** was called—Executive Secretary-Treasurer Huseby indicated that legally the full report could not be shared, and the subject matter expert from KPMG corroborated that statement.

The point of order was **RULED IN ORDER**.

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

President Smith was in the Chair.

The Chair asked both the Challenger and the Challenged Chair to provide their rationale to the delegates.

Challenger – we’re democratic; as part of board, have full right to know what we are passing and what recommendations we are getting from the auditor. We need clarity and transparency.

Challenged Chair – called it out of order after conferring with both our Executive Secretary-Treasurer as well as the KPMG subject matter expert; they have both indicated that the contract that has been signed between both parties, AUPÉ and KPMG, indicates that it is illegal to release the report that the brother had motioned for release to delegates. We are bound by that legality, so motion was ruled out of order.

President Smith explained that voting “for” the Chair to be sustained means agreeing with the Challenged Chair’s determination and that voting “against” the Chair being sustained means agreeing with the Challenger.

- (21) **VOTING ON SHALL THE CHAIR BE SUSTAINED?**

CARRIED

The **CHAIR WAS SUSTAINED** and the **POINT OF ORDER RULED OUT OF ORDER**.

Vice-President Borodey was in the Chair.

The Chair reminded delegates that since there was no motion on the floor, business would go back to taking comments and questions from the floor regarding the Audited Financial Statements.

MOTION: That this body direct the Finance Committee to examine what possibilities they have to ensure that we have full accountability and full transparency for the 2025 Convention so that all documents can be released in full and to look into whatever legal ramifications may happen from that.
Properly moved and seconded.

A **POINT OF ORDER** was called, the delegate said that speakers should be indicating whether or not they are in favour or against the motion on the floor and said that it's a point of information when delegates are asking further questions.

The Chair indicated that when a delegate is at the microphone to speak on a motion, they can be for, against, or bring up a point of information.

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

(22) **BACK TO ORIGINAL MOTION:**

DEFEATED

LUMI VOTING SYSTEM – VOTING PROCEDURES DEMONSTRATION

Vice-President Borodey introduced the new electronic voting system and devices/keypads (Lumi) and associated voting procedures. She indicated that during registration, each delegate would have received a 'smartcard,' programmed uniquely with each delegate's personal credential number. It was noted that delegates should keep this smartcard with them and safe throughout the duration of Convention.

Voting keypad devices were handed out to each delegate during the lunch break; delegates were asked to raise their hand if they did not have a keypad at their seat. Members of the Scrutineers Committee were on standby to hand out keypads or replace keypads that weren't working. Lumi team members were also on site to provide or replace smartcards as necessary.

It was noted that Scrutineers Committee members and Lumi team members were on site only for assistance with technical issues, and that they could not cast votes for delegates. Delegates were encouraged to ask their Local Chair or fellow delegates for assistance with voting.

A Lumi Voting System presentation video was shown, explaining how to insert the smartcards into keypads and how to cast votes. The Convention Chair then led the delegates in completing a series of test votes.

FINANCE COMMITTEE

MOTION: To accept the Report of the Finance Committee as contained within the Convention book.
Properly moved and seconded.

MOTION TO CALL THE QUESTION:

A **POINT OF ORDER** was called—the delegate referenced Rule 27 of the Constitution: "A motion to stop debate shall be stated in the form: "I move the motion be put," and asked that

the Chair to rule that using the term “call the question” is out of order.

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

Rationale: It is the spirit of the Constitution which we adhere to, not the letter of the law. Past practice has been that this body has used “I call the question” to mean the same thing, so we will move forward with “calling the question” or “putting the question.”

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

CARRIED

- (24) **VOTING ON THE ORIGINAL MOTION:** Report of the Finance Committee

CARRIED

The Finance Committee was stood down.

President Smith was in the Chair.

President Smith gave a couple of brief closing announcements before recessing for the evening and recognized labour leaders and special guests, thanking them for attending: Bert Blundon, President of the National Union of Public and General Employees; Siobhán Vipond, Executive Vice-President of the Canadian Labour Congress; Jerry Earle, President of Newfoundland and Labrador Association of Public and Private Employees; Trevor King, Secretary-Treasurer of the Newfoundland and Labrador Association of Public and Private Employees; Sandra Mullen, President of the Nova Scotia Government and General Employees Union; and Diane Ralph, Saskatchewan Government and General Employees’ Union.

Convention was recessed at 5:30 PM.

Friday, October 25, 2024 – Morning Session

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

The Scrutineers Committee reported that there were 1048 registered delegates, 79 registered observers, 33 registered life members, 82 registered staff, and 55 registered guests and media for a total of 1297 in attendance for Convention on October 25, 2024 at 9:00 AM.

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

CARRIED

GUEST SPEAKER

President Smith introduced, with great honour, Rory Gill, the President of CUPE Alberta, and acknowledged his representation of the brave and fine education workers that AUPE stood in solidarity with the day previous at the rally.

Rory Gill greeted the attendees of the 47th Annual AUPE Convention and thanked President Smith and the Executive team for the invitation to address everyone. He mentioned that his first time speaking to the AUPE Convention was in 2019 after the “summer of solidarity,” an AUPE initiative, from which he drew ideas and inspiration for CUPE’s efforts. He acknowledged the members of CUPE Local 3550 for their selfless dedication to working in education and for taking the brave step of joining the rally at the Legislature on the day their strike was set to commence showing their solidarity against the government. He closed his message by acknowledging that while those in the labour movement don’t always agree, we are always in agreement that workers come first, that workers must have their rights respected, and that people, particularly in the public sector, need to be supported so that they can support

everyone else.

Amongst cheering and applause, President Smith thanked Gill for his leadership.

Vice-President Borodey was in the Chair.

FINANCE COMMITTEE – Continued

MOTION: To accept Resolution 2-1.
Properly moved and seconded.

THEREFORE BE IT RESOLVED Convention direct Provincial Executive to amend Policy 5-2 to the following effective July 1, 2024:

Multi-Site Local

First 500 (or portion thereof)	\$5.00 per member per month
Next 1500 (or portion thereof)	\$3.00 per member per month
Remaining members (2001+)	\$2.00 per member per month

One-site Local

First 500 (or portion thereof)	\$3.50 per member per month
Next 1500 (or portion thereof)	\$2.50 per member per month
Remaining members (2001+)	\$2.00 per member per month

A **POINT OF ORDER** was called, delegate indicated that the point of information by the previous speaker had been answered by the Committee Chair already when they attempted to ask again.

The point of order was **RULED OUT OF ORDER** as the Convention Chair was going to let the delegate finish what they were saying before indicating that the original question they asked required Executive Secretary-Treasurer Huseby to gather the information needed to provide an answer. EST Huseby was allowed to provide additional rationale because Chair neglected to give time to do so before the resolution was put on the floor.

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

CARRIED

The Chair noted that they were exercising Rule 15 to call the question, indicating that 23 speakers had been heard speaking for, against, and asking questions.

(27) **VOTING ON THE ORIGINAL MOTION:** Resolution 2-1

CARRIED

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

THEREFORE BE IT RESOLVED the AUPE Finance Standing Committee shall provide recommendations to Convention 2025 on Policy 5-2 rebate amounts based on AUPE's financial position.

Rationale: Because Resolution 2-1, concerning amendments to Policy 5-2, was passed, this resolution puts a responsibility on the Finance Committee to come back with recommendations regarding rebates to Convention 2025. Had Resolution 2-1 not carried, Finance Committee would have withdrawn Resolution 2-2 as it would have been moot.

MOTION: To amend to change “to Convention 2025” to “at the next Convention.”
Properly moved and seconded.

THEREFORE BE IT RESOLVED the AUPE Finance Standing Committee shall provide recommendations to ~~Convention 2025~~ **at the next Convention** on Policy 5-2 rebate amounts based on AUPE’s financial position.

Rationale: Resolutions coming up that could change the frequency of Convention; ensures it is revisited at the next occurring Convention.

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

CARRIED

(29) **VOTING ON THE AMENDMENT:** Resolution 2-2

DEFEATED

BACK TO THE ORIGINAL MOTION.

MOTION: To amend to change “2025” to “annually.”
Properly moved and seconded.

THEREFORE BE IT RESOLVED the AUPE Finance Standing Committee shall provide recommendations to Convention ~~2025~~ **annually** on Policy 5-2 rebate amounts based on AUPE’s financial position.

Rationale: It would be good to have this information considered and brought to Convention every year, not just in 2025.

(30) **VOTING ON THE AMENDMENT:** Resolution 2-2

DEFEATED

BACK TO THE ORIGINAL MOTION.

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

CARRIED

(32) **VOTING ON THE ORIGINAL MOTION:** Resolution 2-2

CARRIED

Executive Secretary-Treasurer Huseby presented the line item details of the Proposed Budget for 2024/2025. This was followed by comments, questions, and answers.

MOTION: To accept the Proposed Budget for 2024/2025 as presented.
Properly moved and seconded.

After a fulsome question-and-answer period, the Chair called the question, referencing Rule 15.

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

CARRIED

- (34) **VOTING ON THE ORIGINAL MOTION:** Acceptance of Proposed Budget 2024/2025
CARRIED

The Finance Committee was stood down with thanks and the Legislative Committee was asked to make their way to the stage.

Vice-President Bonnie Gostola was in the Chair.

A **POINT OF ORDER** was called, with the delegate referencing Rule 31 to ask for a motion to reconsider. The delegate, when asked to clarify, explained that they would like to ask to reconsider Resolution 2-1.

The point of order was **RULED OUT OF ORDER** by the Chair who indicated that Resolution 2-1 had already been decided and determined as it was a general resolution voted on by electronic ballot. The delegate further explained that they were challenging the process of the voting, and the Chair ruled that out of order, indicating that the voting process had been established by a motion voted on by the floor the previous morning under Rule 17.

A second **POINT OF ORDER** was called, with the delegate asking for the sister who called the original point of order to confirm whether her intention was to make a motion to reconsider, and indicating that delegates have a right to vote to make the decision on whether to reconsider or not.

The Chair indicated that she had already made her ruling and explained her rationale on the original point of order.

A follow-up **POINT OF ORDER** was called by the President, who indicated that a motion to reconsider a previous decision can be made, but further explained that it was unclear what the motion to reconsider was: a motion to reconsider based on the process used for voting (which would not be in order as because a ballot vote is final and binding under rules of order), or a motion to reconsider based on the fact that the delegate wasn't happy with the result (in which case the delegate would have the right to put the motion to reconsider).

A **POINT OF ORDER** was called; the delegate indicated that the original point of order was followed by a challenge to the Chair, which was not addressed. The Chair indicated that they had heard the challenge, but had not hear it seconded.

There was a **CHALLENGE TO THE CHAIR.**

Vice-President Curtis Jackson was in the Chair.

The Chair asked both the Challenger and the Challenged Chair to provide their rationale.

The Challenger provided rationale to indicate that the original motion was to reconsider the vote because there had been confusion that morning as to what people were voting on, indicating that there were many people that the Challenger had spoken to who

thought they were voting on something else.

The Challenged Chair provided her rationale for ruling the request out of order, indicating that the rules of order clearly defined that calling of the question was to be done through the raising of placards / delegate tags and that final decisions on resolutions were not to be voted on in that way.

Vice-President Jackson explained that voting “for” would mean voting in favour of the ruling of the Chair and sustaining the Chair, and that voting “against” or not to sustain the Chair would mean voting that the challenge to the Chair, as explained by the Challenger, should succeed.

(35) **VOTING ON SHALL THE CHAIR BE SUSTAINED:**

CARRIED

The Chair was sustained.

Vice-President Gostola was in the Chair.

LEGISLATIVE COMMITTEE

Vice-President Bobby-Joe Borodey, Chair of the Legislative Committee, introduced the members of the Committee.

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

CARRIED

Recessed for lunch at 12:00 PM.

Friday, October 25, 2024 – Afternoon Session

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

The Scrutineers Committee reported that there were 1048 registered delegates, 80 registered observers, 36 registered life members, 83 registered staff, and 71 registered guests and media for a total of 1318 in attendance for Convention on October 25, 2024 at 1:10 PM.

(37) **MOTION:** To accept the Credentials report.
Properly moved and seconded.

CARRIED

LEGISLATIVE COMMITTEE – Continued

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

THEREFORE BE IT RESOLVED that effective **July 1, 2025**; 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 base salary or as provided for under Article 13.09 (1).

MOTION: To limit debate of Resolution 1-1 to 60 minutes.
Properly moved and seconded.

Rationale: The topic of a dues increase has been debated thoroughly at the last few Conventions the numbers have not changed, and people have done their research. The Finance Committee has provided information beforehand, and limiting debate on this to leave room for new issues or new perspectives would be beneficial.

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

CARRIED

(39) **VOTING ON THE MOTION TO LIMIT DEBATE.**

CARRIED

BACK TO THE ORIGINAL MOTION.

(40) **MOTION:** To table Resolution 1-1 until we deal with all of the resolutions that will have a cost impact.
Properly moved and seconded.

Rationale: There are a number of other resolutions that present cost-savings options; Resolution 1-1 should be tabled until all of those can be dealt with so we know if a dues increase is needed or not.

DEFEATED

BACK TO THE ORIGINAL MOTION.

The Chair ended debate after 60 minutes.

(41) **VOTING ON THE ORIGINAL MOTION: Resolution 1-1**

DEFEATED

MOTION: To reconsider Resolution 2-1.
Properly moved and seconded.

Rationale: Not satisfied with the outcome—this decision majorly affects the rural Locals and those that don't have as large of surpluses that some of the bigger Locals have... will not have enough funds to mobilize members.

A **POINT OF ORDER** was called, with the delegate noting that this issue had already been dealt with and the Chair already challenged on this same issue and upheld.

The Chair ruled the point of order **OUT OF ORDER**, indicating that the motion to reconsider was in order and that the previous motion to reconsider and challenge to the Chair in relation to 2-1 was regarding whether members correctly understood the voting process and what they had been voting on, and that this member is asking for a reconsideration of the motion 2-1 as it passed.

There was a **CHALLENGE TO THE CHAIR.**

Vice-President Sandra Azocar was in the Chair.

The Chair asked both the Challenger and the Challenged Chair to provide their rationale.

The Challenger provided their rationale, indicating that it was their understanding that earlier in the day there had already been a challenge to the Chair regarding the motion to reconsider Resolution 2-1 that a new delegate had put forward, with help from another delegate; so, we have already dealt with this and should move on.

The Challenged Chair, in response, provided her rationale that it was her belief that the challenge to the Chair prior to the lunch break was to challenge whether the proper voting process was followed, and that was what the Chair made her earlier ruling on. She indicated that the ruling she was now making was based on the right of a Local or any member to challenge a motion that has previously been passed by this body/on whether or not the motion can be reconsidered.

Vice-President Azocar explained that voting “for” would be voting for sustaining the Chair’s ruling to proceed with the motion to reconsider, and that voting “against” sustaining the Chair’s ruling would be voting in agreement with the Challenger that this issue has already been dealt with.

(42) **VOTING ON SHALL THE CHAIR BE SUSTAINED:**

DEFEATED

The Chair was not sustained.

Vice-President Gostola was in the Chair. The Chair explained that since the Chair was not sustained, they would not be entertaining a motion to reconsider 2-1.

A **POINT OF ORDER** was called with the delegate asking for a standing count for the vote on the sustaining of the chair which just occurred, with the delegate indicating that the vote looked very close to being equal.

The Chair asked the Scrutineers Committee to get ready to complete a standing count and the doors were tiled.

Vice-President Azocar was in the Chair.

(43) **STANDING VOTE ON SHALL THE CHAIR BE SUSTAINED: Reconsider 2-1**

DEFEATED

Vice-President Gostola was in the Chair.

MOTION: To extend today’s session until 5:30 PM.
Properly moved and seconded.

Rationale: Haven’t gotten through enough business—would be nice to get through a few more resolutions/votes before recessing for the day.

(44) **MOTION TO CALL THE QUESTION:**

Properly moved and seconded.

CARRIED

(45) **MOTION:** To extend today’s session until 5:30 PM.

DEFEATED

President Smith was in the Chair.

The Legislative Committee was stood down.

President Smith acknowledged that it would unfortunately be unlikely that there would be

enough time for guests to have an opportunity to address the Convention floor, but took time to introduce some important guests who were in attendance: Jerry Earle, President of the Newfoundland and Labrador Association of Public and Private Employees; Trevor King, Secretary-Treasurer of the Newfoundland and Labrador Association of Public and Private Employees; Sandra Mullen, President of the Nova Scotia Government and General Employees Union; Diane Ralph, First Vice-President of the Saskatchewan Government and General Employees' Union; Siobhán Vipond, Executive Vice-President of the Canadian Labour Congress; Gil McGowan, President of the Alberta Federation of Labour; and, Thomas Hesse, President of the United Food and Commercial Workers (UFCW) 401.

PRESENTATION OF LIFE MEMBERSHIPS

President Smith asked all current Life Members in the Convention Hall to stand up and wave, thanking them for being the historians of our union and for their contributions toward making the union what it is today.

President Smith introduced the new Life Members, one-by-one, and Vice-President Graham assisted in presenting their awards. Congratulated by their nominators and the Executive Officers, the 2024 Life Membership recipients in attendance accepted their awards and had a chance to individually address the Convention floor:

Rosanna Badree, Local 001
Carleen Detbrenner-Jenkins, Local 001
Faye Rever, Local 001
John Lomas, Local 002
Brenda Lussier, Local 043
Vanessa Bauder, Local 046
Laura Johnstone, Local 046
Dolline Osterlund, Local 046 (Kelly Annesty, Local 046, accepted on Dolline's behalf)
Mary Watson, Local 046
Rhonda Whitten, Local 046
Debra Humeny, Local 047
Rachel Shepherd, Local 047

The following new Life Members were unable to attend to accept their awards, but will have the opportunity to attend the 2025 Convention Presentation of Life Memberships:

Debbie Caplette, Local 042
Kevin Barry, Local 052

Recognized with a standing ovation were all new Life Members in attendance.

Convention recessed at 4:33 PM.

Saturday, October 26, 2024 – Morning Session

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

The Scrutineers Committee reported that there were 1047 registered delegates, 81 registered observers, 38 registered life members, 84 registered staff, and 87 registered guests and media for a total of 1337 in attendance for Convention on October 26, 2024 at 9:00 AM.

(46) **MOTION:** To accept the Credentials report.
Properly moved and seconded.

CARRIED

President Smith announced that the Provincial Executive met at the close of Convention the previous day and decided to pull Resolutions 1-6, 1-7, 1-9, 1-10, and 1-11 as previously

submitted to Convention, in an effort to move business along and ensure constitutional resolutions be addressed. President Smith introduced the Legislative Committee to present all remaining resolutions.

LEGISLATIVE COMMITTEE – Continued

MOTION: To accept Resolution 1-2.
Properly moved and seconded.

THEREFORE BE IT RESOLVED that Article 8.02 be amended to:

8.02 These Officers shall be elected at Convention for a term of ~~two (2)~~ **three (3)** years.

THEREFORE BE IT FURTHER RESOLVED that Article 13.12 be amended to:

13.12 Provincial Executive members shall be elected as specified in the Constitution. Their term of Office shall be ~~two (2)~~ **three (3)** years and such election shall take place in the same election year as the President. The elected Provincial Executive members shall assume the duties of their Office immediately following the annual general meeting at which they were elected.

THEREFORE BE IT FURTHER RESOLVED that Article 18.03 (a) (ii) be amended to:

18.03 (a) (ii) The Chief Steward shall be elected by and from the appointed Union Stewards of that component and shall serve a ~~two-year~~ **three-year** term. Elections shall be held in the same election year as that of the President of the Union.

THEREFORE BE IT FURTHER RESOLVED that Article 20.03 be amended to:

20.03 The term of Office of Officers of a component shall be ~~two (2)~~ **three (3)** years except in the case for the first Executive. The elected Officers shall assume the duties of their Office immediately following the meeting at which they are elected. Elections shall be held in the same election year as that of the President of the Union.

THEREFORE BE IT FURTHER RESOLVED that Article 24.07 be amended to:

24.07 The Officers shall be elected for a term of ~~two (2)~~ **three (3)** years and such election shall take place in the same election year as that of the President. The elected Officers shall assume the duties of their Office immediately following the Annual General Meeting of the Area Council.

THEREFORE BE IT FURTHER RESOLVED this takes effect in 2025.

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

CARRIED

(48) **VOTING ON THE ORIGINAL MOTION:** Resolution 1-2

DEFEATED

MOTION: To accept Resolution 1-3.
Properly moved and seconded.

THEREFORE BE IT RESOLVED that Article 6.02 be amended as follows:

6.02 There shall be a Convention each **odd numbered** year. Each Convention shall be held at such time and place as determined by the Provincial Executive.

(49) **MOTION TO CALL THE QUESTION:**

Properly moved and seconded.

CARRIED

(50) **VOTING ON THE ORIGINAL MOTION:** Resolution 1-3

DEFEATED

MOTION: To accept Resolution 1-4.
Properly moved and seconded.

THEREFORE BE IT RESOLVED Article 6.05 be amended as follows:

6.05 Provincial Executive members and Local Chairs shall be delegates as of right. In addition, Locals shall be entitled to elect one delegate for one hundred (100) or less members, and one additional delegate for each additional one hundred (100) members ~~or portion thereof~~, based on the twelve (12) month average Headquarters records as of October 31st, preceding the Convention. For the purpose of this Article, members shall mean regular members as defined in Article 4.05.

(51) **MOTION TO CALL THE QUESTION:**

Properly moved and seconded.

CARRIED

(52) **VOTING ON THE ORIGINAL MOTION:** Resolution 1-4

DEFEATED

MOTION: To accept Resolution 1-5.
Properly moved and seconded.

THEREFORE BE IT RESOLVED Article 6.05 be amended as follows:

6.05 Provincial Executive members and Local Chairs shall be delegates as of right. **The Local Chair shall be counted as the first delegate in their Local's delegate entitlements.** In addition, Locals shall be entitled to elect one delegate for one hundred (100) or less members, and one additional delegate for each additional one hundred (100) members ~~or portion thereof~~, based on the twelve (12) month average Headquarters records as of October 31st,

preceding the Convention. For the purpose of this Article, members shall mean regular members as defined in Article 4.05.

MOTION: To refer Resolution 1-5 back to Provincial Executive with direction to remove the strikeout of "or portion thereof."
Properly moved and seconded.

Rationale: Resolution 1-4 was to remove "or portion thereof" from Article 6.05; since Resolution 1-4 was just defeated, it does not make sense to debate this resolution as is with direction in it to remove "or portion thereof."

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

CARRIED

(54) **VOTING ON THE REFERRAL:** Back to Provincial Executive with direction

CARRIED

(55) **MOTION:** To accept Resolution 1-8.
Properly moved and seconded.

CARRIED

THEREFORE BE IT RESOLVED that Article 4.05 (g) be amended as follows:

4.05 Regular members on military, **maternity, parental** or educational leave shall be entitled to provisions of 4.05 (b) above, shall be included in membership counts, but shall not be required to pay union dues.

(56) **MOTION:** To accept Resolution 1-12.
Properly moved and seconded.

DEFEATED

THEREFORE BE IT RESOLVED that 6.13 (b) be amended as follows:

6.13 (a) Resolutions for presentation at a regular Convention shall be submitted to the President at least one hundred and twenty (120) days before the opening date of the Convention. A resolution shall not deal with more than one subject matter and shall specify the action proposed. A resolution shall not contain more than one hundred and fifty (150) words, inclusive of the preamble. Resolutions may be submitted by the Executive Committee, the Provincial Executive, Standing Committees of the Union, Members' Benefits Committee, Chapters, Locals or Area Councils.

(b) Constitutional amendments for presentation at a regular Convention shall be presented to the President at least one hundred and twenty (120) days prior to the start of the Convention. Resolutions that involve changes or additions to the Constitution are not limited to one hundred and fifty (150) words. Constitutional amendments may be submitted by: the Executive Committee, the Provincial Executive, the Legislative Committee, **Standing Committees of the Union**, Chapters and Locals.

- (c) All resolutions for presentation to Convention must be accompanied by the meeting minutes where the resolution was approved.

MOTION: To accept Resolution 1-13.
Properly moved and seconded.

THEREFORE BE IT RESOLVED that 20.14 be amended as follows:

20.14 Components may formulate policies for the guidance of the members of the Component and for the governance and financial administration of the component. Component policies must conform to the ~~minimum standards established in AUPE Policies and Procedures~~ **Manual**.

MOTION: To refer Resolution 1-13 back to Provincial Executive.
Properly moved and seconded.

Rationale: Agree with idea, but as a policy analyst, "must conform to the minimum standards established..." has a very different meaning than "must conform to AUPE Policies and Procedures..." changes intent of policy.

(57) **VOTING ON THE REFERRAL:** Back to Provincial Executive

DEFEATED

BACK TO ORIGINAL MOTION

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

CARRIED

(59) **VOTING ON ORIGINAL MOTION:** To accept Resolution 1-13

DEFEATED

(60) **MOTION:** To accept Resolution 1-14.
Properly moved and seconded.

THEREFORE BE IT RESOLVED that the LOHSL be moved from Article 18.03 (c) to Article 18.02 Executive Board for those Locals that have an LOHSL on their Local Council and be given both voice and vote; and renumbered accordingly.

DEFEATED

MOTION: To accept Resolution 1-15.
Properly moved and seconded.

THEREFORE BE IT RESOLVED that the Chief Steward be moved from 18.03 (a) to Article 18.02 Executive Board for those Locals that have an Chief Steward on their Local Council and be given both voice and vote; and renumbered accordingly.

A **POINT OF ORDER** was called. The delegate explained that he believed that Locals such as Local 047 with 55 Chapters and up to 50 different collective agreements have the ability to elect a Chapter-level Chief Steward, and if this resolution were to pass, it would put that out of order.

The Chair ruled that it was in order for debate and discussion on the resolution.

There was a **CHALLENGE TO THE CHAIR**.

Vice-President Azocar was in the Chair.

The Chair asked both the Challenger and the Challenged Chair to provide their rationale.

The Challenger gave their rationale: we can elect Chief Stewards out of Chapters, and the wording in this only contemplates a Chief Steward at a Local level and having a Local Chief Steward. Locals such as Local 047 could potentially have 30 or 40 Chief Stewards within that Local for all the different bargaining units; therefore, this is out of order and should either be sent back to the Local that submitted it or ruled out of order.

The Challenged Chair explained that the resolution relates to Local Chief Stewards and the election of Local Chief Stewards elected by Stewards within that Local and that believed the intent of the submitting Local was to give Chief Stewards more formal representation on the Executive board. He explained that he understands if delegates find the wording problematic or think the resolution needs to be sent back to the Local for clarification re: Local or Chapter Chief Stewards, but that he won't rule it out of order off the floor because he believed it requires that level of debate and understanding.

Vice-President Azocar outlined that voting for the Chair to be sustained would mean that the resolution would be on the table for discussion, and that alternatively, voting against the Chair would mean that the resolution brought forward by Local 006 would be ruled out of order.

(61) **VOTING ON SHALL THE CHAIR BE SUSTAINED:**

DEFEATED

The Chair was not sustained, and Resolution 1-15 was ruled **OUT OF ORDER**.

MOTION: To accept Resolution 2-3.
Properly moved and seconded.

THEREFORE BE IT RESOLVED that Provincial Executive draft policy prior to the June 2025 Provincial Executive meeting that would require AUPE members who choose to run for an Executive Officer position to pre-declare their candidacy 60 days prior to Convention; and

THEREFORE BE IT FURTHER RESOLVED that this policy will include contingency plans in the event that not enough candidates pre-declare.

(62) **MOTION TO CALL THE QUESTION:**

Properly moved and seconded.

CARRIED

- (63) **VOTING ON THE ORIGINAL MOTION:** Resolution 2-3

CARRIED

MOTION: To accept Late Resolution #1.
Properly moved and seconded.

THEREFORE BE IT RESOLVED that AUPE will focus on preparing and educating all members on the importance of building solidarity with their coworkers; and

THEREFORE BE IT FURTHER RESOLVED that in the event of a work stoppage, in order to preserve the sanctity, strength, and success of picket lines it is imperative that members understand that crossing their picket line without union authorization, undermines the strength and solidarity of our union.

Rationale: Provincial Executive wanted this on the floor to advocate for the education of the general membership on the importance of solidarity and the unacceptability and repercussions that could arise from crossing a picket line.

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

CARRIED

- (65) **VOTING ON THE ORIGINAL MOTION:** Late Resolution #1

CARRIED

Recessed for lunch at 12:04 PM.

Saturday, October 26, 2024 – Afternoon Session

President Smith reconvened Convention at 1:05 PM.

The Scrutineers Committee reported that there were 1048 registered delegates, 76 registered observers, 38 registered life members, 84 registered staff, and 87 registered guests and media for a total of 1333 in attendance for Convention on October 25, 2024 at 1:05 PM.

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

CARRIED

LEGISLATIVE COMMITTEE – Continued

MOTION: To accept Resolution 1-5 as amended by the Provincial Executive.
Properly moved and seconded.

THEREFORE BE IT RESOLVED Article 6.05 be amended as follows:

- 6.05 Provincial Executive members and Local Chairs shall be delegates as of right. **The Local Chair shall be counted as the first delegate in their Local's delegate entitlements.** In addition, Locals shall be entitled to elect one delegate for one hundred (100) or less members, and one additional delegate for each additional one hundred (100) members or portion thereof, based on the twelve (12) month average Headquarters records as of October 31st, preceding the Convention. For the purpose of this Article, members shall mean regular members as defined in Article 4.05.

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

CARRIED

(68) **VOTING ON THE ORIGINAL MOTION:** Resolution 1-5 as amended.

DEFEATED

The Legislative Committee was stood down with thanks.

PAY AND SOCIAL EQUITY COMMITTEE

Vice-President Graham was in the Chair.

Vice-President Sandra Azocar, Chair of the Pay and Social Equity Committee, introduced the members of the Committee.

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

CARRIED

(70) **MOTION:** To accept Resolution 2-4.
Properly moved and seconded.

CARRIED

(71) **MOTION:** To accept Resolution 2-5.
Properly moved and seconded.

CARRIED

The Pay and Social Equity Committee was stood down with thanks.

Vice-President Borodey was in the Chair.

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

A **POINT OF ORDER** was called, with the Chair indicating that as stated previously by the President, the Rules of Order state that constitutional resolutions cannot be reconsidered, and ruling the motion out of order.

There was a **CHALLENGE TO THE CHAIR.**

President Smith was in the Chair.

The Challenger gave their rationale: 1. Convention voted to continue spending; 2. We defeated all cost containment savings resolutions; 3. We still want \$700 per week from the Defence Fund; 4. The EST and financial information provided have shown it is clear we cannot sustain \$700 week should there be a strike; and 5. It appears to me that delegates have come to the realization that we cannot move forward with 1-1 being defeated. We need to reconsider.

The Challenged Chair gave their rationale, citing Rule 31: “A motion to reconsider shall be in order when it is necessary to review a decision taken at that meeting. It cannot be used in the case of elections, constitutional resolutions, nor in the case of any action which has already been taken and cannot be reversed.” and reminding delegates that it is necessary to come to Convention prepared, indicating that delegates had the Convention Reports & Resolutions booklets as early as September, where it was noted that the Defence Fund was in jeopardy without a vote for a dues increase.

(72) **VOTING ON SHALL THE CHIR BE SUSTAINED:**

CARRIED

Vice-President Borodey was in the Chair.

WOMEN’S COMMITTEE

Vice-President Sandra Azocar, Chair of the Women’s Committee, introduced the members of the Committee.

(73) **MOTION:** To accept the Report of the Women’s Committee as contained within the Convention book.
Properly moved and seconded.

CARRIED

The Women’s Committee was stood down with thanks.

President Smith was in the Chair.

GOOD AND WELFARE

President Smith closed Convention by echoing the sentiments he spoke on the first day of Convention—after a year of diligently preparing our members for strike, the work needs to continue. He encouraged all delegates to continue building strength and solidarity amongst their fellow members, as the time will come when the union will need to rely upon that.

President Smith, accompanied by Mike Dempsey and his kazoo band, led the delegates, observers, life members, staff, and guests and media in attendance in singing the first three verses of “Solidarity Forever” to close out the 2025 AUPE Convention.

ADJOURNMENT

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

CARRIED


Convention adjourned at 2:35 PM.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Guy Smith", written over a horizontal line.

Guy Smith
President

Recording Secretary,

A handwritten signature in black ink, appearing to read "Kaitlin Harrison", written over a horizontal line.

Kaitlin Harrison
Administrative Professional, Executive Office

CONSTITUTIONAL RESOLUTIONS

Group 1 – Constitution

1-1 PROVINCIAL EXECUTIVE

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

WHEREAS AUPE's strategic plans focus on building our member's power and abilities to defend their rights to 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 2015 for all members, thereby requiring the creation of an Essential Services Agreement (ESA) department and additional resources in other key departments; and

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

WHEREAS the Provincial Executive has established Policy 5-44 whereby operational surpluses must first be allocated toward Defence Fund, and a portion of member dues is budgeted to build up 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 meet our strategic plan objectives, and continued deficits will require using long-term assets (including the Defence Fund) for yearly operations; and

WHEREAS the current membership is comprised of approximately 100,000 members, resulting in the need to provide significantly more diverse and complex services in an increasingly more challenging environment; and

WHEREAS unlike most unions, AUPE members only pay dues on base salary, have some of the lowest dues and staff to member ratios than our counterpart unions within Canada; and

WHEREAS the Provincial Executive continues to review recommendations for efficiencies and cost containment strategies, while optimizing resources for our ambitious strategic plans; and

WHEREAS even if Convention approves proposed cost containment initiatives, and HQ implements increased efficiencies and process changes, the financial stability and strength of AUPE members 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 for today and well into the future;

THEREFORE BE IT RESOLVED that effective **July 1, 2025**; Article 5.01 be amended as follows:

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

RESOLUTION DEFEATED

1-2 LOCAL 052

WHEREAS Officers promote and represent the Union and maintain communication between members; and

WHEREAS the current terms duration pose challenges for Officers to understand their roles, complete their mandates, and work cohesively as a group; and

WHEREAS past input from members has recognized the potential benefits of the establishment of three (3) year terms for all elected officers of the Union; and

WHEREAS there is a recognized need to facilitate consistency, stability, role and leadership skill development, succession planning and an increased ability to achieve mandates for all elected officers;

THEREFORE BE IT RESOLVED that Article 8.02 be amended to:

8.02 These Officers shall be elected at Convention for a term of ~~two (2)~~ **three (3)** years.

THEREFORE BE IT FURTHER RESOLVED that Article 13.12 be amended to:

13.12 Provincial Executive members shall be elected as specified in the Constitution. Their term of Office shall be ~~two (2)~~ **three (3)** years and such election shall take place in the same election year as the President. The elected Provincial Executive members shall assume the duties of their Office immediately following the annual general meeting at which they were elected.

THEREFORE BE IT FURTHER RESOLVED that Article 18.03 (a) (ii) be amended to:

18.03 (a) (ii) The Chief Steward shall be elected by and from the appointed Union Stewards of that component and shall serve a ~~two-year~~ **three-year** term. Elections shall be held in the same election year as that of the President of the Union.

THEREFORE BE IT FURTHER RESOLVED that Article 20.03 be amended to:

20.03 The term of Office of Officers of a component shall be ~~two (2)~~ **three (3)** years except in the case for the first Executive. The elected Officers shall assume the duties of their Office immediately following the meeting at which they are elected. Elections shall be held in the same election year as that of the President of the Union.

THEREFORE BE IT FURTHER RESOLVED that Article 24.07 be amended to:

24.07 The Officers shall be elected for a term of ~~two (2)~~ **three (3)** years and such election shall take place in the same election year as that of the President. The elected Officers shall assume the duties of their Office immediately following the Annual General Meeting of the Area Council.

THEREFORE BE IT FURTHER RESOLVED this takes effect in 2025.

RESOLUTION DEFEATED

1-3 PROVINCIAL EXECUTIVE (on behalf of the Finance Committee)

WHEREAS the budget for an annual Convention continues to grow due to inflation and membership growth; and

WHEREAS in pursuing cost containment measures, having a biennial Convention was identified as cost savings; and

WHEREAS 6.07 still allows for a special Convention to be called; and

WHEREAS Article 8.09 clearly identifies the process for an Executive Office vacancy between Conventions; and

WHEREAS should delegates pass a constitutional resolution in 2024 to have a biennial Convention in odd numbered years, the next Convention would be in 2025; and

WHEREAS the Provincial Executive and Convention have until 2027 to make any consequential amendments to our constitution and policies to reflect this change;

THEREFORE BE IT RESOLVED that Article 6.02 be amended as follows:

6.02 There shall be a Convention each **odd numbered** year. Each Convention shall be held at such time and place as determined by the Provincial Executive.

RESOLUTION DEFEATED

1-4 PROVINCIAL EXECUTIVE (on behalf of the Finance Committee)

WHEREAS the budget for a Convention is in excess of two million dollars; and

WHEREAS in pursuing cost containment measures, changes to Convention delegate ratios could be a potential cost savings to the budget; and

WHEREAS inflation and membership growth continues to effect Convention logistics, escalate costs, and make it more challenging to manage; and

WHEREAS a smaller size Convention may provide for more venue options for future Conventions; and

WHEREAS in addition to the ratio of 1:100, the Provincial Executive Representative and Local Chair go by right; and

WHEREAS Locals receive an additional delegate for the remaining “portion thereof”; and

WHEREAS if “portion thereof” was removed, Convention would reduce by 34 delegates;

THEREFORE BE IT RESOLVED Article 6.05 be amended as follows:

6.05 Provincial Executive members and Local Chairs shall be delegates as of right. In addition, Locals shall be entitled to elect one delegate for one hundred (100) or less members, and one additional delegate for each additional one hundred (100) members ~~or portion thereof~~, based on the twelve (12) month average Headquarters records as of October 31st, preceding the Convention. For the purpose of this Article, members shall mean regular members as defined in Article 4.05.

RESOLUTION DEFEATED

1-5 PROVINCIAL EXECUTIVE (on behalf of the Finance Committee)

WHEREAS the budget for a Convention is in excess of two million dollars; and

WHEREAS in pursuing cost containment measures, changes to Convention delegate ratios could be a potential cost savings to the budget; and

WHEREAS inflation and membership growth continues to effect Convention logistics, escalate costs, and make it more challenging to manage; and

WHEREAS a smaller size Convention may provide for more venue options for future Conventions; and

WHEREAS in addition to the ratio of 1:100, the Local Chair goes by right; and

WHEREAS should the Local Chair remain a delegate as of right but count towards the Local delegate entitlement, and the “portion thereof” is removed, the Convention would reduce by 68 members;

THEREFORE BE IT RESOLVED Article 6.05 be amended as follows:

6.05 Provincial Executive members and Local Chairs shall be delegates as of right. **The Local Chair shall be counted as the first delegate in their Local's delegate entitlements.** In addition, Locals shall be entitled to elect one delegate for one hundred (100) or less members, and one additional delegate for each additional one hundred (100) members or portion thereof, based on the twelve (12) month average Headquarters records as of October 31st, preceding the Convention. For the purpose of this Article, members shall mean regular members as defined in Article 4.05.

RESOLUTION DEFEATED

1-6 PROVINCIAL EXECUTIVE (on behalf of the Finance Committee)

WHEREAS the budget for a Convention is in excess of two million dollars; and

WHEREAS in pursuing cost containment measures, changes to Convention delegate ratios could be a potential cost savings to the budget; and

WHEREAS inflation and membership growth continues to effect Convention logistics, escalate costs, and make it more challenging to manage; and

WHEREAS a smaller size Convention may provide for more venue options for future Conventions; and

WHEREAS changing the delegate ratio to 1:125 and removing the "portion thereof", the Convention would reduce by approximately 230 members;

THEREFORE BE IT RESOLVED Article 6.05 be amended as follows:

6.05 Provincial Executive members and Local Chairs shall be delegates as of right. In addition, Locals shall be entitled to elect one delegate for one hundred **twenty-five (125) (100)** or less members, and one additional delegate for each additional one hundred **twenty-five (125) (100)** members ~~or portion thereof~~, based on the twelve (12) month average Headquarters records as of October 31st, preceding the Convention. For the purpose of this article, members shall mean regular members as defined in Article 4.05.

RESOLUTION WITHDRAWN

1-7 PROVINCIAL EXECUTIVE (on behalf of the Finance Committee)

WHEREAS the budget for a Convention is in excess of two million dollars; and

WHEREAS in pursuing cost containment measures, changes to Convention delegate ratios could be a potential cost savings to the budget; and

WHEREAS inflation and membership growth continues to effect Convention logistics, escalate costs, and make it more challenging to manage; and

WHEREAS a smaller size Convention may provide for more venue options for future Conventions; and

WHEREAS if the delegate entitlement for the first 1000 members remained at 1:100 and remaining portion over 1000 changed to 1:125 or portion thereof, Convention would reduce by approximately 138 delegates;

THEREFORE BE IT RESOLVED Article 6.05 be amended as follows:

6.05 Provincial Executive members and Local Chairs shall be delegates as of right. In addition, Locals shall be entitled to elect one delegate for one hundred (100) or less members, **one additional delegate for each additional one hundred (100) members up to the first one thousand**, and one additional delegate for each additional one hundred **twenty-five (100) (125)** members **over one thousand** or portion thereof, based on the twelve (12) month average Headquarters records as of October 31st, preceding the Convention. For the purpose of this Article, members shall mean regular members as defined in Article 4.05.

RESOLUTION WITHDRAWN

1-8 LOCAL 005

WHEREAS AUPE strives to be inclusive; and

WHEREAS parental leave encompasses both maternity and paternity leaves of absence; and

WHEREAS regardless of which parent is on a parental leave they remain as a regular member;

THEREFORE BE IT RESOLVED that Article 4.05 (g) be amended as follows:

4.05 Regular members on military, ~~maternity~~, **parental** or educational leave shall be entitled to provisions of 4.05 (b) above, shall be included in membership counts, but shall not be required to pay union dues.

RESOLUTION CARRIED

1-9 PROVINCIAL EXECUTIVE

WHEREAS Standing Committee can only be amended at Convention; and

WHEREAS each Standing Committee requires significant organizational resources for support; and

WHEREAS the work of some Standing Committees may be done by other committees; and

WHEREAS the Committee on Political Action and Anti-Privatization mandates may be combined; and

WHEREAS the President may establish ad hoc committees including one to raise member awareness on provincial and federal elections;

THEREFORE BE IT RESOLVED that Committee on Political Action and the Anti-Privatization Committee be combined and renamed as the Anti-Privatization/Contracting Out Committee and Article 15.07 be amended as follows:

15.07 The Union shall have the following Standing Committees:

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

THEREFORE BE IT FURTHER RESOLVED that Provincial Executive draft amendments Policy 26 AUPE Standing Committees upon adoption of this resolution, to have it take effect in 2025 when committee selections are to take place next.

RESOLUTION WITHDRAWN

1-10 PROVINCIAL EXECUTIVE

WHEREAS Standing Committee can only be amended at Convention; and

WHEREAS each Standing Committee requires significant organizational resources for support; and

WHEREAS the work of some Standing Committees may be better suited to be added to other committees; and

WHEREAS the Pay & Social Equity mandate may be incorporated under the Women's Committee mandate;

THEREFORE BE IT RESOLVED that Article 15.07 be amended as follows:

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 **and Pay Equity** Committee;
- (f) Pension Committee;
- (g) Pay **Human Rights** and Social Equity Committee;
- (h) Young Activists Committee; **and**
- (i) ~~Human Rights Committee; and~~
- (i)** Environmental Committee.

THEREFORE BE IT FURTHER RESOLVED that Provincial Executive amend Policy 26 AUPE Standing Committees upon adoption of this resolution, to have it take effect in 2025 when committee selections are to take place next.

RESOLUTION WITHDRAWN

1-11 PROVINCIAL EXECUTIVE

WHEREAS the creation of a Standing Committee can only be amended by Convention; and

WHEREAS each Standing Committee requires significant organizational resources for support; and

WHEREAS environmental consciousness is a responsibility of every component;

THEREFORE BE IT RESOLVED that Article 15.07 be amended as follows:

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; **and**
- (i) Human Rights Committee; **and**
- (j) ~~Environmental Committee.~~

THEREFORE BE IT FURTHER RESOLVED that Provincial Executive amend Policy 26 AUPE Standing Committees upon adoption of this resolution, to have it take effect in 2025 when committee selections are to take place next.

RESOLUTION WITHDRAWN

1-12 LOCAL 060

WHEREAS the current roster of committees, despite its limited member representation, provides valuable constitutional recommendations and amendments, and lacks an alternative avenue to bring crucial matters to the attention of the assembly, while also acknowledging that standing committees utilize a large portion of union dues; and

WHEREAS the streamlining of the motion-presenting process at the Convention floor serves to enhance the likelihood of delegates participating in pivotal votes concerning the governance of the union; and

WHEREAS while acknowledging the Convention's status as the primary governing body of the union, it's important to address the increasing worry that several resolutions are facing excessive scrutiny before being presented to the delegates;

THEREFORE BE IT RESOLVED that 6.13 (b) be amended as follows:

- 6.13 (a) Resolutions for presentation at a regular Convention shall be submitted to the President at least one hundred and twenty (120) days before the opening date of the Convention. A resolution shall not deal with more than one subject matter and shall specify the action proposed. A resolution shall not contain more than one hundred and fifty (150) words, inclusive of the preamble. Resolutions may be submitted by the

Executive Committee, the Provincial Executive, Standing Committees of the Union, Members' Benefits Committee, Chapters, Locals or Area Councils.

- (b) Constitutional amendments for presentation at a regular Convention shall be presented to the President at least one hundred and twenty (120) days prior to the start of the Convention. Resolutions that involve changes or additions to the Constitution are not limited to one hundred and fifty (150) words. Constitutional amendments may be submitted by: the Executive Committee, the Provincial Executive, the Legislative Committee, **Standing Committees of the Union**, Chapters and Locals.
- (c) All resolutions for presentation to Convention must be accompanied by the meeting minutes where the resolution was approved.

RESOLUTION DEFEATED

1-13 PROVINCIAL EXECUTIVE

WHEREAS clarity on Article 20.14 is needed; and

WHEREAS all AUPE policies apply to all AUPE components;

THEREFORE BE IT RESOLVED that 20.14 be amended as follows:

20.14 Components may formulate policies for the guidance of the members of the Component and for the governance and financial administration of the component. Component policies must conform to the ~~minimum standards established in AUPE Policies and Procedures~~ **Manual**.

RESOLUTION DEFEATED

1-14 LOCAL 006

WHEREAS Local Occupational Health and Safety Liaison (LOHSL) is a valuable and highly trained individual on the Occupational Health and Safety Legislation and they Liaison between the AUPE Standing Committee of OH & S and their Local; and

WHEREAS the LOHSL is the Chair of the Local Sub OH & S Committee for those Locals with a committee; and

WHEREAS they provide education, mentorship and support to their members and provide outreach to Local Chapters for those Locals that have Chapters; and

WHEREAS the LOHSL provides a report and update to Local Council; and

WHEREAS it may be beneficial to have extra component officers on the Local Executive Board to assist with union business;

THEREFORE BE IT RESOLVED that the LOHSL be moved from Article 18.03 (c) to Article 18.02 Executive Board for those Locals that have an LOHSL on their Local Council and be given both voice and vote; and renumbered accordingly.

RESOLUTION DEFEATED

1-15 LOCAL 006

WHEREAS Chief Steward is a valuable and highly trained individual of AUPE and can cover for an MSO or be seconded to AUPE; and

WHEREAS the Chief Steward is an elected member from the appointed Union Stewards and takes annual training; and

WHEREAS the Chief Steward provides a report and update to Local Council; and

WHEREAS the Chief Steward may represent any member of AUPE when dealing with conflict with the Employer; and

WHEREAS they provide education, mentorship and support to their members and outreach to Local Chapters for those Locals that have Chapters; and

WHEREAS it may be beneficial to have extra component officers on the Local Executive Board to assist with Union Business;

THEREFORE BE IT RESOLVED that the Chief Steward be moved from 18.03 (a) to Article 18.02 Executive Board for those Locals that have an Chief Steward on their Local Council and be given both voice and vote; and renumbered accordingly.

RESOLUTION RULED OUT OF ORDER

GENERAL RESOLUTIONS

Group 2 - General

2-1 FINANCE COMMITTEE

WHEREAS Locals have spent an average of \$4.5 million per year since 2014; and

WHEREAS of March 2024, Locals had \$24,699,398.14 in bank and investment accounts; and

WHEREAS of March 2024, Locals held an average of 4.38 years of reserves, ranging from 1.68 to 15.39 years; and

WHEREAS Locals will still be able to pursue their 2024/25 strategic plans and operations with a rebate reduction of approximately 50%; and

THEREFORE BE IT RESOLVED Convention direct Provincial Executive to amend Policy 5-2 to the following effective July 1, 2024:

Multi-Site Local

First 500 (or portion thereof) \$5.00 per member per month

Next 1500 (or portion thereof) \$3.00 per member per month

Remaining members (2001+) \$2.00 per member per month

One-site Local

First 500 (or portion thereof) \$3.50 per member per month

Next 1500 (or portion thereof) \$2.50 per member per month

Remaining members (2001+) \$2.00 per member per month

(148 words)

RESOLUTION CARRIED

2-2 FINANCE COMMITTEE

WHEREAS Convention 2024 directed Provincial Executive to amend Policy 5-2 Rebates to Locals; and

WHEREAS the financial stability and strength of the Union depends on a number of factors including resolutions passed at Convention, cost containment initiatives, resource allocations, bargaining gains, and dues rates; and

WHEREAS direction to amend Policy 5-2 rebate amounts may only be granted by Convention;

THEREFORE BE IT RESOLVED the AUPE Finance Standing Committee shall provide recommendations to Convention 2025 on Policy 5-2 rebate amounts based on AUPE's financial position.

(84 words)

RESOLUTION CARRIED

2-3 PROVINCIAL EXECUTIVE (LEGISLATIVE COMMITTEE)

WHEREAS candidates are nominated from the floor during election proceedings, and it has been observed this process may lead to logistical challenges; and

WHEREAS running for an Executive Officer position should be thoroughly considered; and

WHEREAS all candidates should be given equal opportunity to participate in pre-election events; and

WHEREAS it is essential we ensure a structured and well-organized election system that promotes informed decision making is in place, and delegates are provided an opportunity to cast informed votes;

THEREFORE BE IT RESOLVED that Provincial Executive draft policy prior to the June 2025 Provincial Executive meeting that would require AUPE members who choose to run for an Executive Officer position to pre-declare their candidacy 60 days prior to Convention; and

THEREFORE BE IT FURTHER RESOLVED that this policy will include contingency plans in the event that not enough candidates pre-declare.

(140 words)

RESOLUTION CARRIED

2-4 PAY AND SOCIAL EQUITY COMMITTEE

WHEREAS the minimum wage is the legislated minimum set by the provincial government and living wage reflects what people need to earn to cover the actual costs of living in their community; and

WHEREAS Alberta's \$15.00 minimum wage became effective on October 1, 2018, and for students under 18, the minimum wage is \$13.00 for the first 28 hours they work in a week; and

WHEREAS the minimum wage has not increased since 2018 despite inflation; and

WHEREAS Alberta now has the second-lowest minimum wage in the country just above Saskatchewan at \$14 an hour;

THEREFORE BE IT RESOLVED that AUPE lobby the provincial government to increase the minimum wage to reflect a living wage for all Albertans.

(118 words)

RESOLUTION CARRIED

2-5 PAY AND SOCIAL EQUITY COMMITTEE

WHEREAS this round of bargaining has highlighted wage inequities and wage gaps; and

WHEREAS the current wage rates cannot sustain individuals or families; and

WHEREAS the Alberta Advantage no longer exists since Alberta now has some of the lowest average wages in Canada; and

WHEREAS provinces that have introduced a wage equity legislation have seen improvements in forcing employers to review Pay Equity within their organization, increased or at least leveled wages for comparable classifications, narrowed the pay gap, and created an office that handles pay equity complaints and reviews;

THEREFORE BE IT RESOLVED that AUPE continue to lobby the provincial government for the introduction of pay equity legislation.

(109 words)

RESOLUTION CARRIED

2-6 WOMEN'S COMMITTEE

WHEREAS AUPE values the lives of all members; and

WHEREAS Alberta has the highest rate of intimate partner abuse in the country; and

WHEREAS Alberta is the only province without paid intimate partner abuse leave; and

WHEREAS AUPE negotiated collective agreements are silent about paid intimate partner abuse leave;

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 intimate partner abuse for our members.

(82 words)

RESOLUTION DIED ON THE ORDER PAPER

2-7 WOMEN'S COMMITTEE

WHEREAS the demand for continuing care services will grow 62% by the year 2030; and

WHEREAS the provincial government is following recommendations made in the facility-based continuing care review, resulting in a 9% increase to the amount of in-community care; and

WHEREAS privatization of home care services compromises care and equity; and

WHEREAS home care workers are not being treated and paid fairly for the important work that they provide;

THEREFORE BE IT RESOLVED that AUPE lobby the provincial government to increase funding that will be directed towards Albertans who require home care services rather than for profit organizations; and

THEREFORE BE IT FURTHER RESOLVED that the federal government, in cooperation with the provinces, implement a National Home Care Program with standards and provisions of core services comparable from province to province. This program must be comprehensive, based on non-profit or public delivery and be accessible to seniors.

(148 words)

RESOLUTION DIED ON THE ORDER PAPER

2-8 WOMEN'S COMMITTEE

WHEREAS poor staffing levels, inhumane workloads, and high costs for care are realities that Albertans, especially seniors, face every day; and

WHEREAS Albertans, civil society and workers have lobbied for a minimum of 4.5 hours of direct care for seniors in health care facilities and this call to action has been ignored; and

WHEREAS the new funding model is based on the number of residents per facility; and

WHEREAS the new process removes all accountability or responsibility to the residents;

THEREFORE BE IT RESOLVED that the provincial government scrap the new funding process and return to a system that allows funding by hours of care; and

THEREFORE BE IT FURTHER RESOLVED that the return to the previous system create an increase to a minimum 4.5 hours of direct care for seniors in health care facilities.

(135 words)

RESOLUTION DIED ON THE ORDER PAPER

2-9 WOMEN'S COMMITTEE

WHEREAS the federal government passed Bill C58 known as the Anti-Scab Legislation, that prohibits the use of replacement workers in federal workplaces; and

WHEREAS the 2019 Alberta Bill 21; *Ensuring Fiscal Sustainability Act* overturned prior legislation to allow employers to opt in to a plan for replacement workers; and

WHEREAS Quebec and British Columbia are currently the only jurisdiction in Canada that have banned the practice of contracting out;

THEREFORE, BE IT RESOLVED that AUPE lobby the provincial government for legislation that will prohibit employers from using replacement workers for the duration of any legal strike or lockout and banning the use of any workers to perform the duties of a bargaining unit employee.

(114 words)

RESOLUTION DIED ON THE ORDER PAPER

LATE RESOLUTION #1

WHEREAS in the event of a strike or lockout it's crucial that all AUPE members participate to realize their demands at the bargaining table, and poor participation undermines the ability to put pressure on employers to meet the collective demands of all; and

WHEREAS members who cross their picket lines without union authorization potentially create hostile and untenable work environments; and

WHEREAS the Preamble in the Constitution notes that "We must serve the membership, not ourselves.";

THEREFORE BE IT RESOLVED that AUPE will focus on preparing and educating all members on the importance of building solidarity with their coworkers; and

THEREFORE BE IT FURTHER RESOLVED that in the event of a work stoppage, in order to preserve the sanctity, strength, and success of picket lines it is imperative that members understand that crossing their picket line without union authorization, undermines the strength and solidarity of our union.

(147 words)

RESOLUTION CARRIED

OUTCOME OF RESOLUTIONS AND/OR ACTION SHEET

BY WHOM

OUTCOME/ACTION

Legislative Committee

- | | |
|----------------------|----------------------|
| • Resolution 1-1 | Resolution Defeated |
| • Resolution 1-2 | Resolution Defeated |
| • Resolution 1-3 | Resolution Defeated |
| • Resolution 1-4 | Resolution Defeated |
| • Resolution 1-5 | Resolution Defeated |
| • Resolution 1-6 | Resolution Withdrawn |
| • Resolution 1-7 | Resolution Withdrawn |
| • Resolution 1-8 | Resolution Carried |
| • Resolution 1-9 | Resolution Withdrawn |
| • Resolution 1-10 | Resolution Withdrawn |
| • Resolution 1-11 | Resolution Withdrawn |
| • Resolution 1-12 | Resolution Defeated |
| • Resolution 1-13 | Resolution Defeated |
| • Resolution 1-14 | Resolution Defeated |
| • Resolution 1-15 | Resolution Defeated |
| • Resolution 2-3 | Resolution Carried |
| • Late Resolution #1 | Resolution Carried |

Finance Committee

- | | |
|------------------|--------------------|
| • Resolution 2-1 | Resolution Carried |
| • Resolution 2-2 | Resolution Carried |

Pay and Social Equity Committee

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

Women's Committee

- | | |
|------------------|------------------------------------|
| • Resolution 2-6 | Resolution Died on the Order Paper |
| • Resolution 2-7 | Resolution Died on the Order Paper |
| • Resolution 2-8 | Resolution Died on the Order Paper |

2024 - 2025 Proposed AUPE Budget		
1	CATEGORY	BUDGET
5	REVENUE	
6	Membership Dues	63,036,000
7	Investment Income - Reserves	0
8	Rental Income	346,000
9	Interest and Other Income	<u>750,000</u>
10	TOTAL REVENUE	64,132,000
11	EXPENSES	
12	Wages	31,057,000
13	Overtime	2,313,000
14	Pension	3,996,000
15	Benefits	6,053,000
16	Travel - Staff	1,426,000
17	Travel - Members	2,347,000
18	Travel - Members - Time Off	2,400,000
19	Local Rebates	3,358,000
20	Area Council Rebates	394,000
21	Professional Fees / Legal	1,100,000
22	Professional Fees / Consulting	821,000
23	Advertising	548,000
24	Sponsorships / Donations	15,000
25	Members Benefits	300,000
26	Strike Pay	0
27	Regional Offices	440,000
28	Administration - Supplies & Misc.	292,000
29	Administration - Insurance	305,000
30	Administration - Interest On Long Term Debt	1,845,000
31	Administration - Property Taxes	744,000
32	Administration - Printing, Postage, & Mailing	466,000
33	Utilities	1,189,000
34	Equipment	2,130,000
35	Depreciation	3,400,000
36	Maintenance and Repairs	1,112,000
37	Unrealized Gain/Loss on Interest Rate Swap	<u>0</u>
38	TOTAL OPERATIONAL EXPENSES	68,051,000
39	Reserve - Contingency Fund	630,360
40	Reserve - Defence Fund	<u>3,000,000</u>
42	TOTAL FUND TRANSFERS	3,630,360
43	TOTAL EXPENSES & RESERVE FUND TRANSFERS	71,681,360
44	REVENUE IN EXCESS OF EXPENDITURES RESERVE FUND TRANSFERS	(7,549,360)

AUPE Account Explanation 2024-2025 Proposed Budget

REVENUE

Line 6 Membership Dues

Dues withheld and remitted (by employers) on behalf of AUPE Members

Line 7 Investment Income

Returns from long term investments

Line 8 Rental Income

Income earned from the partial rental of the Calgary Regional Office

Line 9 Interest and Other Income

Realized interest from our short-term investments. (chequing accounts) and any other income not included in the above categories

EXPENSES

Line 12 Wages

Wages for all AUPE staff (full-time, part-time, casual, temporary, & executive)

Line 13 Overtime

Overtime budgeted for AUPE support staff (excluding management & executive)

Line 14 Pension

Employer paid portion of AUPE Staff pension/RRSP plans

Line 15 Benefits

Employer paid portion of AUPE staff group benefits plans

Line 16 Travel – Staff

Costs for AUPE staff to travel to conduct AUPE business

Line 17 Travel – Members

AUPE HQ Costs for Members to attend courses, meetings, and events

Line 18 Travel – Members – Time Off

AUPE HQ cost of 'Time Off for Union Business'

Line 19 Rebates

Disbursements issued to Locals based on policy

Line 20 Area Council Rebates

Disbursements issued to Area Councils based on policy

Line 21 Professional Fees – Legal

Support from external service providers for legal and arbitration

Line 22 Professional Fees – Consulting

Fees paid to external service providers for example: software support, auditing, negotiations, organizing, training

Line 23 Advertising

AUPE advertising costs

Line 24 Sponsorships/Donation

Funds to sponsor events promoting AUPE

Line 25 Strike Pay

Costs incurred for strike and lockout actions

Line 26 Members Benefits

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

Line 27 Regional Offices

Rental costs for regional offices

Line 28 Administration - Supplies & Miscellaneous

Supplies and miscellaneous administrative costs

Line 29 Administration - Insurance

AUPE insurance costs

Line 30 Administration - Interest on Long term Debt

Interest on AUPE building loan

Line 31 Administration - Property Taxes:

For AUPE offices in Calgary, Edmonton, and Peace River

Line 32 Administration - Printing, Postage & Mailing

Expenses from listed activities

Line 33 Utilities

Cost of water, electricity, natural gas, and phones

Line 34 Equipment

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

Line 35 Depreciation

Assets purchased for more than \$5,000 are "capitalized" and subsequently expensed over a period of years

Line 36 Maintenance & Repairs

Costs associated with maintaining equipment offices (e.g. leasehold improvements, equipment, grounds, security, garbage removal, and caretaking)

Line 37 Unrealized Gain/Loss on Interest Rate Swap

The difference between "floating rate" (prime plus 1.25%) vs a fixed rate of 4.28% on our long-term debt

RESERVE FUND TRANSFERS

Line 38 Reserve - Contingency Fund

Transfer of 1% of dues into your Contingency Fund savings

Line 39 Reserve - Defence Fund

Transfer \$3M of dues into your Defence Fund

Financial Statements of

**ALBERTA UNION OF
PROVINCIAL EMPLOYEES**

Year ended June 30, 2024

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Table of Contents

Year ended June 30, 2024

	Page
Independent Auditor's Report	
Statement of Financial Position	1
Statement of Operations	2
Statement of Changes in Net Assets	3
Statement of Cash Flows	4
Notes to Financial Statements	5 - 19
Schedule - Executive Salaries and Benefits	20



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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, 2024
- 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, 2024 and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

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 auditors' 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 organizations, 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.



Page 2

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 auditors' 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 auditors' 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 auditors' report. However, future events or conditions may cause the Entity to cease to continue as a going concern.



Page 3

- 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, slightly slanted style. Below the signature is a single, long, horizontal stroke that tapers at both ends, serving as a decorative underline.

Chartered Professional Accountants

Edmonton, Canada

September 5, 2024

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Statement of Financial Position

June 30, 2024, with comparative information for 2023


	2024	2023
Assets		
Current assets:		
Cash	\$ 9,557,566	\$ 13,644,219
Accounts receivable (note 2)	5,078,535	4,569,248
Inventory	35,306	36,429
Prepaid expenses and deposits	1,689,406	1,504,761
	<u>16,360,813</u>	<u>19,754,657</u>
Investments - Union operations (note 3)	91,236,595	84,513,989
Investments - Members' benefits (note 4)	15,231,800	14,084,826
Capital assets (note 6)	85,060,016	87,832,261
Interest rate swap (note 8)	1,301,923	1,847,798
	<u>\$ 209,191,147</u>	<u>\$ 208,033,531</u>

Liabilities and Net Assets

Current liabilities:		
Accounts payable and accrued liabilities (note 7)	\$ 12,867,005	\$ 13,275,275
Current portion of long term debt (note 8)	1,175,126	1,104,959
Current portion of obligation under capital lease (note 9)	14,823	14,385
Current portion of lease inducements (note 10)	2,372	14,238
	<u>14,059,326</u>	<u>14,408,857</u>
Long term debt (note 8)	41,283,088	42,345,186
Obligations under capital lease (note 9)	167,024	181,847
Lease inducements (note 10)	-	2,372
Employee future benefits (note 11)	1,959,207	1,801,235
	<u>57,468,645</u>	<u>58,739,497</u>
Net assets:		
Internally restricted - Union operations (note 12)	91,236,595	84,513,989
Internally restricted - Members' benefits (note 12)	15,231,800	14,084,826
Invested in capital assets	42,417,583	44,169,274
Unrestricted	2,836,524	6,525,945
	<u>151,722,502</u>	<u>149,294,034</u>
	<u>\$ 209,191,147</u>	<u>\$ 208,033,531</u>

See accompanying notes to financial statements.

Approved on behalf of Provincial Executive:


Guy Smith, President


Justin Huseby, Executive Secretary-Treasurer

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Statement of Operations

Year ended June 30, 2024, with comparative information for 2023

	2024	2023
Revenues:		
Membership dues	\$ 61,698,706	\$ 58,520,202
Less: Area Council rebates (note 13)	(365,093)	(464,575)
Less: Local rebates (note 13)	(6,770,277)	(6,639,521)
	54,563,336	51,416,106
Interest and other income	1,159,209	1,478,673
Rental income	358,335	342,832
	56,080,880	53,237,611
Expenditures:		
Salaries and benefits	39,453,534	36,808,645
Travel and time-off - members	5,350,952	5,005,282
Amortization	3,199,891	3,193,608
Maintenance and repairs	3,061,687	2,802,620
Administration	2,271,216	2,841,509
Bank charges and interest	1,889,805	2,068,182
Travel - staff	1,706,297	1,546,711
Professional fees / legal (note 16)	1,649,067	1,734,472
Utilities	1,117,946	1,459,840
Regional offices - rent	402,242	388,538
Labour Movement Allies	301,014	303,604
Advertising	188,483	168,651
Training	4,410	14,553
	60,596,544	58,336,215
Deficiency of revenues over expenditures before the undernoted	(4,515,664)	(5,098,604)
Other income (expenditures):		
Investment income (note 14)	8,527,814	6,110,780
Management fees	(205,619)	(178,577)
Unrealized (loss) gain on interest rate swap	(545,876)	485,787
Disbursements	(832,187)	(721,781)
Dues suspension recovery (note 16)	-	2,000,000
Gain on disposal of assets held for sale	-	478,393
	6,944,132	8,174,602
Excess of revenues over expenditures	\$ 2,428,468	\$ 3,075,998

See accompanying notes to financial statements.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Statement of Changes in Net Assets

Year ended June 30, 2024, with comparative information for 2023

	Internally restricted		Invested in capital assets	Unrestricted		
	Union operations	Members' benefits			2024	2023
Net assets, beginning of year	\$ 84,513,989	\$ 14,084,826	\$ 44,169,274	\$ 6,525,945	\$ 149,294,034	\$ 146,218,037
Revenues	-	370,089	-	55,710,791	56,080,880	53,237,611
Expenditures	-	(102)	(3,185,654)	(57,410,788)	(60,596,544)	(58,336,215)
Other income (expenditures):						
Unrealized (loss) gain on interest rate swap	-	-	-	(545,876)	(545,876)	485,787
Management fees	(174,755)	(30,864)	-	-	(205,619)	(178,578)
Disbursements	(420,384)	(411,803)	-	-	(832,187)	(721,781)
Investment income	7,312,773	1,215,041	-	-	8,527,814	6,110,780
Gain on disposal of assets held for sale	-	-	-	-	-	478,393
Dues suspension recovery	-	-	-	-	-	2,000,000
Investment in capital assets, net	-	-	1,433,963	(1,433,963)	-	-
Transfers	4,972	4,613	-	(9,585)	-	-
Net assets, end of year	\$ 91,236,595	\$ 15,231,800	\$ 42,417,583	\$ 2,836,524	\$ 151,722,502	\$ 149,294,034

See accompanying notes to financial statements.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Statement of Cash Flows

Year ended June 30, 2024, with comparative information for 2023

	2024	2023
Cash provided by (used in):		
Excess of revenues over expenses	\$ 2,428,468	\$ 3,075,998
Items not involving cash:		
Amortization	3,199,891	3,193,608
Amortization of lease inducement	(14,238)	(14,238)
Unrealized gain on investments	(3,765,416)	(4,016,855)
Unrealized loss (gain) on interest rate swap	545,876	(485,787)
Gain on disposal of assets held for sale	-	(478,393)
Non-operating cash flows included in excess revenues over expenses:		
Realized (gain) loss on investments	(1,414,617)	322,830
	979,964	1,597,163
Changes in non-cash operating working capital:		
Accounts receivable	(509,287)	(156,722)
Inventory	1,123	3,114
Prepaid expenses and deposits	(184,645)	339,510
Accounts payable and accrued liabilities	(408,270)	(137,830)
Employee future benefits	157,972	272,999
	36,857	1,918,234
Cash flows used in financing activities:		
Repayments of long term debt	(991,931)	(5,623,688)
Repayment of capital lease	(14,385)	(13,961)
	(1,006,316)	(5,637,649)
Cash flows (used in) from investing activities:		
Purchase of capital assets	(427,646)	(355,009)
Proceeds on disposal of assets held for sale	-	4,000,000
Purchase of investments	(31,387,876)	(11,790,692)
Proceeds on disposal of investments	28,698,328	899,616
	(3,117,194)	(7,246,085)
Decrease in cash	(4,086,653)	(10,965,500)
Cash, beginning of year	13,644,219	24,609,719
Cash, end of year	\$ 9,557,566	\$ 13,644,219

See accompanying notes to financial statements.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements

Year ended June 30, 2024

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, 2024

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, 2024

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, 2024

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:

	2024	2023
Membership dues	\$ 4,682,787	\$ 4,438,566
Locals (note 13)	202,760	46,506
Other	185,480	69,059
Employees and members	7,508	15,117
	<u>\$ 5,078,535</u>	<u>\$ 4,569,248</u>

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2024

3. Investments - Union operations:

	2024	2023
Cash accounts, bearing interest at prime minus 2.00% per annum (2023 - prime minus 2.00% per annum)	\$ 2,753,264	\$ 4,398,944
Guaranteed investment certificates, with maturity dates of ranging from November 2024 to April 2027, bearing interest ranging from 4.36% to 5.33% (2023 - March 2026, bearing interest at 4.53%)	11,184,375	4,363,732
Canadian mutual funds (bonds and short-term investments)	3,540,780	13,941,267
Bonds with maturity dates ranging from March 2024 to June 2035 (2023 - July 2024 to June 2035), with stated rates of return ranging from 2.05% to 6.00% per annum (2023 - 1.50% to 6.00%)	45,813,945	37,437,091
Equity investments	19,695,331	16,852,272
Exchange-traded fund investments	8,248,900	7,520,683
	\$ 91,236,595	\$ 84,513,989

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2024

4. Investments - Members' benefits:

	2024	2023
Cash accounts, bearing interest at prime minus 2.00% per annum (2023 - prime minus 2.00% per annum)	\$ 473,821	\$ 589,003
Guaranteed investment certificates, with maturity date ranging from October 2024 to April 2026 (2023 - October 2024 to April 2026), bearing interest from 4.49% to 5.33% (2023 - 4.49% to 4.79%)	2,148,914	1,900,897
Canadian mutual funds (bonds and short-term investments)	650,178	981,562
Bonds with maturity date ranging from July 2024 to June 2035 (2023 - March 2024 to June 2035) with stated rates of return ranging from 2.15% to 5.40% (2023 - 2.15% to 5.40%) per annum	7,291,270	6,096,285
Equity investments	3,328,516	3,161,646
Exchange-traded fund investments	1,339,101	1,355,433
	<u>\$ 15,231,800</u>	<u>\$ 14,084,826</u>

5. Assets held for sale:

In the prior 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, 2024

6. Capital assets:

			2024		2023	
	Cost	Accumulated amortization	Net book value		Net book value	
Land	\$ 12,105,788	\$ -	\$ 12,105,788	\$	12,105,788	
Buildings	77,234,698	7,844,861	69,389,837		71,226,133	
Building improvements	1,498,610	572,580	926,030		1,029,865	
Furniture and equipment	6,542,091	4,046,371	2,495,720		3,184,099	
Computer hardware and software	1,162,893	1,044,887	118,006		107,764	
Automotive	165,221	165,221	-		6,164	
Leasehold improvements	872,043	847,408	24,635		172,448	
	\$ 99,581,344	\$ 14,521,328	\$ 85,060,016	\$	87,832,261	

7. Accounts payable and accrued liabilities:

	2024		2023	
Trade payables and accrued liabilities	\$	3,224,902	\$	2,726,413
Vacation pay and time-off in lieu		4,964,743		4,970,025
Payables to Area Councils (note 13)		1,330,320		1,438,518
Time-off reimbursements		1,944,657		1,925,499
Wages and benefits payable		766,005		1,636,105
Government remittances		604,861		548,084
Tenant rental deposits		31,517		30,631
	\$	12,867,005	\$	13,275,275

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2024

8. Long term debt:

	2024	2023
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.	\$ 42,458,214	\$ 43,450,145
Less current portion	1,175,126	1,104,959
	<u>\$ 41,283,088</u>	<u>\$ 42,345,186</u>

Principal repayments are due as follows:

2025	\$ 1,175,126
2026	1,227,460
2027	1,277,304
2028	1,330,093
2029	1,394,487
Thereafter	36,053,744
	<u>\$ 42,458,214</u>

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%) (2023 - 3.15%) plus stamping fee (1.25%) (2023 - 1.25%) calculated based on agreed notional amounts. The notional value of the swap as at June 30, 2024, was \$42,458,214 (2023 - \$43,450,145) and unrealized losses of \$545,876 (2023 - gains of \$485,787) included in other income (expenditures) on the statement of operations.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2024

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 \$744,500 (2023 - \$1,000,000), which is reduced by any outstanding letters of credits. At June 30, 2024, the Union had outstanding letters of credit, totaling \$nil (2023 - \$nil).

9. Obligations under capital lease:

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

2025	\$	20,075
2025		20,075
2026		20,075
2027		20,075
2028		20,075
Thereafter		112,091
Total minimum lease payments		212,466
Less amount representing interest		30,619
Present value of net minimum capital lease payments		181,847
Current portion of obligations under capital lease		14,823
		<hr/>
		\$ 167,024

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2024

10. Lease inducements:

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

	2024	2023
Balance, beginning of year	\$ 16,610	\$ 30,848
Amortization of lease inducement	(14,238)	(14,238)
Balance, end of year	2,372	16,610
Current portion of lease inducements	2,372	14,238
	\$ -	\$ 2,372

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 \$231,619 (2023 - \$296,197) related to termination benefits and \$3,663,852 (2023 - \$3,431,637) related to the defined contribution pension plans during the year.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2024

12. Internally restricted net assets:

a) Union operations

	2024	2023
Defence fund	\$ 70,164,389	\$ 64,474,446
Contingency fund	1,690,040	1,453,826
Severance fund	8,216,165	7,555,315
Time-off fund	5,526,542	5,082,559
Digital strategy fund	196,588	351,972
Defending our services campaign	1,314,652	1,202,653
Mobilization campaign	629,114	629,114
Image campaign	269,989	269,989
Strategic planning campaign	181,700	181,699
Fight back operations campaign	3,038,059	3,178,059
Labour movement allies	9,357	134,357
	\$ 91,236,595	\$ 84,513,989

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, 2024

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:

	2024	2023
Benevolent fund	\$ 9,611,529	\$ 8,851,138
Education fund	5,620,271	5,233,688
	\$ 15,231,800	\$ 14,084,826

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, 2024

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:

	2024	2023
Statement of Financial Position:		
Receivables from Locals (note 2)	\$ 202,760	\$ 46,506
Payables to Area Councils (note 7)	1,330,320	1,438,518
Statement of Operations:		
Local rebates	6,770,277	6,639,521
Area Council rebates	365,093	464,575

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:

	2024	2023
Investment portfolio - Locals and Area Councils	\$ 11,703,782	\$ 11,135,332
Staff fund	14,845	33,442
	\$ 11,718,627	\$ 11,168,774

14. Investment income (loss):

	2024	2023
Unrealized gains	\$ 3,765,416	\$ 4,016,855
Interest	2,387,726	1,595,477
Dividends	960,055	821,278
Realized gains (losses)	1,414,617	(322,830)
	\$ 8,527,814	\$ 6,110,780

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2024

15. Commitments:

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

2025	\$	262,849
2026		140,141
2027		99,976
2028		100,706
2029		100,706
Thereafter		8,392
	\$	712,770

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. 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 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, 2024

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 commercial term loan is at a floating rate of interest based on Canadian Prime rate, CORRA 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.

18. Comparative information:

Certain comparative information has been reclassified to conform with the financial statement presentation adopted in the current year. The changes do not affect prior year excess of revenues over expenditures.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Schedule - Executive Salaries and Benefits

Year ended June 30, 2024

Name	Assigned region	Salary	Vacation	Benefits	Travel, subsistence and other	Allowances
President ^{a)} Guy Smith	Alberta	\$ 197,574	\$ 29,220	\$ 48,477	\$ 21,259	\$ 12,658
Executive Secretary - Treasurer ^{a)} Justin Huseby	Alberta	106,215	14,385	43,071	28,656	7,269
Vice Presidents ^{b)}						
Bonnie Gostola	Calgary	118,544	17,518	61,749	27,880	12,421
Bobby-Joe Borodey	Edmonton	118,544	15,247	55,552	48,391	13,484
Darren Graham	Central	118,544	14,477	56,007	50,940	16,864
Sandra Azocar	North West	118,544	6,854	38,526	21,898	13,008
James Gault	North East	80,155	7,711	41,172	18,122	10,017
Curtis Jackson	South	77,865	7,491	41,092	39,996	9,612

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.

47TH ANNUAL CONVENTION COMMITTEES

ANTI-PRIVATIZATION COMMITTEE

Curtis Jackson – Chair; Vice-President, South Region

Madison Beblow – Staff Advisor

Tammy Tangedal – Staff Administrative Support

Annabelle Alger	054	Edmonton
Jennifer Cull	044	Rimbey
Ashlea Golding	006	Lethbridge
Jennifer Gutierrez	095	Calgary
Braydon Lane	058	Medicine Hat
Amanda McIvor	006	Tilley
Angela Smyth	045	Airdrie
Jay-Lee van der Berg	043	Fort McMurray
Nancy Woods	Life Member	Sherwood Park

COMMITTEE ON POLITICAL ACTION

James Gault – Chair; Vice-President, Northeast Region

Zoey Jones – Staff Advisor

Tammy Tangedal – Staff Administrative Support

Nellie Alcaraz	006	Calgary
Nancy Burton	045	Cochrane
Elaine Cairns	002	Spruce Grove
Paulette Gillespie	118	Cereal
Oscar Jara	095	Calgary
Bruce Macdonald	Life Member	St. Albert
Jennifer Power	043	Grande Prairie
Laura Sadler	095	Calgary
James Sullivan	095	Calgary

ENVIRONMENTAL COMMITTEE

Bonnie Gostola – Chair; Vice-President, Calgary Region

Guy Quenneville – Staff Advisor

Kendra Perrior – Staff Administrative Support

Jennifer Bowlby	005	Boyle
Danielle Dumont	003	Fort Saskatchewan
John Holmes	052	Calgary
Christine Madigan	054	Edmonton
Aaron Petty	002	Edmonton
Jacqueline Powell	057	Lacombe

Tanya Rollins	038	Edmonton
Junel Samalio	040	Edmonton

FINANCE COMMITTEE

Justin Huseby – Chair; Executive-Secretary Treasurer

Cecilia Murphy – Staff Advisor

Destiny Baines – Staff Administrative Support

Steve Eagles	004	Red Deer
T Gavin	020	St. Paul
Margaret Miller	044	Red Deer
Percy Ogden	056	Grande Prairie
Jessica Philp	044	Red Deer
Ryan Rybchuk	060	Vegreville
Kathleen Schwengler	048	Rocky View
Michelle Wight	057	Red Deer

HUMAN RIGHTS COMMITTEE

Bobby-Joe Borodey – Chair; Vice-President, Edmonton Region

Zoey Jones – Staff Advisor

Megan Arts – Staff Administrative Support

Jessica Pope – Vice Chair	012	Edmonton
Barbara Brolly	043	Manning
Randy Butler	071	Sylvan Lake
Florinda Canteras	045	Calgary
Kelly Dumouchel	006	Edmonton
Brad Salmon	052	Calgary
Atul Verma	095	Chestermere

LEGISLATIVE COMMITTEE

Bobby-Joe Borodey – Chair; Vice-President, Edmonton Region

Gil Laflamme – Staff Advisor

Kaitlin Harrison – Staff Administrative Support

Karen Mann – Vice Chair	002	Edmonton
Mack Branch	003	Lethbridge
Jacob Cameron	053	Lethbridge
Patrick Holwell	006	Lethbridge
Teusdae Johnston	084	Didsbury
Danielle Kiesman	060	St. Albert
Martin Roy	046	Edmonton
Samantha Samborksi	009	Morinville

MEMBERSHIP SERVICES COMMITTEE

Darren Graham – Chair; Vice-President, Central Region

Farris Sobhani – Staff Advisor

Charlene Peterson – Staff Administrative Support

Kelly Anesty	046	Sherwood Park
Trevor Bidyk	057	Red Deer
Michael Decker	002	Calgary
Christopher Dives	084	Coalhurst
Denise Johnston	044	Stettler
Miste Moore	042	Cardston
Pam Vona	002	Edmonton

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

Bonnie Gostola – Chair; Vice-President, Calgary Region

Diana Kee – Staff Advisor

Ghanem AlAtasi – Staff Administrative Support

Dorinda Ainscough	012	Kananaskis
Karie Burchill	006	Stony Plain
Juanita Cozicar	056	Smoky Lake
Angeline Croker	052	Calgary
Alicia Heit	044	Bowden
Sandra Mill	001	Innisfail
Rose Anne Pimentel	047	Edmonton
Chantelle Tindall	095	Calgary

PAY AND SOCIAL EQUITY COMMITTEE

Sandra Azocar – Chair; Vice-President, Northwest Region

Hitomi Suzuta – Staff Advisor

Susan Tomsics – Staff Administrative Support

Josie Audet-Black	057	Alder Flats
Cindy Bill	054	Edmonton
Joyce Gow	041	Vauxhall
Charity Hill	054	Edmonton
Kristina Javorsky	056	Clairmont
William MacAoud	003	Edmonton
Tessa Quinn	095	Calgary

PENSION COMMITTEE

Darren Graham – Chair; Vice-President, Central Region

Liliana Cordeiro – Staff Advisor

Rocio Granados – Staff Administrative Support

Gayle Berntson	060	Edmonton
Gayle Burkholder	118	Edmonton
Katie Flynn	052	Calgary
Raminder Gill	040	Edmonton
Edna Hickey	045	Calgary
Tammy Paskuski	053	Lethbridge
Andrew Wilson	057	Sundre

WOMEN'S COMMITTEE

Sandra Azocar – Chair; Vice-President, Northwest Region

Hitomi Suzuta – Staff Advisor

Jami Payne – Staff Administrative Support

Crystal Broadbent	045	Calgary
Jennifer Charrois	006	Edmonton
Pamela Foyle	095	Calgary
Ainsley Gray	044	Blackfalds
Ruth MacDonald	084	Redcliff
Carol Mammel	095	Calgary
Jennifer Richardson	043	Grande Prairie
Alicia Salon	056	High Prairie

YOUNG ACTIVISTS COMMITTEE

Curtis Jackson – Chair; Vice-President, South Region

Kathie Milne – Staff Advisor

Charlene Peterson – Staff Administrative Support

Madeline Cuncannon	044	Red Deer
Charlie Giguere-Letourneau	052	Calgary
Lyndsey Jankowski	043	Westlock
Nanhun Kim	001	Calgary
Kimoy Marston	002	Red Deer
Kennedy McNiven	002	Calgary
Allysa Mercer	002	Red Deer
Katherine Spencer	058	Lethbridge

SCRUTINEERS COMMITTEE

Gabriela Andrade Quiroga	071
Gayle Berntson	060
Debora Coombes	057
Jennifer Cull	044
Raminder Gill	040
Ainsley Gray	044
Alison Hancharuk	071
Nanhun Kim	001
Miranda Kipta	052
Josie Rodriguez	047
Jennifer Richardson	043
Junel Samalio	040/042
Rodney Feland	Life Member
Karen MacAulay	Life Member
Marcia O'Connor	Life Member
William Piggott	Life Member
Stephanie Kress	Staff Advisor
Richard Hines	Staff Advisor
Carrie-Lynn Rusznak	Staff Advisor
Corine Nicholson	Staff Advisor

SERGEANT-AT-ARMS COMMITTEE

Katherine Alexander	002
Ermin Aquino	047
Tiffany Brazzoni	006
Barbara Brolly	043
Michael Dempsey	012
Danielle Dumont	003
Steven Durk	003
Steven Eagles	004
Bruce Gillespie	118
Danielle Kiesman	060
Candace Lastiwka	056
Rose Anne Pimentel	047/049
Sunjivkumar Raval	001
Aaron Petty	002
Nancy Woods	Life Member
Gil Laflamme	Staff Advisor
Daiana Casaldarnos	Staff Advisor
David Choy	Staff Advisor
Jason Wright	Staff Advisor

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

Lethbridge Regional Office

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

Calgary Regional Office

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

Medicine Hat Regional Office (Future)

102, 12 Gehring Road SW
Medicine Hat, AB T1B 4W1
(Opening early 2025)

Camrose Regional Office

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

Peace River Regional Office

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

Grande Prairie Regional Office

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

Red Deer Regional Office

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

AUPE MISSION STATEMENT

To represent and support AUPE members
through solidarity and mobilization.



1-800-232-7284
www.aupe.org