



# UNITAS FIRMITAS PROTECTIO



## CONVENTION REPORTS & RESOLUTIONS

OCTOBER 17, 18 & 19, 2019  
Edmonton Convention Centre  
9797 Jasper Avenue, Edmonton AB  
#AUPECONVENTION



In 2019 AUPE is celebrating its Centennial. We share this long history with the CSAA, AUPE's predecessor organization. Please join us in honouring the labour activists that came before us, and guiding this organization forward for the activists that will come after.  
Unitas Firmitas Protectio

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

*AUPE MISSION STATEMENT*

# FOREWORD

*To Elected Officers, Delegates, Observers, Life Members, Guests and Staff*

## **Greetings and Welcome to Your Convention**

This being our Centenary year, we must look back with pride in all that we have achieved and overcome in the past 100 years. After all, we are a union that stands up and fights for workers rights and the protection of the services our members proudly deliver to Albertans.

At the same time, we need to focus firmly on the future. A future that is becoming ever more challenging as threats to the well-being of our members, and the union as a whole, are increasing through the actions of a provincial government determined to cut services, jobs and wages.

You come to Convention in very interesting times. A time that demands our solidarity, commitment, hard work and action like never before.

We know that you take the responsibility of being here very seriously. Your fellow workers have entrusted you to make decisions, engage in discussion, and ensure that our great union is prepared and stronger than ever.

Whether you are a veteran of AUPE Conventions or a first time participant, you all have an essential role to play. You are an integral part of our democracy in action. And, like any healthy democracy, it requires that you participate, engage, and make tough decisions in an environment of mutual respect and support for each other toward the common goals of our Convention theme: "Unity Strength Protection".

This theme is based on the principles held by those few brave souls in a cold church basement that started us on our incredible journey 100 years ago. We owe it to them, and ourselves, to not only keep their vision alive and well, but to help it grow and thrive.

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

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

But, ultimately, that success rests in your hands, to be part of an exciting opportunity to continue our journey of "Unity Strength Protection" for the next 100 years.

Welcome to your Convention!

In Solidarity,



Guy Smith  
President



Jason Heistad  
Executive Secretary-Treasurer

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## ***STATEMENT OF EQUALITY***

AUPE is committed that our functions will be protective of individuals' rights to contribute. Participants are expected to challenge and debate issues and not individuals. Participants shall engage in behaviours that are respectful of others race, gender, sexuality, ethnicity or occupation.

Behaviours that undermine participation such as harassment; racism; sexism; rude or crude remarks, take away from the rights of individuals to play a part in AUPE activities.

We encourage members to call each other "brother" and "sister." In doing so we promote our own solidarity and equality.

If you feel your rights are being violated, and you are not able to address it, talk to one of the AUPE staff or officers to assist you in dealing with your concerns.

# AGENDA

## THURSDAY, October 17

9:00 am - 9:30 am

### Call to Order

- Credentials Committee
- Acknowledgement of Treaty Land
- Minute of Silence
- Statement of Equality
- “O Canada” & “Solidarity Forever”  
led by Mike Dempsey, Vice-President, accompanied by Brass Quintet  
(Edmonton Musicians’ Association)
- Review of Fire Drill Procedure
- Rules of Order
- Adoption of Agenda
- Acceptance of 42st Annual Convention Minutes
- Presentation of Locals

9:30 am - 9:50 am

### President’s Address

9:50 am - 11:00 am

### Officers’ Reports

11:00 am - 11:25 am

### Report of the Anti-Privatization Committee

11:25 am - 11:50 pm

### Report of the Committee on Political Action

11:50 pm - 12:00 pm

### Presentation by P. Garvin, United Way

12:00 pm - 1:00 pm

### Lunch (Organized) - Hall D, Pedway Level & Hall C, Assembly Level

1:00 pm - 1:15 pm

### Credentials Committee Report

- Announcements

1:15 pm - 1:30 pm

### Centennial Project Video (Alex Janvier)

1:30 pm - 1:55 pm

### Report of the Environmental Committee

1:55 pm - 3:30 pm

### Report of the Legislative Committee

- Constitutional Resolutions

3:30 pm - 3:55 pm

### Report of the Human Rights Committee

3:55 pm - 4:25 pm

### Nominations for Executive Officers

- Explanation of Voting Procedure

6:30 pm - 9:00 pm

### Candidates Forum

## FRIDAY, October 18

7:15 am - 8:45 am

### Voting - Hall C

9:00 am - 9:30 am

### Credentials Committee Report

- Balloting Results

9:30 am - 9:55 am

### Report of the Members Benefits Committee

9:55 am - 10:20 am

### Report of the Membership Services Committee

10:20 am - 10:45 am

### Report of the Occupational Health and Safety Committee

- Resolution 2-1

10:45 am - 11:10 am

### Report of the Pay & Social Equity Committee

11:10 am - 11:35 am

### Report of the Pension Committee

11:35 am - 12:00 pm

### Report of the Women’s Committee

12:00 pm - 1:00 pm

### Lunch (Organized) - Hall D, Pedway Level & Hall C, Assembly Level

<b>1:00 pm - 1:15 pm</b>	<b>Credentials Committee Report</b> • Announcements
<b>1:15 pm - 1:45 pm</b>	<b>Centennial Project Presentation</b>
<b>1:45 pm – 2:10 pm</b>	<b>Report of the Young Activists Committee</b> • Resolution 2-2
<b>2:10 pm – 2:30 pm</b>	<b>Report of the Legislative Committee</b> • Constitutional Resolutions
<b>2:30 pm - 3:15 pm</b>	<b>Presentation of Life Memberships</b>
<b>3:15 pm – 3:45 pm</b>	<b>Guest Speaker</b>
<b>4:00 pm - 5:30 pm</b>	<b>Rally at the Alberta Legislature</b>

**SATURDAY, October 19**

<b>9:00 am - 9:15 am</b>	<b>Credentials Committee Report</b> • Announcements
<b>9:15 am - 9:45 am</b>	<b>Greetings from Public Interest Alberta, Friends of Medicare and Parkland Institute</b>
<b>9:45 am - 12:00 pm</b>	<b>Report of the Finance Committee</b> • Audited Financial Statements • Proposed Budget 2019/2020
<b>12:00 pm - 1:00 pm</b>	<b>Lunch (Organized) - Hall D, Pedway Level &amp; Hall C, Assembly Level</b>
<b>1:00 pm - 2:00 pm</b>	<b>Unfinished Business</b>
<b>2:00 pm – 2:30 pm</b>	<b>Swearing In of Executive Officers</b> Good and Welfare Adjournment – “Solidarity Forever”

## SONGS

### O' Canada

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

### Solidarity Forever

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

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

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

Chorus

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

Chorus

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

Chorus

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

Chorus

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

Chorus

## **REPORTS & RESOLUTIONS**

### **REFERRED TO COMMITTEES**

The following Reports and Resolutions are referred to the noted Convention Committees:

#### ANTI-PRIVATIZATION COMMITTEE

Report of the Anti-Privatization Committee

#### COMMITTEE ON POLITICAL ACTION

Report of the Committee on Political Action

#### ENVIRONMENTAL COMMITTEE

Report of the Environmental Committee

#### FINANCE COMMITTEE

Report of the Finance Committee

Audited Financial Statements for the year ended June 30, 2019

Proposed Budget 2019-2020

#### HUMAN RIGHTS COMMITTEE

Report of the Human Rights Committee

#### LEGISLATIVE COMMITTEE

Report of the Legislative Committee

Constitutional Resolutions

#### MEMBERS' BENEFITS COMMITTEE

Report of the Members' Benefits Committee

#### MEMBERSHIP SERVICES COMMITTEE

Report of the Membership Services Committee

#### OCCUPATIONAL HEALTH & SAFETY COMMITTEE

Report of the Occupational Health & Safety Committee

Resolution: 2-1

#### PAY & SOCIAL EQUITY COMMITTEE

Report of the Pay Equity Committee

#### PENSION COMMITTEE

Report of the Pension Committee

#### WOMEN'S COMMITTEE

Report of the Women's Committee

#### YOUNG ACTIVISTS COMMITTEE

Report of the Young Activists Committee

Resolution: 2-2

# OFFICERS' REPORT

## President Guy Smith



Greetings, and a warm welcome to all of you - the delegates, life members, guests, observers and staff - to your Convention. As we once again gather as the governing body of the largest, most diverse and active union in Alberta, I wonder what the handful of government employees who started us on our journey 100 years ago would say if they could be here now.

From the small, humble and uncertain beginnings of the illegal founding meeting of our predecessor union, the Civil Service Association of Alberta (CSAA), in a church basement a few blocks from where we are congregating for our Convention, to the loud, proud, colourful and very large gathering in our centennial year, it has always been about Unity Strength Protection – or Unitas Firmitas Protectio as our predecessors would say in Latin. This has constantly been the foundation of our strength and solidarity.

Over the past century, we have relied upon our collective solidarity to overcome many challenges and struggles and to continue to build into the largest and most vibrant union in Western Canada. And once again our strength and solidarity will be put to the test by the actions of our own provincial government.

The motivation that compelled our fellow workers to take the risks to form the CSAA 100 years ago is the same that requires us to stand up and fight back today: the need to agitate, educate, and organize as a union to fight for workers' rights; to stand up against bully governments and bosses; and, to shape a society for the benefit of all. This is why unions exist. This is why the CSAA was formed. And this is why AUPE has such an important role in modern Alberta.

When I look back at our discussions at last year's Convention, we had a clear understanding of what the future could potentially hold. We were correct. With the election of the UCP government we are now, once again, confronted with an ideology based on cuts, rollbacks, and an attack on workers' rights.

This is an ideology that protects the powerful and wealthy and ensures that their profits and power increase to the detriment of average workers, their families and their communities.

What could be more important than opposing powerful private interests by standing up clearly for the health, wellbeing and financial security of workers?

Nothing is ever given to workers by the bosses. It must be fought for firmly and confidently, and I am proud to see AUPE members, all of us, take on these fights. I am proud that we, as a union, have prepared for the current struggles and whatever may confront us in the future.

We flexed our muscle during the summer of action opposing Bill 9. We reminded ourselves, and each other, of our collective strength by letting our voices be heard, and showing our solidarity at worksites and in the streets.

We accepted - and embraced - the important challenge to keep building our resistance, our action and our resources to oppose an aggressive government and arrogant bosses knowing that the summer of action was just the beginning of many more significant struggles ahead.

We must continue these struggles by any means necessary.

Because, fellow workers, these are troubling times fraught with uncertainty, significant threats to our members, the services they provide, and our union as a whole. In fact, in our long and proud 100-year history, we are entering into a period of upheaval that has rarely been seen before.

You come to Convention at a historic moment for our union, and I am confident that all of you, and countless others across our great province, understand the imperative need to roll up our sleeves, put our shoulders to the wheel and commit ourselves, and each other, to work as hard as we can for the things that we hold dear through Unity, Strength and Protection.

### **Your Executive Team**

It continues to be an honour to work so closely with the dedicated leaders of the Executive Committee. They have been extremely busy, as you can tell by their individual and committee reports, engaging with and mobilizing members across the province.

In addition to having countless individual conversations with members and activists across the province about the issues affecting our members, they have provided leadership and mentorship to the components in their assigned regions. It is so important that they display their active leadership the way they have by being aware of the issues, discussing those issues, helping to build strategies to mobilize around those issues, and being present to participate in actions to defend our members.

Meanwhile, the members of the Executive team have never turned down an opportunity to embrace new challenges and experiences to enhance their leadership skills. Each member of the Executive is encouraged to be a leader in their own right and, although we are all different and have our own perspectives, we strive to work together to provide the level of top leadership our members need and deserve.

Sometimes, challenging situations and difficult decisions creates necessary debate and disagreement; but ultimately we focus on making the best decisions possible for the greater good of the overall membership.

Personally, I would like to thank each of them for their tireless work in communities and worksites across the province as they put in very long hours and travel massive amounts of distance on the highways and byways of Alberta.

I would also like to thank them for committing to high-level roles on a number of governance boards such as with our coalition partners and, more recently, the newly formed pension boards. Additionally, they need to be recognized for their increased exposure in the media and at broader public events.

At this Convention you, as delegates, will be selecting your Executive Committee for the next two years. I know you will make these serious decisions thoughtfully and judiciously, as the team you select will be leading us all into very turbulent times to take on some of the most serious challenges our union has ever seen.

### **Your Provincial Executive**

The Provincial Executive has remained focussed in their mandate to make decisions to the benefit of all AUPE members. Hours of lengthy debate, healthy discussion, and considered decision-making have ensured that, in between Conventions, AUPE as a whole is in good hands.

To this end, the Provincial Executive developed and implemented an ambitious and aggressive strategic plan that anticipated, prepared for and then responded to the mounting threats to the well-being of AUPE and our membership.

The first step in the plan was to hold pre-provincial election phone banks that could educate members on the platforms of the political parties, and the potential ramifications of those positions. With the help of many extremely committed activists, we called 36,400 members and had personal conversations with 11,200 of them, and more than 94% of the respondents agreed that:

- Whoever is running our government should properly fund public services to, at a minimum, keep up with population growth and inflation costs.
- Whoever is running our government should support public health care instead of privatization.
- We should keep our defined benefit pensions, and that we should have a say in how it's run with joint governance.

After the election, we wanted to create a space for members to talk about their concerns about the future of their work and of the province, and for us to explain AUPE's perspective on the challenges ahead.

We held a series of virtual telephone town halls, which gave members the ability to call in and speak to us directly. There were a total of over 37,000 calls by members into the town halls (one immediately following the provincial election and one regarding Bill 9).

The experience was incredibly valuable, not only for the members that were able to interact with us and have their voices and questions heard, and for everyone listening in, but also for me personally. The kinds of questions you

asked, your understanding of the situation, and your willingness to fight, shows me that you have internalized the threats to our rights and well-being, and that there is a genuine enthusiasm for pushing back against this government with everything we've got.

And the fight back has only increased since then. You took action and, with support of AUPE staff, organized and held numerous information pickets, rallies, had contact with MLAs, and had countless worksite and offsite discussions over the past few months. There is a reason it was called the "summer of action" as members stood up and had their voices heard in an unprecedented way.

We are workers raising our voices and exercising our solidarity on the streets. Workers standing in firm defence of their rights. Workers committed to doing whatever it takes to protect themselves and the services Albertans need. This is inspirational.

And we must continue to be inspired, motivated and determined as we build for increased intensity of action and enhancing the capacity for our members to recognize and embrace their collective power as workers and then put that power in to action.

Your Provincial Executive knows the solemn and substantial work ahead. As leaders, they know they must make the tough decisions to guide us all through some extremely challenging times that are likely to include legislative attacks on our rights, budgetary cuts to the services our members provide, and extremely difficult times at the bargaining table.

### **We Are Not Alone**

AUPE continues to work directly with pro-worker groups and organizations which, each in their own unique ways, and collectively as the broader civil society, continue to do work to improve the lives of Albertans.

Whether it be action and campaigns from Public Interest Alberta (PIA) and Friends of Medicare (FOM), or ensuring labour education in schools through the Aspen Foundation, or hard-hitting research from the Parkland Institute, AUPE is both reliant upon and reliable to these organizations. Although it sometimes feels we take on key issues on our own; these organizations give influence on and exposure to the broader social justice issues that impact the lives of workers and their communities in Alberta.

Likewise, particularly with direct legislative attacks such as through Bill 9, AUPE is working directly with other large unions such as UNA, HSAA, CUPE and the ATA to develop joint strategies and actions to push back against the regressive UCP government.

This is the first time in a long while that all public sector unions are under the same level of attack at once. And although AUPE has been the more visible union in the fight-back so far, I can assure you that the leadership and the membership of the other unions are preparing for the same level of struggle that we are.

Our support from, and for, private sector and industrial unions continues to build as we all recognize the real and potential threats to all workers, public and private, as the UCP government pushes ahead with its' agenda of reversing hard won labour rights.

There is massive potential for a level of inter-union solidarity that is unprecedented but absolutely essential if workers are going to be successful in defending their rights, their wages, benefits and pensions, and the work they do for Albertans. We intend on exercising this solidarity to its fullest degree in the months to come.

In addition to working closely with fellow Alberta unions, I must also give a shout out to the British Columbia Government and Service Employees Union (BCGEU), with which we have built a very strong relationship over time. We have taken many opportunities to enhance our solidarity, to learn from each other and to share ideas and practices that have been beneficial to both organizations. We look forward to strengthening the bonds of friendship and solidarity between us in the future.

### **Securing Pension Governance**

One area that all Alberta public sector unions worked closely on over the past year was ensuring that the previous government adhered to its long standing commitment to secure joint governance of the Local Authorities Pension Plan (LAPP) and the Public Service Pension Plan (PSPP).

This was a frustrating process that took longer than it should have due to the NDP government dragging its feet. But finally, legislation was passed late last year that ensured that our pensions would be governed and run by those who have a real stake in the health and strength of the pension plans: workers and employers. It also protected the

pensions from the type of political interference we witnessed in 2013/14 when we had to stand firmly to protect them against moves by the government to undermine pension security.

Could our pension plans be subject to this type of political interference and game playing we have seen in the past? Potentially, yes. The changes to secure joint governance resulted from legislation from a government that believed in the importance of the pension plans. The current, or a future, government can also reverse these changes, or worse, through legislation so we must always be diligent and watching for potential attacks on the pension plans.

### **The Next 100 Years Has Just Begun**

In this report I have touched on some key major points of overall significance. Regardless, there are literally hundreds of other issues that are dealt with immediately or on an ongoing basis. One thing is for sure there are never any dull moments. But that's what makes this work so compelling: constantly having to find innovative and creative ways to deal with new, and not so new, issues and challenges.

Fortunately, I thrive on these challenges; but there is no way I could even comprehend dealing with them without the hard work of our activists, the union stewards, elected officers, the Provincial Executive, the Executive Committee, and of course, our staff.

Although there are many sleepless nights when the brain won't shut off as it tries to figure out the multi-dimensional puzzles and mazes we are confronted with, I know I am not alone.

We truly are all in this together. That's why we need to work hard to respect each other, even when challenging each other to do better. Our union is beautifully diverse and entwined. Everyone needs to feel welcome, supported, respected and heard. In this regard, I don't believe we have reached our full potential yet. But this should be a common goal for us all, lest we succumb to the nasty divisiveness, lack of acceptance, and downright bigotry that is inflicting societies globally right now.

The only ones that benefit from us being fractured and splintered are those who would take advantage of us and wish us to be weak. I have made it my life's goal to unify workers and to build their capacity to take on anything that the bosses throw at them, together, and to strive to build a better world for all.

I encourage you all to work as hard as you can to this end with passion, fortitude, humility, and determination. Only then can we realize our true power, strength and solidarity as workers.

This is what those few brave souls were envisioning 100 years ago. This is what we owe them, and each other, today. Let's not let them, or each other, down as we forge ahead into our next 100 years with Unity, Strength and Protection.

In solidarity,

Guy Smith  
President

# **OFFICERS' REPORT**

## **Executive Secretary-Treasurer Jason Heistad**



### **Brothers and Sisters, Welcome to our 43rd Annual Convention**

(“Unitas Firmitas Protectio/Unity Strength Protection”)

It is my pleasure to welcome all the first-time delegates, life members and guests. This is my sixth year and second term as your Executive Secretary-Treasurer and I consider it an honour to represent over 100,000 AUPE members across Alberta. In terms of acknowledgements, I want to recognize everybody on the Convention Committee for preparing another successful Convention. Similarly, I want to recognize my wife, Sharla, and our children Emma, Claire, and Ella. I want to extend my thank you to the Executive Team, the Members, and the staff for all their support and assistance through out the year. I especially want to thank all of you participants and the rest of the AUPE members for making this Union a strong organization.

The Union is a supportive and caring family and I would like you, the seasoned veterans of this Convention, to please make the effort to respectfully engage those new or first-time delegates. As you know, this time of year can be overwhelming, especially for first-time participants. We might be facing some tough times as a Union, as a new government was elected early in the year in Alberta. As such, we will all need to strengthen our working collaborative relationships to face these challenges as collective impact can go along way.

We have faced past challenges together and will continue to do so to deter any government counter-productive measures and policies that may negatively impact our members and our collective essence in the Union. While it is easy to understand that governments are elected to make policies, it is harder to understand why new elected governments choose to continue to make similar mistakes, such as in the case of the nineties.

We are here to remind this recently elected government that we at AUPE do remember those detrimental financial policies that resulted in difficult times for servicing Albertans in general. If services in this province are cut, Albertans will be impacted and stretched to maximum capacity. The question remains: why does the provincial government continue to pursue fiscal solutions that will produce the same results as in the past; just savings and shortage of needed services for Albertans? Fiscal solutions translated into cuts produce only short-term temporary savings and fail to account for a more comprehensive fiscal agenda that strengthens the economy through the promotion and creation of jobs with decent salaries, benefits and pensions for Albertans.

We are here, united, to remind this elected government that for services to function properly and to serve Albertans, these need to be funded adequately. In order to service Albertans properly, these jobs need to be staffed with workers like yourselves as it is workers across generations that have made this a great province. AUPE, as the largest union, has led the way in providing highly needed services to Albertans. Over the years, AUPE has accomplished many victories, whether that’s through grievance, arbitrations, at the picket lines or just calling members who may be dealing with a difficult situation, to offer support and to advocate on their behalf. That’s just what we all do at AUPE.

To date, there have been busy bargaining years advocating fair collective agreements for the hardworking people in this amazing province. I would like to take the time to recognize some major highlights and accomplishments of the union before all of you of as your Executive Secretary-Treasurer.

### **Importance of Financial Reporting’s Enhancements and Budget**

Through the enhancement of our policies and budget practices, I have maintained regular contact with Cecilia, AUPE’s Finance and Accounting Manager. It is important to keep an eye on the budget and adapt it as circumstances change. Through this enhancement, we have continued auditing our books to ensure fiscal accountability and transparency.

During the last two years, we have increased our insurance to mitigate any risk which may impact AUPE as a whole. This has been done by building a trusting relationship with both the Finance Committee and the Provincial Executive Building Sub-Committee. This work can't be attained without collaboration by all our valued Committee members (e.g. Finance, Pension, and Members' Benefits).

### **Locals / Area Council - Education and Financial Literacy**

Ongoing training facilitates that the expenditures of the union are in compliance with policies and procedures. It also facilitates knowledge of financial procedures for Local and Area Council elected members. With new practices and emerging technologies, these represent opportunities to increase efficiency and the quality of financial services and reporting for our Locals. For example, we continue to work with our main banking institution, ATB, streamlining services when conducting transactions and setting up online services for our members. We continue to ensure that standards, structures, and processes that provide the foundation for carrying out such services align with our internal controls across AUPE. As such, technological performance and accurate reporting continues to be evaluated in a systematic way with our banking institution. We are working with ATB to ensure Locals receive timely responses when conducting their banking operations.

### **Property Infrastructure/Office: Camrose, and New AUPE Headquarters**

Adequate space has been leased and refurbished for our members in Camrose. The completed and renovated office space looks great and offers easier access than the previous office. Due to increasing servicing requirements, space at the Calgary office had to be renovated. Approximately four years ago, I received approval from the Provincial Executive to research a site for the design and construction of a new AUPE Headquarters. The intent of the search for a new site was for the members to have access to larger and enhanced educational and training facilities when visiting Headquarters, as well as to account for staffing growth needed to serve the membership. At last year's Convention, as some of you may know, I was very pleased to report that PE approved the purchase of a site (known as the home Fire lands) by the Hyatt on the West End. Through oversight by the PE Building Sub-Committee, appointed by the PE Board, and the Finance Committee, the work has continued and we reached another milestone through the servicing agreement permits which allowed AUPE to proceed with the shell and project envelope at the mentioned site.

Please feel free to reach out to any of the PE Building Sub-Committee members attending Convention or myself so that you can learn more about the new AUPE Headquarters, its' design, and construction details.

## **COMMITTEE HIGHLIGHTS**

### **Members' Benefits Committee**

The Members' Benefits Education Sub-Committee reviews applications and allocates funds for members' children advancing their education. I am proud that through the Education Fund, AUPE is able to encourage furthering post-secondary education for our members. For this year, the Education Sub-Committee at AUPE awarded over \$147,500 in Education Bursaries to members and their children. As approved by Provincial Executive, for 2019-2020, the Members' Benefits Committee will be allocating part-time bursaries to our members for continued personal learning opportunities. For the Benevolent fund, we have continued updating policies and bylaws as well as streamlining the process for members applying for funds from the Members' Benefits Committee. This past year, we also have been able to assist those members who have needed AUPE's help through our Benevolent Fund, allocating over \$244,185 in assistance.

### **Finance Committee**

The Finance Committee provides advice on AUPE's finances, including planning and audit of the budget, reviewing and enhancing financial policies, and setting and recommending financial direction for AUPE. The Finance Committee has continued its sound advice suggesting and recommending financial decisions to the Provincial Executive for final approval.

### **PE Building Sub-Committee**

The PE Building Sub-Committee was struck to provide direction and advise on the design and construction of the new AUPE building. The PE Building Sub-Committee has been continuously engaged and has provided guidance and recommendation to PE for the financing and design of the new AUPE Headquarters. More specifically, the Building Sub-Committee provided feedback for the Terms of Reference, outlining roles and responsibilities, as well as with

the overall design and construction of the building. The Building Sub-Committee also provided input into the guiding principles that identified the general design and construction of the building.

### **Pension Committee**

During the past year, the Committee has focused on improving the PSPP/LAPP education training (as per the Convention Handbook for 2018). As of March 2019, PSPP and LAPP effectively have been given full pension governance. This is what AUPE and the labour coalition had been striving for the past twenty five years.

### **Future Leadership**

In 2018, we continued providing Leadership Training for the AUPE Provincial Executive, as well as Local and Chapter levels. Starting in November 2019, the Pension Committee, at AUPE, will be offering Financial Literacy Assistance through Solareh, the benefit provider to all our members. For the benefit of our members and AUPE overall and as highlighted earlier, I will continue supporting the successful completion of the new AUPE Headquarters.

### **Concluding Remarks**

In conclusion, serving you in this role of Executive Secretary-Treasurer continues to be a tremendous honour and a humbling experience. I look forward to working with all of you and the challenges and opportunities this role may bring. This includes providing timely and high-quality support to our members and working collaboratively with the Executive team, and AUPE Management, and staff. There is also an ongoing need to provide supports for our members in a way that facilitates work effectiveness, enhances communication and empowers innovation and creativity. As AUPE grows (i.e. its membership and staff), and work place environments face more challenges and become more complex for our members, there is an increasing need to continue communicating in order to be more responsive.

In closing, serving you as the Executive Secretary-Treasurer with the ongoing support from my family continues to be my greatest accomplishment. Similarly, our continued resiliency and collaborative teamwork as a union, from both members and staff as well as our labour-friendly allies, can be used as a benefit to face our ongoing struggles as we continue to work to renew our strengths to respond more effectively to employers and governments unfair labour practices. It is with this ongoing sense of pride in the labour movement that I say to you it is in the best interest of our Union to continue working together and remain vigilant and be ready to respond adequately and nimbly.

In solidarity,

Jason Heistad  
Executive Secretary-Treasurer

# OFFICERS' REPORT

## Vice-President Mike Dempsey



Dear Sisters, Brothers, and Fellow Workers!

I bid a hearty welcome to all of the delegates, observers, and guests of the 43rd Annual Convention of the Alberta Union of Provincial Employees!

I was first elected to serve six years ago, for which I thank you for allowing me the great privilege of representing you! The work is often hard, and the hours are lengthy but, at the end of the day, I would not hesitate to do it again! New friendships are made, old ones renewed, and problems are addressed and hopefully resolved.

To those Convention delegates who are new, here's my bio: I am an Environmental Protection Officer from Local 12 (Government of Alberta) – currently on a Leave of Absence - who has worked in the mountains, forests, and waterways of Alberta for over 34 years. I have been active in the union for most of those years, serving on my chapter exec for 31 of those 34 years, 4 years on the Anti-Privatization Committee under VP Guy Smith, almost all Local 5 executive positions including Provincial Executive, and 4 terms on the General Services Bargaining Committee, including 2 as vice-chair. Prior to being VP, I served as a strike captain in Edmonton and Calgary at Monterey, Revera Riverbend, and Hardisty, and have taken most of the courses offered at Labour School over the years while I was in those executive positions.

I am the Vice-President currently representing northeastern Alberta. I have also represented both Edmonton and Central Alberta in the past. In addition, I have served for 5 years as a board member of the PSPP (Public Service Pension Plan), 1 year on the new Sponsor Board for the PSPP (under the new Governance Framework), and am also just completing my first year as a board member of the LAPP (Local Authorities Pension Plan). I have also been extremely privileged to chair the Committee on Political Action for my whole tenure as VP. Finally, I also sit as an ad hoc member of the Pension Committee.

The number of opportunities I could engage you, the member; in one-on-one conversation was what I looked for, and what I continue to look for. Whether it was at a Bill 9 Information picket, a Centennial event, a new regional office opening, attending and assisting in well over a hundred member meetings each year, or assisting at a BBQ at a Chapter, Local or Area Council social, I found that each and every event or meeting I attended brought me fulfillment and a greater understanding of our members' needs.

Now, let's look at the highlights (and lowlights!) of the past 12 months, as seen by this VP.

### **Bill 9 Public Sector Wage Arbitration Deferral Act**

I will start off my take on the now infamous Bill 9 with a quote from my report from last year: "Maybe by the time you've read this, you've got a new contract. If you do, and it's got 0's too, I'm hoping that means our contract language is rock solid, and can survive an attack by a potentially unfriendly government."

Sadly, the zeros came to pass. Most of our members – especially all those who work directly for the GOA, and AHS, some 71,000 of us – could not obtain more than zeros in our last contract. As part of the mediated contracts, we accepted zeros in exchange for strong language to protect us from privatization and layoffs for a couple of years, as well as agreeing to go to arbitration for a 3rd year wage reopener if we could not agree at the table on a wage increase for the 3rd year.

We did not agree, off we went to arbitration, and after arbitration was commenced for the GOA, the UCP government introduced and passed Bill 9, which 'defers' arbitration until after October 31, 2019, in order to allow the UCP's

Blue Ribbon Panel to tell all Albertans how greedy we are and in order to allow Jason Kenney to assist the federal conservatives in the fall election without having us there to annoy him with our silly legal contracts.

So what are we doing about this? As I write this on July 25th, four different courses of action are in play. On June 24th, we filed with the Court of Queens Bench to challenge Bill 9 on grounds it violates our Charter of Rights and Freedoms. This will take months. We've also asked for the courts to grant us an injunction in order to go ahead with wage arbitration (you will know as you read this if this has been granted). Thirdly, we are in the midst of numerous Bill 9 information pickets throughout the province in order to protest this violation of our contracts, and to inform our own members and the public of this violation to our rights to negotiate in good faith. Lastly, our members are making this displeasure known to their MLA's through letters and visits. This last step is arguably the most important step we can take. One-on-one meetings with your MLA are absolutely essential in helping the UCP government realize the error of its' ways when they picked a fight with Alberta's largest union. We hope it will be withdrawn, but are sceptical that this will occur.

Most ominous of all, we expect that this legislation is just the forerunner of more regressive labour legislation to come in the fall. More on this can be read in my COPA report.

### **Wildfire Management Branch Lookout Observers**

In early April, it came to my attention that the Department of Agriculture and Forestry issued what is called the "INTERIM Operating Directions for Lookout Observers", which is a document they unilaterally used to replace portions of a Letter of Understanding - Lookouts (SUB 5 of the GOA Contract) which stipulates how Lookout Observers will be remunerated and get days off. The Employment Standards Code had changed the previous summer and the Employer felt an obligation to upgrade the LOU. All well and good, except they never consulted AUPE on drafting a new LOU and, hence, violated our Collective Agreement! Consequently, many Lookout Observers (about 120 of them) found their pay reduced by up to 30-50% when the fire hazard was low to moderate, and were forced to take days off even if they had no way out of the tower (many are fly in, or via trails of questionable passage in inclement weather).

In addition to violating the contract, this unilaterally decided LOU threatened to and did jeopardize the public's safety by not ensuring that the towers were manned at all hazard levels. A number of fires grew to considerable size before being detected by the public or other agencies.

We attempted to engage the Public Service Commissioner and sit down and craft a new LOU. The employer was not interested in meeting with us. In the meantime, over 60 grievances were filed and several Observers resigned. A CBC investigative journalist caught wind of the implications of this policy, and I conducted an interview with their team in early June. The story went local, provincial and national within a week, and - lo and behold - the PSC for the Department suddenly agreed to sit down with us and grant an exception to the Labour Standards Code.

As I write this, the GOA official response was just released, and they are blaming the previous NDP government for the change in labour code as being the culprit behind the whole kerfuffle. The truth is, we told the new UCP government immediately of the issues, and we could not engage them for over a month, and not until we went public.

It's nice to get a win once in a while. Thanks mostly to the many brave men and women working our towers who stood up, made noise, filed grievances, and made enough of a difference to help make this serious public safety issue, well, public. Thanks also to our great staff in Communications who helped secure the assistance of the CBC as well as make this public on our own social media platforms.

### **Living Waters Strike**

None of the Living Waters School Division schools are in my area (Whitecourt, Edson, and Slave Lake). However, that being said, this is arguably the most important reason the union exists, to provide support and resolution to labour disputes, especially when you have an employer who is being knuckleheaded, as was the school board of the Living Waters Catholic School Division. For this reason, I attended and helped out wherever and whenever I could, as did the other VPs. The 120 support staff of the division had reached an impasse with an employer who didn't even show up to bargain properly, and had a multimillion-dollar surplus. Although a well attended information rally in Whitecourt should have driven home the message that these folks were serious, nevertheless strike action was required for several weeks to help the employer see the error of their ways. The strike came to a more or less satisfactory conclusion (a mediated settlement) and did deal with the most serious of issues: defined hours of work, and a slight bump in pay.

## **Site Visits**

Other than supporting members on strike or lock out, site visits are the most important activity a VP can partake in. Let's face it: many of our members will never go to a Chapter meeting, so it is important that we make it to as many sites as we can, so that we can hear the concerns of all the members, and not just the ones who are active. We also need to see the working conditions our members are exposed to, so that we can fully understand what they are talking about when they raise an item of concern.

For these reasons, I am attempting to do as many site visits as I can. Usually I try and do this by combining a meeting with the visit, if at all possible. In this manner, I have been able to tour most of our hospitals and continuing care facilities in the north east in the past year, as well as several provincial buildings and colleges.

If re-elected, I encourage all the Local and Chapter Chairs in my area to contact me to do site visits in the coming months! Many of our members never attend a Chapter meeting and have limited understanding of the benefits of union membership. In addition, visiting a site helps the executive to get an understanding of the worksite challenges and working conditions. This will help us to be better advocates for you.

Many thanks to the MSO's in my area for help making these many site visits happen!

## **AUPE Centennial**

On March 26th, AUPE celebrated its 100th birthday. It was on this day in 1919 in the basement of the 1st Presbyterian Church, Edmonton, that a few brave souls got fed up with terrible working conditions and lousy pay, met illegally, and formed the CSAA - the Civil Service Association of Alberta - the precursor for AUPE, which grew out of the old CSAA in 1976.

In order to celebrate this historic event, a number of celebrations were planned and executed, starting with the unveiling of two Alex Janvier paintings in the legislature on March 18th, the first day the legislature sat for its spring session. These paintings - Sunrise and Sunset - serve as a reminder to our elected officials of the importance of provincial employees to high quality, sustainable publicly delivered provincial services, now and into perpetuity.

Centennial BBQ's were planned and executed at all our regional offices, as well as with the assistance of Locals, Chapters, and Area Councils in many other communities. We also had a float commissioned, and with the assistance of many of our members, successfully attended many parades, from the Calgary Stampede to Westerner Days in Red Deer, and many in between.

## **Pension Governance**

On December 5th, 2018, the *Joint Governance of Public Sector Plans Act* was passed by the Alberta Legislature and proclaimed into law. As of March 1st, the government generally, and the Minister of Finance specifically, was no longer in control of our pensions. Instead, the responsibility for administering our pensions now lies solely with the Boards and, as a matter of course, their sponsoring bodies (unions and employers). In the past, our pension board could only recommend changes to the plan that would benefit members as well as the overall health of the pensions. Now we will be able to make the changes directly. This should have the effect of speeding up decision-making by months and, in some cases, years. In order to take on this additional work, the boards have been reconfigured. The PSPP Board has been replaced with the PSPP Sponsor Board and the PSPP Trust Board. The LAPP has a similar restructure. Think of the Sponsor Board as the Board that sets and implements rule changes. The Trust Board, on the other hand, has the fiduciary responsibility to ensure that the investment guidelines, principles, and practices are being followed that will ensure that set contribution rates are adequate to provide all plan members with a defined benefit plan now and into perpetuity.

I was a trustee on the PSPP Board prior to the legislation being passed. I am now a board member of the PSPP Sponsor Board as well as the LAPP Sponsor Board. Needless to say a great deal of my life has been dedicated to seeing this transition through to its logical conclusion. Sadly, it has meant that I have not (and will not) be able to make as many Chapter meetings and site visits as I would normally, but it is all to the benefit of our members. FYI, Jason, Susan and myself are representing AUPE on the PSPP sponsor board, while Guy and myself are representing AUPE on the LAPP Board.

## **Member Pension Education**

Three years ago, we made a promise to deliver more pension education to our membership, by way of a cooperative agreement with Alberta Pension Services.

We kept that promise.

Please support this initiative and attend a session if you are in a pension plan, (PSPP or LAPP) whether you are on the verge of retirement, mid career, or just starting out. You will learn the benefits of your defined benefit pension plan, and how it fits into your financial future, post retirement. Pay attention to this benefit, and be aware of its value, for with the UCP now in power, they will take a run at our plans, or our members ability to belong to them, and that is a guarantee. The more you know, the more you can be prepared to help fight to prevent detrimental changes to the plan or other legislation that could interfere with them.

As I write this, both the PSPP and LAPP are fully funded.

Many thanks to Jason Heistad, our Executive Secretary-Treasurer (and fellow pension board member) who helped realize this commitment.

### **The Year That Was**

Ok, here's what I've had the privilege of doing these past twelve months, on your behalf, or with you, in one capacity or another!

About 204 different activities/meetings logged, not including the driving in between, or the preparation! An activity could be an hour-long meeting, an AGM in Fort McMurray, or 6 days of Kids Camp in the mountains.

Some of the highlights...

Grievance Review Board (GRB) hearings.

AUPE Kids Camp

Living Waters School Division Strike Support, Whitecourt and Slave Lake

AUPE Centennial Regional Events

AUPE participation in many parades throughout Alberta

Bill 9 Rallies and Info Pickets

Local 5 Forestry Lookout Observer Memorandum of Understanding

Local and Chapter Meetings: NE, NW, and Edmonton Regions.

Site Visits

Local and Chapter AGM's

Bargaining Conferences

Public Interest Alberta Events (PIA)

Committee on Political Action Meetings (I chair this, one every six weeks on average)

Grandparent's Day picnics – in Edmonton, and communities in the northeast

Meetings with Government and Opposition MLA's

Executive Meetings (once a month)

Executive Retreats (1-2 per year)

Provincial Executive Meetings (PE: once every two months)

Public Service Pension Sponsor Board Meetings (once every 2-3 months)

Local Authorities Pension Sponsor Board Meetings (once every 2-3 months)

Pension Governance and Investment Conferences and Training

Area Council Meetings and Events

Labour School

AUPE Election Forums

AUPE Annual Convention

Special events (retirements, memorials, funerals)

### **Thank You, Thank You, Thank You!**

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

I would like to express my gratitude, appreciation, and affection to the entire executive of AUPE; brothers Guy Smith, Jason Heistad, Rod Feland, James Hart, as well as sisters Karen Weiers, Susan Slade, and Bonnie Gostola for the companionship, assistance and encouragement they gave me this past year.

I am extremely appreciative of the skill and work ethic of the employees of AUPE! Our MSO's, researchers, organizers, labour relations experts, educators, and the administrators of our union without whom we would not be successful. Our staff is terrific! You rock!

I would like to single out the now retired pension guru for AUPE, Larry Murray, for all his assistance in mentoring me in all things pension related as well as for helping us obtain governance!

Much gratitude and thanks must go to my spouse Heather. She's put up with me being away more often than not, working on union commitments even when I'm home, (and sometimes on holiday!!) and even lending her assistance when she can, she was 'all in' in her support for our membership and me.

I'm saving my biggest accolades for Executive Office Assistants Cheryl Austin, Mary Guido, and Tammy Lamoureux! You three are simply amazing! Thanks for all your help and assistance with my often complicated travel arrangements, reminding me of important report deadlines and meetings, and generally making my busy life much more manageable!

Yours in solidarity,

Michael Dempsey,  
Chair, COPA Committee  
Public Service Pension Sponsor Board Trustee  
Local Authorities Pension Sponsor Board Trustee  
Vice-President, AUPE

## ACTIVITY REPORT (Mike Dempsey)

JJuly 16	COPA Meeting	November 27	Local 54 Meeting
July 18	Progress Alberta Meeting	December 1	Local 95, Calgary
July 19	Century Park (Local 47) Rally, Vegreville	December 3	Local 40 site visit, Vegreville
July 20	Kids Camp Training, Edmonton	December 4-5	Executive Meeting, Pigeon Lake
July 23 – 30	Vacation	December 6	Alberta Pension Service Meeting, Edmonton
July 31	Pension Board	December 10	Local 118-25 Emcon, St. Paul
August 1-3	AIMCO Meeting	December 12-13	(PSPP) Public Service Pension Board, Edmonton
August 1-3	Reports and Administration	December 14	Meeting with Stephen Mandel, leader of Alberta Party, Edmonton
August 7-8	Vacation	December 15	Camrose Area Christmas Party
August 10	Video Coaching Training and Acting	December 17	Pension Committee, Edmonton
August 13-22	Vacation	December 18	Local 47 Meeting
August 24-31	AUPE Kids Camp	December 19	Pension Board Luncheon, Edmonton
September 5	Grandparents Day Picnic, Edmonton	December 20	NAIT Board of Directors Luncheon
September 6-7	PE Meeting	December 27-28, 31	Executive Meeting
September 8	Local 56 Edmonton	January 2-4	Vacation
September 8	Local 6	January 8	Vacation
September 10	Local 2-2	January 10	LAPP (Local Authorities Pension Board)
September 10	Local Chairs, Calgary	January 11	Sponsor Board Meeting, Edmonton
September 12	Local 49-6	January 12	Local 40 Site Visit, Bonnyville
September 13	Sherwood Park Grandparents Tea	January 15	Local 56 Meeting, Edmonton
September 13	Local 5	January 16	Locals 2, Chapter 2, 6, 12 Meeting, Edmonton
September 14	GRB	January 17	PSPP Sponsor Board Meeting, Edmonton
September 14	Locals 2 & 3	January 17-18	Financial Literacy Seminar
September 14	Pension Governance	January 19	Working Short Sub-committee Meeting
September 14	Local 12	January 19	COPA Meeting, Edmonton
September 17	Centennial Committee Meeting	January 23	Local 2 Meeting, Edmonton
September 18	Locals 47 & 57	January 24	PSPP Board Meeting, Edmonton
September 18	PSPPP Meeting	January 25	CFA Forecast Dinner, Edmonton
September 19	PSPB Meeting; Health Sector Conference	January 26	Edmonton Chamber of Commerce Luncheon with Rachel Notley, Edmonton
September 20	Local 1 Camrose, Pensions	January 27	Local 20, Leduc, Local 3 Edmonton
September 21	Living Waters School Division Info Rally, Whitecourt	January 28	Local 71, Edmonton
September 24	Living Waters School Division Info Rally, Whitecourt	January 30	Advocacy Training, Sherwood Park
September 25-26	COPA Meeting	January 31	Pension Seminar, Edmonton
September 27	Locals 40 & 49	February 1	Local 1 and 118 Meetings, Edmonton
September 28	Friends of Medicare Fundraiser	February 2	Local 1 Meeting, Edmonton
September 28	Local 46	February 4	Executive Meeting
September 30	Fort McMurray Area Council Fundraiser	February 5	Local 47 Chapter AGMs, Vegreville
October 2-3	Living Waters Strike Support, Whitecourt	February 7-8	Provincial Executive Meeting
October 4-5	Executive Retreat, Pigeon Lake	February 12	Local 60-2 AGM Vegreville, Local 47-26 AGM Chipman
October 10-14	Convention	February 13	Local 1 -6 AGM Barrhead
October 16-17	Living Waters Strike Support, Slave Lake	February 15	Vacation
October 24	PSPB Meeting	February 19	Local 43-11 AGM, Edson
October 25	AIMCO Symposium	February 20	PSPP Sponsor Board
October 26	Local 118 Meeting	February 21	Grievance Review Board
October 29	St Paul Meet and Greet (Informal Intro to the Union)	February 22	LAPP Sponsor Board Meeting, Joint Trust/ Sponsor Board meeting
October 30	Article 29 Training	February 25	Local 49-6 Capital Care AGM Sherwood Park
October 31-November 2	Pension Investment Conference, Edmonton	February 26-28	Administrative work and 1 day medical leave
November 5	Executive Meeting	March 1	Local 47-23 AGM Edmonton
November 7	COPA Meeting	March 4	Local 1-2 AGM Athabasca
November 8	Pension Governance Meeting	March 5	Local 49-2 AGM Edmonton
November 14	Edmonton Chamber of Conference Leaders' Luncheon.	March 6	Local 118-9 AGM Sherwood Park
November 15	Local 56-5 Christmas Meeting, Boyle		Local 1-4 Inaugural AGM Vermilion
November 16-18	PIA Conference		Local 54-9 Camrose
November 17	Local 2-2 Meeting		
November 19-23	Financial Literacy Conference, Vancouver and BCGEU Meeting		

March 7	Collaborative Education Working Group APS Local 56-5 Athabasca	May 29 May 30 May 31	Local 42 AGM Local 49 AGM COPA Meeting
March 9	Local 3-7 AGM Edmonton	June 4	PIA (Public Interest Alberta) Dinner Meeting
March 10-14	Labour School, Jasper	June 5	LAPP Sponsor Board Meeting
March 18	Unveiling of Alex Janvier paintings at Legislature Local 56-6 AGM Cold Lake	June 5-6 June 10 June 11 June 12	PE Meeting Local Chairs Meeting Local 71-4 BBQ Lakeland College, Vermillion Local 56 Bi-election, Edmonton Local 38 Staff BBQ, NAIT
March 19	Local 71-8 AGM Portage College, Lac La Biche	June 13	Legislature, Bill 9 First Reading
March 20	Local 3 Chapter AGM Fort Saskatchewan Correctional Center	June 14 June 19	Pension Related, Wealth Mastery Event, Calgary Local 49 Meeting
March 21-22	COPA Meeting	June 20	Camrose Office Grand Opening
March 23	Migrante Alberta Fundraiser	June 21	Grievance Review Board
March 25	Local 43-8, Local 40-4 AGM's, Vegreville	June 22	Pension Governance Meeting
March 26	AUPE Centennial Celebration, Edmonton	June 24	Peace River Centennial Event
March 27	LAPP Strategic Planning Session, Edmonton, Local 47-10 AGM Cold Lake	June 26	Article 29 Meeting
March 29	LAPP SGC (Stakeholder Consultation Group)	June 27	Kids Camp Training
March 30	Local 2-2 and Local 3-4 AGMs, Edmonton	June 28	Vegreville Bill 9 Info Picket
April 2	47-5 AGM Athabasca	July 1	Tofield Bill 9 Info Picket Canada Day Parade
April 3	Joint PSPP Sponsor and Trust Board Meeting Local 12-14 AGM Edmonton	July 2	Local 69 Float Assistance
April 4	Local 5-8 AGM Lac La Biche	July 3	Lamont Bill 9 Info Picket
April 5	Local 47-36 AGM, Fort Saskatchewan	July 4	Two Hills Bill 9 Info Picket
April 8	Local 118-24 AGM, Fort McMurray	July 5	Westlock Bill 9 Info Picket
April 11-23	Vacation	July 9	Calgary Stampede Parade
April 24	Local 5 AGM	July 11	Leduc Bill 9 Info Picket; Change Management Interview, AUPE
April 26	Day of Mourning	July 16	Executive Committee Meeting
April 29	Local 118 Chapter 16 AGM City of Cold Lake	July 17	PE Special Meeting (Article 29)
April 30	Local 43 Chapter AGM, St Paul	July 18	Red Deer Parade
May 1	Centennial Meeting	July 19	Annual Reports for Convention
May 2-3	Local 46 AGM	July 20	Edmonton Royal Alex and Glenrose Bill 9 Info Pickets
May 4	Local 4 AGM	July 22	Camrose Centennial BBQ
May 6	Local 56 Chapter AGM	July 23	LAPP Special Sponsor Board Meeting
May 7	Athabasca Area Council AGM	July 24	COPA Meeting
May 8	Local 47 AGM Local 69 - Athabasca University - AGM	July 25-26 July 26-31	Edmonton Area Council Social Event AIMCO Meeting Millwoods Bill 9 Info Picket Annual Reports for Convention Vacation
May 9	Article 29 Prep		
May 10	Local 20 AGM Leduc Local 56 AGM		
May 11	Local 2 AGM Local 12 AGM		
May 13	Pension Committee Local 38 AGM		
May 14	Local 43 AGM		
May 15	Edmonton Area Council AGM		
May 16	Grievance Review Board Hearings		
May 17	Local 3 AGM		
May 21	Article 29 hearing Vermilion Area Council AGM		
May 22	Meeting with NDP MLA Heather Sweet		
May 23	Lloydminster Area Council AGM		
May 24	Local 1 AGM Local 57 AGM		
May 25	Local 54 AGM AUPE Centennial Celebration Athabasca		
May 27	Executive Meeting		
May 28	PSPP Sponsor Board Meeting		

## OFFICERS' REPORT

### Vice-President Rod Feland



Welcome to Convention Brothers, Sisters and Honoured Guests!

I want to thank each delegate for putting your name forward, and agreeing to participate in one of the purest forms of democracy. That is what Convention is, my friends: democracy in action. We get to rekindle old friendships, make some new ones, and deal with some of the heavy lifting that is needed to run a union. It's a demanding and important responsibility, and one I am sure you as delegates are prepared to embrace. It seems like such a short time ago we were here last year, setting the direction for our Union. Perhaps that's because this has truly been a year of action. Not even a full year into my term as a Vice-President and I was walking picket lines for a fair deal with Living Waters. We came straight out of Convention and back onto those picket lines, but for only a brief time as they soon had a mediated contract settlement. Thank goodness that strike was short lived, but it was also a foreshadowing of things to come.

We had a busy AGM season (especially with the addition of OHS committee elections). A lot of changes, some new leadership at Chapter and Local levels, and some new faces at Provincial Executive too. Thank you to all of you who stepped up or continue to do the work for the members. Connecting them with the union and getting them informed, engaged and active is one of the most important things you can do! That, and being a Steward on the worksite. Sometimes members don't know who the union is until they are in trouble, so thank you to the Stewards for being their advocates.

There are a number of people that I would like to thank. I can't say enough about the support of Cheryl, Mary and Tammy in the Executive office. They really do help keep us on an even keel. I am already missing Cheryl, but her retirement is well deserved. Wishing her the best and hoping she visits often, as she will always be in our hearts. There are so many staff that work tirelessly to make this ship run. I can't begin to thank them all, but some that come to mind are Des, Gil, Julie, Trevor, Carl, and so many more. A good union attracts good people, and we have the very best! I especially want to thank the rest of our executive; Guy, Jason, Susan, Karen, Mike, Bonnie and James. Thank you for mentoring me, supporting me, pushing me, even relying on me. It's been a great experience so far and I feel like I am just hitting my stride!

In the last four years, the NDP did not exactly cozy up to us as a labour organization. While there were some very good things that they did in terms of legislation, there were some others that left us scratching our heads. Probably the most confusing was the change to OHS laws and regulations. Employer/Employee committees were now strictly defined by "worksites". We are organized in Locals and Chapters. That may not translate well when you have multiple worksites under the new definitions, and the chapters we are organized in may not be actively engaged on all of those worksites. We had to play a lot of catch-up, and employers sought to delay things as long as possible. Even as I write this, they are still delaying in hopes that the legislation will be changed or repealed. Don't despair if that does happen.

Getting involved in workplace health & safety is one of the best ways to get members to participate. But, it's not the only way. You can take some basic union courses to find out what it is your union does, and how we can empower you as members to become a vital part of this union. There's your own Locals and Chapters, and their sub-committees. There's the Union Standing Committees. There's Area Councils. If you want to be involved, there is a place for you to start. We are only as strong as our members, and we take our direction from YOU! Just like a grievance, you have to take that first step and get involved. Now here I am preaching to the choir, but the point is you have to

take this message back to your own worksites and your own members. Their rights are not going to be enforced by themselves. They need each member to stand up for what is right!

I was told that there were some “quiet times” in the year when it was best to plan any vacation time. Apparently, April 16th changed all that with the election of a new government. Then came the “summer of repeal,” and so many information pickets! Déjà vu: walking picket lines again! Since the June PE and the writing of my report, I’ll have been to 9 pickets and a couple more planning/information meetings. I’m sure there will be many more, with five scheduled into the end of August, and more popping up daily. It’s a good start, and we are building our members knowledge and capacity for how to defend their rights.

Where will we be by the time Convention actually rolls around? Bill 9 has been an insidious piece of legislation. That this government would draft something that breaks our contracts and denies our constitutional rights is not surprising. That they would dare to enact it was appalling, (though notice they waited until the end of the school year and the start of vacations before giving it royal assent). No more teachers, no more books, and no one paying attention to what the government is doing to the public sector. But we noticed, and we responded. I hope to report on how well that response has continued to build.

How prophetic that this is our Centennial year. Our predecessors had to meet in secret because they were breaking the law when they formed a “union”. Here we are 100 years later, fighting another unjust law. But we are also celebrating, because we have made so many gains since then! I hope you all had opportunity to take part in one of the regional Centennial celebrations. We need to take the time to celebrate our heritage, our tenacity, and our solidarity. We are here to stay!

There is so much more I would like to include. From our chaotic schedules during the Annual General Meeting season to the camaraderie and mentoring at Labour School to the member engagement sessions leading up to the provincial election. At least we got a better idea of the kind of candidates that would soon be running our province (not a very deep field). The telephone town halls to try and gauge how we should respond to this new government. The temporary travesty of the GOA Forestry department ignoring the collective agreement, and implementing a pay and scheduling change that left fire tower employees down-trodden, and the public at risk. Or the wildfires in the north and evacuations and alerts in High Level, Manning, Paddle Prairie, Le Crete, Slave Lake, Trout Lake, etc. And, finally, the implementation of Bill 9 and the suspension of our arbitration hearings and our constitutional rights.

All of this centers around you, Brothers and Sisters. You are the Union! That’s the message we have to take back to the worksites. Do your members think they have a target on their backs because they are active in the Union? Let us remind them, if things are bad in their worksites, it is because management already has them in their crosshairs! Accessing your union and defending your rights gives you the resources and the backing of 98,000+ Sisters and Brothers! And with the current government, we know we are ALL targets! Let’s get active and mobilized, and let’s be a MOVING target! Lets shake them to their foundations, and let’s move this province forward, not backward!

In solidarity,  
Rod Feland  
Vice-President

**ACTIVITY REPORT (Rod Feland)**

October 15	Edson Strike line, Whitecourt @ St Joe's, then Forestry Interpretive Centre & mediated settlement	December 15	Camrose Area Council Christmas Gala (the "Swanky" affair!)
October 16	Drive to Slave Lake, St. Mary's ratification vote	December 17	001/011 Meeting in Grande Prairie w. Trevor Z.
October 17	Slave Lake with returning Living Waters workers at 08:00	December 18	Local 047 Council
October 24	Villa Marie Rally in Red Deer	December 19	Local 047 Council
October 25	Travel to Fredericton, NB	December 20	Executive Meeting
October 26	New Brunswick Union (NBU) Convention		
October 27	NBU Convention	January 3	NAIT for Local 004 AIT - 37 year retirement for Ed Saulou
October 30	Article 29 training, Contract Interpretation class	January 9	Office & Special PE Meeting
October 3	Basic Conflict Management (2 courses)	January 11	Local 056 Council & Executive Conference Call
November 1	High Prairie; 56/08 Pizza & Wings Chapter Meeting, Days Inn	January 12	Local 002/002 Chapter and info meeting (Pensions & Contract)
November 2	Return to Edmonton, lunch w/ Local 38 members	January 14	Local 006 - Local 012 at the DoubleTree
November 5	0900 Executive Meeting	January 15	Lunch w/ PIA Executive
November 6	Slave Lake PWL 47/46 bargaining team nominations & election	January 16	054/005 AGM Stony Plain
November 7	(2 shifts) Jaime & Guy Q., Holiday Inn Grande Prairie, MSO @ office	January 17	042/009 Good Sam Southgate @ Palabok House
November 9	Blueberry Community Hall 118/06 bargaining (Saddle Hills)	January 17	Grievance Review Board
November 9	Media Training/Filming @ Mayfield Square	January 18	042/010 AGM Good Sam in Stony Plain
November 13	47 Chapter Chairs at HQ; Executive Conference call	January 19	HQ Exec Conference Call
November 22	Travel to GP; 20/01 Christmas supper	January 21	Local 002 Council @ HQ
November 23	Edson Area Council Meet & Greet @ Castle Restaurant, then home	January 22	Environmental Committee Meeting @ HQ
November 27	11:00 drive to Grande Prairie 43/04 Christmas Party @ Pomeroy	January 24	Engagement Training in Wetaskiwin
November 28	Local 54 Council Edmonton/Mardell Room	January 25	Local0 71 Executive Meeting @ HQ
November 29	Drive to 43/12 Christmas Meeting Mayerthorpe	January 25	Slave Lake Engagement Training
November 30	Crockett House 17:30	January 26	Local 003 Council @ HQ
December 1	Jury selection & PE & Mayfield Dinner Theatre	January 26	Local 020 Council in Leduc
December 3	PE; Local 052 Christmas dinner	January 31	Local0 71 Council @ HQ
December 4	Saturday; 095 Council in Calgary office.	February 1	Local0 20 Council in Leduc
December 5	071/003 Info Meeting re: decertification application Hinton	February 2	047/006 AGM in Mayerthorpe
December 6	Public Interest Alberta Board Meeting; Executive Retreat	February 4	Local 118 Council @ HQ
December 7	Executive Retreat	February 6	Local 001 Council @ HQ
December 10	AUPE Staff Meeting & Staff Christmas Party	February 7	Local 001 Council @ HQ
December 11	Chateau Lacombe	February 7	Executive Committee @ HQ
December 12	Environmental Committee HQ Banff Room	February 8-21	High Prairie Hospital Minister's visit
December 13	Local Chairs HQ	February 22	PE @ HQ
	Slave Lake Area Council Christmas Potluck	February 25	Away on vacation
	Education Sector and Boards & Agencies Bargaining Summit (Delta South)	February 26	Local 046 Council Meeting @ HQ
	Local 038 Christmas Open House	February 27	047/015 AGM Copper Sky @ Tutti Fruiti in Spruce Grove
	Visited member in the hospital	February 28	005/007 AGM @ AUPE Office over lunch
	Local 005 Council	March 4	056/009 AGM @ Grande Prairie office
	046/014 Christmas Party Stony Plain Health Centre	March 4	043/004 AGM in Grande Prairie office
	Public Interest Alberta & Friends Of Medicare Open House	March 5	Environmental Committee @ HQ
		March 6	05/10 AGM @ Mountain Steak & Pizza in Whitecourt
		March 7	01/14 AGM @ Whitecourt Provincial Building Meeting w/Laurie Martinot 071/012 Chapter Chair in Whitecourt
		March 9	056/001 AGM @ Green Gables in Whitecourt; return to Edmonton
			Local 47 Council @ HQ
			Barrhead/Westlock Area Council AGM in Barrhead
			47/52 AGM @ Victory Life Church in St. Albert
			043/006 AGM @ Westlock (no quorum)
			03/07 AGM (Scales/Sherrifs) @ HQ

March 10	Drive to Jasper for Labour School @ JPL	April 25	Local 05 AGM
March 11	Labour School, drop in to classes 043/005 AGM @ Ranchers, Hinton		PIA Board Meeting 04/19 AGM 2nd call
March 12	Labour School @ JPL, drop in to classes Edson Multi AGM @ High Road BW: 001/015, 012/006, 020/003	April 26 April 29 April 30	Day of Mourning Ceremony Jasper Area Council AGM 17:00 Grande Prairie Area Council AGM 17:00 @ GP Office
March 13	Labour School @ JPL Executive Meeting Leadership Panel Discussion, Rehearsal for Arts & Labour History Performance, Introduce Class Presentation	May 1	Centennial Working Group Meeting, video conference from GP Hinton Area Council AGM 18:30, Hospital Boardroom Hinton
March 14	Labour School @ JPL, closing and drive home.	May 2	Local 46 AGM Day 1
March 16	Local 006 Council @ HQ Edmonton Area Council St Patrick's Dinner & Dance	May 3 May 6	Local 46 AGM Day 2 Environmental Committee CLPNA Awards at the Mayfield
March 18	AUPE Centennial Gift @ Legislature Engagement Meeting with Richard Wilson UCP candidate @ Wetaskiwin with Janice Drader of 057 & Lynn Theroux of 044	May 7 May 8	Take laptop in to get exchanged; pick up laptop Local 47 AGM 46/01 Nursing Week BBQ UAH Whitecourt Area Council AGM WGCC 18:00
March 19	002/006 AGM in Lloydminster (cover for Mike D.)	May 9	Article 29 meetings Steward Workshop @ Doubletree
March 20	040/010 AGM @ St. Albert Inn (cover if James was late)		Spruce Grove/Stony Plain Area Council AGM 17:30 Pioneer Centre
March 21	Grievance Review Board @ HQ		Local 02 AGM; Local 56 AGM
March 25	005/006 AGM Videoconference Slave Lake Fire Base w/High Prairie Fire Base Slave Lake Multi AGM: 047/046, 071/009	May 10 May 11 May 13	Local 06 AGM Local 38 AGM @ NAIT
March 26	Centennial Celebrations Kick-Off @ 1st Presbyterian Church, Edmonton	May 14 May 15	Local 43 AGM Local 43 AGM (in progress)
March 27	Centennial Working Group 42/02 AGM @ Pembina Village in Evansburg 043/006 2nd call AGM in Westlock	May 16 May 17	Edmonton Area Council Local 03 AGM (day 1) Local 03 AGM (day 2)
March 28	118/01 AGM (coverage for James) @ New Asian Village	May 21 May 23	Article 29 Meeting Article 29 Meeting
April 1	High Prairie Multi AGMs: 01/08, 04/08, 06/12, 56/08	May 24	Local 118 AGM Local 01 AGM (day 1)
April 2	Peace River Joint AGM @ Sawridge Hotel in Peace River	May 25	Local 54 AGM Athabasca Centennial BBQ
April 3	071/007 AGM @ Fairview GPRC Campus	May 27	Executive Meeting @ HQ
April 4	Public Interest Alberta Conference @ Chateau Louise Edmonton	May 28	Drive to High Level re: 43/01 Chapter - cancelled due to wildfires
April 5	PIA Conference Executive conference call	May 29 May 30	Local 42 AGM Peace River Area Council, travel to Whitecourt
April 6	071/012 AGM @ Whitecourt	May 31	Local 118 AGM; drive to Calgary
April 8	High Level Joint AGMs in High Level	June 1	Calgary Centennial Event - Heritage Park
April 9	Northern Lights MD 118/010 AGM @ Manning Legion	June 2 June 3	Return from Calgary Article 29 report final
April 10	046/014 AGM @ Westview Health Center Stony Plain	June 4 June 5	Office Interviews
April 11	Building Sub-Committee, Calgary Office		Local 02
April 12 & 13	Provincial Executive	June 6 & 7	PE
April 15	56/04 AGM Westlock Neighbourhood Inn.	June 9	SGSS Area Council BBQ - cancelled due to rain
April 16	Election Day	June 10	Local Chairs
April 17	Post Election Headache!		PIA Board Meeting
April 18	Grievance Review Board	June 11	Multi Health Meeting
April 23	43/12 AGM in Whitecourt, Green Gables 17:30	June 12	Local 56, Royal Executive Hotel
April 24	Local 05 AGM	June 13	Legislature Bill 9 introduced; debrief Edmonton Housing Info Meeting

June 14	Executive conference call, member calls; travel to Grande Prairie
June 15	Grande Prairie Centennial BBQ; return
June 17	Environmental Committee Meeting (Angele's last)
June 18	Public Interest Alberta AGM
June 19	(morning funeral); Camrose Office Grand Opening
June 20	Parkland Symposium, member calls
June 21	Pay Equity video shoot; travel to Peace River
June 22	Peace River Centennial BBQ; return
June 24	Member calls
June 25	Member calls
June 26	Kids Camp training
June 27	Vegreville Information Picket
June 28	Tofield Information Picket
July 2	Police Record Check; Lamont Information Picket
July 3	Two Hills Information Picket
July 4	Westlock Information Picket Spruce/Stony Bill 9 info meeting
July 8-12	Vacation
July 15	HSAA Info Picket at UAH, reports
July 16	PE Article 29 & Bill 9 discussion, reports
July 17	NW Bill 9 and Info Picket inquiries High Prairie AC plans, reports
July 18	Grievance Review Board
July 20	Camrose Centennial BBQ
July 22	Slave Lake Information Picket
July 23	EAC Riverboat
July 24	06/14 weekly Info Picket
July 26	Convention Reports DUE Olds Information Picket
Future Plans:	
July 29	Executive Committee Meeting; travel to High Prairie
July 30	High Prairie Stampede Parade and Centennial BBQ Area Council
July 31	Kids Camp Training
August 7	06/14 Clareview Village, Edmonton Info Picket
August 8	Folk Fest
August 9-23	Vacation
August 10	Lethbridge Centennial
August 17	Red Deer Centennial
August 24	Edmonton Centennial
August 25-30	Kids Camp @ Goldeye
August 31	43/06 BBQ @ Westlock Continuing Care Centre
September 4	Grandparent's Day Picnic @ the Legislature
September 5-6	PE
October 10	Grievance Review Board

# OFFICERS' REPORT

## Vice-President Bonnie Gostola



Brothers and Sisters, Delegates, Observers, Life Members, and Guests;

Here we are, 100 years as a union! We have faced many challenges over the past century and we are definitely going to face more challenges into the next century. AUPE will continue to be strong, because our members continue to rise in solidarity. The past year, and the coming few months, will prove to be as challenging to our current members as the formation of the CSAA was to those few members in 1919. Although the dates have changed, the issues we continue to face have not.

Thank you! These are words not heard enough in the everyday work we do. We face even more threats to that work but you continue to rise above the issues to deliver your best to Albertans. Striving to give you the best representation has driven me to become even better in meetings with members, in dealing with the public, in communications with our elected government officials, and the media (in all its forms). Every interaction has downfalls and rewards, and each and every member I meet gives me the strength to continue to make our lives better through union involvement.

### Member Engagement

Without the support and determination of the members on the worksites, AUPE would not be in the position we are to defend the services we provide. I continue to represent the membership in the Calgary Region. For those who are not familiar with the breakdown of the membership, this meant being a leader, a mentor, a teacher, a motivator and sounding board for about 25,000 members. There are 66 Chapters in the Calgary Region, encompassing members from most of the Locals in AUPE. Each Chapter has its own unique makeup; getting member engagement and providing leadership to those Chapters is why I became an activist.

In December, I sent out an email to all of the Chapter Chairs in the region asking them to please include me in their AGM meeting plans. This seemed to be very effective and I was able to attend a great many of these meetings. My challenge was to get to all of the AGM's, but several meetings were planned on the same date, often at the same time. I felt it fair to commit to the Chapter who contacted me first and did my best to convey this to the executives of those Chapters when I could not attend. I also want to thank fellow VP's Susan Slade and Karen Weiers for taking some of those meetings on my behalf. As an executive, we feel it very important to have an executive member at as many Chapter meetings as possible.

At many of these meetings I worked to help the leadership of those Chapters in conducting the business of the component. Unfortunately, those Chapters who represent newer components have not had the benefit of AUPE's Chairs'/Vice-Chairs' training and it prompted me to think outside the box. I created a meeting script. Easy to follow with phrasing and Rules of Order defined in the script. I believe the script served a couple of outcomes. First, by having the words in front of them, Chapter executives were able to show leadership and take on the role as the conductor in the meeting. Second, and I think more important, the script gave the user a crutch to lean on and help to alleviate the nerves associated with addressing a group of people. The effect on both the leaders and their component members was noticeable. When there is confidence in the people who work with you everyday it is easier to have those important conversations.

Leading up to the AGM season, I impressed upon the Chapter executives one major message: "Member mobilization!" Due to the incredible work of many of those executives, many of the Chapters were able to hold their AGM's without having to rely on a second call. This shows that our members are getting connected and want to be involved in

the Union. Now more than ever, the mobilization of our members needs to grow. The engagement of members in meaningful conversations about the current threats to their livelihood has become the most important work that I have taken on. I made a pact to you to maintain a very open line of communication. Responding to email and phone messages in a timely fashion, and sometimes meeting with a member is how I honour that pact. Every opportunity to have face-to-face conversations shows the members that I am there to hear them.

### **Change in Government**

The new government has declared war on unionized workers. Members are antsy, and patience is running thin. I have made it clear that I will be there to support any action taken in defending not only legally binding contracts, but also our constitutional right to exist. Our elected government members need to hear the message, but they have taken an adversarial position, using our members as scapegoats in their political rhetoric. Our members have marched in protest over Bill 9, the Bill to defer the arbitration on wages reopening language negotiated and agreed to in a legal contract. The anger over the challenge to workers' rights is real and I have joined our members on picket lines around Alberta to support the demand of this government to "Kill Bill 9!" In the first six weeks since the Bill was signed into law, you the members have risen up in protest. I have been proud to be a part of four (4) information pickets at the writing of this report and I know there will be many more before Convention happens. The fight has just begun and I will be there on the battle lines with you.

### **Centennial Celebrations**

Being a part of AUPE during the Centennial celebration has been amazing! Celebrations have taken place all over this province and I am so proud of all of the organizers and volunteers who have made these events special for our members and their families. Without the dedication of our staff and volunteers, we would not have been able to enjoy in the success of our union. Every region in Alberta hosted at least one BBQ in celebration. Calgary Region hosted a BBQ at Heritage Park. Despite limits being put on our numbers for the event and the potential that the air quality was going to dampen the event, everything turned out great in the end. The winds changed, blowing the smoke to Saskatchewan, and not a single member was turned away. It was an amazing event, which could not have happened without the organizing skills of the Centennial Lead, Local 52 member Justin Huseby. The assistance of the many staff helped ensure that our event was recorded, with the hope that at the next major milestone of this union, those members will see where they came from. I would also be remiss if I did not give a huge shout out to the many volunteers who made sure the members and their families were greeted, face painted, directed and rewarded while they made their way around the park.

The other major event was the participation of AUPE in the Stampede Parade where forty plus members from many of our locals joined forces to push the amazing float around the parade route. Thank you! The float needs to be manually pushed around any parade route and every person in that group did their part to help show the Calgary community that AUPE is loud and proud of the work we do.

### **Committee Work**

I chair two committees, the Anti-Privatization and the Pay and Social Equity Committee. Both committees have their own mandates in the constitution, and they keep me hopping.

I did take a different approach to chairing these two committees. I feel strongly that the committees represent the members and it is the members on those committees that should give direction to the work done. I have given the committee members a mandate to do just that. I support and guide the work done, but I give credit to the accomplishments of these two committees. Member education and engagement has become the primary focus for both groups.

I believe very much in the work being done to protect the jobs our members are doing. In the public sector, we work to maintain the public delivery of services for our members. In the private for-profit care industry, our purpose is to draw attention to the poor working conditions and substandard pay that our members endure and the resultant impact on our most vulnerable Albertans.

Now in the work being done by the Anti-Privatization Committee, it is about preparing for the fight to keep jobs in the public sector. The Government of Alberta has shown that it has no regard for any model where public employees deliver services; that privatization of healthcare and government services like social welfare would be better delivered by private for-profit corporations. This is a fight that the Committee has prepared for and worked towards over the past two years.

I have thoroughly enjoyed sitting on the Pay and Social Equity Committee and working towards a day when all work being done in this province has a fair and equitable wage structure protected by law. The Committee's focus going

forward is to continue educating, not only our members, but also the government and the general public. The process of getting legislation to come from this current government feels like having to start all over again.

I love that both committees have amazing commitment to achieve the best for AUPE members. They are the driver of the decisions made and I am so proud to be a part of the work they are doing. You can get more information on the work being done in the committee reports also included in the Convention booklet.

### **Friends of Medicare (FOM) and Public Interest Alberta (PIA)**

As a sitting board member of the Friends of Medicare (FOM), I have attended three meetings. FOM is dedicated to the continued funding and maintenance of a publicly funded, publicly delivered medicare program in Alberta. As part of this affiliation AUPE supports the work that is done by the FOM. In January, six (6) members of 4 of AUPE's Standing Committees, all from Healthcare, including Susan Slade VP, and I attended the Canadian Healthcare Coalition Federal Government Lobby in Ottawa. We were charged with speaking to MPs from Alberta ridings on the issue of the formation of a National Pharmacare Program. The huge divide, in philosophy, between the Liberal, NDP, and Conservative MPs on how much they value a Pharmacare for all program, struck our members. The Liberal Party and the NDP have policy positions to include Pharmacare. The opposite could be said of the Conservatives, who would rather dismantle the entire Canada Healthcare Act and privatize those services in an American style program. Thank you to all those AUPE members who took the petition for National Pharmacare out to their communities and worksites. Of the estimated 6000 signatures gathered in Alberta, 3000 of those signatures were attained by AUPE. As a board member representing AUPE I will continue to push our members to sign that petition and assist in the gathering of signatures, I believe this is a program we should support and it is the right direction for our members. It would also have a huge impact on many of our members who currently do not have the benefits to afford a proper drug plan.

I also sit on the Public Interest Alberta (PIA) Seniors Task Force. This committee of PIA is focused on issues affecting seniors in Alberta. It takes on the issues around the privatization of senior's care and the deterioration of the quality of the facilities and care in the private sector. It reports to PIA all actions undertaken to protect seniors rights in Alberta.

The work of both of these organizations goes hand in hand with the work that AUPE does through its Anti-Privatization Standing Committee. The interaction between our organizations is strong and supportive.

### **Conclusion**

My report would not be complete without thanking a few people who have made doing the work I do for you so much easier. The staff of AUPE; they all work hard to give our members the best any union can offer. Cheryl Austin, a long-standing mainstay in the Executive Office, chose this year to retire and I wish her all the best in her retirement. Mary Guido and Tammy Lamoureux keep all the wheels greased and look after the Executive office. All of the staff who work behind the scenes to ensure that all the information is available to our members and me, and is current and relevant. The Executive Team: President Guy Smith; Executive Secretary-Treasurer Jason Heistad; VPs Susan Slade; Karen Weiers; Mike Dempsey; Rod Feland; and, James Hart are an amazing team to be a part of. They are strong, confident activists who - especially in the past few months - have walked the walk and talked the talk. I value their camaraderie and their friendship. Finally, to my husband Lorne and my family; I get unconditional support for my passion for the Union. They understand the reason for my absences, and are always in my corner.

I am seeing our grassroots membership growing into an ever-strengthening, cohesive movement. The mobilization of our members, driven by the anti-union attacks by our government, is gaining momentum. I am committed to providing any assistance necessary to help that process succeed. Our members are finding their identity and the power they have to enact change. With every member who learns the power of this great Union, comes a stronger commitment to the protection of workers' rights. Education is a strong method of engagement. Members, who take advantage of the union's free education, become so much more aware of the part they play. The celebration of our 100th birthday may see the largest battle of unionized workers to ever challenge a government since the Winnipeg General Strike of 1919. This is a trying time for our members. We have the opportunity to reach out to every member, to help them to recognize the power they possess and in doing so will we will become a part of the great history of our Union, and introducing those grassroots members to every benefit the Union can provide. I am so proud to have served you in this role and I will continue to provide the necessary tools and assistance to get the best results for engaging members that I can.

Respectfully submitted in solidarity;

Bonnie Gostola  
Vice President, Calgary Region

## ACTIVITY REPORT (Bonnie Gostola)

July 26	Calgary Regional Office BBQ, Calgary Joint Meeting Local 95/Ch. 06; Local 45/Ch. 08, Calgary	October 25 October 30	Anti- Priv. Committee meeting, Edmonton Article 29 Training, Edmonton HCA Recognition, Edmonton
July 31	Local 48/Ch. 44 BBQ, Calgary	November 1	Local 95/Ch. 08 Grab and Go, Calgary
August 2	Local 48/Ch. 07 BBQ, Calgary Meeting with Local 95 Chair, Calgary	November 5 November 7	Executive Committee Meeting, Edmonton Staff Interview Panel, Edmonton
August 3	Local 48/Ch. 08 BBQ, Calgary	November 8	Local 48/Ch. 44 Meet & Greet, Calgary
August 8	Meeting with Calgary Area Council Chair, Calgary	November 9	Local 48/Ch. 46 Mobilizing event, Calgary
August 10	Video Coaching/filming, Edmonton	November 13	Local 48 Ch. 07 Meet & Greet, Calgary
August 13	Local 71/Ch. 11, Calgary	November 15	Local 48/Ch. 38 Meet & Greet, Calgary
August 14	Local 20/Ch. 08 Meet and Greet, Calgary	November 20	Friends of Medicare Board Meeting, Edmonton
August 21	Local 48/Ch. 28 BBQ, Calgary Calgary Area Council, Calgary	November 21	Local 50 Council Meeting, Red Deer
August 22	Executive Committee Meeting, Edmonton	November 22	Calgary Area Council, Calgary
August 28	Local 48/Ch. 35 BBQ, Calgary	November 24	Pay and Social Equity Committee, Edmonton
August 29	Local 48/Ch. 16 BBQ, Calgary	November 26	Local 71/Ch. 11 Meet and Greet, Calgary
August 30	Local 48/Ch. 29 BBQ, Picture Butte	November 27	Local 45 Council Meeting, Calgary
August 31	Local 48/Ch. 39, Calgary	November 28	Local 39 General Meeting, Calgary
September 5	Grandparents Day, Edmonton	November 29	Local 45 Christmas Party, Calgary
September 6	Provincial Executive, Edmonton	November 30	Local 95 Christmas Party, Calgary
September 7	Provincial Executive, Edmonton	December 3	Local 45/Ch. 04 Christmas Party, High River
September 10	Local 95/45 BBQ's Peter Loughheed Centre, Calgary Local 52 Council Meeting, Calgary	December 4	Meeting with Minister Danielle Larivee, and MLA Jon Carson PSE, Edmonton
September 11	Pharmacare Advisory Round Table, Edmonton	December 5	Meeting with staff advisor PSE, Edmonton
September 12	Local 45/95 BBQ Foothills Medical Centre, Calgary	December 6	Provincial Executive, Edmonton
September 13	Local 48/Ch. 06 Bargaining Rally, Calgary	December 10	Provincial Executive, Edmonton
September 14	Local 45/95 South Health Campus, Calgary	December 11	Local 39 Christmas Luncheon, Calgary
September 17	Centennial Committee, Edmonton	December 12	Local 52 Council Meeting, Calgary
September 18	Local 47 Council Meeting, Edmonton	December 13	Executive Committee Meeting, Pigeon Lake
September 19	Local 43 Council Meeting, Edmonton Health Sector Conference, Edmonton	December 14	Executive Committee Meeting, Pigeon Lake
September 20	Health Sector Conference, Edmonton Calgary Area Council, Calgary	December 15	Staff Meeting/Christmas Party, Edmonton
September 21	Health Sector Conference, Edmonton	December 17	Local Chairs Meeting, Edmonton
September 22	Local 20 Council Meeting, Calgary Local 71 Council Meeting, Calgary	December 18	Meeting with PSE Staff Advisor, Edmonton
September 24	Pay and Social Equity Committee, Edmonton	December 19	Healthcare Locals Meeting, Edmonton
September 25	Anti- Priv. Committee meeting, Edmonton	January 7	Local 45/Ch. 11 Christmas, Calgary
September 29	Local 48 Council Meeting, Calgary	January 28	Education Sector/Boards and Agencies Bargaining Conference, Edmonton
October 1	Local 01/Ch. 21 Bargaining TA, Calgary	January 29	Local 45/Ch. 06 Christmas Tea, Calgary
October 3	Local 45 Council Meeting, Calgary	January 30	Local 45/Ch. 10 & Local 95/Ch. 05 Christmas Luncheon, Calgary
October 3	Local 50/Ch.03 Bargaining Update, Calgary	January 31	Local 48/21 & Local 47/21 Christmas Party, Red Deer
October 4	Executive Committee Meeting, Pigeon Lake	February 1	Local 48/Ch. 34 Christmas Social, Calgary
October 5	Executive Committee Meeting, Pigeon Lake	February 4	Local 95/Ch. 06 Site Visit, Calgary
October 9	Local 71/Ch. 12, Whitecourt	February 5	Local 53 Christmas Luncheon, Lethbridge
October 10	AUPE Annual Convention-PE Meeting, Edmonton	February 7	Local 48/Ch. 46 Mobilizing event, Calgary
October 11	AUPE Annual Convention, Edmonton	February 8	Executive Committee Meeting, Edmonton
October 12	AUPE Annual Convention, Edmonton	February 9	Anti- Privatization Committee meeting, Edmonton
October 13	AUPE Annual Convention, Edmonton	February 10	Canadian Healthcare Coalition (CHC) Lobby training, Ottawa
October 16	Local 48/Ch. 16 Lunch and Learn, Calgary	February 11	Canadian Healthcare Coalition Lobby, Ottawa
October 17	Local 95 TA Town Hall, Calgary	February 12	Local 39 AUPE Long Service Awards, Calgary
October 18	Calgary Area Council, Calgary	February 13	Local 45/ Ch. 04 AGM, High River
October 19	Norquest College HCA Conference, Edmonton	February 14	Local 48/Ch. 23 AGM, Calgary
October 24	Local 40/Ch.03,12,14 Bargaining Rally, Red Deer	February 15	Local 95/Ch.01 AGM 1st. Call, Calgary
		February 16	Executive Committee Meeting, Edmonton
		February 17	Local 52 Council Meeting, Calgary
		February 18	Local 95/Ch. 02 AGM 1st. Call, Calgary

February 6	Local 45/Ch. 01 AGM 1st. Call, Calgary		Centennial Kick-off, Calgary
February 7	Provincial Executive, Edmonton	March 27	Local 95/Ch.11 AGM, Calgary
February 8	Provincial Executive, Edmonton	March 28	Local 02/Ch. 03 AGM, Red Deer
	Local 48 Carewest Gala, Calgary	April 2	Local 48/Ch. 47 AGM, Calgary
February 11	Pay and Social Equity Committee, Edmonton	April 4	Anti- Privatization Committee Meeting, Edmonton
February 12	Pay and Social Equity Committee, Edmonton		
February 13	Local 95/Ch. 11 Sub day, Calgary	April 5	Executive Committee Conference Call, Calgary
	Local 45/Ch. 01 AGM 2nd call, Calgary		Local 48/Ch. 08 AGM, Calgary
February 14	Local 1/Ch. 21 AGM, Calgary		Local 03/Ch. 02 AGM, Calgary
February 17	Conversation with member, Calgary	April 6	Local 95 Council Meeting, Calgary
February 19	Local 95/Ch. 03 AGM, Calgary	April 8	Local 48/Ch. 06 AGM, Calgary
	Local 47/Ch. 51 AGM, Drayton Valley	April 9	Local 48/Ch. 44 AGM, Calgary
February 20	Local 52/Ch. 02 AGM, Calgary	April 10	Local 95/Ch. 01 Chapter Meeting, Calgary
	Local 45/Ch. 02 AGM 2nd call, Calgary	April 11	Local 39 AGM, Calgary
February 21	Local 95 Council Meeting, Calgary		Article 29 Investigation Conference Call
	Local 48/Ch. 05 AGM, Lethbridge		Calgary Area Council; Local 48/Ch. 03 AGM, Calgary
February 22	Local 52/Ch.04 AGM, Calgary		
	Local 48/Ch. 04, Calgary	April 12	Provincial Executive, Calgary
February 23	Local 95/Ch. 06 AGM 1st call, Calgary	April 13	Provincial Executive, Calgary
February 25	Anti- Privatization Committee Meeting, Edmonton	April 15	Local 118/ Ch. 15 AGM, Calgary
	Local 20/Ch.08 AGM, Calgary	April 16	Local 09/Ch. 01 AGM, Calgary
February 26	Anti- Privatization Committee Meeting, Edmonton	April 17	Local 52 Long Service Awards, Calgary
	Local 45/Ch.08 AGM, Calgary	April 22	Local 48/Ch.14 Meet and Bargaining, Calgary
February 27	Local 45/Ch.11 AGM; Local 03/Ch. 11 AGM, Calgary	April 23	Local 118/Ch. 27 AGM, Castor
			Local 95/Ch. 04 Chapter Meeting, Calgary
February 28	Local 95/Ch.04 AGM, Calgary	April 26	Local 48/Ch. 07 AGM, Calgary
	Local 45/Ch. 10 AGM 2nd Call, Calgary	April 29	Local 48/Ch. 34 AGM, Calgary
March 1	Local 48/Ch. 41 AGM, Calgary	April 30	Local 95/Ch. 06 Executive Committee, Calgary
March 4	Local 95/Ch. 10 AGM, Calgary	May 1	Local 48/Ch. 09 AGM, Calgary
	Local 52 Council Meeting, Calgary	May 2	Local 71/Ch. 06 AGM, Calgary
March 5	Local 02/Ch. 01 AGM, Calgary	May 6	Brooks Area Council AGM, Brooks
March 6	Local 71/Ch. 06 AGM, Calgary	May 7	Centennial Committee, Edmonton
March 7	Local 118/Ch.04 AGM, Ponoka	May 8	Local 46 AGM, Edmonton
March 8	Local 44 Council, Red Deer	May 9	Local 48/Ch.14 Rally for Bargaining, Calgary
March 9	Local 95/Ch.06 AGM 2nd Call, Calgary	May 11	Local 52 AGM, Calgary
March 10	Labour School, Jasper	May 13	Local 48/Ch.39 Meet and Greet, Calgary
March 11	Labour School, Jasper	May 15	Local 48/Ch.48 Inaugural AGM, Calgary
March 12	Labour School, Jasper	May 16	Article 29 Investigation Meeting, Edmonton
March 13	Labour School, Jasper	May 22	Local 95 AGM, Canmore
March 14	Labour School, Jasper	May 23	Local 95 Council Meeting, Canmore
	Local 48/Ch.10 AGM, Calgary	May 24	Local 71 AGM, Canmore
March 15	Local 48/Ch.39 AGM, Calgary	May 25	Pay and Social Equity Committee, Edmonton
March 16	Edmonton Area Council Event, Edmonton	May 15	Local 38 AGM, Edmonton
March 18	Pay and Social Equity Committee, Edmonton	May 16	Union Steward Training, Calgary
	Art Installation Ceremony at the Legislature, Edmonton	May 22	Calgary Area Council AGM, Calgary
March 19	Local 48/Ch.15 AGM, Calgary	May 23	Local 45 AGM, Calgary
	Local 47/Ch. 01 AGM, Drayton Valley	May 24	Article 29 Investigation Meeting, Edmonton
March 20	Local 45 Council Meeting, Calgary	May 25	Local 48 AGM, Calgary
	Local 48/Ch.46 AGM; Local 06/Ch.01 AGM, Calgary	May 27	Local 01 AGM, Edmonton
March 21	Grievance Review Board, Edmonton	May 28	Local 54 AGM, Edmonton
	Calgary Area Council, Calgary	May 29	Executive Committee Meeting, Edmonton
March 22	Local 48 Council Meeting, Calgary	May 31	Local 48/Ch. 46 BBQ, Calgary
March 25	Local 52 Ratification Vote, Calgary	June 1	Local 95/Ch.01 Centennial Lunch Appreciation, Calgary
March 26	Local 40/Ch.12 AGM, Calgary	June 3	Local 44 AGM, Red Deer
		June 6	Calgary Regional Centennial BBQ, Calgary
			Local 52 Council Meeting, Calgary
			Provincial Executive, Edmonton

June 7	Provincial Executive, Edmonton
June 12	Local 48/Ch. 03 BBQ, Calgary
June 13	Anti- Privatization Committee Meeting, Edmonton
	Alberta Legislature for Bill 9 Introduction, Edmonton
June 14	Executive Committee Conference Call x 2, High River
June 15	Local 95 Council Meeting, Calgary
June 17	Local 95/Ch.11 BBQ, Calgary
June 18	Local 95/Ch.10 BBQ, Calgary
June 19	Local 95/Ch.04 BBQ, Calgary
June 20	Local 95/Ch.'s 01, 02, 03, Calgary
June 21	Pay and Social Equity Committee, Edmonton
June 22	Calgary Area Council BBQ Event-Calgary Zoo, Calgary
June 24	Local 95/Ch.08 BBQ, Calgary
June 26	Staff Interview Panel, Edmonton
June 27	Staff Interview Panel, Calgary
July 2	Bill 9 Prep for Information Picket, Calgary
July 3	Bill 9 Information Picket Foothill Hospital, Calgary
July 9	Bill 9 Information Picket Leduc Hospital, Leduc
July 11	Executive Committee Meeting, Edmonton
July 15	Local 95/Ch.05 Chapter Meeting, Calgary
July 16	Special PE Article 29, Edmonton
July 17	Westerner Days Parade-Centennial event, Red Deer
July 18	Local 95/Ch.06 Meet and Greet, Calgary
July 19	Bill 9 Information Picket Westview Care Centre, Stony Plain
July 23	Local 48/Ch.28 Bargaining Information Picket, Calgary
July 24	Bill 9 Information Picket GOA, Lethbridge

## **OFFICERS' REPORT**

### **Vice-President James Hart**



Brothers and Sisters,

Welcome to all delegates, observers, life members, staff and guests to the 43rd Annual AUPE Convention.

This year, AUPE celebrates its Centennial milestone, becoming the best and largest trade Union in the province. The theme for Convention is *Unitas Firmitas Protectio/Unity Strength Protection*, three guiding principles that make AUPE the best and most powerful union in the province. It is working united that gives this Union the strength we will need to protect all our members across Alberta as we head into one of the most unstable and unjust times with this labour unfriendly government.

Brothers and Sisters, I truly believe that we, as one of the largest unions, need to highlight the union and our membership, not just on the worksite, but also at community events and coffee shops. We need to ensure that our members know what AUPE can do to assist during these turbulent times and the importance of membership engagement so that we can be a united force fighting to maintain our collective agreements and worker rights. When members are informed and stand united in solidarity, they are more confident in helping to inform Albertans about the importance of our jobs and how we contribute to keeping Alberta the strong and vibrant province that it is.

To the new delegates attending Convention for the first time, I hope you were able to read the reports and resolutions book, as well as attend your local pre-Convention meeting if your local had one. I know there is lots of information in a short amount of time that we will discuss, debate and vote on. All the decisions made at Convention this year will give us the road map to follow in our journey together for the next year. Therefore, do not hesitate to seek out veteran members with your questions, as Convention can be very overwhelming. Everyone at one point was at their first Convention and had the same 'what the heck is going on?' moment. Don't hesitate to ask questions about the reports and resolutions that have been brought forward so that you can make an educated vote in the best interest of the 100 members you represent.

As of the writing of this report, AUPE was still working on the logistics of the candidate forums ahead of the AUPE Executive elections this year. During the forums, it will be a great honour to connect with members across the province to hear their voice and concerns. Hopefully I will have had the opportunity to have face-to-face discussions with as many of you as possible.

#### **Edmonton Region**

Reflecting on how fast this year has gone by as the VP assigned to the Edmonton region, I attempted to attend as many AGM's in my region as possible. However, trying to coordinate over 100 chapter and local AGMs is a never-ending task. This limits me in terms of the time I can spend with our members. I appreciate the understanding from the components that there were situations where I could only attend a portion of the meeting as I was trying to be as accessible and available to as many components as possible.

After the AGM season wrapped up, it was time to start the arduous work for the next 2 years. I would like to congratulate the members who stepped up into new leadership positions at both the Chapter and Local level. I would also like to take this opportunity to thank all those who have decided to step down after years of dedication to our membership and to our Union. Dedication and passion are essential skills in leaders and, time after time, we are fortunate to see these skills in our up-and-coming union activists. With sadness, some of these members go onto other projects in their lives, but it is with great expectation that we welcome these new members that bring the energy, idealism and desire to impact change into the work that needs to continue within our Union.

All four sectors have some very common challenges they face, including working short and workload. To address this issue, in November 2018, the Provincial Executive established the Working Short/Workload Campaign Sub-Committee (WSWC) to research, develop and strategize the best approach to address these ongoing concerns with the employers. This Committee reports back to PE on their work. It is important that all members are advised to complete the working short reporting form in detail so that the Committee has the statistics to address this ongoing issue. The form can be found on the AUPE website under 'Forms and Applications'.

Area councils are the social arm of AUPE dedicated to the pursuit of fun. They are mandated to promote and provide for the social and general welfare of the membership. As Vice-President assigned to the Edmonton region, I have the privilege of being directly involved with the Edmonton Area Council (EAC). EAC continues to gather input from members so that new and exciting events can be offered. Some of the new events include Edmonton Stingers basketball games, Edmonton Oil Kings hockey games, Edmonton Queen Riverboat dinners, themed adult only dinner and dances, family and kid friendly events, and much more. I have attended the majority of these events to engage with the members in a social setting where they are able to learn more about AUPE in a more relaxed atmosphere. I endeavour to attend many Chapter and Local social events as well in the Edmonton region. These events give me the opportunity to have great discussions with members from all sectors, where they are able to speak more freely about issues and concerns. Some of the conversations have been around education offered by AUPE, member engagement ideas, the important work of stewards, and of course, *Bill 9 – the Public Sector Wage Deferral Act*.

In 1919, 12 provincial employees gathered in the basement of a church in downtown Edmonton to form the Civil Services Association of Alberta (CSAA). In 1975, CSAA held their last Convention, and a motion was passed to become known as AUPE and fight for full union status under the Alberta Labour Act. Now, 100 years after that historic day, we have grown to close to 100,000 members strong. This 100-year commemoration is about moving beyond a celebration of the past to an active exploration of values that built our union, recognizing solidarity, equality, mutual support, and the sacrifice. Centennial events are being held across Alberta to celebrate this milestone and showcase the importance of the membership to Alberta's prosperity. I would like to specially thank all the members from all four sectors that came out on that rainy day to walk in the K-Day Parade. I am happy to report that we won the 2019 K-Day Parade Outstanding Non-Profit award. As well a special thanks to all the volunteers that help make the Edmonton Centennial BBQ a great success. I would also like to recognize and thank Rhea Coughlan for being the Edmonton Region team lead, as well as Ron Fernandes and Ed Mullin for assisting as coordinators. It is leaders like you that make this Union as strong as it is.

### **Occupational Health & Safety**

AUPE was glad that the past government finally came out of the dark ages and brought our provincial labour laws into the present. The changes helped level the playing field for workers and employers when it comes to workplace safety. Unfortunately, with the Kenney government, the advances we made over the last year could be adversely affected when the house sits in the fall.

With changes to the OHS legislation regarding OHS committees, AUPE knew that this would be a challenge for both the membership and staff assigned to OHS. During the chapter AGM's, most components endeavored to meet the mandate set forth to either elect or appoint members to the joint worksite safety committees, or identify a safety representative. At the time of writing this report, I regret to report that we as a Union are struggling to achieve the goals of identifying members who are ready to sit on these committees. It's unfortunate that some of the component leaders are not making this issue a priority, and are not assisting AUPE as requested to identify members for these committees. I cannot stress enough the importance of the role of the component executives to identify members so that we can ensure we are compliant. With the uncertainty of what changes could happen to the OHS legislation, I know members will ask why AUPE isn't requesting that the OHS officers write compliance orders. Perhaps it's because some employers are stalling in hopes that they won't have to set up the worksite committees following the 2019 election. Another danger of pushing for compliance orders is that the employer will be taking away our rights to appoint our own members to these committees, and we could end up facing even more challenges going forward.

### **Strategic Plan**

It seems like we are always busy with issues that arise unexpectedly but we manage to deal with them as best as we can. With that said, I would like to thank all the local Provincial Executive representatives, as they all took on the task of explaining the strategic plan to their membership. With the change in government, Premier Kenney has already announced cuts in corporate taxes, lowering the revenue the province collects to fund public services and a desire to make drastic cuts to the public sector.

Most collective agreements will protect our members until 2020; it is imperative that our members start to embark on the messaging from this new government and how it will impact them. With Premier Kenney talking about the Alberta Advantage and the days of Ralph Klein, the strategic plan will help us as we move forward; our members will be ready to fight for their rights and the rights of all Albertans. In the 90's, AUPE was not really ready for the battle with the Klein government but, Brothers and Sisters, we are ready for the Kenney government. The thing that overwhelms me the most is the way our membership gathers together to help each other, fellow Albertans and their communities at large.

The Provincial Executive will continue to update and revise the plan as necessary over time as issues arise. At your component meetings, I encourage members to ask for updates on the plan from your Provincial Executive representative.

### **Bargaining**

In 2018, a number of AUPE bargaining certificates ratified contracts, which allowed the membership to go into a wage reopener in 2019. Within the ratified contracts, there was a clause that allowed the Union and the employer to go to arbitration by a specific date. In March 2019, government services and healthcare workers for AHS had started the arbitration process when the Kenney government rammed through *Bill 9 - the Public Service Wage Deferral Act* three months later. This government used the power of the state to take away our members fundamental constitutional right to a free and independent bargaining process, which was agreed to by both parties when the contracts were ratified. This is about breaking legally binding contracts and imposing wage cuts on thousands and thousands of public sector workers who have already willingly given two years of wage freezes as part of a good faith effort to help the government deal with the perceived "financial crisis".

During the early part of the Klein government years, I don't believe AUPE was ready to deal with that struggle effectively. Premier Kenney has always talked about "the good old days" and the "Klein years". I strongly believe that this Premier feels that this Union isn't ready to fight the battle as in the past. What he might not know is that AUPE is stronger, louder and more unified than ever. So, bring it on! If the Premier thinks that he can give the rich corporations billions of dollars in tax breaks on the backs of the public sector workers, he is strongly mistaken.

On June 14, members working at the Wetaskiwin Hospital and Care Centre took job action to inform the employer and government that Bill 9 was breaking their constitutional rights. The Labour Relations Board (LRB) found that this job action counted as an illegal strike under the Labour Relations Code. The LRB did not assess any penalties or fines as a result of this action and considered this matter concluded and the file closed. Due to the strength and solidarity of the members in Wetaskiwin, information pickets and rallies continued throughout the province in the summer months to let our members express their frustration with the attitude the Kenney government has taken towards public sector workers. These rallies should serve a reminder to this government that AUPE members are strong working Albertans as well.

### **Closing Remarks**

Again this year, I stressed out about the deadline for the report to Convention but once I sat down and looked back at what you, the members, have allowed me to do, the words and information ended up flowing with some ease. I know this Convention will see some very divisive topics and debates. I always reflect on the preamble of the Constitution at all meetings and specifically at Convention when faced with tough decisions that affect the membership as a whole. But that's what leaders have to do and we are all leaders and we must do what's best for the greater good, not individuals.

I continue to be inspired by the passion and dedication of so many members, and the strength of the Union as we continue to stand up against a bully government, defending the rights of all working Albertans. I continue to encourage all members to be engaged and educated about the issues that affect all AUPE members.

As we wrap up the Centennial year, remember that we have survived 100 years fighting for this membership and working Albertans. I'm confident that AUPE will still be working to protect workers rights in Alberta up to and past their bi-centennial in 2119.

I would not be able to dedicate the time and effort required in this role without the support of my family and friends that have stood by me throughout the year.

I would like to extend a thank you to the AUPE Executive Team: President Guy Smith, Executive Secretary-Treasurer Jason Heistad, Vice-Presidents Mike Dempsey, Rod Feland, Bonnie Gostola, Susan Slade and Karen Weiers for their continued support and encouragement over the last year.

You are only as strong as the people supporting you. Therefore, I would like to extend a huge thank you to Cheryl Austin, Mary Guido and all the AUPE staff that have taken time from their busy schedule in assisting members to assist me. It has been a pleasure working with Cheryl, and I wish her all the best as she prepares for the next exciting chapter; a well deserved retirement. Thank you to Tammy Lamoureux, who has stepped into her new role, and I am sure that Cheryl has mentored her with remarkable ease.

In closing, I want to thank each and every AUPE activist, because without your passion and dedication, this Union would not be what it is today.

Respectfully submitted and in solidarity,

James Hart  
Vice-President  
Edmonton Region

## ACTIVITY REPORT (James Hart)

October 15	Local 71 Chapter 012 Living Waters Strike, Slave Lake	December 4	Meeting with Jim Petrie and the staff from OHS
October 16	Local 71 Chapter 012 Living Waters Strike, Edson	December 5	Local 46 Executive Meeting Executive Committee Meeting
October 17	Local 54 Chapter 11 Meeting Staff Interviews, Calgary	December 6	Executive Committee Meeting Meeting with Minister Gray - OHS Administration - AUPE HQ
October 19	Local 95 GSS Bargaining Update to members Executive Committee Tele-Conference	December 7	Local 46 Chapter 001 Christmas Luncheon Executive Committee Conference Call
October 23	Local 47 Chapter 53 Inaugural AGM August 07 Dan MacLennan (ACSC) Meeting	December 8	Local 46 Chapter 005 Christmas Party
October 24	Local 46 Chapter 010 Meeting	December 9	Local 46 Chapter 003 Christmas Party
October 25	Local 40 Chapter 3,12,13 & 14 - Rally in Red Deer Local 006 Chapter 14 Meeting - FSCD	December 10	Local 49 Chapter 006 Christmas Meeting Local 54 Chapter 001 Christmas Luncheon Local Chairs Meeting (PM)
October 26	Local 54 Chapter 11 Meeting - Second Call Local 006 Chapter 14 Executive Meeting	December 11	Local 46 Chapter 010 Christmas Meeting Executive Committee Meeting Multi Health Meeting (PM)
October 27	Local 118 Council Meeting CBC Radio Interview - Full Body Scanner Provincial Correctional Facilities	December 12	Meeting with Desiree Schell Bargaining Summit - Post Secondary, Boards, Agencies and Municipal Governments (AM)
October 29	EAC - Breakfast Event - Hunters Grill Sherwood Park Local 46 Chapter 007 Meeting Local 54 Chapter 007 Meeting		Local 49 Council Christmas Meeting Local 54 Chapter 004 Christmas Meeting Local 46 Chapter 008 Christmas Meeting
October 30	Article 29 - Training; Local 006 Chapter 014 Meeting - FSCD	December 13	Local 05 Council Meeting Local 09 Council Meeting
October 31	Administration		P. E. Sub Committee - Working Short
November 1	Administration	December 14	Local 54 Chapter 008 Christmas Meeting
November 5	Executive Committee Meeting Meeting with Local 40 Executive	December 15	Local 46 Chapter 007 Christmas Meeting
November 6	GRB Prep	December 17	Local 54 Christmas Party
November 7	Local 46 Chapter 002 Meeting	December 18	Local 49 Chapter 002 Christmas Meeting Meeting with Trevor Hansen - OHS letter to Chairs
November 8	GRB Hearings		Local 54 Chapter 009 Christmas Meeting
November 9	Media/Filming Training		Local 47 Council Christmas Meeting
November 13	Local 47 Chapter Chairs Meeting Executive Committee Teleconference	December 19	Local 47 Council Christmas Meeting
November 15	Local 06 Chapter 014 Lunch and Learn Local 06 Chapter 014 Meeting	December 20	Executive Committee Meeting
November 16	Administration	December 21	Administration
November 17	Local 02 Chapter 002 Meeting	December 24-31	Christmas Holidays
November 20	Local 42 Chapter 001 Meeting	January 2	Meeting with Edmonton Region Team Lead - Centennial
November 21	Interviews in Calgary	January 3	Retirement Presentations - Ed SAULOU
November 22	OHS Standing Committee Meeting	January 4	OHS Standing Committee Meeting
November 23	OHS Liaison Training	January 7-14	Vacation (Jan 10) Executive Committee Conference Call
November 25	Local 46 Chapter 013 Meeting Local 46 Chapter 012 Meeting	January 15	Local 54 Chapter 002 AGM Local 47 Chapter 54 Inaugural AGM
November 26	Meeting with the ADM of Labour - OHS concerns		GRB Prep
November 27	Local 54 Council Meeting Local 118 Chapter 019 Meeting	January 16	P. E. Sub Committee - Working Short Local 46 Chapter 002 AGM
November 28	Local 42 Council Meeting Local 46 Chapter 016 Meeting		GRB Prep
November 29	City's Shisha Consultation	January 17	GRB
November 29	Provincial Executive	January 18	Local 06 Chapter 014 Executive Meeting Executive Committee Conference Call
November 30	Provincial Executive		Local 47 Chapter 019 AGM
December 1	Local 95 Council Meeting Support Rally for CUPW - Calgary	January 19	Local 02 Council Meeting
December 3	P.I.A. - Child Care and Early Learning Task Force Local 46 Chapter 006 Christmas Meeting Local 54 Chapter 007 Christmas Meeting	January 21	Local 47 Chapter 019 Meeting - Elected Bargaining Committee
		January 22	Local 06 Chapter 014 Dinner and Learn Meeting with AUPE Director of Labour and OHS

	Staff	March 1	Local 46 Chapter 008 AGM
January 23	Local 54 Chapter AGM	March 4	Local 47 Council Executive Meeting
	Local 50 Chapter 001 AGM		Local Chairs Meeting
January 24	Local 71 Executive Meeting		Local 06 Chapter 005 AGM
	Local 47 Chapter 033 AGM - Barrhead	March 5	Local 47 Council Meeting
January 25	Local 03 Council Meeting		Local 54 Chapter 009 AGM
January 26	Local 71 Council Meeting		Local 09 Chapter 002 AGM
January 28	Media Interview - Edmonton Catholic Separate School District	March 6	Local 47 Council Meeting
	Advocacy Workshop - Edmonton		Local 42 Council Meeting
January 29	Local 54 Chapter 004 AGM	March 7	Edmonton Area Council Meeting
January 30	Advocacy Workshop - Sherwood Park		Local 46 Chapter 006 AGM
January 31	Local 47 Local 16 AGM		Local 47 Chapter 052 AGM
	Advocacy Workshop - St. Albert	March 8	Local 46 Chapter 009 AGM
February 1	Local 01 Council Meeting	March 9	OHS standing Committee Meeting
February 2	Local 01 Council Meeting	March 10-14	Local 03 Chapter 007 AGM
February 4	Executive Committee Meeting	March 12	Labour School
February 5	Local 46 Chapter 001 AGM	March 13	Local 47 Chapter 007 AGM
February 6	Local 40 Council Meeting	March 14	Executive Committee Meeting
February 7-8	Provincial Executive Meeting	March 15	Local 47 Chapter 004 AGM
February 11	OHS Standing Committee Standing Committee		Local 49 Chapter 005 AGM
February 12	Local 118 Chapter 18 & 19 Bargaining Committee Training	March 16	Local 47 Chapter 018 AGM
	Local 49 Executive Committee Meeting		Local 46 Chapter 010 AGM - 2nd Call
	Local 06 Chapter 014 - Caseworkers Workload Appeal	March 18	Local 06 Council Meeting
February 13	Local 60 Chapter 001 AGM		EAC - St. Patrick's Day Event
February 14	Local 47 Chapter 054 Bargaining Committee Training	March 19	Alberta Legislature - Alex Janvier, Unveiling Sunrise & Sunset
	Local 54 Chapter 008 AGM		Local 47 Chapter 048 AGM
February 15	Local 47 Chapter 022 AGM	March 20	Local 49 Chapter 001 AGM
February 19	Public Service Commission - GoA OHS Certificate Graduation	March 21	Local 46 Chapter 016 AGM
	Local 54 Chapter 011 AGM		Local 20 Chapter 005 AGM
February 20	Local 20 Chapter 002 Lunch & Learn		Local 03 Chapter 010 AGM
	Local 47 Chapter 043 AGM	March 22	Local 40 Chapter 010 AGM
February 21	Local 05 Council Meeting	March 23	Local 54 Chapter 012 AGM
	Local 49 Council Meeting		Local 47 Chapter 55 Inaugural AGM
	Local 46 Chapter 007 AGM	March 25	Local 06 Chapter 014 AGM
	Local 06 Chapter 014 Executive Meeting		Local 54 Chapter 008 AGM
	Local 42 Chapter 007 AGM		CPO Solomon Osagiede Funerals
February 22	Local 46 Council Meeting	March 26	Local 47 Chapter 49 AGM
	Local 47 Chapter 007 AGM	March 27	Local 02 Chapter 002 Lunch & Learns
February 23	Edmonton Area Council - Breakfast		Local 40 Chapter 008 AGM
February 24	Local 71 Chapter 013 AGM	March 28	Local 42 Chapter 001 AGM
February 25	Local 49 Chapter 006 AGM		AUPE Centennial Celebration Kick Off
	Local 47 Chapter 016 AGM - 2nd Call	March 29	Centennial Working Group Meeting
	Attend Local 47 Chapter 008 Telephone Town Hall	April 1	Local 118 Chapter 011 AGM
February 26	Local 46 Chapter 015 AGM		Local 47 Chapter 39 AGM
	PIA - Child Care and Early Learning Task Force	April 2	Local 54 Chapter 001 AGM
	Local 118 Chapter 013 AGM	April 3	P.E. Sub Committee Working Short
February 27	Local 54 Council Meeting	April 4	Local 47 Chapter 003 AGM
	Local 50 Council Meeting	April 5	ACSA OHS Conference
	Local 02 Chapter 002 Lunch & Learn		Local 47 Chapter 003 AGM
	Local 40 Chapter 007 AGM		ACSA OHS Conference
February 28	Local 50 Council AGM	April 7	Local 12 Chapter 008 AGM
	Local 06 Chapter 024 AGM	April 8	Local 03 Chapter 008 AGM
			Local 47 Chapter 003 AGM
			Executive Committee Conference Call
			Local 47 Chapter 008 AGM
			Local 46 Chapter 013 AGM
			Local 54 Chapter Executive Training

April 9	Local 118 Chapter 026 AGM Local 05 Chapter 002 AGM Local 20 Chapter 005 AGM 2nd Call	May 21 May 22 May 23	Article 29 Panel Interviews OHS Standing Committee OHS Standing Committee
April 10	Local 01 Chapter 034 AGM	May 24	Local 01 Council AGM
April 11	Local 01 Chapter 031 AGM	May 25	Local 01 Council AGM
April 12-13	Provincial Executive Meeting (Calgary)		Local 54 Council AGM
April 15	Local 54 Chapter 009 Meeting Administration - GRB Prep	May 27 May 28	Executive Committee Meeting Administrations
April 16	Meeting with Jim Petrie and staff - OHS Administration - GRB Prep	May 29	Meeting with President Smith Local 42 Council AGM
April 17	Local 49 Chapter 003 AGM Local 60 Council AGM		Local 40 Council AGM Article 29 - Investigation
April 18	GRB Hearings	May 30	Local 49 Council
April 19	Good Friday		Capital Region Housing Edmonton - Rally
April 22	Easter Monday	May 31	Local 118 Council AGM
April 23	Administration	June 1	Centennial BBQ - Calgary
April 24	Local 05 Council AGM Local 02 Chapter 002 Lunch & Learn Edmonton Area Council - Wing night Local 003 Chapter 10 AGM - 2nd call	June 3 June 5 June 6-7	Article 29 - Investigation Local 46 Executive and Chapter Chairs Meeting Administration Provincial Executive Meeting
April 25	OHS Standing Committee Local 06 Chapter 014 Executive Chapter Training	June 8 June 10	Local 02 Chapter 002 Meeting Local Chairs Meeting Staff interview - D&A
April 26	Local OHS Liaison Meeting International Day of Mourning Ceremony	June 11	Local 49 Chapter 006 Meeting Edmonton Remand Centre - Site Tour
April 28	Edmonton & District Labour Council - International Day of Mourning Ceremony	June 12	Multi Health Meeting Local 38 All Staff BBQ; Executive Committee Teleconference
April 29	Local 47 Chapter 53 AGM		Local 49 Chapter 001 Meeting
April 30	Celebration of Life - Sister Lynn Sabrowsky (ERC) Local 49 Chapter 003 AGM - 2nd call	June 13 June 14	Bill # 9 Rally - Legislature Local 118 Chapter 021 Meeting Local 54 Chapter 054 Meeting Executive Committee Teleconference
May 01	Centennial Work Team Meeting	June 15	Bill # 9 Rally - Lac La Biche
May 02	Local 46 Council AGM	June 17	Local 54 Chapter 009 BBQ GRB Preparation
May 03	Local 46 Council AGM	June 18	Local 54 Chapter 004 BBQ Local 118 Chapters 018/019 Brag. Update GRB Preparation
May 04	Local 04 Council AGM		Local 49 Executive Meeting Local 54 Chapter 006 Meeting Camrose Office - Grand Opening GRB
May 06	Local 46 Chapter 16 Meeting - Nurses week CLPNA Award Dinner	June 19 June 20	Local 42 Family BBQ Local 54 Chapter 002 Meeting Edmonton Area Council - Event OHS Standing Committee Meeting
May 07	Administrations Local 46 Chapter 004 - Nurses week 2330-0145	June 21 June 22	Local 54 Chapter 004 BBQ Local 49 Chapter 006 BBQ Local 02 Chapter 002 Meeting Local 49 Chapter 003 Meeting Local 01 Chapter 031 Law Courts - Bill # 9 Ponoka Parade Lamont - Bill # 9 Rally Vacation Westlock - Bill # 9 Rally; Travel to Calgary Calgary Parade Administration
May 08	Local 47 Council AGM Local 46 Chapter 001 Meeting - Nurses week Local 46 Chapter 002 - Nurses week 2330-0130	June 23 June 24 June 25 June 26	
May 09	Article 29 Panel review Spruce Grove Area Council AGM	June 27	
May 10	Local 02 Council AGM Local 56 Council AGM	June 28	
May 11	Local 02 Council AGM Local 06 Council AGM	July 2 July 3	
May 12	Local 48 Chapters 022 - Rally Innisfail	July 4	
May 13	Local 38 Council AGM	July 5	
May 14	Administrations - GRB Prep Local 43 Council AGM	July 8	
May 15	Administrations - GRB Prep Local 43 Council AGM Edmonton Area Council AGM		
May 16	GRB Hearings; Local 03 Council AGM		
May 17	Local 03 Council AGM		
May 20	Administrations		

	Local 03 Executive Meeting
July 9	Local 46 & 54 Bill # 9 Rally - Leduc
July 10	Administration
	Edmonton Area Council - Event
July 11	Executive Committee Meeting
	Local 54 Chapter 004 Meeting
	Local 06 Chapter 014 Meeting
July 12	Local 46 Executive Meeting
July 13	Local 47 Chapter 043 Family BBQ
	Local 47 Chapter 047 Family BBQ
July 14	Administration
July 15	Local 46 & 54 Bill # 9 Rally - U of A
	Local 47 Chapter 042 BBQ
July 16	Provincial Executive Meeting
July 17	Red Deer Parade
July 18	Local 46 Chapter 005 BBQ
	Local 03 Chapter 008 Meeting
July 19	Edmonton Parade
	Local 06 Chapter 014 Meeting/BBQ
July 20	Camrose Centennial BBQ
July 22	Administration
July 23	Local 40 Chapter 08 BBQ
	Edmonton Area Council - Event
July 24	Local 06 Bill # 9 Rally - Millwoods
	Local 46 Chapter 008 Meeting
July 25	Administration
July 26	Local 47 Chapter 022 BBQ
	Sheriffs' Graduation

Listed above is my activity report since Convention 2018 up to the date submitted: Please note: this does not encompass the daily phone calls, emails, travel time, text messages and meeting preparation that I have responded or attended to.

## **OFFICERS' REPORT**

### **Vice-President Susan Slade**



Welcome Delegates, Guests, Staff and Life Members to the 2019 Annual AUPE Convention!

What a momentous year it has been since the last Convention. I am always grateful for the opportunity to address this body in my yearly report. Convention is definitely a highlight every year it gives me a recharge and energy when I see the passion and commitment that so many people have for AUPE and the labour movement.

If this is your first year, my wish for you is that you receive that spark that will start you on your activist journey because - believe me - it is a fabulous ride. There are many seasoned activists who have a wealth of knowledge, experience and are always willing to explain the sometimes chaotic debates, or answer questions on procedures, so never feel nervous or scared to reach out and ask those questions as we were all first timers once. Above all, learn lots, have fun and tell your co-workers how amazing Convention is.

#### **South Region**

My region for the second year was southern Alberta, which encompasses everything south of Calgary, border to border to border. A large portion of my time in the south is spent attending AGMs and especially this year, being an election year for Chapters and Locals. I would like to congratulate all the new Chapter executives that were elected. There are 48 Chapters in the south and the majority achieved quorum and elected full executives at the first meeting. There are also three Locals that are strictly in the south region and I would also like to congratulate those Local executives on their re-elections and for the great job they do with both the Chapters and the worksites.

Since last Convention, the south region has been very active. Local 118 Town of Coaldale held a strike vote, which resulted overwhelmingly in favour of strike action however the employer did come back to the table and presented more favourable proposals which were voted on and agreed to by the employees. The University of Lethbridge held a very successful information picket to bring to light the employer's lack of willingness to bargain a respectful deal. There were numerous other groups in attendance including the Facility Association that was also having difficulty with this employer.

Another hard round of bargaining at Local 048 Edith Cavell finally concluded in an agreement. This is the first time in numerous years that there has not been a strike vote to get this employer to settle. This is another case of an employer that feels that the seniors of this province are a commodity and is out to make money off paying workers less and charging people more to live there.

Local 002 Chapter 005 held 3 Meet and Greets in Brooks, Lethbridge and Medicine Hat. These are great ways to meet with members during the lunch hour as it allows for a free flow of conversations and questions. These are usually quite informal and members do not have to give up precious free time by attending a meeting.

In May myself, MSOs Sara and Edin went out to Cypress Hills Provincial Park to meet with the seasonal workers. These workers, due to the nature of the work, have very little exposure to the union and it was the first time we were asked to come and speak with the members. It was great to have the opportunity to give an overview of AUPE, as well as let those members know where to go if they have questions or find themselves in need of a Membership Services Officer.

Local 006 Chapter 006 also recently held lunch hour Meet and Greets to discuss Bill 9. In my years as an activist and a Vice-President, I have really seen the benefit of informal info sessions and worksite visits. The ability to speak one-on-one with members is much more effective than sending an email or a letter.

I would also like to acknowledge the great work of the Area Councils that make sure that fun activities happen for the members. From baseball games to BBQs, wing nights, movie tickets to Christmas parties: there is something for everyone to enjoy so a huge KUDOS to the executives of Brooks, Claresholm, Lethbridge and Medicine Hat Area Councils. Keep up the great work.

### **Summer of Action**

And what an incredible summer it has been. When the UCP Government pushed through legislation in June to delay the arbitration proceedings, AUPE members immediately took action. As everyone has spoken about Bill 9 in his or her respective reports, I am going to keep my portion to the south region.

The chairs that were directly affected by Bill 9 met in both Lethbridge and Medicine Hat to discuss a game plan. On July 24, Lethbridge held an information picket outside of the Provincial Building that approximately 400 people attended. Many other unions and supporters attended to join our shouts of SOLIDARITY. Lethbridge will be holding another information picket on August 19 at St Michael's and October 4 at the University.

In Medicine Hat there is an information session planned for July 29 to discuss Bill 9 as well as to gauge whether there is support to do an information picket there. Claresholm, Pincher Creek and Crowsnest Pass Nursing Care are also holding info sessions in August. There are several BBQs planned in Lethbridge area that will be providing information on Bill 9 while you get your burger. I have also been fortunate enough to attend several info pickets outside of my region. The level of engagement that is being shown by the members is outstanding. The Chapter executives have been calling, speaking to and making sure members are informed and educated on Bill 9 and the possible consequences from the Blue Ribbon panel. Thank you to all those that have put in countless hours making the info pickets and sessions successful.

### **Canadian Health Care Coalition**

This years' focus was Pharmacare. This conference includes one day of guest speakers and lobbying preparation, with the second day meeting Members of Parliament to discuss the need for Canada to have a national Pharmacare program. Four members picked from the Standing Committees attended this year along with myself and Vice-President Gostola. My group met with 4 MPs: 3 Conservative and 1 NDP. The response to our ask was definitely met with mixed reviews. One MP was adamantly opposed to a Pharmacare program and noted he is also very much in favour of private health care. The others were supportive of a Pharmacare program ranging from a full program to "we will need to look at the finances of such a program before agreeing". The good news is that earlier this year the federal government did come out with their plans for a national Pharmacare program. It should be noted that Canada is the only country that has a health care program that does not include Pharmacare. It is my hope that we can continue to send members to this conference as it is very valuable to have front line workers from Alberta meeting with MPs to discuss issues that affect the well being of Albertans in our health care systems. It is an intensive two days, but well worth it.

### **Public Service Pension Plan**

With the passing of joint governance for the pension plan, President Smith appointed me to the Sponsor Board of the PSPP. It has been a steep learning curve and I have started taking the education needed to get me up to speed on the Sponsor Board responsibilities. I took the first part of Foundations of Trust Management in June. It gave me a better understanding of the workings of pensions and the role the board plays. Thank you to Jason and Mike for all their help and expertise. I am looking forward to more learning and making sure that the pensions are protected and healthy for all the members to ensure a good retirement.

### **In Closing**

I would like to highlight a few more events and issues that were part of last years' activities:

1. I continue to administer and monitor a Facebook group for LPNs. This page gives LPNs a place to discuss issues and concerns but also it has proven to be a place to share ideas, interview tips and what it means to be an LPN in Alberta. There is approx. 3000 LPNs on this page.
2. It was a privilege to be able to present the Lethbridge Soup Kitchen with to go mugs for their clients to be able to take hot coffee out with them on their daily travels. The Soup Kitchen gave them out at Christmas as a small gift.
3. Alex Janvier art installation: it was an honour to have been part of Provincial Executive who voted to commission this art piece and to see it hanging in the gallery of the Legislature is nothing short of amazing. Alberta is one of the few provinces that recognize the Indigenous peoples in their Legislature building. It was a powerful day to be in attendance, and to listen to Alex speak of his vision for the piece. Sunrise and Sunset will live in the gallery for many years to come.

4. I have attended Centennial BBQs in Calgary, Grande Prairie, Medicine Hat, Lethbridge and Edmonton as well as parades in Calgary, Red Deer and Lethbridge (definitely got our steps in this year). Celebrating AUPE 100 years has been a great way to show our solidarity and give back to the members that work hard everyday to keep this province running smoothly. Big shout out to all those that have volunteered to make sure all the events are successful and all the staff that has been involved in them as well.
5. During the telephone town halls after the provincial election and Bill 9, I was asked by the President to be the host. The town halls are very effective in reaching out to members quickly and allowing them to ask questions about both the provincial election and Bill 9. Members called in from all over the province in different sectors and worksites. I hope that we can do these in future, as once again they are a great communication tool.

It has been unbelievably busy for the entire union this past year with no end in sight. We have seen the first of what this current government is capable of with Bill 9. We need to continue to be vigilant and support each other in any actions that take place across Alberta.

As I look back on the last year, I don't think there is anywhere else I would rather be even though it is long hours and limited days off. The rewards more than make up for that, whether it's a smile from a member, a hug, or a "Hey Sister, thanks for being here". I have been fortunate enough to meet members from all over Alberta and have been part of their struggles and their victories. I am so thankful that the members have faith in me to be a leader and represent you within this great Union.

I want to thank the following:

1. President Guy Smith, Executive Secretary-Treasurer Jason Heistad, Vice-Presidents Mike Dempsey, Bonnie Gostola, Karen Weiers, Rod Feland and James Hart for being such great teammates, covering for me when I couldn't be in two places at once, talking on the phone while driving the back roads of Alberta late at night, and just being there when things are crazy.
2. Cheryl Austin, Mary Guido, Tammy Lamoureux – a million thanks for all you do for me everyday.
3. AUPE staff for taking the time out of their busy workloads to answer questions and help with tasks that need to be done.
4. My children and my spouse for being so understanding, loving and encouraging even when I am away from home for days at a time. I could not do this without you.
5. And the activists in all the Locals, Chapters and worksites who, everyday, strive to strengthen this Union. They encourage new members, they tackle the everyday issues at the worksites, and make this Union something I am proud to be part of.

Please feel free to approach me at any time during the next three days if you have any questions about my report or activities. If prior to Convention you would like to contact me please do so at [s.slade@aupe.org](mailto:s.slade@aupe.org)

Respectfully submitted and with solidarity,

Susan Slade  
Vice-President South Region

**ACTIVITY REPORT** (Susan Slade)

October 10-13	Convention Edmonton	December 20	Executive Meeting Edmonton
October 16	Nanton Silverwillow meeting with members High River, PIA teleconference	January 5	Local 002 Edmonton
October 17	Lethbridge College Bargaining Update Lethbridge	January 10	Local 041 Chapter 005 Meeting Claresholm
October 18	Town of Coaldale Coaldale	January 11	Local 048 Council Calgary
October 19-27	Vacation	January 12	Local 004 Council Calgary
October 29	Travel to Edmonton	January 14	Local 002 Chapter 005 Worksite Meeting Brooks
October 30	Article 29 training Edmonton	January 16	Local 050 Chapter 002 AGM Calgary
October 31	University of Lethbridge Wellness Fair Lethbridge	January 17	Local 045 Council Calgary
November 2	Travel to Canmore	January 18	Women's Committee Calgary
November 3	Local 006 Canmore	January 21	Local 58 Council Lethbridge
November 4	Travel to Edmonton	January 22	Meet and Greet Local 002 Medicine Hat
November 5	Executive meeting Edmonton	January 23	YAC wing night Wetaskiwin
November 6	Local 41 Chapter 1 Pincher Creek	January 24	YAC meeting Camrose
November 7	University of Lethbridge Info Picket,	January 25	Local 003 Edmonton
November 7	Donation to Lethbridge Soup Kitchen	January 25	Local 020 Leduc
November 7	Travel to Edmonton	January 26	Local 071 Edmonton
November 8	GRB Edmonton	January 27-30	Canadian Health Care Coalition Ottawa
November 13	Teleconference, Local 41 Chapter 2 Lethbridge	January 30	Local 45 Chapter 004 AGM High River
November 15	Local 41 Chapter 3 Medicine Hat	January 31	Meet and Greet Local 002 Lethbridge
November 17	Lethbridge Area Council Christmas Party	January 31	Met with member from Edith Cavell Lethbridge
November 21	Bow Valley College chapter Meet and Greet Calgary	February 1	Local 48/20 Chapter AGM
November 22	Local 040 chapter Meet and Greet Banff	February 1	PSPP/LAPP Edmonton
November 23	Local 058 Council Medicine Hat	February 2	Local 001 Council Edmonton
November 24	Local 118 Town of Coaldale	February 4	Executive Meeting Edmonton
November 24	Local 095/ Local 045 Christmas Party Calgary	February 5	Local 118/001 Chapter AGM Coaldale
November 25	Travel to Edmonton	February 5	Drop in to Political Training Lethbridge
November 26	Women's Committee Edmonton	February 6	Travel to Edmonton
November 26	Local 045 Chapter meeting High River	February 6	Pension discussion Edmonton
November 27	Local 118 Town of Coaldale	February 7	PE Edmonton
November 27	Local 053 Lethbridge	February 8	PE Edmonton
November 28	YAC Edmonton	February 11	Teleconference for PSPP
November 29	PE Edmonton	February 11	Local 045 Chapter 10 AGM Calgary
November 30	PE Edmonton	February 13	Local 095 Chapter 10 AGM Calgary
November 30	Local 052 Calgary	February 14	Local 001 Chapter 021 AGM Calgary
December 1	Lethbridge Area Council Kids Party Lethbridge	February 15	Local 048 Chapter 024 AGM Strathmore
December 1	Local 045 chap 003 Christmas Party Canmore	February 19	Teleconference Kids Camp
December 4	Executive Meeting Pigeon Lake	February 19	Local 006 Chapter 011 AGM St Paul
December 5	Executive Meeting Pigeon Lake	February 20	PSPP Edmonton
December 6	HQ Edmonton	February 20	Women's Committee Edmonton
December 7	Local 58/16 Christmas party Lethbridge	February 21	GRB Edmonton
December 8	Travel to Calgary	February 21	Local 047 Chapter 041 AGM Red Deer
December 10	Travel to Edmonton	February 21	Travel to Fort McMurray
December 11	Multi Health Meeting Edmonton	February 22	Local 005 Chapter 003 AGM Fort McMurray
December 12	Bargaining Summit Edmonton	February 22	Travel to Calgary
December 13	NAIT Christmas Edmonton	February 23	Local 095 Chapter 006 AGM Calgary
December 14	Local 45/95 South Health Campus Calgary	February 25	Local 040 Chapter 009 AGM Lethbridge
December 14	Local 47 and 48 Christmas Party Red Deer	February 26	Local 048 Chapter 019 AGM Medicine Hat
December 15	Camrose Area Council Party Camrose	February 26	Local 040 Chapter 011 AGM Lethbridge
December 18	Local 053 Christmas Luncheon Lethbridge	February 27	Local 048 Chapter 018 AGM Lethbridge
December 19	GRB Edmonton	February 28	Local 048 Chapter 030 AGM Lethbridge
December 19	NAIT lunch with President Edmonton	March 4	Local 048 Chapter 011 AGM Lethbridge unable to attend due to the flu
		March 4	Medicine Hat Area Council Medicine Hat unable to attend due to flu
		March 6-12	Holidays

March 13	Local 003 Chapter 006 AGM Lethbridge		Medicine Hat
March 13	Worksite tour Lethbridge Correctional Center Lethbridge	May 8	Meeting with Linda Stanger CLPNA Edmonton
March 14	Local 048 Chapter 029AGM Lethbridge	May 8	YAC Committee Edmonton
March 15	Local 040 Chapter 001 AGM Banff	May 9	Article 29 Edmonton
March 16	Edmonton Area Council Dinner Edmonton	May 10	Local 002 AGM Edmonton
March 18	Alex Janvier unveiling Edmonton	May 11	Local 095 AGM Canmore
March 18	Local 058 Chapter 015 AGM Medicine Hat	May 11	Local 071 AGM Canmore
March 19	Local 001 Chapter 057 AGM Lethbridge	May 13	Interviews Calgary
March 20	Local 045 Council Videoconference from Lethbridge	May 15	Cheque Presentation Local 004 chapter 018 Lethbridge
March 20	Local 071 Chapter 001 AGM Lethbridge	May 15	Second Call Local 048 chapter 029 Lethbridge
March 21	LPN students talk Airdrie		
March 21	Interviews Calgary	May 16	Local 009 AGM Banff
March 21	Local 058 Chapter 008 AGM Claresholm	May 21	Wentworth Manor Rally Calgary
March 22	Local 048 Council Calgary	May 21	Brooks Area Council Exec meeting Brooks
March 22	Interviews Calgary	May 22	Local 045 AGM Calgary
March 25	Local 45 Chapter 007 AGM Strathmore	May 22	Local 058 chapter 016 meeting Lethbridge videoconference from Calgary
March 25	Local 005 Chapter 002 AGM Cochrane		
March 26	YAC Edmonton	May 23	Article 29 Edmonton
March 26	Centennial Kickoff Edmonton	May 24	Local 001 Edmonton
March 27	DOVE Award Edmonton	May 25	Local 001 AGM Edmonton
March 28	Local 12 Chapter 007 AGM Lethbridge	May 25	Local 054 AGM Edmonton
March 29	Travel to Edmonton	May 27	Executive meeting Edmonton
March 30	Local 002/002 Chapter AGM Edmonton	May 28	PSPP meeting Edmonton
March 30	Local 003/004 Chapter AGM Edmonton	May 29	Local 040 and 042 AGM Edmonton
April 1	Local 041 Chapter 003 AGM Medicine Hat	May 30	Local 041 AGM Lethbridge
April 2	Local 071 Chapter 005 AGM Medicine Hat	May 30	Local 058/15 chapter meeting Medicine Hat (unaware it was cancelled)
April 3	PSPP board meeting Edmonton		
April 4	Local 006 Chapter 008 AGM Medicine Hat	June 1	Calgary Centennial Celebration Calgary
April 5	Local 012 Chapter 002 AGM Brooks	June 4	Local 095/045 chapter BBQs Strathmore
April 6	Local 095 Calgary	June 4	Lethbridge Area Council teleconference
April 8	Local 041 Chapter 001 AGM Lethbridge	June 5	Travel to Edmonton
April 9	Local 048 Chapter 024 AGM Brooks	June 6	PE Edmonton
April 9	Local 058 Chapter 016 AGM Lethbridge	June 7	PE Edmonton
April 10	Lethbridge stewards meeting Lethbridge	June 9	Travel to Edmonton
April 10	Local 041 Chapter 005 AGM Claresholm	June 10	Local Chairs Edmonton
April 12	PE Calgary	June 11	Multi Health Exec Edmonton
April 12	Local 002 Chapter 005 AGM Medicine Hat	June 12	Coalition meeting Edmonton
April 13	PE Calgary	June 13	Legislature Bill 9 Edmonton
April 15	Local 042 Chapter 013 AGM Cardston	June 14	Travel to Grande Prairie
April 16	Local 006 Chapter 006 AGM Lethbridge	June 15	Centennial Celebration Grande Prairie
April 16	Local 042 Chapter 003 AGM Coaldale	June 16	Travel to Edmonton
April 17	Local 042 Chapter 011 AGM McGrath	June 17-19	Foundations of Trust Management
April 18	GRB Edmonton	June 20	Local 053 BBQ Lethbridge
April 23	Local 053 AGM Lethbridge	June 21	PSPP Teleconference
April 24	Host Telephone Town Hall Edmonton	June 21	Local 058 Claresholm
April 25	Host Telephone Town Hall Edmonton	June 24	Hosting Telephone Town Hall Edmonton
April 26	Local 058 AGM Lethbridge	June 25	Cover for President Edmonton
April 26	Local 048 Chapter 029 AGM Lethbridge	June 25	Local 45 chapter Bill 9 meeting Okotoks
April 29	Lethbridge Area Council AGM Lethbridge	June 26	Kids Camp Training Edmonton
April 30	Host Telephone Town Hall Edmonton	June 26	Hosting Telephone Town Hall Edmonton
May 1	Centennial Meeting Edmonton	July 2	Lethbridge Chapter Chairs Bill 9 Lethbridge
May 2	Local 046 AGM Edmonton	July 3	Foothills Info Picket Calgary
May 2	We Believe Gala Edmonton	July 3	Local 003/006 Lethbridge
May 3	Women's Committee Edmonton	July 3	Lethbridge Area Council Lethbridge
May 6	CLPNA Edmonton	July 4	Medicine Hat Chapter Chairs Bill 9 Medicine Hat
May 7	Meet and greet at Cypress Provincial Park		

July 5	Calgary Stampede Parade Calgary
July 8	Travel to Edmonton
July 9	Leduc Info Picket Leduc
July 10	Local 006/006 meet and greet Lethbridge
July 10	Local 040 St Mikes Bill 9 info session Lethbridge
July 10	Local 041 Bill 9 Info session Lethbridge
July 11	Executive meeting Videoconference from Lethbridge
July 11	Local 006/006 meet and greet Lethbridge
July 12	Bow Valley College Bargaining update Calgary
July 15	Travel to Edmonton
July 16	PE Edmonton
July 16	Travel to Red Deer
July 17	Red Deer Parade Red Deer
July 17	Travel to Edmonton
July 18	GRB Edmonton
July 19	Info Picket Bill 9 Edmonton General Edmonton
July 22	Phone interview Bridge City News
July 22	Report writing
July 23	Info Picket prep Lethbridge
July 24	Info picket Lethbridge Provincial Building
July 25	Report Writing

The above activity report is from Convention 2018 until the annual Convention reports are due which was July 26, 2019. The report does not include time taken for driving to and from meetings or events, answering and sending emails, text messages, answering or making phone calls, and preparing reports.

## **OFFICERS' REPORT**

### **Vice-President Karen Weiers**



To the Officers and Delegates of the 43rd Annual Convention of the Alberta Union of Provincial Employees:

Welcome to the AUPE Convention 2019 – Unitas Firmitas Protectio

As we gather from all across the Province to meet and greet longstanding friends as well as new, I would like to extend a warm welcome to everyone attending Convention 2019! It is definitely a privilege to be here with you as we represent members from Chapters and Locals as the governing body, making the decisions that will guide our Union forward. Your expertise, your knowledge and your participation in our Union is what makes our Union strong, so thank you for being involved. If you are a first-time delegate, take this wonderful opportunity to learn, to observe and to understand why our Union is as strong and successful as it is. If you are a seasoned delegate, please take the time to explain, teach and interact with our new delegates. Your knowledge and expertise will help everyone grow. I look forward to being with everyone over the next three days.

Throughout the past year, my designated area of representation as assigned by the President was the Central area. This area goes from Airdrie to Leduc, and border to border. Although I was able to travel a bit to other areas, I worked hard at trying to establish and build relationships within my assigned area and each year it seems to get busier (which is a good thing!). I attended Local Council and Chapter meetings, Area Council meetings, rallies, and all kinds of celebratory events. I had the opportunity of meeting many members, and joining in on the volunteering as we all worked together trying to be proactive in continuing to build our Union even stronger, bigger and better. Because of the geographical challenges that sometimes occurs, I was not able to be at all the meetings or all the events, but I did try my best to be in as many places and attend as many meetings as possible.

Provincial Executive (PE) is the governing body between Conventions and is comprised of the Executive Committee and a representative from each Local within AUPE. I have attended PE meetings representing the main interests of all members of the Union. I have also been part of a Grievance Review Board, which has been established in AUPE to ensure that all members are represented in a fair and just manner. This board applies principles to ensure that the Union's duty of fair representation of its members is met. There are many decisions that are made in both entities, but always remembering why and for whom I am there, makes each well-thought-out decision a little easier.

#### **Committees/Project**

I have been given the opportunity to chair a few committees and one awesome project this past term. I am most fortunate to be part of two standing committees, Human Rights and Membership Services. As well, I was asked to chair a working group for our Centennial and oversee the events and projects recognizing our 100-year celebration.

Human Rights Committee – Having the opportunity to chair this Committee for one term thus far has continued to be an incredible learning experience. I have always tried to govern myself to be respectful of others and advocate for equitable rights for all, but the more I have learned, the more I recognize that there is so much more to do. With our diverse Union, there are so many learning opportunities, experiences, backgrounds and perspectives to listen to and learn from. I am indeed honoured to have had the opportunity to enhance my knowledge on human rights and the many issues and concerns that are brought forth. There is so much to learn on equality, discrimination, diversity and I welcome the continuation to acquire and recognize more. I continue to see huge value in the importance of looking at and working more collectively together; learning to model behaviors we all want to see and, of course, having those sometimes-difficult conversations. It's important that we stay connected and recognize the needs of our diverse membership so everyone can use their strong voices for the betterment of all. There is no doubt that for every action

we take, it impacts the lives of others. I continue to look forward to my own self journey, but having the opportunity to work with these members on this Committee truly has been enlightening. I want to thank all the Human Rights Standing Committee members for their enthusiasm and passion, as we all work towards a standard for everyone to live equitable and freely, with dignity and respect.

Membership Services Committee – I have been most fortunate this past term to be with an amazing group of activists on this committee. There are so many aspects within this Committee that I continue to learn. The mandate is quite lengthy, with so many aspects to it that there was always a learning opportunity and ample work to be done. The members discount program continues to be one of the top hits on our website. There are constant discounts that come in; please check frequently. We continue to ask all members to provide the application form to businesses which they frequent to see if there is interest to be part of the discount program. We continue to work with stewards and ensuring that continued education happens on an annual basis, and we have seen participation in the workshops increase.

This past term we have taken an active role in amending, enhancing and developing policies and processes. Again, this Committee stepped up fully and we continued on trying to make improvements for all of our members at large. I would like to thank this Committee for their commitment in the long days of meetings which most of them were strictly discussing policies. I am proud to have had the opportunity to work with each and every one of them.

Centennial Project – I cannot begin to mention what an incredible journey learning about our deep roots in labour history that this has been. To have had the opportunity to be a part of this monumental year will be something I will never forget. This 100-year commemoration is about moving beyond a celebration of the past to an active exploration of values that built our Union: recognizing solidarity, equality, mutual support and sacrifice. This project presented a unique opportunity to not only celebrate the history of AUPE, but to also educate, frame and assess the current state of our union. But having said that, we can absolutely not forget our past, our history and the path that those who came before us in 1919, the Civil Service Association of Alberta (CSAA) led us on. We must continue to carry the torch, to carry on the legacy, to stand up and be proud and continue to do right by our fellow workers. In 1919, it was a mere handful of workers that stood up, and now in 2019, we stand strong and proud of a union that has over 95,000 members. This project has provided a full spectrum of learning, of celebrations and of history - history that cannot be forgotten. It has helped bring us where we are today; let us learn from it and let it guide us and as we move forward. May we acknowledge the strength, protection and unity it has brought us. Our Centennial year is almost over, but that does not mean we stop. We start working toward the next 100 years, so those who follow us will be able to move forward, learning from our struggles, and sharing our successes. Happy Centennial!

### **AGM's**

This being an election year for all components, I would like to thank each and every member that attended their AGM. Our Union is successful because of the participation at all Chapter, Local and Area Council levels. I would like to acknowledge all of those who let their names stand this past term, and to thank you for all the work you did on behalf of the membership. Your hard work did not go unnoticed. To the newly elected leaders, thank you for letting your names stand and may the light you bring forward be that from the torch given to move on with. Congratulations to all.

### **Meeting with Government Officials / Pre-Election Candidates**

It is through meetings with government elected officials that we can show a human side or effect of actions both positive and negative that are happening within the realms in which we work and the services we provide. I will continue to take and have taken each and every opportunity to have discussions with MLAs in meetings and in gatherings. Prior to the election, I was able to attend meetings with candidates to listen to the candidate's responses to the questions we posed. Interesting how now, after the election, those same people's points of view and the voices that now sit in legislature, who had stated that they would speak on issues important to our membership and their constituents, as what had been discussed, are actually not happening. But it cannot stop us from talking. It is important that we all bring forward concerns and not only from a union perspective, but also in regards to our families and as Albertans. I encourage all members to take that first step in letting those who represent us know how decisions that are made or are in the making could affect you and those within your family and communities. Please do not hesitate to contact any of the government officials, whether it be your MLA, a Minister or the Premier with those very concerns. We need to speak up, we need our voices heard and we need them to listen (or... we need to continue talking!).

### **New Government and Bill 9**

This year saw a new government elected with an ambitious agenda and, notably important to us, a platform to save money, privatize, decrease services and attack unions. Six weeks in, we are starting to see it happen. For a government

to create a law to break our constitutional right is wrong. Now more than ever, we will need to have the unity and strength that we have been preparing for. Our strategic plan provided a measure to the challenges ahead of us. Now it's up to all of us to continue on and follow it. We have seen legal information pickets (actions!) taking place all over the province, and it is action that component members are organizing. We are also pursuing legal action in the courts.

I fear, Sisters and Brothers and fellow workers, that this is just the beginning of what could be a horrendous term for us with this new government. Our members need to be informed, prepared and vigilant as we continue to encourage and build. Important, as well, is the support we can offer each other. These direct attacks will indeed affect us all at some point. It is incumbent upon all of us to continue building on our strength, and being ready for any challenge that may come before us. We can never lose focus on what this government may try to evoke upon us, and we must hold them to account. We must stand up for the services that we all provide to the people of Alberta and we must also remind them that we too, are Albertans!

## **Engagement**

There is absolutely no doubt, that engagement within your Locals and Chapters is key. Past experience has shown us what we can do when we work together and we, again, will need to continue to build that momentum. I encourage you all to continue with your meetings, informing the members of what is happening not only within your own Chapter/Local/Area Council, but also with what is happening within your sector and the Union as a whole. I also encourage everyone to please start having one-to-one conversation with other members. Members won't get involved unless they know what AUPE is, what it is about and why it's important to get involved. Now, more than ever, we need members involved and engaged. It's important to continue building a network of members and that building can never stop. There is so much happening currently that affects us all - not only within our own Locals and not only as Union members - but as Albertans, that warrants ongoing talks and communication. If the 'power of state' can create a law to go after public sector contracts, they can go after any contract. That should be a concern for all Albertans. It does not matter if you are union or not, public or private...a contract is a contract and a deal is a deal. I encourage everyone to start some dialogue with your co-workers, your neighbors, with your families. Paper can easily be discarded, emails can easily be deleted, and text messages can easily be ignored. Please, let's start talking again!

## **Highlights**

Throughout the year there were many highlights that I have had the opportunity to partake in and I would just like to highlight a few of them.

Telephone Town Halls – This is a new concept that AUPE has engaged in and one that is most effective. It is the fastest way to keep our members informed and updated. We saw a huge amount of participation in these telephone town halls, which provided current information faster than any of us could at component or actual town hall meetings.

Steward Workshops – Again, I was most fortunate to attend most all of the steward workshops (even if just briefly at some of them), and it was welcoming to see the engagement and participation of our stewards in these workshops. It re-enforces the need for continued education to all of our valued stewards who are the voice, the eyes, the ears and the heart of our union, and, needless to say, they definitely do make a difference in people's lives.

Public and Private Unveiling Ceremonies of the Commissioned Paintings - I had the opportunity to attend two reveals that were held at the Legislature that were commissioned paintings for AUPE by renowned indigenous artist from Cold Lake, Alex Janvier. The first one was a private ceremony that involved select guests and I was very fortunate to attend with Brothers Guy Smith and Jason Heistad. That was an incredible heartfelt, heartwarming and eye-opening experience for me. I watched an amazing ceremony of two circles, an inner circle of leaders and an outer circle of guests. Within the inner circle, sat our President with chiefs from Treaties 6, 7 and 8, the Governor General, representatives from each political party along with the speaker of the house and, of course, the artist Mr. Janvier and his wife. I watched a smudging ceremony in which we all took part of, I watched the peace pipe ceremony, the drummers who were inspirational and then I listened to what each person, the leaders within the inner circle, talked about in regards to the relevance of the two paintings being unveiled, Sunrise and Sunset, and what it meant to each of them. I listened to the hopes and the wishes for new doors opening, new beginnings, respect, admiration, and each one just as heartfelt as the next. The public ceremony was just as special, where we again watched the unveiling of the amazing paintings as they hung with vibrant colors representing Sunrise and Sunset. What an uplifting ceremony to be part of, something I will never forget and will always remember, as it made history and AUPE was able to make that happen with this gift to all Albertans.

Bill 9 Rallies – It has been absolutely inspiring to watch our members come together and plan lunchtime rallies, informing members and their communities about what Bill 9 is and how it affects not only all of us as individuals, but

ultimately how it can affect, our families, the services we all use and, of course, our communities. Hats off to all!

Centennial Events and Parades – What an exciting year, and I was absolutely thrilled with the uptake on all the events and the parades. There are absolutely no better volunteers than our AUPE volunteers! Seeing our members along with their families enjoying themselves at the events has been heartwarming. Walking in the parades with excited members honoring our history has been an unbelievable experience; having spectators cheer for AUPE and yell out encouragements was truly an uplifting experience. Our float portrays our Union's history and we, the working people of Alberta, surround our history as we walked on all sides of it. To be recognized with awards for our float and our participation in the parades is truly heartwarming.

As a Union, we know our strength comes from the members within. Throughout this past year, I feel that we as a union have yet again demonstrated the strength that we as members have. It is truly an honour being part of a union that is dedicated to supporting and protecting the rights and the needs of all members. That strength has come from activism, commitment and hard work. When we come together, stand up for what we believed in, and work together, we actually can make a difference. AUPE is each and every one of us, whether you are from Education, Government, Boards and Agencies or Healthcare. We DO all belong in our diverse Union and we indeed DO all need to support one another in this upcoming time. An injury to one is indeed an injury to all.

I would like to recognize and sincerely thank:

- You, the members, and I would also like to acknowledge Local/Chapter/Area Council Executive members, Provincial Executive members and Stewards for your continued support and for the hard work you do on a daily basis for our Union;
- The members of the Membership Services Committee and the Human Rights Committee for your support, dedication and commitment to our Committee and in achieving our goals;
- To all the AUPE staff that had any involvement in helping with and/or working on the Centennial Project, your hard work, commitment and dedication has not gone unnoticed;
- To all the members within components that took the initiative to share Centennial with your members within and to those who volunteered at the Centennial events and parades;
- Carl Soderstrom (AUPE's Executive Director), all the Managers and AUPE staff in the many departments who have helped me and have shown dedication to our Union in the work that is done on a daily basis;
- I would especially like to recognize Cheryl Austin who was not only our Executive Admin, but became one of my friends. I so wish her well in her retirement and all she now endeavors to do.
- To Mary Guido and Tammy Lamoureux in the Executive office for all of the work they do on behalf of the membership and the Executive; for their assistance, dedication and commitment;
- My mentor, President Guy Smith, along with Executive Secretary-Treasurer Jason Heistad and all the Vice-Presidents (Mike Dempsey, Susan Slade, James Hart, Rod Feland and Bonnie Gostola); it has been an incredible honour working alongside each and every one of you; teamwork is essential in what we do within our Union.
- And last, but definitely not least, my family. I continue to have the support from my family, and I am no doubt being watched closely by my guardian angels. With every kilometer I travel, every meeting I attend, every bullhorn I pick up, I know they are rooting me on. The encouragement and support that I have from those closest to me is absolutely heartfelt and I am sincerely grateful.

I am so proud of our Union, a union that stands up for our members and the services we provide, a union that focuses on engagement and activism, a union that is inclusive and a union that fights for the rights of all members.

I am very honoured and thankful to have had this opportunity to serve as one of your Vice-Presidents. I have never taken this enlightening and rewarding experience for granted and every decision I am part of is in the interest of all members. In every experience and every encounter, there is a learning opportunity for each of us. I do remain grateful and proud to have this opportunity to serve as one of your Vice-Presidents.

I will be humbly seeking your support once again for Vice-President at this Convention, and, if elected, I will continue to build a union culture that enables us all to build our strengths and one which empowers us to defend our rights.

Respectfully submitted and in solidarity,

Karen Weiers  
Vice-President

## ACTIVITY REPORT (Karen Weiers)

July 26	AUPE Life Member Funeral	October 15	57/03 Bargaining Meeting (Ponoka)
July 26	Calgary Regional Office BBQ	October 19	Executive Teleconference
July 27	Queer Camp	November 5	Executive Meeting
August 2	Local 048/007 BBQ (Calgary)	November 6	Centennial Meeting
August 9	Centennial meeting (Edmonton)	November 7	Membership Services Committee
August 10	Video Coaching (Edmonton)	November 8	GRB
August 13	Acting President	November 9	Human Rights Committee
August 14	Acting President	November 13	Meeting with MSC Staff Advisor & President
August 15	Acting President	November 13	Executive Teleconference
August 16	Acting President	November 13	Contract Interpretation Red Deer
August 16	Red Deer Area Council Picnic	November 14	Teleconference with MSC Staff Advisor
August 17	Acting President	November 23	Executive Teleconference
August 18	Acting President	December 3	040/007 Meet and Greet (Killam)
August 19	Acting President	December 4	054/010 Christmas Luncheon (Devon)
August 21	Report back to the President	December 4	Executive meeting
August 21	Local 052 BBQ Foothills Campus (Calgary)	December 5	Executive Meeting; 048/045 meeting (Olds)
August 22	Executive meeting (Edmonton)	December 6	006/003 Lunch and Learn (Red Deer)
August 22	Local 052 Midnight Pizza Party at U of C (Calgary)	December 6	057/008, 047/012, 045/008 Joint Christmas Party (Stettler)
August 27	57/12 BBQ (Didsbury)	December 7	046/001 Winter Gala (Edmonton)
August 28	Membership Services Committee	December 7	Met with member from Red Deer (Edmonton)
August 29	Membership Services Committee	December 7	020/008 Christmas Party (Calgary)
August 29	Kids Camp	December 8	Local 095 Children's Christmas Party (Calgary)
August 30	Kids Camp	December 9	046/003 meeting (Leduc)
August 31	Kids Camp	December 10	Local Chairs Meeting
September 2	Calgary Pride Parade	December 10	046/010 Christmas Meeting (Edmonton)
September 4	Human Rights Committee	December 11	Multi Health
September 5	Human Rights Committee	December 11	Executive Meeting
September 5	Grandparents Day picnic	December 11	Red Deer Area Council Meeting
September 6	PE	December 12	048/045 Meeting (Olds)
September 7	PE	December 12	Education Bargaining Summit (Edmonton)
September 10	Local Chairs	December 13	Local 044 Council (Red Deer)
September 10	95/45 BBQ PLC	December 13	057/004 & 005, 044/002 Christmas Luncheon Hospital (Red Deer)
September 11	Multi Health Meeting	December 13	Local 044 Christmas Party (Red Deer)
September 11	Red Deer Area Council	December 14	Local 044 Education Day (Red Deer)
September 11	95/45 BBQ RVG	December 14	057/004 & 005 Christmas Luncheon Provincial Building (Red Deer)
September 12	Met with Coordinator of CLIP (Calgary Local Immigration Partnership)	December 14	047/021 & 048/021 combined Christmas Party (Red Deer)
September 12	Local 95/45 BBQ ACH	December 15	Camrose Area Council Christmas Gala
September 13	GRB	December 17	Centennial Meeting (Edmonton)
September 14	Local 44	December 18	057/004 & 005 Christmas Luncheon Michener Bend (Red Deer)
September 15	118/27 Emcon (Hanna)	December 19	GRB (Edmonton)
September 17	Centennial Committee meeting	December 19	Local 047 (Edmonton)
September 18	Local 57 (Camrose)	December 19	NAIT Executive Luncheon
September 19	Centennial Ed Folk Fest meeting	December 20	Executive Meeting (Edmonton)
September 20	Health Sector Conference	December 22	Member's Funeral (Calgary)
September 21	Health Sector Conference	2019	
September 24	47/12 meeting (Stettler)	January 4	Human Rights Committee Meeting (Edmonton)
September 25	Centennial meeting	January 5	002/002 Winterfest (Edmonton)
October 3	Meeting with staff advisor HRC;	January 8	Centennial Teleconference
October 3	Executive Meeting	January 9	044/009 Meeting (Drumheller)
October 4	Executive Committee	January 9	PE Special Meeting Teleconference
October 5	Executive Committee		
October 9	GRB		
October 10	PE		
October 11	Convention		
October 12	Convention		
October 13	Convention		

January 10	Membership Services Committee meeting	March 21	GRB
January 11	Membership Services Committee meeting	March 22	Human Rights Standing Committee Meeting
January 11	Executive Teleconference	March 22	Local 057/002 AGM (Wetaskiwin)
January 12	Local 012 Council (Edmonton)	March 23	Migrante AB Fundraiser (Edmonton)
January 12	002/002 meeting (Edmonton)	March 25	Local 044/002 AGM (Red Deer)
January 12	Local 006 (Edmonton)	March 25	Local 048/021 AGM (Red Deer)
January 12	Hate Free YEG Rally (Edmonton)	March 26	Centennial Launch (Edmonton)
January 14	050/002 AGM (Stettler)	March 27	Centennial Meeting (Edmonton)
January 15	Centennial Teleconference	March 27	Membership Services Committee Meeting (Edmonton)
January 16	048/006 Lunch and Learn (Airdrie)		
January 17	GRB (Edmonton)	March 27	Local 057/003 AGM (Ponoka)
January 18	Exec Teleconference	March 28	Local 048/001 AGM (Airdrie)
January 18	Local 095 Education Day	March 28	Local 042/008 AGM (Rocky Mountain House)
January 21	Filming for Centennial		
January 22	Political Campaign (Wetaskiwin)	March 29	Local 048/036 AGM (Olds)
January 22	047/050 AGM Ponoka	March 30	Local 002/002 AGM (Edmonton)
January 23	YAC Wing Nite (Wetaskiwin)	April 1	Local 040/013 AGM (Beaumont)
January 25	Local 095/002 AGM (Calgary)	April 2	Local 118/004 AGM (Ponoka)
January 28	Local 048/032 (Didsbury)	April 3	Local 044/001 AGM (Lacombe)
January 30	Centennial Meeting	April 3	Local 001/026 AGM (Rocky Mountain House)
January 31	Centennial Meeting	April 5	Executive Teleconference
February 1	Local 095/001 AGM (Calgary)	April 8	57/14 AGM (Rimby)
February 2	Attended Labour Night at Roughnecks game	April 9	44/07 AGM (Drayton Valley)
February 4	Executive meeting	April 10	09/05 AGM (Red Deer)
February 4	Red Deer Political Campaign	April 13	PE
February 5	Local 044/011 AGM (Rimby)	April 15	57/16 AGM (Czar)
February 6	Local 040 council	April 16	Steward Workshop (Edmonton)
February 6	Centennial Meeting	April 16	Local 57 (Camrose)
February 7	PE	April 16	48/45 AGM (Olds)
February 8	PE	April 17	Steward Workshop (Edmonton)
February 11	Financial Literacy Presentation	April 17	05/12 AGM (Rocky Mountain House)
February 11	Local 048/025 AGM (Sylvan Lake)	April 17	57/06 AGM (Drumheller)
February 11	Local 048/045 bargaining meeting	April 23	03/12 AGM (Red Deer)
February 12	Local 006/019 (AGM) Drayton Valley	April 24	71/02 AGM (Olds) College
February 13	Local 047/012 AGM (Stettler)	April 25	44/06 AGM (Ponoka)
February 13	Local 09 Council	April 29	Calgary Area Council
February 15	Local 040/003 AGM (Red Deer)	April 29	Stage West Calgary Area Council
February 16	Local 046/003 AGM (Leduc)	April 29	Wetaskiwin Area Council AGM
February 19	Local 044/004 AGM (Coronation)	April 30	Red Deer Area Council AGM
February 20	Local 001/017 AGM (Camrose)	May 1	Centennial Working Group
February 21	GRB; Local 012/004 AGM Camrose	May 2	Local 46 AGM (Edmonton)
March 11	Meeting with MLA (Lacombe)	May 2	Moderated Education Town Hall
March 12	Labour School	May 3	Steward Workshop (Red Deer)
March 13	Labour School	May 4	Teleconference Centennial
March 14	Labour School	May 6	Human Rights Committee
March 14	Local 006/003 AGM (Red Deer)	May 6	CLPNA Dinner (Edmonton)
March 15	Meeting with MLA Candidate (Red Deer)	May 7	Interviews (Calgary)
March 16	EAC St Patricks Day Dinner and Dance	May 8	Steward Workshop (Edmonton)
March 17	Private Ceremony for unveiling of Janvier Paintings at Legislature	May 8	Local 47 (Edmonton)
March 18	Public Ceremony for unveiling of Janvier Paintings at Legislature	May 8	46/01 BBQ (Edmonton)
March 18	44/05 AGM (Wetaskiwin)	May 8	Leduc Area Council AGM
March 19	Interviews at HQ	May 9	Steward Workshop (Edmonton)
March 19	Local 048/042 AGM (Sundre)	May 9	46/03 Meet and Greet (Devon)
March 19	Local 044/010 AGM (Olds)	May 10	Local 095 (Canmore)
March 20	Local 047/021 AGM (Red Deer)	May 11	Local 95 AGM (Canmore)
March 20	Local 057/004 & 005 AGM (Red Deer)	May 11	Local 71 AGM (Canmore)
March 20		May 12	Local 95 Council (Canmore)
			48/22 Rally (Innisfail)

May 13 Local 38 AGM (Edmonton)  
 May 14 Interviews (Edmonton)  
 May 14 Local 43 AGM  
 May 15 Calgary Steward Workshop  
 May 15 Rocky Mountain House Area Council  
 May 16 Interview (Edmonton)  
 May 16 GRB (Edmonton)  
 May 17 Local 03 AGM (Edmonton)  
 May 17 Centennial Meeting  
 May 22 Local 045 AGM (Calgary)  
 May 22 Drayton Valley Area Council AGM  
 May 23 Membership Services Committee Meeting  
 May 23 Olds Area Council AGM  
 May 24 Local 57 AGM  
 May 25 Athabasca Centennial BBQ  
 May 27 Executive Meeting  
 May 28 95/01 Pizza Day (Calgary)  
 May 28 Heritage Park – Banners (Calgary)  
 May 29 Ponoka Area Council AGM  
 May 31 Local 44 AGM (Red Deer)  
 June 1 Calgary Centennial Event  
 June 5 44/07, 57/07 BBQ (Drayton Valley)  
 June 6 PE  
 June 7 PE  
 June 9 Centennial Meeting – Staff Advisor  
 June 10 Local Chairs Meeting  
 June 10 47/41 BBQ (Red Deer)  
 June 12 71/14 Meeting (Red Deer)  
 June 12 Centennial Central Meeting  
 June 13 Legislature  
 June 14 57/02  
 June 14 44/05 Bill 9 Rally (Wetaskiwin)  
 June 15 Grande Prairie Centennial  
 June 18 40/03 Rally/BBQ (Red Deer)  
 June 18 46/03, 54/10 Bill 9 info (Leduc)  
 June 19 57/04, 57/05, 44/02 BBQ (Red Deer)  
 June 20 GRB  
 June 22 Peace River Centennial  
 June 24 Telephone Town Hall  
 June 24 Attended Member’s Funeral  
 June 25 48/36 Mtg (Olds)  
 June 26 Telephone Town Hall  
 June 28 Ponoka Parade  
 June 28 Human Rights Committee Meeting  
 June 28 Stonewall Riot Rally at Legislature  
 July 2 Local 95 Sign Making (Calgary)  
 July 2 Flags from float company  
 July 3 Bill 9 Rally (Lacombe)  
 July 3 Red Deer Area Council Meeting  
 July 4 48/32 BBQ (Didsbury)  
 July 5 Calgary Stampede Parade  
 July 8 48/01 BBQ (Airdrie)  
 July 8 Membership Services Invite to Chuckwagon  
 (Calgary)  
 July 9 Bill 9 Rally (Leduc)  
 July 10 44/04 Bill 9 Info Meeting (Coronation)  
 July 11 Executive Meeting (Edmonton)  
 July 11 Red Deer Area Council BBQ

July 12 48/21 BBQ (Red Deer)  
 July 15 Bill 9 Info Meeting (Red Deer)  
 July 16 PE  
 July 17 Red Deer Westerner Parade  
 July 17 02/03 Bill 9 info Meeting (Rocky Mountain  
 House)  
 July 18 GRB (Edmonton)  
 July 19 K-Days Parade (Edmonton)  
 July 20 Camrose Centennial BBQ  
 July 22 Membership Services Committee Meeting  
 July 23 Membership Services Committee Meeting  
 July 24 Bill 9 Rally (Lethbridge)  
 July 26 44/10 Bill 9 Rally (Olds)  
 July 27 Medicine Hat Centennial BBQ

Listed above is my activity report since my 2018 Convention submission  
 (please note that this does not encompass any phone calls, emails, text  
 messages and meeting preparations that I have done, responded to,  
 prepared for or attended to); I have included activities only until such  
 time as this report was submitted; as well I have used at least 43 of  
 what would be considered my scheduled days off for union business.

## **COMMITTEE REPORTS**

### **ANTI-PRIVATIZATION COMMITTEE**

To the Officers and Delegates of the Alberta Union of Provincial Employees' assembled for Convention October 17-19, 2019.

#### **Welcome to Convention from the members of the Committee:**

Tyler Hardy – Local 003  
Toni Zatorski – Local 042  
Thelma Ogden – Local 043  
Lynda Broomfield – Local 044  
Nancy Burton – Local 45 – Vice Chair  
Bonnie Gostola – Local 045 – Chair, Vice-President  
Amanda Whillans – Local 047  
Jason Pilot – Local 071  
Paul MacDonald – Local 095

The Committee met on the following dates during the 2018-2019 year:

October 25, 2018  
January 7, 2019  
February 25-26, 2019  
April 4, 2019  
June 13, 2019  
Sept 3, 2019

The Committee would like to take this opportunity to thank all AUPE members on their continued diligence, watching for ongoing threats to the services that we provide to Albertans everyday. We recognize that over the past four (4) years there were threats in certain areas that continued under a “labour-friendly” government: Long Term Care spaces and the move to privatized seniors’ care; the change in the servicing model for General Support Services Local 006; to a not-for-profit agency directed decision-making process; and continued reduction of the number of our members in Local 004. These things continued to happen under the government led by the NDP. Having members fighting for accountability by their employers and getting some job protection language in some of the larger bargaining agreements did help stem the outflow of jobs to private domains. Unfortunately, that period for AUPE members can now be considered as a brief reprieve of the attack on publicly delivered services.

The Committee took this brief reprieve from systemic attacks to work on several areas that our members would recognize and were able to start planning for the day when the attacks would begin again. After the 2018 Convention, the Committee began to focus on some of the constructive debate arising from Convention. Given the mandate of the Committee, the work began on how we prepare for the potential change in the government, inklings about which AUPE was already warning members even prior to Convention 2018.

#### **Communication with Component Chairs and Sub-Committees**

Letters were sent out to Chapter and Local Chairs in January 2019, reminding members of the mandate of the Anti-Privatization Committee. Another letter was generated for the sub-committees of Locals, and was distributed through the Local Chairs. This letter was an outreach to the sub-committees on how to reach out to the Standing Committee for assistance in providing materials and strategies for taking on issues arising within the Local. Each Local was given the contact information of the member of the Committee assigned as a Liaison.

What follows is the project work of the Committee:

#### **Pharmacare**

Over the past year, the Committee has enlisted the aid of the AUPE membership to gather signatures on a national petition asking for a national universal Pharmacare program for all Canadians. That drive continues and, in June, the Federal Advisory Council brought back a recommendation for the creation of this program.

In January, two members of the Committee, Nancy Burton and Vice-President Bonnie Gostola, along with standing committee members from COPA, YAC, and Women’s Committee and Vice-President Susan Slade, attended the Healthcare Coalition Lobby on Parliament Hill in support of this initiative.

These members were integral in meeting with Members of Parliament on the need for a national Pharmacare program. They represented AUPE with knowledge born from experience in healthcare, and the strength of the 95,000 members who could benefit from this program. I am proud to have been a part of this initiative. To date, our members have gathered over 3,000 of the 6,000 total signatures collected in Alberta, the largest contribution to the petition. Thank you to those members, Chapters and Locals who went out and collected signatures. Now we hope that the next federal government follows through on the recommendations of the Federal Advisory Committee on Pharmacare.

### **Your Job is At Risk!**

The Anti-Privatization committee is committed to informing the members of the fact that “Your Job Is at Risk!” As a committee, we try to reinforce by being open and honest, through discussion and with our campaign of signing the “Your Job Is At Risk!” banners. Many of you have already signed them at events such as Labour School, Convention and various social events.

“Your Job Is at Risk!” refers to the fact that no member is safe from the threat of privatization. Often times, there is a complacent attitude until it is too late. Members often feel that “privatization exists, but there is no way that they will try to privatize my sector.” This is a thought process we need to avoid. As we’ve seen in the past, we are ALL vulnerable to this very real threat, and this committee feels that the more educated about privatization we are, and the more the subject is out in the open, then the more we can fight against this very real threat.

### **Update of Materials**

Over the past few years we have been working diligently with the Communications Department on updating all anti-privatization information.

The Anti-Privatization binder has been completed and is now a fourteen-page pamphlet instead of a binder. There is good comprehensive information in this pamphlet that members can use in their fight against privatization.

As we proceed over the next four years, it is imperative that we have up-to-date information for our members. With the new government, we as a Committee will be kept busy, due to this new government coming after the unions.

In closing, the more up-to-date information the members have, the better armed you are against the tyranny of this new government.

### **Where do we go from here?**

We are facing the threat of massive cuts to the services we provide and the loss of jobs to privatization, on a scale even larger than what was seen in the Klein era. This government ran on a platform of closing down the centralized northern lab, and privatizing laundry services across hospitals in Alberta. Unfortunately, they have already followed through on the first of their pledges, shutting down the build of the Alberta Lab in Edmonton, and secondly, introducing Bill 9 which gave them the right to postpone the arbitration cases with all AUPE contracts that were in wage reopeners, until November 2019.

This government is committed to giving their corporate buddies large lucrative contracts that will undermine the quality of the product that is currently available to Albertans. That product includes the knowledge, experience, dedication, and stable delivery of the services that AUPE members provide.

This is just the beginning of the attack on your jobs. Two years ago, this committee began a campaign “Your Job is at Risk!” It was the beginning of focusing the members on the need for diligence in protecting the jobs that our members do. Now, more than ever, we need front line members, to be active in protecting their jobs. 95,000 members need to be solid in their resolve to not only watch for the privatization of the work we do everyday, but to actively fight back and remind this very dangerous and ambitious government that the work we do matters. It matters to each of us as workers, it matters to the Alberta public to whom we provide services everyday, and it matters to the protection of our collective bargaining rights and our Charter of Rights and Freedoms. The Committee will continue the mandate of educating the members, it will continue to help any groups with their sub-committees, and we will continue to spearhead the charge when the membership is threatened. We ask that all of our delegates, here, also make that pledge.

The eight members who sit on this committee have shown a never-waning dedication to the protection of AUPE jobs in Alberta. I am proud to have been a part of the work they have taken on. To Garry, Staff Advisor and Justine, Administrative Support, the support they have given this committee has been invaluable to the work required to get

all of the material and information completed.

The start of the next 100 (one hundred) years of AUPE is going to prove to be as challenging to our members as, we can imagine, those first few years were with the CSAA (Civil Service Association of Alberta).

The fight continues, TODAY!!

Submitted in solidarity on behalf of the Anti-Privatization Committee,

Bonnie Gostola  
Vice-President  
Chair

## **COMMITTEE ON POLITICAL ACTION**

Greetings and salutations to the officers, delegates, observers and guests of the Alberta Union of Provincial Employees Annual Convention assembled in Edmonton, Alberta, October 17th - 19th, 2019!

### **Committee Members:**

Mike Dempsey, Vice-President, Chair  
Rhonda Whitten, Vice-Chair, Local 46, Leduc  
Danielle Nadeau McMillan, Local 39, Calgary  
Lianne Dumais, Local 47, Cold Lake  
John Lomas, Local 002, Edmonton  
Bruce Macdonald, Local 46, St. Albert  
Sandra Haeckel, Local 095, Calgary  
Richard Lemaire, Local 002, Calgary  
Jules Noel, Local 57, Lacombe  
Trevor Zimmerman, Staff Advisor  
Tammy Tangedal, Athabasca, Staff and Committee Secretary

We would like to begin by thanking our Staff Advisor, Trevor Zimmerman, for his huge contribution to the COPA! Trevor was an integral part of the team and indeed, did most of the heavy lifting behind the scenes, from arranging for our speakers and legislature visits, to planning, advertising, and instructing the Advocacy Training program, to giving us the *Reader's Digest* version of bills passed by both the NDP and later, the UCP governments. We truly appreciate your hard work and dedication to improving the lives of those who really make this province run.

Thanks also to Tammy Tangedal, our staff secretary. Tammy works out of the Athabasca office, and is the reason our reports make sense, and keeps us always on our toes about being prompt with our time offs and expense claims. Tammy also has a strong interest in what the committee does, and we appreciate the insights she gives us from time to time in our meetings!

### **COPA Meeting Dates and COPA Attended Events**

September 14-15 - The Good Fight Conference  
November 7 - Meeting  
November 7 - Attended Legislature, meeting with Brian Malkinson, Minister of Service Alberta  
November 14 - Chamber of Commerce Luncheon with UCP Leader Jason Kenney  
November 16-18 - Parkland Institute Conference  
December 14 - Meeting with Alberta Party Leader Stephen Mandel  
January 17-18 - Meeting  
January 24 - Chamber of Commerce Luncheon with NDP Leader Rachel Notley  
January 27-30 - Canadian Health Coalition, Ottawa  
January 28 - Edmonton Election Advocacy Training  
January 31 - St Albert Election Advocacy Training  
February 4 - Red Deer Election Advocacy Training  
February 7 - Calgary Election Advocacy Training  
March 11 - Meeting with Lacombe-Ponoka UCP MLA Ron Orr  
March 15 - Meeting with Calgary-Varsity NDP Candidate Anne McGrath  
March 18 - Meeting with Calgary-Varsity UCP Candidate Caylan Ford

March 21-22 - Meeting  
March 23 - Migrante Fundraiser  
April 1 - Meeting with Local 052 Council  
April 4-5 - PIA (Public Interest Alberta) Annual Advocacy Conference  
May 22: Meeting with Edmonton-Manning NDP MLA Heather Sweet  
May 31 - Meeting  
May 31 - Meeting with Advanced Education Critic NDP MLA David Eggen  
May 31 - Meeting with EDLC (Edmonton and District Labour Council) President Greg Mady.  
June 27 - Bill 9 rally, Vegreville Health Centre  
June 28 - Bill 9 rally, Tofield Health Centre  
July 2 - Bill 9 rally, Lamont Health Centre  
July 3 - Bill 9 rally, Foothills Medical Centre, Calgary  
July 3 - Bill 9 rally, Two Hills Health Centre  
July 3 - Bill 9 rally, Lacombe Health Centre  
July 9 - Bill 9 rally, Leduc Health Centre  
July 15 - HSAA Bill 9 rally, University of Alberta Hospital, Edmonton  
July 19 - Bill 9 rally, Royal Alexandra & Glenrose Hospitals, Edmonton  
July 23 - Meeting  
July 24 - Bill 9 rally, Mill Woods Town Centre, Edmonton  
July 26 - Bill 9 rally, Olds Health Centre  
July 29 - Bill 9 rally, Red Deer Regional Hospital  
July 31 - Bill 9 rally, Rockyview General Hospital, Calgary

### **COPA Accomplishments In The Past Year**

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

### **2019 Provincial Election Member Education and Advocacy**

AUPE delivered to the membership two hour Advocacy Training sessions in various areas of the province, from Lethbridge to Slave Lake. Organizer and COPA Staff Advisor Trevor Zimmerman provided the training. The purpose of the sessions was to give our members issues to challenge the MLA candidates with, including funding public services, protecting public health care, and defending our pensions. COPA members attended some of these sessions for both educational and supportive reasons. At the end of the session members were paired up and tasked to contact election candidates in their own riding. The response of some candidates was very disappointing - notably in Calgary, with few giving us an opportunity to meet with them. However, the Advocacy Training was proven to be very informative and resulted in new members getting more engaged and even getting elected on their local's council at their AGMs.

Phone Banking: research shows the best way to get a political message across is person to person contact – in person if you can, or over the phone. There was a lot at stake in this election, and COPA set out to educate members about the issues and the NDP and UCP platforms through a massive phone bank. This then drove efforts to get out the vote on election day, with the help of many AUPE members participating and volunteering. It ran between February 4th and April 16th.

Website Info on the Election: our communications department developed a landing page for bringing to light the issues and concerns we all should have as the election approaches.

COPA developed several major questions that were sent out to the 4 main registered political parties for their written positions on issues of concern to our members. We had responses from the NDP and the Liberal parties, but not the UCP or Alberta Party. The results were published online and mailed to members in select ridings.

Committee members were tasked with approaching the locals in the lead up to the election to speak at their meetings about the issues of concern to our members, due to its significant importance.

Trevor Zimmerman and Mike Dempsey attended luncheons hosted by the Edmonton Chamber of Commerce at which Jason Kenney was the keynote speaker at one, and Rachel Notley was the speaker at the other. It quickly became clear from all the answers Kenney gave to questions from the audience that the UCP was resolute in their desire to cut government spending and corporate taxes while increasing opportunities for privatization and deregulation.

Vice-President Mike Dempsey and President Guy Smith met with the leader of the Alberta Party, Stephen Mandel, at Mandel's request. It became obvious that there was no love lost between the two right wing parties, with Mandel wanting to favour a more positive relationship with unions than does the UCP. However, the Alberta Party did not win a single seat in the election. Politically, the Alberta Party most resembled the old PC party of 5 years ago.

### **2019 Provincial Election Debrief**

We focused on activities that AUPE as a whole undertook up to when the election occurred. We discussed the success and struggles of our Local Liaison initiative – whereby individual COPA members advised the Locals they were assigned to of their willingness to come to their AGM's to discuss political issues. Some Locals have now incorporated political action as a standing item on their council meetings. We will keep this initiative alive going forward.

The phone bank called 36,400 members in 45 ridings, 11,000 of whom completed the brief survey on questions related to health care, pensions, and funding services – and 94% of members agreed with AUPE that the government should keep health care public, keep their hands off our pensions, and avoid budget cuts. Many, many members helped out, giving of their time to communicate with our members. Thank you all!

The Advocacy Training program had mixed results, with some folks expressing interest in the program but unable to commit the time to attend. Thanks to all those who did, you learned valuable lessons in how to communicate issues with your local MLA.

Some of our members met with UCP candidate and now Education Minister Adriana Lagrange in Red Deer before the election. They questioned her on a number of issues, including support for collective bargaining. Lagrange told our members that collective agreements would be honoured, and they would bargain in good faith. It looks like we now have to remind the Minister of this commitment.

### **Sanctuary City Edmonton**

Did you know in the City of Edmonton alone it is estimated that there are anywhere from 10,000 to 20,000 undocumented workers? Many of them were left stranded by arbitrary changes to the Temporary Foreign Worker program made by then Immigration Minister Jason Kenney. Labour unions have recognized the very vulnerable position these workers are in, and have worked to convince cities across North America to adopt "Sanctuary City" policies where public service providers and workers agree not to ask about or report on the citizenship status of the people they serve. The Edmonton campaign was approved by PE and endorsed by AUPE last year, and the group Sanctuary City Edmonton led a successful campaign to have the principles adopted by Edmonton City Council in September, 2018. There is still work to be done adopting the ideas into policy, and advocacy is also happening now at the provincial level.

### **2018 Convention Resolution on Tuition Funding**

Due to timing constraints, the COPA resolution on tuition funding did not make it onto the floor at the 2018 AUPE Convention and the committee felt it was important to bring back for action after the provincial election.

The Resolution read as follows:

WHEREAS access to affordable post-secondary education is beneficial to society;

THEREFORE BE IT RESOLVED that AUPE supports tuition freezes as a step towards tuition free post-secondary education for students, and to eliminate financial barriers to education

THEREFORE BE IT FURTHER RESOLVED that AUPE calls for all tuition freezes and reductions to be supported with equivalent funding to post-secondary institutions, with the result that overall post-secondary funding will not fall below population growth and consumer price index increases.

This resolution has become more relevant as we have seen the Ontario PC government provide cuts of 10% to student tuition, but they are not increasing funding for post-secondary. This means 10% budget cuts that will impact the support staff in that province.

We've also seen a recent survey by the Canadian Association of University Teachers find that 61% of Canadians favour eliminating tuition fees.

COPA decided after Convention 2018 that we should send a letter from AUPE to the elected government, so they know we support tuition cuts/freezes for post-secondary students but that workers should not have to pay the price for inadequate funding to post-secondary institutions. COPA drafted a letter to send to the Minister of Advanced Education.

A copy of that letter is available to all members upon request.

## **MLA Meetings**

COPA members have participated in meetings with Cabinet Ministers, MLAs and election candidates.

Of note, COPA was able to meet with newly appointed Service Alberta Minister Brian Malkinson in November 2018, and discussed housing affordability and the need for rent controls. The Committee also highlighted the impact of the NDP approach to salary negotiations on front line workers.

Committee Chair Mike Dempsey and Staff Advisor Trevor Zimmerman met with former AUPE member and NDP MLA Heather Sweet in May to discuss her role as Mental Health Critic and potential concerns with the new government's approach to labour and funding services.

The Committee also met with NDP MLA David Eggen at the end of May to talk about the role of the Official Opposition. Eggen expressed a desire to work with AUPE members to defend public services and labour rights. The Committee shared their frustrations with some of the labour positions the NDP took while in government and the lack of pro-labour policy in the election campaign.

## **Anti-Fascism and Trade Unions**

A disturbing trend has been seen in the rise of fascist groups and political sentiment. Organizations like the Neo-Nazi founded Soldiers of Odin, and like-minded "patriot" groups like Northern Guard, Proud Boys, Worldwide Coalition Against Islam and III%ers have been growing, and going mainstream. Recently the Yellow Vest Movement has become a welcome home for members of these groups.

While our Muslim neighbours and, more recently, LGBTQ2S+ workers have been their targets, we know too well from history and observation of these groups that there is no love for trade unions among the far-right. Soldiers of Odin attempted to hijack a Unifor strike line in Ontario, and the Edmonton District Labour Council Labour Day BBQ in Edmonton to try to hide their intentions behind good deeds.

A group of concerned Edmontonians organized a conference to talk about these issues in September, 2018 and COPA members attended, learning about the rise in hate crimes, how people have been exposing these groups, and tips on safely engaging.

## **Edmonton & District Labour Council (EDLC)**

EDLC President Greg Mady met with COPA in May to talk about building solidarity to respond to threats we are facing. The EDLC is the umbrella group for unions affiliated to the Alberta Federation of Labour and Canadian Labour Congress in the Edmonton area, with a focus on municipal politics. They recently signed on to an initiative to #UniteAgainstRacism which you can read online at <https://migrantrights.ca/lcletter/>

## **Bill 9**

AUPE members working in Provincial Government Services, AHS General Support Services, and AHS Nursing Care at 10 post-secondary institutions, and Alberta Innovates and Innotech ratified collective agreements which include wage-adjustment arbitration to be held in 2019, the majority before June 30. A delay of this arbitration process is a denial of the legitimate and legally negotiated rights of our members.

Initially, the UCP government asked independent arbitrator Phyllis Smith to delay wage-adjustment arbitration. After hearing presentations from government and AUPE legal counsel, Smith ruled in favour of following the previously agreed upon terms of the collective agreements and denied the government's request to delay the arbitration.

On June 13, 2019, the UCP government introduced Bill 9 to abolish the June 30 deadline for holding third-year wage arbitration for 24 separate bargaining units including the AUPE members already mentioned.

In a show of defiance and solidarity, members of all Alberta's major unions gathered at the Legislature on June 13 to protest this unfair and illegal attack.

The UCP government lied to AUPE and our arbitrator about the Bill becoming law, and an arbitration hearing was cancelled based on this lie. Eventually on June 28th, 2019, *Bill 9: Public Sector Wage Arbitration Deferral Act* received Royal Assent.

## **AUPE Fightback Campaign**

On June 14th, one day after Bill 9 was introduced, members at the Wetaskiwin Health Centre took action, telling their managers they were leaving work for an information picket. After some time, they returned to work with an agreement from management that nobody would be disciplined. Still, AHS was upset and took AUPE to the labour

board who ruled that because this took place outside those members lunch hours that it was an illegal strike. The decision did make it clear that members have the right to take part in protests on their scheduled lunch breaks. We wanted to make sure we acknowledged those workers in Wetaskiwin and their frustration with Bill 9 that led them to take this action.

President Smith hosted telephone town halls on June 24 and 26th, with the assistance of VP Susan Slade and Legal Counsel Patrick Nugent. These town halls were an opportunity to educate AUPE members on how Bill 9 might impact them and allowed for questions. 27,290 AUPE members connected for a total of 477,000 minutes listened. In response to poll questions, AUPE members said they overwhelmingly support aggressive opposition to Bill 9, and would support actions against Bill 9 and the cuts recommended by the Blue Ribbon Panel.

As of the writing of this report, information pickets have been organized by many component officers with the support of AUPE's organizing staff. By Convention many more will have been scheduled and held. The majority of info pickets to date have been at AHS workplaces unless indicated.

June 14 - Wetaskiwin Health Centre  
June 15 - Lac La Biche Health Centre  
June 27 - Vegreville Care Centre\*  
June 28 - Tofield Health Centre\*  
July 2 - Lamont Health Care Centre\*  
July 3 - Two Hills Health Centre\*  
July 3 - Lacombe Health Centre\*  
July 3 - Foothills Medical Centre, Calgary\*  
July 3 - Westlock Health Centre  
July 9 - Leduc Hospital\*  
July 15 - University of Alberta Hospital (HSAA organized)\*  
July 19 - Westview Health Centre, Stony Plain  
July 19 - Edmonton General Continuing Care Centre  
July 19 - Royal Alexandra & Glenrose Hospitals (Covenant Health)\*  
July 22 - Slave Lake Health Centre  
July 24 - Lethbridge Provincial Building  
July 24 - Mill Woods Town Centre, Edmonton (Government of Alberta)\*  
July 26 - Olds Health Care Centre\*  
July 29 - Athabasca Hospital  
July 29 - Red Deer Regional Hospital\*  
July 31 - Rockyview General Hospital, Calgary\*  
July 31 - Fort Saskatchewan Hospital  
July 31 - UCP Party Office, Edmonton  
August 7 - Clareview, Edmonton (Government of Alberta)  
August 19 - St. Michael's, Lethbridge (Covenant Health)  
August 30 - Misericordia Hospital, Edmonton (Covenant Health)  
October 4 - University of Lethbridge

\*COPA members in attendance.

Pickets have been well attended to date from smaller centres in rural Alberta to over 700 coming out for the Foothills Medical Centre action on July 3rd. The Foothills action is a great example of member driven organizing, with Local 095 members making calls to their 2,800 members at the Foothills to educate them about Bill 9 and promote the info picket. On the day of the event they had long-time staff who knew a lot of their co-workers going to cafeterias and break rooms in the morning to encourage attendance. Their work set the template for other successful actions.

We know that the fight for collective bargaining rights has just started. At the writing of this report, we have not seen the results of the Blue Ribbon Panel but suspect it will be used to justify continued wage freezes or even rollbacks based on positions taken by members of the panel. In 2017, panel members Janice Mackinnon and Jack Mintz wrote a paper recommending \$6.6 billion in annual cutbacks, which includes a 2% wage rollback forced on workers by likely unconstitutional legislation.

Members are fighting back with our support - we have stopped previous Conservative governments who tried to use legislation to impose pay deals on workers in 2013 and, together, we can stop them again.

## **Support for AUPE Allies – Parkland Institute, Public Interest Alberta, Canadian Health Coalition**

### **Parkland Institute**

COPA members Richard Lemaire, Danielle Nadeau MacMillan, along with VP Mike Dempsey and Staff Advisor Trevor Zimmerman attended the Parkland Institute fall conference November 16-18 in Edmonton. The research Parkland conducts is incredibly valuable for organizations like unions who want to discuss government policy from a pro-public service, pro-labour perspective. COPA learned how unions and social movements across the world are responding to governments keen on cutting services and increasing inequality. Presentations included economics, public health care, education, the environment, Indigenous rights perspectives and more.

### **Canadian Health Coalition & Friends of Medicare Ottawa Lobby**

COPA member Rhonda Whitten was able to attend the Canadian Health Coalition annual lobby in Ottawa in January, 2019 with their Alberta affiliate Friends of Medicare. The lobby theme was Pharmacare – adding prescription drugs to our medicare system. Canada is the only country with a universal health care system that does not cover prescription drugs. The event was educational and participatory, with Members of Parliament of all parties engaged. The NDP were clear in their support for Pharmacare, with most Liberal MPs waiting for a federal report to commit, and most Conservative MPs opposing.

### **Public Interest Alberta Conference**

COPA members Bruce Macdonald and Rhonda Whitten attended the PIA conference in April in Edmonton. The annual conference brings advocates together to discuss issues and solutions. Session topics included eliminating poverty, the problems with privatization, a Green New Deal, and expanding public services.

### **October 21 Federal Election**

As of this writing, it is expected that the next federal election will be called for October 21. Conservative governments across Canada have postponed some controversial and aggressive moves until after the election. Notably, Doug Ford's Ontario PC government tabled, but did not pass a bill, limiting labour arbitration – sound familiar? Both Ontario and Alberta's legislatures will not sit until after the election. It is expected that Premier Kenney and key Alberta conservatives will spend much of their time in the fall campaigning for Andrew Scheer in vote rich Ontario.

Like the provincial election, COPA intends to survey the federal parties around key issues like expanding public health care, labour rights, and electoral reform before the election so that our members can compare the platforms and make an educated decision at the ballot box. Check the AUPE website for more information!

### **What's Next in Alberta Politics**

We expect to be dealing with some serious issues when the Alberta Legislature resumes sitting on October 22nd. The UCP are likely preparing a bill to rollback or freeze public sector wages. Yet another bill rolling back labour rights is coming, which aims to do at least two things:

- Restrict union involvement in political engagement – yet no restrictions planned for corporations. We don't yet know how far they will go, but they have a lot of examples from Republican states to draw from.
- Undermine public sector bargaining with scab labour (aka replacement workers). It is currently illegal for employers to hire scab labour or encourage union members to break their strike by crossing their own picket line, once an Essential Services Agreement has been reached. The UCP intends to change this very soon.

The fall budget will be introduced and passed, containing at least some of the cuts recommended by the Blue Ribbon Panel.

The ongoing Alberta Health Services review will wrap up on December 31, with their own recommendations for cuts and privatization – or what they call “efficiencies”.

Then in February or March next year we should expect a spring sitting of the Legislature with a budget incorporating more of the cuts recommended by the Blue Ribbon Panel and the AHS review.

No doubt the hits will keep on coming. We are in for trying times. The work we are doing today building opposition to Bill 9 will help us through the struggles from the attacks we expect to face through the entire term of this UCP government.

In solidarity, and on behalf of the COPA committee,

Mike Dempsey

Vice-President and COPA Chair

## ENVIRONMENTAL COMMITTEE

Rod Feland, Vice-President, Chair  
Angele Alook, Staff Advisor  
Charlene Peterson, Staff Secretary  
Colleen Moskalyk, Local 050, Morinville  
Angela Pala, Local 009, Lacombe  
Marylou Savic, Local 043, Bellis  
Lawrence Schinkel, Local 012, Lethbridge  
Meghan Stone, Local 054, Edmonton  
Ray Walmsley, Local 038, Edmonton  
Julia Watson, Local 002, Edmonton

Caillie Mutterback of Local 052 (U of C) had to step down previously, as she accepted a new position at Mount Royal University, so sadly she is no longer a member. We offered a position to another member who had applied for a committee position. She graciously declined due to her increased level of involvement in her own Local. With so little time left in this committee's tenure, we felt it unwise to add new membership now.

We have also recently lost another member of the Committee, Meghan Stone. A Labour Board decision has moved her bargaining group to the HSAA. We will miss both of them and the knowledge and dedication they brought to our Committee.

I would also like to thank our Staff Advisor, Angele Alook, who also is no longer with us. She has left to pursue a professorship with York University. This is a great opportunity for her, and we wish her the very best and thank her for her input and guidance, particularly with the environmental survey and results. Also thanks to Hitomi Suzuta for her assistance on summarizing the survey results. We hope to post the info-graphic summary of our survey on the Convention website. We also sent letters and emails to the two winners from the survey draw from last Convention. One of those winners did respond and we have passed along a \$50.00 VISA gift card. We have not had a response from the other draw winner at the time of writing this report.

Building on our tentative success with the Canadian Association of Physicians for the Environment (CAPE), we passed along member concerns regarding what seems to be a proliferation of disposables used in healthcare. We got a quick response from AHS, and we will continue to pass these concerns along as members bring them forward. We only ask that you contact us to bring these issues to our attention. We do not know at this time if the promised Office of Sustainability will still be a priority with Alberta Health Services. Perhaps one of the many other projects or initiatives on "hiatus", much like our contract arbitrations.

We had some drinking straws left over from last year's Convention. We have donated them to the Women's Committee's Kids Camp, and I look forward to helping out there this summer. Better to learn about the environment when you are surrounded and immersed in it, and Goldeye Centre is a truly magical place.

We have revised the EcoStar nomination form and updated the link to our page. At the writing of this report, we have received 2 nominations for the EcoStar award. We hope to have a few more for consideration by the August 15th deadline.

We continue to post items and articles of interest and concern on our Facebook page and the Committee website. We encourage members to check them regularly. We asked members and the public to fill out the Environment & Parks survey on the Bighorn. That appears to be a moot point now. We can only hope that some of that data still exists in archives established by others (like the University of Alberta). It remains to be seen if it will be used to any purpose at all.

We sent two committee members (Lawrence and Julia) to the Alberta EcoTrust Foundation Conference in April. We sent up to four members to the Public Interest Alberta Conference on the same date. I had the pleasure of introducing a panel whose topic complemented our resolution at last year's Convention. The topic was "A Just Transition To A Renewable Economy". The participants were members of Climate Justice Edmonton, in a session that explored how we might transition to a Renewable Economy that upholds Indigenous rights, expands racial justice, and guarantees good work for everyone. Of note was the "Green New Deal" and how many people have responded to it (predominantly youth and seniors). This has raised some concerns, particularly with organized labour and the "anti-environment" movement being pushed by the oil and gas lobby. Articles by people like Danielle Smith have whipped the far right into a frenzy. Climate change denial is more prevalent and vocal, and used to attack the reasonable voices among us. This has caused a chill in public forums. Even AUPE has concerns in that respect. We don't need

the UCP echo chamber to paint us as “un-Albertan” at a time when we need to garner more public support for our members’ causes. At a recent board meeting of Public Interest Alberta, this was a major topic of much consideration. It was decided that PIA would receive the recommendations of the Green New Deal, but not endorse them at this time. The feeling was that we do not want the current government to dictate a narrative that paints us as the villain through our association with PIA. I have to agree, as timing is everything. As Janet Brown put it at the Parkland Conference; “facts are the most ineffective way of sharing information”

But let us be clear. Climate change is not a hoax, it is a real global issue supported by the vast majority of respectable science (over 97%). We will not shy away from this issue. We will continue to post information as it becomes available and we will let our members come to their own conclusions. To ignore the facts and the overwhelming evidence of human impacts on climate would be a disservice to Albertans and negligent of our mandate as the Environmental Committee. I would also add that financial institutions and the insurance industry certainly recognize it as a credible threat to our economy. Steps need to be taken to mitigate those impacts, and developing and promoting renewable energy resources needs to be part of that discussion.

To recap, the greatest level of interest from our member survey seems to be some kind of training on how to raise environmental awareness in your workplace. We have had some preliminary discussions with the Education Department, and we realize this would be a long-term goal that may take some time to implement. We hope it becomes part of the priority of the next Environmental Committee after this Convention. On a side note, as of July 26th, the new building is on track to achieve our goal of LEED Silver certification.

Respectfully submitted,

Rod Feland  
Chair, AUPE Environmental Committee

## **FINANCE COMMITTEE**

To the officers and delegates of the Alberta Union of Provincial Employees Convention assembled in Edmonton, Alberta, Oct. 17-19, 2019.

### **The Committee Members are:**

Jason Heistad, Executive Secretary-Treasurer, Chair  
Russell Clark, Local 009, Red Deer  
Lea Schmidt, Local 002, Spuce Grove  
Ron Fernandes, Local 001, Edmonton  
Wendy Gummesen, Local 043, Peace River  
Debbie Gordon, Local 046, Edmonton  
Percy Ogden, Local 056, Grande Prairie  
Rachel Shepherd, Local 047, Edmonton  
Christine Vavrik, Local 041, Coaldale  
Cecilia Murphy, Staff Advisor  
Mary Guido, Administrative Assistant

The Finance Committee is responsible for the financial stability of AUPE and ensuring that we are headed in a sound financial direction. By building on past successes and learning, we can effectively steward the resources of today while creating a viable and prosperous tomorrow. The work of the Finance Committee is very comprehensive and may include the following: reviewing/revising finance policies, ongoing financial statement reviews, meeting with external stakeholders and partners, meeting with auditors and financial advisors, making recommendations to the Provincial Executive. In order to accomplish our financial work, we need to make sure that people have all the needed information to make informed decisions. Second, we need to monitor its progress and remain vigilant. In other words, consistency and diligence are key factors in achieving our financial goals.

To identify improvement opportunities in our finances, review of the existing financial policies was needed to account for internal and external factors and pressures. To date, with support and engagement of staff and the Finance Committee members, approximately eight financial policies have been reviewed as well as approved by our Provincial Executive.

AUPE’s total for reserves (made up of the defence, contingency, time-off, severance and defending our services, including the various campaign reserves) is now over \$82,269,240. Our reserve funds are invested in a conservative

balanced asset mix with ATB Investment Services, which has low risk but enjoyed a yield of 5.96% last year. The Members' Benefits Funds have experienced growth this last year and are now in excess of \$12,300,729.

More than ever before, we have conducted and reviewed financial analysis and reporting (both internally and to our membership) and will be proposing a budget of \$61,875,440 to the Provincial Executive for their review and recommendation to Convention for adoption. We plan to continue strengthening the budget and reporting process by incorporating best business practices (e.g. monitoring of budget, and tracking of investments, auditing of books etc.). The Finance Committee looks forward to providing increased transparency and more accountability in the coming years.

The order of focus for the Finance Committee in the coming year will continue to be:

1. Looking back into the past – financial analysis and reporting with respect to both potentials and the risks for the immediate future
2. Giving direction for today – to mitigate risk and enable opportunities
3. Establishing and maintaining future resources.

In order to be good stewards of AUPE's finances, we need to be diligent and learn from the past, account for unintended impacts in the present and be more proactive in preparing for the future. Then come what may, having weathered the storms, we will emerge stronger than ever, not only ready to take on the future but actively involved in creating our own financial realities.

I would like to extend my deep gratitude to the members of the Finance Committee, our Staff Advisor, and all our finance staff, as well as other staff for their excellent contribution, and ongoing commitment to stewarding our Union's financial resources as well as providing diligent scrutiny and oversight of our expenditures.

Respectfully submitted on behalf of the Finance Committee.

In solidarity,

Jason Heistad  
Executive Secretary-Treasurer

## **HUMAN RIGHTS COMMITTEE**

Platinum Rule: Do unto others, as they would have you do unto them

To the Officers and Delegates of the Alberta Union of Provincial Employees, Convention assembled in Edmonton, Alberta, October 17 -19, 2019.

### **The Committee members are as follows:**

Karen Weiers, Vice-President, Chair, Airdrie  
Jose Reyes, Local 006, Edmonton  
Lionel Pereira, Local 038, Edmonton  
Rose Read, Local 039, Calgary  
Kathy Bandmann, Local 040, Vice-Chair, Lethbridge  
Valisity Garbriel, Local 047, Cold Lake  
Lourdes Rosales, Local 048, Calgary  
Raymond Tweedle, Local 057, Red Deer  
Wally Howe, Local 095, Calgary  
Jake Evans, Staff Advisor  
Kelly Steele, Staff Admin

### **The Human Rights Committee met on the following dates during 2018-2019:**

November 9, 2018  
January 4, 2019  
March 22, 2019  
May 6, 2019  
June 28, 2019  
July 25 & 26, 2019 (Pilot Course)  
September 4, 2019

Although the dates stated above reflect only the Committees' regular meetings, members of our Committee participated in learning opportunities and events on several additional occasions, representing AUPE and building solidarity where possible. Some of these included:

- Pink Shirt Day: Raising awareness against bullying
- Anti-Fascist Training
- Canadian Health Coalition
- Queer Health and Wellness Conference
- Stories and Tools for Creating Accessible and Affirming Workplaces
- PIA Conference
- Woman in Trades Conference
- The Coming Out Monologues
- Migrante Alberta Fundraiser
- Annual Lethbridge Pride Flag Raising
- Queer 101
- Lethbridge Gay Straight Alliance Rally
- Edmonton Gay Straight Alliance Rally
- Streets Alive Project - Lethbridge (committee member made bags which included soap, deodorant, toothbrush, toothpaste, granola bars, water, etc.) to hand out to those in need
- Enoch Pow Wow Indigenous Day Celebration
- Pride Parade Lethbridge
- Pride Parade Calgary
- Edmonton Stonewall 50th Anniversary Rally
- Grandparents Day Picnic

Throughout this past year, we have continued to work on the Committee's goals and mandate. Our Committee stands in solidarity with our members within all communities, not only lending our ongoing support to their voices and struggles, but also building trust in a stronger union that is more inclusive of all. One of our goals for our term was to promote involvement and support by AUPE to members at large, organizations and communities affected by human rights issues. As shown above, we tried to achieve this by attending as many events as we could.

### **Creating Connections**

After co-hosting the Creating Connections conference last year, our Committee recognizes that not only do we need to work at creating connections within our Union, but within other communities as well. We have taken the opportunity this past year to connect with many to share and listen. While we've had these opportunities to connect, we recognize that many of our members have not and we hope to continue being able to find ways to provide experiences and spaces for our members to do the same. But merely talking is not enough. The dialogue and attempts to understand each other, while important, are not always enough to really understand the important differences and create real solidarity across those differences. There are so many ways to connect and support our fellow workers, organizations and communities and to really learn about the ways that we're both similar and different as we move forward within this Union. It is amazing to recognize that we, in all our wonderful diversity, are the tremendous potential, strength, and richness that help make this Union what it is.

### **Brochure Campaign**

Our Committee has initiated a campaign to bring further awareness to basic human rights. By the time you read this report, we are hoping that our campaign will have reached your components. We are hoping that by having information, brochures, and bulletin board posters identifying "What are human rights?" and "Why are human rights an important issue for union members?" the conversations can begin and further education can start. The Human Rights Committee is working to educate the larger membership as a whole and to advocate for equitable rights for all workers and the diverse experiences, backgrounds and perspective they bring to their workplaces.

### **Hate Free Edmonton**

The Committee has discussed and has received approval from the Executive Committee to take part in the Hate Free Edmonton campaign. This is an initiative to develop spaces free of hatred in Edmonton. We are willing to take the pledge by putting a #HateFreeYeg sticker on our building door. This then implies that we as an organization deny hate groups and any other groups that would seek to cause harm to others on the basis of race, creed, gender, sexual orientation or religion. It would maintain that our building would have a no-service policy for people and groups of people who engage in hate and discrimination.

## **Centennial**

Our Committee members have had the opportunity to partake in the Centennial events, both individually and as a group. Almost all have attended the Centennial BBQ's and have also been in some of the parades. It's an exciting year for AUPE; a monumental one.

We were hoping to be able to have a Centennial Legacy on behalf of the Human Rights Committee, and we are still optimistic that it will be completed by year-end. We have worked on developing a 1-hour self-directed online course, made up of three modules (What are Human Rights; Human Rights and our Union; Protected Grounds). These modules would be primarily aimed at equipping our members with the information they need to know to recognize human rights issues in their workplaces. We were hoping to have it rolled out by Convention but it may not happen until closer to the end of the year. But watch for it... we are hoping it will be found to be both interesting and informative.

## **Solidarity Across Differences Course Pilot**

In July, the Human Rights Committee was asked to participate in the initial pilot of the Solidarity Across Differences course, which is the first in a stream of courses being developed by Lindsay Ruth Hunt (in Education) and Jake Evans (in Member Relations) which will be replacing the old Culture of Inclusion course that used to run at Labour School. Two other pilots will run for our members in Edmonton and Calgary, respectively, in the fall before the course will be offered on a limited basis starting in January. This first course is a gentle invitation to the ongoing conversation around diversity and inclusion in our Union and the Human Rights Committee was honoured to be able to participate and give feedback.

## **Solidarity Forever**

As a Committee we made a recommendation to the Provincial Executive, which was carried, that a new, already existing verse be added to the singing of Solidarity Forever at all future AUPE events. The verse reflects current political, and socio-economical climate and is very relevant to struggles still occurring.

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

## **Additional Learning**

We have been in conversations with the Digital Strategies department to create an online platform for sharing human rights content with our membership. The Committee would like to highlight events and videos that we have watched and would recommend to further understanding about relevant issues. It would be accessible for easy reference that would centralize links and postings to one location. In the meantime, some of events and videos that we would recommend are: *Stolen Children: Residential School Survivors Speak Out*; *Where are you from?*; New Heineken Ad *#Open your World*; and two by Yassmin Abdel-Magied - *What does my headscarf mean to you?*, and *What being a public outrage taught me about fighting in-equality*.

## **Closing**

In closing, we would like to send our sincere appreciation, acknowledgement and thanks to:

- all the AUPE staff in the many departments who have assisted in obtaining our Committee goals thus far;
- to our Staff Admin Kelly Steele, for her expertise within the Committee and in aiding in our Committee requirements;
- to our Staff Advisor Jake Evans, whose guidance, understanding, indulgence, perception, experience and knowledge of Human Rights, has been absolutely golden and is truly an asset not only to our Committee but to AUPE as whole.

On a personal note, I would also like to thank each individual Standing Committee member. We have made this term a term of learning, not only for ourselves, but in hopes that we can have conversations with others. We have come to understand that we all need to recognize the diversity within our membership and connect around our similarities and recognize and embrace our differences. Basic human rights are based on shared values like dignity, fairness, equality, respect, and independence...and we have barely touched the surface of it.

So, I wholeheartedly would like to acknowledge everyone on this Committee for their participation, enthusiasm, passion, and openness, and especially for the willingness to learn and understand ways that positively engage our interactions across differences. It has been a privilege to have the opportunity to work with this Committee and I encourage each of us, to continue our goals and our quest to ensure that our members from diverse communities have a voice in their Union.

On behalf of the Human Rights Committee, I respectfully submit this report.

In solidarity,

Karen Weiers  
Vice-President  
Human Rights Standing Committee Chair

## **LEGISLATIVE COMMITTEE**

Guy Smith, President, Committee Chair, Edmonton  
Bev Hill, Local 040, Vice-Chair, Red Deer  
Irene Gaudet, Life Member, Secretary, Egremont  
John Angus, Local 003, Calgary  
Emille Currie, Local 002, Edmonton  
Steve Eagles, Local 004, Red Deer  
Allan Lyons, Local 052, Calgary  
Deborah Nawroski, Local 056, Fairview  
Gil Laflamme, Staff Advisor, Edmonton  
Cheryl Austin, Administrative Assistant, Edmonton  
Tammy Lamoureux, Administrative Assistant, Edmonton

Greetings!

Over the last year the Legislative Committee met on November 15, January 23, March 20, May 15, June 20 and August 20, 2019.

The Legislative Committee is responsible for producing, receiving, and processing Convention Resolutions and referring them to the appropriate Standing Committee for presentation at Convention. There are 8 Constitutional Resolutions and 2 General Resolutions on the order paper for the 2019 Convention.

The Committee is also responsible for updating or creating Policies and Procedures which do not fall under the jurisdiction of a specific Standing Committee. New policies on Intellectual Property, Use of AUPE Logo, Facebook Community Guidelines, and Labour School Selection were created.

Additionally, throughout the year, the Committee looked at Policy and Procedure recommendations made by other Standing Committees to ensure they were not in conflict with the Constitution or existing Policy and Procedures. The Committee suggested amendments and made referrals to the originating Standing Committee prior to presentation at Provincial Executive.

As was begun a few years ago, the Committee members, upon request, have made themselves available to Locals preparing their Convention delegations. A short presentation explains the process to create, forward, and present Resolutions to Convention as well as general Convention protocol. Finally, as the Local delegates discuss Resolutions to Convention, the Committee member can be available for questions. We hope that Locals have found this presentation useful to ensure delegates are more aware of their role at Convention as well as prepared to participate in debate and vote on presented Resolutions.

Over the year, the Legislative Committee has worked diligently to meet its Constitutional mandate. As chair of the Committee, I would like to thank each member for their insight and input into the work of the Committee and the important role it performs on behalf of AUPE.

The Committee would also like to thank our Staff Advisor, Gil Laflamme, and our administrative support, Cheryl Austin and Tammy Lamoureux, for their ongoing advice and guidance in the work of the Committee.

Submitted in solidarity,

Guy Smith  
President  
Chair, Legislative Committee

## **MEMBERS' BENEFITS COMMITTEE**

To the Officers and Delegates of the Alberta Union of Provincial Employees Convention assembled in Edmonton, Alberta, October 17-19, 2019.

### **The Committee Members are:**

Jason Heistad, Executive Secretary-Treasurer, Chair  
Kevin Barry, Local 052, Vice Chair  
Kathleen Schwengler, Local 048  
Ramza Gehbran, Local 095  
William Piggott, Life Member  
Wendy Kicia, Local 057  
Susan Cowtan, Local 002  
Cecilia Murphy, Finance & Accounting Manager  
Julius Salegio, Staff Advisor  
Kimberly Lockert, Admin Support

### **Members' Benefits Highlights...Members Supporting Members**

Enhancing governance around financial management practices has been a priority in my tenure. I have continued to collaborate with the Committee participants to consider other ways to conduct our business, including enhancement of existing policies and procedures to better allocate benevolent funding for our members, as well as for members that are pursuing post-secondary training. More importantly, enhanced governance, transparency, and openness have become part of the Members' Benefits Committee process.

### **Members' Benefits Benevolent Fund**

When unforeseen circumstances impose major financial difficulties and our Brothers and Sisters find themselves in need, members may apply to the Members' Benefits Benevolent Fund. The purpose of the Benevolent Fund is to assist eligible members who can demonstrate financial need according to the guidelines established by article 27.02 and the Members Committee's Principles and Guidelines of the AUPE Constitution.

With respect to the Benevolent Fund, the overall work is driven democratically through majority by all the members at any given meeting. Each completed application is jointly reviewed at the meetings. The process for applying to the Benevolent Fund was streamlined to make it easier for members to apply. The Admin Support at Headquarters gathers and facilitates information for the Committee to consider for each applicant.

In 2018, over 338 applications were approved, with assistance being given in the amount of \$244,185.

### **Members' Education Assistance Fund**

The Members' Benefits Committee also administers the Education Fund and the G. Brent Gawne Memorial Scholarship to enable continuous learning for the members. The main intent of allocating financial resources for scholarships is to support members who pursue additional education that strengthens their career opportunities. This past year, we were pleased to approve 116 applications and awarded \$147,500. To enable new practices and facilitate further a flexible learning culture, the Committee recommended a part-time pilot bursary. As such, the Provincial Executive approved the pilot part-time bursaries for 2019-2020. The Members' Benefits Committee will be allocating these part-time bursaries to our members for personal learning opportunities. We are proud to encourage the pursuit of post-secondary education and every year we look forward to disseminating these "good news" stories. Committee members recognize the need for more flexible learning opportunities for our members.

The Education and Benevolent funds are two very important areas that committee members have been supporting and growing. The Committee operates with limited funds and pays special attention to ensuring that every dollar possible enables members get back on their feet and ensures the longevity of the fund. Part of the best-practice framework is reviewing cash flow to honour our commitments and making sure that we maximize the earnings of our funds. Monthly financial reviews by the Committee and annual meetings with Members Benefits' banking investment advisor guarantee that we are getting value for our money. The yearly return on investment was 5.74%.

<b>Fund Performance</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Investment Income	353,395	312,994	302,610	418,825	324,265
Capital Gain/(Loss)	387,014	262,711	408,413	182,043	577,534
Mgmt. Fees	(72,232)	(70,333)	(70,964)	(73,764)	(71,994)
Net Gain/(Loss)	668,177	505,372	640,059	527,104	829,805

The Members' Benefits Committee will continue to strive for more positive outcomes through both the benevolent fund and the education fund. As such, we will continue to enable the system to work better, so that the desirable outcomes can be produced more often for our members. Fully appreciating and understanding how a system works is likely to produce more positive outcomes. However, this will need a considerable amount of energy and collaboration. As a Committee, we are open to this ongoing challenge as there might be different approaches that we can explore for improving the process. Both the benevolent and education funds are part of an interconnected whole at AUPE requiring renewed strengths, and collaborative leadership at all levels that drives for more innovative and adaptive collective benefits. In brief, we must continue working together to support the conditions in which both funds can work more effectively.

On behalf of the Members' Benefits Committee, thank you for your ongoing support.

In solidarity,

Jason Heistad

Executive Secretary-Treasurer

Members' Benefits Committee Chair

## **MEMBERSHIP SERVICES COMMITTEE**

### **The Committee members are as follows:**

Karen Weiers, Vice-President, Chair, Airdrie  
 Karen Mann, Local 002, Vice-Chair, Edmonton  
 Karie Burchill, Local 006, Stony Plain  
 Penny Bates, Local 009, Red Deer  
 Judy Prokopchuk, Local 040, Edmonton  
 Marty Roy, Local 046, Edmonton  
 Sabrina Edwards, Local 048, Airdrie  
 Darla Yonkman, Local 071, Vermilion  
 Trevor Mallyon, Local 095, Calgary  
 Gil Laflamme, Staff Advisor  
 Michelle Fallis, Staff Administrator

### **The Membership Services Committee met on the following dates:**

November 7, 2018  
 January 10 & 11, 2019  
 March 27, 2019  
 May 23, 2019  
 July 22 & 23, 2019  
 October 4, 2019

The dates stated above reflect the Committees' regular meetings. Our Committee members participated in telephone calls and meetings with discounters on volunteer time. Committee members also participated in the Grandparents Day Picnic and Centennial BBQ's.

The Membership Services Committee is responsible for reviewing and considering items relevant to its specific area, and then reporting to the Provincial Executive any suggestions and/or recommendations following the mandate provided in Constitution Article 15.07 (b). Our Committee has created very ambitious agendas this year in hopes to work towards positive outcomes for the general welfare of the members.

## **Policies**

As a Committee, we review and work on policies to ensure they continue to meet the needs of the membership and are still valid to this Union. Some of the policies we have reviewed, changed or created have been done with the approval of the Provincial Executive.

The Policies this Committee has worked on this term are:

- Enhanced Policy 10-12 Union Steward Workshop Recognition
- Removed Policy 10-4 Union/Member Interpreter (not utilized)
- Removed Policy 7-1 Life Member Attendance at Convention (redundant)
- Enhanced Policy 10-16 Policy on Union Steward Expectations
- Created Policy, Process and Application form for Policy 10-17 Local Life Membership
- Created Policy, Process and Application form for Policy 10-18 Affiliate Member
- Amended Policy 3-5 Policy on Seminars and Conferences
- Amended Policy 3-7 Policy on AUPE Education Core Courses and Ad Hoc Courses
- Amended Policy 3-11 AUPE Labour Educational School
- Making recommendations to Convention to amend Articles 4 and 5 of the Constitution
- Created Policy, Process and Application form for Policy 21-1 Vendor's Use of AUPE Logo

At the time of writing this report, the Committee was currently working on additional policies such as:

- Honorary Membership Policy/Process/Application
- Chief Steward Policy
- Worksite Contact Policy
- Ad Hoc/Add On Policy
- Educational Guidelines Policy

## **Member Discount Program**

This program continues to be popular with our membership and grows year by year. The Committee reviews each vendor application that is submitted to ensure it meets the minimum requirement to provide the best possible deal to our membership, over and above what the general public would receive. The Committee has enhanced the internal review process, including developing a standard operating procedure to follow so that new members to the Committee can easily assume this task. The Committee has also adopted the practice of researching any potential vendors through the BBB (Better Business Bureau) as a best practice.

The Committee does not actively solicit vendors to participate in the program; therefore, we encourage all AUPE members to be aware of the discount page and to share the application form with potential vendors. While the Committee may approve a vendor for inclusion in the Discount Program based on the minimum requirements, it is not a sign of endorsement for the vendor. It is still up to the members to decide which vendor to utilize or not. As well, any complaints regarding the service provided by the vendor is between the member and the vendor, not the committee nor AUPE.

Some of the discount program vendors choose to give back to the members of our Union. As a Committee we have seen where promotional gifts have been supplied, ice cream provided at events and this year the Committee received a cheque in the amount of \$10,000, which the Committee voted unanimously to donate to the AUPE Benevolent Fund to support our members who are going through hardships of some form.

## **Retired Members Benefits**

The Committee has been working with insurance companies, to establish a "former/retired" AUPE member benefit plan, if those members choose to enroll. Please check the AUPE discount page for more information.

## **Stewards**

An educated membership is a powerful membership, which makes education a priority for AUPE. This year marked the fourth year for the Annual Steward Workshop. The workshops have gained momentum over the last few years. The workshops were held in Edmonton, Calgary, Red Deer and Lethbridge. A total of 448 Union Stewards attended. The feedback continues to be positive. Your feedback will help the Committee identify future needs for the next round of workshops in 2020.

The Committee continues to discuss the role of the Chief Steward as it pertains to the Constitution, AUPE policy, and the enhanced roles and duties of the MSO's and stewards. As a Committee, we are looking at this role along with the

worksite contact. Our intent is to identify gaps, areas for improvement and, possibly, different functions that may be beneficial to Locals.

The Committee sent out a letter to all stewards this year, informing them about the Steward's Workshop, as well as the updated Policy 10-16 Union Steward Expectations. Our Committee would like to sincerely thank the Stewards for the work they do, and the difference they make in others' lives.

## **Membership**

It is the membership that makes AUPE what it is. It is important that we continue to recognize and value the contributions that members have made to AUPE during their careers. The Committee continues an in-depth review of the purpose and intent of each membership as identified in the Constitution, with the ultimate goal of streamlining process and standardizing language.

As we recognize that not all employers allow for face-to-face contact with new members, we have followed up to make sure all new members are sent a New Member Orientation Book. New members will now receive a welcome letter indicating their Local, Chapter and the Area Council they belong to. Once the new digital platform is launched, we have suggested that a member orientation video be made available.

An AUPE Life Membership is the highest honour bestowed upon a member for exemplary service to AUPE. The Committee continues to review AUPE Life Member applications and forwards all recommendations to the Provincial Executive for approval. The Committee supports components to recognize their members at the component level as well.

## **Website**

The Members Discount page is one of the most utilized pages on the AUPE website. With the new digital platform, the Committee continues to provide feedback on enhancements that could be used based on the needs and concerns that are brought forward from the membership. There is a continual need for better communication between AUPE, components and worksite contacts so that up-to-date and timely information can be provided to the members at the worksite. The AUPE website includes a "Bulletin Board Resource" section with easy access to a multitude of posters and fact sheets that can be downloaded and posted on their worksite bulletin boards.

## **Area Councils**

Area Councils are the social arm of our Union, in which we enjoy fellowship with all members of our Union. Our Committee would sincerely like to thank and recognize the hard work and the countless hours of volunteerism that each Area Council and the activists within do. Your hard work does not go unnoticed.

## **Centennial**

The Committee has continued to support the Centennial project throughout the year. Part of our goal was to enhance the children's activities at the Centennial BBQs. Vendors in our discount program were given the opportunity to donate towards a Gold, Silver or Bronze Sponsorship, which raised \$24,000. We would like to thank our sponsors: Johnson Inc., the Personal Home and Auto Group Insurers, the Cooperators, Leibel Insurance Group, Mark's Commercial and Wingate by Wyndham for their generous donations.

## **Legacy**

As a Committee, we wanted to ensure that there was a lasting legacy in our Centennial year, so we are pleased that our suggestion has come to fruition. A virtual museum and important historical events, as well as a timeline are now available on digital screens at Headquarters and in all of our regional offices. AUPE's in-house multi-media techs and IT department have set all of this up. Our intent was to ensure that we captured our history, and to continue to record our history, so that all members across the province would be able to access it, see it, research it and never forget it. We have a very long history to be proud of, one worthy of capturing, remembering and building on.

## **Closing**

In closing, we would like to send our sincere appreciation, acknowledgement and thanks to:

- all the AUPE staff in the many departments who have assisted in obtaining our Committee goals thus far.
- to our Staff Admin Michelle Fallis, for her expertise within the Committee and in aiding our Committee requirements.
- to our Staff Advisor Gil Laflamme, whose guidance, understanding, experience and knowledge of the policies, Constitution and Membership Services itself, is truly an asset not only to our Committee but also to AUPE as whole.

There is never a shortage of topics and discussions being brought forward and this is a committee that is passionate about the membership as a whole. They are always willing to learn more and do more and are willing to step up and do what needs to be done.

On behalf of the Membership Services Committee, I respectfully submit this report.

In solidarity,

Karen Weiers  
Vice President  
Membership Services Standing Committee Chair

## **OCCUPATIONAL HEALTH & SAFETY COMMITTEE**

Greetings Brothers and Sisters,

The AUPE Occupational Health and Safety (OHS) Standing Committee and I hope you have had a relaxing and rejuvenating summer. Here we are again with another year that has flown by. The Standing Committee has met monthly from January until now with the exception of July.

### **The Committee Membership includes:**

Judy Fader, 043 Vegreville  
Terrie Wispinski, 012 Edmonton  
Clint Nicholson, 118 Hanna  
Michelle Jaehn, 054 Sherwood Park  
Paulette Harrison, 052 Irricana  
James Hart – Chair, VP  
Jim Wilson, 060 Edmonton  
Natashia Foran-Botsford, 002 Edmonton Samantha Samborski 009 Morinville  
Trevor Hansen – Staff Advisor  
Rachelle Davis – Admin Support

Here are the responsibilities for the OHS Standing Committee that are set out by the Constitution:

- Review the practices and procedures relating to the Occupational Health and Safety (OHS) of the members of the Union;
- Promote the OHS education of the Union members;
- Ensure that the membership is informed of all relevant information on OHS
- Promote any policy on OHS as adopted by Convention;
- Review and spearhead OHS Legislation and regulations and lobby for positive change;
- Draft policies, briefs and other presentations on issues of concern;
- Initiate action and participate in meetings, conferences, conventions and education courses on issues of concern relating to OHS and co-ordinate these with other committees and organizations; and
- Regularly communicate with each Local's elected OHS Liaison

### **Highlights of the Committee's Top Activities for 2018/2019**

#### **Rolyn Sumlak Award**

The Rolyn Sumlak Award is an award to commemorate the life of an AUPE member who was killed on the job while working for the Government of Alberta. It is awarded to each of the four AUPE sectors once a year from nominations received. This year the Committee only received nominations from one sector that met the award qualifications. We would like to congratulate Norma Jones, Local 095 (Heath Sector), who was bestowed with this prestigious award for her advocacy of members' health and safety.

#### **Day of Mourning Ceremony**

In 2018 there were 162 workplace deaths which occurred in Alberta. This is an increase in reportable workplace deaths and a reminder of exactly why we recognize and honour this day. It is another solemn reminder as to why OHS is still as important as ever. The Committee would like to bring attention to the fact that one of our sisters, Stephanie Stuart, a Fire Lookout from Local 005, is still missing. She was last seen at her post, a lookout tower near Hinton, in August 2006 and has not been seen since.

The Day of Mourning was recognized by a ceremony on April 26, 2019 at AUPE headquarters.

The Committee decided with the upcoming provincial election to slightly modify the speaker line up and had experts speaking to the importance of health and safety in the workplace rather than sector employers. Positive feedback indicates members in attendance appreciated the reflective words of Bob Barnetson from Athabasca University and Jared Matsunaga-Turnbull from the Alberta Workers' Health Centre.

### **AUPE Reporting Form & OHS Activities**

From July 2018 to June 2019, 270 AUPE OHS Reporting forms have been received with the following breakdown:

10 Biological Hazards  
56 Physical Hazards  
45 Chemical Hazards  
78 Psychological Hazards  
6 Imminent Danger  
72 Working Short\*  
1 Near Miss  
2 Competency/Training

The Committee would like to strongly encourage members to continue to submit this form when they have a safety or health issue at their worksite, but also remind members to follow their employer's process (supervisor, JWSHSC, WCB if appropriate etc.).

In November 2018, a task group was struck to review the Working Short form based on feedback from Convention. This form has now moved and is stationed with the labour relations division. Working short can develop into an OHS issue but on its own it is considered a labour issue.

### **Resources, Meetings and Conferences**

A number of Committee members and VP Hart have attended meetings for a few Locals to provide support, and increase knowledge capacity. The Committee would like to offer this to others Locals. If interested please contact one of the Committee members and/or VP Hart to explore this.

### **Bulletins Developed**

- The Bullying and Harassment bulletin has been replaced and incorporated into one Violence and Harassment bulletin
- Refusing Unsafe Work has been revised

### **Conferences**

- Members of the Committee attended a number of conferences as delegates to increase their knowledge, understanding and education as well as represent AUPE.
- The Alberta Construction Safety Association Annual Conference was attended by the Committee who felt it was valuable with the information and speakers. The Committee would encourage other Locals to send delegates in the future.
- One of the sessions we attended was a presentation that the Human Rights Standing Committee supported; Disability 101 was attended by both groups and was considered a great success at illuminating the way we view disabilities.

### **Surveys**

- Feedback from others is essential to help guide and improve policies and approaches. As such, the Standing Committee has developed two surveys to help inform the Committee as a go forward.
  - The first is to ascertain whether Locals and Liaisons find value in the role, determine if Liaisons are involved with a local OHS sub-committee (if they have one) and a few other questions.
  - The second is to inquire how Chapter Chairs experienced the Joint Work Site Health and Safety Committee (JWSHSC) nomination and election process as per the policies and suggestions for improvements.

### **Centennial Project**

- As part of the Centennial Project the Committee as a group developed an OHS Legacy PowerPoint. The presentation highlights AUPE's evolution of health and safety and showcases the significant milestone achievements of our Union.

## **Developed New Logo and Communication Tools**

- In keeping with the evolving world of health and safety the Committee worked with AUPE staff and designed/ approved a new logo for AUPE OHS.
- Messaging on lanyards and flag pens was designed to communicate and increase awareness of the health and safety rights now protected by the legislation. These items are available at the PUB store for all locals and chapters to order and promote.

## **OHS Liaisons**

The Committee recognized that many members still seem confused over what the OHS Liaison role and duties are and what the intent is within their respective Local.

As our membership continues to grow having members focused on health and safety is becoming essential. With this in mind, the Committee felt it was important to strengthen the intent and assist the membership to understand the role of the Liaison. These members can assist the Standing Committee with its responsibilities under the Constitution as well as inform the Committee about the issues their members are facing on their worksites. Their role is to connect and be a conduit that passes on information to and from their Local to the Committee and vice versa.

To enhance and facilitate communication between the Committee and the Liaisons, each Liaison is connected with an assigned Standing Committee member who sends their Liaison a copy of the report from the OHS Standing Committee to Provincial Executive. As well, the Committee member connects with the Liaison of the local to understand OHS trends and provide support when requested.

In November 2018, an OHS Liaison engagement session was held; this was the second session hosted by this Committee.

- Overviewed the Rules of Order used by Committees/Locals in the hope of not only building/reaffirming the Liaisons' skills, but also to highlight how quick conflict can arise and how to work with conflict in a group setting.
- Joint Work Site Health and Safety Committee (JWSHSC) nominations/elections were a hot topic as no one was sure how this would transpire and more questions existed than answers. It was acknowledged that this was a new process for all sectors and would be a learning year for everyone involved.
- Another aspect that came from this session was the need for Local Executives and Councils to support and advance the Liaison role. When Liaisons are active and endorsed by their Councils tremendous work occurs.

An additional Liaison engagement session was held before and after the Day of Mourning Ceremony in April. Speakers included Perry Garvin, who spoke about domestic violence and the need to be alert and informed of the possible signs. He also provided an overview of resources available for those in the Edmonton area. Bob Barnetson also spoke in the afternoon about the importance of reporting and more.

Unfortunately, the attendance at the session was disappointing; only 40 out of a possible 99 attended. Having the session in an election year seems to create difficulties as there is confusion as to who shall attend. This is due to the ceremony occurring in the midst of AGM season. The Committee, with this knowledge, is exploring various options to address the issue of attendance and participation.

At this time, we would also like to acknowledge those Liaisons and those who are a part of very active Local OHS sub-committees, they are constantly engaging with their Councils and keeping their membership informed while advocating for members' health and safety, as well.

## **Joint Work Site Health and Safety Committee (JWSHSC) Policy**

As mentioned above, one of the hottest topics in the health and safety world of AUPE was the nominations, ranking and elections to the JWSHSC or Health and Safety Representatives (HS Rep) this AGM (Annual General Meeting) season.

For some this was relatively smooth, for most it was a learning experience. What has become evident is that the policies developed for each sector may not be appropriate or work best for all chapters/locals. This Committee recommends that the incoming Committee work in consultation with the Locals who feel the existing policy is not appropriate for their needs. What is/will be recommended is a Chapter/Local to submit their own JWSHSC policy (in keeping with spirit of the existing ones) to the OHS Standing Committee for review. The Committee will work with the Chapter/Local to ensure it meets the needs of the policy and then assist in presenting it to the Provincial Executive for review and approval.

## **Constitution Resolution**

In our current world, the OHS Standing Committee is concerned that governments may explore other options to WCB. As such, the Standing Committee is proposing the following:

WHEREAS the Alberta Workers' Compensation Act was established to provide no-fault compensation for workers who suffer workplace injuries or illnesses; and

WHEREAS the Alberta Workers' Compensation Board (WCB) was created to administer the Workers' Compensation Act; and

WHEREAS the WCB is a registered Not-For-Profit organization;

THEREFORE BE IT RESOLVED that AUPE lobby the Alberta government and all Alberta political parties to ensure they do not support Private-For-Profit competition to the Alberta Workers' Compensation Board.

As you can all see, it has been a very busy and active year for the Committee. In closing, the Committee would like to acknowledge and extend immense gratitude and thanks to the AUPE OHS staff; Diane, Erez and Trevor and our amazing Staff Admin Rachelle who keeps us all organized!

Thank you! Your contribution and knowledge is invaluable and supports not only this Standing Committee but all of AUPE and its membership.

In closing, please Brothers and Sisters...make safety a habit!

Occupational Health & Safety Committee

## **PAY AND SOCIAL EQUITY COMMITTEE**

To the Officers and Delegates of the Alberta Union of Provincial Employees assembled for Convention October 17-19, 2019.

Leeann Boudreau, Local 095, Calgary  
Rhonda Chatman, Local 071, Whitecourt  
Danielle Dumont, Local 003, High River  
Raminder Gill, Local 040, Edmonton  
Bonnie Gostola, Vice-President, Chair  
Julie-Ann Lightle, Local 041, Fort Macleod  
Terry Nicholson-Knudson, Local 054, Spruce Grove  
Val Whelen, Local 043, St. Lina, Vice-Chair  
Ginger Woeppel, Local 001, Edmonton  
Hitomi Suzuta – Staff Advisor  
Cassandra Campeau – Admin Support

The Committee met on the following dates after the 2018 Convention: November 20, 2018, February 11/12, March 18, and May 13, 2019.

The history of wage and social equity is deeply rooted in cultural perceptions of women and their place in society. While there is no doubt that women have been integral in the development of Canada and its history, biological reproduction and the view that women were the “weaker sex” have consistently permeated the lack of recognition for women as “persons.” Undaunted, women gathered around kitchen tables to organize their own quiet revolution to gain the vote and their place in Canadian society.

As the Alberta Union of Provincial Employees celebrate their centennial year, the Pay and Social Equity Committee had an extremely busy year. Using history as our backdrop, we continue to battle the ongoing “norm” of society. We want to give our members the tools they need to become champions for wage equity. With a focus on education and outreach, the Committee took the opportunity to create new methods to relay the Committee’s message.

### **Member Surveys**

Committee members felt it was important to find out what members knew about pay equity through a survey that initially began in 2017. A new survey was drafted and was introduced to the Provincial Executive and then expanded to the general membership of AUPE. Over 400 surveys were completed.

We believe data-based information is important in formulating plans to address the educational needs of the members. After Convention 2018, we felt that our members were starting to understand the issues of wage inequity and we were bolstered by the interaction of many of our Locals and Chapters in our petition drive of 2017. We felt it was important to continue to use the surveys as a learning tool on the webpage and on the Facebook page.

This tool has been effective in giving the Committee a place to start for the messaging of this issue to the members. Thank you to everyone who has filled out a survey. Hopefully, the knowledge gained in doing so has helped to dispel any myths around the issues of wage equity and the ultimate goal of social equity.

### **Wage Equity Definition**

There is still some confusion about the definition of wage equity. Wage equity is equal pay for work of equal value. Often, wage equity is confused with pay equality, which is equal pay for equal work. While these two terms may appear to be the same, they are very different because of what is compared.

Wage equity includes not only wages but benefits and also looks at many different factors that make up the job which can include: the skills an individual brings into the position; their education; their ability to learn things on the job; some of the inherent hazards or specifications; and, some of the cultural factors. Equal pay for equal work generally only looks at the job category and its output.

### **Member Suggestions**

Members made many suggestions on ways the Committee could communicate information about wage equity of which many of the items, the Committee has already undertaken. However, there is consensus that the group and one-on-one presentations tend to help members understand wage equity better than social media and printed materials. The Committee has taken the information from the surveys and found different ways to communicate their message.

### **Communication and Outreach**

Shareable: The Committee prepared a large number of “shareable” so members could circulate them on their bulletin boards to educate members on the impact of not having wage equity legislation.

Letters were sent and emailed to all of the larger municipalities, which included an offer for the Committee to visit them and give a presentation on wage equity and the need for wage equity legislation. Included in these letters was a challenge to create an equitable workplace for their municipality despite the lack of wage equity legislation in Alberta. Sadly, there were very few responses. Morinville, however, invited representatives from the Committee to attend their Council and a few members attended with a good reception for the presentation.

Social Media: Some updates were made on the Committee’s webpage: AUPE Pay and Social Equity at [www.aupe.org/pay-and-social-equity](http://www.aupe.org/pay-and-social-equity). With a number of different social media related sites, the Committee decided to close the AUPE Pay and Social Equity page on Facebook while keeping the Albertans for Pay Equity Facebook page open.

Videos: In order to provide a different approach to messaging, the three videos that were unveiled at the 2018 AUPE Convention were shared on both the Committee’s webpage as well as on the Facebook page. These were also rotated throughout the year on the AUPE Facebook page as Equal Pay Day and other issues around Wage Equity made the news.

### **Language in Collective Agreements**

There has been some success in getting wage equity language into some collective agreements through recent bargaining. Wage equity committees have been formed for the Government of Alberta and Alberta Health Services General Support Services. There will be continued work to also include this type of language in AUPE’s approximately 140 collective agreements.

### **Education**

As a result of language in the collective agreements for wage equity committees, an ad hoc course was developed to educate and train members on those committees and those connected with bargaining. The ad hoc provides the true meaning of wage equity, how to break down classifications, and make comparisons to see if adjustments are required. This course has been presented twice in Edmonton with hopes to deliver it to more members in the future.

## **Centennial Projects**

To contribute to the Centennial, the Committee came up with several projects.

- **Timeline:** Produce a timeline outlining important dates, major events and legislation, which has impacted wages and social equity. This timeline will be placed on the walls of a boardroom in the new AUPE building.
- **Video:** A new video was created that provides snapshots of each decade from the 1900s to 2020. This video is initially being produced by decade and will be presented on the Pay and Social Equity Committee' Website and Facebook pages. It is hoped that the combined video, of all the decades, can be utilized as an information tool in other areas of AUPE.
- **Tabled Projects:** The Pay and Social Equity Committee came up with a few ideas for Centennial that ended up needing to be tabled. The need to focus on Bill 9 and some of the current actions of the current provincial government tabled two other projects that the Committee had begun work on. A poster contest featuring moments from the timeline and a calendar with highlights of important dates in Pay and Social Equity history will hopefully be taken up by the next Committee to complete.

## **Social Equity**

The Pay and Social Equity Committee was represented and assisted with Grandparents' Day by wearing our Pay and Social Equity jackets. We were part of setting up, take down, cooking and serving seniors of our province and fellow Albertans.

One Committee member indicated that "when me and my sister" were barbequing the burgers for Grandparents Day and laughing with fellow brothers and sisters, an older, grey-haired lady came up to our station and asked what was my green jacket for? It was proudly explained by the Committee member that we are trying to make the government and fellow taxpayers understand what pay and social equity is all about. The individual properly replied, 'where were you guys many years ago?' with sadness in her eyes. I knew she understood what this Committee is about and "what is our worth!"

One hundred years ago, many women worked in the home. Indigenous people were not being employed. Immigrant employees were put to work in appalling conditions and exploited. In every case, inequity was not only the "norm," it was encouraged. The challenges were and remain to make equity as a priority. This fight to gain wage equity has been a long, drawn out affair. With the change to a very conservative government, the battle to win fairness in the workplace will continue into the next century. The Committee salutes the past century of activism, and looks forward to the battles to come.

Happy Centennial!

Submitted on behalf of the Committee,

Bonnie Gostola  
Vice-President, Chair

## **PENSION COMMITTEE**

To the Officers and Delegates of the Alberta Union of Provincial Employees assembled in Edmonton, Alberta, October 17-19, 2019.

Greetings!

### **The Committee Members are:**

Jason Heistad, Executive Secretary-Treasurer, Chair  
Darren Graham, Local 057, Red Deer  
Mark Hercina, Local 003, Red Deer  
Justin Huseby, Local 052 Calgary  
June Ji, Local 002, Edmonton  
Margaret Miller, Local 044 Red Deer  
Sandra Silva, Local 054, Fort Saskatchewan  
Terry Agoto, Staff Advisor Pensions, Manager of Labour Relations  
Simran Chahal, Admin Support

### **LAPP Sponsor Board**

Mike Dempsey, Vice-President  
Guy Smith, President

### **LAPP Corporate Board**

Garry Sran, Senior Research Officer  
Terry Agoto, Manager of Labour Relations, LAPP Vice-Chair

### **PSPP Sponsor Board**

Jason Heistad, Executive Secretary-Treasurer  
Susan Slade, Vice-President  
Mike Dempsey, Vice-President

### **PSPP Corporate Board**

Terry Agoto, Manager of Labour Relations  
Lauren Montgomery, Research Officer

The Pension Committee has continued their work in fulfillment of its mandate. I would like to take this opportunity to thank the Committee members for their efforts this past year.

### **Pension Plan Governance**

This has been one of the most eventful years in the history of both the PSPP and LAPP pension plans. After decades of lobbying, conversations and promises, *Bill 27, the Joint Governance of Public Sector Pension Plans Act* was passed on December 5, 2018. The legislated governance changes subsequently became effective March 1, 2019. These substantive governance changes have essentially taken the plans out of statute and have given control of the plans to employee and employer stakeholders. This will give employee and employer stakeholders equal say in how the plans are managed and how the plans are designed. As such, both the PSPP and LAPP each have a corporate and sponsor board with well-defined roles and responsibilities. AUPE has appointed nominees for the sponsor and corporate boards of the PSPP and LAPP plans. AUPE's appointees are committed in carrying out their respective fiduciary obligations and sponsor roles in the interest of the plan members.

### **Investment Performance – Contribution Rates**

Both the PSPP and LAPP investment performance for 2017 have substantially aided the improved funded status of both LAPP and PSPP. In light of the improved funding status of both LAPP and PSPP, the contribution rates of both plans were decreased effective January 1, 2018.

### PSPP – Investment Performance

Year Ending	2018		2017		2016	
December 31	Actual	Target	Actual	Target	Actual	Target
	1.5%	1.0%	11.3%	9.7%	6.9%	6.6%

### PSPP Contribution Rates

Year Beginning	2019		2018		2017	
January 1	Earnings up to \$57,400	10.47%	Earnings up to \$55,900	10.47%	Earnings up to \$55,300	6.6%
	Earnings over \$57,400	14.95%	Earnings over \$55,900	14.95%	Earnings over \$55,300	16.72%

### LAPP – Investment Performance

Year Ending	2018		2017		2016	
December 31	Actual	Target	Actual	Target	Actual	Target
	2.0%	1.0%	10.1%	9.0%	5.8%	6.0%

### LAPP Contribution Rates

Year Beginning	2019		2018		2017	
January 1	Earnings up to \$57,400	8.39%	Earnings up to \$55,900	9.39%	Earnings up to \$55,300	10.39%
	Earnings over \$57,400	12.84%	Earnings over \$55,900	13.84%	Earnings over \$55,300	14.84%

The benchmark (target) return represents what the Plan could reasonably expect to earn without active management if it invested in the market indices in proportion to its policy asset mix approved by the Board. AIMCo strives to earn more than market returns by over or underweighting specific investments in relation to the indices. AIMCo is expected to deliver a return of 100 basis points, or 1%, net of fees, in excess of the policy benchmark over a four-year time horizon.

### Pension Education

The 2018/2019 the Pension Committee continues to focus on improving the PSPP/LAPP member-level education programs. The AUPE Education team is currently facilitating course enrolments and scheduling the LAPP and PSPP education seminars put on by Alberta Pension Services. The Pension Committee is also looking at providing more resources to our members to help them better understand the importance of savings and pensions plans. As such, effective October 1, 2019, there will be financial literacy assistance/counselling available to members through Solareh.

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

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

The Committee wishes to thank those nominated by AUPE sitting on respective PSPP and LAPP boards: Jason Heistad, Guy Smith, Mike Dempsey, Susan Slade, Lauren Montgomery, Garry Sran and Terry Agoto, for their dedication over the past year.

We would also like to give special thanks to Simran Chahal, Administrative Support, for keeping us organized.

Respectfully submitted on behalf of the Pension Committee,  
Jason Heistad  
Executive Secretary-Treasurer

## **Pension Information Session – 2019 Fall Schedule**

Learn about your pension plan and the pension benefits that are available to you.

Sessions will be presented by Alberta Pension Services and available to AUPE members. Topics covered will include:

- How is your pension calculated?
- Early retirement
- Retirement options
- Termination prior to age 55
- Buy back service
- Death before retirement
- Applying for pension

<b>SESSION</b>	<b>TIME</b>	<b>DATE</b>	<b>LOCATION</b>
LAPP	1:00 – 3:30pm	October 23	Calgary
PSPP	9:00 – 11:00am	October 25	Calgary
LAPP	1:00 – 3:30pm	November 13	Edmonton
PSPP	1:00 – 3:00pm	November 18	Edmonton
LAPP	1:00 – 3:30pm	November 25	Edmonton
PSPP	1:00 – 3:00pm	November 29	Edmonton

AUPE members can register online at [aupe.org/training](http://aupe.org/training).

Need assistance with registration? Please email: [registrar@aupe.org](mailto:registrar@aupe.org) or call 1-800-232-7284.

For more information on your pension plan, visit [www.lapp.ca](http://www.lapp.ca) for LAPP and [www.pspp.ca](http://www.pspp.ca) for PSPP.

Facilitated by Alberta Pension Services (APS).

## **WOMEN'S COMMITTEE**

Welcome to all the delegates, life members, staff and guests to the Annual AUPE Convention. The Women's Committee has had another busy year with our biggest projects being the Grandparent's BBQ, DOVE Award and, of course, Kids Camp. All of these projects take a huge amount of planning and we are so very thankful for the staff persons that help out to make them all successful. Once again, this year each of the Committee members has been tasked with writing a portion of the report.

AUPE's Women's Committee continues to play a vital role by bringing awareness of women's issues to our union and the labour movement at large. We believe that a woman's place is in her Union. Every woman has a right to participate, and any and all barriers preventing her from getting involved should be resolved and addressed. We fight to give our members the skills to participate in not only the Union, but also their work-, family- and community-lives. We fight to give our members the courage to stand up for their convictions by standing beside them. We encourage them to speak up when wronged. In short, we celebrate the victories of being women in this Union and Alberta. As per our mission statement, "We have a responsibility to educate and promote awareness of women's issues within our Union and the public."

### **Grandparent's BBQ**

September 4, 2019, will mark the 17th Annual Grandparents Day Barbeque. AUPE sends out invitations to several different care homes in Edmonton to join us down at the Legislature grounds for some wonderful music and a barbeque. In previous years, special guests are invited to come speak as well, including President Guy Smith, Deputy Premier and Minister of Health Sarah Hoffman, and Friends of Medicare Executive Director Sandra Azocar. This is a great opportunity to show appreciation for our seniors, as well as bring the issues they face to the forefront. One of the biggest challenge's seniors face is the lack of publicly funded long-term care beds. The current number of beds does not meet the growing demand. This often puts a higher strain on nearby hospitals or unsafe environments for seniors in their own home.

I would like to thank all members who have committed their time with the barbeque and advocated for the seniors in Alberta.

### **DOVE Award**

Dove stands for Day of Validation and Equity. March 27, 2019 the Women's Committee held the DOVE Award at Headquarters. AUPE's DOVE Award recognizes a woman in the Union who advocates for the betterment of women's

lives within the labour movement. This year's recipient was Audrey Randall Local 001. Audrey has been a fixture in AUPE for many many years. She was the Provincial Executive member for Local 001, bargaining member, and Peace River Area Council chair for numerous years. She is a mentor and a wealth of knowledge, always willing to share and explain when questions arise. It was an absolute pleasure and privilege to present Audrey with the DOVE Award in the company of her family and friends.

### **ACWS Leading Change Summit**

Women's Committee was able to attend the opening ceremonies of the Alberta Council of Women's Shelters Leading Change Summit. We got to hear some amazing speakers on domestic violence and the keynote speaker was Dr. Michael Flood who is an internationally recognized researcher on men, masculinities, and violence prevention. Dr. Flood shared his lifelong involvement in activism supporting feminism and social justice.

The committee also got to see An Evening with Terry Crews as he spoke about confronting challenges in a toxic masculine culture. Terry Crews spoke about his countless experience with sexual assault and inspired countless individuals to take action. It was an amazing experience for the Committee and many ideas came out of the experience.

### **SACE Gala**

The Committee attended We Believe: Let's Move Forward Together and it was great we got to see 3 keynote speakers that evening.

Pierre Asselin is an Edmonton lawyer who made headlines in recent years when he successfully fought to have a publication ban removed from his identity so he could speak out about his experiences of childhood sexual abuse. At We Believe: Let's Move Forward Together, Pierre drew on his personal experiences as well as his pro bono work with those who have experienced sexual assault, to deliver a unique perspective on how we can work together to support survivors as they navigate the criminal justice system

Danny Hooper knew at an early age that his passion was in the entertainment world. In the decades since, he has parlayed his unique personality and sense of humour into an award-winning career and thousands of on-stage performances as a recording artist, motivational speaker, comedic emcee, and celebrity benefit auctioneer.

Titilope Sonuga is a writer and performer who calls Lagos, Nigeria and Edmonton, Canada, home. The recipient of the Canadian Authors' Association Emerging Writer Award, and a 2015 Open Society (OSIWA) Foundation Resident Poet on Goree Island, off the coast of Senegal, she is a leading voice in local and international performance poetry communities who has travelled extensively as a poet, and facilitated poetry workshops across the world. She is the founder of Edmonton's Breath In Poetry Collective. Her collection, This is How We Disappear is forthcoming in April 2019.

### **Prairie School**

This year we sent 14 women to Prairie School for Union Women. AUPE HQ paid for 10 and Locals 001, 002, 006 and 118 sponsored one each. The following is an excerpt from the reports provided by those attending members:

Jenn McCarty Women's Committee member/052: Class: Power, Privilege, Age and People-Prairie School was an experience like no other. The amount of knowledge, insight and support I gained from attending is insurmountable. Each and every course seem to impact those taking it in different ways and it was wonderful to hear about what others were learning and gaining from their time there.

To be in an environment, that is all women while learning about activism and how important it is for women to be involved and how impactful women have already been, was inspirational. The course I took was Power, Privilege, Age and People. This was a course that opened your eyes to what it means to have power and privilege and how to utilize that to your advantage. It also showed how to recognize how to intersect with others and what powers and privileges they had. Looking through different lenses at life instead of just one.

This was a learning experience like no other. One where you could be comfortable to let your barriers down and be who you truly are without judgement or criticism. The support was amazing and the solidarity of the women there was awe-inspiring.

Kysha Rondeau Women's Committee member/041: Class: Igniting the Spark- This year I was honoured to attend Prairie School for Union Women. AUPE had a very large presence this year, and our union knowledge and spirit really showed.

I took the course “Igniting the Spark”. This course talked about finding your inner spark, what pushes you, and keep you going through even the toughest times. We spoke on some of the biggest challenge’s women face, such as stereotypes, guilt, negative judgment, appearances and most often ourselves. We learned a lot about how to run a proper campaign, resources to use, networks, target audiences, and timelines. We had several special guests come in and speak to us on some of their own challenges and their campaign strategies. We also spoke a lot on some of the inspiring women in our lives and in history: our mothers, grandmothers, Alexandria Ocasio Cortez, Elisapee Sheutapik, Michelle Obama, Lori Johb, Mother Teresa, Viola Desmond and so many more. During the week, we were required to do several 3-5, and 7-10-minute speeches, this allowed us to learn our weaknesses and build on our public speaking strengths.

This course was both challenging and inspiring, it taught me that I am good enough, I can achieve my goals, and I will do great things. This course gave me the resources to stand up for those who need it, and stand with those I support. I want to thank Susan Slade and the Women’s Committee for providing me with such an incredible experience and hope even more woman get this opportunity in the future.

Sara Bound 052: Class: Labour Community Activist- We explored ways to build our labour movement and our communities; enhancing the ways we can advocate for members in the workplace and in our communities; how to connect to, and build relationships with, community resources; the importance of community activism; and ways to strengthen our labour & community collaboration through campaigns, action and events. It was the first level of a three-level certificate program.

Michelle LeCompte 006: Class: Igniting the Spark- I took the Igniting the Spark Course and it was so enlightening and empowering. By the end of the course, all the women certainly felt the bonds we all shared. I had made some life long connections and friendships during my time at Waskesiu Lake. Thank you so much for the experience. I have already been encouraging people to make sure they apply for next year when it becomes available.

Katherine O’Brien 001: Class: Turtle Island-I was very blessed to have the opportunity to attend the well-known course “Turtle Island” this year. Turtle Island is one of the founding courses taught at PSUW, and dives deep into the history of abuse, neglect, assimilation and the many fights of united Indigenous peoples throughout North America to obtain their rights and rights to their lands. It is taught from the perspectives of Indigenous peoples. The focus of the first day’s course was: terminology, challenging stereotypes and myths, and examining the various elements of indigenous culture. For the second day of Turtle Island, the course was focused on building a timeline of the events that affected indigenous peoples from the 1600s to the present. The third day of Turtle Island was about exploring privilege and oppression, and what those terms mean. We also explored the current struggles of Indigenous peoples for decolonization. The last evening Turtle Island put on a presentation to honour the 1400 missing and murdered indigenous women; we each chose one of the missing or murdered indigenous woman and brought them to life by stating who they were when they were alive.

Sakura Iyra 001: Class: Building Confidence- Firstly, I want to give you some background of the school for those who have not heard about it. The Prairie School for Union Women (PSUW) started in 1997 and it is organized through the Saskatchewan Federation of Labour, which represents over 100,000 members from 37 national and international unions. The school takes place annually in June for four days with women of all ages, from all different unions from all around the Prairies. The school strives to be accessible to union women as they offer scholarships and also provide childcare service to ensure all women can attend.

The Course that I took was called Building Confidence and was taught by Corrine Pauliuk. The program our facilitator used to teach this course was called Colour Spectrums. For those of you who have not heard of it, it is a course that uses colours as metaphors that guide us on finding our own natural strengths, personality attributes and of other people. Corinne guided us through the three days but it more focused on each of us learning individually through sharing personal experiences and perceptions of ourselves and those around us.

In this course, they teach us that there are 4 main colours: Blue, Green, Red, Yellow and how we all use each and every colour every day depending on different situations and circumstances. However, during the course of the 4 days, we were challenged to reflect to see which of these colours shine our brightest and which colours shine the dimmest.

Alicia Salon 056: Class: Labour Advocate- we had an amazing group, which was from all over Alberta, Manitoba and Saskatchewan. We also had diverse professions and personalities but we were united in one thing: Being a Labour Advocate.

I asked myself over and over: what did I really want to focus on in my advocacy? I have quite a few concerns that I would like to get done. I thought that everyone in Canada could access health care, be able to eat 3 times a day and be able to at least get help when needed. But the sad truth is that in other provinces, they can't even get a naloxone kit. The Missing and Murdered Indigenous Women: Why?

I want to advocate for change to educate more people on the fact that we are lucky in Alberta, we are very lucky.

Appreciate the little things in life. I know that I am a Activist and I will always be. I just have to start with someone to bring the message to someone hoping that person can pass it along.

Stephanie Moore Local 001: Class: The class I took was called Popular Education: Introduction to Facilitating. So, I will be honest, I had no idea that Popular Education was a method of educating adults. It was a very different way of learning than I am used to but I know I have grown as a person and the facilitation skills will benefit me in my career and union activities. I was able to re-enforce my union moments, those moments where you know you want to stand up in solidarity and fight for workers rights. I've had two of these moments: one, my first convention and my experience during Labour School.

Please see the YAC report for Britt Schepp Local 044 Prairie School report.

### **Fundraising**

Instead of having a big fundraiser this year, the Committee decided to just do a 50/50 at Labour School with the proceeds to be split between the Women in Need Society and All Cycles, an Edmonton based non-profit that provides hygiene products to those that are in need of them.

### **Kids' Camp**

As in previous years, August is always an extra special time for us members on the Women's Committee. We pack our bags for a week and head out to the beautiful Goldeye Centre, located in Nordegg, AB and host Kids Camp. Members from every local across Alberta are able to apply for their children between the ages of 10-13. In 2018, we had a full compliment of 68 wonderful children.

Despite some rainy weather, the kids partook in fun activities such as a high ropes course, zip lining and a giant swing. They were also highly encouraged to join our VP Mike Dempsey in a polar dip. We sang our Solidarity song loud and proud every morning to get us started on our days. The children also got valuable hours learning about our Union and what we do. From negotiations and bargaining to OHS and engagement activities, our education team showed them the way to being excellent future activists. It was awesome to see our youngest activists bond together during these sessions.

Once again this Committee is looking forward to another fantastic week at Goldeye.

Please enjoy our video showcasing our fun filled week in August 2019.

### **In closing**

I would like to thank the following:

- The Committee members, for their dedication and commitment to not only women's issues that effect our membership, but also Albertans as a whole. I appreciate that the Committee will step up and help with anything that is asked including each writing a portion of this report.
- Candice Filberg an amazing Staff Advisor always willing to help with whatever is needed and keeping me on track.
- Amanda Bell and Justine Leszczynski for making sure that minutes are accurate, and always available to answer questions and ensure the committee has what it needs to run efficiently.
- Cathie Heslinga for making Kids' Camp the best in all of Alberta.
- VPs Mike and Rod, Britt, Mary, Derek, Ben, Lindsay Ruth, Ishani and Abdul for helping out with Kids Camp. We truly could not pull it off without the help of you incredibly generous folks.

Yours in solidarity,

Susan Slade

Vice-President

Chair of Women's Committee

## **YOUNG ACTIVISTS COMMITTEE**

Committee met on the following dates:

November 28, 2019

January 24, 2019

March 26, 2019

May 8, 2019

September 3, 2019

Greetings from the AUPE Young Activist Committee,

The Young Activists Committee extends a warm welcome to all the delegates, life members, guests and staff.

We would also like to send a shout-out to all the Young Activists attending. Make sure you approach one of the Committee members to say hi and be recognized. Please feel free to ask any questions, voice any concerns or just give us some ideas of what you would like to see from the Committee.

We hope that you are planning to attend our icebreaker session on Wednesday evening; we will have some fun things planned so that we can meet and get to know each other. Please see your Convention package for details.

### **Post Secondary**

The Committee presented a resolution last year in regards to Student Unions. Due to this passing, the committee took the following steps: we sent out letters to all the Student Unions in the province. As well, each member of the Committee was responsible for the different institutions as a contact person. Unfortunately, during the time of the letter being sent, many of the Student Unions were finishing off their respective terms so the Committee will be resending the letter in September to reconnect. We did have success reaching a few of the educational facilities groups and have discussed with them what they would be most looking for if in the future there was legislation that allowed for voluntary student union dues.

The Committee also attended the Lethbridge University Wellness Day, which gave us a chance to speak with members as well as students who potentially could be union members when finished with their studies. Once again, I spoke with an LPN class in Airdrie answering questions on the Union and what it means to be a union member.

As always, the Committee is looking for contacts to the various programs in post secondary that will be AUPE upon graduation so that we could come in to talk about the Union. If you have any, please contact one of the Committee members.

### **Wing Nights**

During this past year, the Committee decided to hold wing night in different areas of the province. While we planned to hold 3 a year, due to circumstances, we have had only one so far which was in Wetaskiwin. It was very well attended and thanks to the activists in the area for helping to promote the event. The Committee does a fantastic job talking to members about the Committee and what the Union can do for them. Great job once again. We will try and schedule a couple of more in the next few months as they do continue to be a good way for bringing members together from different worksites and areas.

### **Convention Resolutions**

The Committee has also submitted two resolutions this year and are asking for all the delegates' support. The Committee feels that both of these resolutions will foster better communication, activism and will allow members to be more involved in the Union. Communication is a huge struggle throughout the Union, so by providing more avenues and venues for members to voice their questions and concerns, we are increasing our capability to reach out to members. Please feel free to ask any of the Committee members any questions you might have on either of the resolutions prior to them coming to the floor.

### **Centennial**

We have all committed as a committee to volunteer at the various centennial events or parades across the province. to not only promote the YAC Committee but to be involved in a monumental year of celebrations. The Committee also attended the inaugural event that took place March 26, 2019 marking the 100th anniversary.

### **Prairie School for Union Women**

This year, YAC member Britt Schepp attended: This year I had the wonderful opportunity to attend the Prairie School for Union Women held in the beautiful Lake Waskiseu Saskatchewan. Being a member of AUPE's Young Activists Committee, I am always looking for ways to advance my knowledge of unions and what they truly mean to the members that belong to them. I was placed in the Union Basics course and - let me tell you - it was anything but basic. I was able to learn the history of unions, how they have been involved in politics throughout the years and why they remain an important part of our society. Given the current political climate, this course allowed me the confidence to challenge current changes made by our government and the ability to stand up for my members by understanding how politics and unions are intertwined. I want to thank the Women's Committee for allowing me this opportunity and recommend it to anyone who is able to go. I take with me the mantra instilled by the women of the school "A women's place is in her union!" and that will never change.

### **Canadian Health Care Coalition**

YAC member Jocelyn Lesoway was picked to attend the conference this year. As an LPN, she brought a wealth of experience to speak to MPs about the need for a Pharmacare program in Canada. For front line workers, it is evident that people who do not have the ability to pay for their medications will have to use the health care system more often. This, in the end, costs the system more than providing medications that are needed to ensure a good quality of life.

### **In Closing**

The Committee has been working hard to come up with ideas to engage the young workers in AUPE, as well as to promote the Committee. The Committee is available to come to Chapter, Local or worksites to discuss with your members the role of young workers and the Union. We hope that you have read the resolutions that we have presented and will be voting yes as we believe both of these resolutions will move the Union forward in a positive direction. Thank you for supporting the Committee on these resolutions.

Thank you to all the Committee members for their dedication and positive outlook, it is a pleasure to work with you all as the future leaders in AUPE we are in great hands.

I would like to personally thank Julie Jacques, Staff Advisor, for her ideas, patience, friendship, and unfailing dedication to the Committee and AUPE. Thank you also to Charlene Peterson, Staff Admin, for making sure all the minutes are up to date, for keeping me on track and mostly for the best car rides in Alberta. We could not have such an efficient committee without the help from you both.

See you all Wednesday evening for the YAC Ice Breaker! You aren't going to want to miss it!!!!

Submitted on behalf of the Committee,

Susan Slade  
Vice-President  
Chair of Young Activists Committee

## **ADDITIONAL REPORTS**

### **CENTENNIAL PROJECT COMMITTEE**

#### **Centennial Project Members:**

Karen Weiers, Vice-President Central, Committee Chair

Darren Graham, Local 057, Central Lead

Rod Feland, Vice-President NorthWest Central

Audrey Randall, Local 001, NorthWest Central Lead

Michael Dempsey, Vice President, NorthEast Central

MaryLou Savic, Local 043, NorthEast Central Lead

James Hart, Vice-President, Edmonton

Rhea Coughlin, Local 049, NorthEast Central Lead

Bonnie Gostola, Vice-President, Calgary

Justin Huseby, Local 52, Calgary Lead

Susan Slade, Vice President, South

Kathy Bandmann Local 040, South Lead

Ramza Gebran, Local 095, Resource from previous committee

Penny Bates, Local 006, Resource from previous committee

Guy Smith, President, Advisor

Desiree Schell, Staff Advisor

Gil LaFlamme, Staff Advisor

Brenda Doroshuk, Centennial Project Coordinator

100 years ago, on March 26, 1919, a small group of workers made their way to Edmonton's First Presbyterian Church. They were all members of Alberta's public workforce, and they were organizing.

They were fed up with their employer – the government – and were ready to fight back for fairness, dignity, and respect at work. At the time, this was dangerous. Organizing was considered subordination, and even asking for a raise meant you were – in fact – asking for your own dismissal.

But that didn't stop these workers. On that chilly night in 1919, they formed our predecessor union, the Civil Service Association of Alberta. This was a movement of ordinary working people – like all of us – who were dedicated to creating positive change for themselves and their fellow workers.

I think we understand their struggle all too well. After all, we're the ones carrying on their legacy - we are the proud members of Alberta's largest union – AUPE! We understand the importance of coming together - of joining in solidarity – to make our lives better through collective action.

This has been an extremely exciting year, it being our Centennial – 100 years of standing together for worker's rights! We should all be so proud of how our union has grown and who we are today. Listed below is a snapshot of what has occurred leading up to and throughout, our Centennial year.

#### **Mission Statement**

A Mission Statement was developed for the purpose of our Centennial year, identifying our goals.:

To celebrate a century of building on our successes and learning from our struggle, while embracing the opportunity to launch AUPE into the next 100 years.

#### **Communication**

Through out the process of the Centennial Project, reports (either verbal or written) were given at meetings of the Executive Committee, the Provincial Executive and at the Local Chairs to be disbursed throughout their components. Vice-Presidents and Centennial Leads carried the message verbally to components within their assigned area, reaching as many components as possible. Communication was sent out via our email system and through our social media accounts. As per the Strategic Plan, Provincial Executive members were to promote the Centennial at their Council Meetings and AGM's; Local Chairs were also supposed to communicate to their membership about events, and recruit volunteers; and Area Councils were to promote the events in their regions.

## **Centennial Logo**

A new logo was created, to be used in the Centennial year only, which incorporated our history, using both the crest of the Civil Service Association of Alberta (CSAA) which was our predecessor union, and the current logo of AUPE, combining them as joined crests for our 100-year history.

## **Centennial Website**

A Centennial website was created to list all of the Centennial information called “Celebrations and Education – 100 Years of AUPE”. It listed what the project was about, what our events were and where they were taking place, listed all of the projects and all of the resources. It also offered another avenue to submit your name to become a volunteer for the Centennial events. The whole website was a wealth of information about our 100 years of standing together.

## **Member Census**

A member census was conducted in June of 2018. It had been over 50 years since our last member wide survey was completed. The intent of the census was to learn more about what is important to us as workers in Alberta. The more clarity we gain on who we are and what we believe, the better we can inform bargaining tables, focus on our advocacy work, and prove that solidarity makes us strong. For those who completed the survey (which was on AUPE’s website as well as a letter sent to email addresses that AUPE had at the time, their name was entered into a draw, where 50 winners were randomly drawn to receive prizes that had been donated such as a full weekend in Jasper Park Lodge, five iPads from Johnson Insurance and the remaining prizes being AUPE promotional items. The census closed with 6,441 respondents, 64% of those would be considered non-activists meaning they do not attend meetings and are otherwise not involved. This gives us a grassroots overview of our members values and what our members want from their Union. Raw data has been sent to the Research Department for analysis and can be used for years to come. There was an overwhelming number of responses that spoke about the importance of protecting pension plans, pay equity, keeping health services public and affordable childcare.

## **2018 Convention**

A town hall style meeting was held with life members for the purpose of capturing their thoughts on the past, the present and the future of the Union. It was a standing room only event and it was inspiring to hear voices and opinions from those that had led the way prior.

## **Volunteers**

The 2018 Convention was when we started our quest, looking for volunteers to take an active part in our future events that were being planned across the province. We also had a table at Labour School. Social media informed members as to where to sign up for specific areas of interest and the Vice-Presidents and Centennial leads played a big part in promoting the opportunity to volunteer and be part of this monumental year. Again, part of the Strategic Plan was for Locals to help recruit volunteers to assist with Centennial events.

## **LED Screens at all Regional Offices**

In order to document, preserve and disseminate Union artifacts, identified objects were photo documented. Historical briefs were written to share the objects and their history on LED screens at Headquarters and in all of our regional offices. Timelines throughout our history, from 1919 until today, are there to view. This project will be on-going as more information becomes available from the past, present and on a go-forward basis into the future.

## **Monument**

A commissioned painting(s) by a well-known Indigenous artist from Cold Lake, AB, Alex Janvier was gifted to and mounted in the Alberta Legislature. This permanent artwork installation represents both a gift to all Albertans from AUPE members in recognition of our first 100 years, as well as being a symbol of the Union’s commitment to solidarity and our ongoing work towards reconciliation in this province, as we look towards the future. There were two paintings gifted, named ‘Sunrise and Sunset’ which were unveiled in both a private (day prior) and public ceremony held in March, 2019. When speaking about the paintings, President Guy Smith recognized the importance of Indigenous peoples and also stated the significance of hard working AUPE members that keep this province running, keep the people within it safe, and caring for and providing services to the people of Alberta, from sunrise to sunset.

## **Centennial Banners**

Centennial banners and pull up banners were made for the purpose of not only the Centennial BBQ events, but for components to utilize. These banners were easily accessible through Vice-Presidents, regional offices and through the Centennial Coordinator.

## **Education**

- AUPE Comic Book – AUPE partnered with local, Albertan artists to create an amazing six-part series of web comic books about our Union, our province and our history. This is a unique, creative idea that is a fast way to learn about our history and what our Union is all about. These have been available on-line since late January and can be found at <https://www.aupecomics.ca>. There were also limited-edition print copies that were given out at our Centennial Launch and BBQ events.
- Four Part Booklet – This booklet on AUPE History is more detailed and has been researched and written by our AUPE staff and will be available at Convention 2019.
- We have produced free Canadian labour history resources for educators and teachers so that AUPE history and labour history here in Alberta is accessible to our younger generations.

## **Parades**

An AUPE float and trailer have been commissioned to be used in parades across Alberta. The actual float depicts our history with geometric figures of workers holding banners saying Unity Strength Protection. The float is an actual push-float, where our members who volunteered walk proudly not only pushing the float, but surrounding our history.

At the time of writing this report, the float has made its appearance in:

- Ponoka Stampede Parade – Winning 1st place for Best Professional Float received a ribbon and a trophy
- Calgary Stampede Parade - Won Best Non-Profit Float receiving a plaque
- Red Deer Westerner Day Parade – Won a lot of support and acknowledgment from the community
- Edmonton K-days Parade – Won Outstanding Non-Profit and received a trophy

Parades still yet to participate in (at the time of writing this report) with the float are:

- Camrose Big Valley Parade
- Vegreville Parade
- Westlock Parade
- Lethbridge Parade
- Calgary Pride Parade

Parades in communities where volunteers proudly carried our Centennial or AUPE banner or AUPE flags to represent our members were scheduled for:

- Lac La Biche
- Athabasca
- Bowden
- High Prairie
- Smoky Lake
- Vermillion
- Wainwright
- Vulcan
- Lethbridge Pride

Being in all these parades with or without the float provided a prime opportunity to remind communities across Alberta that AUPE members play a significant role within their communities. Not only were we covered on our own AUPE platforms, but in many instances, we were showcased on the local news television stations, local newspapers, radio stations and with the Calgary Stampede we were televised nationally. Hundreds of thousands of parade viewers got to see AUPE members proudly walking and showcasing our Centennial year.

## **Centennial Events**

Our Centennial launch took place on the very day and the very location where it all started. On March 26, 1919, a small group of government workers met to organize and to harness their collective strength and improve their pay and working conditions in the basement of the First Presbyterian Church in Edmonton. That was where the AUPE's predecessor union was formed, the Civil Service Association of Alberta (CSAA). So that was where we again, 100 years later, held another small gathering in honour and in celebration of our Centennial.

Family friendly celebrations were also organized in all areas of the province where there is a regional AUPE office, allowing the opportunity for even more members to partake and celebrate. These events were held in Peace River, Grande Prairie, Athabasca, Edmonton, Camrose, Red Deer, Calgary, Medicine Hat and Lethbridge. They were free to

AUPE members and their immediate family to attend. They consisted of a BBQ lunch, live music, games, children's activities and prizes.

### **Sponsorships and Advertising**

We would like to extend a sincere thank you to some key sponsors that participated in our Centennial BBQ events, with providing either (or combination of) funding, water, gifts and participatory games for the BBQ events. Those sponsors are:

- Johnson Insurance
- The Personal Home and Auto Group Insurer
- The Co-operators
- Leibel Insurance Group
- Mark's Commercial
- Wingate by Wyndham
- Wedins

We also took advantage of advertising in some key events such as:

- Canada Winter Games held in Red Deer – which allowed us full advertising throughout the nationally televised games.
- Edmonton Folk Festival – which allowed us to have an entire stage named after AUPE, having our name visible through out the festival in which thousands upon thousands of people participate.
- Enoch Cree Nation Annual Pow Wow – one of the largest Pow Wows in Alberta, which is attended by people across the nation
- Migante Alberta Fundraiser – small donation where we were advertised in their gala presentation booklet and recognized personally at the gala

### **Component Participation**

Components (Chapters, Locals and Area Councils) have been encouraged throughout the year, to have Centennial events of their own to keep the celebration going, whether it was to have an actual function or to turn any meeting, BBQ, Christmas function, any form of gathering into a Centennial event. The idea of this was so that many more members within components would have the opportunity to participate in a Centennial event. Components were given the use of the Centennial logo to use on posters, letterhead and promotional items to promote their Local/Chapter and Centennial. There were many components that took advantage of this and sent in pictures of posters.

### **Convention**

Convention will be our wrap-up of the Centennial events (although we still encourage those components to continue on with the celebration when going into the Holiday season). There will be videos that highlight the journey of the incredible Indigenous art pieces commissioned by AUPE to Alex Janvier, as well as a video that will take us through our journey over the past year, our Centennial year. We will have displays in the Convention foyer which will showcase our float (and any rewards received), as well as displays of the virtual museum and interactive timelines that have been captured throughout our 100-year history.

### **Closing**

This has been an absolutely incredible year for AUPE, one which we should all be extremely proud of. We, as AUPE members today, are part of this monumental history of being AUPE members in this, our 100th year. I would like to thank each and every one of you for participating in the events, creating your own, and celebrating in whatever way, all that we have been, all that we are, and all that we will be in the future.

To our volunteers, thank you so much for stepping up once again, in this incredible year. At the events, you gave up time with your families to be part of others, and that was duly noted. For those in the parades, the mornings were early, sometimes the routes were long (and fast!), but the energy was incredible! To have the honour to showcase the working people of Alberta, AUPE, as we surrounded the float depicting our history, are moments to definitely be proud of. It's because of the participation and enthusiasm within our membership that these events were, indeed, as successful as they were.

To the members of the Centennial project, thank you so much for your involvement in the planning and for your enthusiasm to do all that you did to make this Centennial a year to remember within your assigned regions. The countless hours you spent, organizing, emailing, phoning...your hard work did not go unnoticed. To our advisors, our

sincere appreciation goes to you for ensuring that what we needed done, got there, and what we requested was made to happen. I would also like to give a huge shout out to our Centennial Event Coordinator for ensuring that our events ran smoothly (and all that was involved with that), our applications were submitted, and our venues were booked.

I would be remiss if I did not mention our fantastic AUPE staff from virtually every department that had a hand in making this year an absolute epic time. The staff went above and beyond, not only with being involved with all that has been mentioned but also with all that has not been mentioned. For when we hit many hiccups and roadblocks (and trust me there were many), they were there to help find different routes and paths to ensure our Centennial journey continued. I cannot thank the staff enough for their incredible work, their passion and their support, and I can truly say, if it wouldn't have been for the staff of AUPE, our members within wouldn't have been able to experience all that they did. So again, a huge thank you to all of the AUPE staff involved.

2019 is our year to celebrate 100 years of solidarity, of hard work, of building Alberta, and of fighting for every single worker in this province.

We're here because of all you do and all that was done by those who were here before us. Let us never forget that. Here's to 100 years of AUPE – The next 100 starts today!

I respectfully submit this report on behalf of the Centennial Project members, and in solidarity,

Karen Weiers  
Vice President  
Centennial Project, Chair

### **WORKING SHORT AND WORKLOAD CAMPAIGN SUB-COMMITTEE**

The Sub-Committee members are as follows:

Judy Prokopchuk (Chair), Local 040, Edmonton  
Catherine Sivanskar, Local 041, Medicine Hat  
Lionel Pereira, Local 038, Edmonton  
Peter Steward, Local 071, Calgary  
Jason Ezard, Local 003, Calgary  
Emille Currie, Local 002, Edmonton  
Jim Wilson, Local 060, Edmonton  
Clint Nicholson, Local 118, Hanna  
Mike Dempsey, Vice President  
James Hart, Vice President

The Working Short & Workload Campaign Sub-Committee met on the following dates:

December 13, 2018  
January 13, 2019  
March 29, 2019  
July 29, 2019

### **About the WSWC Sub-Committee**

The Provincial Executive of AUPE established the Working Short/Workload Campaign (WSWC) Sub-Committee in November 2018. This Committee was created to address the many concerns voiced by members throughout AUPE regarding working short and workload issues that our members and worksites face on a daily basis. We also recognize that these challenges have also become an indirect occupational health & safety concern affecting members both physically and psychologically. The WSWC Committee consists of two members of each sector to ensure representation of the diversity AUPE has amongst its sectors and locals. AUPE's Provincial Executive have heard your concerns and have tasked this sub-committee with developing a strategy/campaign to bring awareness to these issues and the effects it has on members as well as all Albertans.

The responsibilities of the Committee include:

- Reviewing historical data to determine the impacts of working short/workload issues on AUPE members in each sector over time.
- Talking to members and finding out how working short/unmanageable workloads impact them.

- Gathering feedback from Local/Chapter components regarding the working short reporting form and determining what each sector needs accordingly.
- Developing a public awareness campaign that showcases the impact these two issues have on Albertans.
- Developing a strategy to lobby the Government of Alberta to make changes to the Alberta Occupational Health and Safety Act, Regulations and Code (ARC) enforcing the employer's responsibility to adequately staff worksites.
- Updating the Provincial Executive on an ongoing basis.

## **What are the next steps?**

### **Awareness Campaign**

Analyzing the data from both the survey and the form, the WSWC Committee will be able to identify worksites and members that are most effected and develop a targeted awareness campaign to address the impacts on members and Albertans.

### **Developing the Larger Research Study**

The Committee will continue to work with AUPE's research staff to compile information the Committee gathers from members on the front-lines over time to create multiple advocacy materials for members, the public, politicians and policy makers. These materials will include quantitative statistical data and members' stories. This study is still in the early stages of its development.

### **Achievements**

The Working Short/Workload Campaign (WSWC) Sub-Committee met on December 13, 2018 for an evening meeting and January 16, 2019 for a full day meeting. From that first meeting, there was a commitment and unified sense of engagement. A commitment was made to not rush this initiative, but to complete it. In pursuing due diligence, we want to educate ourselves and delve deep into the issues in conjunction with the applicable departments of AUPE. This will give us the best chance at success, as our staff have wisdom, history and can provide guidance so that we achieve the best outcome for our members.

Working short/workload will be looked at from all perspectives. Past campaigns within AUPE as well as references to what other labour or likeminded organizations have done within Canada, the United States, Britain, etc., will be explored. The committee wants to review the good, bad, and the ugly from other campaigns so we that are prepared for what may come our way.

As described below we have been able to set up our Terms of Reference and goals and have started to work on a strategic plan to guide us moving forward. On January 16, 2019 we discussed establishing a survey and sent a letter out to Local and Chapter Chairs. This letter advised that the Committee had been struck and outlined the objectives and responsibilities of the Committee.

We advised Local and Chapter Chairs that we will be sending out a survey, with an updated working short form that will be tailored to each sector. The letter served to encourage Local and Chapter Chairs to fill out the Workload or Working Short form so that the Committee is able to collect data. This will help us define what working short looks like in each sector while creating a story line specific to that sector also. The data collected will also be able to be used throughout the other AUPE departments, such as Negotiations, Labour Relations, etc.

The Working Short/Workload Campaign (WSWC) Sub-Committee met on March 29, 2019. The Committee worked on a few goals as outlined in our terms of reference. With the help of Digital Strategies, we posted our survey, set up a contact email, designed a poster for worksite bulletin boards, and established a platform tab on AUPE's website.

The website platform was created so the membership could find all pertinent information in one spot. The landing page URL is: <https://www.aupe.org/workingshort/>. This is also where the Committee can post articles, research findings, and any other information we want to share with the membership. The purpose of the email is so that if members have any concerns, they can contact the Committee directly and feel like they have avenue to give direct input to the campaign/project. The Committee email is: [workingshort@aupe.ca](mailto:workingshort@aupe.ca)

At the March 29, 2019 meeting we set up a strategizing session with the Director of Digital Strategies and Education to help come up with avenues on how we can reach out to our membership and continued to work on this at the following meeting July 29, 2019. The Committee will be using the information from these sessions to come up with our proposal to present to Provincial Executive to review and determine which direction they want to continue to pursue. The Manager of Labour Relations at the time attended our March meeting and gave us an update on the reporting form and how they are being handled. The Senior MSO Advisors are reviewing each form and watching for

trending issues at worksites, in locals, and in regions. If there are issues, they are sent to the MSO dealing with that specific portfolio to follow up. If there is nothing that really stands out on the form, then they are just being held and added to the research data base to be used as stats for bargaining or research for this initiative. Once AUPE receives a substantial amount of information per sector, local, and chapter, we would then like to be able to use this compiled information for evidence in EMAC meetings.

In closing, we the Committee would like to express our appreciation and acknowledgement of all the hard work that has happened thus far in our efforts in this campaign:

- To you, the members, for your insight and communication on what's happening at your worksites and taking the time out of your very busy days to fill out the survey and working short forms.
- To the engagement and commitment of the Committee to be ready to work each time we met and for all the hours of their own time spent researching, writing up drafts, reports and prepping.
- To all the staff who have worked on this campaign to this point: Research, Digital Strategies, Labour Relations, Communications and any others who I may have not mentioned.
- To Mary Guido, our Staff Admin: we don't know where we would be without your expertise, tireless efforts of helping us be organized and for always going the extra mile for any of us to achieving our goals as a committee.

We thank you for your patience as this is not an issue that is going to be solved overnight, but it's a start to a better future of providing better service to the Albertans we serve every day.

On behalf of the Working Short & Workload Campaign Sub-Committee, I respectfully submit this report.

In solidarity,

Judy Prokopchuk  
Provincial Executive  
Working Short & Workload Campaign Sub-Committee Chair

## **CALGARY AREA COUNCIL (YOUR COUNCIL)**

Calgary Area Council (CAC) proudly serves over 28,000 members in the Calgary and surrounding area. The executive and I are committed to serving the members to our full capacity. CAC receives \$0.30 per dues paying member to make up the budget allowing us to give members access to the many vendors and events. With this budget in mind, the membership votes on the types of events and venues that are offered by CAC. Dues paying members that reside within the boundary of CAC that is set out by Headquarters (HQ) have voice and vote.

### **Recap since the 2019 AGM**

The council voted in a new executive consisting of Jo Lake (Vice-Chair), Felicia Shay (Secretary), Margina Hoffman (Treasurer) and myself, Donald Walker (Chair). Thus far, we have only had one event, the summer BBQ that was held at the Calgary Zoo. The event had an awesome turnout and we were proud to welcome the members and their families to each of the time slots that were available. There have also been a few changes to CAC procedures in the past year. Last year the mail in method of ordering tickets was eliminated and in-person sales were emphasized to try and engage members to come to meetings. The pilot run was good, but the membership wanted to return to the old methods of mail in and step away from set dates for in-person ticket sales. The addition of the PayD pro was also added to the methods upon which members can purchase tickets allowing for debit transactions and eliminating some of the risk of having large amounts of cash on site at the AUPE Calgary HQ. This has been a major success during the past few ticket sales and we look forward to using it for future in-person ticket sales.

### **Looking forward to 2019-2020**

We have a busy year ahead of us with events and ticket sales. We will be attending the Labour Day Classic thanks to Nick Yates and the Calgary Sports and Entertainment Corporation (CSEC). The CSEC have been a great partner offering CAC many discounts to football, lacrosse and hockey games, free tickets to events that we raffle off at meetings and free swag that is given out at monthly meetings. They have also put on contests like the one at the Roughnecks game that challenged the unions in the Calgary area to see which union had the most members in attendance. We would like to throw a shout out to Nick Yates for the awesome work he has done for CAC.

It is also the pleasure of CAC to continue working with other area councils allowing them to share the advantage of cheaper tickets with their members. This is a great step toward uniting union members and giving everyone an equal opportunity to get tickets to events at a discounted rate. CAC will also be introducing a free wing night where a member and a plus one can attend and enjoy a night of free wings. There will be four events in different quadrants of

the city including one that will be outside of Calgary to engage with members outside of the Calgary area (locations to be determined). We will also be hosting a bowling night to engage the members of CAC.

### **Special Thanks**

We would also like to thank the many volunteers and ticket coordinators that have given up their time to serve the membership. Without these amazing individuals CAC would not be able to serve the membership at the capacity that we do. We would like to thank the MSOs and the VPs of the Union for always being there and helping us through with their direction and knowledge. Special thanks also go out to Sister Iba Boda for designing the awesome posters we send out to the membership and to Sister Bonnie Nahornick for being CAC's webmaster, keeping us all current with the events and ticket sales that CAC puts on.

The new CAC executive would like to extend a huge thank you to the outgoing executive members, Sisters Jessica Daigle (Local 052, CAC Chair) and Sharron Kolomeitz (Local 095, CAC Secretary). These Sisters did a wonderful job and are truly amazing individuals. I would also like to personally thank Sister Jessica Daigle; without her support and guidance, I would not be able to serve the membership in this capacity. Jessica brought many changes to CAC and was a true visionary, leading CAC into the future. When Sister Daigle stepped down from the chair position, we lost a true warrior and leader. Thank you, Jessica Daigle, for all you did for CAC.

### **Upcoming Events 2019-2020**

Sept. 19 - Oct. 24	Stage West for Kids Christmas tickets go on sale December 14th Saturday Brunch 1:00 PM & Show TBA (\$20/each - 4 tickets/member)
Oct. 24 - Nov. 21	Discounted Cineplex Tickets go on sale (\$8.50/each - 10 tickets/member)
November 8	FREE WING NIGHT!
January, 2020	Bowling Night (date to be determined)
Jan. 16 - Mar. 19	Stage West for Adults tickets go on sale
April 26, 2020	Sunday Brunch 10:30 AM & Show "The Soul of Motown" (\$40/each - 6 tickets/member)
Jan. 16 - Mar. 19	Stage West for Kids Spring tickets go on sale
May 9, 2020	Saturday Brunch 1:00 PM & Show TBA (\$20/each - 4 tickets/member)
Feb. 20 - April 16	Discounted Calgary Zoo tickets go on sale (\$15/each - 6 tickets/member)
Feb. 20 - April 16	Discounted Telus Spark tickets go on sale (\$12/each - 6 tickets/member)
April 16 - June (TBD)	Discounted Heritage Park tickets go on sale (\$12/each - 6 tickets/member)
June, 2020	Family BBQ (Date and prices TBD)

### **Upcoming Meeting Dates**

All CAC meetings are scheduled on the third Thursday of every month unless otherwise indicated. All CAC meetings are held at the AUPE Calgary Regional Office (2116 - 27 avenue NE) with doors open at 5:30 p.m. and the meeting starting at 6:30 p.m., except for November & May meetings, which start at 6:00 p.m.

- September 19, 2019
- October 24, 2019 (date changed because of convention)
- November 21, 2019
- January 16, 2020
- February 20, 2020
- March 19, 2020

- April 16, 2020
- May 21, 2020
- June 18, 2020

Submitted in solidarity,

Donald Walker – chaircac@aupe.ca  
 Website: <http://cac.aupe.ca>  
 Email: calgaryareacouncil@aupe.ca  
 Facebook: aupe Calgary area council

## **EDMONTON AREA COUNCIL**

### **2019 – 2021 Edmonton Area Council Executive**

Chair – Pam Vona  
 Vice Chair – Ron Fernandes  
 Treasurer – Charity Hill  
 Secretary – Rosanna Badree

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

Effective October, EAC moved from monthly meetings to every other month. Attendance at the meetings has been steadily increasing. This year in May at the AGM, we had around 80 members in attendance. Members who attended the AGM received swag with the EAC and Centennial logo printed on the inverted umbrellas.

The EAC website ([edmontonareacouncil.aupe.ca](http://edmontonareacouncil.aupe.ca)) provides information about the mandate of EAC, ticket sales, special events and monthly meeting details which include meeting minutes. All our events are now done by registration via the EAC website. This provides a fair and just opportunity for members to attend events and is much easier to maintain. Being environment friendly, EAC has moved to an online notification system. Members are encouraged to subscribe to the EAC website and by doing so, they get automatic notification when posters are placed on the website. This provides equal opportunity to members that are vacation or on leave of absence to register for events.

Members on EAC spoke loud and clear and wanted a St. Patrick's Day Dinner & Dance, which was held on March 16th at the Fantasyland Hotel. Tickets were \$25 each which included buffet dinner, one alcoholic beverage, DJ and door prizes. It was a full house with 330 tickets sold. It was a pleasure to see all VPs were in attendance. Around 86 door prizes were handed out to those in attendance. We were thankful to a few hotels, Wedin's and Johnson Insurance for providing us with a few of the door prizes for this event.

Once again, we were sold out of Oil Kings game at the Rogers Place on November 30th and February 22nd. The highlight at the February 22nd game was the EAC executives got the opportunity to drop the puck.

It was a full house at the Disney movie "Aladdin" on June 1st at Scotiabank Theatre, West Edmonton Mall; two theatres were booked where each ticket included admission, pop, and popcorn for \$8.00.

For the first time, EAC had a basketball event on June 14th when the Edmonton Stingers played against Hamilton Honey Badgers.

EAC continues to have wing night and breakfast brunch. EAC decided to put a new spin and had pizza night on June 11th which was very well received. Since this event is only for members at "no charge," Council passed a motion to allow all AUPE members attend this event regardless of the geographic location of EAC. However, members attending are required to register as it helps to provide a head count to the facility.

West Edmonton Mall (WEM) Choice passes and Cineplex movie tickets are in high demand; they are constantly being sold to members at a significant reduced price throughout the year. During the 2018-2019 fiscal year, we sold almost 10,000 Cineplex movie tickets and 5,000 WEM Choice passes. EAC also supports smaller Area Councils and Locals with sales of movie tickets and WEM Choice passes.

To thank all our EAC ticket sellers for volunteering their time, an appreciation dinner was held on April 5th. None of these events would be possible without the hard work and dedication of the members of EAC. Members and their families devote an incredible amount of personal time to ticket sales, event coordination and to all the logistics of

hosting each event. A big THANK YOU to every member who takes the time to promote EAC and engage with AUPE members. We would also like to take this opportunity to thank outgoing Vice-Chair Karen Mann for her contribution and welcome Charity Hill as the new EAC Treasurer.

**Details of our events from July 1st 2018 – June 30th 2019 are as follows:**

June 30 – July 2	Wabamun Camping – 153 attendees with 15 trailers and 22 tents
July 14	“Incredibles 2” movie – 435 tickets sold
July 19	Wing night – 132 attendees
August 15	Edmonton Riverboat – 311 tickets sold
September 26	Wing night – 119 attendees
September 30	Galaxyland – 1400 tickets sold
October 27	Breakfast Brunch – 80 attendees
November 20	Wing Night – 105 attendees
November 30	Oil Kings game – 500 tickets sold
December 22	Christmas Breakfast – 65 attendees
January 22	Wing Night – 63 attendees
February 23	Breakfast Brunch – 70 attendees
March 8	World Waterpark – 1700 tickets sold
March 16	St. Patrick’s Dinner & Dance – 330 attendees
April 14	Galaxyland – 1600 tickets sold
April 24	Wing Night - 124 attendees
June 1	“Aladdin” movie - 423 tickets sold
June 11	Pizza Night – 86 attendees
June 22	Breakfast Brunch – 74 attendees

Submitted in solidarity,

EAC Executives

**GRANDE PRAIRIE AREA COUNCIL**

Grande Prairie Area Council hosted a dart and cribbage tournament in November at the Royal Canadian Legion. Our Children’s Party at Troyer Town at the end of November was a great success with friends and family. Our wing night went well at the end of May. March had 7 teams curling at Sexsmith Curling Club on March 16th. June was our Annual Golf Tournament at Spruce Meadows Golf. I would like to thank our team for all their help in having successful events.

Yours in solidarity,

Paddy Dzuba

Grande Prairie Area Council Chair

**LETHBRIDGE AREA COUNCIL**

We had an eventful last couple of years. Two past council members that are not here tonight due to job changes, I would like to say thank you to: Laura Keffer-Wilkes and Kevin Halfyard both put a lot of time in to help make events successful.

Through a number of meetings, the Lethbridge Area Council completed the following activities for AUPE members:

2017

- Summer BBQ
- Advertise Young Activist Committee Wing Night
- Advertised Lethbridge Pride Parade and Festival
- Adult Christmas Party (Donation to Toys for Tots)
- Children Christmas Party
- Calgary Zoo tickets
- Cineplex tickets

2018

- Heritage Park Tickets
- Summer BBQ
- Wings night
- Adult Christmas Party (Donation to Toys for Tots)
- Children's Christmas Party

It has been my pleasure to serve as your Chairman for the past two years. I can honestly say that I can't count how many times members have said thank you to us for organizing events. It is a true testament to the admirable nature of our Brothers and Sisters.

Respectfully submitted,

Troy Ormann  
Chairperson  
Lethbridge Area Council

### **PEACE RIVER AREA COUNCIL**

Audrey Randall – Chairperson

Cheryl Banack – Vice-Chairperson/Secretary

Lynne Brais – Treasurer

Directors: Faye Rever, Claudia Salazar, Anne Okaley, Steven Pasquan, Rob Mackenzie, Jordan Howell, Selena Sliger

### **Events**

- Ongoing – Free movie night at the Grimshaw Library – every second Friday - Family night, every second Sat. – Teen night. Screening new movies. Popcorn supplied by the Area Council. Open to the public.
- March 2019 – Each member attending the 2019 AGM received a free movie pass and two movie discount coupons. This was the Area Councils Centennial gift to the members.
- June – October 2019 – 15% off green fees when you show your AUPE card at The Creek Golf Course – north of Grimshaw, AB.
- August 10, 2019 – Show your AUPE Membership card for free admission (families included) to the Pioneer Village working museum at Lac Cardinal Park – this is the Museum's annual working village demonstration day.
- September 2019 – Sponsored free coffee and root beer at the A & W's in Grimshaw and Peace River for seniors (we choose to run this appreciation day for seniors in the fall rather than during seniors week in June when there are many other senior events taking place).
- October 2019 – Donated gift certificates for the AUPE Ice Breaker event at Convention.
- October & December 2019 - Free Family Swims – 4 per year at various times – Next scheduled swims are Oct. 07 and Dec. 09, 2019, at the Peace Regional Indoor Pool. Community event.
- November 2019 - Toy and Food Bank Drive – Promote the collection of toys and food items in all Government and Health Care buildings. Donations given to the Salvation Army for distribution.
- November - December 2019 - Santa Claus Parades Grimshaw & Peace River - \$100 for each parade for candy to handout on the parade route. We encourage members to put in a float or walk-a-long with the AUPE flag. We would like to have the new AUPE Centennial Float in our Christmas parade this November if possible.
- November - December 2019 - Cinema tickets sales – Purchase 1000 Cinema tickets @ \$7.00 (value of \$11.00 each) and sell to AUPE members for \$5.00 per ticket. Very popular event, make great stocking stuffers. Limit of 4 tickets per AUPE member.
- January - March 2020 – Sponsor Free Ski Days at the local ski hill – members and their families ski free on 4 days of their choice during the season, free rentals included. Ski lessons also available at discounted prices on specific days. Excellent response.
- Ongoing - Peace River Museum – Sponsor free guided heritage walking tours of the town and heritage sites in the community. Winter and summer tours.
- Advertise AUPE on the side of the Zamboni ice cleaner at the Peace River Arena. We love this ongoing advertising.
- Bowling – AUPE members receive 10% off bowling at any time (food not included) at the Rock & Bowl Alley in Peace River. Show your AUPE card.
- Events are being planned for Manning and the McLennan/Falher area – unconfirmed at this time.

At the time of writing this, we are awaiting to connect with the new digital communication system being developed by Headquarters to promote our Area Council.

The Area Council would like to establish an AUPE memorabilia wall in the new AUPE Office in Peace River. We would also like to purchase a Centennial Legacy item to be placed in the community on behalf of AUPE.

Our goal is to create a positive image of AUPE in the community while offering free or subsidized events to our membership. Many of our events are open and free to the community as well.

Respectfully submitted,

Audrey Randall, Chairperson

### **VEGREVILLE AREA COUNCIL**

On behalf of Vegreville Area Council, welcome delegates to AUPE's 2019 Convention.

Vegreville is a very active Area Council. In 2018/2019 we organized the following events:

- Family Picnic in the Park BBQ
- Halloween Family Pizza and Swim Night
- Donated to 2018 Convention Icebreaker
- Christmas in November Dinner
- Christmas Oranges were available at all sites
- Jubilations
- St Patrick's Day Comedy Night
- Nurses Week Cakes
- Participated in Bill 9 Rally in Two Hills with Staff BBQ
- Sold West Edmonton Mall and movie passes throughout the year.

I want to thank the executives and volunteers for their help throughout this year to make these activities possible. A special "thanks" to all the members who support the events, which make them a success.

Have a wonderful time everyone and thank you all for representing your fellow Brothers and Sisters in the 2019 Convention.

Happy Centennial

In solidarity,

Sue Tkachuk

Vegreville Area Council Chair

# Constitutional Resolutions Group 1 – Constitution

## 1-1 LEGISLATIVE COMMITTEE

WHEREAS the Members' Benefits Committee is currently not entitled to submit general resolutions;

THEREFORE BE IT RESOLVED that Article 6.13(a) 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.

**Delegates voted: Carried**  **Defeated**

## 1-2 PROVINCIAL EXECUTIVE (MEMBERSHIP SERVICES COMMITTEE)

WHEREAS the language for Associate member was developed over 30 years ago for AUPE staff; and

WHEREAS the AUPE staff no longer attend affiliated Conventions as delegates; and

WHEREAS AUPE staff can still attend Conventions as observers with the approval of the President; and

WHEREAS the member discount program is inclusive of AUPE members and staff; and

WHEREAS there is no need for the staff to pay point one two five percent (.125%) of their salaries to be observers or access the discount program as Associate members; and

THEREFORE BE IT RESOLVED that Articles 4.04, and 5.01 be amended by removing wording referring to Associate Member from the AUPE Constitution:

- 4.04 The Union shall have six **five** types of membership: Regular members, ~~Associate members~~, Honorary members, Life members, Local Life members and Affiliate members.
- 5.01 Regular members shall pay dues of one point twenty-five percent (1.25%) of their salary or as provided for under Article 13.09 (I). ~~Associate members shall pay dues of point one two five percent (.125%) of their monthly salary;. And~~

THEREFORE BE IT FURTHER RESOLVED that Article 4.06 be struck in its entirety and subsequent articles re-numbered.

- ~~4.06 (a) Associate members: consisting of those persons who pay prescribed Union dues, on whose behalf the Union does not bargain, but who meet such criteria as the Provincial Executive may have established for their admission to Associate membership.~~
- ~~(b) Associate members shall be entitled to the following rights:~~
- ~~i) to attend Conventions of the Union as observers, with the prior approval of the President;~~
  - ~~ii) to attend affiliate Conventions as delegates on credentials not required by the regular membership, with the prior approval of the President;~~
  - ~~iii) to participate in Union group discount plans.~~
- ~~(c) Associate members shall not be entitled to any other rights under the Constitution.~~

**Delegates voted: Carried**  **Defeated**

### 1-3 LEGISLATIVE COMMITTEE

WHEREAS Component Executive officers are the Chair, Vice-Chair, Secretary, Treasurer, (or Secretary-Treasurer) and Provincial Executive Members (for the Local) or Local Council members (for a Chapter); and

WHEREAS Other Component Officers are not a part of the Component Executive;

THEREFORE BE IT RESOLVED that Article 18 be amended as follows:

#### ARTICLE 18 - COMPONENT OFFICERS

18.01 No member shall hold a **an elected** component Executive position concurrently in more than one Local. Also, no member shall hold a **an elected** component Executive position concurrently in more than one Chapter.

#### 18.02 Executive Board

When a component elects any of the following Officers their duties in such Office will include the following:

- a) Chair
  - i) The Chair shall exercise supervision over the affairs of the component and shall sign all official correspondence. The Chair shall preside at all meetings and may assign specific duties to the Vice-Chair. The Chair shall call meetings of the component Executive at least three (3) times a year and shall call meetings of the component as specified.
  - ii) If any question arises as to the interpretation of the Constitution as it relates to the affairs of the component, the Chair shall give an interpretation which shall be final and binding on all affected parties unless and until reversed by the appropriate authority.
  - iii) Any member of a component may appeal an interpretation of the Chair:
    - a. In the case of Chapters, to the Local Council, who shall make a decision at its next meeting;
    - b. In the case of Locals and Area Councils to the President, who shall render a decision within ten (10) days of receipt of the appeal;
    - c. Such decision shall be binding subject to the provisions of this Constitution.
  - iv) The Chair shall be a worksite contact.
- (b) Vice-Chair

The Vice-Chair shall assist the Chair in the execution of his duties and may act on his behalf when so authorized and shall discharge the responsibilities assigned. The Vice-Chair shall be a worksite contact.
- (c) Secretary
  - i) The Secretary shall be the Administrative Officer of the component.
  - ii) The Secretary shall have charge of and conduct routine correspondence on behalf of the component, and shall ensure that accurate minutes are kept of all meetings of the Council and Executive. The Secretary shall have custody of all books, minutes and records, and shall notify the Union Headquarters within seven (7) days of becoming aware of any changes in the names and addresses of any member of the component Council.
  - iii) The Secretary shall be a worksite contact.
- (d) Treasurer
  - i) The Treasurer shall be the Financial Officer of the component and shall chair the Finance Sub-Committee.
  - ii) The Treasurer shall have custody of all financial and accounting documents and shall be responsible for all accounting and financial records of the component.
  - iii) The Local Treasurer shall prepare and present to each Council meeting a current financial statement.
  - iv) The Treasurer shall prepare and have audited an annual financial statement of the affairs of the component.
  - v) The Treasurer shall prepare an annual budget for presentation to the component.
  - vi) The Treasurer shall be a worksite contact.

- (e) Secretary-Treasurer  
Any component at its Annual General Meeting, by a majority vote, may combine the Offices of Secretary and Treasurer. The Secretary-Treasurer shall perform all the duties otherwise assigned to the Secretary and the Treasurer, but shall not be entitled to cast two votes.
- ~~f) Chief Steward~~
  - ~~i) The Chief Steward shall act as the coordinator of Steward activities and shall maintain active liaison with the Headquarters of the Union.~~
  - ~~ii) The Chief Steward shall be elected by and from the appointed Union Stewards of that component, and shall serve a two-year term. Elections shall be held in the same election year as that of the President of the Union.~~
- ~~(g) (f) Local Council Representatives (Locals with Chapters)~~  
Local Council Representatives shall:
  - i) represent the interests of the members of their Chapter at the Local Council;
  - ii) attend the meetings of the Local Council;
  - iii) report on the functioning of Local Council to the meetings of the Chapter and in writing to the Annual General Meeting of the Chapter; and
  - iv) be worksite contacts.
- ~~(h) (g) Provincial Executive Member (Locals)~~  
Provincial Executive members shall:
  - i) attend the meetings of the Provincial Executive of the Union;
  - ii) report in writing at least once a year, to the President and Provincial Executive, the concerns of their Local;
  - iii) report in writing at least three (3) times yearly to the members of the Local Council on the execution of their duties;
  - iv) attend the Union Convention as a delegate as of right;
  - v) represent the interests of all members of the Union;
  - vi) present the concerns of their Local to the Provincial Executive; and
  - vii) be worksite contacts.
- ~~(i) Alternate Provincial Executive Member~~  
~~Alternate Provincial Executive members, in the absence of the Provincial Executive member, shall:~~
  - ~~i) attend the meetings of the Provincial Executive and the Convention of the Union with voice and vote;~~
  - ~~ii) attend Local Council meetings with voice and vote and shall fulfill the office of the Provincial Executive member in that instance; and~~
  - ~~iii) in the event that the Provincial Executive Representative and Alternate are unable to attend a Provincial Executive meeting, a member of the Local Executive with notification to the President, can attend with both voice and vote.~~
- ~~(j) Local Occupational Health and Safety Liaison~~
  - ~~i) attend the meetings of the Local Occupational Health and Safety sub-committee, if such exists;~~
  - ~~ii) report in writing at least once per year to the Occupational Health and Safety Standing Committee, the health and safety concerns of the Local;~~
  - ~~iii) report in writing at least three (3) times yearly to the members of the Local Council on the execution of their duties;~~
  - ~~iv) represent the interest of all members of the Union; and~~
  - ~~v) be a worksite contact.~~

18.0203 Other Component Positions

When a component has any of the following positions, their duties will include the following:

**a) Chief Steward**

- i) The Chief Steward shall act as the coordinator of Steward activities and shall maintain active liaison with the Headquarters of the Union.**
- ii) The Chief Steward shall be elected by and from the appointed Union Stewards of that component, and shall serve a two-year term. Elections shall be held in the same election year as that of the President of the Union.**

**b) Alternate Provincial Executive Member**

**Alternate Provincial Executive members, in the absence of the Provincial Executive member, shall:**

- i) attend the meetings of the Provincial Executive and the Convention of the Union with voice and vote;**
- ii) attend Local Council meetings with voice and vote and shall fulfill the office of the Provincial Executive member in that instance; and**
- iii) in the event that the Provincial Executive Representative and Alternate are unable to attend a Provincial Executive meeting, a member of the Local Executive with notification to the President, can attend with both voice and vote.**

**c) Local Occupational Health and Safety Liaison**

- i) attend the meetings of the Local Occupational Health and Safety sub-committee, if such exists;**
- ii) report in writing at least once per year to the Occupational Health and Safety Standing Committee, the health and safety concerns of the Local;**
- iii) report in writing at least three (3) times yearly to the members of the Local Council on the execution of their duties;**
- iv) represent the interest of all members of the Union; and**
- v) be a worksite contact.**

**a.d) Union Stewards**

- i) The Union Steward shall be the official representative of the Union at the worksite.**
- ii) The Union Steward shall on request, represent members in disciplinary matters or refer them to another Union Steward or a Union Representative.**
- iii) The Union Steward shall maintain all grievance files at the Steward place of residence, and on ceasing to be a Steward shall forward all files to the Executive Secretary-Treasurer.**
- iv) The Union Steward shall surrender such files as may be requested by the President of the Union.**
- v) Union Stewards shall be worksite contacts.**

**B-e. Worksite Contact**

**Worksite Contacts shall:**

- i) receive information from AUPE or its components for dissemination at the worksites(s);**
- ii) provide member feedback to AUPE and/or its components; and**
- iii) perform similar tasks as required.**

**Delegates voted: Carried  Defeated**

**1-4 PROVINCIAL EXECUTIVE (YOUNG ACTIVISTS COMMITTEE)**

WHEREAS AUPE’s strategic plan includes engaging members at all levels i.e. worksite, chapter and local; and

WHEREAS the chapter’s mandate is to educate and inform members; and

WHEREAS the constitution only speaks to the chapter holding an AGM;

THEREFORE BE IN RESOLVED that Article 23.06 be amended as follows:

23.06 The Chapter shall meet from time to time on the call of the Chair, or at the request of a majority of the Executive Board, to consider matters of general importance: **Chair shall hold meetings of the Chapter at least three (3) times a year, and one (1) such meeting shall be the Annual General Meeting of the Chapter.**

**Delegates voted: Carried**  **Defeated**

**1-5 LEGISLATIVE COMMITTEE**

WHEREAS the Membership Services Committee is a Standing Committee of the Union; and

WHEREAS the Committee has no directive/mandate to “Act on behalf of Convention”;

THEREFORE, BE IT RESOLVED that Article 15.07 b vii) be amended:

15.07(b) The Membership Services Committee shall:

vii) ~~act on behalf of Convention~~ to implement policies and directives regarding Union Stewards.

**Delegates voted: Carried**  **Defeated**

**1-6 LEGISLATIVE COMMITTEE**

WHEREAS not all Components have the authority to formulate Policies under the Constitution; and

WHEREAS Component Policies should not go below the standards in AUPE Policies and Procedures;

THEREFORE, BE IT RESOLVED that a new Article 20.14 be inserted, and subsequent articles renumbered;

**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.**

THEREFORE, BE IT FURTHER RESOLVED that Article 22.09 be amended:

22.09 The Local Council shall formulate policy for the guidance of the members of the Local and shall exercise executive and administrative control over the affairs of the Local.

**Delegates voted: Carried**  **Defeated**

**1-7 LEGISLATIVE COMMITTEE**

WHEREAS the Constitution should consistently apply, where appropriate, to Locals without Chapters and Locals with Chapters;

THEREFORE, BE IT RESOLVED that a new Article 21.09 be inserted, and subsequent Articles renumbered;

**21.09 The Local Council shall exercise executive and administrative control over the affairs of the Local.**

**Delegates voted: Carried**  **Defeated**

**1-8 LOCAL 004**

WHEREAS to conduct business of the union; and

WHEREAS to save time and money; and

WHEREAS on occasion quorum is not met at chapter meetings;

THEREFORE BE IT RESOLVED that Article 23.12 be amended as follows:

23.12 Quorum for all meetings of the Chapter shall be three (3) members ~~or five (5%) percent, whichever is greater,~~ except for components with more than five hundred (500) members where twenty-five (25) members shall constitute a quorum. In the event that a quorum is not in attendance at a meeting, the meeting shall be deemed to be adjourned for at least seven (7) days to any other time or place. Five (5) days notice of such adjourned meeting and the business to be transacted shall be given to the members by the Secretary or Secretary-Treasurer. Once the time and notice requirements are met, the reconvened meeting shall be competent to transact business even though there may no quorum providing a minimum of three (3) members are present.

**Delegates voted: Carried**  **Defeated**

## General Resolutions Group 2

### 2-1 OCCUPATIONAL HEALTH & SAFETY COMMITTEE

WHEREAS the Alberta Workers' Compensation Act was established to provide no-fault compensation for workers who suffer workplace injuries or illnesses; and

WHEREAS the Alberta Workers' Compensation Board (WCB) was created to administer the Workers' Compensation Act; and

WHEREAS the WCB is a registered Not-For-Profit organization;

THEREFORE BE IT RESOLVED that AUPE lobby the Alberta Government and all Alberta political parties to ensure they do not support Private-For-Profit competition to the Alberta Workers' Compensation Board.

**Delegates voted: Carried**  **Defeated**

(74 words)

### 2-2 YOUNG ACTIVISTS COMMITTEE

WHEREAS The Young Activists Committee's mandate is to identify and promote growth in Young workers to leadership roles and union activism; and

WHEREAS historically workers do not get involved in their union until later in their careers;

THEREFORE BE IT RESOLVED that each local should elect or appoint a liaison member to communicate with the Young Activist Committee; and

THEREFORE BE IT FURTHER RESOLVED that, whenever possible, this liaison position shall be a member 30 years of age or under.

**Delegates voted: Carried**  **Defeated**

(80 words)

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

	2018-19 Budget	2018-19 YTD Actuals	Proposed 2019-20 Budget
<b>REVENUE</b>			
1 Membership Dues	55,000,000	56,934,795	56,900,000
3 Investment Income	0	5,096,111	3,900,000
2 Rental Income	1,055,184	977,666	903,592
3 Interest and Other Income	194,820	317,000	171,848
<b>TOTAL REVENUE</b>	<b>56,250,004</b>	<b>63,325,572</b>	<b>61,875,440</b>
<b>EXPENSES</b>			
4 Salaries and Benefits	31,255,440	30,882,795	35,364,216
5 Travel - Staff	1,492,968	1,585,486	1,628,376
6 Travel - Members	6,128,076	5,962,435	6,383,796
8 Local Rebates	6,381,492	6,502,514	6,540,000
9 Area Council Rebates	468,540	456,572	459,000
10 Professional Fees / Legal	2,192,208	2,258,097	2,487,096
11 Advertising	302,796	274,235	325,524
12 Labour Movement Allies	252,744	190,462	290,976
13 Members Benefits	279,348	280,962	363,000
14 Strike Pay	0	150,625	0
15 Regional Offices	739,704	723,478	707,640
16 Administration	1,676,988	1,836,734	1,950,156
17 Utilities	928,552	974,710	1,138,220
18 Equipment	1,504,464	1,367,298	1,609,440
19 Amortization	1,428,612	1,420,941	1,500,972
20 Maintenance and Repairs	1,218,072	1,211,861	1,127,028
<b>TOTAL EXPENSES</b>	<b>56,250,004</b>	<b>56,079,204</b>	<b>61,875,440</b>
<b>REVENUE IN EXCESS OF EXPENDITURES</b>	<b>0</b>	<b>7,246,368</b>	<b>0</b>
22 Reserve - Contingency Fund	0	1,626,257	0
23 Reserve - Centennial Campaign	0	24,000	0
26 Reserve - Digital Strategies Campaign	0	500,000	0
30 Reserve - Fight Back Operations Contingency Fund	0	3,900,000	0
Interest income allocated to reserves	0	1,196,111	0
<b>TOTAL FUND TRANSFERS</b>	<b>0</b>	<b>7,246,368</b>	<b>0</b>
<b>TOTAL EXPENDITURES AND RESERVES</b>	<b>56,250,004</b>	<b>63,325,572</b>	<b>61,875,440</b>
	<b>0</b>	<b>0</b>	<b>0</b>

**The Alberta Union of Provincial Employees  
Finance & Administration  
Proposed budget**

	2018-19 Budget	2018-19 YTD Actuals	Proposed 2019-20 Budget
<b>EXPENSES</b>			
4 Salaries and Benefits	5,250,504	4,851,247	5,990,244
5 Travel - Staff	57,588	71,458	47,640
6 Travel - Members	1,012,248	558,988	807,720
10 Professional Fees / Legal	366,408	139,669	178,800
11 Advertising	3,624	3,467	3,516
15 Regional Offices	8,976	13,579	12,540
16 Administration	1,314,804	1,473,412	1,647,660
17 Utilities	437,692	464,035	643,304
18 Equipment	779,976	554,323	828,984
19 Amortization	1,230,252	1,229,607	1,247,940
20 Maintenance and Repairs	1,127,184	1,067,807	1,007,196
<b>TOTAL EXPENSES</b>	<b>11,589,256</b>	<b>10,427,592</b>	<b>12,415,544</b>

**The Alberta Union of Provincial Employees  
AUPE Convention  
Proposed Budget**

	<b>2018-19 Budget</b>	<b>2018-19 YTD Actuals</b>	<b>Proposed 2019-20 Budget</b>
<b>EXPENSES</b>			
5 Travel - Staff	6,804	10,135	11,220
6 Travel - Members	1,473,432	1,438,180	1,537,500
10 Professional Fees / Legal	10,320	37,970	40,800
11 Advertising	3,228	673	768
16 Administration	27,324	16,032	25,068
17 Utilities	252	0	0
18 Equipment	201,528	168,121	207,180
<b>TOTAL EXPENSES</b>	<b>1,722,888</b>	<b>1,671,111</b>	<b>1,822,536</b>

**The Alberta Union of Provincial Employees  
Labour Relations  
Proposed budget**

	2018-19 Budget	2018-19 YTD Actuals	Proposed 2019-20 Budget
<b>EXPENSES</b>			
4 Salaries and Benefits	23,516,688	23,546,264	26,576,604
5 Travel - Staff	1,097,688	1,179,326	1,212,408
6 Travel - Members	2,974,932	3,244,322	3,300,072
10 Professional Fees / Legal	1,683,660	1,937,523	2,189,868
11 Advertising	261,384	227,913	283,080
12 Labour Movement Allies	8,496	5,000	5,004
14 Strike Pay	0	150,625	0
15 Regional Offices	722,784	705,850	695,100
16 Administration	317,892	324,371	250,896
17 Utilities	457,920	471,305	453,000
18 Equipment	505,872	612,926	551,388
19 Amortization	198,360	191,335	253,032
20 Maintenance and Repairs	89,544	138,054	113,712
<b>TOTAL EXPENSES</b>	<b>31,835,220</b>	<b>32,734,814</b>	<b>35,884,164</b>

**The Alberta Union of Provincial Employees  
Executive Office  
Proposed budget**

	<b>2018-19 Budget</b>	<b>2018-19 YTD Actuals</b>	<b>Proposed 2019-20 Budget</b>
<b>EXPENSES</b>			
4 Salaries and Benefits	2,486,244	2,485,224	2,795,364
5 Travel - Staff	330,576	323,931	332,112
6 Travel - Members	46,056	72,633	79,476
10 Professional Fees / Legal	73,116	138,635	76,860
11 Advertising	28,488	40,882	36,168
12 Labour Movement Allies	23,244	20,350	20,352
15 Regional Offices	3,972	1,694	0
16 Administration	3,324	2,216	2,172
17 Utilities	32,688	39,371	41,916
18 Equipment	6,276	6,222	6,240
20 Maintenance and Repairs	1,344	6,000	6,120
<b>TOTAL EXPENSES</b>	<b>3,035,328</b>	<b>3,137,158</b>	<b>3,396,780</b>

**The Alberta Union of Provincial Employees  
Provincial Executive & Committees  
Proposed Budget**

	<b>2018-19 Budget</b>	<b>2018-19 YTD Actuals</b>	<b>Proposed 2019-20 Budget</b>
<b>EXPENSES</b>			
4 Salaries and Benefits	2,004	0	2,004
5 Travel - Staff	312	696	24,996
6 Travel - Provincial Executive	181,836	148,687	151,656
6 Travel - Finance Committee	29,305	38,379	29,397
6 Travel - Legislative Committee	29,305	32,314	29,397
6 Travel - Membership Committee	29,305	20,241	29,397
6 Travel - Committee on Political Action	29,305	26,454	29,397
6 Travel - Occupational Health & Safety Committee	29,305	54,467	54,000
6 Travel - Anti-Privatization Committee	29,305	43,007	43,000
6 Travel - Women's Committee	29,305	81,378	81,000
6 Travel - Pension Committee	29,305	55,499	29,397
6 Travel - Member's Benefit Committee	29,305	38,017	29,397
6 Travel - Pay Equity Committee	29,305	29,926	29,397
6 Travel - Young Activists Committee	29,305	14,747	29,397
6 Travel - Environment Committee	29,305	21,651	29,397
6 Travel - Human Rights Committee	29,305	27,246	29,397
6 Travel - Centennial Planning Committee	29,305	10,712	29,397
6 Travel - New Building	29,305	5,585	6,000
8 Local Rebates	6,381,492	6,502,514	6,540,000
9 Area Council Rebates	468,540	456,572	459,000
10 Professional Fees / Legal	58,704	4,300	768
11 Advertising	6,072	1,300	1,992
12 Labour Movement Allies	221,004	136,612	206,616
13 Members Benefits	279,348	280,962	363,000
15 Regional Offices	3,972	2,355	0
16 Administration	13,644	20,703	24,360
18 Equipment	10,812	25,706	15,648
<b>TOTAL EXPENSES</b>	<b>8,067,312</b>	<b>8,080,030</b>	<b>8,297,412</b>

# AUPE Account Explanation 2019-2020 Budget

## **REVENUE**

### **1 Membership Dues**

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

### **2 Rental Income**

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

### **3 Interest and Other Income**

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

## **EXPENSES**

### **4 Salaries and Benefits**

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

### **5 Travel – Staff**

Costs for Staff to travel as they conduct AUPE business.

### **6 Travel – Members**

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

### **7 Training**

Costs of training staff as required

### **8 Local Rebates**

Amounts paid to Locals based on their Membership Counts

### **9 Area Council Rebates**

Disbursements to Area Councils based on their Membership Counts

### **10 Professional Fees / Legal**

Fees paid to external service providers, including Software Support, Audit, Legal, arbitration, negotiations, organizing, and legal / representation services for Members.

### **11 Advertising**

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

### **12 Labour Movement Allies**

Monies spent supporting Identified Allies in the Labour Movement and in reaching Target Audiences that would otherwise prove too costly or un-reachable.

### **13 Members Benefits**

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

### **14 Strike Pay**

Monies paid to Members taking Job Action and attending the picket line during a Strike or Lock-Out, based on AUPE Strike Policy.

### **15 Regional Offices**

Rent paid for regional offices.

### **16 Administration**

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

### **17 Utilities**

Cost of water, electricity, natural gas, and phones.

### **18 Equipment**

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

**19 Amortization**

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

**20 Maintenance & Repairs**

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

**RESERVE ALLOCATIONS**

**21 Defence Fund**

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

**22 Contingency Fund**

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

**23 Centennial Campaign**

This fund was established to fund AUPE's Centennial Celebration.

**24 Image Campaign**

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

**25 Strategic Planning Campaign**

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

**26 Digital Strategies Campaign**

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

**27 Severance Fund**

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

**28 Outstanding Time Off**

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

**29 Defending Our Services**

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

**30 Fight Back Operations Contingency Fund**

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

Financial Statements of

**ALBERTA UNION OF  
PROVINCIAL EMPLOYEES**

Year ended June 30, 2019

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

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Year ended June 30, 2019

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## INDEPENDENT AUDITORS' 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, 2019
- 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, 2019, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organization.

### ***Basis for Opinion***

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "***Auditors' 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.

KPMG LLP is a Canadian limited liability partnership and a member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity. KPMG Canada provides services to KPMG LLP.



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

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

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

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

### ***Auditors' 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.
- 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.

*KPMG LLP*

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Chartered Professional Accountants

Edmonton, Canada

September 5, 2019

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

## Statement of Financial Position

June 30, 2019, with comparative information for 2018

	2019	2018
<b>Assets</b>		
Current assets:		
Cash	\$ 12,206,221	\$ 8,014,409
Accounts receivable (note 2)	5,275,397	4,337,537
Inventory	31,930	33,480
Prepaid expenses and deposits	1,153,588	936,108
	<u>18,667,136</u>	<u>13,321,534</u>
Investments - Union operations (note 3)	82,808,963	90,952,401
Investments - Members' benefits (note 4)	12,425,779	11,846,974
Capital assets (note 5)	43,575,269	32,291,147
	<u>\$ 157,477,147</u>	<u>\$ 148,412,056</u>

## Liabilities and Net Assets

Current liabilities:		
Accounts payable and accrued liabilities (note 6)	\$ 12,148,558	\$ 8,295,315
Current portion of long term debt (note 7)	1,479,653	1,448,641
Current portion of lease inducements (note 8)	16,338	17,038
	<u>13,644,549</u>	<u>9,760,994</u>
Long term debt (note 7)	3,042,881	4,522,534
Lease inducements (note 8)	59,323	75,661
Employee future benefits (note 9)	1,983,330	1,951,564
	<u>18,730,083</u>	<u>16,310,753</u>
Net assets:		
Internally restricted - Union operations (note 10)	82,808,963	90,952,401
Internally restricted - Members' benefits (note 10)	12,425,779	11,846,974
Invested in capital assets	38,977,074	26,227,273
Unrestricted	4,535,248	3,074,655
	<u>138,747,064</u>	<u>132,101,303</u>
	<u>\$ 157,477,147</u>	<u>\$ 148,412,056</u>

See accompanying notes to financial statements.

Approved on behalf of Provincial Executive:



Guy Smith, President



Jason Heistad, Executive Secretary-Treasurer

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

## Statement of Operations

Year ended June 30, 2019, with comparative information for 2018

	2019	2018
<b>Revenues:</b>		
Membership dues	\$ 56,934,795	\$ 54,875,034
Less: Local rebates (note 11)	(6,502,514)	(6,404,489)
Less: Area Council rebates (note 11)	(456,572)	(447,696)
	49,975,709	48,022,849
Interest and other income	828,079	793,682
Rental income	913,340	779,465
	51,717,128	49,595,996
<b>Expenditures:</b>		
Salaries and benefits	30,656,568	28,950,078
Travel and time-off - members	5,962,952	6,407,693
Maintenance and repairs	2,563,823	2,420,617
Professional fees / legal (note 14)	2,258,097	2,139,143
Administration	2,056,189	1,793,927
Travel - staff	1,568,774	1,545,992
Amortization	1,420,941	1,282,934
Utilities	974,710	896,257
Regional offices - rent	659,152	660,175
Labour Movement Allies	442,923	531,678
Advertising	182,301	152,994
Strike pay	150,625	12,117
Bank charges and interest	124,642	189,085
Training	21,785	22,258
	49,043,482	47,004,948
Excess of revenues over expenditures before the undernoted	2,673,646	2,591,048
<b>Other income (expenditures):</b>		
Investment income (note 12)	5,779,831	3,523,113
Loss on disposal of capital assets	(13,218)	-
Management fees	(223,802)	(247,094)
Disbursements	(1,570,696)	(875,678)
	3,972,115	2,400,341
<b>Excess of revenues over expenditures</b>	<b>\$ 6,645,761</b>	<b>\$ 4,991,389</b>

See accompanying notes to financial statements.

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

## Statement of Changes in Net Assets

Year ended June 30, 2019, with comparative information for 2018

	Internally restricted	Members'	Invested in	Unrestricted	2019	2018
	Union	benefits	capital assets			
	operations					
Net assets, beginning of year	\$ 90,952,401	\$ 11,846,974	\$ 26,227,273	\$ 3,074,655	\$ 132,101,303	\$ 127,109,914
Revenues	-	511,079	-	51,206,049	51,717,128	49,595,996
Expenditures	-	(507)	(1,403,903)	(47,639,072)	(49,043,482)	(47,004,948)
Other income (expenditures):						
Investment income	5,247,681	532,150	-	-	5,779,831	3,523,113
Loss on disposal of capital assets	-	-	-	(13,218)	(13,218)	-
Management fees	(151,570)	(72,232)	-	-	(223,802)	(247,094)
Disbursements	(1,179,011)	(391,685)	-	-	(1,570,696)	(875,678)
Investment in capital assets, net	(14,153,704)	-	14,153,704	-	-	-
Transfers	2,093,166	-	-	(2,093,166)	-	-
<b>Net assets, end of year</b>	<b>\$ 82,808,963</b>	<b>\$ 12,425,779</b>	<b>\$ 38,977,074</b>	<b>\$ 4,535,248</b>	<b>\$ 138,747,064</b>	<b>\$ 132,101,303</b>

See accompanying notes to financial statements.

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

## Statement of Cash Flows

Year ended June 30, 2019, with comparative information for 2018

	2019	2018
<b>Cash provided by (used in):</b>		
Excess of revenues over expenses	\$ 6,645,761	\$ 4,991,389
Items not involving cash:		
Amortization	1,420,941	1,282,934
Amortization of lease inducement	(17,038)	(929,542)
Unrealized (gain) loss on investments	(2,601,043)	9,239,520
Loss on disposal of capital assets	13,218	-
	<u>5,461,839</u>	<u>14,584,301</u>
<b>Changes in non-cash operating working capital:</b>		
Accounts receivable	(937,860)	(386,144)
Inventory	1,550	(4,223)
Prepaid expenses and deposits	(217,480)	1,612,691
Accounts payable and accrued liabilities	3,853,243	925,668
Employee future benefits	31,766	(139,948)
	<u>8,193,058</u>	<u>16,592,345</u>
<b>Cash flows from financing activities:</b>		
Proceeds from issuance of long term debt	-	7,400,000
Repayments of long term debt	(1,448,641)	(1,428,825)
Lease inducements received	-	99,663
	<u>(1,448,641)</u>	<u>6,070,838</u>
<b>Cash flows from investing activities:</b>		
Purchase of capital assets	(12,728,281)	(27,635,350)
Proceeds on disposal of capital assets	10,000	-
Purchase of investments	(5,790,581)	(13,269,444)
Proceeds on disposal of investments	15,956,257	22,696,211
	<u>(2,552,605)</u>	<u>(18,208,583)</u>
Increase in cash	4,191,812	4,454,600
Cash, beginning of year	8,014,409	3,559,809
<b>Cash, end of year</b>	<b>\$ 12,206,221</b>	<b>\$ 8,014,409</b>

See accompanying notes to financial statements.

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements

Year ended June 30, 2019

---

## **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, 2019

---

## 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, 2019

---

## 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. The Union does not use derivative financial instruments to alter the effects of market interest or foreign exchange fluctuations. 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, 2019

---

## 1. Significant accounting policies (continued):

### (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:

	2019	2018
Membership dues	\$ 4,680,006	\$ 3,908,239
Rent	312,411	208,153
Locals (note 11)	242,057	107,331
Employees and members	22,628	24,604
Other	18,295	89,210
	<b>\$ 5,275,397</b>	<b>\$ 4,337,537</b>

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2019

## 3. Investments - Union operations:

	2019	2018
Cash accounts, bearing interest at prime minus 1.65% per annum (2018 - prime minus 1.65% per annum)	\$ 767,593	\$ 5,674,706
Guaranteed investment certificates, with maturity dates ranging from August 2019 to June 2020 (2018 - February 2019), bearing interest from 2.12% to 2.50% (2018 - 2.09%)	12,629,106	2,017,064
Canadian mutual funds (bonds and short-term investments)	2,243,672	1,759,087
Bonds with maturity dates ranging from October 2019 to March 2028 (2018 - October 2018 to March 2028), with stated rates of return ranging from 1.80% to 3.30% per annum (2018 - 1.15% to 4.50%)	38,957,227	47,072,944
Equity investments	10,469,286	24,549,393
Exchange-traded fund investments	17,742,079	9,751,485
Other investments - limited partnership units	-	127,722
	<b>\$ 82,808,963</b>	<b>\$ 90,952,401</b>

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2019

## 4. Investments - Members' benefits:

	2019	2018
Cash accounts, bearing interest at 1.54% per annum (2018 - 1.05%)	\$ 443,888	\$ 619,750
Canadian mutual funds (bonds and short-term investments)	3,008,709	3,405,317
Bonds with maturity date ranging from December 2020 to December 2028 (2018 - December 2020 to June 2027) with stated rates of return ranging from 1.25% to 3.70% (2018 - 1.50% to 3.70%) per annum	2,815,015	2,713,628
Canadian equity investments	2,728,799	2,188,663
U.S. equity investments	2,055,595	1,740,227
International equity investments	1,373,773	1,179,389
	<b>\$ 12,425,779</b>	<b>\$ 11,846,974</b>

## 5. Capital assets:

			2019	2018
	Cost	Accumulated amortization	Net book value	Net book value
Land	\$ 13,266,901	\$ -	\$ 13,266,901	\$ 13,266,901
Buildings	30,780,092	4,470,807	26,309,285	16,528,107
Building improvements	4,475,426	2,022,581	2,452,845	1,743,179
Furniture and equipment	2,712,332	2,213,404	498,928	529,683
Computer hardware and software	1,314,352	1,090,210	224,142	155,935
Automotive	165,221	113,069	52,152	39,913
Leasehold improvements	956,303	185,287	771,016	27,429
	<b>\$ 53,670,627</b>	<b>\$ 10,095,358</b>	<b>\$ 43,575,269</b>	<b>\$ 32,291,147</b>

Included within buildings are capital assets with a cost of \$11,299,636 (2018 - \$837,246) which are not in use. Amortization has not been recorded on assets not in use.

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2019

## 6. Accounts payable and accrued liabilities:

	2019	2018
Trade payables and accrued liabilities	\$ 5,334,447	\$ 1,507,408
Vacation pay and time-off in lieu	4,006,657	3,601,502
Time-off reimbursements	1,335,053	1,626,084
Payables to Area Councils (note 11)	818,531	809,563
Wages and benefits payable	638,862	736,265
Government remittances	7,758	7,483
Tenant rental deposits	7,250	7,010
	<b>\$ 12,148,558</b>	<b>\$ 8,295,315</b>

## 7. Long term debt:

	2019	2018
Mortgage payable in monthly blended installments of \$130,100 including interest of 2.12%.	\$ 4,522,534	\$ 5,971,175
Less current portion	1,479,653	1,448,641
	<b>\$ 3,042,881</b>	<b>\$ 4,522,534</b>

Principal repayments are due as follows:

2020	\$ 1,479,653
2021	1,511,328
2022	1,531,553
	<b>\$ 4,522,534</b>

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 and Block 6 Lot 8.

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2019

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## 8. Lease inducements:

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

	2019	2018
Balance, beginning of year	\$ 92,699	\$ 922,578
Inducement received	-	99,663
Amortization of lease inducement	(17,038)	(929,542)
Balance, end of year	75,661	92,699
Deduct current portion of lease inducements	16,338	17,038
	<u>\$ 59,323</u>	<u>\$ 75,661</u>

## 9. 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 expenses of \$31,766 (2018 - recovery of \$9,400) related to termination benefits and \$3,055,302 (2018 - \$2,875,518) related to the defined contribution pension plans during the year.

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2019

## 10. Internally restricted net assets:

### a) Union operations

	2019	2018
Defence fund	\$ 67,117,944	\$ 63,224,811
Contingency fund	1,194,362	13,339,419
Severance fund	6,926,201	6,599,184
Time-off fund	4,600,270	3,965,878
Digital strategy fund	581,150	1,036,200
Dues suspension fund	-	23,080
Defending our services campaign	1,085,197	1,092,762
Mobilization campaign	669,904	882,225
Image campaign	273,793	305,642
Strategic planning campaign	183,200	183,200
Centennial campaign	176,942	300,000
	<b>\$ 82,808,963</b>	<b>\$ 90,952,401</b>

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.

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2019

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## 10. Internally restricted net assets (continued):

### a) Union operations (continued)

Dues Suspension Fund	This fund is established in response to a decision by the Alberta Court of Appeal to uphold authorization by the Labour Relations Board for health care employers, affected by the Union's May 2000 strike, to cease withholding and submitting dues for a two month period.
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.
Image Campaign	This fund is established to promote the Union and the services that its members provide.
Centennial Campaign	This fund is established to support the Centennial Committee work and to commemorate the stories of the workers who built the Province.
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.
Preparing Alberta for Change Campaign	This fund is established to politically engage the Alberta electorate.
Anti-Privatization	This fund is established to support the campaign to deter Campaign privatization as it relates to members' employment.

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2019

## 10. Internally restricted net assets (continued):

### b) Members' benefits:

	2019	2018
Benevolent fund	\$ 10,169,006	\$ 9,636,786
Education fund	2,256,773	2,210,188
	<b>\$ 12,425,779</b>	<b>\$ 11,846,974</b>

**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.

## 11. 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:

	2019	2018
<b>Statement of Financial Position:</b>		
Receivables from Locals (note 2)	\$ 242,056	\$ 107,331
Payables to Area Councils (note 6)	818,531	809,563
<b>Statement of Operations:</b>		
Local rebates	6,502,514	6,404,489
Area Council rebates	456,572	447,696

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2019

## 11. Related party transactions (continued):

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:

	2019	2018
Investment portfolio - Locals and Area Councils	\$ 7,641,692	\$ 6,510,722
Staff fund	54,271	46,569
	<u>\$ 7,695,963</u>	<u>\$ 6,557,291</u>

## 12. Investment income:

	2019	2018
Unrealized gains (losses)	\$ 2,601,044	\$ (9,239,520)
Interest	1,526,333	1,443,919
Dividends	980,096	998,470
Realized gains	672,358	10,320,244
	<u>\$ 5,779,831</u>	<u>\$ 3,523,113</u>

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2019

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## 13. Commitments:

The Union has entered into agreements to lease premises with future minimum annual lease payments, for the next five years, and thereafter, as follows:

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2020	\$	657,408
2021		481,861
2022		207,502
2023		211,150
2024		211,880
Thereafter		57,757
	\$	1,827,558

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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.

## 14. Contingencies:

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 lawsuits, now pending, 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, 2019

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## 15. 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.

### (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.

## 16. Comparative information:

The financial statements have been reclassified, where applicable, to conform to the presentation used 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, 2019

Name	Home location	Assigned region	Salary	Benefits	Travel, subsistence and other	Cell phone and internet	2019
<b>Executive <sup>a)</sup></b>							
Guy Smith	Edmonton	Alberta	\$ 177,193	\$ 94,003	\$ 13,850	\$ 2,781	\$ 287,827
Jason Heistad	Innisfail	Alberta	141,209	78,534	36,186	2,247	258,176
<b>Vice Presidents <sup>b)</sup></b>							
Mike Dempsey	Lac La Biche	North East	114,732	55,105	41,285	2,842	213,964
Bonnie Gostola	High River	Calgary	114,732	71,604	31,132	1,628	219,096
Susan Slade	Calgary	South	114,732	76,703	46,810	3,548	241,793
Karen Weiers	Airdrie	Central	114,732	60,561	32,284	2,118	209,695
James Hart	Edmonton	Edmonton	114,732	64,504	9,762	1,703	190,701
Rod Feland	Edmonton	North West	114,732	58,011	21,154	2,302	196,199

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 vacation, WCB, RRSP and car allowances. The Union subsidizes benefits with the home employer.
- d) Included in "travel, subsistence and other" are travel, accommodations, meals per diem and office supplies.

## List of Locals AUPE Locals by Employer (July 20, 2019) \*New units

### Government of Alberta

Master/Subsidiary 001 – Administrative & Support Services  
Master/Subsidiary 002 – Administrative & Program Services  
Master/Subsidiary 003 – Correctional & Regulatory Services  
Master/Subsidiary 004 – Trades & Related Services  
Master/Subsidiary 005 – Natural Resources Conservation  
Master/Subsidiary 006 – Social Services  
Master/Subsidiary 009 – Health & Support Services  
Master/Subsidiary 012 – Technical & Field Services

### Health Care Sector

#### Alberta Health Services - Auxiliary Nursing Care:

Local 041 South  
Local 043 North  
Local 044 Central  
Local 045 Calgary  
Local 046 Edmonton

#### Alberta Health Services - General Support Services:

Local 054 Edmonton  
Local 056 North  
Local 057 Central  
Local 058 South  
Local 095 Calgary

#### Local 040 - Covenant

003 Villa Marie  
011 St. Therese Villa  
012 Holy Cross Manor Calgary  
013 Chateau Vitaline  
014 St. Marguerite Manor  
**015 Foyer Lacombe ANC\***  
**015 Foyer Lacombe GSS\***  
**016 St. Teresa Place\***

#### Local 042 - Good Samaritan Society

007 The Good Samaritan Society - Group Homes (PPDD)

#### Local 046 - Covenant Health

015 Allan Gray Continuing Care Centre

#### Local 047 - North Continuing Care Separate:

001 Brazeau Senior's Foundation  
002 Bethany Nursing Home of Camrose Tri-Lodges  
002 Bethany Nursing Home of Camrose Rosehaven Care Centre & LTC  
002 Bethany Nursing Home of Camrose Wetaskiwin Meadows  
003 AXR Operating LP - Jasper Place  
004 AXR Operating LP - South Terrace  
005 Extendicare (Canada) Inc. - Athabasca ANC  
005 Extendicare (Canada) Inc. - Athabasca GSS  
006 Extendicare (Canada) Inc. - Mayerthorpe  
007 Revera Inc. - Churchill Retirement Community  
008 CBI Home Health Care

- 009 Seasons Retirement Communities (Camrose) LP
- 010 Points West Living Cold Lake
- 011 Shepherd's Care Foundation - Vanguard Care Centre
- 012 Points West Living Stettler
- 013 Canterbury Foundation
- 014 Shepherd's Care Foundation - Millwoods Care Centre ANC
- 015 Choices in Community Living Inc. - Copper Sky Lodge
- 016 St. Michael's Long Term Care Centre Edmonton ANC
- 016 St. Michael's Grove Manor
- 017 Optima Living - Century Park ANC
- 018 Shepherd's Care Foundation - Millwoods Manor & Southside Manor
- 019 Shepherd's Care Foundation - Greenfield
- 020 Salvation Army in Canada - Grace Manor
- 021 Extendicare (Canada) Inc. - Michener Hill
- 022 Venta Care Centre ANC
- 022 Venta Care Centre GSS
- 023 Extendicare (Canada) Inc. - Holyrood
- 024 The Salem Manor Society
- 025 St. Michael's Manor Vegreville
- 026 Lamont County Housing Foundation
- 027 Shepherd's Care Foundation - Kensington Village ANC
- 028 Seasons Retirement Communities (Wetaskiwin) LP
- 029 Hong Lok Management Services Ltd. - Chinatown Care Centre
- 033 Shepherd's Care Foundation - Barrhead
- 034 Touchmark at Wedgewood
- 036 Rivercrest Lodge Nursing Home Ltd.
- 038 Park Place Seniors Living - Sprucewood Place & Villa Marguerite
- 039 Park Place Seniors Living - Hardisty Care Centre Ltd. (ANC)
- 039 Park Place Seniors Living - Hardisty Care Centre Ltd. (GSS)
- 040 Points West Living - Heritage House
- 041 HCN - Revera Lessee (Aspen Ridge)
- 042 Revera Inc. - Riverbend Retirement Residence
- 043 Devonshire Care Centre Partnership
- 045 Extendicare (Canada) Inc. - Eaux Claires
- 046 Points West Living - Slave Lake
- 047 Bethany Nursing Home of Camrose - West Pine Lodge
- 048 Revera Long Term Care - Miller Crossing
- 049 St Elizabeth Health Centre - St Thomas Health Centre
- 050 Seasons Retirement Communities (Ponoka) LP
- 051 Seasons Retirement Communities (Drayton Valley) LP
- 052 HCN - Revera Lessee (River Ridge) LP
- 053 Park Place Seniors Living - Benevolence Care Centre\***
- 054 Chartwell Master Care LP - Griesback, Heritage Valley & Wild Rose\***
- 055 Rosedale Partnership - Estates, On the Park, Villa, Manor\***
- 056 Saint Elizabeth Health Care - Points West Living Wetaskiwin\***
- 057 Points West Living Lac La Biche Inc.\***

Local 048 - South Continuing Care Separate:

- 001 Bethany Care Centre - Airdrie ANC
- 001 Bethany Care Centre - Airdrie GSS
- 002 Bethany Care Centre - Cochrane ANC
- 003 Bethany Care Centre - Calgary ANC

- 003 Bethany Care Centre - Calgary GSS
- 004 Bethany Care Centre - Harvest Hills ANC
- 005 Extencicare (Canada) Inc. - Fairmont Park
- 006 Well Being Services - Monterey Place
- 007 Carewest – Dr. Vernon Fanning Centre
- 008 Carewest – Glenmore Park
- 009 Carewest – George Boyak
- 010 Carewest - Maintenance
- 011 Chantelle Management Ltd. - Edith Cavell Care Centre ANC and GSS
- 012 Extencicare (Canada) Inc. - Hillcrest
- 013 Extencicare (Canada) Inc. - Cedars Villa
- 014 Park Place Seniors Living - Newport Harbour
- 015 Revera Inc. - The Edgemont Retirement Residence
- 016 Carewest – Colonel Belcher
- 017 The Brenda Strafford Foundation Ltd. - Clifton Manor
- 018 Age Care Ltd. - Columbia Assisted Living
- 019 Age Care Ltd. - Valleyview
- 020 Choices in Community Living Inc. - Legacy Lodge
- 021 Bethany Care Centre - CollegeSide ANC
- 022 Chantelle Management Ltd. - Sunset Manor & Innisfail Country Manor
- 023 Age Care Ltd. – Beverly Centre Glenmore
- 024 Age Care Ltd. – Sagewood Seniors Community Inc.
- 025 Bethany Care Society (Sylvan Lake)
- 026 Age Care Ltd. - Sunrise Gardens General Partnership
- 027 Green Acres Foundation Sunny South Lodge
- 028 Revera (Scenic Acres Calgary)
- 029 Green Acres Foundation - Piyami Lodge
- 030 Green Acres Foundation – Alberta Rose Lodge
- 031 Age Care Ltd. – Walden Heights ANC
- 031 Age Care Ltd. – Walden Heights GSS
- 032 Bethany Care Society – Didsbury
- 033 Golden Life Management Corp. – Evanston Grand Village
- 034 Well Being Service (Millrise) Ltd.
- 035 Carewest (Signal Pointe) ANC & GSS
- 036 Seasons Retirement Communities (Encore) LP - Olds
- 037 Carewest (Rouleau Manor)
- 038 Carewest (Carrison Green)
- 039 Carewest (Sarcee)
- 040 Carewest (Nickle House)
- 041 Carewest (C3 Beddington)
- 042 Mountain View Senior’s Housing (Sundre Senior’s Supportive Living Facility)
- 043 Seasons Retirement Communities (Lethbridge) LP
- 044 Brenda Strafford Foundation Ltd. (Wentworth Manor) (ANC)
- 045 Mountain View Senior’s Housing (Mount View Lodge)
- 046 Signature Living Management - Rocky Ridge Retirement Community\***
- 047 Chartwell Master Care LP - Eau Claire\***
- 048 Bethany Care Society - Riverview ANC\***

Local 049 Capital Care Group Inc. ANC

Local 049 Capital Care Group Inc. GSS

## **Education Sector**

### Local 071:

- 001 Lethbridge Community College
- 002 Olds College
- 003 Evergreen Catholic Separate Regional Division No. 2
- 004 Lakeland College
- 005 Medicine Hat College
- 006 Alberta College of Art and Design
- 007 Grande Prairie Regional College Fairview Campus
- 008 Portage College
- 009 Northern Lakes College
- 010 NorQuest College
- 011 Bow Valley College
- 012 Living Waters Catholic Regional Division No. 42
- 013 Edmonton Catholic Separate School District No. 7
- 014 Red Deer College

### Local 038 NAIT

### Local 039 SAIT

### Local 052 University of Calgary

### Local 053 University of Lethbridge

### Local 069 Athabasca University

## **Boards, Agencies & Local Government**

### Local 118:

- 001 Town of Coaldale
- 002 Town of Bonnyville
- 004 Town of Ponoka
- 006 Saddle Hills County
- 008 Mackenzie County
- 009 Strathcona County
- 010 County of Northern Lights
- 011 Capital Region Housing Corporation
- 013 Alberta Pensions Administration Corporation
- 015 Travel Alberta
- 016 City of Cold Lake
- 018 Legal Aid Alberta - Calgary
- 019 Legal Aid Alberta - Edmonton
- 020 Special Areas Board
- 021 Edmonton Immigrant Services Association
- 024 Carillion Canada Inc. Fort McMurray
- 025 Carillion Canada Inc. East
- 026 Carillion Canada Inc. West
- 027 Carillion Canada Inc. South
- 109 Cargill Ltd. - Alberta Terminals

### Local 020 ATB Financial

### Local 050 Alberta Gaming & Liquor Commission

### Local 060 Alberta Innovates and InnoTech Alberta

## List of Terms

**ANC** – Acronym for Auxiliary Nursing Care.

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

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

**Bargaining Unit** – The locals and/or chapters that are covered by one Labour Relations Board Certificate

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

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

**COPA** – Acronym for Committee on Political Action.

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

**DI** – Acronym for Direct Impact.

**Direct Impact** – AUPE's quarterly member magazine.

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

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

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

**GSBC** – Acronym for General Service Bargaining Committee.

**GSS** – Acronym for General Support Service.

**Labour School** – An annual advanced union education school.

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

**MSO** – Acronym for Membership Services Officer.

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

**PE** – Acronym for Provincial Executive.

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

**P&SE** – Acronym for Pay and Social Equity Committee.

**RO - Regional (office)** – A satellite office of AUPE. Regional offices are generally staffed by Membership Services Officers and Support Staff.

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

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

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

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

# RULES OF ORDER AND PARLIAMENTARY PRODEDURE

## MAIN MOTION

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

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

## AMEND

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

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

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

## RESCIND

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

## RECONSIDERATION

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

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

## REFER/DEFER

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

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

## POINT OF INFORMATION

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

## POINT OF ORDER

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

## POINT OF PRIVILEGE

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

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

## TABLE

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

## STOP DEBATE (PREVIOUS QUESTION)

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

**“I move the motion be put.”**

## LIMIT DEBATE

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

## CHALLENGE THE CHAIR

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

## ADJOURN

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

## List of Regional Offices

### Headquarters

Solidarity Place Edmonton  
10451 – 170 Street  
Edmonton, AB T5P 4S7  
P: 780-930-3300  
TF: 1-800-232-7284  
F: 780-930-3392  
F: 780-930-3397 (Labour Relations)  
TF Fax: 1-888-388-AUPE (2873)

### Athabasca Regional Office

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

### Calgary Regional Office

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

### Camrose Regional Office

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

### Grande Prairie Regional Office

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

### Lethbridge Regional Office

203, 1921 Mayor Magrath Drive S.  
Lethbridge, AB T1K 2R8  
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### Medicine Hat Regional Office

3, 1001 Kingsway Avenue SE  
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### Peace River Regional Office

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Peace River, AB T8S 1S6  
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### Red Deer Regional Office

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