

April 17, 2024

Alternate PE Report:

Wow! What a busy year. It has been a definite year of growth and increased awareness on my part. Being a part of those PE meetings (even as just an observer) were so educational. I have kept up with all my duties and attending every meeting I was meant to

I attended the last PE meeting held on April 11 and 12th. A lot of financial policies were cleaned up, See below for highlights.

- the strike pay was increased to 700/week and the 5-day waiting period was eliminated.
- 3 million dollars was transferred to our defence fund.
- Labour school 2025 will go ahead in Jasper.
- Area council executive will NOT get honorarium as this cash is for members.
- town halls will be held in June for Bargaining. Watch in May for dates and locations.

I look forward to the next year of craziness!! I hope that we get what we all deserve at the bargaining table.

In solidarity,

Marrienne Van Elst-ALT PE

Alt task force report

May 2 and 3 2024 local meeting

Rosalie Devost
Chapter 08 Vice Chair
Nursing Task Force Alt

The task force committee has stepped down effective December 2023 as AUPE ANC has started the bargaining process. We will not meet until bargaining is completed.

Refer to my previous reports from the year.

I move my report

Rosalie Devost

AUPE and AHS BARGAINING REPORT - AGM 2024

Hello fellow workers,

As we entered this round of Bargaining things were tense. LPN for Change had started a campaign that listed several reasons why they felt another Bargaining Unit would better suit them. This caused division within the membership. However the thing that this did do is start to give the Bargaining Team a clear direction of what members wanted in this contract.

Surveys were sent out in November 2023. This round there was a substantial increase in member responses to what they wanted. The team met several times and developed an ingoing proposal to AHS. They countered with an insulting proposal asking for roll back in wages, shorter time of rest between shifts, and not to mention we work 2022.75 hours per year where most places employees work 1800 hours per year. No wonder we are tired.

The Team has met and reviewed the proposal from AHS. On April 17 and 18 we will meet again, face to face to Bargain. So if that isn't enough the Government now is starting their division of AHS, Addictions and Mental Health and Corrections are the first to be segregated. They have announced RECOVERY ALBERTA will be taking over these services. Where does that put us in Bargaining, today I can not answer that. Hopefully by the AGM there will be more released. Stay tuned to the Government's latest way to interfere in Bargaining and move towards privatization.

I have included the three updates that have been released. If you have any questions, please contact me.

Marty Roy
Bargaining Committee

Meeting Dates

- 2023 December 3 - 5
 - 2024 January 30 - 31
 - 2024 February 12 -13
 - 2024 March 4 - 5
 - 2024 March 12 - 14
 - 2024 April 17 - 18
 - 2024 April 24 - 25
 - 2024 May 29 - 30
 - 2024 June 12 - 13
-
- [AHS Nursing Care: Preparing for bargaining | AUPE](#)
 - [AHS Nursing Care: Bargaining for your new contract will begin soon | AUPE](#)
 - [Bargaining begins – AHS proposes huge rollbacks | AUPE](#)



Kelly Anesty <secretarylocal46@gmail.com>

Aupe Chapter 01 report

1 message

Dana Dunstall <danadunstall@shaw.ca>
To: secretarylocal46@gmail.com
Cc: danadunstall <danadunstall@shaw.ca>

Mon, Apr 15, 2024 at 8:17 AM

Aupe Chapter 01 report

Here is the report from Chapter 01 Chair

I attended February 15 and 16 council meeting at Edmonton headquarters

On March 7 Chapter 01 held an executive and council meeting to discuss the 2024 year. In the afternoon at 3:00 pm chapter 01 had our annual AGM. Where we now have a new vice chair Heather Stewart and a big welcome to our 2 new council members, McKenzie and Michelle.

I will be attending the May 2 and 3 council meeting at AUPE headquarters

Thank you Chapter 01 Chair

Dana Dunstall

Sent from my iPhone

Chapter 2

April 11 2024

Sandy Kyle won the dove award for being an excellent female leader.

UNA has been leading our Nursing week celebration with a pizza day on Wednesday May 8th. We order Nitza Pizza and usually have in it Conference Room A. We hand it out to all three shifts that day usually 1100-1400,1600-1800 and then hand deliver pizza to the units on nights. We usually have a few door prizes and hand out swag as well.

Not much has been happening at our chapter.

Meagan Threader

Chapter 03 report

May 2024 AGM

At Leduc and Devon we are having working short issues and increased workloads even though management is aware workload shifts aren't being sent out due to other managers covering while the unit specific manager is off. Unit 31 at Leduc Hospital is now a Medicine Unit and no longer Transition.

An HCA received a letter from the Healthcare Aid Directory stating that they won't be recognizing the college she went to (which was in Calgary) and that her course is outdated as she graduated in 2005 regardless that she did the mandatory modules through the HCA Directory. Therefore she will be classified as an uncertified HCA.

We had a successful General Meeting April 4 with our focus on bargaining on the agenda. We shared the bargaining update with the members in case they didn't have a chance to read it, many had concerns about job security and pay increases.

My Secretary/Treasurer Tanis has done an awesome job this past year in these roles as it's her first year ever being active in the union. My new Vice Chair Terina has stepped up also as she too is new to union business and was a huge help at our Chapter Meeting in April.

I move my report

In solidarity,

Amanda Besse

Local 46 Chapter 03 Chair



Local 046 Chapter 004
Report completed by: Karly Lopatynski (Chair)

Hello, Local 046 chapters. Chapter 004 would like to take this time to report on our ongoing union activism and mobilization.

Mobilization

Our chapter has been working hard on mobilizing member for the upcoming bargaining year.

1. Chapter 004 held their annual AGM February 27, 2024.
2. Moving forward, we plan to have lunch sit ins at unit breakrooms to provide information and to answer questions members may have.
3. Nurses week planning and upcoming swab handouts for nurses week May 6 -12
4. EMAC up and running in the home care sector

Mobilization and member involvement is going to make a huge difference in the upcoming years and Chapter 004 is willing to work hard to improve member involvement.

Executive Meeting Outcomes and Topics of Interest

Chapter 004 Executive Team has met to discuss future meeting dates, budget updates, event planning, engagement and involvement with our membership, the implementation of our EMAC and OH&S committee, worksite contacts, essential services agreements, bargaining agreements, the possibility of a website creation and much more. We are proud to say we have an ongoing chat that is open to express any concerns or questions that have been expressed to the executive team. We work hard with our member to promote involvement and are happy and excited to continue our hard work.

Completed Tasks:

- Chapter 4 had their local AGM on February 16, 2023 and a new executive team was elected along with a new OH&S team.
- February 17, 2023 local council meeting
- Chapter Chair training for new local executives
- Chapter Chair training for new local executives

- Chapter Chair training for new local executives - new information board created in the basement of the Sturgeon for information and activities and updated frequently.
- Meet the members held on March 28, 2023 to engage new member and introduce new executive committee.
- Mini meeting on April 13, 2023 to discuss nursing week events.
- Chapter 4 Chair and local council member are a part of Strategic planning committee and have attended information meeting regarding same
- Planning of mobilization BBQ
- Attended the Grandparent Day BBQ and volunteered.
- Mobilization BBQ held September 20, 2023
- Chapter Chair meeting October 13, 2023
- HCA day October 18,2023
- Chapter Executive meeting October 19, 2023
- Convention October 25-28, 2023. 4 delegates and 1 observer for our chapter were able to attend.
- Local council meeting November 23, 24, 2023
- Chapter 004 Annual Christmas celebration and meeting January 13, 2024
- February 16-17 Local council training day and meeting
- February 27, 2024 Chapter AGM
- Executive meeting to discuss nurses week March 7, 2024
- April 17, 2024 Executive meeting to finalize nurses week

Ongoing task:

- Planning and implementing Christmas party nursing week events, activities, and prizes.
- Fundraising and local donations for nursing week.
- Working towards building a stronger EMAC and OH&S team to become active and have more participation from our work site
- Managing and updating the chapter Facebook page.



**LOCAL 46 CHAPTER 05
EDMONTON GENERAL CONTINUING CARE**

CHAPTER 05 REPORT

Met with chapter executive including our council rep representative to discuss our coming event like Christmas party and nursing days.

Last January 30,2024 is our first chapter meeting, more than 20 members attended. Special thanks to Amanda Bessy Local 46 OHS Liason and PE rep for being present that time. Members had a chance to ask her questions regarding short staff.

Five of our members attended twice the organizing worker power training with Scott Drake. It's very interesting tool use for negotiation and bargaining.

Our Christmas event in December 21,2023 at work site 200 members joined us to celebrate the yuletide season. We gave away sling bags for their present.

Our chapter AGM was held last February 29 2024. Special thanks to VP Bobby Joe, MSO Anamaria Antonescu and Local Treasurer Lauren

Lastly EMAC still waiting for management to respond OH&S.

Nothing new still reviewing the code of the month.

That conclude my report

Remy Sanchez

Chapter 5 Chair

EGCCC April 2024

I am the newly elected chair as of March 6 2024 – we also have a new Treasurer and Vice Chair. All of our Chapter positions have been filled. We also increased our alternates for our committees including Local, EMAC and OH & S.

We are increasing our Facts n Snacks frequency to increase member connections and mobilization. Some of our FnS's are focused on specific topics such as bargaining and ESA. There's very good turn out for these drop in meetings.

April 15, upcoming June 25

We held our 1st Executive meeting March 21 to plan for Nurse's week and future events for the chapter.

We are having a Grey Nuns Leadership Team meeting which will include our EMAC, OH&S reps as well as our Union Stewards and Executive to build better communication and cohesiveness within the team in June.

Chapter Facebook group page is getting more members.

Frequent updates for Mobilization and Wear Red days both in hard copy posters throughout the hospital as well as Facebook.

There continues to be short staffing concerns and safety issues within the ER department. Increased funding received in psychiatry and therefore more LPN's and NA's came on board.

In Solidarity,

Tammy Dianocky

Chapter 6 Chair

I move my report as submitted

Chapter Chair Report Local 046 Council AGM May 2 & 3 2024

Wow another year gone, it's been a busy year, here are some things I have done this year, on behalf of the membership:

A warm welcome to any new members to council, 2023 was the year of change, and 2024 is going to be our year in bargaining, I can feel the solidarity.

Usually, I work quite closely with our MSO throughout the year, this year I am happy to report, we have been more stable with only 2 MSOs, which has helped with continuity for our members. Our sites also have 2 new Stewards, they are Anita Henderson, and Sophia Atagracia-Tavarez. At our work sites we have designated red binders on all working units their information is in the red binders, including our chapter executives and local council reps, a warm welcome and thank-you for their hard work and dedication to our members.

I have kept in regular contact with HR for our site, my most recent activity was approving new rotation lines for 1East (new unit) and new lines for 4East. Of course we always keep the MSO involved in these decisions.

I attended Local 46 chapter chair meetings, all the chapter chairs meet to discuss issues that are rising, in our chapters, and continue to try and make a difference for our members.

I receive phone calls and text messages from our chapter 7 members regularly, and if I am unable to help them find the answer, I will point them in the right direction.

I attended EMAC meetings, as the co-chair, the general concerns this year have been and continue to be short staffing, I continue to encourage our members to fill in these forms, as this is our best tool, in solidarity to tell management that things are wrong/unsafe in our workplace, and we want change. I also like to remind members that they cannot get in trouble for filing these forms or raising concerns. I did call an emergency EMAC meeting on January 8th 2024, due to the short staffing that was directly related to the new unit 1E opening over the holidays; 12 beds with the goal of 24 management continued to maintain that they are actively hiring, and the beds could not be closed. As of April 2024 due to "funding" the unit will stay at 12 patients.

Psychological safety was also brought up at this January meeting, management encouraged us to have members call OHS reporting line with these incidents so that they can be tracked and addressed, this will be followed up at Joint OHS Committee in the coming months, as members hopefully start to report.

Nurses Week 2023 was held at headquarters, which was not well attended, we do thank the members that attended, we had food, massages, door prizes, and swag. Nurses week 2024 will be held at the Misericordia Hospital on May 10 2024, during the lunch hour with burgers served.

I participated in Convention in October 2023, along with Anita, Tim, Laura, Sophia, we were all very happy to be in person and be able to network with other AUPE members. A resolution was

brought to the floor to increase union dues, I voted no, this resolution was defeated. This was also a voting year, which had many changes at headquarters.

On November 21st 2023, the new emergency officially opened and all patients were successfully moved over. Our new emergency only has 4 out of 5 pods opened due to funding issues opening the beds. The new emergency is very nice. I am attaching a link for anyone that would like the virtual tour. <https://www.covenanthealth.ca/locations/misericordia-community-hospital/emergency-department>

Christmas Dinner 2023 was well attended, our first time since COVID, that we were aloud to serve food on site to the hard working members. Thank-you to all that attended, we updated our members contact information, which also kicked off our mapping of the worksite.

I was a alternate for local council as was voted last year at our AGM. On November 24 2023, I attended as a observer, and at the end we presented a retirement gift to our outgoing member Laura Johnstone, congratulations on your retirement. We have applied for a life membership, and we will find out at convention this year weather she was approved. I would like to welcome Sophia Atagracia-Tavarez, who has filled Lauras spot on Local Council until next years AGM.

Education I have attended to date:

October 2 2023 Introduction to OHS (Online)

November 16 & 17 2023 Workplace Power (Calgary Office)

November 28 2023 Organizing for workplace power Day 1

Feb 8 2024 Organizing for workplace power Day 2

March 4 2024 AUPE Picket Captain Training online

This year is going to be our year, with bargaining starting, we can all do great things, if we all stick together.

Solidarity starts with each and everyone of us, and we can make a difference.

Danielle Tang

Local 046 Chapter 007 Chair

Chapter 8 Chair Report: March 15 2024

I'd like to start by thanking the Council reps of Chapter 8 for holding down the fort while I was on maternity leave. The team did an admirable job of communicating with members as best they could, planning a few events and being available to hear member concerns. A special thanks to Rosalie for handling all the RAH duties while I was off!

Since returning to work we have held a few social gatherings including HCA day in October and the festive event in December. We had a great turn out for both of these events and I'm so proud of our amazing little team.

I also attended Local Council meetings as Local Treasurer in September, November and February and voiced the concerns of my fellow workers regarding the scope of practice increase to the bargaining team. I anticipate that upcoming bargaining will be hard, so I really hope we can plan some good and well attended events to promote solidarity during bargaining.

I hereby move my report.

In Solidarity,

Lauren Cooper

46/08

April 12, 2024

Since our last meeting my chapter had our AGM on February 12th. Still having troubles getting more people to attend especially the further sites from Ft Saskatchewan. During our meeting we got a few younger people curiosity about how and what our union is all about. Because of that a new member has been voted to attend our convention this year.

I also took it upon myself to go have an quick informal meeting at ERC with the Lpn's who were working and was able to get a couple names who would be my liason.

Myself and my executive have come up with some ideas/gifts for nursing week. Since we work at various sites we will have various days during the week of Nursing week to distribute our goodies.

Lastly, questions about the changes to our roles and responsibilities for those working in Corrections and Mental health and Addiction have been brought forward to me as we shall fall under the Recovery Services instead of AHS as of July 1st.

Thanks Michelle Marshall

Chapter 12 Chair Report

Since our last local council, we as a chapter have been a bit quiet. We are planning our Nursing week goodies and hope members come out to attend.

We continue to have face to face talks with our members mostly about bargaining right now.

We continue to engage our members to learn more about the union through Facebook and email.

We have been able to help another chapter with the shoulder bags and some extra picnic blankets.

This year we are either sending out the 10 year and 20-year membership pin in the mail or handing it to them. The members that were given the pins were very happy to receive them so far.

I continue to attend the new hire orientation monthly via zoom.

Thank you to the executive members for their continued hard work and support.

I move my report.

Marlene Vriend

Chapter 12 Chair

Local 46 Chapter 14 Report

Attended Local Council meeting in Feb 15 &16

Attended a Chapter & Vice Chair workshop on April 11 via zoom

Attended a Social Community Meeting April 15 via Zoom

Getting Grey cards filled out from new members and asking that existing member update any info. to the Aupe Union.

Putting the word out to wear some kind of red on bargaining days. Reminding my Chapter 14 members to please read any and all emails sent to them from Local 46 council and please try and attend any chapter meets that we are going to have this year.

Corinne Feth

Chapter 14 Chair

Chapter 16 Report

I was very happy to attend last year's AGM meeting. This was my first local council/AGM meeting, and I was happy to attend as a guest.

Since last AGM, our Chapter was able to host a wonderful summer BBQ, we had a great family friendly event and was able to relay some important information to our members. We are hoping to do this again this year.

We also had a very successful Christmas meeting, with record attendance for our Chapter since I have become chair. There was some really good feedback about this event and our members were happy with the information relayed.

We hosted our AGM in March of 2024. We only held elections for Convention Delegates at this meeting, so no changes to our executive team. We are working towards planning Nurses week.

Our Chapter is continuing to work on engagement, again because we have so many members spread out between different sites throughout the city, it is hard to meet members face to face. Hoping that with the new texting feature, we can work on more engagement.

No EMAC's to report.

In Solidarity,

Crista, Chapter 16 Chair

January 26, 2024

- . Elected to the role of Chief Steward. Via Zoom

February 12, 2024

- . First meeting attended by Local 046 of the Chief Stewards of AUPE. Via Zoom

February 13, 2024

Created an email for the Chief Steward for Local 046.

. ChiefStewardLocal046@gmail.com

- . Shared email with Local Executive.
- . Shared roles & responsibilities and expectations of Chief Steward with Local Executive.
- . Asked AUPE staff for further Chief Steward training and direction.
- . Asked AUPE staff for a list of the M.S.O.'s attached to the Local. A list of Stewards for the Local. A list of work site contacts for the Local.
- . Reviewed AUPE Policies, Manual for Union Stewards, AUPE Constitution. For further Chief Steward direction.
- . Emailed each M.S.O. attached to Local 046. Notified them of new Chief Steward and New Local 046 Chief Steward email.

February 14, 2024

- . Was told by Local Executive there are no Local policies in place for the Chief Steward.

February 23, 2024

- . Meeting with Julie Watson - AUPE Mentorship & Facilitator Membership Services Officer at AUPE HQ.
- . Asked for Stewards list.

March 07, 2024

- . Attended Local 046 Chapter 01 AGM

March 09, 2024

- . Received access to the AUPE Local 046 Stewards and Worksite contact list.

Friday March 15, 2024

- . Attended Local 046 Chapter 08 AGM
- . Elected as a convention nominee.

April 10 - 15, 2024

- . Sent out emails to AUPE Worksite Contacts and Stewards.

Local 46 Chapter 15
Allen Gray C.C.C.
Council Report for May 2024

1. We had a successful AGM held last February 21, 2024. We have decent outcomes of attendees from members and great support from AUPE Executives, Local Executives and MSO. There are good exchanges of conversation and inquiries that everyone from members seems satisfied with the answer. There were updates given about bargaining and members were encouraged to support the Union in the fight.
2. We have a newly elected Secretary, her name is Sailani from the 2nd floor. We have a new representative for our convention who shows positive interest as this will be their first time to represent us at the convention. We have Christian, Amandeep and alternatives Thu Thu and Sailani.
3. There's an inquiry about the shift to be posted online so casual people can pick up shifts. We get back answers from companies that are in the process of upgrading online in this matter but we have to wait. I advise members to call for now in order to get a shift as companies never give me an exact date when they post the shift.
4. We are in the process of getting an online paystub where we can view our sick hours as well.
5. There was still a shortage of staff, Allengray had a new policy when to call overtime and give the responsibilities to RN in charge to decide when to call OT. The problem on this RN doesn't want to offer overtime as it states in the memo OT can only be offered when you're entitled to. There are so many gray areas on that statement that staff are not picking up shifts when we are short. Staff reasoning it's our day Off only why coming to work to get stress and not compensated. 3 staff short no OT was offered.
6. Our HR manager is retiring and we have a new HR manager hired in our facility. CEO hired his own assistance as well.
7. There was an issue on our last pay April 8. There was a delay on depositing the money as the company emailed staff the reason the bank has an issue with the transaction that affects everyone's pay. The problem is that only LPN, RN has access to email HCA are not set up for email yet.
8. I attended most of the Council meetings, only needed to get home the last one due to medical reasons. We have our alternatives attend the meeting as well as one of our council reps who went on vacation.

9. The Yearly Vacation calendar was down and the company asked for 75% for all the staff to take their request. Most of the staff put their request and been hearing some are getting refused already. Some of us don't get the answer yet for the request. They are waiting for the deadline of April 30 as per bargaining agreement. Staff was advised to send it to MSO if they really wanted the vacation request. Others are getting weary as their request is too close ; they could book a flight until they get an answer back.
10. We are doing Surge learning and orientation is on it. Staff will be paid only 6 hours for finishing orientation. The rest of the education is not paid and we have to do it at work.
11. The OHS committee is working at our facility, but EMAC members are hesitant to start as members feel the management will start to pick on them. Which I do feel sometimes on me as being a Chair of our Chapter.
12. We used up all our budget this year. We are good for the coming year.
13. An inquiry from MSO was arise, RN taking LPN shift when they cannot find an LPN for the said shift just to have a staff.
14. Management is planning to exchange Christmas and New year schedules for the staff to accommodate the people who want to have these holidays to have a vacation or work on it.
15. They are planning to deny requests for vacation for christmas who have seniority to give way to other staff who want vacation on that day.

I moved my report.

May De Padua
Chapter Chair
Council Representative
OHS Representative
EMAC member



May 2 & 3, 2024

AGM

Bargaining Covenant Health

It is with great pleasure as your bargaining lead to present the annual report. I can't believe a year has gone by already. We all know going forward this is going to be the year for change. By planning with our members could mean making sure our member information is updated on the AUPE website. Wearing red to show support, wearing AUPE bracelets, clicking of pens, wearing red socks putting a pant leg inside a sock, jewelry, head bands, red water bottles, red coffee mugs, anything to show the employer we are all in this together. Engaging with our members on our coffee breaks may lead to a picket information session.

Yes, there are some members that are non-union, and may try to turn our members away. Let's continue to keep our members positive and engaged not to lose hope, by positive engagement. Let's not forget to reach out to our Local for assistance or even our Vice presidents.

Working together with the negotiating team bringing forth members concerns, and attending all meetings, and being on time. Being prepared, taking notes, and giving feed back are some of my duties.

Here is what my year looked like includes sending and replying to emails, and texts to membership and preparing this report:

2023

March 17 AGM local 46, elected as Bargaining lead for covenant Health.

Sept 19 attended course for public health care Bargaining: this included building workplace power, what to expect from employer's negotiations department, Essential service agreement. Collective Agreement language, bargaining prioritizations and surveys etc.

Nov 1,2 attended course on Public Negotiating: included what is collective bargaining, being the process where members of a bargaining unit work with their union to collectively negotiate for a collective agreement with their employer. Building workplace power, organizing workers take responsibility for the success of addressing bargaining issues. Workplace actions use worker pressure it counts the most, in the workplace! Bargaining process, responsibilities of the negotiating team, role of staff negotiator, organizing your work site by mapping etc..

Nov 17 prepared survey to be sent out to covenant health members, the surveys went out on Nov 24 till Dec11.

2024

Jan 25,26 bargaining committee met went over surveys.

Feb 27 bargaining committee met, prep work for proposals.

March 11,12 bargaining committee met, prep work for proposals.

March 28 bargaining committee met finishing up.

April 8,9 bargaining committee met with employer proposals.

Proposals to be updated on AUPE website April 10/24

FUTURE DATES 2024

May 8 bargaining committee meets to go over the employer proposals.

May 13 bargaining committee meets with President Guy Smith.

May 14 bargaining committee meets with employer.

We are deciding dates for June.

We will also need to elect at this AGM an alternate for covenant Health bargaining committee and who also attends the joint committee at this AGM. (Biddy)Hasna Karmy- Jones has stepped down.

FYI: Some sites have been meeting with an ESA officer, villa caritas was on April 8/24 and Community Geriatric Psychiatry April 12/24. This is a step in the right direction.

In Solidarity I here by move my report

Anita Henderson

Bargaining Lead Covenant Health

May 2 & 3 2024

AGM

Joint Committee Covenant Health

Every 3 months this committee meets. These meetings discuss EMAC concerns. These forms may be a hindrance to fill out, how else do we keep track of data. Make the employer responsible. These forms work on getting more staff, a safer work site, and quality patient care. Your joint committee always has working short on the agenda. This is a hot topic since the opening of the new Emergency department and unit 1E at the Misericordia Hospital.

The Employer we have to say has been posting positions for Covenant Health sites we will give them some credit. We discussed language at the workplace a poster is being designed to post at sites. HCA directory all members to complete same or they will be off LOA. Some sites are having difficulty getting their EMAC meetings off the ground and going.

Employer is not transparent with sharing information.

Discussion with employer workers using personal vehicle vs fleet vehicle discussion on CGP program disciplines required to utilize their own vehicle, clients are incontinent of urine and feces. Discussion of insurance and liability. The employer was to investigate same.

I also agreed to chair the joint committee on AUPE side, right now I am shadowing Bev Hill of Local 40 who chairs. I did take the minutes and type up same for our meeting Feb 28/24.

Meetings Attended:

September 26/23 attended first meeting.

February 28/24 at this meeting it was decided to cancel future meetings conflict with bargaining. The committee may have meetings if there is an emergency.

In Solidarity I hereby move my report

Anita Henderson

Bargaining Lead Covenant Health

Local Inclusion Diversity and Equality Committee (LIDEC) Report

Hello Council Members,

We have not had any other meetings since our last local council meeting. We are looking forward to the summer for more inclusive events both with the local and chapters.

In Solidarity,

Grace Kagoro
Local 46

Local Policy Sub-Committee Report for Local 046 AGM May 2 and 3, 2024.

Report by: Kelly Annesty on behalf of the Policy sub-committee.

Hello Fellow Council representatives,

The members of the Policy Sub-committee are Kelly Annesty, Tammy Dianocky, Stephanie Doronski, and Hasna (Biddy) Karmy-Jones. Your local 046 Policy sub-committee has been working hard in the background as you will see by the number of motions that we will be presenting at the Annual General Meeting. The Policy sub-committee met on October 10, 2023, and March 22, 2024, both meetings took place at AUPE HQ.

At our meeting on October 10, 2023, we went through the current Local 046 Policy manual to see if there were any changes or amendments that were required. We also sent out to the various sub-committees for their terms of reference to have added to the Policy manual. There were some recommendations from the Local 046 sub-finance committee that were reviewed as well as a few new policies that had to be established. Establishing new policies takes a fair amount of time as they also need to be cross references with AUPE existing policies. We will be presenting these new policies at the Local AGM as well.

At the March 22, 2024, meeting the committee went through to make sure that the motions that were written matched the Policy manual. Decided who was going to be presenting what at the AGM. It was decided that the amended policies would be shown and sent out prior to the AGM. There were new motions from some of the Local Executive as well as the Local Sub-committees which were reviewed as well. New policies were written and amended and will also be presented at the AGM.

The committee will have one more meeting via Zoom prior to the AGM just to make sure that everything is planned out.

If you have any questions, please reach out to any of the policy sub-committee members.

Solidarity,

Kelly Annesty

Local Secretary Report for Local 046 AGM May 2 and 3, 2024.

Report by: Kelly Annesty

Hello Fellow Council representatives,

Hard to believe that it has been a year since I last wrote my Local Secretary report. This is my fifth year in this role, and I would like to thank everyone for their support as all our roles are ever changing both within the union and our worksites. We have been utilizing technology and continuing to move forward, again both in union life and at the worksite. This has made document management much easier and streamlined.

This year we had a new Local Executive, and this group has been very supportive, and we have managed to get a lot of items dealt with in the background. We are constantly in communication with one another regarding any issues that pertain to Local 046. Communication is key among the group, and we have great communication.

The Local Secretary role is always a busy role dealing with emails, questions, planning for meetings and events, I thoroughly enjoy doing this role. Getting to meet the Local Council representatives as well as members at the worksite is one of the highlights of the role.

Both 2023 and 2024 have been extremely busy and look as if they will continue to be busy, which I might add, I do enjoy. In 2023 and so far in 2024, I have attended 39 events. The two busiest times in this role and they go hand in hand are AGM season at the beginning of the year and then Convention season. For many of you, you probably do not think of Convention other than at your AGM and then when you receive your Convention package in the mail. For me Convention never ends and what I mean by that is as soon as Convention ends in one year, we are already planning the next year. Most of the work for Convention must be submitted by the Local AGM which means that everything is submitted on May 2 and 3, 2024, with some minor changes throughout the year, while that is happening the Local Executive are already planning 2025 and beyond.

I attended Labour School in 2023 where I was able to meet many AUPE members as well as work on my skills as a Union Steward. I attended the Advanced Union Steward training which allowed me to build my confidence in the investigation and grievance process. This was an intense couple of days but I learned so much.

I also attended Convention 2023, which is always a very busy and mentally exhausting experience. Convention is when we are able to get a lot of work done with 1200+ of our closest union friends. Convention means going through resolutions and how the union functions. Last year was an election year in which there was some changes as some of the vice

presidents stepped down from their positions due to various reasons and we elected some new vice presidents. At Convention last year I had the great honor of presenting both Sandy Kyle and Debbie Gordon with their AUPE lifetime membership awards. Getting up in front of all the convention delegates was quite an experience and there is a totally different view from up on the stage.

With all that being said the Local Secretary role is busy and I enjoy it. I have a list of all the meetings that I have attended since the last Local AGM and if anyone has any questions please feel free to ask.

Meeting Dates since May 2023 AGM.

- June 7, 2023 Union Steward Workshop
- June 12, 2023 Local Executive Meeting
- June 15, 2023 Membership Services Standing Committee Meeting
- June 19, 2023 Task Force Meeting
- June 20, 2023 Multi-Health Meeting
- June 27, 2023 Local Secretary Training
- August 17, 2023 Convention prep – booking details at Westin Hotel
- September 12, 2023 Multi-Health Meeting
- September 12, 2023 Local Executive Meeting
- September 22, 2023 Local Council Meeting
- October 5, 2023 Chapter 8 Executive Meeting
- October 10, 2023 Local Policy Sub-Committee Meeting
- October 11, 2023 Chapter Secretary/Treasurer Training
- October 12, 2023 Task Force Meeting
- October 13, 2023 Local 046 Executive and Chapter Chair Meeting
- October 23, 2023 Local 046 Pre-Convention Meeting
- October 25, 2023 Local Executive Meeting at Westin Hotel
- October 26 – 28, 2023 AUPE Convention
- November 3, 2023 Local Executive Meeting
- November 23 & 24, 2023 Local Council Meeting
- December 13, 2023 Task Force Meeting
- January 9, 2024 Membership Services Standing Committee Meeting
- January 11, 2024 AUPE Component Executive Training
- January 16, 2024 Multi-Health Meeting
- January 19, 2024 Local Executive & Chapter Chair Meeting
- January 26, 2024 Chief Steward Meeting/Election
- January 29, 2024 Chapter 03 AGM
- February 7, 2024 Membership Services Standing Committee Meeting
- February 15, 2024 Local Council Education Day
- February 16, 2024 Local Council Meeting
- March 5, 2024 Membership Services Standing Committee Meeting

- March 7, 2024 Multi-Health Meeting
- March 7, 2024 Chapter 01 AGM
- March 15, 2024 Chapter 08 Executive Meeting
- March 15, 2024 Chapter 08 AGM
- March 22, 2024 Local 046 Policy Sub-Committee Meeting
- April 5, 2024 Chapter 07 AGM
- April 9, 2024 Membership Services Standing Committee Meeting
- April 15, 2024 Local Executive Meeting

Thank you for being amazing rockstars not only for AUPE and in healthcare but just in general. You are all superheroes.

Solidarity,

Kelly Anesty
Local 046 Secretary

“As a nurse we have the opportunity to heal the mind, soul, heart, and body of our patients. They may forget your name but they will never forget how you made them feel” – Maya Angelou

Local Chair Report May 2024 AGM

Hello Everyone,

I can not believe it has been one year already. There has been a lot going on in the past year: LPNs for Change, the division of AHS in separate organizations, Bargaining for both AHS and Covenant Health, Chapter AGMs, and the list goes on.

I want to thank everyone that has provided me support in this role for the past year. It has truly been a learning curve, and I am still learning. I do realize I may not have been to every event or meeting, but someone from the Local Executive has tried to be there to provide support. I look forward to this next year and see the strength of the Local grow.

I have listed below the Events and Meetings that I have attended this term.

Activity List

DATE	EVENT
MAY 2023	
18	Local 046 AGM
JUNE 2023	
06	Meeting with Des and Katie to discuss the Strategic Plan
07	Union Steward Workshop
12	Local Executive Meeting
14	Chief Steward Election
19	Local Chairs Meeting-Calgary
20	Multihelath Meeting-Calgary
21	-Chapter 9 Meeting
27	Organized Nursing week Swag
28	Local Chairs Training

Local Chair Report May 2024 AGM

JULY	
05	AUPE Town Hall Meeting-Regarding the LPN for Change Movement and Bargaining
22	Local 46 had an information meeting- online
August 2023	
02	Local 46 had an information meeting - online
SEPTEMBER 2023	
05	Strategic Planning Committee Meeting
06	Grandparents Day Picnic
07	PE-Observer
08	PE-Observer
11	Local Chairs Meeting
12	MultiHealth Meeting/Local Executive Meeting
19	Bargaining Conference/ EAC Meeting
22	Local Council Meeting
26	Both Candidate Forms
27	Both Candidate Forms
OCTOBER 2023	
05	Chapter 8 Executive Meeting Meeting with Chapter 12 Member
10	Policy Committee Meeting LPN for Change Hearing
11	Local Secretary/Treasurer Training
13	Chapter Chairs and Executive Board Meeting
23	Local Pre Convention Meeting

Local Chair Report May 2024 AGM

24 - 28	Convention
30	Chapter 012 General Meeting
NOVEMBER 2023	
01	Chapter 06 Executive Meeting
03	Local Executive Meeting
23 - 24	Local Council
December 2023	
01	Chapter 06 Christmas Meeting
03-05	Negotiation Committee Meeting
07	Chapter 16 Christmas Meeting PE as an observer
08	PE as an observer
11	Local Chairs Meeting
12	Multihealth Meeting
January 2024	
05	Legislative Committee Meeting
11	Henwood EMAC Meeting Chapter Component Training
13	Chapter 04 Christmas Party
15	Local Chairs Meeting
16	Multihealth Meeting Chapter 02 AGM
19	Local Executive and Chapter Chairs Meeting
26	Chief Steward Election
29	Chapter 03 AGM
30-31	Negotiation Committee Meeting

Local Chair Report May 2024 AGM

February 2024	
05	Chapter 12 AGM
12	Negotiation Committee Meeting Chapter 09 AGM
13	Negotiation Committee Meeting
15	Local Council Education Day
16	Local Council Meeting
29	Chapter 05 AGM
MARCH 2024	
04 - 05	Bargaining
06	Chapter 06 AGM
07	Multihealth Meeting
08	Local Chair Meeting
12 - 14	Bargaining
22	Local 46 Policy Meeting
APRIL 2024	
12- 13	PE as an Observer
15	Local Executive Meeting
16 - 19	Bargaining
24 - 25	Bargaining
MAY 2024	
02 - 03	Local 046 AGM

This does not include the numerous phone calls, text, emails, in person meetings, etc.

If you have any questions regarding my report, please contact me.

Local Chair Report May 2024 AGM

Solidarity,

Marty

Local 046 Chair

Membership Services Standing Committee Report for Local 046 AGM May 2 and 3, 2024.

Report by: Kelly Annesty

Hello Fellow Council representatives,

After Convention in October 2023, I was selected for a third term to be on the Membership Services Standing Committee. I am very proud to be back on this committee again and to be the co-chair with Vice President Darren Graham. The other members of this committee come from all over the province and the various sectors of AUPE. There are 3 returning committee members and 5 new members on the committee. Our staff advisor is Farris Sobhani and staff secretary is Charlene Peterson

This committee is best known for the discount page on the AUPE website, the committee however does so much more than this. The committee helps to organize the union steward workshop that AUPE puts on annually and organizes the gifts that the union stewards receive. The committee reviews AUPE Lifetime Membership applications prior to being sent to the Provincial Executive (PE) for review. Organizes and assists with AUPE Kids Camp which has been on hold since COVID and will not be held this year due to financial reasons. Assists with AUPE Education in determining which type of education the members would like to have on an ongoing basis. We are currently working on what I am calling “Lunch and Learn in a Box” along with AUPE Education which will provide all Locals/Chapters topics for Lunch and learns, and the materials required all in one convenient tote which would be booked out through the AUPE Education department. This is still under development and locals/chapters will be notified when they are available. The Membership Services Standing Committee is also tasked with writing and amending policies for AUPE. (might be my favorite part). The Committee has already reviewed a few policies and have sent them forward to Provincial Executive (PE) to be amended into AUPE Policy.

To date on the committee, we have added 10 new discounters to the AUPE Discount page, ordered the gifts for the Union Steward workshop and recommended 3 members for AUPE lifetime membership and 2 of those were from Local 046.

Committee met on the following dates:
January 9th, 2024, in person at AUPE HQ.
February 7, 2024, via MS Teams
March 4, 2024, via MS Teams
April 9, 2024, via MS Teams

Next meeting is May 21, 2024, in person at AUPE Calgary Office

I move my report.

Solidarity,

Kelly Annesty

January 16, 2024

Attended first meeting of the Anti-Privatization Standing Committee.
Elected to the role of Vice-Chair of the Anti-Privatization Standing Committee.
Reviewed the work of the previous Committee members.
Brought new concerns forward.

December 07, 2023

Received an email meeting invitation to attend the First meeting of the new sitting of the AUPE Anti-Privatization Standing Committee. 2023.
I replied that I will attend the meeting.
Local Executive Chair informed.

December 03, 2023

Received an email from the Anti-Privatization Standing Committee Vice-President. A letter of welcome.

November 30, 2023

CPP Townhall sponsored by the NDP.
Many people attended, had to change to a bigger hall.
300 plus people - Fire Capacity.
NDP Ministers in attendance - Rachel Notley, Brooks Arcand- Paul, Amanda Chapman, Christina Gray, Janis Irwin, Rakhi Pancholi, Marie Renaud

November 28, 2023

Received a letter of appointment to the AUPE Standing Committee for Mobilization & Anti-Privatization.
Replied to AUPE staff that I accepted the appointment.
Forwarded email letter to Local 046 Executive Council

November 23, 2023

Save Our CPP - Ukranian Cultural Centre - Thursday November 23, 2023 - 1830 - 2100 hours. -
Amanda B., Anita H., Bruce M
CONTACT: Public Interest Alberta · office@pialberta.org · (780) 420-0471
Public Interest Alberta
<https://www.pialberta.org/>
Also in attendance was Robert (Bob) Ascah
Bob@abpolecon.ca
780-975-9645

November 23 - 24, 2023

Attended Local 046 year end wrap-up meeting. Committee report read into the local records.

November 04, 2023

Applied to the AUPE Mobilization and Anti-Privatization Standing Committee to better serve the larger AUPE and bring Standing Committee works back to Local 046.

October 30, 2023

Reached out via email to the Local 046 executive regarding terms of reference for this committee.

October 28, 2033

I made an email address for the Local 046 Mobilization and Anti-Privatization Committee.

mob.antiprivlocal46@gmail.com.

This email address will be administered by whom ever is newly elected to the committee, going forward, in each election year.

October 26 - 28, 2023

Attended AUPE annual convention

October 23, 2023

Attended Local 046 pre-convention meeting.

Owen F. and Allan L. both elected to the Mobilization and Anti-Privatization Committee

April 15, 2024

. No new activity

OH&S Committee Meeting April 25,2024

The OH&S Committee is working on HSC education hoping to have the draft copy done by September. There will be a workbook for members to have access to, and locals can ad hoc the education for their members if they choose.

A “ Safety Guide” is being created to share with the membership on information about EMAC, RLS, WCB, OH&S and union reps. They’ll be tools for safety and how to use them.

An algorithm is being created on where to go and what to do for OH&S issues. They are looking at having them as business card size so they won’t be so bulky in the pocket for information if need be on units.

AHS and security guards are trying to find a way to share reports and incidents with the joint workplace health and safety committee now known as health safety committee (HSC).

“ Safety Hero” discussion:

Have the members who are OH&S advocates recognized at the chapter or the local level. For example, something they did or said and celebrate it by being recognized on the AUPE Facebook page, or the direct impact magazine, of course, with consent from the member for public recognition. Something like this would be great to build work place power as some are OH&S advocates at the site just not union activists, so those would not be successful candidates for the Rolyn Sumlak Award.

There was discussion for a database for OHS HSC’s on how we build it and the role played by the OHS liaisons. A mass email come out prior to AGM season with a follow up email for all those interested in being elected on the HSC.

This year sadly, there was only one nomination for the Rolyn Sumlak Award. Anybody within AUPE can nominate any AUPE member for this award and to get union activity information as a Chapter chair, you can request it through the human resource department.

Incident reports:

What Diane could report on was just from what she had from memory as the database for her to have access to the staff wasn’t quite communicating very well and had some IT issues. What she could tell us was there was lots and lots of short staffing being reported with a lot of detail as to normally the unit. Is these many RNs LPNs HCAs, going into a lot of detail regarding their short staffing. Violence in the workplace is still also a major problem within all HS, and covenant health sites.

I can’t stress enough the importance of filling out the working short form that EMAC, RLS, MSN, and then the OT slip with the reason for having for the OT slip following AHS policy and procedure. A HCAs cannot be mandated as they are not a licensing body. If they are being mandated, I suggest fill out the MSN for bullying and harassment in the workplace, NO means NO.

Next OHS committee meeting will be June 18, 2024 at AUPE Headquarters.

I move my report.

In solidarity,

Amanda Besse

Local 46 OH&S Liaison

OH&S Liaison report

Day of Mourning will be April 26 at Head Quarter's in Edmonton. This years successful Roland Sumlak Award winner is Dorrinda from Local 12.

Meeting dates:

January 16

March 7

I move my report

In solidarity

Amanda Besse

Local 46 OH&S Liaison

The OH&S Sub Committee has not been able to meet

I move my report

In solidarity

Amanda Besse

Local 46 OH&S Liaison

Wow, how time flies! What an amazing year it has been being able to represent Local 46 as your Provincial Executive Rep. I have learned so much in this past year and have grown in the delivery of my reports, making sure all that happens at Provincial Executive meetings is shared with the membership. I have been in constant communication with the Local Executive. for example, last year I convention I had received notice that UNA had changed their convention to overlap with a AUPE convention so I let the local executive know to book our hotel ASAP to ensure that we had our rooms for conventions until 2027.

I want to congratulate Mary Watson and Laura Johnstone as AUPE's new Life Members. I would like to add that any other applications for life membership need to be submitted to the Membership Services Committee by May 15, 2024.

Additional information:

- The grandparents day barbeque will be September 4, 2024 at the Legislature.
- form stack is available for resources for anyone interested in doing info pickets etc. Anyone planning to do these would be great to use your picket captains and give them the chance to exercise their role.
- Chapters Chairs can now do email blitz
- Labour School 2025 will be held at Jasper Park Lodge
- Work Plays Schools Program Performed a show as requested by PE. They perform an interactive, OH&S play which they present at schools across the province. The play highlights workers rights, responsibilities, resources, and provides awareness and educate young workers to improve the health and safety of all workers across the province.

Come our September meeting, I would like Local 46 to develop a policy for Convention 2025 on the committee Inclusion, Diversity and Equity to . I have searched the AUPE Constitution and AUPE policy and nothing has been created. I feel this is a very important committee and needs to be added to AUPE Policy.

I look forward to what the next year has in store as your PE rep.

President's Message

Greetings!

Bargaining is now well underway at many tables, including the very large ones which will likely have the most impact in which direction overall bargaining goes. The PE Strategic Plan to

support our members in bargaining, is being implemented in various stages, through our staff and operations. I intend on giving a full update at the PE meeting.

Meanwhile, it is encouraging to see increased engagement of members wanting to participate in bargaining through information sessions and meetings, taking solidarity actions, such as wearing red on certain days, and planning more direct actions such as information packets. Many members have also stepped up to increase their training to play a crucial role as bargaining escalates to a possible (probable) impasse on the key issues, facing our members at the table.

It bears repeating here, and throughout work sites across the province: we will not be successful in bargaining without the direct involvement and potential job action of our members. It is the role of all of us as leaders to ensure this message is heard loud and clear. This will certainly be a main focus of the community solidarity Townhall's being scheduled for June, as part of your Strategic Plan. Again, I will be providing more details at the PE meeting as we continue to prepare these important events.

As chapter AGM season is coming to a close, I want to thank all of you for continuing to support the Chapters in your Local. This is really where member involvement and engagement have the most impact, especially in this crucial period of mobilization and readiness. I also want to recognize the efforts of the vice president for their ongoing work in attending the AGM's in their regions.

Recently we witnessed how quickly, and potentially recklessly, the government is moving to dismantle AHS, with the creation of a new mental health and addictions agency. This will involve a lot of members being transferred to do the same work under a different structure, which will eventually become a separate employer. However, it's important to note that during this round of bargaining that negotiations will still occur directly with AHS, so it's even more important that we fight hard for contract gains that support members now, and in the future.

Finally, we continue to work with other unions who are also in bargaining to build a common front of support for each other. Whereas this is challenging to manage at times, there is a strong commitment to keep each other informed and aware, and to combine efforts when the time comes. On that note, I was honoured to attend and speak at the CUPE Alberta convention, to continue to strengthen our bonds of solidarity. A UPE is recognized as a leader as part of the 25,000 public sector workers that are in bargaining in 2024, and by working together with other unions, there is potential for all of us to be a formidable, combined force of workers.

Looking forward to seeing you at the PE meeting.

In solidarity,

Guy Smith
President

Chair, Executive Committee

Negotiations

NC

Noticed a bargain was sent on January 2. Bargaining commences March 13 and 14. Future bargaining dates: April 17, 18, 24, 25, 2024

Covenant Health

Prep continues. Will be exchanging ingoing proposals on April 8, 9 2024

Essential Services

Alberta Health Services NC & GSS

Approximately 59/1063 ES Plans remain for NC. Approximately 72/3871 ES Plans remain for GSS. Anticipate that ALL ES Plans to be completed and reconciled before the end of March 2024.

Currently working on completing Part A for N C, and GSS utilizing Umpire to make final determination on outstanding articles.

Employer is delaying process, and union has utilized Umpire in case management meetings on February 23, March 5 and eight 2024.

Union is pushing towards and evidential hearing if the Employer continues to refuse to disclose information, required to complete the written, formal submission.

Covenant Health

Employer provided it's full counter to the Union's ingoing proposal on January 15, 2024. The union provided it's response to the Employer's counter on January 30, 2024.

Met with the employer on February 1, 2024. Umpire Mia Norrie was present to help mediate the conversation and assist in negotiations.

Outstanding issues in Part A include scheduling, access/egress language, and the terms and conditions that apply to Designated Essential Service Workers in a work stoppage

Meeting is scheduled on March 18, 2024 where it is anticipated, the Employer will provide another counter on Part A.

As of March 14, 2024, the Union has received the first batch of an approximate total of 225 Part B Staffing plans and has started to review these plans and/or propose consultation dates at specific sites, starting in early April 2024

It is still anticipated that the second batch of Staffing Kleins will be provided by the end of March

The Union has been meeting with Local Councils and Chapter Executive to discuss our proposed consultation approach as well as provide regular updates on the ESA negotiations.

Disputes and Arbitration

COVID Matters- AHS vs. AUPE

Facts: *AUPE filed on behalf of over 330 A,NC and GSS members, approximately 400 grievances which challenge the conception and implementation of AHS's vaccine policy. These grievances were marshalled by the Labour Board and collectively submitted for mediation and adjudication to arbitrator.*

Decision: *following an extensive and exhaustive process, and after consideration of the evidence and arguments, presented by the parties, the arbitrator issued an arbitrary decision. As a result of such decision, the employer has been ordered to make a number of members whole.*

Report of Executive Secretary-Treasurer

Hello fellow Provincial Executive members,

I hope you are having a good AGM season, and if your local has chapters, I hope you have been able to make it out to a few of the chapter meetings. I have a few updates to provide you today.

Follow up to mileage decision by PE at February 1 PE meeting

I've heard from the last two local leaders, who expressed the dismay of their council at the mileage rate not being increased. Just a friendly reminder to my fellow PE wraps that you can (and are encouraged to) share the rationale on the recommendation of your finance committee. This is found in the finance committee report for January 31/February 1/February 2 PM meeting. While your finance committee presented this recommendation to you (in addition to some considerations for PE prior to an acting a future increase), PE ultimately decided to not proceed further at this point.

Cost containment submissions

At the April PE meeting, I will be presenting a comprehensive list of submissions made to the finance committee on cost containment ideas. I am appreciative to all who took time to put

together ideas, and I look forward to providing some information for you to consider. Should PE need some thing explored further, please let me know at the meeting. I am hopeful that you will seek or ask for the information that you need to help you make a decision.

You may see some of the submissions as less than constructive, however, I will still include them in the Les provided at the April meeting. Given this, it is important to remind everyone that this is a list of responses to your submissions, not an endorsement by myself, your finance committee, your executive, leadership, general membership, or any collective of components, and less, explicitly stated.

Request for submissions were made to locals (via request to Local Chairs and a Local Executives), Provincial Executives, the Executive Committee, and your Finance Committee. Nothing prelude anyone from making an additional submission for financial research, so it makes it more difficult as we had to wards the budget development.

AUPE Budget Workplan

Currently, a UPA, finance and the executive Director are meeting with managers and directors. The EST will be present at many of the meetings. The budget will be looked at by your EST. Once ready, a recommendation will be made to your finance committee. Your finance committee will review the budget proposal, and then settle on a recommendation to the provincial executive. The Provincial executive or debate and establish the budget at the June meeting. The proposed budget is a mandible at the PE meeting. The budget approved by PE can be amended at convention in October, the folks should note that our fiscal year is July 1-June 30.

Convention Updates

The internal working groups on convention has been pulled together and is working on the project plan. A couple of notes for the upcoming year, which was shared with your local chair at the local chairs meeting in March.

- Delegates travelling to Edmonton by AUPE charter bus will stop by the Expo on the way into the city for registration prior to arriving at the hotel.
- The AUPE hospitality room will only run Thursday and Friday evening.
- Public transit passes for ETS will be procured for delegates, except for the locals who have chosen not to partake. ETS passholders will be able to take the train. (LRT) or any public transit should they choose during convention. ETS has informed us that Peace Officer's will be on duty at all train stations.
- Additionally, charter bus service by ETS will be provided and will continue at the levels from last year. This includes the hotel routes in the evening, and transportation, to, and from the Expo to hotels. And ETS pass is NOT required for this service.

Labour School Report

At the time of submission of this report to PE, I am still working away on a separate report on the labour school options, including financial and nonfinancial considerations. I am eager to report at the April meeting and look forward to direction from PE.

Area Council Engagement & Training

I have scheduled six training and engagement sessions for all Area Council (AC) executives between March and April. At the time of writing this report, two of the engagement sessions have taken place and there will be three by the time we meet at PE April.

The plan is to cover a lot of information and topics in one day, including: ACs ties to the AUPE Strategic Plan; AC policy and handbook updates; AC work plans; AC finances, including budget, preparations, quotes, and processes; AC meetings and member engagement; AC tools and templates, including event planning, and insurance considerations; roundtable and Q&A.

My hope is to make the ACs more of a community of practice. There are a lot of decisions that P needs to make at the April meeting, which may affect ACs, so I am hopeful that PE may be able to tackle the recommendations made by your finance committee so information can be as accurate as possible. I am meeting with the small and medium size ACs separately from the two large ACs, so I can better connect with all agencies on their challenges and opportunities.

Local Chair & Treasurer Engagement in April

April will also see two separate (1 day) training, and engagement sessions for all local chairs and treasurers. By the time PE meets on April 12, the first of the sessions will be held. The agenda is quite heavy, starting with a primer on AUPE's, financial statements and exercise (similar to what I presented to PE on January 31). Additionally, we will cover a refresher on financial policies, a TB account set up and changes; local books, convention (local finance), I'm going training and supports for treasurers, information on investments, local budget preparation, considerations, insurance, updates, round table, and a Q&A.

If you have any questions for me about anything, whether covered in this report or not, please reach out to me j.huseby@aupe.org

Regional Offices Network Connectivity

There are some issues with the ability to handle large groups in the regional offices, particularly in the smaller offices. What I am doing, is working on a proposed project to move forward to improve the connectivity in the offices, and I look forward to providing you updates on this. This will be a capital intensive proposal, as the bandwidth servicing, some of our regional offices can "bottleneck" with a large demand for wireless Internet.

If your component is holding an initiative like a Phone bank, which would expect to be in atypical amount of Internet service, please identify this to your organizer who can connect with IT about bringing a data hub that utilizes the cell networks to help service your initiative. This requires some planning, so please give plenty of notice. The intent is to enhance the connectivity levels in these locations, so issues like this will be medicated in the future. I have a IT team already looking into servicing solutions.

In solidarity,
Justin Huseby
Executive Secretary-Treasurer

Chair, Finance Committee
Chair, Members' Benefit Committee

Sandra Azocar report

To all PE members:

With a GM's well, on the way to being completed for another year, I want to express my gratitude to all those members who have attended their AGM's, the local executives that have travelled hours to join their local members, to organizers who have shared their energy and ideas with attendees and of course the MSO's who helped to make it happen. Northwest alberta has come out in great numbers to hear updates and share their opinions on bargaining, 2024.

Overall members are encouraged by the proposals that they are seeing from their bargaining committees, and understand the need for us to stand together and be ready for a fight if we want to be successful. This will be a good opportunity for local leadership to put into full action the strategic plans that we have been working on for the past two years. More than ever, we need real membership, engagement, and the membership that is ready to mobilize on short notice.

The day before budget 2024 was table. We saw our Premier addressing Albertans talking about the fact that we need to get off the oil royalty, roller coaster, straight out of the first pages of the Parkland, institute reports, yet Albertans got a budget that does nothing to get us off this roller coaster. In fact, we have never been more on the oil, royalty roller coaster. We have three times more oil royalties than we saw in the days of the Notley government, over 12 billion in bitumen royalties, but we have painted ourselves into a corner starting with Kenny's corporate tax cut (below 8%). We did not change the revenue model needed to "save". Budget 2024 is a perfect example of how politicians hide austerity in the suggestion that they are saving, all while continuing to start the public services that Albertans need and depend on.

Spending in this budget is dramatically below population, and inflation, simply we are seeing cuts. Albertans will see these cuts when they're kids go to school and have overcrowded, less funded classrooms. When we go to the ER and continue to wait for hours before seeing a doctor. When our members continue to be asked to do more with less. We are not going to see increases in the much-needed staffing levels and we will continue to be under resourced and underfunded.

While travelling across Northwest Alberta, I get to hear the implications that policies, regulatory and legislative changes are having on our membership. I hear from members, regardless of the sector, they work in, the impact that starving the public system of resources has on their ability to provide public services. Privatization as the solution to all issues facing the public services has been offered for decades now, the zombie that keeps on coming back. This Premier has

done the work, and will continue to push her vision that the free market can do. It's so much better on all Albertans.

Healthcare is where we are seeing this privatization on steroids. With having AHS imploding without public oversight is a huge concern. Every day we hear about new changes that are not communicated with members until the last minute. There has been no consultation mitigating the damage that will result from these ill-conceived changes.

We all have our work cut out for us. As a Union active us, we are in a time where we will be challenged to organize, educate, and mobilize our members. It begets the question that if not now, when???

External Relationships

Alberta Pharmacare Working Group

On Friday, February 23 it was announced that the federal NDP and Liberals had reached a deal on Pharmacare that would include single payer coverage of contraceptives and diabetes, medication, and equipment, with full details, and draft legislation to be revealed by March 1. By February 25, Alberta Health Minister Adriane LaGrange's office, released a statement, stating they already intend to opt out of the coming national Pharmacare plan, even before the details had been publicly announced. The health minister misleadingly indicated that Alberta has a Pharmacare program, and that we would line up for the money that comes from the federal government, and "reinvest into our healthcare system". Alberta does not have a Pharmacare program,. And secondly, can we trust this minister to reinvest this extra money into our publicly, delivered and funded healthcare?

APWG will be meeting in the next few weeks to plan our ongoing actions when it comes to supporting the implementation of a national Pharmacare program.

Friends of Medicare

I was able to attend FOM's board meetings on March 13, 2024, and as always, FOM continues to punch above its weight when it comes to speaking out on issues and ongoing threats facing public healthcare system under this government.

FOM continues to work with stakeholder and community groups to increase its visibility and solidarity, including with organizational member. The following is a summary of a few of the ideas that FOM continues to work on:

Pharmacare: throughout the fall, FOM, had a dedicated push with the public Townhall, door-to-door, canvassing, leaflet drops, local ads, press, releases, postcards, letters, and more. FOM also had thousands and thousands of postcards signed, and email sent, by attending meetings, tabling at union conventions, and providing Pharmacare tax advance.

Senior's Care: FOM continues to raise seniors care as a key issue when responding to the government, announcements, physical updates, etc. The new Manitoba Government's Throne Speech announce the creation of an independent Seniors Advocate through the Alberta Seniors Deserve Better campaign.

Drug Poisoning Crisis: Alberta is still experiencing record death, work on another action or protest alongside community allies is underway. FOM created a new Harm Reduction postcard for tabling and using at events. If you haven't yet, please sign and share our call on all in support of harm reduction. FOM continues to prioritize this work, and do so along with many health experts, Frontline groups, families, and individuals personally impacted by the drug poisoning crisis-there are plans to develop for a gathering of Alberta, experts and advocates in the months ahead to strategize how FOM can effectively work together and pushed back.

Privatization/Short Staffing: short staffing continues to be the major issues in our healthcare system and in the media and will likely continue to be a top issue folks come to FOM about through all of 2024. FOM continues to comment on any post privatization as the government continues to roll things out- most recently an RFP for bariatric surgeries.

Banning Access Fees & Membership-only Medicine: during the fall session Gurinder Brar, MLA for Calgary Northwest, tabled Private Members Bill 201 which would be an access fees for insured Medicare services and require the minister to enforce the act. FOM was a validator for the legislation, and attended the Legislature on the day it was tabled, and continued to comment publicly up until it was defeated by the government. FOM, launched an online petition in support of banning access fees - over 1100 people signed the online petition - many of them brand new individuals of FOM, some of which have sense joined as members.

Dental Care: the federal expansion of dental care is great news - millions more Canadians will receive soon be covered under the new national dental care plan. As of April, last year, 3390 kids, under 12 in Alberta had received dental care because of the Canada Dental Benefit. This new announcement is turning the program into an actual insurance plan and expense coverage to those under 18, seniors and folks living with disabilities.

Insulin Pump Therapy Program: World Diabetes Day was an opportunity to continue work along with Pump for Life to call for the expansion of the program to include necessary Continuous Glucose Monitors. FOM's online action is still up here:

<https://www.friendsofmedicare.org/pump4life>

Home Care: FOM and I have been working validators to launch a petition, and do some media work, around the need to fund and improve our home care system for workers and albertans. Presser was held in a petition launch calling for more funding for home care. Petition has gathered over 33,000 signatures and will be tables at the legislature early in April 2024.

Status for ALL: FOM continues to participate in actions, letters and events coordinated by the Migrants Rights Network and allies, to call on the federal government to keep their promise to ensure regularization for undocumented migrants and healthcare for all.

Alberta Labour History Institute

ALHI held its regular board meeting on March 4, 2024, unfortunately the meeting was scheduled while I was in an AGM in the hamlet of La Crete and therefore unable to attend. Next meeting is scheduled for May 2024.

In solidarity,

Sandra Azocar

Vice President, Northwest Region

Chair, Pay and Social Equity Committee

Chair, Women's Committee

Bobby-Joe report

Greetings Provincial Executive Members,

As the warmer weather approaches, and bargaining progresses. I want to thank the members of PE for your leadership now, and in the coming months. The challenges we are about to face will be immense, and our commitment to "good" governance will be necessary to achieve a common goal; collective bargaining agreement that adequately recognizes and compensates members for the work they do. It's imperative, we acknowledge that we are going to war with disrespectful employers, and if we are to be the victors, it will require perseverance, hard work, even harder conversations, and sacrifice. With approximately 82,000 AUPE members engaging in negotiations this year, it will make a multitude of people, including each of us at the PE table to step up and lead the charge.

As I am settling into the Edmonton region, and as we progress through AGM season, it is a privilege to see the work being done by members, for members. When the month of May 2024 ends, I will have had the good fortune of attending 110 AGM's, and after three months I have witnessed firsthand where we are celebrating successes, and where we are struggling with challenges. As such, I am hyper-focused on striving to add value to work that is already being done by members and staff. As PE representatives, please assist me by encouraging your coworkers and colleagues to recognize me as an ally, and a resource. Share with the members that they can reach out to me whenever they feel the need. Inquiries and feedback will always be welcomed, and I can be reached directly by cell phone and or email.

Within my VP portfolio, I have been assigned as a Liaison for Local 003, which includes most of the sheriffs currently within AUPE. On March 13, Danielle Smith's UCP Government introduced Bill 11, Keeping Alberta Families and Communities Safe into the legislature. Of note, within the bill, and the subsequent announcement was that if passed, the bill would directly affect some or all of Alberta sheriffs. Unfortunately, what is a common theme when they use CP makes announcements such as this, is that they lack details, funding, and more importantly, any consultation with the parties that may or will be impacted by such decisions. AUPE issued a media release, following the announcement to once again point out that members, and their union, we're not included in the decision making process, and then additional details would be appreciated. What should come as no surprise to anyone on PE, is that we have yet to receive an official response, and we're any answers to our questions. Once again, we find ourselves dealing with a government/employer, who is doing their utmost to divide members, with an end goal of weakening our bargaining power. Please encourage your fellow workers to continue to show your support, not only for our sheriffs, but also to each and every member within a AUPE. Solidarity amongst 100,000 workers will be our greatest leverage.

In closing, I wish to thank you again for what you as members, do for your fellow members. Our success is entirely dependent upon folks, such as yourselves who consistently answer the call to step up and lead. As always, be safe, kind, and stand strong.

Respectfully submitted by:

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

James Gault report

Hello Provincial Executive,

As we move through winter, and thankfully, some warmer weather lasting more than a day or two, I will have to admit that driving through the northeast hasn't been as bad as it could have been. I've enjoyed engaging with members in different towns across this province, and spent many hours, listening to the concerns that resonate with all of us - enough of being treated with no respect and it is time to fight back.

It is the middle of a GMC's in and it has been busy. Attendance has been good; some of the smaller Chapters are coming to life, and we are still trying to find people for the few Chapters they have no executives but Locals have been attending the areas as well and site visits have been going well. Members have been well engaged and have stepped up to fill positions that have been left vacant

AUPE provided a press release concerning the government not being prepared for wild fire season this year, that led to approximately 20 interviews with the Edmonton Journal, CTV, Alberta Prime, Radio Canada, and many smaller, quick interviews and follow ups. It brought the Minister for Forestry and Parks Mr. Loewen to hold a press conference, saying he was asking for 100 more firefighters to be hired in the upcoming budget. This led to follow up interviews and an opportunity to Xpress our deep concern with the governments handling or the lack of handling of our public services.

In solidarity,
James Gault
Vice President, Northeast Region
Chair, Committee on Political Action

Bonnie Gostola report

Fellow members of the Provincial Executive,

Welcome to spring, and to full-blown AGM season. There's so much going on right now. I'm not sure I can capture it all in the summary. First the positives. Members are getting out to their meetings. There are more members attending their first meeting of the union. More of those first time attendees are putting their names forward to fill vacancies. I give a lot of credit and kudos to that Chapter executives and the Locals who are working hard on their strategic plans were many have focussed on member engagement. They are asking lots of questions, mostly around

bargaining. Now the negatives. This has been a tough spring as more worksites are being asked to do more with Les. AHS, sending out notices to members challenging them to limit their overtime, because AHS has told them to limit their spending. AHS management, asking nursing to look at becoming TikTok contributors to supplemental income, especially if they are using overtime to supplement or incomes currently. We are hearing and seeing agencies cutting there, Staffing, compliments, changing care, compliments on many sides. This is especially distressing when we hear the companies who hold home care contracts with AHS, giving up those contracts. This affects many of our members in Carewest. We are also hearing of issues of privatization of those contracts. This is all falling under the shake up at AHS and changing the priorities of care. The utter disregard and empathy for hard-working front line staff, and those clients we care for is frightening. This is not just in healthcare. I am hearing from members in government as well. The wildfires already burning in the province have raise concern for many as it becomes more apparent. This government is not prepared for what is coming.

This government is powering, had using reports from the early days of the UCP government to dismantle publicly delivered services, and they are doing it right under the noses of every day, Albertans. They have also proven they don't care what Albertans think. Case in point, the formation of an Alberta police force. The majority of Albertans have repeatedly told this government to keep the RCMP. Yet here we go with a surprise Bill(11) to create a police force. No one saw that one coming. Again, these actions should not be coming as a surprise to any unionized workers. I hate clichés, but this one fits, we are looking at a Death of public services by a literal thousand cuts.

This is where the importance of agencies like Public Interest in Alberta (PIA) and Friends of Medicare (FOM) show their value as allies to AUPE. These groups are public facing watchdogs, and have been addressing the policies of this government by building awareness campaigns that are aimed at the Alberta public. They are able to reach a far bigger audience with their campaigns than can the unions.

There are still six weeks to go in the AGM schedule, and then I will begin attending the Local AGM's. I am working with the Chapters in Calgary to continue to do member engagement. I have included my desire to attend any meetings or events, as I can to be there to assist the members and the Chapter executives.

As we wrap up the bargaining for so many of our tables, the members are demanding more information, I am happy to be a resource for those members. I continue to give out my email and phone number to members. I encourage them to reach out when they are facing issues or just need more information on what AUPE is and their part in being more active.

Submitted in solidarity,
Bonnie Gostola
Vice President, Calgary Region
Chair, Environmental Committee
Chair, Occupational Health and Safety Committee

Darren Graham report

Fellow members of the Provincial Executive,

I want to report that since the last Provincial Executive meeting, I have been in full AGM mode. In addition to my regular duties. So far, I have yet to be at a meeting that requires a second call. I would like to congratulate all the Locals and Chapters for their hard work in notifying the members of their AGM's. I am noticing an increase in member engagement.

Strategic Planning

The Locals I am liaison for our continuing to have discussions regarding carrying out there strategic plans with some of the locals creating new tactics. Local 09 executive members had an update meeting with Katie and myself to go over where they were at in advance of the local meeting., And I encourage others to consider this as well, so that you have the latest information available for your meetings. Local 44 has launched a Phone bank/website campaign to get members to sign into their myAUPE account to claim a prize. Local 40 is also working on an engagement site visit scheduled to hit every worksite. Local 57 continues to hold various engagement events. Local 20 wrapped up an engagement contest and Local 84 is planning events with chapter executive for late spring.

Upcoming Site Events

Chapters from Local 44 and Local 57 are planning food truck event the week of May 6 at four different sites. Local 57 and Local 45 are also having a joint appreciation lunch on May 10 at the Didsbury site. Great job coming together to plan this events.

Local 44 Chapter 02 and Local 57 Chapter 04 and 05 are holding meeting greet hot chocolate event on April 3 at the RDRH to discuss negotiations and the importance of signing up for your myAUPE account.

Annual General Meetings

I would like to report that all annual general meetings with the chapters, locals and area councils assigned to me have been booked. I will have completed 65 of the 84 meetings by the April Provincial Executive meeting. Most meetings have been booked as in person meetings with a couple of virtual, and a few hybrid meetings also been confirmed.

In solidarity,

Darren Graham

Vice President, Central Region

Chair, Membership Services Committee

Chair, Pension Committee

Curtis Jackson report

Hello there, my fellow union activists!

Annual General Meetings

With AGM season in full swing, it is important to know that running elections and supporting components to have successful meetings is only one piece of the work that needs to be done by your Vice-Presidents this year. Bargaining adds an additional sense of importance to every meeting being held. In addition to informing members about the importance of bargaining and sharing bargaining updates, I have found that I am also combating, misinformation and apathy from members who may not necessarily understand the importance of solidarity. If we fight alone, we will lose. Together, we are unstoppable.

Bargaining

The real focus of the work I have been taking on in southern Alberta is organizing and engaging the membership to take an active role in bargaining. While we have fantastic, bargaining, committees, established, they require the support of every possible member that we can engage with to succeed in obtaining the contracts. AUPE members deserve. Having met with members from various components in Locals

001,002,003,004,005,006,009,012,040,041,042,045,048,052,053,058,071,084,095, and 118 in southern Alberta, I can assure you the mood is electric. Members are attending AGM's in record numbers, packing, meeting, rooms, restaurants, conference, rooms, and worksites to ask questions and seek guidance on how they can best support the bargaining tables.

Organizing

AUPE Organizers have been working hard to build worker power within the components. I have had the opportunity to attend multiple worker Power sessions, and I am impressed by the amount of new members signing up and attending the sessions. Site visits and luncheon learns continue to bring out new faces and grow our union strength at the front line.

#UnionStrong

I have been using social media to communicate with members, and have shared bargaining updates on Facebook, Instagram, and X. What I stumbled across is a growing number of trade unionist using social media, to share strategies and words of support by using the hashtag "#UnionStrong". Recently, I have experimented with TikTok, and I am astonished to share that a single video in which I express my discussed with the rollbacks AHS is seeking to saddle on certain members of our nursing care Locals had over 6000 views in 24 hours. The comments are generally supportive and positive in nature. Those that are commenting negatively are deleting their comments when challenged. TikTok is an amazing platform that I believe we can harness to further spread our messages of solidarity and unity, in the face of odds that are unfortunately stacked against us.

In solidarity,

Curtis Jackson

Vice President, South Region

Chair, Anti-Privatization Committee

Chair, Young Activists Committee

Late Recommendations to Provincial Executive

- 1) Motion: to recommend to the PE to amend policy 19–1 AUPE Strike Lockout Policy to consolidate strike lockout pay to \$700 per week. (attachment # 1). **I voted yes**

- 2) Motion: to recommend to PE acceptance of new policy 5-XX Locals Investment Fund (attachment # 2) **I voted yes**
- 3) Motion: to recommend to PE acceptance of amended policy 5-44 Policy on Defence Fund Transfers. (attachment # 3) **I voted yes**
- 4) Motion: to recommend to PE acceptance of new Policy Statement PS 5-XX (attachment # 4) **I voted yes**

Recommendations to Provincial Executive

1. Motion: to recommend to PE, the acceptance of the December 2023, January and February 2024 Financial Statements (attachment # 1) **I voted yes** *Passed*
2. Motion: to recommend to PE, the acceptance of amendments to Policy 5-20 Reimbursement of Child Care Expenses (attachment # 2) **I voted yes** *Passed*
3. Motion: to recommend to PE, the acceptance of amendments to Policy 5-13 Remuneration to Component Officers Guideline (attachment # 3) **I voted no** *Passed*
4. Motion: to recommend to PE the acceptance of amendments to Policy 5-4 Deposits (attachment # 4) **I voted yes** *Passed*
5. Motion: to recommend to PE, the acceptance of amendments to Policy 5-3 Area Council Rebates and Accountability (attachment # 5) **I voted no** *Passed*
6. Motion: to recommend to PE, the acceptance of amendments to Policy 2-16 Guidelines for Convention Hospitality Suite Committee (attachment # 6) **I voted yes** *Passed*
7. Motion: to recommend to PE, the acceptance of new Policy PSPP Sponsor Board Honorarium (attachment # 7) **I voted no** *Passed*
8. Motion: to recommend to PE, the acceptance of new Policy Member Benefits (attachment # 8) **I voted yes** *Passed*
9. Motion: to recommend to PE, the acceptance of new Policy Disclosure (attachment # 9) **I voted yes** *Passed*
10. Motion: to recommend to PE that's \$50,000 be donated to the Friends of Medicare (attachment # 10) **I voted yes** *Passed*
11. Motion: to recommend to PE that \$120,000 from Fight Back Operations Contingency account to the Labour Movement Allies account. **I voted yes** *Passed*
12. Motion: to recommend to PE, that the trust, liability named "Defending our Services" be changed to "Fight Back Trust" **I voted yes** *Passed*
13. Motion: to recommend to PE that all balances from Mobilizing Campaign, Image Campaign, Digital Strategies, Strategic Planning Campaign be transferred to the Fight Back Trust **I voted yes.** *Passed*
14. Motion: to recommend to PE that \$2 million from Time Off Liabilities Trust be transferred to the following: \$1 million to Defence Fund and \$1 million to Fight Back Trust **I voted yes.** *Passed*
15. Motion: to recommend to PE that \$50,000 be donated to Public Interest Alberta. **I voted yes.** *Passed*
16. Motion: to recommend to PE that \$15,000 be donated to Public Interest Alberta for a conference, sponsorship and special projects **I voted yes.** *Passed*

17. Motion: to establish the Mary Kehoe Memorial Scholarship with two awards of \$2000 each. **I voted yes.** *Passed*

18. Motion: to recommend to PE that the cost for 2024 Steward Appreciation gifts be up to \$100 each. **I voted yes.** *Passed*

19. Motion: to recommend to PE that the Lifetime Membership Application for Laura Johnstone, be accepted. **I voted yes.** *Passed*

Motion: to recommend to PE that the Lifetime Membership Application for Mary Watson be accepted. **I voted yes.** *Passed*

Meeting Dates Since May 2023 AGM

- *June 12, 2023 Local Executive Meeting*
- *July 22, 2023 Local Executive Info Meeting online*
- *September 6, 2023 Grandparents hi Day Picnic*
- *September 7 and 8 2023 Provincial Executive Meeting*
- *September 12, 2023 Mutlihealth Meeting*
- *September 22, 2023 Local Council Meeting*
- *October 13, 2023 Chapter Chair and Local Executive Meeting*
- *October 23, 2023 Pre Convention Meeting*
- *October 25-28, 2023 Convention*
- *October 25, 2023 Provincial Executive Meeting*
- *November 3, 2023 Local Executive Meeting*
- *November 23-24, 2023 Local Council Meeting*
- *December 7-8 2023 Provincial Executive Meeting*
- *January 16, 2024 Multihealth*
- *January 16, 2024 OH&S Committee Meeting*
- *January 19, 2024 Chapter Chair and Local Executive Meeting*
- *January 29, 2024 Chapter 03 AGM*
- *January 30, 2024 Chapter 04 General Meeting*
- *February 15, 2024 Local Council Education Day*
- *February 16, 2024 Local Council*
- *March 7, 2024 Multihealth*
- *March 7, 2024 OH&S Committee Meeting*
- *April 12-13 2024 Provincial Executive Meeting (Calgary)*
- *April 15, 2024 Local Executive Meeting*
- *April 25, 2024 OH&S Committee Meeting*
- *April 26, 2024 Day of Mourning Ceremony*
- *May 2-3 2024 Local Council AGM*

In solidarity,

Amanda Besse

Local 46 Provincial Executive Rep

2024 - 2026 Provincial Executive Strategic Plan



Guiding Statement

AUPE is committed to ensuring members are supported as they focus on mobilizing and building solidarity to be successful in negotiations commencing in 2024.

Strategies	Tactics	Tactic Development Process	Measurable Outcomes
<p>To co-ordinate actions of different bargaining units and worksites to build cross-union action and solidarity.</p>	<p>Ensure that multi bargaining unit/Local worksites are connected and working with each other through worksite elected officers, union stewards, worksite contacts, and rank and file members.</p>	<p>HQ Operations develop worksite lists of elected officers and activists from the various bargaining units/Locals within each worksite. Support the worksite leaders and activists to connect with each other.</p>	<p>Increased worksite awareness, activity and specific actions to support bargaining.</p>
<p>To share information between bargaining units/Locals and negotiating teams within a sector to support and co-ordinate common demands at the bargaining table.</p>	<p>Hold sector wide update sessions (conferences) at strategic points in bargaining.</p>	<p>HQ Operations organize sector wide update sessions (conferences) when deemed necessary/appropriate by negotiating teams and negotiators.</p>	<p>No negotiating teams settle without the knowledge and understanding (and preferably the support) of the other negotiating teams in the sector.</p>

Strategies	Tactics	Tactic Development Process	Measurable Outcomes
<p>To share information between bargaining units/Locals and negotiating teams between sectors to support and co-ordinate common demands at the bargaining table.</p>	<p>Hold joint sector update sessions (conferences) at strategic points in bargaining.</p>	<p>HQ Operations organize joint sector update sessions (conferences) when deemed necessary/appropriate by negotiating teams and negotiators.</p>	<p>No negotiating teams settle without the knowledge and understanding (and preferably the support) of the other negotiating teams in other sectors.</p>
<p>To build and co-ordinate solidarity actions between bargaining units in different sectors by community.</p>	<p>Hold community town halls involving all AUPE members in bargaining regardless of sector or bargaining unit, to raise awareness and build community-based actions.</p>	<p>HQ Operations organize community town halls when deemed strategically advantageous to do so to provide information to all AUPE members in bargaining and to plan community actions in support of bargaining.</p>	<p>Increased engagement in communities with larger participation at community-based actions.</p>
<p>To ensure that the media and public are aware of the issues around bargaining when community town halls/actions are held.</p> <p><i>Time for Action Town Halls</i></p>	<p>Issue press releases and media advisories for community town halls and/or community actions.</p>	<p>HQ Operations through the Communications department develop press releases and media advisories when required.</p>	<p>Increased media coverage and community participation at town halls.</p>
<p>To build public awareness of the role of AUPE members in the community and to build community support.</p>	<p>Co-ordinated and mass distribution of the "We Support Public Services" lawn signs to AUPE members in communities with the potential for distribution to members of the public in the community.</p>	<p>HQ Operations to develop a co-ordinated plan for distribution of lawn signs to AUPE members and identify the eventual possibility of distribution to non-AUPE members who are supportive of the message (e.g. Save Michener Centre strategy).</p>	<p>Increased number of lawn signs across the province.</p>

Strategies	Tactics	Tactic Development Process	Measurable Outcomes
<p>In addition to regular bargaining updates, to ensure constant and reliable information to members re: the status of bargaining in other bargaining units (i.e. cross-union) to build awareness and support between bargaining units.</p>	<p>Produce standardized and regular universal bargaining updates/newsletter highlighting significant bargaining events/actions/opportunities/challenges.</p>	<p>HQ Operations develop a standardized format (e.g. like digital Direct Impact) to send to members on a regular basis when deemed necessary/appropriate to do so.</p>	<p>Increased awareness between members of different bargaining units and to build support for solidarity actions between bargaining units.</p>
<p>Members are aware of the status of their Essential Services Agreement (ESA) to be able to understand when they are able to make decisions if/when bargaining reaches an impasse.</p>	<p>Update and highlight the current designated ESA section on the website that includes updates on the status of ESA development and links to completed ESAs and accessible information to members explaining what ESAs mean to them.</p>	<p>HQ Operations update and maintain the ESA section on the website with current and ongoing ESA information.</p>	<p>Increased member understanding of ESAs in general and their bargaining unit ESA specifically and how it impacts them during a work stoppage.</p>
<p>Build direct connections between bargaining tables and the Executive Committee.</p>	<p>The members of the Executive Committee will be assigned to liaise with specific bargaining tables to provide support, share information, and provide updates to the Executive and PE.</p>	<p>President to assign the VPs as liaisons to specific bargaining tables.</p>	<p>Assignments and details to be confirmed by February 2024.</p>
<p>To ensure Locals continue to be supported in the implementation of their strategic plans to engage, activate and mobilize their members in support of bargaining.</p>	<p>Regular Local strategic plan updates at Local Council meetings or special strategic planning meetings.</p>	<p>VPs work directly with their assigned Locals to support and facilitate the ongoing implementation of the Local SP. HQ Operations to provide updated member engagement statistics for each Local quarterly or more frequently when requested by the Executive.</p>	<p>Increased workplace power initiatives and actions. Increased member awareness and engagement specific to bargaining. Increased engagement as per statistics reports.</p>

Strategies	Tactics	Tactic Development Process	Measurable Outcomes
To ensure that our members build their awareness and involvement in bargaining by providing increased offerings of existing education courses specific to bargaining.	Provide increased number of workplace power and picket captain training courses education courses.	HQ Operations develop a plan to increase frequency and accessibility of workplace power and picket captain training courses.	Increased number of members taking bargaining specific courses. Increased number of trained picket captains.
Financially prepare members for potential work stoppage.	Provide additional learning opportunities that will educate members on how to financially prepare for a work stoppage.	HQ Operations to develop information sessions and resources based on the strike/lockout policy.	Member participation in information sessions.
Practical preparation for potential work stoppage.	Provide opportunities for direct actions (e.g. info pickets, rallies, occupations).	HQ Operations to determine potential locations for direct actions and involve trained picket captains.	Increasing the number of direct actions and increasing participation in direct actions.
In the event of a work stoppage ensure that actions are co-ordinated and supported.	Worksites on strike/lockout are provided with and supported by trained picket captains to be deployed to picket lines.	HQ Operations identify and strategically map locations of trained picket captains.	Increased number of picket lines supported by trained picket captains.

Strategies	Tactics	Tactic Development Process	Measurable Outcomes
<p>To ensure the health and longevity of the Defence Fund.</p>	<p>Revisit and update the Strike Policy.</p>	<p>EST and Finance Committee to explore possible adjustments to the terms of strike pay.</p> <p>Develop an operational strategy to build up our defence fund.</p> <p>Mitigate risk around the administration of strike pay.</p>	<p>Adopt policies that support the defence fund strategy.</p>
<p>To ensure maximum involvement in strike votes or a ratification votes.</p> <p><i>AUPE has more addresses than emails</i></p> <p><i>in the event of a vote a ballot would be sent out</i></p>	<p>Mass member personal information recruitment to ensure members can be contacted re: important decisions such as strike votes or ratification votes.</p>	<p>HQ Operations develop a plan for member outreach to gather personal contact information.</p> <p>Locals through their strategic plans will continue to increase their member contact information.</p>	<p>All members participating in their strike votes and ratification votes.</p>
<p>To ensure that Components are effectively supported in their requests for staff support and operations resources to engage in actions and activities to support bargaining. To ensure that AUPE policies (e.g. mobilization policy) are adhered to.</p>	<p>Component requests for staff and operations resources to be made directly to the VP assigned as a liaison to that component.</p>	<p>VPs to bring component request to the President and EST for determination of priority and feasibility based on operations resources and adherence to AUPE policies (e.g. mobilization policy).</p>	<p>Components making requests to VPs and not directly to AUPE staff.</p> <p>Increased number of components engaging in actions/activities to support bargaining.</p>
<p>To ensure PE is fully apprised and able to provide feedback on an ongoing basis on the progress of the Strategic Plan.</p>	<p>Full operations and Local Strategic Plans reports and updates provided at every PE meeting, or more often if required.</p>	<p>President and EST to provide full operations and Local Strategic Plans reports to every PE meeting or more often if required.</p>	<p>PE to be fully aware and engaged in the implementation of the Strategic Plan and to make adjustments to the plan as deemed necessary by PE.</p>

1	2	3	4	5	6	7
Held outside Edmonton (JPL 2025)						
	250 Students		200 Students		150 Students	
	10 Classes @ 25 each		8 classes @ 25 each		6 classes @ 25 each	
	\$ 775,000		\$665,000		\$530,000	
	\$ 3,100 per student		\$3,325 per member		\$3,533.33 per student	
Held in Edmonton (2025)						
	250 Students		200 Students		150 Students	
	10 Classes @ 25 each		8 classes @ 25 each		6 classes @ 25 each	
	\$ 740,000		\$627,000		\$496,000	
	\$ 2,960 per student		\$3,135 per student		\$3,306.67 per student	
Plus ~5% contingency for budgeting purposes						
ADD:	250 Students	\$38,750	200 Students	\$33,325	150 Students	\$26,500

School Held outside the Edmonton Area (JPL 2025)

Benefits:

Pros:

- Members have an opportunity to get away for regular distractions and interact
- Coordination of accommodation (accessibility) requirements is with 1 vendor, no additional cost.
- Setup of classrooms and coordination of flips timely by venue staff.
- Most classes in one building on site. Plenty of locations for extra classroom activities
- One vendor looks after facilities, meals, A/V, accommodations, security, transportation, luggage pickup
- Students separated from everyday tasks, helpful for class assignments and group work. Interaction and networking of AUPE's labour activists

Other Considerations and Challenges:

- Costs more overall
- Transportation for most
- Reduced soft costs

School Held in Edmonton at HQ & Surrounding hotels:

Headquarters can host 4 classes and the plenary for the entire school.

The rest of the school would require classroom space in the hotels that we would also use for accommodations, breakfast, and lunch. AV and classroom setups would be divided between AUPE and hotel staff.

Benefits:

- Use of HQ so easier access to resources and subject matter experts.
- Reduced staff hotel & travel expenses,
- Members experience part of their new building.
- Reduced travel for ~50% of students.
- Overall reduced expense per member.

Other Considerations and Challenges:

- Members' HQ is not a conference facility; thus the LS school would have to be divided between 4 properties, HQ cannot hold all LS classes and activities.
- LS has been held outside our typical locations to reduce distraction from everyday life and work by sequestering the students. students not attending school activities in evening, distractions take away from investment of time and learning (both inside and outside the classroom space). Safety duty of care considerations with members coming and going
- Logistical challenges bringing students together for plenaries & communal meals.
- A convoluted arrival and check-in for school and hotels for attendees coming from outside the Edmonton area (especially arriving by bus).
- AV at external locations and internal.
- More than on LS onsite offices and condonation of issues responses and emergency responses.
- Meals comparatively more expensive.
- Difference in accommodation locations.
- Policy change needed on hotels for students residing in the Edmonton area.
- Computer lab setups.
- Logistics on speakers and announcements between 4 locations.
- Luggage at departure is convoluted as multiple hotel vendors.
- Intra-school transportation between facilities (accommodations).
- Increased soft costs.

FINANCES

5-20

5-20 Reimbursement for Child Care Expenses

The intent of this policy is to assist members with direct childcare expenses incurred as a result of conducting union business.

~~1. AUPE members when attending any union function are to be reimbursed for child care expenses:~~

1. AUPE members may be reimbursed for eligible direct child care expenses when attending union functions.

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

- a) For **unlicensed** ^{providers} care givers: at the rate of up to \$10 per hour to a maximum of \$100 per day for all children.
- b) For **licensed** child care centres or babysitters: at the rate of up to \$15 per hour to a maximum of \$195 per day for the first child and up to \$3 per hour for each additional child to a maximum of \$39 per day, per child.

2. All claims for reimbursement under this policy must be accompanied by a signed AUPE Child Care receipt form AND the following documents:

- a. **For licensed child care centre/Daycare – Official receipt**
- b. **For licensed child care attendant/ Babysitter- Early Childhood Education Certificate.** ^{provided}

3. Reimbursement will not be made for:

- a) ~~Child care expenses that would have been incurred~~ **are regularly scheduled or pre-determined as a result of a members normal work shift/day (i.e. Monthly daycare fee, Before/After school care) had that member been performing their normal work that day;**
- b) **Child care expenses during normal school or daycare hours;**
- c) **Child care provided by a family member;**
- d) **Child care provided by a person residing in the same household;**
- d) ~~Child care that would normally not have been paid, e.g. Spouse;~~
- e) ~~For an in-town delegate after the meeting and/or associated function has concluded.~~

- e) Where union business has concluded and the attending member resides within 150 km of the event.
- f) Once the child turns 13 years of age.
- g) Additional expenses not listed in the policy, including but not limited to mileage, meals, and accommodations.

Child care expenses for children above age 12.

- 4. Where extenuating circumstances exist, exceptions may be made with the **prior approval** of the Executive Secretary-Treasurer, when expenses are paid by Headquarters or when expenses are paid by the Local, the Local Treasurer or Local Executive.
- 5. AUPE accepts no legal responsibility as to the arrangements made or unintended consequences by the parents or guardians.
- 6. The Union reserves the right to examine any and all claims with respect to this policy.

This policy will affect all Locals.

FINANCES

5-13

5-13 Remuneration to Component Officers (Honorariums) **Guideline**

Honorariums must be approved by the membership at an Annual General Meeting.

Component officer's honorariums, as approved by the Annual General Component Meeting (along with the names, addresses and Social Insurance Numbers of each officer) must be sent to AUPE Headquarters no later than November 30 of each calendar year.

Chapters will not issue honorarium cheques. All honorariums will be paid from Local funds. T-4 forms will be provided by AUPE Headquarters.

Area Councils shall not issue honorariums.

It is recommended, if paid, that honorariums combined should total no more than 10% of the Local's total budget for the year.

The honorarium(s) should only be paid if there are sufficient funds left after covering membership meeting expenses and events for membership engagement.

FINANCES

5-4 Deposits Component Bank Account

1. All AUPE bank accounts shall be held at ATB.
2. Authorized signers from AUPE Headquarters shall have signing authority on all bank accounts which includes Locals, Chapters, and Area Councils, in the event that the elected Executive component can no longer fulfill the role of their elected position.

Deposit

All Union funds shall, as soon as possible after receipt, be deposited to the in a Chartered Bank, Credit Union, Treasury Branch or other financial institution in Alberta to the credit of the Union, Local or Area Council as appropriate.

All Union funds shall, within ten(10) business days of receipt, be deposited into the component bank account.

Bonding

All Union Officers and staff who handle funds or property of the Union shall be bondable for an amount deemed advisable by the Provincial Executive.

The cost of such bonding shall be paid by Headquarters.

Signatories on Cheques Authorized Signatories

All funds of the component shall be disbursed by cheque or E-Transfer drawn on the account of the component maintained by the Treasurer and shall be signed by two Executive Officers of the component Executive Board including where practicable, the Treasurer. Signatories on cheques from component funds are responsible for the timely distribution of same.

Cash cannot be withdrawn from the component account.

FINANCES

5-3 Area Council Rebates and Accountability

Effective June 30, 2024.

1) **Effective July 1, 2024**, funding for Area Councils shall follow the following formula:

<u>COUNT</u>	<u>REBATE</u>
0 to 25	22.47 per member per year
26 to 49	1.99 per member per month
50 to 99	1.51 per member per month min \$1,170.00 per year
100 to 149	1.35 per member per month min \$1,794.00 per year
150 to 199	1.19 per member per month min \$2,414.00 per year
200 to 249	1.05 per member per month min \$2,842.00 per year
250 to 299	.90 cents per member per month min \$3,137.00 per year
300 to 499	.82 cents per member per month min \$3,299.00 per year
500 to 699	.74 cents per member per month min \$4,910.00 per year
700 to 999	.69 cents per member per month min \$6,207.00 per year
1000 to 1249	.59 cents per member per month min \$8,272.00 per year
1250 to 1499	.51 cents per member per month min \$8,843.00 per year
1500 to 1999	.46 cents per member per month min \$9,174.00 per year
2000 + 4999	.37 cents per member per month min \$11,034.00 per year
5000 +	.30 cents per member per month min \$22,196.00 per year

0 to 150	\$ 66.66 per month; plus \$ 0.255 per member per month
151 to 375	\$ 150.00 per month; plus \$ 0.255 per member per month
376 to 500	\$ 175.00 per month; plus \$ 0.255 per member per month
501 to 600	\$ 208.33 per month; plus \$ 0.255 per member per month
601 to 800	\$ 250.00 per month; plus \$ 0.255 per member per month
801 to 10,000	\$291.66 per month; plus \$ 0.255 per member per month
10,000+	\$ 125.00 per month; plus \$ 0.255 per member per month

Effective July 1, 2026, funding for Area Councils shall follow the following formula:

<u>COUNT</u>	<u>REBATE</u>
0 to 150	\$ 66.66 per month; plus \$ 0.255 per member per month

151 to 300	\$ 150.00 per month; plus \$ 0.255 per member per month
301 to 450	\$ 175.00 per month; plus \$ 0.255 per member per month
451 to 600	\$ 208.33 per month; plus \$ 0.255 per member per month
601 to 750	\$ 250.00 per month; plus \$ 0.255 per member per month
751 to 900	\$ 250.00 per month; plus \$ 0.255 per member per month
901 to 1050	\$ 291.66 per month; plus \$ 0.255 per member per month
1051 to 5,000	\$ 291.66 per month; plus \$ 0.255 per member per month
5,001 to 10,000	\$ 291.66 per month; plus \$ 0.255 per member per month
10,001+	\$ 0.255 per member per month

2) ~~Area Councils will be allowed to carry forward one (1) fiscal year of funding. Unused funds will be returned to Headquarters.~~

2) The objectives of an Area Council shall be to promote and provide for the social and general welfare of its membership. Typical expenditures would be BBQs, holiday socials, etc., to which all members of the Area Council are invited.

3) The Treasurer shall have custody of all financial and accounting documents and shall be responsible for all accounting and financial records. The Treasurer shall prepare and have reviewed by AUPE Accounting, an annual financial statement of the component and shall prepare an annual budget for presentation to the component. Books are to be submitted to AUPE annually.

4) A separate chequing account shall be maintained for the Area Council. All funds of the component shall be disbursed by cheque and shall be signed by the Treasurer and one other member of the Executive Board. A third member may be designated signing authority in the absence of the Treasurer.

5) The following expenditures are not allowed without the expressed written permission from the Executive Secretary-Treasurer:

- a) Honorariums
- b) Mileage
- c) Time Offs

6) The following use of Area Council funds are expressly prohibited:

- a) Donations - ~~the~~ monetary or item?

5) 7) An Area Council shall be deemed "inactive" if they have not fulfilled its obligations under Article 24 of the Constitution including having an AGM and submission of a budget to the Finance Committee for approval.

- 6) 8) Rebates will not be issued, accumulated, or held as a financial liability for any "inactive" Area Councils.
- 9) An "inactive" Area Council may apply to the Finance Standing Committee for start-up funding after holding an Annual General Meeting. The funding to hold an "inactive" Area Council's initial Annual General Meeting will be covered at HQ expense, as approved by the Executive Secretary-Treasurer.

CONVENTIONS

2-16 Guidelines for Convention Hospitality Suite Committee

Convention Hospitality Suite

The purpose of the Convention Hospitality Suite Committee is to organize and administer the convention hospitality suite.

The Convention Hospitality Suite Committee shall be composed of not less than six (6) Regular or Life Members. The composition of this committee shall try to include at least one member from each sector.

~~The Local Chairs meeting, immediately following Convention, shall establish a Convention Hospitality Suite Committee.~~ The AUPE Executive Secretary-Treasurer shall **establish and** chair this Committee.

Hospitality Suite Committee Responsibilities

- Oversee the operation of the Convention Hospitality Suite
- Establish and Review guidelines and protocols
- Prepare a budget
- Shall be responsible for opening and closing the Hospitality Room during non-operational times.
- Elect a Vice Chair of the Committee
- Deal with issues related to the operation of the Convention Hospitality Suite
- Liaise with the AUPE Sergeant-at-Arms Staff Advisor

Hours of Operation

The Committee will decide the dates and times for the operation of the Convention Hospitality Suite, ensuring that it does not interrupt or conflict with the business of the AUPE Convention.

FINANCES

NEW POLICY

5-## PSPP Sponsor Board Honorarium

Representatives appointed to represent AUPE seats on the Public Service Pension Plan Sponsorship Board, who are not an active AUPE staff member, AUPE Executive or Provincial Executive shall have reasonable expenses claimed under the expense policy as approved by the EST.

Full May 1, 2025
Additionally, representatives on behalf of AUPE meeting the above criteria shall be entitled to an honorarium as follows:

1. Meetings:

- Meeting length up to 4 hours: \$300
- Meeting length over 4 hours: \$600

2. Preparation for meetings:

- Preparation time up to 4 hours: \$300
- Preparation time over 4 hours: \$600

3. Travel time

- Combined travel to and from up to 4 hours: \$300
- Combined travel time to and from over 4 hours: \$600

FINANCE

NEW POLICY

5-# Member Benefits Funding

1. Each month \$0.25 per member will be transferred to the Member Benefits account for the administration of the Members' Benevolent Fund and the Members' Education Assistance Fund.

*was brought
to convention
now moved to policy*

FINANCE

NEW POLICY

5-## Disclosure

1. All Executive Officer salaries, benefits and expenses shall be reported to Convention every year in the report of the Finance Standing Committee.

Forecast Changes to Delegate Ratios

1		2		3	4	5	6	7	8	
AMENDED DELEGATE RATIO		ADDITIONAL INFORMATION		DELEGATES	CHANGE FROM 1091	% reduction	Representation: 1: XXX	Savings 1 YEAR	Savings 5 YEARS	
A	Current (Article 6.05): 1/100 or portion thereof, plus LC, plus PE			1091	0		91.7	\$0.00	\$325,383	A
B	1/100, Plus LC, Plus PE	No "portion thereof"		1057	-34	-3.12%	94.7	(\$47,600)	(\$257,498)	B
C	1/100 or portion thereof (including LC), plus PE	LC is included in the 1/100 delegate count as the first delegate by right, instead of an additional delegate		1057	-34	-3.12%	94.7	(\$47,600)	(\$257,498)	C
D	1/100 (including LC), plus PE	LC is included in the 1/100 delegate count as the first delegate by right, instead of an additional delegate, 1/100 with no "portion thereof"		1023	-68	-6.23%	97.8	(\$95,200)	(\$514,995)	D
E	1/100 or portion thereof (including LC & PE)	LC and PE are included in the 1/100 delegate count as the first two delegates by right, instead of additional delegates		1023	-68	-6.23%	97.8	(\$95,200)	(\$514,995)	E
F	1/100 (including LC & PE)	LC and PE are included in the 1/100 delegate count as the first two delegates by right, instead of additional delegates, no "portion thereof"		989	-102	-9.35%	101.2	(\$142,800)	(\$772,493)	F
G	Locals 1000 or less: 1/100 or portion thereof, Locals 1001+: 1/100. All Locals: Plus LC & PE	Locals that are 1001+ do not have "portion thereof"		1067	-24	-2.20%	93.8	(\$33,600)	(\$181,763)	G
H	Locals 1000 or less: 1/100 or portion thereof (including LC), Locals 1001+: 1/100 (including LC). All Locals: plus PE	Locals that are 1001+ do not have "portion thereof", LC is included in the first 1/100 for all Locals		1033	-58	-5.32%	96.9	(\$81,200)	(\$439,261)	H
I	Locals 1000 or less: 1/100 or portion thereof (including LC & PE), Locals 1001+: 1/100 (including LC & PE)	Locals that are 1001+ do not have "portion thereof"; All Locals have LC & PE in their first 2 x "1/100" delegate entitlements		999	-92	-8.43%	100.2	(\$128,800)	(\$696,758)	I
J	Locals 2000 or less: 1/100 or portion thereof, Locals 2001+: 1/100. All Locals: Plus LC & PE	Locals that are 2001+ do not have "portion thereof"		1072	-19	-1.74%	93.4	(\$26,600)	(\$143,896)	J
K	Locals 2000 or less: 1/100 or portion thereof (including LC), Locals 2001+: 1/100 (including LC). All Locals: plus PE	Locals that are 2001+ do not have "portion thereof", LC is included in the first 1/100 for all Locals		1038	-53	-4.86%	96.4	(\$74,200)	(\$401,393)	K
L	Locals 2000 or less: 1/100 or portion thereof (including LC & PE), Locals 2001+: 1/100 (including LC & PE)	Locals that are 2001+ do not have "portion thereof"; All Locals have LC & PE in their first 2 x "1/100" delegate entitlements		1004	-87	-7.97%	99.7	(\$121,800)	(\$658,891)	L
M	Locals 3000 or less: 1/100 or portion thereof, Locals 3001+: 1/100. All Locals: Plus LC & PE	Locals that are 3001+ do not have "portion thereof"		1076	-15	-1.37%	93.0	(\$21,000)	(\$113,602)	M
N	Locals 3000 or less: 1/100 or portion thereof (including LC), Locals 3001+: 1/100 (including LC). All Locals: plus PE	Locals that are 3001+ do not have "portion thereof", LC is included in the first 1/100 for all Locals		1042	-49	-4.49%	96.1	(\$68,600)	(\$371,100)	N
O	Locals 3000 or less: 1/100 or portion thereof (including LC & PE), Locals 3001+: 1/100 (including LC & PE)	Locals that are 3001+ do not have "portion thereof"; All Locals have LC & PE in their first 2 x "1/100" delegate entitlements		1008	-83	-7.61%	99.3	(\$116,200)	(\$628,597)	O
P	1/125 or portion thereof, plus LC, plus PE			893	-198	-18.15%	112.1	(\$277,200)	(\$1,499,545)	P
Q	1/125, Plus LC, Plus PE	No "portion thereof"		859	-232	-21.26%	116.5	(\$324,800)	(\$1,757,043)	Q
R	1/125 or portion thereof (including LC), plus PE	LC is included in the 1/100 delegate count as the first delegate by right, instead of an additional delegate		859	-232	-21.26%	116.5	(\$324,800)	(\$1,757,043)	R
S	1/125 (including LC), plus PE	LC is included in the 1/100 delegate count as the first delegate by right, instead of an additional delegate, 1/100 with no "portion thereof"		825	-266	-24.38%	121.3	(\$372,400)	(\$2,014,541)	S
T	1/125 or portion thereof (including LC & PE)	LC and PE are included in the 1/100 delegate count as the first two delegates by right, instead of additional delegates		825	-266	-24.38%	121.3	(\$372,400)	(\$2,014,541)	T
U	1/125 (including LC & PE)	LC and PE are included in the 1/100 delegate count as the first two delegates by right, instead of additional delegates, no "portion thereof"		791	-300	-27.50%	126.5	(\$420,000)	(\$2,272,039)	U
V	1/150 or portion thereof, plus LC, plus PE			759	-332	-30.43%	131.9	(\$464,800)	(\$2,514,389)	V
W	1/150, Plus LC, Plus PE	No "portion thereof"		725	-366	-33.55%	138.1	(\$512,400)	(\$2,771,887)	W
X	1/150 or portion thereof (including LC), plus PE	LC is included in the 1/150 delegate count as the first delegate by right, instead of an additional delegate		725	-366	-33.55%	138.1	(\$512,400)	(\$2,771,887)	X
Y	1/150 (including LC), plus PE	LC is included in the 1/150 delegate count as the first delegate by right, instead of an additional delegate, 1/100 with no "portion thereof"		691	-400	-36.66%	144.9	(\$560,000)	(\$3,029,385)	Y
Z	1/150 or portion thereof (including LC & PE)	LC and PE are included in the 1/150 delegate count as the first two delegates by right, instead of additional delegates		691	-400	-36.66%	144.9	(\$560,000)	(\$3,029,385)	Z
AA	1/150 (including LC & PE)	LC and PE are included in the 1/150 delegate count as the first two delegates by right, instead of additional delegates, no "portion thereof"		657	-434	-39.78%	152.4	(\$607,600)	(\$3,286,882)	AA
BB	1/200 or portion thereof, plus LC, plus PE			593	-498	-45.65%	168.8	(\$697,200)	(\$3,771,584)	BB
CC	1/200, Plus LC, Plus PE	No "portion thereof"		559	-532	-48.76%	179.1	(\$744,800)	(\$4,029,082)	CC
DD	1/200 or portion thereof (including LC), plus PE	LC is included in the 1/150 delegate count as the first delegate by right, instead of an additional delegate		559	-532	-48.76%	179.1	(\$744,800)	(\$4,029,082)	DD
EE	1/200 (including LC), plus PE	LC is included in the 1/150 delegate count as the first delegate by right, instead of an additional delegate, 1/100 with no "portion thereof"		525	-566	-51.88%	190.7	(\$792,400)	(\$4,286,579)	EE
FF	1/200 or portion thereof (including LC & PE)	LC and PE are included in the 1/150 delegate count as the first two delegates by right, instead of additional delegates		525	-566	-51.88%	190.7	(\$792,400)	(\$4,286,579)	FF
GG	1/200 (including LC & PE)	LC and PE are included in the 1/150 delegate count as the first two delegates by right, instead of additional delegates, no "portion thereof"		491	-600	-55.00%	203.9	(\$840,000)	(\$4,544,077)	GG
HH	First 100: 1/100, Remaining: 1/200 or portion thereof plus LC & PE			608	-483	-44.27%	164.6	(\$676,200)	(\$3,657,982)	HH
II	First 100: 1/100, Remaining: 1/200 or portion thereof plus & PE	LC is the first 100 by right		574	-517	-47.39%	174.4	(\$723,800)	(\$3,915,480)	II
JJ	First 200: 1/100, Remaining: 1/200 or portion thereof	LC and PE are in the first 200		559	-532	-48.76%	179.1	(\$744,800)	(\$4,029,082)	JJ

Forecast Convention Costs (hard & soft)

	1	2	3	4	5
AA	After:	Period	Held Every Year	Held Every Second Year (start 2026)	Savings
AB	1 Year	2024	2,000,000	2,000,000	-
AC	2 Year	2024 - 2025	4,060,400	4,060,400	-
AD	3 years	2024 - 2026	6,183,024	4,060,400	(2,122,624)
AE	4 Years	2024 - 2027	8,369,751	6,247,127	(2,122,624)
AF	5 Years	2024 - 2028	10,622,518	6,247,127	(4,375,391)
AG	10 Years	2024 - 2032	20,340,933	11,033,051	(9,307,882)

LATE RECOMMENDATIONS to PROVINCIAL EXECUTIVE
April 12 & 13, 2024

EXECUTIVE COMMITTEE

- 1) **MOTION:** To recommend to the Provincial Executive to amend Policy 19-1 AUPE Strike Lockout Policy to consolidate strike lockout pay to \$700 per week.
I voted yes (Attachment #1)
Properly moved and seconded. **CARRIED**

FINANCE COMMITTEE

- 2) **MOTION:** To recommend to the Provincial Executive acceptance of new Policy 5-XX Locals Investment Fund. (Attachment #2)
I voted yes Properly moved and seconded. **CARRIED**
- 3) **MOTION:** To recommend to the Provincial Executive acceptance of amended policy 5-44 Policy on Defence Fund Transfers. (Attachment #3)
I voted yes Properly moved and seconded. **CARRIED**
- 4) **MOTION:** To recommend to the Provincial Executive acceptance of new Policy Statement PS 5-XX. (Attachment #4)
I voted yes Properly moved and seconded. **CARRIED**

AUPE STRIKE/LOCKOUT POLICY

AUPE STRIKE / LOCKOUT POLICY

19-1

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1. INTRODUCTION

This Policy is intended to assist members of the Alberta Union of Provincial Employees to plan and carry out an effective strike. This Policy gives general direction to the membership in a strike/lockout situation. Sound judgment and effective leadership remain a prerequisite beyond this Policy.

AUPE will endeavour to reach a Collective Agreement without the withdrawal of services; however, should the attempt be unsuccessful, it may be necessary to seek a strike mandate. A strike is a critical time for every member of the Union. We are only as strong as our "weakest" link. We must stand together in solidarity.

The terms and conditions of employment for members of AUPE are governed by either the Labour Relations Code (LRC), the Public Service Employee Relations Act (PSERA) or the Canada Labour Code (CLC). You should become familiar with the legislation that applies to your bargaining unit.

For more information, please contact your elected Union Executive or your Membership Services Officer (MSO).

2. STRIKE/LOCKOUT

a. *What constitutes a lockout?*

Lockout includes:

- a) the closing of a place of employment by an employer;
- b) the suspension of work by an employer; or
- c) a refusal by an employer to continue to employ employees,

for the purpose of compelling their employees, or to aid another employer in compelling the employees of that employer, to accept terms or conditions of employment.

All other articles in this Policy as they relate to "Strike", "Lockout" shall apply.

b. *What constitutes strike action?*

A strike includes:

- i. a cessation of work,
- ii. a refusal to work,
- iii. a refusal to continue to work, or

- iv. a concerted activity designed to restrict production or service, (PSERA),

by two or more persons employed by the same employer acting in combination or in concert or in accordance with a common understanding.

- c. *Are we allowed by law to strike?*

Historically, tens of thousands of AUPE members had been denied the legal right to strike. A 2015 Supreme Court of Canada decision found that the right to strike is fundamental to the collective bargaining process and is protected by the Canadian Charter of Rights and Freedoms. The Court of Queen's Bench in Alberta then declared that strike prohibitions in PSERA and in LRC be struck down. Bill 4 An Act to Implement a Supreme Court Ruling Governing Essential Services was passed in 2016 providing the legal right to strike to the vast majority of our members.

However, they were not given the right to strike without some restrictions. Members working for employers such as the Government of Alberta, agencies, boards and commissions, post-secondary institutes, Alberta Health Services and other "approved hospitals" are now required to negotiate an Essential Services Agreement before a strike or lockout can take place.

Bill 17 Fair and Family-friendly Workplaces Act passed in 2017 now also requires AUPE members working in continuing care to have an Essential Services Agreement before striking.

Once again, please familiarize yourself with the particular legislation that applies to your bargaining unit.

- d. *Who authorizes a strike?*

The President shall be authorized to call a strike, only after a secret ballot vote of the members affected has been taken and the strike action has been supported by a majority of those members voting.

- e. *What are the potential penalties to the Union in an illegal strike?*

Legislation allows penalties against the Union for participating in an illegal strike.

Penalties for a prohibited strike can include a fine of up to \$1000 a day against the union, and a fine of up to \$10,000 against a union officer participating in an unlawful strike.

f. *What are the potential penalties for members in an illegal strike?*

Members may lose their jobs in the event of an illegal strike. However, in an illegal strike situation, the members must be prepared to maintain the strike until a “return to work agreement” is negotiated which will protect the jobs of all the members.

Individual members may also be fined in accordance with the applicable legislation. Injunctions may be imposed by the courts; the Criminal Code further explains the consequences of disobeying court orders.

g. *Can people with Work Visas be deported?*

According to Employment and Immigration Canada, this is a question that has not arisen in Canada. Their position is that as long as the employee remains in Canada during the strike and the work visa has not expired, the employee will not lose their visa. If the employee, however, commits an indictable offence, the work visa will be reviewed by Employment and Immigration. If the employee is in Canada on a work visa and is considering involvement in a strike, the employee should contact the Government of Canada and inquire about the particular circumstances.

3. MEDIATION AND ARBITRATION

The processes of mediation and arbitration are legitimate legal means of resolving disputes which can avoid strikes and lockouts, however they do insert a third party into important decisions about our members working lives. AUPE acknowledges that the ideal situation is one where workers resolve negotiations through their own efforts, which will at times happen through negotiated settlements, and at other times through the direct action of members bringing pressure on the employer to reach an agreement.

The rules that apply to mediation and arbitration are specific in the PSERA, the LRC and the CLC. Changes to PSERA and the LRC have been made since 2016 when changes were made allowing the right to strike for most AUPE members.

When a dispute arises, either party may request that a mediator be appointed to assist the parties to resolve the dispute. Some employers will use mediation processes as a stall tactic rather than a sincere attempt at reaching an agreeable settlement.

The legislation also contains provisions for making applications for arbitration to resolve a dispute, as well as situations where arbitration can be imposed. These arbitrations will consider certain factors in arriving at a decision, which is final and binding on both parties - the workers do not get to vote on an arbitrated contract, and management cannot reject it.

4. PRACTICAL ADVICE BEFORE A STRIKE/LOCKOUT

1. Review your budget and put money aside. Include your spouse's income, overtime pay or other income.
2. If you have never scrutinized your budget, now is the time to do so. Add up your monthly income and subtract your expenses. The difference you come out with will allow you to determine the kinds of action you will need to take.
3. Don't forget that there is a waiting period before you receive your first strike/lockout benefits. Keep this in mind when you review your budget.
4. Involve your spouse. Your spouse will become your ally in your struggle.

5. WHAT YOU SHOULD DO BEFORE THE STRIKE OR IN THE EVENT OF LOCKOUT

- a. *Housing - If you rent:*
 - i. Under provincial law your landlord has a great number of privileges.
 - ii. Your landlord may be willing to make arrangements for late or reduced payments before taking extreme measures. In addition, the courts will be less inclined to issue an eviction order if you can show you tried your best to make arrangements.
 - iii. Never pay another creditor until you have made arrangements with your landlord.

b. *Housing - If you own:*

- i. A mortgage lender has more rights than all other creditors.
- ii. You must make arrangements with your bank, credit union, or other lender according to your ability to pay.
- iii. Your best bet is to talk with your mortgage company, explain your situation and make whatever arrangement you can for delayed or reduced payments. They would rather take less for a while than initiate expensive legal proceedings. They may also be willing to pay the taxes for a while to avoid confiscation by city authorities. Often they are amenable to a temporary payment plan, which keeps your mortgage debt at the same level for the duration of the strike.
- iv. If your mortgage is insured, the insurance company may be calling the shots. However, they too usually prefer partial payment to legal proceedings.
- v. If the mortgage company takes a hard line, the courts may be more lenient if you have made every effort to work something out.

c. *Utilities*

You have no choice. You must pay these accounts regularly. It is impossible to make arrangements with utility companies; and they may cut off services when you are late in paying your accounts. In addition, they will reconnect the service at your expense after you have fully paid the account. However, one month late will not usually result in services being cut off.

d. *Personal Loans*

- i. You must never forget that you can only consider your monthly loan payments after you have paid for food and housing.
- ii. Unless the loan is for something vitally important and the contract allows the creditor to repossess that item, put them off. Tell them you are unable to pay at this time. Contact them regularly and they will be less likely to harass you.

- iii. Resist any attempts to make partial payments. Tell them you cannot possibly pay, which is the normal case in a strike situation. Food and mortgage payments have exhausted your bank account. Do not sign a new contract (refinancing). The interest you pay may be higher.
 - iv. You may have a co-signer for a personal loan. Advise your endorser immediately. Explain that you are unable to make payments for the duration of the strike. Make it clear that you will resume payments when the strike is over; and you do not want them to make payments for you.
- e. *Purchase Loans*
- i. These are loans used to buy specific items on credit, eg., car, furniture, etc. In these contracts the item remains the property of the creditor who finances the purchase until it has been completely repaid.
 - ii. If your payment is late, your creditor can:
 - demand that you make a late payment,
 - demand payment as a whole (if the contract contains a clause to that effect, called 'forfeiture of term benefit').
 - repossess the item,
 - sue for the deficient amount.

A creditor cannot repossess and sue. Your creditor is not obliged to give notice, written or otherwise, once a copy of a Promissory Note is submitted to the Bailiff. The property in question can be seized immediately. After twenty-one (21) days notice, it can be auctioned off. If you make payments before the auction, you can recover the item.
 - iii. In the case of a conditional sales contract, and where you have paid at least half the sum of your whole debt (including the down payment) your creditor cannot repossess without a Court Order.

f. *Credit Cards and Credit Privileges in Stores*

Goods bought with this kind of credit are wholly your property. If you have a credit card or other credit privileges, we advise you do not use them unless you cannot do otherwise. Interest on this kind of credit is higher than on loans from a bank or credit union.

g. *Legal Proceedings*

- i. Before starting legal proceedings against you, any creditor is obliged to use the services of a lawyer and send you the appropriate "court paper". Remember that repossession does not require any legal proceedings.
- ii. If you receive a letter from a credit bureau (collection agency), remember they have no rights. They are hired solely to harass you and can do no more. Regardless of what they say, they cannot take you to court nor can they charge you collection fees. They are a hired gun for the credit agency.
- iii. If, on the other hand, you receive a lawyer's letter, you must immediately make arrangements for an additional delay or reduced payments.
- iv. If the lawyer refuses to accept the arrangement you have suggested, contact your Staff Representative.

h. *After a Strike/Lockout*

Once the strike is over, your creditors will increase their harassment.

Some will pressure you to renew (refinance) your contract. Others will suggest a debt consolidation (a loan to pay back several debts). Be careful this loan is not always to your advantage if your ability to pay is not adequate. On the other hand, if that solution suits you, take out the debt consolidation from a credit union or bank, not from a finance company. You would only make your situation worse.

6. STRIKE/LOCKOUT PAY

- a. Strike/lockout pay will be paid every week at the rate of **Seven Four** Hundred dollars (~~\$700.00 \$400.00~~) per week.
- ~~b. — Additional Strike/lockout pay will be paid at the rate of forty dollars (\$40.00) per week for each dependent, once proof of dependency is provided to AUPE. (Dependents are those that can be claimed on income tax.)~~
- c. The Union will ensure that existing health benefits will be provided to eligible members during strike/lockout where possible.

7. STRIKE/LOCKOUT PAY POLICY

The following AUPE Policy governs the payments of strike pay:

- a. Strike/lockout pay shall be paid in accordance with Union Policy.
- b. Strikers are expected to perform 30 hours per week of picket duties or as per other arrangements made with the picket captain. Members of other Locals who withhold services and are honouring the strike will register with the Picket Captain.
- c. Strike/lockout pay shall be withheld for non-performance of strike duties, as determined by the Picket Captain.
- d. No strike/lockout pay will be provided for any member in receipt of remuneration from the employer.
- ~~e. Strike/lockout pay will be paid to any member who has withheld services for five (5) continuous days when there is a strike on their worksite. When payment is made, it shall include retroactive pay to the date of the commencement of the strike.~~
- f. Employees who are designated essential under an Essential Services Agreement may receive strike pay if the pay from their employer is less than **\$400 \$700** per week. AUPE will discuss picketing arrangements with those workers to ensure they have the opportunity to maintain a minimum income of **\$400 \$700** a week during a dispute.

8. TAXES AND STRIKE/LOCKOUT PAY

A 1990 Supreme Court ruling has determined that Revenue Canada cannot collect taxes on the payment of strike/lockout pay.

9. ADMINISTRATION OF AUPE FINANCES

It will be the sole responsibility of the Executive Secretary-Treasurer, in consultation with the AUPE Finance Committee and the AUPE Provincial Executive, to administer all strike pay or any other financial matter related to the strike.

10. COMMUNICATIONS

- a. Any public release of information regarding the official position of the Union is the responsibility of the President.
- b. Regular and accurate communication with the members is imperative. In accordance with the Constitution Article 16, the Negotiating Committee shall develop a communications plan.
- c. It is recommended that the Negotiations Committee develop a fan-out system of communications.

11. PICKETING

Picketing is the usual part of any strike/lockout and serves many useful purposes.

Picket lines are the most effective way of interrupting employer routines or shutting down the employer's operation completely.

Members from other unions may add their support. At the very least, most will support your picket lines.

Because of the high visibility of picket lines, order and discipline must be observed at all times. Most of the trouble occurring during any strike/lockout occurs on a picket line and most likely could be avoided. Problems occurring on picket lines are often picked up by the media and relayed to the public.

12. GENERAL PICKETING RULES

The damage caused by poorly organized and undisciplined picket lines cannot be over emphasized.

Improper conduct could result in an injunction by the courts against picketing.

- Totally discourage any type of violence, it confuses issues and divides your membership.
- Outlaw alcohol - it causes violence.
- Be courteous to the public and the media, remembering that you could be subject to misinterpretation.

For bargaining units with Essential Services Agreements, AUPE's Essential Services department will provide a list of the positions and workers who will be doing work during the dispute. These workers are legally obligated to perform work during the dispute. They may join us on the picket line on their own time, before and after shifts, on break, at lunch, but by law we cannot stop them from going in to work.

At the same time, for the rest of the bargaining unit who have not been designated essential, the employer cannot allow them to work during a strike or lockout.

Some positions and workers may have to work on an as-needed basis. Your Picket Captain will work with workplace management to identify and support those workers going in to work when required. In rare circumstances, any capable and qualified worker on the picket line may be called in to the worksite to respond to a crisis or emergency and are legally obligated to do so until the crisis is resolved.

13. PICKET LINE GUIDELINES

The following guidelines should help to develop effective picket lines:

- Every person should carry a picket sign.
- Every few days your slogans may be changed, making sure you do not lose sight of your issues and your slogans are not libelous.

- Encourage family support. They too can join your picket line adding moral support.
- Persons attempting to cross your line should be informed of your issues and politely asked to support your line.
- Don't debate or argue if they insist on crossing, record their name (if possible) and their vehicle number, passing this information on to your Picket Captain.
- All contact with the media should be from one person, your Picket Captain. All Picket Captains should be well versed and give a common message, sticking to the issues of your strike/picket.
- Anyone reporting for picket duty under the influence of alcohol or drugs should not be permitted on the picket line and should be taken home.
- One member should carry a camera. They could simply photograph the picket line or may photograph scabs, as well as incidents as proof to back you in cases of alleged wrong-doing.

14. PICKET CAPTAINS

Picket Captains are the leaders of their picket lines. Each line should have a Picket Captain and an alternate, in case the Picket Captain cannot be on the line. All Picket Captains and alternates must be fully aware of issues and have the respect of the membership. They must be able to handle situations that arise in a calm manner and maintain order and discipline on the line.

Picket Captains are responsible for determining the size of picket lines, times, numbers of shifts and the locations of their picket lines. It is important that Picket Captains ensure all picketers register when coming on duty. Picketers are paid as per policy for picket duty, and if they are not registered, they will not be paid.

Prior to their shift, it is important for the Picket Captain to meet first with the Picket Captain they are replacing, then with their own picket line members. The need for constant communication is very important. The information the Picket Captains receive regarding their shift can be passed on to the members of their shift. It is recommended that the Picket Captains get together periodically to exchange information/ideas.

Picket Captains shall keep a note book in which they record:

- locations and times of members' picket duty;
- telephone numbers of all members assigned to them so they can forward any important/emergency information;
- any and all donations received and expenditures made.

Normally, pickets will relieve each other for their breaks ensuring the lines remain in force. During inclement weather, Picket Captains must ensure everyone receives sufficient breaks to keep warm. If members are left to get cold, wet and hungry because they feel you, as a leader, don't care about them, they will become discouraged and become less likely to keep picket lines up.

Picket Captains, as leaders, are expected to lead. You must expect a great deal of pressure from the media, the public and most importantly, your own members. You are the one who is answerable to everyone and what you say and do may have a direct effect on what your strike/picket accomplishes. To withstand these pressures requires stamina, calm strength and controlled leadership.

You will be respected as a leader if you:

- keep close contact with your members,
- lead by example and spend as much time as possible with members on the line,
- let your personal conduct and character be beyond reproach,
- help people - give suggestions not orders,
- don't make decisions involving others without first talking to them,
- allow people to take credit for what they do, and
- above all, remember a strike/lockout is a very scary thing to many of our members.

You must reinforce the fact that each and every member is behind them. The members must be comfortable in the knowledge that we are a strong union and this union will protect them.

15. RETURN TO WORK

- a. Unions have historically taken the position that any action against the members by the employer, in addition to other outstanding items, would need to be resolved prior to returning to work. These issues would properly be the subject of a Return to Work Agreement.
- b. The fan-out system may be used to inform and update the membership as to the status of the issues at the time of the return to work. Information/strategy meetings to update the membership to obtain their input may be called.
- c. The Contract will be ratified in accordance with the provisions outlined in the AUPE Constitution.

16. EXPENSE REIMBURSEMENT

Members may be reimbursed according to the Travel and Subsistence policies of the Union. However, prior approval for all expenses is required by the Executive Secretary-Treasurer.

FINANCES

5-XX

5-XX Local's Investment Fund

1. The Local's Investment Fund shall follow the AUPE investment policy and be kept separate from other AUPE investment accounts.
2. The Local's Investment Funds are set up as six month periods; July 1st to December 31st and January 1st to June 30th. Contributions must be in for 6 months before being included in the share following period.
3. Contributions to the Local's Investment Fund may be made twice per year: Cheques should be made payable to AUPE and must be received by HQ Accounting department before July 1st and January 1st. The best time to send in your investment cheque will be in the middle of June or December.
4. Depending on market performance, AUPE Headquarters coordinates the Fund and proportionally distributes the market growth (if any). Surplus income earned from July 1st to December 31st will be distributed in January. The interest earned from January 1st to June 30th will be paid in July or August.
5. Locals can request to withdraw their principle anytime but is best done after the December 31 or June 30 periods. For withdrawals that occur before a 6 month period has concluded:
 - a. When the market value of the Fund is in a surplus position, the Local will only receive their principle balance.
 - b. Where the market value of the Fund is in a deficit position, the Local's share of the realized or unrealized losses will be deducted from their principle balance before being transferred to the local.
6. Requests to withdraw shall be emailed to Executive Secretary-Treasurer and must be accompanied with approved council minutes containing the motion to withdrawal (and amount). The Local Chair and Local Treasurer must be included on correspondence to the Executive Secretary-Treasurer.
7. The Executive Secretary-Treasurer, upon receipt of request and supporting documents will complete the withdrawal request within three (3) weeks.

FINANCES

5-44

5-44 Policy on Defence Fund Transfers

1. **The AUPE budget will incorporate a dedicated transfer to the Defence Fund annually.**
2. **This transfer shall take into consideration the long term objectives in PS-XX.**
3. **The annual transfer amount for budgeting purposes shall be three million (\$3,000,000).**
4. When AUPE has an 'excess of revenues over expenditures' in the Statement of Operations at the conclusion of the fiscal year, the Provincial Executive should allocate excess operational revenues to the Defence Fund.

FINANCES

PS 5-XX

PS 5-XX Policy Statement on Defence Fund Transfers

This policy statement establishes the target size of the Defense Fund and should be used to assist benchmarking and decision making.

In establishing the size of a 'fully-funded' Defence Fund the following assumptions have been made:

- a) All sectors shall be represented in establishing the 'fully funded' target
- b) The length of defence is 40 days (5.7 weeks)
- c) The combined weekly strike/lockout pay and average benefit assumption: \$863
- d) A co-efficient shall be applied to capture the impact of Essential Service Agreements
- e) The target Defense Fund \$215,935,422

Sector	Members	ESA Co-efficient	Members (Strike/Lockout)	Weeks	Rate	Total
Boards & Agencies	3,101	1.0	3,101	5.7	\$863	\$15,292,360
Education	10,570	1.0	10,570	5.7	\$863	\$52,125,200
GOA	21,854	0.80	17,483	5.7	\$863	\$86,217,152
Healthcare	63,167	0.20	12,633	5.7	\$863	\$62,300,710
Target Defence Fund Size:						\$215,935,422

Local 046
Social Committee
Chair Report
April 11, 2024

In this past fiscal year, your Social Committee has done the following:

Fall Meeting (September 22,2023)

We handed out the t-shirts "We Support Diversity & Equality", to all the elected members

Convention (October 2023)

GREAT seeing our Local 046l wear their t-shirts. Thank you

Christmas Lunch & Gift Exchange (November 24th, 2023)

We enjoyed a Christmas style menu catered by The Man...Dave Ritchey from Darling & Delicious Catering.
(\$2,016.00 & \$93.17 Beverages, plates, napkins, cutlery)

Members received from the committee, locally made custom absorbent car coasters. For those who still have not received theirs. Just look for one of your Social Committee members to help.

We had our 2nd year for the Ugly Sweater Contest. We had 3 winners: Bree, Grace and Kerri. This year who is up for the challenge of making the Uuuugliest Sweater. Coming soon Ugly Sweater 3 (\$50 PC Gift cards x3)

The gift exchange was the best one yet. FULL of laughter, tears of joy and a battle for the Gnome...gifts.

At the last meeting on February 15th, our Executives asked if the Social Committee would help with organizing the lunches. We kindly accepted this request.

Paint Event with EAC Edmonton April 13th, 2024

Approved by our Local Treasurer, Kelly so kindly sent out an email to any local council member that was interested to let myself and/or Anita Loughran know. 3 had members interested and attending.

AGM May 2&3, 2024

Social Committee will be having food trucks and of course...everyone's favorite...Scoop n Roll Creamery.

I, Timoteo Calisto move my report.

In Solidarity



**Local 046 Strategic Planning Committee
Report completed by: Karly Lopatynski**

Phone banking to take place in June. If interested in participating, please email Marty Roy or Karly Lopatynski or Meagan Grahame.

Thank you,
Karly Lopatynski



SUB FINANCE MINUTES

April 4, 2024

Location: Headquarters

Attendees: Lauren Cooper - Chapter 8 – Local 46 Treasurer, Anita Loughran - Chapter 8 – Local 46 Vice Chair, Marrienne VanElst – Chapter 4, Derek Luu – Chapter 5, Marlene Vriend – Chapter 12

1. Call to order at 9:07am
2. Statement of Equality/ Treaty Recognition – Referred
3. Adoption of Agenda – M\S\C
4. Approval of minutes from Feb 7, 2024 – M\S\C

Old Business

1. Chapter Books – received all books.
 - Treasurer training mid to end June. Will combine with Secretary training like last year.
2. Swag Update – Pens have arrived. Mittens are in the process of being made.
3. Flags for Marty – no update
4. Lifetime/observer mileage – policy committee is reviewing this.

New Business

1. Local 46 Bank Balance as of March 22, 2024, \$526,107.77

Mobilization	\$27,727.03
Chapter Mobilization	\$8408.76 (Nov-Feb minus one \$500.00 usage)
Investments	<u>\$111,647.75</u>
Total	\$637,755.52
2. Grey Cards as of November 2023 – 63%
 - Phone banking possibly in mid-June.
3. Outstanding time offs as of December 2023 \$177,057.71
4. Profit and Loss Detailed
 - Chapter 14 honorariums are in question.

- The rental has increased.
- 5.** Budget vs. Actuals
 - Discussed
- 6.** Balance Sheet
 - Discussed
- 7.** Budget 2024 – 2025
 - Discussed
- 8.** Policy Additions
 - Discussed and sent back to Policy Committee to review.

Meeting Adjourned at 1500

Next meeting: TBA

Minutes for April 4, 2024, submitted by Marlene Vriend, Reviewed by Lauren Cooper
Treasurer

Task Force Report for Local 046 AGM
Report by Kelly Anesty

The Task Force committee had stepped down effective December 2023 as AUPE ANC was getting ready to start the bargaining process. The Task Force had not set out any dates for meetings at this point and will not meet under the Bargaining process is completed.

The dates that Task Force met were:

- June 19, 2023 – Red Deer
- October 12, 2023 – Edmonton
- December 13, 2023

I did send reports throughout the year and updates can be found on Insite under Task Force. If anyone has any questions, please feel free to contact me.

I move my report.

Solidarity,

Kelly Anesty
Task Force Representative

Treasurer Report 2023-2024

Local 46 AGM 2024

Another year gone by, and another year of learning under my belt! This year we finally moved to online banking at the Local level which was quite the learning curve from the treasurer side; thank you for your patience! I'm really glad that we're finally moving to a paperless system. I anticipate moving forward the paperless system will save both the Local and HQ a lot of headaches.

Our sub Finance committee has been great, and they've learned a lot too! We had meetings September 13 2023, November 2 2023, February 7 2024 and April 4 2024.

I think the swag purchases went much smoother this year since I was able to have all the quotes and ideas lined up for the February meeting and placed the orders shortly there after. This was much less stressful than last year!

I attended most of the AGMs in person, and passed the evening meetings off to Kelly and Anita (thank you for attending ladies!). I really enjoyed seeing the members in person and I hope I was helpful at the AGMs!

The financial documents have been attached to the meeting minutes from our last sub finance meeting; please let me know if there are any questions.

List of activities

- 12 Jun Exec meeting
- 12 Sept Multi Health
- 13 Sept Sub Finance meeting
- 22 Sept Local Council
- 11 Oct Treasurer training
- 13 Oct Chapter Chair/Local exec meeting
- 23 Oct Pre Convention meeting
- 2 Nov Sub Finance meeting
- 3 Nov Local exec meeting
- 23 24 Nov Local Council meeting
- 29 Nov Christmas meeting Ch 7
- 6 Dec Chapter 1 Christmas meeting
- 12 Dec Multi Health meeting
- 16 Jan Multi Health meeting
- 19 Jan Local Exec meeting
- 7 Feb Sub Finance meeting
- 15 16 Local Council training/meeting
- 21 Feb Chapter 15 AGM
- 29 Feb Chapter 5 AGM
- 11 March Chapter 7 AGM
- 15 March Chapter 8 AGM

- 4 April Sub Finance meeting
- 5 April Chapter 7 AGM second call

I hereby move my report.

In Solidarity

Lauren Cooper

Meetings/Events as Local Vice Chair 2023-2024

May 18 th 2023	Local AGM
May 19 th 2023	Local AGM
June 7 th 2023	Steward Seminar
June 12 th 2023	Local Council Meeting
June 14 th 2023	Chief Steward Elections
June 20 th 2023	Multi Health (Calgary)
June 27 th 2023	Weedins in Ponoka to pick up Local Swag
June 28 th 2023	Local Chairs/Vice Chairs Workshop
September 6 th 2023	Volunteered at the Grandparents Picnic
September 12 th 2023	Multi Health – AUPE HQ
September 13 th 2023	Sub Finance Meeting
September 22 nd 2023	Local Council Meeting
September 26 th 2023	Good Sams Rally
October 5 th 2023	Chapter 08 Meeting
October 11 th 2023	Treasurer Training for Chapter 08
October 19 th 2023	LPN for Change Hearing
October 23 rd 2023	Pre-Convention Meeting
October 25 th 2023	Local Executive Meeting
October 26,27,28, 2023	Convention Delegate

November 2 nd 2023	Sub Finance Meeting
November 3 rd 2023	Local Executive Meeting
November 23 rd 24 th 2023	Local Council Meeting
December 6 th 2023	Chapter 08 Christmas Dinner
December 11-22, 2023	Worked in/with Organizing at AUPE HQ
December 12 th 2023	Multi Health Meeting
January 15 th 2024	Multi Health Vice Chairs Meeting
January 16 th 2024	Multi Health Meeting
January 19 th 2024	Local Executive and Chapter Chairs Meeting
February 6 th 2024	Chapter 08 Meeting
February 7 th 2024	Sub Finance Meeting
February 15 th 2024	Local Education Day
February 16 th 2024	Local Council Meeting
February 22 nd 2024	Attended Chapter 14 AGM
February 27 th 2024	Attended Chapter 04 AGM
March 15 th 2024	Chapter 08 AGM
April 4 th 2024	Sub Finance Meeting
April 9 th 2024	Multi Health Vice Chairs Meeting
April 13 th 2024	Chapter 08 Paint Class Event
May 2 nd & 3 rd 2024	Local AGM

April 10th 2024

Local 46 Vice Chair Report

Anita Loughran

It has been a good year; I continue to learn and take on new tasks as directed by my Chair. I continue to order meals for everyone on the council, and take on the challenges of all the different food allergies, as well as the different diets members have. I will tell you finding a caterer that can prepare the multiple diets and allergies can be time consuming, I can spend hours on the phone before one is suitably found.

I have been looking at and discussing with a few different charities, where we could volunteer as a group, the Food Bank is one where we, the council members can help out and volunteer some time as a group. I continue to reach out to other charities to see what different opportunities they may have available for a group to volunteer.

I have been working closely with Multi Health Vice Chairs in organizing and presenting a Multi Health Seminar, we are still in the process of getting approval from AUPE, the application process is almost complete.

I continue to receive and approve TORs, that being said please check emails and respond to any I send you regarding time offs. If you submit a time off and do not receive it within 2-3 days, please notify me and I can look into your request. Please make sure you make one request per event or meeting.

In Solidarity

Anita Loughran

Local 46 V.C.

Volunteering/Fundraising for Local Council

1. JDRF Walk to Cure Diabetes (4km)

- **What:** Walk for the Juvenile Diabetes research foundation.
- **Where:** Kinsmen Park (Walterdale Hill), Baseball Field, 9100 Walterdale Hill NW, Edmonton, Alberta
- **When:** June 9, 2024

2. The 2024 World Partnership Walk (5km)

- **What:** The Edmonton World Partnership Walk is back this spring! Come join the fight to end world poverty.
- **Where:** Join us in person at Legislature Grounds
- **When:** Sunday, June 2, 2024

3. MS Walk for the Cure (5km)

- **What:** Walk to cure MS
- **Where:** Rundle park 2909 133 Avenue NW, Edmonton, T5W 0P
- **When:** Sunday, May 26, 2024

4. Coldest night of the year walk for Bissell (2km or 5km)

- **What:** Walk for Bissell at Coldest Night of the year, our largest annual fundraiser that supports individuals and families struggling in our community, especially during the cold months.
- **Where:** Boyle Street Plaza (9538 103 A Ave NW) and go from there
- **When:** Saturday February 24, 2024

5. Alberta Walk together for ALS

- **What:** The Alberta Walk Together for ALS is the only Canadian fundraiser in support of those living with and affected by ALS in Alberta.
- **Where:** Rundle Park 2909 133 Avenue NW, Edmonton, T5W 0P
- **When:** Saturday June 8, 2024

Hazel Osegueda

Local 46 Chapter 08 Local Council Rep, Young Activists Liaison

April 10, 2024

I have been on local council for one year and am grateful for this enlightening opportunity! I appreciate all the passionate individuals I have met and learned from since becoming an active AUPE member.

The Chapter 08 AGM on March 15, 2024 was a success! We had a generous number of members in attendance and elected new members into council. It was great to see new faces and hear how passionate fellow union members are about the current collective bargaining. Solidarity is a must, especially during these times!

General Activities for the past year:

- Labour School Jasper - March 5-9, 2023 “Talking Union”
- Chapter 08 AGM - March 23, 2023
- Chapter 08 Zoom Meeting - April 12, 2023
- Nurses Week Handout - May 8-12, 2023
- Local 46 Council Meeting - September 22, 2023
- Chapter 08 Zoom Meeting - October 5, 2023
- HCA Day Handout - October 18, 2023
- AUPE Pre-Convention Meeting - October 23, 2023
- AUPE Convention - October 25-28, 2023
- Local 46 Council Meeting - November 23-24
- Local 46 Chapter 08 Holiday Gathering – December 6, 2023
- Chapter 08 Meeting - February 6, 2024
- Local Council Education Day & Meeting – February 15 and 16, 2024
- Chapter 08 Executive meeting – March 15, 2024
- Chapter AGM - March 15, 2024

As young activist liaison, no updates to report currently.

I hereby submit and move my report.

In solidarity,

Hazel Osegueda