



CONVENTION MINUTES

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

TABLE OF CONTENTS

CONVENTION CALL	2
MINUTES	4
RESOLUTIONS	
Group 1 - Constitutional.....	23
Group 2 - General	29
ACTION SHEET	31
FINANCES	
Proposed Budget July 1, 2019 to June 30, 2020	32
AUPE Budget Explanation 2019-2020.....	38
Financial Statements for year ended June 30, 2019.....	40
GENERAL	
Convention Committees	64



Convention Registration

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

Wednesday, October 16, 2019

Place: Edmonton Convention Centre
Assembly Level, Hall C
Time: 3:00 pm - 7:00 pm

Thursday, October 17, 2019

Place: Edmonton Convention Centre
Assembly Level, Salon E
Time: 8:00 am - 4:30 pm

Registration will continue throughout Convention during office hours.

Convention Office hours

8:30 am - 4:30 pm

Late Registration

Thursday, October 17, 2019

Place: Edmonton Convention Centre
Salon E - Assembly Level
Time: 9:00 am - 9:30 am

Please Note:

Credentials received by AUPE Headquarters **after the September 4, 2019 deadline are considered to be late.** These Delegates **may only register after 9:00 am on Thursday, October 17.**

AUPE Constitution - Article 6 (sub-articles)

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

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

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

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

Resolutions

Article 6.13

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

Component Count

Convention delegates will be accredited according to the monthly average membership count for the period November 1, 2017 to October 31, 2018.

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

Credentials

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

For proper registration, the Delegate copy of the Credential (White) is to be presented by the delegate to the Convention Scutineers Committee; the Headquarters copy of the credential (Blue) is to be forwarded to the President of the Union, 10451 - 170 Street, Edmonton, T5P 4S7, to be received no later than **September 4, 2019**; the component copy of the credential form (Yellow) is retained by the Local.

Convention Headquarters

The Edmonton Convention Centre, Edmonton, has been designated as Convention Headquarters.

Observer/Guest Attendance

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

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

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

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

Special Requirements

If any of your members have any special requirements please ensure they fill out the form on the Convention website.

Accommodation

- 1) Blocks of rooms have been booked at the Chateau Lacombe Hotel, Coast Edmonton Plaza Hotel, Sutton Place Hotel Edmonton, and Courtyard by Marriott Edmonton Downtown for this year's Convention.
- 2) All Locals are responsible for booking rooms for their **Delegates, Observers, Local Chairs and Provincial Executive member** directly with the hotel(s).
- 3) All Locals are to submit a written or typed list of their ROOM REQUIREMENTS to the hotel, with a copy forwarded to headquarters to the attention of Mary Guido at m.guido@aupe.org, no later than September 16, 2019.
- 4) Delegates sharing rooms are to be paired by the Locals submitting the rooming list.
- 5) Delegates sharing accommodation should notify their Local contact person if their roommate does not register by noon on Thursday, October 17, 2019.
- 6) Locals will be billed back for rooms that are not cancelled by 12 noon on the day of arrival.
- 7) Headquarters will be responsible for accommodation costs based on double occupancy for Convention Delegates.
- 8) Headquarters will book rooms on a shared basis for only those Standing Committee members who are NOT delegates to Convention.

Transportation

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

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

Parking is minimal in the downtown area. It is encouraged that in-town delegates utilize the bus (ETS System) or LRT (Light Rail Transit) system.

Edmonton Convention Centre - Grierson Hill Parking Lot

- Parking stalls will not be reserved and will be on a first come first served basis.
- These stalls are NOT to be used for overnight parking.

Shuttle Service

Shuttle service will be provided to and from the Edmonton Convention Centre at set times from the following hotels: Chateau Lacombe Hotel, Coast Edmonton Plaza Hotel, Sutton Place Hotel Edmonton, and Courtyard by Marriott Edmonton Downtown. Schedule will be provided with the Reports & Resolutions mailing in September.



Guy Smith, President
Alberta Union of Provincial Employees

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

www.aupeconvention.org

Additional details will be posted as they become available.



**Minutes of the
43rd Annual Convention
October 17 - 19, 2019
Edmonton Convention Centre, Edmonton**

Thursday, October 17, 2019 – Morning Session

Upon entering the Convention Hall delegates, observers and guests were entertained by a brass quintet from the Edmonton Musicians' Association.

President Guy Smith called the 43rd Annual Convention to order at 9:02 AM.

Vice-President Karen Weiers acknowledged we gathered on Treaty 6 territory.

President Guy Smith recognized labour icon and friend of AUPE Doug O'Halloran, President of United Food and Commercial Workers Local 401, who passed away this year. Vice-President James Hart led the delegates in a moment of silence in remembrance and reflection of all workers killed or injured on the job in the last year.

Vice-President Susan Slade read the Statement of Equality.

Vice-President Mike Dempsey led the delegates in singing "O Canada" and "Solidarity Forever" accompanied by the brass quintet from the Edmonton Musicians' Association.

The Chair of the Scrutineers Committee reported that there were 1006 registered delegates, 72 observers, 34 life members, 43 guests, 77 staff for a total of 1232 in the Convention Hall.

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

CARRIED

Anthony Hennig, Security Officer from the Edmonton Convention Centre reviewed evacuation procedures of the facility. Melissa Radu, Sustainability Manager announced that the construction and maintenance going on in and around the building is due to a solar panel project.

President Guy Smith asked all first time delegates to stand and be recognized.

President Guy Smith reviewed the Rules of Order and the election procedure. Some key points were highlighted on the agenda.

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

- MOTION:** To amend the Agenda to move the Audited Financial Statements to Thursday, October 17 before the Candidates Forum.

Rationale: to have the Audited Financial Statements presented before the election as it could change how delegates will vote.

(2) **MOTION TO PUT THE QUESTION:**
Properly moved and seconded. **CARRIED**

(3) **VOTING ON THE AMENDMENT:** **DEFEATED**

(4) **VOTING ON ORIGINAL MOTION:** **CARRIED**

(5) **MOTION:** To accept the Minutes of the 42nd Annual Convention dated October 11 – 13, 2018.
Properly moved and seconded. **CARRIED**

Vice-President Karen Weiers and Executive Secretary-Treasurer Jason Heistad welcomed each Local in attendance and upon each Local standing they were met with a round of applause.

PRESIDENT'S ADDRESS

Vice-President Slade was in the Chair.

President Guy Smith presented a verbal report to accompany his written report and was met with standing ovation. This was followed by questions and answers.

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

President Smith was in the Chair.

OFFICERS' REPORTS

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

(7) **MOTION:** To accept the Report of Executive Secretary-Treasurer Jason Heistad as contained within the Convention book.
Properly moved and seconded. **CARRIED**

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

Executive Secretary-Treasurer Heistad was in the Chair.

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

(10) **MOTION:** To accept the Report of Vice-President Bonnie Gostola as contained within the Convention book.
Properly moved and seconded.

CARRIED

MOTION: To accept the Report of Vice-President James Hart as contained within the Convention book.
Properly moved and seconded.

(11) **MOTION TO PUT THE QUESTION:**
Properly moved and seconded.

CARRIED

(12) **VOTING ON ORIGINAL MOTION:**

CARRIED

(13) **MOTION:** To accept the Report of Vice-President Susan Slade as contained within the Convention book.
Properly moved and seconded.

CARRIED

(14) **MOTION:** To accept the Report of Vice-President Karen Weiers as contained within the Convention book.
Properly moved and seconded.

CARRIED

President Smith was in the Chair.

ANTI-PRIVATIZATION COMMITTEE

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

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

CARRIED

The Committee was stood down with thanks.

Vice-President Hart was in the Chair.

Heather Smith, President of UNA and Rory Gill, President of CUPE brought greetings from their respective unions and thanked everyone for showing leadership and solidarity. They communicated words of encouragement to continue to work together and with other unions to advocate for public service workers, for the citizens of Alberta and to continue to stand in solidarity.

Perri Garvin, Labour Representative from The United Way thanked AUPE and the membership for the continued support of the United Way Campaign year after year. He presented the Alberta Union of Provincial Employees with the 'Thanks a Million Award' plaque in recognition of AUPE members' contributions to United Way this past year.

President Smith announced Mr. Garvin's retirement and presented him with a retirement gift recognizing his many years of service for The United Way.

Recessed for lunch at 11:58 AM.

Thursday, October 17, 2019 – Afternoon Session

President Smith reconvened Convention at 1:07 PM.

The Chair of the Scrutineers Committee reported on the number of delegates in the Hall. The report indicated that there were 1014 delegates, 71 observers, 34 life members, 81 staff and 49 guests/media for a total of 1249 in the Convention Hall.

- (16) **MOTION:** To accept for information the Report of the Scrutineers Committee.
Properly moved and seconded.

CARRIED

Vice-President Hart was in the Chair.

COMMITTEE ON POLITICAL ACTION

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

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

CARRIED

The Committee was stood down with thanks.

CENTENNIAL PROJECT VIDEO

Executive Secretary-Treasurer Jason Heistad recognized Hunter Cardinal, the Indigenous Liaison with the government who worked with AUPE for the art history project. A Centennial Project video was presented which showcased the background of the project and the ceremony of the Alex Janvier painting unveiling at the Alberta Legislature to honor and recognize the Indigenous Peoples of our province on AUPE's 100th year anniversary.

Vice-President Dempsey was in the Chair.

ENVIRONMENTAL COMMITTEE

Vice-President Rod Feland, Chair of the Environmental Committee introduced the members of the Committee. Kea Adachi, Local 038 was presented with the Eco-Star Award. The Committee provided a verbal report in addition to the written report; comments, questions and answers followed.

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

CARRIED

The Committee was stood down with thanks.

Vice-President Feland was in the Chair.

LEGISLATIVE COMMITTEE

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

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

CARRIED

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

CARRIED

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

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

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

CARRIED

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

4.04 The Union shall have ~~six~~ **five** types of membership: Regular members, ~~Associate members~~, Honorary members, Life members, Local Life members and Affiliate members.

5.01 Regular members shall pay dues of one point twenty-five percent (1.25%) of their salary or as provided for under Article 13.09 (I). ~~Associate members shall pay dues of point one two five percent (.125%) of their monthly salary.~~ And

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

~~4.06 (a) Associate members: consisting of those persons who pay prescribed Union dues, on whose behalf the Union does not bargain, but who meet such criteria as the Provincial Executive may have established for their admission to Associate membership.~~

~~(b) Associate members shall be entitled to the following rights:~~

~~i) to attend Conventions of the Union as observers, with the prior approval of the President;~~

~~ii) to attend affiliate Conventions as delegates on credentials not required by the regular membership, with the prior approval of the President;~~

~~iii) to participate in Union group discount plans.~~

~~(c) Associate members shall not be entitled to any other rights under the Constitution.~~

Vice-President Gostola was in the Chair.

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

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

ARTICLE 18 - COMPONENT OFFICERS

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

18.02 Executive Board

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

(b) Chair

i) The Chair shall exercise supervision over the affairs of the component and shall sign all official correspondence. The Chair shall preside at all meetings and may assign specific duties to the Vice-Chair. The Chair shall call meetings of the component Executive at least three (3) times a year and shall call meetings of the component as specified.

ii) If any question arises as to the interpretation of the Constitution as it relates to the affairs of the component, the Chair shall give an interpretation which shall be final and binding on all affected parties unless and until reversed by the appropriate authority.

iii) Any member of a component may appeal an interpretation of the Chair:

a. In the case of Chapters, to the Local Council, who shall make a decision at its next meeting;

b. In the case of Locals and Area Councils to the President, who shall render a decision within ten (10) days of receipt of the appeal;

c. Such decision shall be binding subject to the provisions of this Constitution.

iv) The Chair shall be a worksite contact.

(b) Vice-Chair

The Vice-Chair shall assist the Chair in the execution of his duties and may act on his behalf when so authorized and shall discharge the responsibilities assigned. The Vice-Chair shall be a worksite contact.

(c) Secretary

i) The Secretary shall be the Administrative Officer of the component.

ii) The Secretary shall have charge of and conduct routine correspondence on behalf of the component, and shall ensure that accurate minutes are kept of all meetings of the Council and Executive. The Secretary shall have custody of all books, minutes and records, and shall notify the Union Headquarters within seven (7) days of becoming aware of any changes in the names and addresses of any member of the component Council.

iii) The Secretary shall be a worksite contact.

(d) Treasurer

i) The Treasurer shall be the Financial Officer of the component and shall chair the Finance Sub-Committee.

ii) The Treasurer shall have custody of all financial and accounting documents and shall be responsible for all accounting and financial records of the component.

iii) The Local Treasurer shall prepare and present to each Council meeting a current financial statement.

iv) The Treasurer shall prepare and have audited an annual financial statement of the affairs of the component.

v) The Treasurer shall prepare an annual budget for presentation to the component.

vi) The Treasurer shall be a worksite contact.

(e) Secretary-Treasurer

Any component at its Annual General Meeting, by a majority vote, may combine the Offices of Secretary and Treasurer. The Secretary-Treasurer shall perform all the duties otherwise assigned to the Secretary and the Treasurer, but shall not be entitled to cast two votes.

f) Chief Steward

~~i) The Chief Steward shall act as the coordinator of Steward activities and shall maintain active liaison with the Headquarters of the Union.~~

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

~~(g) (f) Local Council Representatives (Locals with Chapters)~~

~~Local Council Representatives shall:~~

~~i) represent the interests of the members of their Chapter at the Local Council;~~

~~ii) attend the meetings of the Local Council;~~

~~iii) report on the functioning of Local Council to the meetings of the Chapter and in writing to the Annual General Meeting of the Chapter; and~~

~~iv) be worksite contacts.~~

~~(h) (g) Provincial Executive Member (Locals)~~

~~Provincial Executive members shall:~~

~~i) attend the meetings of the Provincial Executive of the Union;~~

~~ii) report in writing at least once a year, to the President and Provincial Executive, the concerns of their Local;~~

~~iii) report in writing at least three (3) times yearly to the members of the Local Council on the execution of their duties;~~

~~iv) attend the Union Convention as a delegate as of right;~~

~~v) represent the interests of all members of the Union;~~

~~vi) present the concerns of their Local to the Provincial Executive; and~~

~~vii) be worksite contacts.~~

~~(i) Alternate Provincial Executive Member~~

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

~~i) attend the meetings of the Provincial Executive and the Convention of the Union with voice and vote;~~

~~ii) attend Local Council meetings with voice and vote and shall fulfill the office of the Provincial Executive member in that instance; and~~

~~iii) in the event that the Provincial Executive Representative and Alternate are unable to attend a Provincial Executive meeting, a member of the Local Executive with notification to the President, can attend with both voice and vote.~~

~~(j) Local Occupational Health and Safety Liaison~~

~~i) attend the meetings of the Local Occupational Health and Safety sub-committee, if such exists;~~

~~ii) report in writing at least once per year to the Occupational Health and Safety Standing Committee, the health and safety concerns of the Local;~~

~~iii) report in writing at least three (3) times yearly to the members of the Local Council on the execution of their duties;~~

~~iv) represent the interest of all members of the Union; and~~

~~v) be a worksite contact.~~

18.0203 Other Component Positions

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

a) Chief Steward

i) The Chief Steward shall act as the coordinator of Steward activities and shall maintain active liaison with the Headquarters of the Union.

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

b) Alternate Provincial Executive Member

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

i) attend the meetings of the Provincial Executive and the Convention of the Union with voice and vote;

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

c) Local Occupational Health and Safety Liaison

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

a.d) Union Stewards

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

B e. Worksite Contact

Worksite Contacts shall:

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

MOTION TO REFER BACK TO THE COMMITTEE:

Properly moved and seconded.

Rationale: to divide the resolution into two resolutions to separate the concepts which would provide more clarity.

(22) **VOTING ON MOTION TO REFER:**

DEFEATED

(23) **MOTION TO PUT THE QUESTION:**

Properly moved and seconded.

CARRIED

(24) **VOTING ON ORIGINAL MOTION:**

CARRIED

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

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

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

- (25) **MOTION TO PUT THE QUESTION:**
Properly moved and seconded.

CARRIED

- (26) **VOTING ON ORIGINAL MOTION:**

CARRIED

The Committee stood down with thanks.

Executive Secretary-Treasurer Heistad was in the Chair.

HUMAN RIGHTS COMMITTEE

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

- MOTION:** To accept the Report of the Human Rights Committee as contained within the Convention book.
Properly moved and seconded.

- (27) **MOTION TO PUT THE QUESTION:**
Properly moved and seconded.

CARRIED

- (28) **VOTING ON ORIGINAL MOTION:**

CARRIED

The Committee stood down with thanks.

President Smith was in the Chair.

NOMINATIONS FOR EXECUTIVE POSITIONS

President Guy Smith turned the Chair over to Stephanie Smith, President of British Columbia Government and Service Employees' Union (BCGEU) to conduct the nominations for the Executive Officer positions.

Stephanie Smith, President of BCGEU introduced herself and recognized Treaty 6 land. She reviewed the electoral process to be followed for conducting the nominations. She then declared the floor open for nominations for the position of **President** of the Alberta Union of Provincial Employees and the following were nominated:

Guy Smith

After three calls, Sister Smith declared nominations closed for the position of President. She then asked the candidate whether he accepted the nomination.

Guy Smith - Accept

Elections Chair Stephanie Smith declared **Guy Smith elected by acclamation as President** of the Alberta Union of Provincial Employees.

President Guy Smith thanked his nominator and the delegates for the all the support, re-electing him and expressed that he is honored to continue to serve as President.

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

Margaret Gregory
Deborah Nawroski
Jason Heistad
Ron Fernandes

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

Ron Fernandes - Accept
Jason Heistad - Accept
Deborah Nawroski - Accept
Margaret Gregory - Accept

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

Kevin Barry
Susan Slade
Bobby-Joe Borodey
Jason Pilot
James Hart
Penny Bates
Karen Weiers
Ramza Gebran
Mike Dempsey
Rose Read
Bonnie Gostola
Steve Eagles
Rod Feland
Dianne Parent
Judy Fader
Lorraine Ellis

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

Lorraine Ellis - Decline
Judy Fader - Accept
Dianne Parent - Accept (*Justin Huseby of the Provincial Executive Elections Committee accepted on behalf of Dianne Parent, who had indicated her acceptance in writing.*)
Rod Feland - Accept
Steve Eagles - Accept
Bonnie Gostola - Accept
Rose Read - Accept
Mike Dempsey - Accept
Ramza Gebran - Accept
Karen Weiers - Accept
Penny Bates - Accept
James Hart - Accept
Jason Pilot - Accept
Bobby-Joe Borodey - Accept
Susan Slade - Accept
Kevin Barry - Accept

President Smith was in the Chair.

The Convention recessed at 4:30 PM.

The Candidates Forum will commence at 6:30 PM.

Friday, October 18, 2019 – Morning Session

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

The Chair of the Scrutineers Committee reported on the number of delegates in the Hall. The report indicated that there were 1016 delegates, 70 observers, 37 life members and 82 staff and 65 guests/media for a total of 1270 in the Convention Hall.

- (29) **MOTION:** To accept for information the report of the Scrutineers Committee.
Properly moved and seconded.

CARRIED

President Guy Smith announced that Provincial Executive forwarded an urgent resolution and will be presented about 11:00 AM.

Vice-President Gostola was in the Chair.

MEMBERS' BENEFITS COMMITTEE

Executive Secretary-Treasurer Jason Heistad, Chair of the Members' Benefits Committee, introduced the members of the Committee. The Committee provided a verbal report in addition to the written report.

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

CARRIED

The Committee was stood down with thanks.

Vice-President Slade was in the Chair.

MEMBERSHIP SERVICES' COMMITTEE

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

President Smith was in the Chair. He announced that the ballot results were ready and turned the Chair over to Stephanie Smith, Elections Chair.

BALLOT RESULTS FOR POSITION OF EXECUTIVE SECRETARY-TREASURER

Sister Smith advised that 997 ballots were cast and 0 spoiled.

The balloting results for the position of **Executive Secretary-Treasurer** were as follows:

Ron Fernandes	134
Margaret Gregory	81
Jason Heistad	601
Deborah Nawroski	181

Elections Chair Stephanie Smith declared **Jason Heistad the Executive Secretary-Treasurer** of the Alberta Union of Provincial Employees. All candidates thanked their supporters and the fellow candidates.

Brother Heistad thanked his nominator, the delegates, his supporters and his family.

BALLOT RESULTS FOR POSITIONS OF VICE-PRESIDENT

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

There were 997 ballots cast and 0 spoiled.

The results for the positions of **Vice-President** were as follows:

Kevin Barry	579
Penny Bates	121
Bobby-Joe Borodey	648
Mike Dempsey	772
Steve Eagles	148
Judy Fader	64
Rod Feland	412
Ramza Gebran	286
Bonnie Gostola	694
James Hart	574
Dianne Parent	47
Jason Pilot	132
Rose Read	114
Susan Slade	701
Karen Weiers	690

Elections Chair Stephanie Smith declared the following elected as **Vice-Presidents** of the Alberta Union of Provincial Employees:

Mike Dempsey
Susan Slade
Bonnie Gostola
Karen Weiers
Bobby-Joe Borodey
Kevin Barry

The newly elected Vice-Presidents and fellow candidates thanked their supporters, the delegates, their families and were congratulated.

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

CARRIED

Vice-President Slade was in the Chair.

MEMBERSHIP SERVICES' COMMITTEE (Continued)

The Committee addressed questions and comments from the floor.

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

CARRIED

The Committee was stood down with thanks.

President Guy Smith introduced Cory Longo, Canadian Union of Labour Representatives, employed by the Canadian Labour Congress. Sister Longo explained their union is currently on strike and outlined the reasonable asks of the employer that they have yet to agree to. She invited the delegates and guests in the hall to send letters of support and to join them on the picket line.

Vice-President Feland was in the Chair.

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

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

(33) **MOTION:** To accept the Report of the Occupational Health and Safety Committee as contained within the Convention book.
Properly moved and seconded. **CARRIED**

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

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

Rationale: to lobby to ensure that the Alberta Government doesn't privatize Workers' Compensation.

(34) **MOTION TO PUT THE QUESTION:**
Properly moved and seconded. **CARRIED**

(35) **VOTING ON ORIGINAL MOTION:** **CARRIED**

The Committee stood down with thanks.

Vice-President Hart was in the Chair.

PAY AND SOCIAL EQUITY COMMITTEE

Vice-President Bonnie Gostola, Chair of the Pay and Social Equity Committee, introduced the Committee. A preliminary video was presented that summarized the evolution of pay and social equity and the role AUPE has played in making these significant changes. The Committee provided a verbal report in addition to the written report; comments, questions and answers followed.

MOTION: To accept for information the Report of the Pay and Social Equity Committee as contained within the Convention book.
Properly moved and seconded.

(36) **MOTION TO PUT THE QUESTION:**
Properly moved and seconded. **CARRIED**

(37) **VOTING ON ORIGINAL MOTION:** **CARRIED**

The Committee stood down with thanks.

LATE RESOLUTION (PROVINCIAL EXECUTIVE)

President Smith was in the Chair and explained that Provincial Executive passed a late resolution of an urgent nature to be presented at Convention. He added there will likely be a motion to go in camera and if so, the Scrutineers Committee will ensure all guest and observers leave the Convention Hall and only delegates and necessary recording and AV staff will remain in the hall.

President Guy Smith read the late resolution followed by the rationale of going in camera and outlined the process. It was noted that a motion to go in camera in not debatable.

THEREFORE BE IT RESOLVED THAT any group(s) of members that take effective collective direct action to protect their rights, livelihood and services to Albertans will be fully supported by AUPE and its membership.

BE IT FURTHER RESOLVED THAT every Convention delegate ensure that their fellow members are made aware of this resolution.

(38) **MOTION:** To go in camera.
Properly moved and seconded.

CARRIED

(39) **MOTION:** To come out of in camera.
Properly moved and seconded.

CARRIED

(40) **MOTION:** To accept the late resolution as presented.
Properly moved and seconded.

UNANIMOUSLY CARRIED

Recessed for lunch at 12:05 PM.

Friday, October 20, 2017 – Afternoon Session

President Smith reconvened Convention at 1:08 PM.

The Chair of the Scrutineers Committee reported on the number of delegates in the Hall. The report indicated that there were 1018 delegates, 72 observers, 38 life members, 85 staff and 85 guests/media for a total of 1298 in the Convention Hall.

(41) **MOTION:** To accept for information the report of the Scrutineers Committee.
Properly moved and seconded.

CARRIED

CENTENNIAL PROJECT PRESENTATION

Vice-President Karen Weiers, Chair of the Centennial Project Committee, reported on the 100-year history of AUPE and reflected on the many celebratory centennial events and parades that took place across the province this summer. She recognized members in the Convention Hall from Civil Service Association of Alberta and asked them to stand. Appreciation and recognition was given to the many volunteers and staff that helped at the centennial events across the province. A video was presented that captured the history of AUPE. It also showcased the celebrations that have taken place across the province and encouraging words for the future of AUPE and for Alberta's working people.

Vice-President Slade was in the Chair.

PENSION COMMITTEE

Executive Secretary-Treasurer Jason Heistad, Chair of the Pension Committee, introduced the members of the Committee. The Committee provided a verbal report in addition to the written report; comments, questions and answers followed. A brief video was presented “Unboxing Pensions” followed by a slide show that displayed the issues we faced six years ago when we fought to protect our pensions.

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

CARRIED

The Committee was stood down with thanks.

President Smith was in the Chair and invited President of Health Sciences Association of Alberta, Mike Parker to address the Convention Hall. Brother Parker spoke about the importance of all unions coming together in solidarity, to protect healthcare and to defend public sector work.

PRESENTATION OF LIFE MEMBERSHIPS

Recognized with a standing ovation were the current life members followed by the recipients of Life Memberships for 2019:

Joy Hanson, Local 045
Bruce Macdonald, Local 046
Dan Tilleman, Local 052

GUEST SPEAKER

Ed Sadlowski Jr., Deputy Director of Teachers’ Association of Milwaukee and 4th generation trade unionist, brought greetings and words of encouragement to delegates and guests. Brother Sadlowski shared life experiences of direct action he and his family took in 2011 when they picketed and occupied the state capital building in protest of their government in Madison, Wisconsin to protect public services. He added AUPE executive and staff were there to show our support across the border. He outlined the many similarities of the times of Scott Walker’s government in Wisconsin and Kenney’s McKinnon Report. He shared the cuts in benefits, wages, job losses and devastation they endured; encouraged all to stand up to this government together and bond in solidarity.

RALLY AT THE LEGISLATURE

President Guy Smith announced the buses will depart for the Rally at the Alberta Legislature at 4:00 pm.

Convention recessed at 3:42 PM.

Saturday, October 21, 2017 – Morning Session

Convention was called to order at 9:09 AM with President Smith in the Chair.

The Chair of the Scrutineers Committee reported on the number of delegates in the Hall. The report indicated that there were 1018 delegates, 71 observers, 39 life members 87 staff and 89 guests/media for a total of 1304 in the Convention Hall.

- (43) **MOTION:** To accept for information the report of the Scrutineers Committee.
Properly moved and seconded.

CARRIED

Vice-President Slade was in the Chair.

Sister Slade introduced the guests that were asked to bring greetings. Each provided organizational updates and outlined the current state of affairs.

Friends of Medicare – Sandra Azocar, Executive Director and member of Local 006

Public Interest Alberta – Joel French, Executive Director

Parkland Institute of Alberta – Ian Hussey, Research Manager

Vice-President Weiers was in the Chair.

WOMEN'S COMMITTEE

Vice-President Susan Slade, Chair of the Women's Committee, shared the history of the Famous 5 from Alberta who challenged the courts to recognize women as persons, to be able to hold a seat in the legislature, to be given the right to vote; they claimed victory on this day in 1927. Sister Slade introduced the members of the Committee. The Dove Award recipient, Audrey Randall was congratulated. A video was presented from this year's AUPE Kids' Camp that was hosted by the Committee. The Committee provided a verbal report in addition to the written report; comments, questions and answers followed.

- (44) **MOTION:** To accept for information the Report of the Women's Committee as contained within the Convention book.
Properly moved and seconded.

CARRIED

The Committee was stood down with thanks.

Vice-President Feland was in the Chair.

YOUNG ACTIVISTS COMMITTEE

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

- (45) **MOTION:** To accept for information the Report of the Young Activists Committee as contained within the Convention book.
Properly moved and seconded.

CARRIED

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

CARRIED

THEREFORE BE IT RESOLVED that each local should elect or appoint a liaison member to communicate with the Young Activist Committee; and

THEREFORE BE IT FURTHER RESOLVED that, whenever possible, this liaison position shall be a member 30 years of age or under.

The Committee was stood down with thanks.

President Smith was in the Chair.

FINANCE COMMITTEE

Executive Secretary-Treasurer Jason Heistad, Chair of the Finance Committee, introduced the Finance Committee. The Committee provided a verbal report in addition to the written report; comments, questions and answers followed.

- (47) **MOTION:** To accept the report of the Finance Committee as presented in the Convention booklet.
Properly moved and seconded.

CARRIED

Robyn Eeson, a representative of the chartered accounting firm of KMPG Chartered Accountants outlined the auditing process and reviewed the Audited Financial Statements with the delegates.

- (48) **MOTION:** To accept the Audited Financial Statements for the year ended June 30, 2019 as presented.
Properly moved and seconded.

CARRIED

A video was presented showing the breakdown the 2019/2020 Proposed Budget.

Executive Secretary-Treasurer Heistad reviewed the Proposed Budget for 2019/2020 followed by comments, questions and answers.

- MOTION:** To accept the Proposed Budget for 2019/2020 as presented.
Properly moved and seconded.

Recessed for lunch at 12:04 PM.

Saturday, October 21, 2017 – Afternoon Session

Convention reconvened at 1:05 PM with President Smith in the Chair.

The Chair of the Scrutineers Committee reported on the number of delegates in the Hall. The report indicated that there were 1018 registered delegates and a total of 72 observers, 40 life members, 87 staff and 94 guests for a total of 1311 in the Convention Hall.

- (49) **MOTION:** To accept for information the report of the Scrutineers Committee.
Properly moved and seconded.

CARRIED

FINANCE COMMITTEE (Continued)

- (50) **MOTION TO PUT THE QUESTION:**
Properly moved and seconded.

CARRIED

- (51) **VOTING ON ORIGINAL MOTION:**

CARRIED

The Committee was stood down with thanks.

Vice-President Hart in the Chair.

LEGISLATIVE COMMITTEE (Continued)

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

CARRIED

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

15.07(b) The Membership Services Committee shall:

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

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

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

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

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

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

- (52) **MOTION:** To refer back to the Legislative Committee.
Properly moved and seconded.

DEFEATED

Rationale: If a component can make a policy separate from local policy then the resolution should split.

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

CARRIED

(54) **VOTING ON ORIGINAL MOTION:**

CARRIED

Vice-President Weiers was in the Chair.

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

CARRIED

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

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

Vice-President Slade was in the Chair.

MOTION: To accept Resolution 1-8.
Properly moved and seconded.

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

23.12 Quorum for all meetings of the Chapter shall be three (3) members ~~or five (5%) percent, whichever is greater,~~ except for components with more than five hundred (500) members where twenty-five (25) members shall constitute a quorum. In the event that a quorum is not in attendance at a meeting, the meeting shall be deemed to be adjourned for at least seven (7) days to any other time or place. Five (5) days notice of such adjourned meeting and the business to be transacted shall be given to the members by the Secretary or Secretary-Treasurer. Once the time and notice requirements are met, the reconvened meeting shall be competent to transact business even though there may be no quorum providing a minimum of three (3) members are present.

(56) **MOTION:** To refer back to the Legislative Committee.
Properly moved and seconded.

DEFEATED

Rationale: the rural chapters are having problems getting quorum. Suggestion to get more information from the chapters that are having problems and come up with a resolution that meets the needs or change quorum to 3% not 5%.

(57) **MOTION TO PUT THE QUESTION:**
Properly moved and seconded.

CARRIED

(58) **VOTING ON REFERRAL:**

DEFEATED

BACK TO THE ORIGINAL MOTION:

(59) **MOTION TO PUT THE QUESTION:**
Properly moved and seconded.

CARRIED

(60) **VOTING ON ORIGINAL MOTION:**

DEFEATED

President Smith was in the Chair.

OATH OF OFFICE

Dan McClellan, former AUPE President, administered the Oath of Office to the newly elected Executive Officers of the Alberta Union of Provincial Employees. Following the Oath of Office, the delegates gave them a standing ovation.

Convention concluded with the singing of 'Solidarity Forever'.

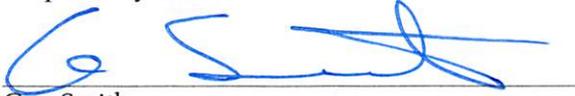
ADJOURNMENT

(61) MOTION TO ADJOURN:
Properly moved and seconded.

CARRIED

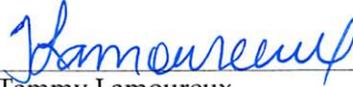
Convention adjourned at 2:33 PM.

Respectfully submitted,



Guy Smith
President

Recording Secretary,



Tammy Lamoureux
Administrative Professional, Executive Office

Constitutional Resolutions

Group 1 – Constitution

1-1 LEGISLATIVE COMMITTEE

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

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

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

RESOLUTION CARRIED

1-2 PROVINCIAL EXECUTIVE (MEMBERSHIP SERVICES COMMITTEE)

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

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

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

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

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

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

4.04 The Union shall have ~~six~~ **five** types of membership: Regular members, ~~Associate members~~, Honorary members, Life members, Local Life members and Affiliate members.

5.01 Regular members shall pay dues of one point twenty-five percent (1.25%) of their salary or as provided for under Article 13.09 (l). ~~Associate members shall pay dues of point one two five percent (.125%) of their monthly salary.~~ And

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

~~4.06 (a) Associate members: consisting of those persons who pay prescribed Union dues, on whose behalf the Union does not bargain, but who meet such criteria as the Provincial Executive may have established for their admission to Associate membership.~~

~~(b) Associate members shall be entitled to the following rights:
i) to attend Conventions of the Union as observers, with the prior approval of the President;
ii) to attend affiliate Conventions as delegates on credentials not required by the regular membership, with the prior approval of the President;
iii) to participate in Union group discount plans.~~

~~(c) Associate members shall not be entitled to any other rights under the Constitution.~~

RESOLUTION CARRIED

1-3 LEGISLATIVE COMMITTEE

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

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

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

ARTICLE 18 - COMPONENT OFFICERS

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

18.02 **Executive Board**

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

a) Chair

i) The Chair shall exercise supervision over the affairs of the component and shall sign all official correspondence. The Chair shall preside at all meetings and may assign specific duties to the Vice-Chair. The Chair shall call meetings of the component Executive at least three (3) times a year and shall call meetings of the component as specified.

ii) If any question arises as to the interpretation of the Constitution as it relates to the affairs of the component, the Chair shall give an interpretation which shall be final and binding on all affected parties unless and until reversed by the appropriate authority.

iii) Any member of a component may appeal an interpretation of the Chair:

a. In the case of Chapters, to the Local Council, who shall make a decision at its next meeting;

b. In the case of Locals and Area Councils to the President, who shall render a decision within ten (10) days of receipt of the appeal;

c. Such decision shall be binding subject to the provisions of this Constitution.

- iv) The Chair shall be a worksite contact.
- (b) Vice-Chair
The Vice-Chair shall assist the Chair in the execution of his duties and may act on his behalf when so authorized and shall discharge the responsibilities assigned. The Vice-Chair shall be a worksite contact.
- (c) Secretary
 - i) The Secretary shall be the Administrative Officer of the component.
 - ii) The Secretary shall have charge of and conduct routine correspondence on behalf of the component, and shall ensure that accurate minutes are kept of all meetings of the Council and Executive. The Secretary shall have custody of all books, minutes and records, and shall notify the Union Headquarters within seven (7) days of becoming aware of any changes in the names and addresses of any member of the component Council.
 - iii) The Secretary shall be a worksite contact.
- (d) Treasurer
 - i) The Treasurer shall be the Financial Officer of the component and shall chair the Finance Sub-Committee.
 - ii) The Treasurer shall have custody of all financial and accounting documents and shall be responsible for all accounting and financial records of the component.
 - iii) The Local Treasurer shall prepare and present to each Council meeting a current financial statement.
 - iv) The Treasurer shall prepare and have audited an annual financial statement of the affairs of the component.
 - v) The Treasurer shall prepare an annual budget for presentation to the component.
 - vi) The Treasurer shall be a worksite contact.
- (e) Secretary-Treasurer
Any component at its Annual General Meeting, by a majority vote, may combine the Offices of Secretary and Treasurer. The Secretary-Treasurer shall perform all the duties otherwise assigned to the Secretary and the Treasurer, but shall not be entitled to cast two votes.
- ~~f) Chief Steward~~
 - ~~i) The Chief Steward shall act as the coordinator of Steward activities and shall maintain active liaison with the Headquarters of the Union.~~
 - ~~ii) The Chief Steward shall be elected by and from the appointed Union Stewards of that component, and shall serve a two-year term. Elections shall be held in the same election year as that of the President of the Union.~~
- ~~(g) (f) Local Council Representatives (Locals with Chapters)~~
Local Council Representatives shall:
 - i) represent the interests of the members of their Chapter at the Local Council;
 - ii) attend the meetings of the Local Council;
 - iii) report on the functioning of Local Council to the meetings of the Chapter and in writing to the Annual General Meeting of the Chapter; and
 - iv) be worksite contacts.

~~(h)~~ **(g) Provincial Executive Member (Locals)**

Provincial Executive members shall:

- i) attend the meetings of the Provincial Executive of the Union;
- ii) report in writing at least once a year, to the President and Provincial Executive, the concerns of their Local;
- iii) report in writing at least three (3) times yearly to the members of the Local Council on the execution of their duties;
- iv) attend the Union Convention as a delegate as of right;
- v) represent the interests of all members of the Union;
- vi) present the concerns of their Local to the Provincial Executive; and
- vii) be worksite contacts.

~~(i) Alternate Provincial Executive Member~~

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

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

~~(j) Local Occupational Health and Safety Liaison~~

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

18.0203 Other Component Positions

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

a) Chief Steward

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

b) Alternate Provincial Executive Member

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

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

- member of the Local Executive with notification to the President, can attend with both voice and vote.
- c) Local Occupational Health and Safety Liaison
 - i) attend the meetings of the Local Occupational Health and Safety sub-committee, if such exists;
 - ii) report in writing at least once per year to the Occupational Health and Safety Standing Committee, the health and safety concerns of the Local;
 - iii) report in writing at least three (3) times yearly to the members of the Local Council on the execution of their duties;
 - iv) represent the interest of all members of the Union; and
 - v) be a worksite contact.
 - a.d) Union Stewards
 - i) The Union Steward shall be the official representative of the Union at the worksite.
 - ii) The Union Steward shall on request, represent members in disciplinary matters or refer them to another Union Steward or a Union Representative.
 - iii) The Union Steward shall maintain all grievance files at the Steward place of residence, and on ceasing to be a Steward shall forward all files to the Executive Secretary-Treasurer.
 - iv) The Union Steward shall surrender such files as may be requested by the President of the Union.
 - v) Union Stewards shall be worksite contacts.
 - B e. Worksite Contact
 Worksite Contacts shall:
 - i) receive information from AUPE or its components for dissemination at the worksites(s);
 - ii) provide member feedback to AUPE and/or its components; and
 - iii) perform similar tasks as required.

RESOLUTION CARRIED

1-4 PROVINCIAL EXECUTIVE (YOUNG ACTIVISTS COMMITTEE)

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

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

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

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

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

RESOLUTION CARRIED

1-5 LEGISLATIVE COMMITTEE

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

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

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

15.07(b) The Membership Services Committee shall:

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

RESOLUTION CARRIED

1-6 LEGISLATIVE COMMITTEE

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

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

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

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

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

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

RESOLUTION CARRIED

1-7 LEGISLATIVE COMMITTEE

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

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

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

RESOLUTION CARRIED

1-8 LOCAL 004

WHEREAS to conduct business of the union; and

WHEREAS to save time and money; and

WHEREAS on occasion quorum is not met at chapter meetings;

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

23.12 Quorum for all meetings of the Chapter shall be three (3) members ~~or five (5%) percent, whichever is greater,~~ except for components with more than five hundred (500) members where twenty-five (25) members shall constitute a quorum. In the event that a quorum is not in attendance at a meeting, the meeting shall be deemed to be adjourned for at least seven (7) days to any other time or place. Five (5) days notice of such adjourned meeting and the business to be transacted shall be given to the members by the Secretary or Secretary-Treasurer. Once the time and notice requirements are met, the reconvened meeting shall be competent to transact business even though there may no quorum providing a minimum of three (3) members are present.

RESOLUTION DEFEATED

General Resolutions

Group 2

2-1 OCCUPATIONAL HEALTH & SAFETY COMMITTEE

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

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

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

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

(74 words)

RESOLUTION CARRIED

2-2 YOUNG ACTIVISTS COMMITTEE

WHEREAS The Young Activists Committee's mandate is to identify and promote growth in Young workers to leadership roles and union activism; and

WHEREAS historically workers do not get involved in their union until later in their careers;

THEREFORE BE IT RESOLVED that each local should elect or appoint a liaison member to communicate with the Young Activist Committee; and

THEREFORE BE IT FURTHER RESOLVED that, whenever possible, this liaison position shall be a member 30 years of age or under.

(80 words)

RESOLUTION CARRIED

LATE RESOLUTION (PROVINCIAL EXECUTIVE)

WHEREAS the government's changes to labour legislation will continue to undermine the rights of AUPE members.

AND WHEREAS the government will be cutting funding to programs and services leading to job loss, wage and benefit freezes or rollbacks, and privatization.

AND WHEREAS collective bargaining will continue to be extremely challenging.

AND WHEREAS employers continue to threaten AUPE members' livelihood (jobs, wages, benefits, pensions, working conditions etc).

AND WHEREAS members need to continue to prepare for and engage in collective direct action to defend their rights, livelihood and services to Albertans.

THEREFORE BE IT RESOLVED THAT any group(s) of members that take effective collective direct action to protect their rights, livelihood and services to Albertans will be fully supported by AUPE and its membership.

BE IT FURTHER RESOLVED THAT every Convention delegate ensure that their fellow members are made aware of this resolution.

(142 Words)

RESOLUTION CARRIED

OUTCOME OF RESOLUTIONS AND/OR ACTION SHEET

<u>BY WHOM</u>	<u>OUTCOME/ACTION</u>
Legislative Committee	
• Resolution 1-1	Resolution Carried
• Resolution 1-2	Resolution Carried
• Resolution 1-3	Resolution Carried
• Resolution 1-4	Resolution Carried
• Resolution 1-5	Resolution Carried
• Resolution 1-6	Resolution Carried
• Resolution 1-7	Resolution Carried
• Resolution 1-8	Resolution Defeated
Occupational Health and Safety Committee	
• Resolution 2-1	Resolution Carried
Provincial Executive	
• Late Resolution	Resolution Carried
Young Activists Committee	
• Resolution 2-2	Resolution Carried

The Alberta Union of Provincial Employees
Statement of Operations
Proposed Budget

	2018-19 Budget	2018-19 YTD Actuals	Proposed 2019-20 Budget
REVENUE			
1 Membership Dues	55,000,000	56,934,795	56,900,000
3 Investment Income	0	5,096,111	3,900,000
2 Rental Income	1,055,184	977,666	903,592
3 Interest and Other Income	194,820	317,000	171,848
TOTAL REVENUE	56,250,004	63,325,572	61,875,440
EXPENSES			
4 Salaries and Benefits	31,255,440	30,882,795	35,364,216
5 Travel - Staff	1,492,968	1,585,486	1,628,376
6 Travel - Members	6,128,076	5,962,435	6,383,796
8 Local Rebates	6,381,492	6,502,514	6,540,000
9 Area Council Rebates	468,540	456,572	459,000
10 Professional Fees / Legal	2,192,208	2,258,097	2,487,096
11 Advertising	302,796	274,235	325,524
12 Labour Movement Allies	252,744	190,462	290,976
13 Members Benefits	279,348	280,962	363,000
14 Strike Pay	0	150,625	0
15 Regional Offices	739,704	723,478	707,640
16 Administration	1,676,988	1,836,734	1,950,156
17 Utilities	928,552	974,710	1,138,220
18 Equipment	1,504,464	1,367,298	1,609,440
19 Amortization	1,428,612	1,420,941	1,500,972
20 Maintenance and Repairs	1,218,072	1,211,861	1,127,028
TOTAL EXPENSES	56,250,004	56,079,204	61,875,440
REVENUE IN EXCESS OF EXPENDITURES	0	7,246,368	0
22 Reserve - Contingency Fund	0	1,626,257	0
23 Reserve - Centennial Campaign	0	24,000	0
26 Reserve - Digital Strategies Campaign	0	500,000	0
30 Reserve - Fight Back Operations Contingency Fund	0	3,900,000	0
Interest income allocated to reserves	0	1,196,111	0
TOTAL FUND TRANSFERS	0	7,246,368	0
TOTAL EXPENDITURES AND RESERVES	56,250,004	63,325,572	61,875,440
	0	0	0

**The Alberta Union of Provincial Employees
Finance & Administration
Proposed budget**

	2018-19 Budget	2018-19 YTD Actuals	Proposed 2019-20 Budget
EXPENSES			
4 Salaries and Benefits	5,250,504	4,851,247	5,990,244
5 Travel - Staff	57,588	71,458	47,640
6 Travel - Members	1,012,248	558,988	807,720
10 Professional Fees / Legal	366,408	139,669	178,800
11 Advertising	3,624	3,467	3,516
15 Regional Offices	8,976	13,579	12,540
16 Administration	1,314,804	1,473,412	1,647,660
17 Utilities	437,692	464,035	643,304
18 Equipment	779,976	554,323	828,984
19 Amortization	1,230,252	1,229,607	1,247,940
20 Maintenance and Repairs	1,127,184	1,067,807	1,007,196
TOTAL EXPENSES	11,589,256	10,427,592	12,415,544

**The Alberta Union of Provincial Employees
AUPE Convention
Proposed Budget**

	2018-19 Budget	2018-19 YTD Actuals	Proposed 2019-20 Budget
EXPENSES			
5 Travel - Staff	6,804	10,135	11,220
6 Travel - Members	1,473,432	1,438,180	1,537,500
10 Professional Fees / Legal	10,320	37,970	40,800
11 Advertising	3,228	673	768
16 Administration	27,324	16,032	25,068
17 Utilities	252	0	0
18 Equipment	201,528	168,121	207,180
TOTAL EXPENSES	1,722,888	1,671,111	1,822,536

**The Alberta Union of Provincial Employees
Labour Relations
Proposed budget**

	2018-19 Budget	2018-19 YTD Actuals	Proposed 2019-20 Budget
EXPENSES			
4 Salaries and Benefits	23,516,688	23,546,264	26,576,604
5 Travel - Staff	1,097,688	1,179,326	1,212,408
6 Travel - Members	2,974,932	3,244,322	3,300,072
10 Professional Fees / Legal	1,683,660	1,937,523	2,189,868
11 Advertising	261,384	227,913	283,080
12 Labour Movement Allies	8,496	5,000	5,004
14 Strike Pay	0	150,625	0
15 Regional Offices	722,784	705,850	695,100
16 Administration	317,892	324,371	250,896
17 Utilities	457,920	471,305	453,000
18 Equipment	505,872	612,926	551,388
19 Amortization	198,360	191,335	253,032
20 Maintenance and Repairs	89,544	138,054	113,712
TOTAL EXPENSES	31,835,220	32,734,814	35,884,164

**The Alberta Union of Provincial Employees
Executive Office
Proposed budget**

	2018-19 Budget	2018-19 YTD Actuals	Proposed 2019-20 Budget
EXPENSES			
4 Salaries and Benefits	2,486,244	2,485,224	2,795,364
5 Travel - Staff	330,576	323,931	332,112
6 Travel - Members	46,056	72,633	79,476
10 Professional Fees / Legal	73,116	138,635	76,860
11 Advertising	28,488	40,882	36,168
12 Labour Movement Allies	23,244	20,350	20,352
15 Regional Offices	3,972	1,694	0
16 Administration	3,324	2,216	2,172
17 Utilities	32,688	39,371	41,916
18 Equipment	6,276	6,222	6,240
20 Maintenance and Repairs	1,344	6,000	6,120
TOTAL EXPENSES	3,035,328	3,137,158	3,396,780

**The Alberta Union of Provincial Employees
Provincial Executive & Committees
Proposed Budget**

	2018-19 Budget	2018-19 YTD Actuals	Proposed 2019-20 Budget
EXPENSES			
4 Salaries and Benefits	2,004	0	2,004
5 Travel - Staff	312	696	24,996
6 Travel - Provincial Executive	181,836	148,687	151,656
6 Travel - Finance Committee	29,305	38,379	29,397
6 Travel - Legislative Committee	29,305	32,314	29,397
6 Travel - Membership Committee	29,305	20,241	29,397
6 Travel - Committee on Political Action	29,305	26,454	29,397
6 Travel - Occupational Health & Safety Committee	29,305	54,467	54,000
6 Travel - Anti-Privatization Committee	29,305	43,007	43,000
6 Travel - Women's Committee	29,305	81,378	81,000
6 Travel - Pension Committee	29,305	55,499	29,397
6 Travel - Member's Benefit Committee	29,305	38,017	29,397
6 Travel - Pay Equity Committee	29,305	29,926	29,397
6 Travel - Young Activists Committee	29,305	14,747	29,397
6 Travel - Environment Committee	29,305	21,651	29,397
6 Travel - Human Rights Committee	29,305	27,246	29,397
6 Travel - Centennial Planning Committee	29,305	10,712	29,397
6 Travel - New Building	29,305	5,585	6,000
8 Local Rebates	6,381,492	6,502,514	6,540,000
9 Area Council Rebates	468,540	456,572	459,000
10 Professional Fees / Legal	58,704	4,300	768
11 Advertising	6,072	1,300	1,992
12 Labour Movement Allies	221,004	136,612	206,616
13 Members Benefits	279,348	280,962	363,000
15 Regional Offices	3,972	2,355	0
16 Administration	13,644	20,703	24,360
18 Equipment	10,812	25,706	15,648
TOTAL EXPENSES	8,067,312	8,080,030	8,297,412

AUPE Account Explanation 2019-2020 Budget

REVENUE

1 Membership Dues

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

2 Rental Income

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

3 Interest and Other Income

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

EXPENSES

4 Salaries and Benefits

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

5 Travel – Staff

Costs for Staff to travel as they conduct AUPE business.

6 Travel – Members

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

7 Training

Costs of training staff as required

8 Local Rebates

Amounts paid to Locals based on their Membership Counts

9 Area Council Rebates

Disbursements to Area Councils based on their Membership Counts

10 Professional Fees / Legal

Fees paid to external service providers, including Software Support, Audit, Legal, arbitration, negotiations, organizing, and legal / representation services for Members.

11 Advertising

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

12 Labour Movement Allies

Monies spent supporting Identified Allies in the Labour Movement and in reaching Target Audiences that would otherwise prove too costly or un-reachable.

13 Members Benefits

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

14 Strike Pay

Monies paid to Members taking Job Action and attending the picket line during a Strike or Lock-Out, based on AUPE Strike Policy.

15 Regional Offices

Rent paid for regional offices.

16 Administration

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

17 Utilities

Cost of water, electricity, natural gas, and phones.

18 Equipment

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

19 Amortization

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

20 Maintenance & Repairs

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

RESERVE ALLOCATIONS**21 Defence Fund**

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

22 Contingency Fund

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

23 Centennial Campaign

This fund was established to fund AUPE's Centennial Celebration.

24 Image Campaign

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

25 Strategic Planning Campaign

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

26 Digital Strategies Campaign

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

27 Severance Fund

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

28 Outstanding Time Off

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

29 Defending Our Services

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

30 Fight Back Operations Contingency Fund

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

Financial Statements of

**ALBERTA UNION OF
PROVINCIAL EMPLOYEES**

Year ended June 30, 2019

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Table of Contents

Year ended June 30, 2019

	Page
Independent Auditors' Report	
Statement of Financial Position	1
Statement of Operations	2
Statement of Changes in Net Assets	3
Statement of Cash Flows	4
Notes to Financial Statements	5 - 18
Schedule - Executive Salaries and Benefits	19



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INDEPENDENT AUDITORS' REPORT

To the Members of Alberta Union of Provincial Employees

Opinion

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

- the statement of financial position as at June 30, 2019
- the statement of operations for the year then ended
- the statement of changes in net assets for the year then ended
- the statement of cash flows for the year then ended
- and notes to the financial statements, including a summary of significant accounting policies

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

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Entity as at June 30, 2019, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organization.

Basis for Opinion

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

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

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



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

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

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

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

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

We also:

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



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

KPMG LLP

Chartered Professional Accountants

Edmonton, Canada

September 5, 2019

ALBERTA UNION OF PROVINCIAL EMPLOYEES

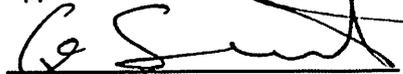
Statement of Financial Position

June 30, 2019, with comparative information for 2018

	2019	2018
Assets		
Current assets:		
Cash	\$ 12,206,221	\$ 8,014,409
Accounts receivable (note 2)	5,275,397	4,337,537
Inventory	31,930	33,480
Prepaid expenses and deposits	1,153,588	936,108
	<u>18,667,136</u>	<u>13,321,534</u>
Investments - Union operations (note 3)	82,808,963	90,952,401
Investments - Members' benefits (note 4)	12,425,779	11,846,974
Capital assets (note 5)	43,575,269	32,291,147
	<u>\$ 157,477,147</u>	<u>\$ 148,412,056</u>
Liabilities and Net Assets		
Current liabilities:		
Accounts payable and accrued liabilities (note 6)	\$ 12,148,558	\$ 8,295,315
Current portion of long term debt (note 7)	1,479,653	1,448,641
Current portion of lease inducements (note 8)	16,338	17,038
	<u>13,644,549</u>	<u>9,760,994</u>
Long term debt (note 7)	3,042,881	4,522,534
Lease inducements (note 8)	59,323	75,661
Employee future benefits (note 9)	1,983,330	1,951,564
	<u>18,730,083</u>	<u>16,310,753</u>
Net assets:		
Internally restricted - Union operations (note 10)	82,808,963	90,952,401
Internally restricted - Members' benefits (note 10)	12,425,779	11,846,974
Invested in capital assets	38,977,074	26,227,273
Unrestricted	4,535,248	3,074,655
	<u>138,747,064</u>	<u>132,101,303</u>
	<u>\$ 157,477,147</u>	<u>\$ 148,412,056</u>

See accompanying notes to financial statements.

Approved on behalf of Provincial Executive:


Guy Smith, President


Jason Heistad, Executive Secretary-Treasurer

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Statement of Operations

Year ended June 30, 2019, with comparative information for 2018

	2019	2018
Revenues:		
Membership dues	\$ 56,934,795	\$ 54,875,034
Less: Local rebates (note 11)	(6,502,514)	(6,404,489)
Less: Area Council rebates (note 11)	(456,572)	(447,696)
	49,975,709	48,022,849
Interest and other income	828,079	793,682
Rental income	913,340	779,465
	51,717,128	49,595,996
Expenditures:		
Salaries and benefits	30,656,568	28,950,078
Travel and time-off - members	5,962,952	6,407,693
Maintenance and repairs	2,563,823	2,420,617
Professional fees / legal (note 14)	2,258,097	2,139,143
Administration	2,056,189	1,793,927
Travel - staff	1,568,774	1,545,992
Amortization	1,420,941	1,282,934
Utilities	974,710	896,257
Regional offices - rent	659,152	660,175
Labour Movement Allies	442,923	531,678
Advertising	182,301	152,994
Strike pay	150,625	12,117
Bank charges and interest	124,642	189,085
Training	21,785	22,258
	49,043,482	47,004,948
Excess of revenues over expenditures before the undernoted	2,673,646	2,591,048
Other income (expenditures):		
Investment income (note 12)	5,779,831	3,523,113
Loss on disposal of capital assets	(13,218)	-
Management fees	(223,802)	(247,094)
Disbursements	(1,570,696)	(875,678)
	3,972,115	2,400,341
Excess of revenues over expenditures	\$ 6,645,761	\$ 4,991,389

See accompanying notes to financial statements.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Statement of Changes in Net Assets

Year ended June 30, 2019, with comparative information for 2018

	Internally restricted				Unrestricted	2019	2018
	Union operations	Members' benefits	Invested in capital assets				
Net assets, beginning of year	\$ 90,952,401	\$ 11,846,974	\$ 26,227,273	\$ 3,074,655	\$ 132,101,303	\$ 127,109,914	
Revenues	-	511,079	-	51,206,049	51,717,128	49,595,996	
Expenditures	-	(507)	(1,403,903)	(47,639,072)	(49,043,482)	(47,004,948)	
Other income (expenditures):							
Investment income	5,247,681	532,150	-	-	5,779,831	3,523,113	
Loss on disposal of capital assets	-	-	-	(13,218)	(13,218)	-	
Management fees	(151,570)	(72,232)	-	-	(223,802)	(247,094)	
Disbursements	(1,179,011)	(391,685)	-	-	(1,570,696)	(875,678)	
Investment in capital assets, net	(14,153,704)	-	14,153,704	-	-	-	
Transfers	2,093,166	-	-	(2,093,166)	-	-	
Net assets, end of year	\$ 82,808,963	\$ 12,425,779	\$ 38,977,074	\$ 4,535,248	\$ 138,747,064	\$ 132,101,303	

See accompanying notes to financial statements.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Statement of Cash Flows

Year ended June 30, 2019, with comparative information for 2018

	2019	2018
Cash provided by (used in):		
Excess of revenues over expenses	\$ 6,645,761	\$ 4,991,389
Items not involving cash:		
Amortization	1,420,941	1,282,934
Amortization of lease inducement	(17,038)	(929,542)
Unrealized (gain) loss on investments	(2,601,043)	9,239,520
Loss on disposal of capital assets	13,218	-
	<u>5,461,839</u>	<u>14,584,301</u>
Changes in non-cash operating working capital:		
Accounts receivable	(937,860)	(386,144)
Inventory	1,550	(4,223)
Prepaid expenses and deposits	(217,480)	1,612,691
Accounts payable and accrued liabilities	3,853,243	925,668
Employee future benefits	31,766	(139,948)
	<u>8,193,058</u>	<u>16,592,345</u>
Cash flows from financing activities:		
Proceeds from issuance of long term debt	-	7,400,000
Repayments of long term debt	(1,448,641)	(1,428,825)
Lease inducements received	-	99,663
	<u>(1,448,641)</u>	<u>6,070,838</u>
Cash flows from investing activities:		
Purchase of capital assets	(12,728,281)	(27,635,350)
Proceeds on disposal of capital assets	10,000	-
Purchase of investments	(5,790,581)	(13,269,444)
Proceeds on disposal of investments	15,956,257	22,696,211
	<u>(2,552,605)</u>	<u>(18,208,583)</u>
Increase in cash	4,191,812	4,454,600
Cash, beginning of year	8,014,409	3,559,809
Cash, end of year	\$ 12,206,221	\$ 8,014,409

See accompanying notes to financial statements.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements

Year ended June 30, 2019

Nature of operations:

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

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

1. Significant accounting policies:

(a) Basis of accounting:

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

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

(b) Revenue recognition:

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

(c) Inventory:

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2019

1. Significant accounting policies (continued):

(d) Capital assets:

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

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

(e) Lease inducements:

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

(f) Employee future benefits:

(i) Termination benefits:

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

(ii) Defined contribution pension plan:

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2019

1. Significant accounting policies (continued):

(f) Employee future benefits (continued):

(iii) Other defined contribution pension plans:

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

(g) Financial instruments:

Financial instruments are recorded at fair value on initial recognition. Freestanding derivative instruments that are not in a qualifying hedging relationship and equity instruments that are quoted in an active market are subsequently measured at fair value. The Union does not use derivative financial instruments to alter the effects of market interest or foreign exchange fluctuations. All other financial instruments are subsequently recorded at cost or amortized cost, unless management has elected to carry the instruments at fair value. The Union has elected to carry its investments at fair value.

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

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2019

1. Significant accounting policies (continued):

(h) Use of estimates:

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

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

2. Accounts receivable:

	2019	2018
Membership dues	\$ 4,680,006	\$ 3,908,239
Rent	312,411	208,153
Locals (note 11)	242,057	107,331
Employees and members	22,628	24,604
Other	18,295	89,210
	\$ 5,275,397	\$ 4,337,537

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2019

3. Investments - Union operations:

	2019	2018
Cash accounts, bearing interest at prime minus 1.65% per annum (2018 - prime minus 1.65% per annum)	\$ 767,593	\$ 5,674,706
Guaranteed investment certificates, with maturity dates ranging from August 2019 to June 2020 (2018 - February 2019), bearing interest from 2.12% to 2.50% (2018 - 2.09%)	12,629,106	2,017,064
Canadian mutual funds (bonds and short-term investments)	2,243,672	1,759,087
Bonds with maturity dates ranging from October 2019 to March 2028 (2018 - October 2018 to March 2028), with stated rates of return ranging from 1.80% to 3.30% per annum (2018 - 1.15% to 4.50%)	38,957,227	47,072,944
Equity investments	10,469,286	24,549,393
Exchange-traded fund investments	17,742,079	9,751,485
Other investments - limited partnership units	-	127,722
	\$ 82,808,963	\$ 90,952,401

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2019

4. Investments - Members' benefits:

	2019	2018
Cash accounts, bearing interest at 1.54% per annum (2018 - 1.05%)	\$ 443,888	\$ 619,750
Canadian mutual funds (bonds and short-term investments)	3,008,709	3,405,317
Bonds with maturity date ranging from December 2020 to December 2028 (2018 - December 2020 to June 2027) with stated rates of return ranging from 1.25% to 3.70% (2018 - 1.50% to 3.70%) per annum	2,815,015	2,713,628
Canadian equity investments	2,728,799	2,188,663
U.S. equity investments	2,055,595	1,740,227
International equity investments	1,373,773	1,179,389
	\$ 12,425,779	\$ 11,846,974

5. Capital assets:

	2019		2018	
	Cost	Accumulated amortization	Net book value	Net book value
Land	\$ 13,266,901	\$ -	\$ 13,266,901	\$ 13,266,901
Buildings	30,780,092	4,470,807	26,309,285	16,528,107
Building improvements	4,475,426	2,022,581	2,452,845	1,743,179
Furniture and equipment	2,712,332	2,213,404	498,928	529,683
Computer hardware and software	1,314,352	1,090,210	224,142	155,935
Automotive	165,221	113,069	52,152	39,913
Leasehold improvements	956,303	185,287	771,016	27,429
	\$ 53,670,627	\$ 10,095,358	\$ 43,575,269	\$ 32,291,147

Included within buildings are capital assets with a cost of \$11,299,636 (2018 - \$837,246) which are not in use. Amortization has not been recorded on assets not in use.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2019

6. Accounts payable and accrued liabilities:

	2019	2018
Trade payables and accrued liabilities	\$ 5,334,447	\$ 1,507,408
Vacation pay and time-off in lieu	4,006,657	3,601,502
Time-off reimbursements	1,335,053	1,626,084
Payables to Area Councils (note 11)	818,531	809,563
Wages and benefits payable	638,862	736,265
Government remittances	7,758	7,483
Tenant rental deposits	7,250	7,010
	\$ 12,148,558	\$ 8,295,315

7. Long term debt:

	2019	2018
Mortgage payable in monthly blended installments of \$130,100 including interest of 2.12%	\$ 4,522,534	\$ 5,971,175
Less current portion	1,479,653	1,448,641
	\$ 3,042,881	\$ 4,522,534

Principal repayments are due as follows:

2020	\$ 1,479,653
2021	1,511,328
2022	1,531,553
	\$ 4,522,534

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2019

8. Lease inducements:

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

	2019	2018
Balance, beginning of year	\$ 92,699	\$ 922,578
Inducement received	-	99,663
Amortization of lease inducement	(17,038)	(929,542)
Balance, end of year	75,661	92,699
Deduct current portion of lease inducements	16,338	17,038
	\$ 59,323	\$ 75,661

9. Employee future benefits:

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

Salaries and benefits expense includes expenses of \$31,766 (2018 - recovery of \$9,400) related to termination benefits and \$3,055,302 (2018 - \$2,875,518) related to the defined contribution pension plans during the year.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2019

10. Internally restricted net assets:

a) Union operations

	2019	2018
Defence fund	\$ 67,117,944	\$ 63,224,811
Contingency fund	1,194,362	13,339,419
Severance fund	6,926,201	6,599,184
Time-off fund	4,600,270	3,965,878
Digital strategy fund	581,150	1,036,200
Dues suspension fund	-	23,080
Defending our services campaign	1,085,197	1,092,762
Mobilization campaign	669,904	882,225
Image campaign	273,793	305,642
Strategic planning campaign	183,200	183,200
Centennial campaign	176,942	300,000
	\$ 82,808,963	\$ 90,952,401

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2019

10. Internally restricted net assets (continued):

a) Union operations (continued)

Dues Suspension Fund	This fund is established in response to a decision by the Alberta Court of Appeal to uphold authorization by the Labour Relations Board for health care employers, affected by the Union's May 2000 strike, to cease withholding and submitting dues for a two month period.
Defending Our Services Campaign	This fund is established to defend the Union and the services that its members provide.
Mobilization Campaign	This fund is established to support mobilization efforts.
Image Campaign	This fund is established to promote the Union and the services that its members provide.
Centennial Campaign	This fund is established to support the Centennial Committee work and to commemorate the stories of the workers who built the Province.
Strategic Planning Campaign	This fund is established to support ongoing efforts to enhance the planning initiatives of the Union in all areas, from Provincial Executive and Management/Staff to Locals and Area Councils. Creating opportunities by strengthening governance and mobilization strategies.
Preparing Alberta for Change Campaign	This fund is established to politically engage the Alberta electorate.
Anti-Privatization	This fund is established to support the campaign to deter Campaign privatization as it relates to members' employment.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2019

10. Internally restricted net assets (continued):

b) Members' benefits:

	2019	2018
Benevolent fund	\$ 10,169,006	\$ 9,636,786
Education fund	2,256,773	2,210,188
	\$ 12,425,779	\$ 11,846,974

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

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

11. Related party transactions:

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

	2019	2018
Statement of Financial Position:		
Receivables from Locals (note 2)	\$ 242,056	\$ 107,331
Payables to Area Councils (note 6)	818,531	809,563
Statement of Operations:		
Local rebates	6,502,514	6,404,489
Area Council rebates	456,572	447,696

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2019

11. Related party transactions (continued):

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

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

	2019	2018
Investment portfolio - Locals and Area Councils	\$ 7,641,692	\$ 6,510,722
Staff fund	54,271	46,569
	\$ 7,695,963	\$ 6,557,291

12. Investment income:

	2019	2018
Unrealized gains (losses)	\$ 2,601,044	\$ (9,239,520)
Interest	1,526,333	1,443,919
Dividends	980,096	998,470
Realized gains	672,358	10,320,244
	\$ 5,779,831	\$ 3,523,113

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2019

13. Commitments:

The Union has entered into agreements to lease premises with future minimum annual lease payments, for the next five years, and thereafter, as follows:

2020	\$	657,408
2021		481,861
2022		207,502
2023		211,150
2024		211,880
Thereafter		57,757
	\$	<u>1,827,558</u>

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

14. Contingencies:

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

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2019

15. Financial instrument risks:

(a) Credit risk:

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

(b) Interest rate risk:

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

(c) Market risk:

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

16. Comparative information:

The financial statements have been reclassified, where applicable, to conform to the presentation used in the current year. The changes do not affect prior year excess of revenues over expenditures.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Schedule - Executive Salaries and Benefits

Year ended June 30, 2019

Name	Home location	Assigned region	Salary	Benefits	Travel, subsistence and other	Cell phone and internet	2019
Executive ^{a)}							
Guy Smith	Edmonton	Alberta	\$ 177,193	\$ 94,003	\$ 13,850	\$ 2,781	\$ 287,827
Jason Heistad	Innisfail	Alberta	141,209	78,534	36,186	2,247	258,176
Vice Presidents ^{b)}							
Mike Dempsey	Lac La Biche	North East	114,732	55,105	41,285	2,842	213,964
Bonnie Gostola	High River	Calgary	114,732	71,604	31,132	1,628	219,096
Susan Slade	Calgary	South	114,732	76,703	46,810	3,548	241,793
Karen Weiers	Airdrie	Central	114,732	60,561	32,284	2,118	209,695
James Hart	Edmonton	Edmonton	114,732	64,504	9,762	1,703	190,701
Rod Feland	Edmonton	North West	114,732	58,011	21,154	2,302	196,199

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

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

43rd ANNUAL CONVENTION COMMITTEES

ANTI-PRIVATIZATION COMMITTEE

Chair:	Bonnie Gostola	Vice-President Local 045	High River
	Lynda Broomfield	Local 044	Red Deer
	Nancy Burton	Local 045	Cochrane
	Tyler Hardy	Local 003	Coalhurst
	Paul MacDonald	Local 095	Calgary
	Thelma Ogden	Local 043	Grande Prairie
	Jason Pilot	Local 071	Edmonton
	Amanda Whillans	Local 047	Cold Lake
	Toni Zatorski	Local 042	Evansburg
	Garry Sran	Staff Advisor	Edmonton

ENVIRONMENTAL COMMITTEE

Chair:	Rod Feland	Vice-President Local 038	Edmonton
	Colleen Moskalyk	Local 050	Morinville
	Angela Pala	Local 009	Lacombe
	Marylou Savic	Local 043	Bellis
	Lawrence Schinkel	Local 012	Lethbridge
	Ray Walmsley	Local 038	Edmonton
	Julia Watson	Local 002	Edmonton
		Staff Advisor	Edmonton

FINANCE COMMITTEE

Chair	Jason Heistad	Executive Secretary-Treasurer	Innisfail
	Russell Clark	Local 009	Red Deer
	Ron Fernandes	Local 002	Edmonton
	Deborah Gordon	Local 046	Alberta Beach
	Wendy Gummesen	Local 043	Peace River
	Percy Ogden	Local 056	Grande Prairie
	Lea Schmidt	Local 002	Spruce Grove
	Rachel Shepherd	Local 047	Edmonton
	Christine Vavrik	Local 041	Coaldale
	Cecilia Murphy	Staff Advisor	Edmonton

HUMAN RIGHTS COMMITTEE

Chair:	Karen Weiers	Vice-President Local 095	Calgary
	Kathleen Bandmann	Local 040	Lethbridge
	Valisity Gabriel	Local 047	Cold Lake
	Wally Howe	Local 095	Calgary
	Lionel Pereira	Local 038	Edmonton
	Rosemary Read	Local 039	Calgary
	Jose Reyes	Local 006	Edmonton
	Raymond Tweedle	Local 057	Springbrook
	Jake Evans	Staff Advisor	Edmonton

LEGISLATIVE COMMITTEE

Chair:	Guy Smith	President Local 006	Edmonton
	John Angus	Local 003	Calgary
	Emille Currie	Local 002	Edmonton
	Steven Eagles	Local 004	Red Deer
	Irene Gaudet	Life Member	Egremont
	Beverley Hill	Local 040	Red Deer
	Allan Lyons	Local 052	Calgary
	Deborah Nawroski	Local 056	Fairview
	Gil Laflamme	Staff Advisor	Edmonton

MEMBERS' BENEFITS COMMITTEE

Chair:	Jason Heistad	Executive Secretary-Treasurer	Innisfail
	Kevin Barry	Local 052	Calgary
	Susan Cowtan	Local 002	Spruce Grove
	Ramza Gebran	Local 095	Calgary
	Wendy Kicia	Local 057	Red Deer
	William Piggott	Life Member	Medicine Hat
	Kathleen Schwengler	Local 048	Calgary
	Julius Salegio	Strategic Assistant	Edmonton

MEMBERSHIP SERVICES COMMITTEE

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

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

Chair:	James Hart	Vice-President Local 002	Edmonton
	Judy Fader	Local 043	Vegreville
	Natashia Foran-Botsford	Local 002	Edmonton
	Paulette Harrison	Local 052	Irricana
	Michelle Jaehn	Local 054	Sherwood Park
	Clint Nicholson	Local 118	Hanna
	Samantha Samborski	Local 009	Morinville
	Jim Wilson	Local 060	Edmonton
	Terrie Wispinski	Local 012	Edmonton
	Trevor Hansen	Staff Advisor	Edmonton

PAY & SOCIAL EQUITY COMMITTEE

Chair:	Bonnie Gostola	Vice-President Local 045	High River
	Leeann Boudreau	Local 095	Calgary
	Rhonda Chatman	Local 071	Whitecourt
	Danielle Dumont	Local 003	High River
	Raminder Gill	Local 049	Edmonton
	Julie-Ann Lightle	Local 041	Fort MacLeod
	Terry Nicholson-Knudson	Local 054	Spruce Grove
	Valerie Whelen	Local 043	St. Lina
	Ginger Woepfel	Local 001	Edmonton
	Hitomi Suzuta	Staff Advisor	Edmonton

PENSION COMMITTEE

Chair	Jason Heistad	Executive Secretary-Treasurer	Innisfail
	Darren Graham	Local 057	Red Deer
	Mark Hercina	Local 003	Red Deer
	Justin Huseby	Local 052	Calgary
	June Ji	Local 002	Edmonton
	Margaret Miller	Local 044	Red Deer
	Sandra Silva	Local 054	Fort Saskatchewan
	Liliana Cordeiro	Staff Advisor	Edmonton

COMMITTEE ON POLITICAL ACTION

Chair:	Mike Dempsey	Vice-President Local 012	Lac La Biche
	Lianne Dumais	Local 047	Cold Lake
	Richard Lemaire	Local 002	Calgary
	John Lomas	Local 002	Parkland County
	Danielle Nadeau McMillan	Local 039	Calgary
	Jules Noel	Local 057	Lacombe
	Rhonda Whitten	Local 046	Leduc
	Trevor Zimmerman	Staff Advisor	Edmonton

WOMEN'S COMMITTEE

Chair:	Susan Slade	Vice-President Local 045	Calgary
	Corine Heffernan	Local 118	Edmonton
	Carol Mammel	Local 095	Calgary
	Jennifer McCarty	Local 052	Calgary
	Dollie Osterlund	Local 046	Parkland County
	Shiela Paulson	Local 001	Calgary
	Kysha Rondeau	Local 041	Claresholm
	Stephanie Stewart	Local 045	Calgary
	Candice Feilberg	Staff Advisor	Edmonton

YOUNG ACTIVISTS COMMITTEE

Chair:	Susan Slade	Vice-President Local 045	Calgary
	Mitchell Gallant	Local 050	Calgary
	Marcia Kwiatkowski	Local 040	Glendon
	Jocelyn Lesoway	Local 043	Chipman
	Jami Payne	Local 058	Granum
	Laurel Phillips	Local 002	Edmonton
	Brittany Schepp	Local 044	Red Deer County
	Simon Peter Sia	Local 071	Calgary
	Julie Jacques	Staff Advisor	Edmonton

SCRUTINEERS COMMITTEE

Karie Burchill	Local 006	Stony Plain
Jan Grant	Life Member	Red Deer
Tyler Hardy	Local 003	Coalhurst
Dana Simmonds	Local 003	Lethbridge
Michael Curry	Local 118	Dixonville
Ainsley Gray	Local 044	Rimbey
Christine Sharp	Life Member	Spruce Grove
Mikaela Laflamme	Local 056	Cold Lake
Mark Hercina	Local 003	Red Deer
Mary Kehoe	Staff Advisor	Edmonton
Stephanie Kress	Staff Advisor	Edmonton
Reynold Morgan	AUPE Staff	Calgary
Candice Feilberg	AUPE Staff	Edmonton
Kaitlin Harrison	AUPE Staff	Edmonton
Maureen Hayes	AUPE Staff	Edmonton

SERGEANT-AT-ARMS COMMITTEE

Brenda Coombes	Life Member	Nanoose Bay
Sabrina Edwards	Local 048	Airdrie
Kelley Mazda	Local 003	Lloydminster
Christognus Odunze	Local 003	Red Deer
Rob Poggemiller	Local 006	Delburne
Shanikhoa Burke	Local 006	Airdrie
Marianne Murphy	Local 006	Edson
Lori Rimmer	Local 056	Jasper
Jessica Eresman	Local 058	Medicine Hat
Kandis Cyr	Local 041	Pincher Creek
Hope Vande Beek	Local 003	Coalhurst
Kristal Kryski	Local 045	Airdrie
Amanda Whillans	Local 047	Cold Lake
Lianne Dumais	Local 047	Cold Lake
Gil Laflamme	Staff Advisor	Edmonton
Derek Heslinga	AUPE Staff	Edmonton
Sharleen Patterson	AUPE Staff	Edmonton
Carrie-Lynn Rusznak	AUPE Staff	Edmonton
Blaine VandeKerKhove	AUPE Staff	Calgary