

CONVENTION REPORTS & RESOLUTIONS

DECEMBER 1 - 4, 2021



CONVENTION 2021

OUR STRUGGLES
OUR SOLIDARITY
OUR UNION!

AUPE 

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

AUPE MISSION STATEMENT

FOREWORD

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

Greetings and Welcome to Your Convention

This Convention is unlike any other in our long history. The pandemic has forced us to do things differently and Convention is no exception. Obviously, we would all much prefer to be able to gather in person together to actually experience and be surrounded by the solidarity that is the lifeblood of our union. And one day, again, we will.

But for now, we need to forge ahead with our democratic processes in this new virtual world. There will be challenges in conducting our Convention business this way, but I can assure you that every effort has been made to make your Convention experience as engaging, informative, inclusive, and user-friendly as possible. As this is new for all of us, we may experience unforeseen technical issues and some frustration at times. But with patience and understanding, and the team of professionals behind the scenes, we will all endeavour to keep things running as smoothly as possible.

The past 20 months have been extremely challenging for us all, and we know that you come to Convention eager and ready to help move our union through the current darkness of the pandemic and ongoing threats and actions by an aggressive government and employers.

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

Whether you are a veteran of AUPE Conventions or a first-time participant you all have an essential role to play. You are an integral part of our democracy in action. And like any healthy democracy it requires your participation, engagement, and tough decisions, all taking place in an environment of mutual respect and support for each other for the common goals of our Convention theme: "Our Struggles, Our Solidarity, Our Union".

Even in "normal" circumstances, Convention is a massive undertaking for all involved, and we want to sincerely thank all the staff, and external resources, who have worked so hard to help make your Convention a success.

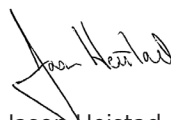
But, ultimately, that success rests in your hands, to be part of an exciting opportunity to continue our journey forward with strength and solidarity.

Welcome to your Convention!

In Solidarity,



Guy Smith
President



Jason Heistad
Executive Secretary-Treasurer

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STATEMENT OF EQUALITY

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

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

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

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

AGENDA

WEDNESDAY, December 1

9:00 am - 9:30 am

Call to Order

- Credentials Committee Report
- Acknowledgement of Treaty Land
- Minute of Silence
- Statement of Equality
- Rules of Order
- Adoption of Agenda
- Acceptance of 43rd Annual Convention Minutes
- Presentation of Locals

9:30 am - 9:50 am

President's Address

9:50 am - 11:00 am

Officers' Reports

- Executive Secretary-Treasurer
- Vice-Presidents

11:00 am - 11:25 am

Report of the Anti-Privatization Committee

11:25 am - 11:50 pm

Report of the Committee on Political Action

12:00 pm - 1:00 pm

Lunch Break

1:00 pm - 1:15 pm

Credentials Committee Report

- Announcements

1:15 pm - 3:00 pm

Report of the Legislative Committee

- Constitutional and General Resolutions
 - Resolution 1-1
 - Resolution 1-2
 - Resolution 1-3
 - Resolution 1-4
 - Resolution 1-5
 - Resolution 1-6
 - Resolution 1-7
 - Resolution 1-8
 - Resolution 1-9
 - Resolution 2-6

3:00 pm

Day 1 Adjournment

THURSDAY, December 2

9:00 am - 9:15 am

Call to Order

- Credentials Committee Report
- Announcements

9:15 am - 9:40 am

Report of the Environmental Committee

- General Resolutions
 - Resolution 2-1
 - Resolution 2-2
 - Resolution 2-3

9:40 am - 10:05 am

Report of the Human Rights Committee

- General Resolutions
 - Resolution 2-4
 - Resolution 2-5

10:05 am - 10:30 am

Report of the Members' Benefits Committee

10:30 am - 10:55 am	Report of the Membership Services Committee
11:00 am - 12:00 pm	Nominations for Executive Officers <ul style="list-style-type: none"> • Explanation of Voting Procedure
12:00 pm - 1:00 pm	Lunch Break
1:00 pm -1:15 pm	Credentials Committee Report <ul style="list-style-type: none"> • Announcements
1:15 pm - 3:30 pm	Executive Officer Candidates Forum
3:30 pm	Day 2 Adjournment

FRIDAY, December 3

7:00 am - 8:45 am	Balloting for Executive Officers
9:00 am - 9:15 am	Call to Order <ul style="list-style-type: none"> • Credentials Committee Report • Announcements
9:15 am - 9:45 am	Announcement of Election Results <ul style="list-style-type: none"> • Subsequent Balloting if Required
10:00 am - 10:25 am	Report of the Occupational Health and Safety Committee
10:25 am - 10:50 am	Report of the Pay & Social Equity Committee
10:50 am - 11:15 am	Report of the Pension Committee <ul style="list-style-type: none"> • General Resolutions <ul style="list-style-type: none"> • Resolution 2-7
11:15 am - 11:40 am	Report of the Women's Committee
11:45 am - 1:00 pm	Lunch Break
1:00 pm - 1:15 pm	Credentials Committee Report <ul style="list-style-type: none"> • Announcements
1:15 pm - 1:40 pm	Report of the Young Activists Committee
1:40 pm - 2:30 pm	Legislative Committee <ul style="list-style-type: none"> • Constitutional Resolutions
2:30 pm - 3:00 pm	Presentation of new Life Members
3:00 pm	Day 3 Adjournment

SATURDAY, December 4

9:00 am - 9:15 am	Call to Order <ul style="list-style-type: none"> • Credentials Committee Report • Announcements
9:15 am - 11:00 am	Report of the Finance Committee <ul style="list-style-type: none"> • Audited Financial Statements • Proposed Budget 2021/2022
11:00 am - 11:45 am	Unfinished Business/Late Resolutions
11:45 am - 12:00 pm	Swearing In of Executive Officers
	Good and Welfare
	Adjournment

REPORTS & RESOLUTIONS

REFERRED TO COMMITTEES

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

ANTI-PRIVATIZATION COMMITTEE

Report of the Anti-Privatization Committee

COMMITTEE ON POLITICAL ACTION

Report of the Committee on Political Action

ENVIRONMENTAL COMMITTEE

Report of the Environmental Committee

Resolution: 2-1

Resolution: 2-2

Resolution: 2-3

FINANCE COMMITTEE

Report of the Finance Committee

Audited Financial Statements for the year ended June 30, 2021

Proposed Budget 2021-2022

HUMAN RIGHTS COMMITTEE

Report of the Human Rights Committee

Resolution: 2-4

Resolution: 2-5

LEGISLATIVE COMMITTEE

Report of the Legislative Committee

Constitutional Resolutions

Resolution: 2-6

MEMBERS' BENEFITS COMMITTEE

Report of the Members' Benefits Committee

MEMBERSHIP SERVICES COMMITTEE

Report of the Membership Services Committee

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

Report of the Occupational Health & Safety Committee

PAY & SOCIAL EQUITY COMMITTEE

Report of the Pay Equity Committee

PENSION COMMITTEE

Report of the Pension Committee

Resolution: 2-7

WOMEN'S COMMITTEE

Report of the Women's Committee

YOUNG ACTIVISTS COMMITTEE

Report of the Young Activists Committee

OFFICERS' REPORT

President Guy Smith



Greetings, and a warm welcome to all of you – delegates, life members, guests, observers, and staff. This Convention is like no other in our long proud history. This Convention is testament to the fact that, despite the rigours and restrictions of the COVID pandemic, we are determined to keep our democracy alive and our solidarity strong.

Being forced into a virtual world to keep moving forward as the largest and most complex union in Western Canada has put tremendous strain on every single one of us who care deeply about our union, our fellow workers and our ongoing struggles for workers' rights, justice, and equity.

We as leaders and activists at this Convention and around the province are motivated and compelled by the drive to stand up for each other and to fight for those things we all believe in. Since March of 2020, we have not been able to do that in the ways we are used to and the ways we excel at. I know we have all suffered from the loss of personal connection, standing shoulder to shoulder with each other, and experiencing our powerful solidarity in person. And although we were forced to find new and unique ways to stay connected, it has been extremely challenging, frustrating, and disheartening at times.

Although we cannot predict the future trajectory of this seemingly endless pandemic, let's hope that next year we can gather once again in person and actually feel the solidarity and workers' power that resides within us and between us.

But what we have learned in the past 20 months is that despite the massive and unique challenges we faced, we responded resiliently and diligently. And I am not just referring to how the pandemic has affected our union and our members. Despite all our members struggling to protect Albertans and steering us through the stormy seas we were also confronted by the most aggressive, dictatorial, and anti-worker government in almost 30 years.

Our members showed up for Albertans every single day while the government showed lack of understanding, compassion, and respect. Instead of throwing necessary support and resources to workers on the front lines, the government, and the employers they control, threw many of them out of work and ensured the ones that were left worked to the point of exhaustion and fear.

Meanwhile, the pandemic that everyone was focused on was used as cover for attacks on workers' rights and working conditions. Whether it was through using the power of the state to pass anti-union laws, or whether it was at the bargaining table, the government attacked the livelihoods of our members while our members were busy attacking a deadly virus. This is the environment we have been struggling in for almost two years, and I know it has taken a toll on all of you and our fellow workers.

At time of writing the future is still extremely uncertain in terms of the pandemic, collective bargaining, the political environment, and the overall well-being of our great province.

So, we continue to resist concessions at the bargaining table. We continue to make decisions to protect the health and safety of our members. We continue to support members who are struggling on the front lines. We keep telling Albertans what is really happening to their province through the media. And we keep pushing forward against the massive wall of challenges we face every day.

It is a daily struggle for us all, but what I can tell you is that we will get through this. We will survive, we will get stronger, and we shall overcome. We need to draw upon every ounce of our solidarity. We need to continue to break down any barriers to that solidarity and ensure that all of our members, no matter how marginalized or

disenfranchised they may feel, are part of our climb out of the dark days of COVID and the UCP government. This will come to an end, and we must make sure that when it does, that we include all our members in the next stage of re-energizing and building stronger.

On a personal note, I would like to say that I know what it's like to experience the loss, the dislocation, and the darkness of the past 20 months. All of us have been affected to varying degrees and my heart goes out to those of you who have suffered. In the fractured society we have become we need to show each other empathy and understanding as fellow AUPE members, as fellow workers, and as human beings. I truly believe that caring and compassion will carry us through; but it will also take the continued hard work and commitment that AUPE is known for in tough and challenging times such as these. Again, we will get through this, by working together.

Your Executive Team

All of the challenges and upheaval noted above were acutely felt by your Executive Committee. We knew that we had to offer guidance and direction at every turning point over the past 20 months. The situations were unique, so there was no past experience to fall back on. We had to make decisions that no other Executive in the history of AUPE has had to make. But make them we did. And even though those decisions weren't unanimously popular at times, they were all made with careful consideration, much debate and with the health and well-being of our members being the number one priority.

Personally, I would like to thank the entire Executive for stepping up, for speaking their minds, and for supporting each other every step of the way. It continues to be an honour to work so closely with such dedicated activists. In all my time on various Executive teams, I know that none have experienced the same level of sustained and serious level of challenges as this one has.

In addition to providing the necessary guidance, advice and direction to our components and members, the Executive never turned down the opportunity to be in the media, on picket lines, at rallies, in hundreds of online meetings, and anywhere else they were called upon. I, for one, will never forget their dedication and passion to our union and our members.

As delegates you will be electing who will be serving on the Executive team that will lead our great union into the next phase. I know you will make these decisions with the seriousness and consideration that is deserved. Whoever you elect, I ask that you continue to provide the support, input, and feedback necessary to hold your elected officers accountable and able to do the best work they can.

Your Provincial Executive

Likewise, your Provincial Executive (PE), AUPE's governing body between Conventions, was confronted with many unique challenges and decisions that had to be made. The PE members embraced their roles as leaders and through much debate, discussion and decision making guided our union through the difficult uncharted territory of the past two years. Personally, I would like to thank them for all their hard work and dedication and for being collectively accountable for the tough decisions that PE had to make. I know that your PE is focused on getting us through the current crises and on continuing to build and, where needed, rebuild our strength and solidarity.

In order to achieve this, PE continued to develop and implement strategic plans which have helped provide union-wide direction and guidance over the past few years. Despite being side swiped by the pandemic, the current strategic plan focuses on building the strength and resiliency of our members and the union overall in several key areas: To prepare members to take on their bosses at the bargaining table and in their worksites. To encourage greater opportunities for participation and involvement. To provide more education and learning opportunities. To enhance member involvement in the broader labour movement and in their community.

While not all goals have been achieved at this point, work continues to ensure the necessary resources are put in place to make sure we can continue to utilize the strategic plan as an essential tool to confront and overcome the challenges our union is facing. PE has recognized that there are several risks, mostly from government and/or employer actions, which threaten those resources, and PE regularly assesses the level of those risks at the time. This has been a functional tool in understanding how, in particular, the government is determined to undermine the critical role and work of AUPE and other unions. So, the current strategic plan and the ongoing assessment of risks enables PE to plan ahead, anticipate challenges, and help guide AUPE forward.

Overall, despite the additional layers of heavy challenges resulting from the pandemic, it is important to recognize that PE has consistently been focused on all the ongoing threats our union and our members face at the bargaining table, in their worksites, and through government actions and legislation. It would have been easy to have put

all these crucial issues on the back burner and focus solely on dealing with COVID. But, as I mentioned earlier, the government, and employers, were counting on unions, and frankly Albertans overall, being distracted by the pandemic in order for them to carry out more insidious plans and actions away from the spotlight. It is crucial to continue to shed light on how this government wants to fundamentally change Alberta in their own image and ideology.

Labour Solidarity

AUPE and many other unions and social justice organizations have ensured that these ongoing attacks from government do not get obscured by the shroud of COVID. Although labour solidarity is important at any time, there has been a much more concerted effort for all unions to come together and work together. All these other unions, to varying degrees and not at the same level we have due to our size and complexity, are facing the same challenges in building and maintaining connections with members, generating actions, and directly taking on the bosses in the streets and in the worksites. The presidents, and other executive members, regularly meet (virtually) to share information, strategies, and support. It is encouraging to see some of these other unions using the same organizing strategies that AUPE has been successful with in the past.

In addition to the overall attacks on union rights through government legislation, all unions are experiencing concessions at the bargaining table, the crisis of understaffing on the front lines, and the overall fear and exhaustion of their members. We will continue to work with the leaders of other unions in Alberta, and elsewhere, to ensure there is as much of a united front as possible so that workers, regardless of their union, are able to weather the barrage of attacks we are currently all facing.

Welcome to Your Convention

In spite the darkness and disruption of the past 20 months, let's all celebrate the fact that we are gathering from around the province at our Convention at this point in our history. Yes, over a computer screen is not the way we want to spend that time together, and we all crave to once again actually be with each other; but we all have important work to do at Convention. We will be participating in our democracy by making key decisions which will help guide our union forward. I know you take this obligation seriously and I want to thank you all for your activism and your participation.

I truly believe that this Convention is one step further out of the pain and the quagmire that has surrounded us and suppressed us. We must confront current and future challenges by working together. To build and rebuild by supporting each other and knowing that we all have a role to play. To show compassion and understanding for each other. To realize that "Our Struggles, Our Solidarity, Our Union!", beyond being the Convention theme, contain the core principles, the hard work, the dedication, and passion we all have as AUPE activists to build a better future for us all.

In solidarity,

Guy Smith
President

OFFICERS' REPORT

Executive Secretary-Treasurer Jason Heistad



Brothers and sisters, welcome to AUPE's 44th Annual Convention, I am delighted to welcome all the first-time delegates, life members and guests. As your Secretary-Treasurer, I consider it an honour to represent over 90,000 AUPE members across Alberta. First, I want to acknowledge everybody on the Convention Committee for preparing this year's Convention. I want to recognize my wife, Sharla, and our children Emma, Claire and Ella. I also want to extend my thank you to the Executive team, the members, and the staff for all their support, assistance during the last two unconventional years. I especially want to thank all participants and the rest of the AUPE members for making this union a strong organization.

As we meet for our union's first virtual Convention, an unprecedented meeting due to the COVID-19 pandemic, let's support one another to respectfully engage one another. As you know, this time of the year can be overwhelming, and this year's Convention is not the exception, given how lengthy this pandemic has been. We have been facing tough times as a union, as many of our brothers and sisters have lost their jobs because of the present government's focus. As mentioned in the past, we all need to continue strengthening our working collaborative relationships to support each other and build on our existing collective impact to face these government anti-union practices and policies.

As we have done in the past as a union, we will continue working together to reject any government financial measures and policies that negatively impact our members and the essence of our solidarity. The current Alberta government's financial emphasis on deregulation, privatization and pension reform has been counterproductive to our economy. A government that promotes unemployment and low salaries through their privatization plans is not interested in promoting economic growth for all. The Alberta government's main interest is having the private sector run all governmental services.

We want to remind the existing Alberta government that we at AUPE oppose any ongoing detrimental financial policies that harm Albertans. As we have seen services being cut, impacts have been felt throughout the province, including our members. The present government has only one thing in mind – erode and extinguish Albertans' livelihoods. Fiscal measures that result in cuts to services for Albertans produce only short-term temporary savings for the government. More importantly, the government has its own benefit in mind by focusing on market-oriented reform policies. The Alberta government caters to their network of acquaintances through privatization schemes. Private self-interest, coupled with deregulation leads to financial chaotic results, impacting greatly an already depressed economy. While some argue that the province is experiencing a modest economic recovery, this minor improvement is still not reflected on all Albertans. The Alberta government has no effective financial plan in place for creating good jobs to make this province flourish. The present government does not know how to create and sustain jobs with decent pay for our members. The province needs a fiscal agenda that strengthens the economy through innovation by creating jobs that benefit all Albertans, including our members who are crucial workers in both service design and delivery.

AUPE, as the largest union, has led the way in attaining many victories and providing services to members over the years. AUPE has supported its members during grievances, arbitrations, picket lines, and contacting members who may be dealing with a difficult situation. We will continue representing our members as needed, that's just what we do at AUPE.

I want to acknowledge some major highlights and accomplishments before all of you as your Executive Secretary-Treasurer.

Budget and Financial Enhancement

As part of our annual financial practices, AUPE's vendor continues auditing the books to ensure fiscal accountability and transparency. We are mitigating the budget risks and are adapting as circumstances change, particularly with the government terminating jobs and impacting the union financial resources. We are continuously identifying budget risks that might assist or prevent in achieving our objectives. For over a year, engagement risks conversations have been held with Finance, Management, Executive, Finance Committee and Provincial Executive to discuss the sources of risks, positive and negative consequences, financial assumptions and limitations, potential case scenarios and its consequences, as well as the effectiveness of current internal controls and the effectiveness of potential future controls. Further to supporting our budgeting process, we continue to enhance financial policies as described in the Finance Committee section.

Locals/Area Council - Education and Financial Literacy

Online training was provided to Local Treasurers and Chairs. Members receive ongoing training for their roles to ensure expenditures follow internal policies and procedures. I work with Finance and Accounting at AUPE to ensure members become acquainted with internal AUPE financial practices and policies that assist them in their day-to-day Local banking business. Shorter sessions are also provided to ongoing Local Chairs and Treasurers on non-election years. The increasing reliance on online services makes this training practical and needed. I have been actively working with ATB to ensure Local Chairs and Treasurers have access to necessary online tools. This ongoing work is crucial for our members as the technology and internal processes at ATB need to be aligned to meet Locals needs.

Benefits for Retired Members / Sunlife Assurance

A member retirement benefit was set up through Sun Life Assurance Company of Canada (Sun Life) and CUMIS General Insurance Company. Eligible members, who are retiring or are already retired, have the option to apply for group insurance coverage (e.g. health, travel and dental).

While the retirement benefit is a new option for eligible members, the coverage entitlements and benefits are determined solely by and are the responsibility of Sun Life Financial. Our members have the option to apply to Sun Life who determines their coverage eligibility.

Health and Safety, and Online Business Continuity

As the COVID-19 pandemic continued into 2021, the Executive Committee approved an extension to no gatherings or meetings at AUPE to ensure the safety and health of its members and staff. For this, the Executive agreed that the democratic process, including AGMs within AUPE to elect officials, needed to continue despite the pandemic. I held meetings with potential companies that presented to Executive to determine their ability to deliver online meetings to members, so that the Locals could hold their AGMs. As such, I facilitated and supported a deal for the first time to hold virtual AGMs in AUPE's history. Over 400 AGMs were facilitated by VPs and Kiwi Productions, the successful local vendor.

Infrastructure Improvements

I supported and led the completion of the new AUPE building project, an initiative approved by Provincial Executive. The project was over five years of dedicated efforts by staff (Finance and Facilities) and the Provincial Executive (PE) Sub-Committee (representatives appointed by Provincial Executive). While the PE Building Sub-Committee oversaw the design and construction of the building, Provincial Executive approved all the needed funds to complete the project. For this project to be completed, it required an ongoing collaborative approach and expertise from realtor brokers, engineers, architects, lawyers, members and AUPE staff. Working together with all these representatives was essential to completing the building.

Some specific highlights of the building include silver LEED certification and WELL v2 certification as advised by the PE Building Sub-Committee. First, the LEED certification program assesses building design and construction regarding energy efficiency, water usage, air quality, and choice of building materials as well as environmental factors. In fact, the LEED certification assists in increasing AUPE's environmental profile through its high-performing, resilient building that reduces carbon emissions, saves water, conserves energy and reduces waste. Second, the WELL Building Standard version 2 (WELL v2) is used and implemented by buildings and organizations to deliver more thoughtful and intentional spaces that enhance human health and well-being. WELL v2 includes a set of strategies, backed by the scientific research, that aim to advance human health through design interventions and operational protocols and policies and foster a culture of health and well-being. Built upon the first version of the

WELL Building Standard (WELL v1), WELL v2 draws expertise from a diverse community of WELL users, practitioners, public health professionals and building scientists around the world. For example, WELL v2 includes key strategic themes that support how workplaces, such as AUPE, can rely on prevention, preparedness, resilience and recovery regarding COVID-19. While more comprehensive information is still underway, each specific strategy is linked to more information within the digital version of the WELL v2 system. In brief, both LEED and WELL certifications are important achievements for AUPE's new building overall.

The number of financial inputs and resources allocated for this project were sufficient to deliver on the mentioned certifications and the building overall. The completion of the new building was a collaborative success, and a value-add asset for the future of AUPE. As far as challenges, one would have liked to have a bigger building. However, when the cost was re-calculated by the construction company, that would have driven the final cost significantly higher. If a bigger structure had been proposed, it would have exceeded significantly the final approved costs by Provincial Executive for both design and construction. For that reason, we had to be prudent and a ceiling cap had to be placed on how much AUPE could allocate in the end.

COMMITTEE HIGHLIGHTS

Finance Committee

Financial policies need to be updated continuously to ensure they meet the business needs of both Finance and members. As such, I worked and collaborated with the Finance Sub-Committee and the Finance Committee to review and enhance all the financial policies as applicable. For the past two years, the Finance Sub-Committee has met online to review these financial policies, so that the Finance Committee could recommend improvements to Provincial Executive.

PE Building Sub-Committee

For the past five years, the Provincial Executive (PE) Sub-Committee has advised on the design and construction of the new AUPE Building, including the support for LEED and WELL Standards. From the beginning of the project, the PE Building Sub-Committee provided feedback for the Terms of Reference, including roles and responsibilities to ensure delivery of the project within the agreed financial parameters and timelines. The PE Building Sub-Committee provided direct input into the guiding principles that identified the design and construction of the building. During the pandemic, the PE Building Sub-Committee has been engaged and provided further advice and recommendations regarding the new AUPE Headquarters. As a result, the PE Building Sub-Committee has toured the new building to confirm its completion.

Furniture Sub-Committee

Further to the new AUPE building project, I worked on the furniture project which required furnishing the entire new facility. For the past year, I collaborated with a Furniture Sub-Committee made up of a furniture lead, Employee Relations, and Facilities staff. To deliver the furniture project, we had to engage three companies that submitted their bids. After, the successful company won the bid, we had subsequent meetings to assess how they could seamlessly deliver on the furnishing products that AUPE required for the members areas and the staff. Furnishing the new building involve design, available space and financial considerations.

Pension Committee

LAPP/PSPP Pension training was completed in 2020-2021 for members. We accommodated 500 AUPE members with online pensions training. Members were provided updated information regarding their pension options after I organized it through a contact at the Alberta Pensions Services Corporation. The Education department at AUPE supported this initiative for the members through their registration system.

Leadership Training

One of my goals over the past number years is the promotion of consistency with our training of future leaders. This will begin with our Provincial Executive members in November 2021. We will also be promoting a virtual leadership series for all interested members as well.

The UBC Legislator Program trained five participants this year. We have had positive discussions about possibly having Alberta sessions. Due to COVID this was impossible, but it remains an option in the future.

I proposed and supported a Risk Management Matrix for the Provincial Executive Strategic Plan 2020-2021. The risk outcomes were aligned with the strategic plan for AUPE. Both documents will be important and useful for future planning and implementation with future interactions and responses to government.

We are members of the AUMA not-for-profit sectors. This gives us a membership and possible connections by way of presenting to city, town, and village councillors on the importance of the union and AUPE's role in public service.

Membership at the Edmonton Chamber of Commerce

There are opportunities for AUPE to work together with the Edmonton Chamber of Commerce to have dialogue for future services. For example, the speaker series and presenting about the benefits of a strong public service and the contributions AUPE makes. By having a strong public services sector, AUPE members contribute to the local economy of Alberta every day.

Personal Growth 2021

I completed the following training which I have been utilizing in my everyday role to service the AUPE membership:

- Completed the Western University/Community Shift Certificate Program
- Completed the Institute Corporate Directors Program Certificate

In solidarity,

Jason Heistad

Executive Secretary-Treasurer

OFFICERS' REPORT

Vice-President Kevin Barry



Welcome

A big welcome to all delegates, observers, guests, staff and Executive to AUPE's annual Convention. It is quite exciting to be attending the first virtual Convention that AUPE has ever had. This is a time of year that has always been exciting for me as Convention has always been a regenerating event for why we do what we do as union activists. I hope those who are new take the time to take it all in, participate in the process, and have the opportunity to learn lots about AUPE. It may seem like a daunting task, but once it is over you will look back with amazement at what actually happens and how many like-minded people who care about their fellow workers are at the same event. This year will be a learning experience for all of us, both returning delegates and new delegates, so we will be walking beside you as we journey through the virtual world for the first time. My only advice would be to embrace it and roll with the processes that are in place for participation. We may not have the energy of being in the same room, but this will be provincewide energy brought together in one space. That, I am looking forward to experience.

The past two years have flown by for me as one of your six Vice-Presidents. I was assigned to the northwest region and was excited to hit the road north to not only meet the membership but also see more of this beautiful province. It was a steep learning curve for me, and I was excited to get to work for you and with you. Many of our members have proven to be welcoming and graceful in helping me navigate my new assignment. I am very appreciative of all those members who helped guide me through your Chapters and nuances of the north.

It was an honor to be elected as one of your AUPE Vice-Presidents and it has been a pleasure to serve you over the past years. I want to thank you for the opportunity.

First 5 Months

I spent the first five months of my term as VP getting to not only know my area of the province, but also getting to know all the workings of AUPE in order to help you, the members. I spent a great deal of time attending Chapter meetings and many lunch and learns that were being put on at the time. I attended rallies, met with other union leaders in Grande Prairie, Area Council meetings, and many social functions celebrating the holiday season. It seems like a long time ago that these were happening, but it helped build a lot of momentum and strength in your union. It also helped me to meet many of the great leaders we have in the NW region that keep our union strong and vibrant. Of course, I also put on many kilometres getting from meeting to meeting in the region. I believe I put on about 25,000 kms in that first period before we went into lockdown, albeit some because I got lost. I sadly did not have enough time to get to meet all of the Chapter leaders before we went into lockdown due to the pandemic.

During that time I was also learning the ropes of AUPE and getting to know all the responsibilities of my position with the help of the other Executive leadership team. From filling time sheets, to filling out expense forms, to finding out what I needed to get done and when from the excellent staff at AUPE. From training sessions on diversity, to direct action training, all the way to media training. There was a lot of learning happening to get my legs under me to be able to provide the leadership that was expected of me.

I was also able to have a few meetings with my new Anti-Privatization Committee to get started on the work to be done in the years ahead. It was obvious that this government was going to move full steam ahead with their plans to privatize and eliminate government jobs.

I attended my first Labour School as one of your VPs and it was a great experience. I was able to attend many sessions as a guest to observe and meet with the members. Always great to see so many union activists learning

about the many aspects of being in a union and helping fight to protect each other across the province. Not being an attendee as a student allowed me to see the work that goes on to make the event happen. It is no small feat for sure to pull it off as smoothly as they do each year.

Then the travel and gatherings came to an abrupt halt when the province went into lockdown due to the pandemic.

Lockdown

On March 14, I attended my last in-person event in Whitecourt for a Local 071 Chapter 012 AGM. Little did we know what that would mean for all of us as we find ourselves still in the midst of the pandemic. As I write this, we sit in the stages of the 4th wave with no end in sight to have any chance to ever return to some sort of normal. Well, of course, nobody knew what this would mean or how long it would last. So of course, it meant we as a union had to change course and adjust everything we had been doing for years. It meant your union had to find ways to continue to do its business and work for the members. Although it took some time, we finally were able to start to realize we needed to continue to meet and all become familiar with the virtual world. Yes, it was scary for some to have to jump into the computer land that was not comfortable, but in short order we were able to find platforms that worked so we could begin to meet again to continue with the work. Provincial Executive (PE) meetings were of course important to get back up and running to ensure the guidance needed on how to proceed would be developed. Your Executive continued to meet in a virtual manner and made the best decisions we possibly could, given all the unknowns we had in front of us. From Teams to Zoom and everything in between, we would soon become virtual “somewhat” experts in the virtual platforms. Okay, not everything worked perfectly or ... sorry I was muted there but I'm sure what I wrote was brilliant. Yes, we all had to learn to laugh at ourselves to get through what we found ourselves in the middle of. Of course, we started to reach out to the Local and Chapter Executives to ensure they knew we were still supporting them, even though it was not in person.

This meant making decisions on what we were going to be able to do and not do all while constantly reviewing how we were going to operate. With all the uncertainty about the pandemic and the waves that kept resurfacing, the tough decision to not hold AGMs or Convention was made. Probably one of the hardest decisions that we made, as Convention is one of the highlights of the year for many members. Having to decide to not hold AGMs, where a lot of the grass roots business of the union happens, was a disappointment as well. However, we managed to carry on and keep things moving as we had to continually fight what the government and employers were throwing at us. After many months of being in lockdown it was once again decision time to decide what we were going to do for the 2021 year when it came to the business of AGMs and Convention once again. It was hard to believe we found ourselves still needing to decide how we were going to proceed with all the restrictions and waves that kept coming. As well for planning purposes, in order to make sure everything was in place to be as successful as possible in a virtual world. In conjunction with PE, the decision was made to hold all Convention, Chapter, Local, and Area Council meetings virtually. The work began to secure a provider to do so and ensure we had as many questions answered as possible in order to have the meetings and elections run smoothly. Chapter AGMs were the first order of business and for almost six months the VPs worked to make sure we had the Chapter AGM dates booked and then the Local AGMs. As I write this, those Local AGMs are still under way and the Area Councils are left to do. Now Convention is just around the corner and preparations are under way to ensure a successful event takes place.

As hard and uncertain as these lockdown times have been, I am pleased with the success's we have been able to bring about in pivoting the union to ensure the membership is served. We have continued the fight we have before us in ensuring workers in AUPE are protected, represented, and cared for.

Anti-Privatization Committee

I encourage you to read the Anti-Privatization report that has been submitted for this Convention for a little more detail than I will put in this report. I enjoyed having the committee, despite all the attacks that happened over the last two years. It has been tough to continue with the momentum we started with before the lockdown, but we continued to meet to see how we could help the membership in the many privatization fights they found themselves in.

It was decided to have the committee be liaisons with four to five Locals each that they would interact with regarding any privatization concerns that were brought forward or to make presentations regarding anti-privatization. This would help spread the work around of responding to emails or any request that came in.

As Chair of the committee, I found myself on several consultation teams meeting with employers who were planning privatization of some of our members. Consultations of 90 days seems to be the most common part of many

collective agreements (CA) however that is only a minor part of what we realize is needed. The most effective tool is having “No Contracting Out” language in your CA. As well as having job-security language, however these tend to be temporary and run out at the end of the CAs term. We saw how important it was to have the protection of the job security language throughout the pandemic to ensure employers were not going to begin massive layoffs during the pandemic.

Your committee worked hard on revising the Anti-Privatization manual and PowerPoint used for presentations at Local Council meetings. Your committee took the opportunities to support the membership with presentations, phone banking, MLA meetings with members, and door knocking, when able to. It was a pleasure to work with the committee members and I wish to thank them all for their work over the past two years, despite having to do so in a virtual world.

Privatization Consultations

I found myself very busy with many consultations going on throughout the last 18 months. I was on four consultation teams made up of members and staff to help hold employers to account for any privatization plans. One such consultation was with GOA Community and Social Services. Specifically, for those who support vulnerable Albertans every day and help Persons with Developmental Disabilities (PDD). It was going to affect several facilities in Edmonton and Calgary with a possible loss of over 300 AUPE positions. It was a great learning experience for me to watch the members fight back to save their jobs and especially the services they provided their clients. It took many meetings with AUPE Organizing, guardians, MLAs, and members to mount a great fightback campaign. From phone banking members to get them active, to visiting MLAs to inform them, to door knocking in the minister’s riding, to a rally at the legislature it took many hours and hard work, and, in the end, it was a successful outcome. When the minister made the decision to not privatize the last remaining publicly provided services, these members proved it was a great day. Saving over 300 jobs was a day to celebrate for sure.

Since this successful campaign, unfortunately, the privatization efforts kept coming.

Alberta Infrastructure came forward wanting to privatize the facility maintenance at four locations. Alberta Health Services came forward wanting to privatize the Retail Food Services in Calgary and Edmonton. GOA Service Alberta (Registries) came forward wanting to privatize the services of three registries, Land Titles being the most well known to most. All of these resulted in the same 90-day consultation process. As of the writing of this report, all consultation periods have ended. In just these three consultations there are approximately 750-800 positions at risk. Each one of these has seen members organizing to fight back with petitions, MLA visits, and ally building for those whom these decisions may affect. I can tell you this has been some of the most rewarding and heartbreaking work I have taken part in over the two years as a VP. Knowing what these members are facing is heartbreaking, but seeing their strength and will to fight back has been exceptionally rewarding. I have said to all of these groups: “If you do nothing, you will get what is being planned for you. If you fight back, you will have a chance to change what may be planned for you.” I have been proud to meet these strong members and it reminded me why we do what we do. Solidarity in action. We are hopeful all of these will have successful outcomes for the members.

Closing Remarks

Finally, I will close with a few remarks and thanks.

I wish to thank the membership for putting their trust in me to be one of your Vice-Presidents. It was a pleasure to serve you to the best of my abilities over the last two years.

Thanks to all those who worked in front of me, alongside me, behind me, and against me. Without all those perspectives, my years as a union activist would have been less fulfilling.

Big thanks to many of the great staff I have had the pleasure to work with over the years. Not only as a Local leader, but more closely as an Executive member. From Organizing, IT, Admin Professionals, Records, Finance, LR, MSO’s, Operations, Bargaining, Research etc., we do have a great team at AUPE, and it shows in how much they care about supporting the membership.

Special thanks to Tammy Lamoureux and Mary Guido who have been a wealth of information and support during my term. My many questions and sometimes hopeless requests they fulfilled with professionalism.

A huge thank you to your Executive team for helping me every step of the way. President Smith, Executive Secretary-Treasurer Heistad, Vice-Presidents Dempsey, Slade, Weiers, Borodey, and Gostola. I have been able to be successful in my role due to the time you all took, when needed, to help guide me with your support and advice.

Finally, a big thank you to my family. My wife Karen, my daughters Alana and Megan who have been pillars of support for what this role actually takes from them behind the scenes. Many times, I was not there when I wanted to be and especially when you wanted me to be. It takes a sacrifice that is often unseen, but will never go unappreciated. I love you all for your support.

I wish all those who will be elected to Executive positions at this Convention all the best in the future. Keep up the good fight.

Activity Briefing

- Rallies and lunch and learns (October 2019-March 2020)
- Chapter and Local AGMs along with regular meetings
- Anti-Privatization Committee meetings
- Privatization campaigns and consultation meetings
- Executive meetings
- Provincial Executive meetings
- Staff interviews
- Media interviews
- Grievance Review Board meetings (GRB)
- Member concerns
- Outreach to Locals
- Working with the membership

In solidarity,

Kevin Barry

Vice-President, Northwest Region

OFFICERS' REPORT

Vice-President Bobby-Joe Borodey



Greetings delegates, observers, life members, and guests,

Welcome to the 2021 AUPE Convention – It has been an incredibly long 26 months since we last gathered to attend Convention, and to say it has been challenging would be understating how difficult this passage of time has been. No one truly knows what to expect when taking on a different role, and as a newly elected Vice-President in 2019, I had an idea of what the position would entail, but once the pandemic hit, all those ideas were tossed aside and a brand new game plan was needed. However, I can honestly say that I have thoroughly enjoyed the journey we have been on together these last two years. Despite the rollercoaster of emotions, the constant state of endless change, and the continuous battle with our government, the one constant positive has always been the members. I am so proud that our union is comprised of people who are passionate about serving others, which is evident by the selfless work they choose to do for vulnerable Albertans daily, and to have been given the opportunity to represent such an amazing group of people has been both humbling, as well as gratifying. For this I am truly thankful.

Leadership is a journey that spans a lifetime and, like anything worth doing, if you want to do it well then you need to be prepared to put in hours of hard work and be genuinely committed to participating in the process. During a crisis, such as a worldwide pandemic, leaders are required to manage many fires at once. In a member-driven union like AUPE, the Executive officers have the responsibility of making decisions on behalf of the membership. Some decisions are relatively easy to make, but more times than not they end up being incredibly difficult. And, unfortunately, responsible decisions can also be the last thing people want to do. Since the onset of the pandemic in early 2020, many hard decisions needed to be made, such as suspending in-person gatherings, cancelling the 2020 Annual General Meetings, and transitioning to the virtual world to conduct business, as well as socialize. But I can guarantee that at the heart of every decision was the health, welfare, and well-being of the 90,000+ members that make up AUPE. Thank you for placing your confidence in me these last two years.

Meeting in the Virtual Space

As we come together over the first four days in December it will look and feel quite different than previous years. One of the hardest changes that we as a union had to embrace because of the pandemic, was the abrupt transition to the virtual space. For several the change posed little to no challenge, for some it was even seen as a benefit, but for a significant number of members it was and continues to be difficult. Many think the biggest hurdle to overcome because of this switch is learning how to use a new device or navigate one platform or another. While technology can be tricky to master, I believe for many the bigger challenge is accepting that we cannot connect in person. Many of us, myself included, are struggling with the fact that we are unable to personally interact, socialize, and just be with people that we have come to appreciate, respect, and genuinely care for. It's heartbreaking to know that many of us are experiencing this temporary loss, and it's also why so many of us are looking forward to when we can return to a way of doing things that more closely resembles our pre-pandemic lives. Despite the hiccups the virtual space poses, it is important to note that if AUPE had not made this pivot when it was needed, we would likely be suffering even greater loss. Thankfully, appropriate resources were already in place to facilitate this course change. This was one of those difficult decisions I spoke of previously, but it truly was a necessity.

Successful organizations recognize that once they have moved past the initial stages of a crisis, there is opportunity to reflect on what went well, as well as what might need attention. It is apparent that we can and have been able to accomplish a lot in the virtual world. As I noted previously, in some instances the virtual platform creates opportunity

for participation that doesn't exist when we are only collaborating in person. AUPE members reside in every corner of our very large province, function in four different seasons, and have family commitments that can be very complex. As such, the ability to participate virtually and/or remotely is seen to some as an opportunity. However, we also confirmed there are benefits to meeting in person that cannot be achieved to the same degree in the virtual space. As a result, our future may now involve a hybrid approach, incorporating the best of both the virtual world and the in-person space. This will create an environment that is relatively barrier free and will help achieve the goal of increased member engagement. I sincerely appreciate everyone for their patience during this crisis and their willingness to embrace yet another change in a world that is constantly changing. As long as we can stay united through this turbulent time, we will not be defeated.

Calgary Region

For the previous two years it has been an honour to have been assigned to the Calgary region. I have thoroughly enjoyed representing the 30,000+ members in the largest city in Alberta. I am extremely grateful for the relationships I have been able to make, the shared experiences I've had, and all the learning opportunities that have occurred during my term. I had the pleasure of working with members from all four sectors within AUPE, encompassing 17 of 33 Locals, one Area Council, and 65+ Chapters. The Calgary members, just like the rest of the members in AUPE, are wonderfully diverse, have a broad base of knowledge, and bring a multitude of perspectives to our conversations. I am grateful for the warm welcome I received right from the start and appreciate the way I was graciously accepted by the Calgary members. I am better because of you.

Engaging with Members

I can attest to the fact that during a crisis, or especially during a crisis, business still goes on, issues require attention, and member engagement continues to be essential. As such, I am providing a snapshot of the activities I have had the privilege of adding value to during the past two years:

(Please note: this list is neither exhaustive, nor definitive, or in any type of order, and my participation may have been in person, virtual, or both depending on the timing and frequency of the activity)

- Grievance Review Board (GRB) hearings
- AUPE rallies
- Labour ally rallies
- Information Pickets
- October 26, health-care work stoppage
- Chapter meetings
- Local meetings
- Inaugural Chapter meetings
- Site visits (pre-COVID)
- Bargaining conferences
- Public Interest Alberta (PIA) Post-Secondary Education Task Force meetings
- Human Rights Committee meetings
- Young Activists Committee meetings
- Ad-hoc Land Acknowledgement Task Force meetings
- Executive meetings
- Executive retreat (pre-COVID)
- Provincial Executive meetings
- Area Council meetings and events (pre-COVID)
- Local Chairs meetings
- Multi-health meetings
- Labour School 2020 (pre-COVID)
- Social events (pre-COVID)
- Media training
- Inclusion, diversity and equity education and facilitated discussion
- Post-Secondary Education campaign meetings
- Phone banking
- Text banking
- Government of Alberta Chapter Chair meetings
- Town halls (in person pre-COVID, telephone and virtual)

- Meetings with labour allies
- AUPE employment interviews
- Lawn sign distribution

As stated, this list does not completely capture all the ways I have engaged with members during my tenure as a Vice-President. Since AUPE is a 24/7 organization, members need assistance all hours of the day, every day of the week. Email, telephone calls, text messages, and virtual one on ones are some of the ways I reached out to members daily. Because of the pandemic, these lines of communication were integral to staying connected. In addition to my regional assignment of Calgary, I was also designated to be an Executive liaison for Locals 003, 039, 048, 052, and 095. I wish to thank these Local Chairs for their dedication to their members, as well as their willingness to collaborate with me. Their leadership was essential these past two years.

Media

In addition to the activities noted above, AUPE exposure in mainstream media has been extensive. The following is a list of the media stories I have been assigned to throughout my term. The list contains the topic/issue AUPE released to the media. It is important to note that most releases resulted in numerous interviews for print, radio, and television. This is free advertising that has been shared widely within the province, as well as nationally, and in a couple cases internationally. It has been an honour to speak on behalf of the members within AUPE. My media contributions were meant to add value to the membership and bring awareness to the public of the amazing work AUPE members do.

- November 2019 - AUPE Media Release: Fight the Cuts information picket at Calgary's South Health Campus
- November 2019 - AUPE Media Release: 121 more workers at AgeCare SkyPointe vote to join The Alberta Union of Provincial Employees
- November 2019 - AUPE Media Release: U of C job losses are more broken promises from UCP government
- February 2020 - AUPE Media Release: Job-killing budget claims its first victims with hundreds of jobs axed at SAIT
- April 2020 - AUPE Media Release: UCP government forces massive layoffs at Olds College
- May 2020 - AUPE Media Release: Job losses at SAIT a sign of more pain to come
- May 2020 - AUPE Media Release: More colleges hit as job cuts sweep across Alberta (med hat and BVC)
- May 2020 - AUPE Media Release: Up to 150 job losses at University of Calgary another casualty of UCP cuts
- June 2020 - AUPE Media Release: Red Deer College the latest to see job cuts
- June 2020 - AUPE Media Release: Alberta University of the Arts blames new jobs cuts on government budget
- July 2020 - Media Initiated: Bill 32
- August 2020 - AUPE Media Release: Disability advocate's office devastated by cruel government cuts
- August 2020 - AUPE Media Release: Post-secondary jobs cuts continue at SAIT
- August 2020 - AUPE Media Release: As the fall semester looms, SAIT cuts more jobs
- September 2020 - AUPE Media Release: Foothills Outbreak
- September 2020 - AUPE Media Release: UCP budget cuts force more job losses at SAIT
- September 2020 - Media Initiated: Foothills is on Lockdown
- October 2020 - AUPE Media Release: COVID at Chinook hospital Lethbridge
- October 2020 - AUPE Media Release: Confusion reigns as COVID-19 sweeps through Calgary Correctional Centre
- October 2020 - AUPE Media Release: SAIT cuts more jobs as employment bad news continues
- October 2020 - Media Initiated: Health-care provincial work stoppage
- November 2020 - AUPE Media Release: Arbitrators reject UCP cuts, instead award wage raises
- November 2020 - AUPE Media Release: Pandemic Pay for Essential Workers
- November 2020 - AUPE Media Release: Calgary college hit by new round of post-secondary job cuts
- December 2020 - AUPE Media Release: E-courts threaten to short-circuit amidst clerk shortages
- January 2021 - AUPE Media Release: Family, friends and colleagues mourn loss of health-care worker to COVID-19
- February 2021 - AUPE Media Release: Workers demand clear direction on public funds
- March 2021 - AUPE Media Release: Investigation Demanded into awarding of SAIT contract
- April 2021 - AUPE Media Release: Solidarity spreads during the pandemic as health-care union welcomes more members
- April 2021 - AUPE Media Release: Premier Kenney forces the workers he wants to fire to make even more sacrifices
- April 2021 - AUPE Media Release: Over 300 workers at AgeCare home unionize with AUPE
- June 2021 - AUPE Media Release: Advanced education has a problem—but it's not overspending
- August 2021 - AUPE Media Release: Extendicare wants to cut health-care heroes' wages by 4 per cent
- August 2021 - AUPE Media Release: Union takes on employers denying staff new stat holiday

Virtual Annual General Meetings (AGMs)

With the pandemic persisting longer than most had fathomed, coupled with a recognized need by the Provincial Executive, the 2021 Annual General Meetings for Chapters, Locals and Area Councils were given the green light to go ahead utilizing virtual technology. This task was a monumental undertaking for a union the size of AUPE, but the members endured, and although it took longer to accomplish, our goal of completing all the AGMs was achieved. As the Vice-President for the Calgary region, I was tasked with scheduling and participating in 86 Chapter AGMs (includes second calls), six Local AGMs, as well as the Calgary Area Council AGM. This endeavour was not without its technical hitches, however the willingness of members to assist their co-workers navigate the platform, and the sheer ingenuity demonstrated by so many, was both appreciated and integral to meeting our completion goal. The pivot to virtual AGMs allowed the members within AUPE to adhere to the spirit of the constitution and ensured democracy could prevail. I wish to thank everyone who attended their Chapter, Local and Area Council AGMs. Without your participation we would not have experienced the level of success that we did.

Standing Committee Work

It was an honour to be asked to chair the AUPE Young Activists Committee (YAC) during my first term as a Vice-President. As I have shared publicly, my labour movement journey started with the Young Activists Committee in the early 2000s. I credit where I am currently to the mentorship and encouragement I received as a younger member. Being able to work with such an intelligent and enthusiastic group of future leaders has been such a rewarding experience, and I cannot wait to see where they go next in AUPE. I want to extend a challenge to all the folks in attendance at Convention to please keep your eyes open for future leaders that may be doing great things at your worksites. You never know how a few kind words of encouragement, or a personal invitation to attend an upcoming meeting or event might be the small nudge they need to begin their labour movement journey. Mentors make great people happen.

In October of 2020, I was asked by President Smith to step into the very important position of Chair for the Human Rights Committee (HRC) after a vacancy occurred. I was honoured to be asked because I recognized the important work this group was tackling at such a critical time in society, and I wanted to contribute to the effort. It was no surprise to find myself working with an amazing, intelligent, unique, and beautiful group of people. I am in awe of everyone on the committee and how deeply committed they are to adding value to the human rights movement and fostering positive change. I sincerely wish to thank each of the members for teaching me so much.

Gratitude

In a union of our size, it should be no surprise that success is not achieved unless it is an all-hands-on deck team effort. As such, I wish to express my gratitude for several folks who have been integral to helping me over the past two years.

I wish to begin by thanking the other Executive officers. Brothers Smith, Heistad, Dempsey, Barry, and sisters, Weiers, Slade and Gostola have been amazing people to work with. I have learned so much from each of them, and I truly could not have asked for a better team. Their knowledge, humour, and wisdom will be qualities that I incorporate into my leadership journey. Thank you.

None of what we do in AUPE would be possible without the assistance and support of the amazing AUPE staff. We are incredibly fortunate to work with folks who have a wealth of knowledge, experience, and compassion, and continue to work tirelessly on behalf of the membership. Without the assistance that membership service officers, organizers, negotiators, IT support, resource staff, professional administrators, communication officers, maintenance professionals, managers, directors and all the other AUPE professionals provide, we would not be able to achieve any of our labour-movement goals. I also wish to extend a special thank you to Mary Guido, Tammy Lamoureux, Desiree Schell, and Carl Soderstrom; without their wisdom and dedication to helping the Executive, I fear we would struggle immensely. Thank you.

Finally, I wish to thank the members. This includes the Provincial Executive, component officers, activists, and grassroots members who make up the foundation of AUPE. Without you, and the passionate work you do, this would all be for naught. The power is in your hands, and you are an inspiration to the labour movement. And while this government may not appreciate you, your co-workers and your clients do, and your union certainly does. Thank you.

Stay strong, stand tall, and be kind to one another.

Respectfully submitted in solidarity,

Bobby-Joe Borodey

Vice-President, Calgary Region

OFFICERS' REPORT

Vice-President Mike Dempsey



Dear sisters, brothers, and fellow workers,

Greetings to all of the delegates, observers, and guests of the 44th almost Annual Convention of the Alberta Union of Provincial Employees!

I was first elected to serve eight years ago, for which I thank you for allowing me the great privilege of representing you. The work can be complex, and the hours are long, but I would not hesitate to do it again. The UCP government that we are all currently struggling under has created numerous challenges for us all, which means that there is no shortage of opportunities to work for you.

To those Convention delegates who are new, here's my biography. I am an Environmental Protection Officer from Local 012 (Government of Alberta), currently on a leave of absence, who has worked in the mountains, forests, and waterways of Alberta for over 34 years. I have been active in the union for most of those years, serving in my Chapter Executive for 31 of those 34 years, four years on the Anti-Privatization Committee under then VP Guy Smith, almost all Local 005 Executive positions including Provincial Executive, and four terms on the General Services Bargaining Committee, including two as Vice-Chair. Prior to being VP, I served as a strike captain in Edmonton and Calgary at Monterey, Revera Riverbend, and Hardisty, and have taken most of the courses offered at Labour School over the years while I was in those Executive positions.

I am the Vice-President currently representing northeastern Alberta. I have also represented both Edmonton and Central Alberta in the past. In addition, I have served for eight years as a board member of the PSPP (Public Service Pension Plan), and two years as a sponsor board member of the LAPP (Local Authorities Pension Plan). I have also been extremely privileged to chair the Committee on Political Action for my whole tenure as VP. Finally, I also sit as an ad hoc member of the Pension Committee.

The number of opportunities where I could engage you, the member, in one-on-one conversation was what I looked for, and what I continue to look for. As you know, we don't have to look far.

Now let's look at the substance of what I was up to in the past 26 months.

COVID-19

The world changed dramatically for the VPs on March 13, 2020, when your Executive had an emergency meeting at the tail end of Labour School when it became established that COVID-19 had begun to spread throughout the province and it appeared that restrictions on live meetings would soon be in place. A decision was made at that meeting to postpone all of our AGMs and other meetings, gatherings, and live courses for at least 30 days. We had no idea that we would have to postpone these events for at least the next 18 months, (as of this writing in early September) and move to an online format in order to hold our democratically necessary AGMs. Your VPs travel extensively, and suddenly having to end that changed our lives dramatically. This was especially frustrating for myself, as I had been unable to drive from late August 2019 until early December due to a serious leg injury that I had sustained at AUPE Kids' Camp. I'm still mostly working from home now, for the most part, but reaching out to all that I can in my area via texting, phoning, Zooming, and emailing. Zoom AGM's get the job done, for the most part, but I think we all would have preferred and do prefer to meet in person.

That sad thing about it all was that we could have been meeting more or less normally (perhaps with just distancing and masking) if the UCP government had not dropped the ball near the end of each wave, opening up like a free for all, and ensuring that Alberta would be the worst province in Canada per capita with COVID cases and hospitalizations. Once again, as I write this, Alberta has the worst COVID case rate in Canada.

Zero COVID and AUPE

On April 26, 2021, AUPE signed onto Zero COVID Canada's letter pushing the federal and provincial governments to immediately adopt zero COVID mitigation strategies with worker supports as the fastest method of ending the pandemic. This came about for a number of reasons, and I played large part in it for the following reasons.

Early in the pandemic it became increasingly clear throughout Canada, and particularly in more populous Quebec and Ontario, that COVID was exacting its most serious illness and death tolls in seniors' accommodations, specifically designated supportive living and long term care homes. More alarmingly, the rate of illness and death was greater still in private-for-profit institutions, versus in public spaces. Three quarters of Alberta's seniors living spaces are in the private for profits. 18,000 AUPE health-care providers work directly for the private-for-profit and non-profit seniors lodges, homes, and institutions.

Each of the Vice-Presidents was tasked with dealing with major issues arising for our members out of the pandemic. I was assigned 'seniors' issues in a general sense, especially as it related to media interviews.

You may remember the constant barrage of news items around adequate PPE (in quality and quantity) in both hospitals and supportive living and long term care places for both nursing and supportive staff. In addition, most private seniors' care over the years had adopted strategies designed to maximize profit. These strategies included minimizing full time work and benefits in favour of casual and part-time labour, which reduces benefits. This resulted in many of our members working in multiple places in order to get a full paycheck.

In Quebec in the early spring of 2020, it was noted that COVID was spreading between homes in large part due to staff members unwittingly carrying it between their different places of work. When we noted that this was occurring, we immediately brought it to the attention of the government, AHS, and private and non-profit care providers and recommended one worker – one site rule with no loss in pay for the duration of the pandemic. There was much hesitation to do this, so we did a large number of media interviews that helped greatly in 'changing minds' in government as well as the privates.

I spent a large portion of my time on these issues, which could be accommodated by the fact that we had stopped doing AGMs in mid-March.

Due to the government only giving half-hearted and unco-ordinated attempts to end COVID, we ended the first wave only to enter a second and then the third this past winter. Obviously, the government's mitigation strategies were not working, as just before it was eradicated, we would open up and loosen most restrictions, only to start a steep ascent again up mount COVID.

Through my own investigation, I became aware of Zero COVID Canada, a new movement of scientists, doctors, researchers, and concerned citizens in Alberta and Canada who had determined that the fastest way to end COVID was through stringent measures with worker supports. While it sounds restrictive, if Alberta had followed their guidelines, we could have been living a nearly COVID free province four to six weeks after the bottoming out of each wave.

I broached the idea of adopting Zero COVID polices with the rest of Executive in February this past year, and we then moved it to your Provincial Executive where it was adopted and signed off by AUPE Executive this past April. What that meant was that we became committed to preventing the spread of COVID among our members and thus among their loved ones. This meant that our meeting criteria became stricter than the government's, whose lackadaisical approach to ending COVID resulted in Alberta becoming the worst jurisdiction for the spread of the disease this past spring.

AGMs

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

With COVID, that all changed. As most of the Locals and Chapters were not prepared for a virtual world, we ended the AGMs after the second week of March. True, we held out hope COVID would soon come and go, but that was not to be.

By Christmas of 2020, it became clear that the AGM season for 2021 would also be threatened, so both and staff and Executive began the work of seeing what our options were for a virtual AGM season. Much thanks to Executive Secretary-Treasurer Jason Heistad for facilitating the clarification of our search.

For us on the Executive, the AGM season started early, as we worked through the process of selecting a virtual AGM provider (Kiwi Productions was chosen), and then hammering out how that would work, the training that would be needed for all our members, and a platform that could be easily accessed. I must tell you that there was much trepidation around this, but in the end the Provincial Executive made the courageous decision to forge ahead and hold all our AGMs from Chapter to Local to Area Council in the late winter.

Our first AGMs commenced at the Chapter level in mid-March 2021 and went till the end of July. A brief hiatus to enable staff and Executive to have a little breather, and we would be back into Local AGMs mid-September onward until the end of the month. We are still uncertain about how many Area Council AGMs will be held in October as of this writing.

A complete dissection and report card of how it all went yet lies in the future. I will say this. Virtual AGMs were relatively easy for our members who work in education and in government services where using a computer and the internet is commonplace. However, it was more difficult for our members who have a hands-on job and who are rarely required to work at their jobs online. In addition, dodgy WIFI signals and/or a bad internet provider can make communicating online laborious and maddening. I experienced this myself on more than one occasion, as I live in a rural setting outside of the town of Lac La Biche. We also had quite a few more second calls than we'd normally have, and much of this can be attributed to discomfort with the virtual world, for a plethora of reasons.

I will finish this piece off by thanking Kiwi Productions and our excellent staff for making this work as good as it did.

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

Global Summit to End Pandemics

I participated in a Global Summit to End Pandemics as an invited guest of COVID Canada, on July 14 and 15 this year. This Zoom summit was attended by some of the world's top scientists, economists, doctors, and some social activists to discuss similarities and differences between countries on how they handled the pandemic, and how to move forward with advocating for the most vulnerable in society. It was generally felt that too many countries think they are saving their economies by sacrificing their most vulnerable. I listened to one economist who debunked this myth. Zero COVID countries had economies that boomed during the pandemic, in addition to having COVID death rates 39x lower than countries that didn't go after Zero COVID. A conclusion reached was that the world needs a pandemic response agency, independent of government political control. Government officials have an appalling lack of scientific knowledge. At the end of the summit, the World Health Network was formed to help bring this response agency into being.

National Continuing Care Collective

This loose affiliation of labour unions and public health-care advocates from across Canada was formed late in the fall of 2020 at the calling of The Leap, a progressive policy group that worked out of Ontario and Quebec. The collective was put together to put pressure on all governments to move all seniors' care in long term care and designated supportive living away from the private providers across Canada. This was done after it came to light that illnesses and fatalities in the private for profits rose to horrific numbers compared to the publicly run facilities. In mid-December we soft launched a video on Revera, (it got airtime on AUPE's social media) with emphasis on how it needs to become public. Revera was selected because the federal Public Service Pension Plan was shown to have controlled shares in Revera, and public workers should not have to support private ventures such as this. This video was available to see on all AUPE social media platforms. Sadly, The Leap ceased functioning in the mid-winter and plans to move towards a hard launch never materialized.

True Solidarity

As we get closer and closer to an 'event' with this government that may or may not involve the withdrawal of public services, it becomes critically important to have closer and stronger relationships not only with each other, but with our labour allies as well. On several occasions in late 2019, 2020, and 2021, I have travelled to Fort McMurray and met with labour leaders from the major unions up there, including Unifor, CUPE, ATA, UNA, and the Steelworkers to discuss issues of mutual concern, as well as to gain an appreciation of the difficulties our allies are dealing with. The UCP is coming after all workers and it is important that we encourage each other, share ideas related to organizing and show true solidarity by attending each other's demonstrations.

On the Road

We all know that most, if not all, in-person meetings were cancelled over the winter of 2020/21. But your Executive did get out a bit. In short, I delivered numerous AUPE We Support Public Services signs to many communities in my region including: Lac La Biche, Athabasca, Barrhead, Westlock, Boyle, Cold Lake, Ardrossan, Bonnyville, St. Paul, Elk Point, Lloydminster, Vermilion, Vegreville, Lamont, Smoky Lake, and numerous smaller places in between! Thanks all for showing your support.

In addition to delivering signs, I did get outside to protest a few times, up and above the AHS wildcat strike on October 26, 2020. One was the Local 049 Capital Care Group rally against privatization on July 29 at the legislature. About 75 members attended this, along with a few elected (or soon to be elected) politicians. It felt good to be on the legislative grounds again, even if it is undergoing some façade reconstruction. It is Our House, after all.

I returned on August 3, to the legislature grounds to again protest, this time the government's ending of virtually all tracing, testing, and isolation COVID safety measures effective August 16. About 400 people from all walks of life attended this daily rally. I returned on the August 6 and August 8, the latter of which I was the MC for. Similar, larger rallies were held in Calgary concurrently. In the end, the massive national attention we brought to what the UCP were trying to do was partly successful and the government was forced to delay the end of tracing and testing for six weeks.

AHS Wildcat Strike

It was no surprise that huge swaths of our members became greatly upset with the UCP after the government revealed over the early winter of 2020 that they wanted to reward our dedicated, hard-working AHS employees with a salary rollback to go along with increased work coming out of the arrival of COVID. This dissatisfaction and anger grew until it boiled over on October 26, with a wildcat strike of several thousand of our members in nursing care and general support, throughout the province.

When I caught wind that something was in the air, I went to Athabasca and helped about 50 of our members, doctors, and public citizens vent their anger at the UCP and AHS. There was much publicity over this, and it ended late that evening when it became known that AHS would proceed with massive punitive measures against our members should it continue.

Some may question the success of the wildcat, but we discovered that even with only a few thousand members out, we nearly brought AHS facilities to a standstill, especially in rural settings. This should serve notice to the government that a larger, legal disruption would easily stop them in their tracks.

RAPID

In November of 2019, the Alberta Government announced the creation of the "Rural Alberta Provincial Integrated Defence (RAPID) Response" initiative to help combat rural crime, by enlisting 400 peace officers who work in Fish and Wildlife Enforcement Services and the Alberta Sheriffs Highway Patrol.

Promises were made at the time that the already overworked officers would receive a jump in pay for taking on this extra, often dangerous work. Needless to say, on October 2, 2020, the officers were informed that there would be no increase in pay.

RAPID became effective April 1, 2021, and on top of their regular duties, many officers have been designated with assisting RCMP with some of the highest priority calls such as break and enters, thefts, assaults including sexual assaults, murders and attempted murders, barricaded persons, domestic disturbances, active shooters, impaired drivers, and any other criminal offences that require an immediate response.

In addition to extra work for no more remuneration, the officers, members of Locals 003 and 005, are currently in a stalemate with government negotiators, which wants to reduce their current salaries by four per cent.

I have been working with the Local 005 complement of RAPID for over a year now, mostly in messaging to media to exert pressure on the employer to pony up the additional pay these men and women on the frontline so richly deserve.

The Years That Were

OK, here's a snapshot of what else I've had the privilege of doing these past 26 months, on your behalf, or with you, in one capacity or another!

- Grievance Review Board (GRB) hearings.
- Local and Chapter Meetings: NE, NW, and Edmonton Regions, 2019, some 2020.
- Site visits (several, when COVID restrictions permitted)
- Local and Chapter AGMs
- Telephone town halls
- Bargaining conferences
- Public Interest Alberta Events (PIA)
- Committee on Political Action Meetings (one every six weeks on average)
- Numerous media interviews: CTV, CBC, Global, Calgary Herald, Edmonton Journal, many regional newspaper
- Meetings with government and opposition MLAs
- Executive meetings (once every two to four weeks)
- Executive retreats (1-2 per year, although none in 2021, due to COVID)
- Provincial Executive Meetings (once every two months)
- Public Service Pension Sponsor Board meetings (once every 2-3 months)
- Labour School in 2020, (cancelled in 2021, due to COVID)
- AUPE election forums
- Special events (retirements, memorials, funerals)

Thank You, Thank You, Thank You!

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

I would like to express my gratitude, appreciation, and affection to the entire Executive of AUPE; brothers Guy Smith, Jason Heistad, and Kevin Barry, as well as sisters Karen Weiers, Susan Slade, Bobby-Joe Borodey, and Bonnie Gostola for the companionship, assistance and encouragement they gave me this past year.

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

Much gratitude and thanks must go to my spouse Heather. Usually I thank her for putting up with me being gone so much, but this time I'm thanking her for putting up with me for being around so much!!

I'm saving my biggest accolades for Executive office assistants, Mary Guido and Tammy Lamoureux. You are both simply amazing! Thanks for all your help and assistance with my often-complicated requests, reminding me of important report deadlines and meetings, and generally making my busy life much more manageable!

Yours in solidarity,

Mike Dempsey

Vice-President, Northeast Region

OFFICERS' REPORT

Vice-President Bonnie Gostola



My fellow workers in this great union.

I want to begin this report by sending my deepest condolences to any of you who have lost loved ones to COVID-19. To those who have contracted this virus and are continuing to suffer with the illness, I wish you full recovery and soon. Thank you, to everyone who continues to go to work every day to provide your service to the citizens of Alberta. Despite the abysmal management of the pandemic by our government and poor employer support, you have persevered. You did this, putting your health and that of your loved ones in jeopardy. Every day Albertans were able to access health care, education, and government services because of your dedication.

The 2019-2021 term has been the most challenging since I took on the role of Vice-President. Not because of fights with our various employers, although those are an ongoing battle. Who would have thought that in the spring of 2020, half way through our AGM season, the world would literally be shut down? We could never have predicted that over a year and a half later we would still be struggling to overcome the devastating pandemic which has changed everything we know and everything we do as activists.

As a member of the Executive team, I can tell you the challenges faced were many and trying to give direction to the union in normal times is always tough. To add the restrictions of the pandemic on top of that and it became daunting. The needs of providing service to 90,000 individual members who see the union in 90,000 individual unique ways is why our governance is always put to the test. I have always tried to make my decisions based on the best information I have available. This did not change with COVID. Representing the members is about trying to weigh those decisions taking into account what is the ultimate best for the membership as a whole. How this union continued to deal with labour issues on the worksites, providing continued educational opportunities, standing up to the attacks of the government bent of destroying us, was my guide when a decision had to be taken.

I know that our front-line members have carried a heavy burden being exposed to this pandemic daily. Many of you could not understand why our offices closed and face-to-face meetings were discouraged. I need to remind you that the restrictions placed on all Albertans did guide that decision. The union needed to heed the warnings about the pandemic and initially we followed the direction of the CMO. As we have progressed over more waves of the pandemic, it was incumbent upon us to continue to take the higher ground. It was becoming abundantly clear that the CMO was following a political agenda and was not acting in the best interest of Albertans. Members demanded more in-person meetings but with more in-depth information coming from actual experts in their fields AUPE, through the governance of Provincial Executive, signed onto the Zero COVID initiative that called on the Government of Alberta to put restrictions in place to curb the rise of the fourth wave of COVID. Understand that the government would have used any opportunity to single us out as a union if COVID spread in a community because of an exposure to COVID at a union meeting. Therefore, whether you agreed with the decision or not, AUPE and its members must protect each other and the public.

I still believe our main mission is to prepare our members for the battles with our employers and this government. Member preparedness is tantamount to success in any job action in the future. I have always said we are in the fight for our very lives, it is no different now. Our fellow workers in government, in health care, and in education are all facing drastic job actions, due to their positions at the bargaining table. Many membership jobs have already been lost to attrition, position abolishment, and privatization. The UCP government has made it abundantly clear that the public sector is where they will make their cuts and that is you! They have also put legislation in place to limit the union's ability to respond and used COVID as a cover to attack our very livelihoods.

What the pandemic has done is expose Albertans to the inequities of the ill-funded public service. It has shown the benefits of publicly delivered services and how the services you provide have kept Albertans safe and kept this province running. What the public has seen is an inept response to a crisis and a hero's response by the front lines. We must continue to prevail in the education, mobilization, and organization of every member if we want to save the services we provide.

What follows is a breakdown of the various activities I have taken on over the last term.

Committees

I chair two standing committees for AUPE. The Occupational Health and Safety Committee and the Pay and Social Equity Committee. Although I chair, it is the members of the committees who drive the work of the committees. They have worked hard on your behalf to provide the best information and education for the work they took on. I commend and thank every one of these dedicated members. The pandemic forced the members to the virtual world and virtual meetings, which has meant any work that was done in a workshop setting has largely been done as homework for these members. I will provide more detailed and thorough reports for these committees later in the Convention booklet.

Central Region Road Trip

In late September and October of 2020, after the first wave of COVID and the relaxation of the meeting restrictions, I undertook a road trip to many of the communities in central Alberta. I was encouraged by the Chapter Chairs in my region who went out of their way to set up meeting sites and invite the members to join us in an informal setting. I made my way from Olds to Rocky Mountain House, Drumheller, Wainwright, Hardisty, Coronation, Consort, Stettler, Camrose, Ponoka, Hanna, Wetaskiwin, and Red Deer. I really enjoyed just sitting down with the members to hear their issues and sometimes just to talk about what was affecting each of them. Unfortunately, COVID wave #2 hit the province, cutting my road trip short. I regret that I was not able to go back out to the members, but I do intend to keep that plan of action on my radar should I be honoured with being re-elected. I was able to go back on the road after the new year delivering the lawn signs.

Lawn Signs Campaign

Late in 2020, we were facing round two of the pandemic, government attacks through media and by their horrendous legislation. Out of that the lawn-sign campaign "We Support Public Services" was created. The Vice-Presidents offered to deliver the signs across Alberta. With the thanks to the many volunteers in various communities across central Alberta, I was able to deliver signs to members and interested citizens. I went out two times across the province, March 1-3, 2021, and April 19-20, 2021. When the members specifically requested, I took more to communities as part of other trips or rallies I attended. I want to thank Tammy Zimmerman and some of the Local 009 members who took on Red Deer delivery in March. I also want to thank Len Icke in Ponoka for taking extra signs and delivering to members in his community. I hope we can continue this campaign as this is drawing attention, my sign from my lawn was taken in the first week. It was promptly replaced.

Wildcat Strike October 26, 2020

On October 26, 2020, several hundred members working in AHS took a stand against AHS and the proposed job cuts to services they provide. I redirected from my central Alberta Road Trip to support the members on the Red Deer Regional Hospital. These members were strong and vocal. Their anger was directed at not only job cuts, but at the thankless burden of carrying health care for eight months with the threat of losing their jobs while being hailed as heroes. Nothing says we have no respect for you as workers like telling you to jeopardize your health and the health of your loved ones and when it's over here is your pink slip! It was one of the strongest supported job action health care had seen in 20 years. AUPE was disheartened when AHS pursued very punitive action against our members, invoking language from the newly drafted labour code changes in legislation. This gave the employer the ability to go after individual members criminally. Facing that threat, our members returned to work on the evening of October 26. It was a gut punch to all those members who took the stand when they as individuals had to choose between their passion for the strike and a criminal record. Over 700 individual grievances have been filed, and the case is still before the Labour Review Board, therefore I must end the report on this matter until all outcomes are determined. Thank you for taking the stand, you are heroes in my eyes.

Chapter and Local AGMs

In March of 2020, we were about halfway through the Chapter AGM season. Meetings were suspended and, ultimately, cancelled. This decision was made knowing 2020 was not an election year. AUPE is a democracy and elections are essential to the democratic process. Provincial Executive made the determination to hold AGMs in 2021

and that those meetings would be held in a virtual platform. It was then up to the Executive team to work with the staff at AUPE to on the delivery model for these meetings. I sat on the working group that was formed to put the idea into reality. The things we needed to consider were connectivity issues, universal, but Chapter specific access, transparency in the balloting process and election outcomes, and the ability to fill out the election forms and motion forms online. AUPE did not have the requisite skills in its staff to accomplish the outcomes necessary and a call was put out to find an IT provider who could draft the code with a quick turnaround. It was hoped it could be done in about two months, but it turned out to be about a three-month process. In mid-February, the Vice-Presidents began reaching out to the Chapter Chairs in their region to book their online meetings. Beginning March 15, I began hosting the Chapter meetings for the central region. 104 meetings later, with 29 of those being second calls and three more being third calls, the last meeting was hosted on July 15. To all those who put their names forward during the elections, thank you! Democracy is about choice, and you offered that for your Chapter members. To those who were successful in the elections, congratulations! You are the future of the union at the worksites and with the members. I wish you success. Finally, to those who served the members during the last term, thank you. When you took the role on in the Spring of 2019, who could have imagined the challenges you faced in light of 2020. I was also assigned to five Locals in AUPE, to co-ordinate AGMs with the Local Chairs. It is the first time in the history of AUPE that a Vice-President has been present at every Chapter AGM. Hopefully, the organization of and hosting of meetings in a virtual setting will not continue to be the norm but will still be a tool our members can utilize to host meetings especially in the harsh winter months. We have learned to do business in other ways that can still be effective method to engage our members. We need to continue to embrace technology and not shy away from it.

Media

I have been asked on several occasions to speak to the media on behalf of the members. Most of the issues have revolved around COVID issues, and often deal with issues of OHS. Other interviews have been about the delivery of care in LTC centres, massive working-short issues, and bed closures due to staffing shortages. I have proudly been your voice, public facing, truly speaking to the passion, dedication, and professionalism of every one of you.

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

I have now served two and a half terms on the Friends of Medicare (FOM) Board representing the interests of AUPE who donates funds to this agency. The FOM is dedicated to keeping health care as a universal right with universal access delivered in the public realm. They lobby, protest, and inform Albertans of the dangers of the loss of services and the privatization of services. They take an active role in joining our members on the worksites during job actions as well as actions at the legislature and MLA offices around Alberta. They do regular press releases calling out the government when the services of health care are threatened. They have also partnered with AUPE in condemning the privatization of LTC delivery. Our meetings, like those across Alberta, have been in a virtual format. The meetings are regularly held about every two months. I have been able to attend about half the meetings this year, but my commitments to the membership and this year the Chapter AGMs have limited my ability to participate. I was able to participate in the AGM on May 5, 2021, and will attend the next scheduled meeting of the board on September 8, 2021.

I have also sat as a member on the Public Interest Alberta (PIA) Senior's Task Force. This group is dedicated to providing feedback and insight into issues affecting seniors in Alberta. They advocate for seniors' rights, focusing on the inequities in housing laws and long term care delivery. I feel very comfortable in this group as I feel I can contribute to the conversation having two elderly parents, one living in a lodge setting and one in long term care. They fight for things like the delivery of public long term care beds.

Inclusion, Diversity, and Equity

Over the past few years, I have experienced the inequities in this country and especially in this province. I have been a part of training that the entire Executive team has taken to better understand the role played in assuring all our members get the same access and experience of all that being a member is entitled to. I have proudly added my name to statements on AUPE's stance on Black Lives Matter, Indigenous Recognition and Reconciliation, and the LGBTQ2S+. I had always believed I was enlightened and held no prejudice to any person. With training, I realize now that I have biases which I must admit so that I can go forward. With that knowledge, I will state that my bias comes from being born a white woman of European descent, born to a European colonial country, and educated in a white dominated European mostly Christian educational system. All of this together has allowed me to have a privilege in life that many of my fellow workers do not share. Knowing my upbringing and the life I have led gives me the ability to recognize that I can also be a voice for change. It is not to just accept inequity or racism, but it is to stand against it at every turn. That is how I honour and embrace a union that is inclusive, diverse, and equal.

Thank You

I want to thank AUPE's staff, especially Tammy Lamoureux and Mary Guido, who provide administrative assistance to the Executive team. They have kept the whole team on track for the entire term and throughout the pandemic. They are on call for the Executive all the time and give long hours in service to the union. To the other departments of AUPE, Labour Relations, Education, Organizing, and Communications. It has been a trying time for the staff who work in these offices, but they have risen to the challenges that the Executive team, the Provincial Executive and the members have demanded of them. COVID changed the way they work as well and have worked to deliver the same level of service to the members as they provided pre-COVID. AUPE continues to organize new worksites and groups.

The Executive Team

I have been fortunate to be a part of so many amazing Executive teams. I want to thank the members of this team; it has been an absolute pleasure to work with these amazing advocates. They are dedicated leaders who have risen to the challenges of the past term. Each of them brought a different skill set to the Executive team and were able to use those skills to build a cohesive and strong team. These members have worked as a team to face everything that has come at the union. When COVID hit, we began meeting weekly, evaluating the services being delivered to the members. Since then, the team has met often and whenever necessary to address issues that came to our attention. We were forced to work within the framework of the COVID restrictions, developing strategies to help members on the front lines.

I will truly miss my sister, my friend, my mentor, and my colleague Karen Weiers. She has been an amazing leader in AUPE and leads by example. She is that voice of reason, but also that tour de force when confronted with the injustices heaped on us by employers and governments alike. She has been a part of making this union stronger by always challenging the members to be involved and then showing them how!

Kevin Barry has always had that calm demeanor which commands respect. His intelligence, balanced with his compassion for the well-being of the members is something I have always admired. He has been a part of AUPE for many years and supported me when I started to take on the various leadership roles. He makes every person feel welcome and shows them why their union is also their family. I wish both these amazing friends the best in their retirement. AUPE will not be the same without them, but they have earned their retirement.

To the other colleagues, friends on the Executive; Bobby-Joe Borodey, Susan Slade, Mike Dempsey, Jason Heistad, and Guy Smith. I hope to continue to serve with you on the next Executive. The leadership you each have provided to the members of AUPE has been nothing short of amazing. You give of yourselves, 24/7 supporting the needs of the members and all deserve to continue providing that leadership.

AUPE is the membership. You have struggled over the past year and half to provide your skills and expertise in the face of unusual hardship. I have been with you every step of the way. I have never been prouder of each and every member who has carried this province since COVID began. You have stood up to an oppressive government showing Albertans your value proving that this government is going down a path of destruction to the detriment of the health and well-being of us all.

Thank you for everything you do every single day!

Your sister in solidarity,

Bonnie Gostola

Vice-President, Central Region

OFFICERS' REPORT

Vice-President Susan Slade



Welcome 2021 AUPE Convention delegates,

It is hard to believe that when we said our goodbyes at the end of 2019 Convention that we would find ourselves in such a different place and such a different world than the last time we gathered. From the heartbreaking decision to cancel the 2020 Convention to the much-discussed and debated decision to hold 2021 on a virtual platform. It is imperative that we show our commitment to moving this union forward and even though we are not physically in the same room, we still do have the ability to debate issues, elect officers, question reports and pass a budget through the virtual platform and my hope is that all of you take advantage of this the next four days. If you are a new or seasoned delegate, this is new for everyone while we hope for no bumps or bruises along the way, I think that can be expected this year more than ever as we navigate through the coming days. Please take advantage of all that the platform offers.

I am going to try my very best to encompass the past two years without being too wordy or long winded. I will apologize if I was remiss in adding anything, but please feel free to ask questions. Whether it is before during or after Convention, I am happy to answer any and all questions.

Edmonton Region

I was assigned the Edmonton region after Convention 2019. The Edmonton region has approximately 30,000 members, all four sectors, 20 Locals represented (members within Local), 101 Chapters and four Area Councils. It consists of Edmonton, Spruce Grove, Stony Plain, St. Albert, Morinville, Leduc, Devon, Beaumont, Sherwood Park and Fort Saskatchewan.

Due to the pandemic, most of the Chapters did not have an AGM in 2020, however all held an AGM in 2021. In total, there were 125 AGMs, 20 of those being second calls and four brand new Chapters. I was able to attend most of the 125, but did need help from my teammates for about 15 meetings (you are all best). The Chapter Executives did a great job of helping members navigate the online system. I also held weekly Sunday evening Zoom meetings for the Chapter Executives to do a run through and ask any questions prior to their meeting. Thank you to all that attended the meetings so that we could participate in the democracy that is so important to moving the union in the right direction. Congratulations as well to all the newly elected Chapter Executives.

Throughout the last two years, I have sent check in emails/text messages to all the Chapter Chairs to get updates, answer any questions or concerns as well as update on any ongoing initiatives. This was once again due to the pandemic and the gathering restrictions that have been in place. Early on in 2020, I made available a Zoom account for Chapters and Locals to use for their members. This allowed for members to stay engaged and while there was a bit of an adjustment to the virtual world, I do believe that when we go back to face-to-face meetings that a virtual platform should also be available for all meetings. This allows members to attend from where ever they happen to be. The virtual world makes it easy for someone who may otherwise have to drive several hours to a Chapter meeting, someone who doesn't have childcare, or someone who just wants to tune in from their living room. The virtual world creates a space for everyone.

Vice-Presidents also have been assigned several Locals to be a liaison for. This was asked by some of the Local Chairs so that while the Executive was working from home they would have regular contact with an Executive member. We were assigned by the President. I am liaison for: 002, 042 ,046, 049, 054 and 118. I checked in with each of the

Locals on a regular basis as well as scheduled their virtual Local AGMs and, at the time of this report being submitted, I am happy to say all six Locals held successful AGMs and I look forward to continuing to work with these members. Congratulations to all. I am currently, at time of submitting, booking the four Area Council AGMs under my portfolio.

Several Chapters and Locals held regular meeting during the last two years through a virtual space and one of the advantages I found was that I was able to attend more meetings as opposed to driving from one to another. It very much gave me a chance to connect and interact with way more members, not just the ones in my area. Thank you to those Locals that sent out invites for their council meetings. I also was able to attend the Local Chairs and Multi-health Executive meeting on a regular basis.

One initiative that was started this year was the Government of Alberta Chapter Chairs meeting. This was suggested by Local 006 Chapter 014 Chair Jose Reyes to bring the GOA Chairs together and discuss strategies to increase member engagement and fight back against the government. We were meeting once a month, except for over the summer. I am hoping that this will continue. It is important to meet as a group simply due to the fact there are usually several Locals in one worksite or building, so having those connections with each other helps to bring unity and solidarity on the sites. My wish would be that Chapter Chairs within each sector start holding regular meetings for the same reasons as above.

Prior to March 16, 2020, I attended many worksite information sessions with Chapters in Locals 001, 002, 006, 046, 047, 049, 054 to speak about ongoing bargaining, Bill 9 and what those mean to members. Throughout the last two years we have been connecting with members through phone banks, text banks, telephone town halls, and member updates. Telephone town halls are an effective tool to reach tens of thousands of members in a very quick and easy manner. Members have the ability to get answers to questions in real time and well as get updates on issues that directly affect them.

Rallies and information pickets for Bill 9, contract struggles and just general discourse for the way this government treats front-line Albertans were an almost everyday occurrence until restrictions were imposed. In the fall of 2020, while we had a brief reprieve from restrictions on outdoor gatherings, members from across Alberta joined their fellow workers in a one-day wildcat in support of General Support Services members that were and are facing job abolishments through AHS/UCP decisions to privatize the health-care system even more than they already do. While we were unable to achieve everything, we had hoped for the public support that was received was very positive. Unfortunately, AHS and the UCP took a very hard line and the fallout of the wildcat is still being fought at the labour board. Recently, we have been able to resume gathering outdoors and one of the first information pickets took place July 29 with a Local 049 rally at the legislature to protest the potential selling off of Capital Care (this was a recommendation in the Ernst and Young report). Members from 049 have also been working on a petition to present as well as phone and text banks to fight back against this sell-off. On August 11, United Nurses of Alberta organized provincewide information pickets. I was very pleased to be able to attend Westview (Stony Plain), Royal Alex, University of Alberta, Glenrose, and Alberta Hospital Edmonton during the course of the day. Given the state of bargaining and the constant disrespect that is being heaped on front-line workers, I feel that these information pickets are just the start of many, many more. I will not reiterate the same sentiments as the President's report, but I do wholeheartedly agree with them all and it is definitely a time to continue to stand up for all workers in Alberta. This government is not prepared to blink unless it is pushed too.

Media

Over the last two years AUPE has been in the media more than it ever has. We have consistently been the go-to union for the media to ask for comment. It has been a privilege to represent all the members through the media outlets. Here is an outline of some of the stories that I have been the spokesperson for:

- October 2019 - Medicine Hat info picket, Wage rollbacks GOA
- November 2019 - Legal Aide, Devon Information Picket
- December 2019 - National Day of Remembrance and Action on Violence against Women, Rosedale info picket
- January 2020 - Editorial Edmonton Sun
- February 2020 - AHS review, Ryan Jespersen AHS review, AHS laundry
- March 2020 - NAIT layoffs, Chartwell layoffs
- April 2020 - Edmonton Catholic School Board layoffs COVID, PPE masks
- May 2020 - CBI labour board, CMO order single site, Edmonton Young Offenders, Health-care Aide top up
- July 2020 - Continuing Care, Bill 30, Misericordia outbreak
- August 2020 - Good Samaritans Southgate Centre, Misericordia reopening
- September 2020 - Continuing Care Government Announcement

- October 2020 - Great West News COVID statement, Laundry privatization, Gunn McCullough Centre, Wildcat, Surge in COVID cases
- November 2020 - COVID outbreak South Terrace, Edmonton Chinatown Centre, Isolation rules, Single site staffing crisis, LTC COVID outbreaks, Revera, call to action on COVID-19, McConachie Gardens new group, Bill 46 HCA proposed regulations
- December 2020 - Fort Saskatchewan Correctional Centre Roger Maxwell, Letter to Labour Minister, extra protection for front-line workers GOA, Health-care workers over the Holidays
- January 2021 Travelling MLA statement, Our Times magazine interview, AGLC, 1GX, AHS GSS/ANC memorandum of agreement, Southgate Care Centre
- February 2021 - Pre-budget
- March 2021 - NAIT nugget, Health Quality Council of Alberta, 1GX Alberta Government Library Closure, Women workers in public sector during pandemic
- April 2021 - Chartwell Emerald Hills new group, Fort Saskatchewan survey results, Royal Alberta Museum
- May 2021 - Our Parents' Home new group, Fort Saskatchewan Correctional Facility
- June 2021 - Detox moving to Alberta Hospital
- July 2021 - Capital Care Rally, AHS General Support Services roll backs, Response to Travis Toews job security and rollback, Global news statement re: protests against changing COVID measures
- August 2021 - UNA rally, Royal Alex surgical suite closures, Primetime Alberta staffing shortages in health care, AHS Staffing Shortages, White Coat Black Art interview
- September 2021 - Alberta Prime Times, Shandro's ousting as Health Minister, Copping to reverse 11,000 AHS firings

Boards

I am privileged to sit on the Public Interest Alberta Board as AUPE representative. This past year Joel French has moved on from his role of Executive Director and we have welcomed Brad LaFortune to head up the organization. PIA has been one of our biggest allies in the continued battles with this government. Below is the taken from the PIA website and states what this organization does.

Public Interest Alberta is a non-profit, non-partisan, provincewide organization focused on education and advocacy on public interest issues. PIA exists to foster an understanding of the importance of public spaces, services and institutions in Albertans' lives, and to build a network of people and organizations committed to advancing the public interest.

We believe the primary responsibility of our provincial government is to advance the collective interests of the citizens of Alberta. This entails a commitment to equity, accessibility and democracy in our society and institutions.

Founded in June of 2004, PIA and its network of member organizations and individuals undertakes a wide range of activities to promote the public interest, including:

- Developing strategies and actions to preserve and enhance public spaces, services and institutions
- Co-ordinating political action related to matters of public interest
- Collecting research, media and other information on the public interest to disseminate to member organizations and the public at large
- Directing new research on public services and the public interest

I also sit on the Public Service Pension Plan Sponsor Board, where I am currently the Chair. This has been a huge learning opportunity, which I have embraced, and hit the ground running. A huge thank you to my colleagues Mike and Jason, as well as our AUPE staff that answer my questions and provide answers that make the very complicated world of pensions that much easier. Part of the role of sitting on a pension board is that we also attend the AUPE standing committee meetings. I have tried to attend all the meetings, however, on occasion there is a conflict with other duties. I encourage all members to ask questions for your individual pensions call APS and attend the info sessions that AUPE. AUPE has a wonderful resource in our pension expert Liliana Cordeiro. The Pension Committee is also holding a seminar in November and I am very much looking forward to participating and hearing all the great speakers that are going to be presenting. The PSPP is very stable and we continue to hold the members' contributions as our first and foremost responsibility.

In Closing

The above is a just a snap shot of the last two years. Some of my other duties included being acting President on several occasions, Executive, Chapter, Local meetings, Convention Committee, interviews for AUPE jobs, moderator for telephone town halls, phone and text banking, lawn-sign delivery, signatory on several submissions to government including social media standards of practice, National Nurse Unique Identifier, HCA regulatory, attended pension coalition meetings with other unions. But the most important task of the last two years was and is the conversations with members, whether it was in person, virtual, messages. I make it a priority to be available at all times to members to answer questions, listen to concerns or provide support. Everyone has felt frustration and sometimes anger due to the way our world has turned upside down, the continued restrictions and COVID cases being up and down like a rollercoaster. I hope that we can focus more on members and less on blaming things that are out of all people's control. To add fuel to the fire we have seen how this government has continued their attacks on the public-sector workers. My hope is that, as activists, we can continue to work together for the whole of the union and support each other as a collective. We are never going to be free from COVID, but if we continue to encourage vaccines and social distancing, perhaps in the near future we will be able to meet in person and have a somewhat back-to-normal life. This has been a very difficult two years for everyone. Please have compassion for your fellow humans. I want to thank every single member that has helped to get us all through these last two years, whether it was going into work or working from home, for stepping up to plate and ensuring that your clients, co-workers, and family are safe.

Thank you always to the members and activists that have continued to fight the good fight, that have encouraged members to be involved and have done the heavy lifting with their fellow workers. Thank you to all the amazing AUPE staff that make sure members are being looked after whatever the needs are: grievances, bargaining, organizing, etc. There is so much work that happens behind the scenes that nobody sees and I am forever grateful to all those that always take the time to answer my questions and help make things a bit easier for everyone. This last two years has been especially difficult for all and I am grateful to have an amazing team of people to work beside that I consider family more than co-workers. They allow for that a safe space when things get tough, to celebrate when life is great, and to check in whenever is needed. Guy, Jason, Karen, Mike, Bonnie, Kevin and Bobby-Joe, thank you and I wouldn't want to be on this wild ride with anyone else. Mary and Tammy even though we haven't been able to see you in person, thank you for always being available for whatever is needed no matter the day or the time. Carl, Des and the rest of our management team, another big thank you for always going above and beyond. Lastly, I want to thank my family: My fave guy Chris, whose support never wavers, my children who are my most incredible gift and my dad, who always encourages me to be the best I can be.

This world we live in is a funny place and life can change in a minute, as we have seen time and time again, so while we are all looking at each other over a virtual screen, remember one day those virtual hugs, waves and conversations will be a thing of the past and we will see each other in person again. Until then, my friends, be safe, be happy and be kind.

Respectfully submitted and with solidarity,

Susan Slade

Vice-President South Region

OFFICERS' REPORT

Vice-President Karen Weiers



To the officers and delegates of the 44th Convention of the Alberta Union of Provincial Employees;

Welcome to the AUPE Convention 2021 – Our Struggles, Our Solidarity, Our Union!

Convention is an exciting time as members from across the province gather, and this year, albeit, will be bit different on a virtual platform. Still, this enables us to continue making decisions for our union that will govern our path as we move forward. This is about all of us seeking a common goal what's best for all members. These upcoming days of Convention will definitely be enlightening and I look forward to sharing the experience together with all of you. Our combined experiences, knowledge, and capabilities will contribute to our strength and growth.

Throughout the past term, my designated area of representation as assigned by the President was the Southern Region. This covers from south of Calgary (excluding Calgary) down to the U.S. border, and east and west from the Saskatchewan to the B.C. borders. Although this has been an unprecedented term because of the pandemic, I still tried to establish and build relationships within my assigned area. Travelling was limited, but I was still, within our pandemic guidelines, able (when able) to attend rallies, and transport what may have been required to Locals and Chapters. I made a concerted effort to touch base with the Chapter Chairs, Local Chairs and Area Council Chairs through either email or text messages, providing my contact information and, of course, my offer to assist in any way I could.

There is absolutely no doubt that COVID-19 threw an additional challenge to all of us! It is still unbelievable that we, in this day and age, would ever go through a worldwide pandemic and for so long. My condolences to all that may have lost co-workers or loved ones, and my thoughts continue for the speedy recovery to all who may have contracted the virus. Please continue to use all the precautions to keep you, your family and those around you, safe. We are all dealing with this pandemic in our own ways, and it affects many people differently. Let us be the helping hand, the shoulder that may be needed or the support that is required. None of us knows what the other is going through so, please, let's continue to help each other through this.

I want to take a moment as well, to sincerely thank each and every front-line worker for all they have done and continue to do during this troubled time. Going to work every day, not knowing what the day will bring or how it might end, keeping Albertans safe and providing the services they need. AUPE members are proof that not all heroes wear capes.

Without the ability to meet in person for most of this term, we have all become much more familiar with the virtual world. Although, there is nothing better than meeting in person, this platform has allowed us the ability to still meet. Having the opportunity to connect with each other through the virtual platform has enabled us to continue to do the business of the union. I have had the opportunity to attend many more meetings, conferences, townhalls, media interviews, than I ever would have been able to prior. Having to conduct our union business this way, yes, was indeed different and sometimes challenging, but I do want to thank the many Locals and Chapters for recognizing the need to still communicate with each other; for encouraging and assisting others to become engaged. Decisions and recommendations regarding process, coming from either the Executive or the governing body PE, were not easy decisions to make. They were decisions that were discussed thoroughly, and made to make a process for all, one more unified and as well, for the best interest, and for the health and safety of all members.

I have attended Provincial Executive (PE) meetings which is the governing body between Conventions and is comprised of the Executive Committee and a representative from each Local within AUPE, representing the main

interests of all members of the union. Reports have been submitted for all meetings. I have also been part of a Grievance Review Board (GRB), which has been established in AUPE to ensure that all members are represented in a fair and just manner. This board applies principles to ensure that the union's duty of fair representation of its members is met. There are many decisions that are made in both entities, but always remembering why and for whom I am there, makes each well-thought-out decision, a little easier.

Having AGMs this year did not go without challenges and has been like none other! We have heard many comments about having to hold our AGMs in a virtual manner, some positive and some negative, but at least we were able to hold them. I do want to thank the Chapter Chairs within the southern region as the booking process went relatively smoothly. I also want to recognize the effort that went in to make the AGMs successful in meeting quorum and electing Executive members. As leaders, we should be working towards promoting our meetings with whatever platform is used so that we can ensure the business of the union continues, and the information is relayed. At the time of writing this report, I participated and ran elections in 69 AGMs (66 Chapter and three Local) and out of that number, nine were second calls. I have three Local AGMs assigned to me remaining, and those are scheduled for September. I have had the opportunity to attend some Chapter and Local AGMs as a guest as well. I do want to give a special thank you to each and every member that attended their AGM and as well to the outgoing Executive within the component. And, with that, I would like to congratulate all the newly elected component Executive boards and may the light you bring forward be that from the torch given to move on with.

I have been most fortunate to chair the Membership Services Committee with such an amazing group of activists. There were always enough topics this past term to discuss and work on. This past term we have taken an active role in amending, enhancing policies and processes. A more detailed report has been submitted by the committee. I would like to thank this committee for their commitment in the long days, with full agendas and especially for the passion for the membership at large. I am proud to have had the opportunity to work with each one of them.

We have seen more attacks on front-line workers from this government and the hits keep coming! Every sector within our union has been hit or is currently being threatened. All jobs and all job losses are important, the list keeps growing and it is absolutely shameful. We continue to be in a pandemic where a government should be looking out for Albertans, by helping maintain livelihoods and creating more jobs, but instead they cause more job loss and hardships. I do especially want to thank those Local and Chapter leaders for being on the front line and with those that have gone through those hardships. We have seen so many job losses already and, speaking in the south region, particularly within agriculture, wildfire management, care homes, the courthouses, post-secondaries and now most recently the laundry workers to only name a few. We have seen position abolishments, working short, (employers expecting more to be done for less) in all sectors and the list continues, as massive cuts and the threat of future job losses still hang before us. As like most of the province, in the south it has affected many, not only our members, but their families and their communities.

We as a union ask for members to stand up and to continue to fight back, when we know that our members are literally exhausted. Unfortunately, we must remain vigilant, we must find the strength, we must continue to mobilize, we cannot let up. This government is not letting up, so we cannot. This continued attack by this government will affect our livelihoods, our families, the services we provide for our communities not only now, but in the future. We must stand up with whatever we have left in us, against this government. We have each other to lean on, let us combine our strengths and continue to move forward together.

One of our biggest struggles with continued attacks and concessions is currently in bargaining. Some of our biggest bargaining units are currently in negotiations and although at various stages through essential service agreements, informal mediation, formal mediation, it is all an uphill battle. I do want to thank those on the negotiating teams for all the work they are doing, all the information they have been providing their components and especially for standing strong and standing up for our services. I also wish to encourage all members to stand strong with each other and for each other as although it may not affect you directly, it very well could affect the services provided to you, your family and your community.

Although I am not able to mention all that I have been involved with, I will mention a few events. Throughout the term there were many highlights that I have had the opportunity to partake in the southern region especially, and I would just like to highlight a few of them.

Fight Back Rallies - These rallies were held throughout the southern region bringing awareness to the 11,000 jobs that the government intended to cut. We had great participation at the rallies which involved support from the community, other unions and other organizations. We rallied on beautiful sunny days, days with snow falling upon us and yes, we even rallied when temperatures had -40 windchills.

Steward Workshops – Again I was most fortunate to attend most of the steward workshops (even if just briefly at some of them), and it was welcoming to see the engagement and participation of our stewards in these workshops. The workshops were held virtually for the first time ever, but again, we were able to still hold them. It reinforced the need for continued education to all our valued stewards who are the voice, the eyes, the ears and the heart of our union and, needless to say, they definitely do make a difference in people's lives.

October 26, 2020 Wildcat - October 26, 2020, will be another day that goes down in the labour history books, as health-care members across the province took a stand and took to the streets in a wildcat strike. With the government announcement that AHS will be laying off 11,000 workers, this action began to fester, especially when talks continued of job loss during a pandemic. This showed callous disrespect and just pure madness on behalf of the government. Members did what they believed they needed to do and for all those that took a stand against privatization and massive job loss, I want to thank you for your bravery, your power and your strength. The fact that this drew not only local and provincial but national media attention, shows that there is much concern everywhere. The public support was phenomenal, much more than I would have anticipated, as people within communities understand that decisions being made by AHS and the government affect us all as Albertans, not just the workers. Unfortunately, without the ability to achieve amnesty, there were disciplines handed out, fines to the union, all of which are still being fought.

Media - I believe that these past few years have been the most media that AUPE may have ever done. I believe that we as an Executive were doing media (television, print and radio) on a constant, almost what seemed like a daily basis for some situations. There definitely wasn't a shortage of topics to bring awareness to this year.

Melcor Centre - I have also worked with members in Lethbridge that have been experiencing high levels of mould in parts of the Melcor Centre which is the location in which they work. The members have been trying to work with employers to address these issues and although the level is below what is considered hazardous in the OH&S rules, those rules do not take into account the risk from prolonged exposure, especially for people with health problems. Members had initiated a campaign (prior to COVID-19) and were getting members within to sign a petition for the employers (GOA and AHS) to act to protect the workers.

Lawn Sign Campaign – During the pandemic I was able to deliver the “We Support Public Services” to many homes within the southern region. Whether it was placing the signs in snowbanks or in the spring when the snow melted on the lawns, I ensured the signs that were requested were delivered. I also made sure that components requesting ‘extra’ signs had them, and even recently at the UNA rallies, I made sure that components requesting them, had them available to hand out.

I have continued to touch base with the Component Chairs and any member within my region, offering what help I could, suggestions, and responses to questions and concerns.

Listed below is a brief synopsis of what I have done throughout this term (please note that this does not encompass any phone calls, emails, text messages and meeting preparations that I have done, responded to, prepared for or attended to):

- Local Council meetings/AGM
- AGM process meetings
- Connecting with assigned Local Chairs
- Trying to connect with Chapter/Local Chairs in the southern region
- Executive meetings
- CSAG (Clinical Support Advisory Group) AHS
- Grievance Review Board
- Membership Services Committee (MSC)
- MSC Chair/staff advisor meetings
- Operations meeting
- Interviews
- GOA Townhall meetings
- MSC Chair/education meetings
- Membership Services Committee meeting
- Lawn signs deliveries in southern Alberta
- Steward workshops
- Day of Mourning
- Text banking

- Local Chairs meetings
- Multi-health meetings
- Lethbridge College townhalls
- Media
- Operations meetings
- Joint Standing Committee meeting
- Work Design Workshop
- GOA townhalls
- October 26 Wildcat debrief meeting
- GOA Local Chairs meeting
- Health-care Local Chairs meetings
- Emcon meetings
- Article 29 investigations
- Mobilizing meetings
- Lunch and Learns
- Acting President
- Fight-back rallies
- Meeting with Executive Director; Acting President
- Health-care telephone townhalls
- Intercultural training
- Indigenous Canada course
- Labour School
- Moderated the Presidents Panel (Jasper)
- Christmas engagements (prior to COVID)
- UCP AGM rally
- Media training
- AUPE site rallies
- AUPE staff function
- GOA telephone townhalls
- Drive by Area Council events
- Moderated AHS townhalls
- Boilermakers Local Lodge 146 Strike (Cessco) rally
- Teamsters 987 Strike (Coca Cola) rally
- UFCW Local 401 (Cargill Meat Packing Plant) rally
- Melcor mould campaign

We know, as a union, our strength comes from the members within. This has come from activism, commitment and hard work and that when we come together, standing up for what we believe in, and by working together, it can actually make a difference. AUPE is each and every one of us, whether you are from education, government, boards and agencies or health care. Now more than ever, when the stakes are high, we are all struggling, and we are all fighting to protect the services we provide is when we all need the support of each other.

I would like to recognize and sincerely thank:

- You the members. I would also like to acknowledge Local/Chapter/Area Council Executive members, Provincial Executive members, and Stewards for your continued support and for the hard work you do on a daily basis and especially during this unprecedented time for our union.
- The members of the Membership Services Committee for your support, dedication, and commitment to our committee and in working hard to achieve our goals.
- Carl Soderstrom (AUPE's Executive Director) and Des Schell (AUPE's Senior Director of Strategic Operations), all the directors, managers and AUPE staff in the many departments who have helped me and have shown dedication to our union in the work that is done on a daily basis.
- To Mary Guido and Tammy Lamoureux in the Executive office for all of the work they do on behalf of the membership and the Executive, for their assistance, dedication and commitment.

- My mentor, President Guy Smith, along with Executive Secretary-Treasurer Jason Heistad and all the Vice-Presidents (Mike Dempsey, Susan Slade, Bonnie Gostola, Bobby-Joe Borodey and Kevin Barry); we have been through a lot this term and it has been an incredible honour working alongside each and every one of you, teamwork is essential in what we do within our union.
- And last but definitely not least, my family. Thank you for listening to me 'talk union', and being supportive over all these years, as the encouragement that I had from those closest to me got me through many times and I am sincerely grateful.

As I look back over the years, my first thought is where did the years go, they go quite quickly. I am very honoured, proud and thankful to have had this opportunity to serve as one of your Vice-Presidents. I have never taken this experience for granted, and each and every decision I made was in the interest of the membership. We all must continue to build a union culture that enables us all to build our strengths and one which empowers us to defend our rights.

After 42 years with Alberta Health Services, it is now time for me to start another chapter in my life. I will not be seeking re-election at this Convention, but I do encourage each and every one to take a new step within AUPE and see where the direction may lead you. There are many paths within the labour movement, never lose an opportunity to create a new journey. Again, thank you for the support that has been given to me in my ten years as one of your Vice-Presidents.

Respectfully submitted and in solidarity,

Karen Weiers
Vice-President

COMMITTEE REPORTS

ANTI-PRIVATIZATION COMMITTEE

Greetings to all the delegates, officers, observers, and guests of the Alberta Union of Provincial Employees annual Convention, scheduled in the virtual world across Alberta for 2021.

Committee Members

Kevin Barry (Chair), Vice-President
Jan Schaller, Local 040, Airdrie
Toni Zatorski, Local 042, Evansburg
Lynda Broomfield, Local 044, Red Deer
Laurie Shannon, Local 044, Drumheller (Started February 2020)
Jeramy Paananen, Local 054, Edmonton
Ramza Gebran (Vice-Chair), Local 095, Calgary
Mike Curry Local 118, Dixonville
Tyler Hardy, Local 003, Coalhurst (October 2019-February 2020)
Nancy Burton, Local 045, Cochrane (October 2019-September 2021)
Mathew Byrne, Staff Advisor (May 2021-Present)
Garry Sran, Staff Advisor (October 2019-March 2021)
Ellen Anthony, Staff Administrative Support (March 2021-Present)
Justine Leszczynski, Staff Administrative Support (October 2019-March 2021)

It has been a pleasure to be the Chair of the Anti-Privatization Committee for the past two years. Despite the fact that we see ourselves being attacked on every front with job losses and threats of privatization in every sector, your committee worked hard on getting members access to needed information to help fight privatization. I will do my best to give you some of the work the committee has focused on, as well as the state of the fights we have been through and are still in.

Committee Outreach

Liaisons

First on the agenda for the committee was developing a liaison list for Locals to use when needing to contact the committee for support and information. Liaison list can be found here. <https://www.aupe.org/sites/default/files/2020-07/APC%20Local%20Contacts%20July%202020%20.pdf>

The list was intended to do two things: Break up the work for the committee members to reach out to their respective Locals to have a discussion about the committee, what we are there to help with; and to have a contact that they can work with over the two-year term. Committee members were tasked with reaching out to their respective Locals to introduce themselves and offer to do a presentation at any upcoming Local Council meetings. We were in the beginning stages of this process when the pandemic forced everything to essentially stop until we were able to transition to a virtual world as best as possible.

Communication

Your committee wanted to develop an easy way for members, Locals or Chapters to communicate to anybody on the committee at any time. We developed a single email in order for this to take place. Your committee liaisons all had access to this email in order to respond to any inquiries from their respective assigned Locals. antiprivatization@aupe.ca

As well, we posted a webform that can be filled out by members to report to the committee any rumours or to request information from them. https://aupe.formstack.com/forms/antiprivatization_reporting_form

A refresh of the AUPE Anti-Privatization website was done and all of the communication pieces can be found at the website here. <https://www.aupe.org/about/committees/anti-privatization-committee>

A Facebook page was started as well.

Support materials

A review of all the print material that was available to members was undertaken to see what was still relevant and most effective for use at meetings and worksites. First, a review and rewrite of the manual was undertaken by the committee. It took a bit of work and a few meetings to get a final product ready and updated along with an updated PowerPoint

presentation for the liaisons to present. A link to the workbook that is best to use with all your anti-privatization work at the Local and Chapter level is here. <https://www.aupe.org/sites/default/files/2020-01/AntiPrivManual.pdf>

As well all the available documentation that was reviewed and is available for use can be found here. <https://www.aupe.org/about/committees/anti-privatization-committee>

Campaigns

Work on campaigns were certainly harder to do while not meeting in person over the almost last two years but here is some of the work the committee was able to undertake.

- Letter to Premier Kenney - A letter was developed to send to Premier Kenney to bring seniors' care under one public umbrella. <https://www.aupe.org/sites/default/files/2020-07/Dear%20Premier%20Kenney-3.pdf>. AUPE was not the only group working on this as there is a national campaign focused on making Revera public. Revera was chosen as they are wholly owned by the Public Service Pension Investment Board. You can see more information here about the national campaign. https://www.friendsofmedicare.org/make_revera_public. A position paper on the dangers of privatization in the health-care system and how it affects long term care (LTC) was presented to the committee by Mathew Byrne and Garry Sran to help with education on this subject.
- Wear Black Thursdays was a campaign that started on Facebook and the committee decided to create a poster that could be shared and posted at worksites to support health-care workers who are facing privatization. As we know and have seen the current government has not let up on its attacks on public health care. The poster was developed to continue to keep people aware of these attacks and support each other however possible in the worksite. The poster can be found here. <https://www.aupe.org/media/7917>
- COPA and Anti-Privatization letter to Rural Municipalities. In a joint effort the two committee Chairs sent a letter to all rural municipalities to warn them of the impending costs to their respective communities with privatization and downloading of services. The intent was to generate some allies in the rural communities and to let them know we are willing to help them in any way we can to fight the changes that are happening. Along with this, a letter to the editor was sent to the rural community papers or online news feeds with a similar message. Privatization has a major impact on small rural communities, so that was the reason to target these areas. Our letter to the editor was picked up on a couple of newsfeeds and we did hear back from a couple of communities, but nothing further developed from it. Although we did plant the seed early and now we see that they are beginning to realize what this current government is doing to them.
- MLA visits, phone banking, leafletting, door knocking have all been on the agenda for the committee members to take part in. From the Fire Shandro phone-banking campaign to the leafletting for the Registries (Land Titles) privatization fight, door knocking in Minister Sawhney's riding, to visiting MLAs with members to fight on several fronts. From Infrastructure, Service Alberta, Community and Social Services, to Alberta Health Services (AHS) there have been plenty of opportunity for the committee to support where we could.

Privatization Happenings

Over the past 24 months there have been nothing but attacks on the services that you as members provide to Albertans every day. I certainly knew it was going to be a challenge to be the Chair of the committee in the coming two years, but the attacks have been relentless and they continue. We have seen the relentless cuts and push to privatize in all sectors of our union and we need to continue to stand together to fight back on these efforts by employers. Don't kid yourself if you think this is solely driven by your employer, we all know the direction is coming from the current UCP government and is forcing these cuts on all employers. Despite having language for consultation when they make these changes, it does not guarantee anything. Most of the consultation processes have been a smoke-and-mirror show or a sham. Very little information is provided to enable the union to give viable solutions to the employer to change their mind. While having this clause does give the members time to react and hopefully change the decision that they say is not made yet, we all know that by the time they come to consult they have made all the plans necessary to make these decisions. Best practice it to have strong contracting-out language in your collective agreement and job-security language. Unfortunately, we do not see this in many of our collective agreements and people don't see the value in these clauses until it is too late. See some examples that we have posted on the website for your bargaining committees to use as guidance. <https://www.aupe.org/sites/default/files/2020-10/Collective%20Agreement%20Language%20Examples.pdf>

Below you will see a synopsis of what has taken place over the last two years with respect to attack on AUPE workers. These are only a few of the examples we know are happening.

- RAM (Royal Alberta Museum) - Privatization of facility services. A consultation period took place with the employer, but eventually the employer made the decision to privatize approximately 27 positions. Currently, there is a complaint before the Labour Relations Board (LRB), however the jobs have been abolished to this point.

- McCullough Center (Gunn) - Closing of the facility that treats homeless men with addictions. Notification was given with the intent to close and abolish approximately 30 positions.
- AHS Laundry and Linen - Notice given that they have awarded the contract to K-Bro Linen services and all AHS facilities will transition to the new provider. Abolishments have started and the transition is expected to take place by the end of 2021. Approximately 428 positions will be affected.
- AHS Retail Food Services - Privatization of the Calgary and Edmonton retail food services is the latest attack on the health care. A 90-day consultation period took place as per the contract, but the employer was not willing to extend the consultation. No final decision has been made at the time of this report. A team of members continues to fight on this front and are reaching out to MLAs, municipal leaders, and like-minded allies to help support. We believe it will be just the beginning of the privatization drive for all food services within AHS in the coming years, not just retail food services, but possibly patient food services as well. Their time to begin to fight is now, not when they come to us with these consultation requests. Approximately 237 positions
- GOA Facilities Maintenance Infrastructure - Privatization of facility maintenance at four facilities. Spy Hill Complex (Calgary), Federal Building (Edmonton), Law Courts (Edmonton), Michener Centre (Red Deer). Again a 90-day consultation took place and there was a campaign to fight back with a group of workers as well. Two petitions were generated and presented in the legislature on behalf of the workers. No decision has been made as yet, but the employees continue to meet with MLAs to fight this decision. Approximately 95 positions are at risk.
- GOA Alberta Registries (Land Titles, Corporate Registries, Personal Property Registry) - Privatization of these three government agencies has gone through a similar 90-day consultation. Although the consultation did extend quite a bit longer than the 90 days in the collective agreement, we still have not seen a decision as of yet. A small group of workers has been fiercely fighting this decision as it was decided just in 2014 by the then PC government to not privatize these Alberta services. It will result in a loss of approximately \$130 million in revenue to taxpayers and could be a minimum of a \$4 billion-dollar loss over the 35-year contract. This campaign is still ongoing, and the team is reaching out to as many allies as possible to help gain public support to reverse this possible decision. Approximately 135 positions may be affected.
- GOA Community and Social Services (Person's with Developmental Disabilities PDD, FSCD) - Last but not least, was the plan to privatize the last 10 per cent of these services that are publicly delivered. A team of dedicated workers took on the fight with their fellow workers and allies from the guardians of these vulnerable Albertans. From visits with MLAs, to door knocking in the minister's riding, to a rally at the legislature, they worked tirelessly to help save their jobs. That is exactly what they ended up doing. A 90-day consultation was part of the process here as well, but the consultation did extend past that and the campaign continued to put pressure on the minister to do the right thing. In the end the ministry decided not to privatize these facilities and they were able to save the jobs. It is a success that was able to be celebrated, but the threat still remains under the current government for these folks. Approximately 300 jobs saved.

Closing Comments

As you can see there have been many threats of privatization that have come our way in the past two years. These are only a few of the examples that we have faced in this time. I could have mentioned more, but you get the picture from above. We do not see that about to slow down anytime soon. Now is the time to plan to fight against privatization, not when the notice has been given by your employer. If you have anti-privatization committees at your Locals please get them active and starting to plan how to fight these employer initiatives. If you do not have a committee, please suggest you start one at the Local level and reach out to AUPE's committee to help get them heading in the right direction.

It has been a pleasure to sit as Chair of your Anti-Privatization Committee over the past two years and I wish the next committee much success in the coming years. A big thank you to all of the committee members over the last two years, as well as the fantastic administrative and advisor support, we have received. Yes, even during the transition of the staff support changes their professionalism helped a smooth hand over. Please think about joining the committee for the coming two-year term as there is much work to be done and many threats still coming at workers every day.

Meeting Dates 2019-2021

2019 - December 9

2020 - January 13, February 24, March 20, May 11, July 15, September 28, October 27, December 14

2021 - January 25, March 5, April 23, May 31, July 16, August 23 (Cancelled), October 8

In solidarity,

Kevin Barry

Vice-President

Anti-Privatization Committee Chair

www.aupe.org/apc

COMMITTEE ON POLITICAL ACTION

Greetings and salutations to the officers, delegates, observers and guests of the Alberta Union of Provincial Employees Annual Convention assembled virtually on December 1-4, 2021.

Committee Members

Mike Dempsey (Chair), Vice-President
Rhonda Whitten (Vice-Chair), Local 046, Leduc
Richard Lemaire, Local 002, Calgary
Jules Noel, Local 057 Lacombe
Mariah Monro, Local 047, Edmonton
Brent Kelly, Local 002 Calgary
Jennifer Power, Local 043, Grande Prairie
Janice Drader Jamieson, Local 057, Wetaskiwin
Rosemary Read, Local 039, Calgary
Trevor Zimmerman, Staff Advisor
Tammy Tangedal, Staff Administrative Support

We would like to begin by thanking our staff advisor, Trevor Zimmerman, for his huge contribution to the COPA! Trevor was an integral part of the team and indeed, did most of the heavy lifting behind the scenes, from arranging for our speakers, giving us the Reader's Digest version of bills passed by the UCP government, to assisting in drafting the agenda, and numerous other helpful activities not listed herein. We appreciate your hard work and dedication to improving the lives of those who really make this province run.

Thanks also to Tammy Tangedal, our staff administrative professional. Tammy works out of the Athabasca office, and is the reason our reports make sense, and ensures that we are prompt with our time offs and other important miscellaneous paperwork. Tammy also has a strong interest in what the committee does and we appreciate the insights she gives us from time to time in our meetings.

COPA Meeting Dates and COPA Attended Events November 2019 – September 2021

I would like to start off with an apology for the relative brevity of this report. The monkey wrench that is COVID derailed a number of planned in-person meetings and events that are part and parcel of COPA. We usually get quite involved in supporting member information pickets, lockouts and strikes, which were all the rage in our previous term (think Bill 9 info pickets). In addition, the commitment the Executive had to virtual AGMs from March to the end of September 2021, meant a shift in workload that did not allow as much committee work as would have been desired by both me as well as the rest of the committee.

Nevertheless, here is the listing of our activities and meetings from November 2019 to September 8, 2021:

- November 15-17, 2019: Parkland Institute Conference: Populism and It's Discontents
- November 29, 2019: First meeting of the newly struck committee
- January 13, 2020: Meeting - Jennifer Power was nominated to attend the Pharmacare MP lobby in Ottawa in April, but this was later cancelled due to COVID
- February 12, 2020: Friends of Medicare door-knocking initiative in Tyler Shandro's riding attended by members in Calgary
- February 24, 2020: Meeting - events planned at this meeting were later cancelled due to COVID restrictions
- March 25, 2020: First virtual meeting of COPA
- May 25, 2020: First meeting where the Land Acknowledgement resolution was discussed
- July 6, 2020: Virtual meeting
- September 14, 2020: Virtual meeting
- October 16, 2020: Virtual meeting
- October 29, 2020: COPA/Human Rights Sub-Committee meeting
- November 16-21, 2020: Parkland Institute Virtual Conference "After the Contagion"
- November 26, 2020: COPA/Human Rights Sub-Committee meeting
- November 30, 2020: Virtual meeting
- January 15, 2021: Virtual meeting
- January 21, 2021: COPA/Human Rights Sub-Committee meeting
- February 22, 2021: Virtual meeting - no quorum. (Our AHS members were mandated to work and could not get the time off.)

- April 13, 2021: Virtual meeting
- June 18, 2021: Virtual meeting
- September 8, 2021: Virtual meeting

Here are some of the themes of the meetings that we had that were just listed as 'virtual meeting': Preparation for upcoming municipal elections in 2021 (and last minute planning for the federal election), Indigenous land acknowledgement resolution planning, assistance with the Anti-Privatization Committee on the PDD campaign, discussion of legislation that is affecting or will affect our members.

COPA, after seeing the Environmental Committee resolution on the Green New Deal as presented by Chair James Sullivan and member Kaitlyn Wolfert, unanimously passed a motion endorsing it on June 18, 2021.

COPA Accomplishments in the Past Year

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

Indigenous Land Acknowledgement Resolution

Land acknowledgement is an act of reconciliation that involves making a statement recognizing the traditional territory of Indigenous Peoples who called the land home before the arrival of settlers, and who still do call it home.

It requires a commitment from Non-Indigenous Peoples to understand the past, recognize and honour treaty agreements, build equitable relationships and indeed, support the restoration of Indigenous Peoples language and culture.

In May of 2020, COPA had a timely discussion on the addition of a Indigenous Land Acknowledgement statement into our Constitution. We decided that we very much needed to move forward with this for the following reasons:

- The outcomes of the Truth and Reconciliation Commission highlight the work on reconciliation that remains to be done and the inclusion of a land acknowledgement is a small but important part of that.
- We as a union need to come to terms with the violence in Canada's colonial legacy, which includes Residential Schools and violence against Indigenous women and girls, and we need to take action to address this history and the reality of intergenerational trauma.
- AUPE is a progressive organization and it is right and fitting that we also show our solidarity with the Indigenous people of this land we call Alberta and Canada.
- AUPE is the largest public-service union in Western Canada and we must show leadership.
- Other large, progressive organizations have already included the statement into their policies.
- AUPE components and committees have hundreds of meetings each year, and the inclusion of a statement would help to create consistency in the application of a statement as a regular part of our meetings and gatherings.

It was recognized early on that this work should involve the Human Rights Committee as well and to that end, a sub-committee was struck with COPA member Brent Kelly chairing with the support of members of each committee. A number of sub-committee meetings were held between October 29, 2020, and January 21, 2021, to help give this work direction. In addition, this sub-committee consulted with other progressive organizations and unions, such as the Alberta Teachers' Association, the Health Sciences Association of Alberta, the Alberta Federation of Labour and with our own Indigenous identifying staff for further advice. Agreement with direction on a resolution to include in the Constitution was agreed upon in June of this year.

This resolution is included for debate and (hopefully) passage in this year's Convention package. Following this, it will be COPA's mandate to work with the Human Rights Committee and write the policies that will guide the implementation of the Land Acknowledgement.

2021 Federal Election

On Sunday, August 15, a federal election was called for September 20, allowing a mere five weeks for prep work to be completed. Knowing that time was short and wanting to get questions important to our members out to the federal parties in time for answers to come back that could be posted on AUPE social media in a timely manner, the COPA Chair decided that he would work with the staff advisor to build and send out the questions that needed to be asked. The committee members were forewarned that this might happen, and many thanks for their forbearance in allowing the two of us to lock down the questions.

At the writing of this report, we are still awaiting the responses from the four major federal parties whom we sent the questions to: the Liberal Party of Canada, the NDP, the Conservative Party of Canada, and the Green Party of Canada. Here are the subject areas that we asked our questions on. We hope that the answers that we posted online were able to assist you in this election.

- Improved and public long term care
- Expanding Canada's Universal Public Health System
- Supporting the working class
- Reducing systemic racism
- Bringing down costs for students and families
- Supporting oil and gas workers and taking climate action
- Improved pandemic response

The Canada Elections Act prohibits the donation of money or services from unions, corporations, etc. to assist candidates running for federal election.

2021 Municipal Election

Unlike the Federal Election, the municipal elections are set in stone, making it easier to plan them well in advance; given the limitations of the Local Authorities Election Act. As per federal legislation, unions and corporations cannot support financially or otherwise anyone running for election. What we can do is pose questions to candidates for municipal positions or school board trustees in key ridings on issues of concern to our members, and then publish the answers to those questions on our social media.

To that end, our communications department developed a landing page for bringing to light the issues and concerns we all should have as the election approaches.

Our Municipal Election survey focused on the following areas of concern:

- Privatization including P3s
- Municipalities as employers
- Funding
- COVID-19 safety
- Affordability of municipal services

Our School Boards Trustee Survey focused on the following areas of concern:

- Curriculum
- Funding
- Privatization including P3s
- Schools as employers
- COVID safety

Learning Opportunities

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

The number of these opportunities was greatly diminished due to COVID restrictions, but our members did have chances to attend conferences both live (initially) and online (after COVID struck). Progressive, supportive allies that have very educational, worthwhile conferences include Public Interest Alberta, as well as the Parkland Institute. We also invite speakers to come and inform us of their own initiatives, such as Greg Mady with the Edmonton and District Labour Council who came and spoke to us twice on their programs and their support for progressive candidates for municipal and school council seats anywhere in Alberta.

In solidarity,

Mike Dempsey

Vice-President

Committee on Political Action Chair

ENVIRONMENTAL COMMITTEE

Committee Members

James Sullivan (Chair), Local 095, Calgary
Alexandria Fisher (Vice-Chair), Local 002, Edmonton
Mohamed Beltaifa, Local 046, Edmonton
Jennifer Bowlby, Local 005, Boyle
Laurel Phillips, Local 002, Edmonton
Marylou Savic, Local 043, Bellis
Kaitlyn Wolfert, Local 002, Edmonton
Farid Iskandar, Staff Advisor
Charlene Peterson, Staff Administrative Support

Hello, Convention 2021! I want to begin by saying that it has been a privilege to chair this committee for the past two years. I have had the honour of working with a very bright and motivated group of people. Their knowledge and experience have helped bring this committee to a whole new level.

I also want to extend my respect and appreciation to the former Chair of this committee Rod Feland, whose mentorship of returning members to this committee shone through.

As AUPE's 2020 Convention was cancelled, this report will encapsulate the past two years.

The mandate of this committee has transformed from one of stewardship to advocacy. The conversation has centred on how to be better caretakers of our home, workplace, cities, and planet. We believe most members of AUPE understand their basic environmental responsibilities: They have reduced, reused, and recycled and they are very conscious of the impact they have on the environment. The Environmental Committee is very proud of our members and what they have accomplished over the years.

The focus of the Environmental Committee has now turned toward big business and government. We, as Albertans, have fulfilled our obligation. Now the focus is on the manufacturers and perpetrators of activities detrimental to our environment and has a significant impact on climate change. We are calling on businesses, investors, municipalities, and provincial and federal governments to take climate action and help slow the climate crisis. Those responsible for the majority of climate and environmental impacts must be held responsible.

The Environmental Committee's first Vice-Chair Lawrence Schinkel was forced to unexpectedly resign early in his term when his position, along with others on his team within the Government of Alberta, was eliminated. Alexandria Fisher was subsequently elected to take over the Vice-Chair role.

Committee outreach out to members has included press releases, AUPE statements, a webinar, and our Facebook page. One statement published by the Environmental Committee was titled the Alberta Workers Need a Just Transition.

The first priority for this committee was to establish our mandate and to have a firm footing on launching into our initiative. In changing our focus from one of individual accountability to demanding action of business and government, education was needed. We looked to the progressive minds of the environmental movement. One that stood out was Alexandria Ocasio Cortez and her drafting of the Green New Deal, a relatively simple idea for a piece of legislation that has had far-reaching impacts. It is an idea that not only protects the environment and mitigates climate change for the benefit of future generations, but also seeks to uplift the working class. It focuses on advancing a Just Transition to a low-carbon future.

One of our highest priorities was the education of committee members. We enlisted the input of Climate Justice Edmonton. We had two guest speakers, Chris Gusen and Batal Gulamhusein. They gave an overview of what a just transition from fossil fuels to renewables would look like in Alberta. The conversation also highlighted talking points and strategies. As a committee, we respect Alberta's strong tradition and contribution to world economics derived from oil and gas extraction. We know that the men and women working in this sector are dedicated, skilled, and extremely hard working. They are worthy of our respect and deserving of a future that benefits them as well as the rest of Alberta. The committee recognizes that conversations like this can be difficult. We were honoured to have Amber Bennett from the Alberta Narratives Project speak with us. The Alberta Narratives Project is a community-based initiative exploring ways to talk about climate and energy that reflect the shared values and identities of Albertans and provide options for more open and constructive conversation. The focus of her presentation was that

facts and figures would not change viewpoints. That we need to look for balance in the conversation and, above all else, to respect people's experience and dedication to their livelihoods.

The diligent research and knowledge base of the members of this committee surfaced some issues that our members face. One issue that was prominent was how the Alberta Investment Management Corporation (AIMCo) management of Environmental and Social Governance (ESG) risks, particularly climate risk. AIMCo is the asset manager responsible for managing AUPE member pensions. We learned that AIMCo was investing our pension funds in high carbon oil and gas areas where return rates were much less than optimal. When this was discovered, it became apparent that the priorities of the Environmental Committee intersected with those of the Pension Committee. Our committee sought to work collaboratively with the Pension Committee to explore how to effectively address this issue and better manage the climate-related financial risks facing our pensions.

The UCP's approach to supporting oil and gas was also concerning. The world will transition to a low-carbon economy, with or without Alberta's support. Alberta risks falling behind if the UCP continues to dismiss the new reality of a low-carbon future.

To increase engagement, we next sought to produce a webinar. It is with the generous support of AUPE staff member Jordan Thompson that we were able to put a presentation together and present live. We were honoured to have two guest speakers — Steven Buehler from Climate Justice Edmonton and Roland Schmidt, president of CUPW Local 730. The webinar was not only educational but very motivating. The webinar is still available on the AUPE website for viewing.

The priorities of this committee also reflect the concerns of other AUPE committees like the Committee on Political Action, Pay and Social Equity Committee, and the Young Activist Committee. Through collaboration, we believe that we can effect real change.

The committee would like to thank all of the AUPE members, staff, and community partners who have offered their support over the past two years.

Solidarity with workers; solidarity with the environment!

Finally, I would like to extend my appreciation and heart-felt thanks to staff advisor Farid Iskandar and staff administrative professional Charlene Peterson for all their help and support and being there for the committee at a moment's notice. Without their contribution, this committee would not be what it is.

Respectfully submitted on behalf of the Environmental Committee,

James Sullivan
Provincial Executive, Local 095
Environmental Committee Chair

FINANCE COMMITTEE

Committee Members

Jason Heistad (Chair), Executive Secretary-Treasurer
Shondee Born, Local 041, Medicine Hat
Kathleen Buss, Local 001, Jarvie
Russell Clark, Local 009, Red Deer
Raminder Gill, Local 040, Edmonton
Deborah Gordon, Local 046, Alberta Beach
Wendy Gummesen, Local 043, Peace River
David Ibach, Local 058, Medicine Hat
Lea Schmidt, Local 002, Spruce Grove
Julius Salegio, Staff Advisor
Mary Guido, Staff Administrative Support

The Finance Committee is responsible for driving and advising on the financial stability of AUPE. The committee provides financial advice and recommendations that Provincial Executive reviews, amends and approves. By building on past successes and learning, the Finance Committee ensures financial direction for the union. There are challenges being faced by AUPE due to the provincial government's regressive legislation with Bills 1, 9, and 32. AUPE is currently legally challenging this legislation passed by the UCP government. As to Bill 22 which affects pension

legislation, AUPE is waiting for the regulation to determine our legal recourse when it is passed. Despite the obvious governmental detrimental financial legislation impacting the labour movement, the Finance Committee continues to provide the needed considerations to pave the way for a viable and prosperous tomorrow.

The work of the Finance Committee is very comprehensive and adapts to the financial changes of AUPE. The committee has been involved in reviewing/enhancing financial policies, reviewing financial statements, meeting and reviewing reports prepared by auditors, as well as meeting with external partners and vendors providing financial or technical support to AUPE. The Finance Committee ensures that the most up-to-date financial information is provided to make informed decisions. It continues to monitor financial progress and remains vigilant to ongoing and new challenges.

To identify improvement opportunities to AUPE's finances, the Finance Committee has continued to review financial policies to account for the mentioned external factors and pressures. To date, with support and engagement of AUPE staff and the Finance Committee members, 16 financial policies have been reviewed as well as approved by Provincial Executive.

With respect to AUPE's total for reserves (made up of the defence, contingency, time-off, severance and defending our services, including the various campaign reserves) is now over \$95,542,880. Our reserve funds, which are reviewed once a year, are invested in a balanced asset mix with ATB Investment Services, which has a low risk but enjoyed a yield of 4.29 per cent last year.

The Finance Committee has reviewed the financial analysis and reporting, and a budget of \$54,669,600 has been proposed for adoption to Provincial Executive. The committee plans to continue monitoring, strengthening the budget and reporting processes by using best financial practices (monitoring the budget, tracking investment, reviewing investment policy, auditing the books etc.). In brief, the Finance Committee continues providing increased oversight, transparency and accountability.

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

The focus for the 2021-2022 would be continued implementations of policy review, update audit controls, and internal audit, budgeting and spending efficiencies. This past year and a half has been a huge shift utilizing our technology and shifting our way of communicating with our members. I hope that we can audit the digital opportunities for all AUPE members, staff, and life members for 2022. During my fourth term as Executive Secretary-Treasurer for 2019-2021, I have been able to implement our very first Risk Matrix for AUPE's long-term future.

Further to leadership for the Executive Secretary-Treasurer, which manages the finances of the union, the role should be at all times looking for strategic relationships provincially, federally, and at the municipal level for opportunities to influence citizens and allies. My efforts within my own community as a former town councillor have allowed me to improve many Innisfail residents and Albertans' lives through collective power and advocacy for public services. This work promotes and advocates the benefit of AUPE members within the public sector in Alberta.

By relying on those points and being good stewards of AUPE's finances, we can continue monitoring, being diligent, learn from the past, adapt for unintended or direct impacts (such as the financial legislation being proposed by the province), as well as prepare for the future. By weathering the storm, AUPE can emerge, adapt and recreate its financial journey.

As always, I would like to extend my gratitude to the members of the Finance Committee, our staff advisor, and the rest of the finance staff for their ongoing contribution, commitment to stewarding AUPE's financial resources, including diligent oversight and scrutiny of the union's expenditures.

Respectfully submitted on behalf of the Finance Committee.

In solidarity,

Jason Heistad
Executive Secretary-Treasurer
Finance Committee Chair

HUMAN RIGHTS COMMITTEE

Labour rights ARE human rights.

To the officers and delegates of the Alberta Union of Provincial Employees attending Convention, December 1-4, 2021.

Committee Members

Bobby-Joe Borodey (Chair), Vice-President

Odain Brown, Local 006, Edmonton

Kathryn Henneberg, Local 045, Calgary

Ai Kaneko, Local 006, Medicine Hat

Ana Neves, Local 054, Edmonton

Nova Porquia, Local 047, Red Deer

Atul Verma (Vice-Chair), Local 095, Calgary

Candice Feilberg, Staff Advisor

Kelly Steele, Staff Administrative Support

The Human Rights Committee met on the following dates from January 2020 – August 2021

January 8, 2020 – HQ Edmonton

February 10, 2020 – HQ Edmonton

April 14, 2020 – Virtual meeting

May 29, 2020 – Virtual meeting

June 22, 2020 – Virtual meeting

July 20, 2020 – Virtual meeting

August 28, 2020 – Virtual meeting

September 28, 2020 – Virtual meeting

October 20, 2020 – Virtual meeting – First meeting with new chair, Bobby-Joe Borodey

November 27, 2020 – Virtual meeting

December 14, 2020 – Virtual meeting

January 22, 2021 – Virtual meeting

February 22, 2021 – Virtual meeting

March 22, 2021 – Virtual meeting

April 26, 2021 – Virtual meeting

June 18, 2021 – Virtual meeting

July 13, 2021 – Virtual meeting

The Human Rights Committee (HRC) extends a warm welcome to the Convention 2021 delegates, observers, life members and guests. This committee has had the honour of working on behalf of all 90,000+ members in AUPE in an area of utmost importance, that impacts everyone. Our membership is comprised of a beautifully diverse group of people, who bring a vast amount of knowledge, varied experiences, and different perspectives to the collective table. The Human Rights Committee has been focused on mining these qualities from the membership and bringing them to the surface so AUPE can be a better union for those within it and beyond its borders.

Facebook and Social Media Presence

The committee was dedicated to creating a space where respectful conversation and dialogue could take place. Social media, especially because of the pandemic, was key to this goal. The Human Rights Facebook page was a space where the committee asked conversation-provoking questions designed to engage its followers and promote healthy discussion. Throughout the two-year term, the HRC Facebook page saw a significant uptake in followers, and contributors. In addition to current event questions, human-rights articles from the AUPE platform and outside sources were also posted, as well as a few opportunities to participate in webinars and workshops. HRC would like to thank all who have already liked and are following our page, and we would like to invite others to do the same if you haven't already done so. No one should be surprised that a union comprised of 90,000+ members would generate opinions that are just as diverse as its membership. AUPE is a better union because of our differences, and we sincerely hope everyone will help celebrate our diversity.

Statement of Equality

AUPE is committed to ensuring that members can meaningfully participate and contribute to union activities. As an organization we have adopted a statement of equality that we share at the beginning of all AUPE meetings, functions,

and events. This is done to remind participants of the importance of respectful behaviour that creates an environment where we can work collaboratively to strengthen our union. The current AUPE statement was adopted at the 2005 Annual Convention. Since then, it has undergone only one minor revision, which is a testament to how solid the core message is. However, as society and people progress, and become more aware, so too should our messaging. As such, the HRC has spent considerable time collaborating, discussing, and finalizing a revised version of the AUPE Statement of Equality that we hope will be adopted by the 2021 Convention delegates. The core message remains the same, however the committee believes the updated version more accurately reflects the timeframe we are currently in, and more readily emphasizes the need to both recognize and actively challenge inappropriate behaviour. Previous attempts to revise the statement have always resulted in valuable debate. We hope the trend continues with this resolution, and we are looking forward to the healthy conversation.

Human Rights Education

To facilitate meaningful change, an awareness of both the internal and external environment is necessary. The Human Rights Committee had an opportunity to engage in several activities that were focused on expanding our personal human-rights knowledge base. These activities included some members participating on a joint land acknowledgment ad-hoc committee with members from the Committee on Political Action (COPA), inviting various guest speakers to attend committee meetings and make presentations, attendance at a handful of human-rights webinars, as well as full committee participation in Intercultural Development Inventory (IDI) training. Completing the IDI provided committee members with key insights into how to make sense of cultural differences and commonalities. This information is intended to help individuals increase their skills in navigating cultural differences. The IDI journey from start to finish was very intimate and when done with sincerity and a genuine desire to improve oneself, is a very powerful experience. The committee would like to encourage all members within AUPE to seek out personal educational opportunities to increase your awareness around human rights. There are numerous free offerings available for folks to participate in, and many require a minimal time commitment. Human-rights progress will move forward in direct proportion to how informed society is. Please consider growing your human rights knowledge base.

PRIDE

For many years the Human Rights Committee has enthusiastically supported the PRIDE movement. In both 2020 and 2021, the HRC was thrilled to be a Bronze Member with Calgary PRIDE. Due to the pandemic, and the limitations around in-person gatherings, we experienced first hand the ingenuity of a group that was determined to pivot appropriately and find safe solutions to celebrating the 2SLGBTQIA+ community. Bronze membership provided the committee and AUPE with several advertising opportunities, as well as a submission in their Virtual Pride Parade. The ability to ally the committee with such a worthy group that is committed to promoting equality and celebrating diversity, as well as creating communities that are free from discrimination against gender identity, gender expression, and sexual orientation, was and is extremely rewarding. Maintaining this partnership is something the committee has embraced and hopes continues for many years to come. The committee would also like to encourage all members within AUPE to consider learning more around allyship, and the importance of moving from being a supporter to a genuine ally of the 2SLGBTQIA+ community. Let's continue to be progressive in our fight for human rights.

Residential Schools

Our collective hearts go out to the Indigenous community during such a horrific time. As of August 2021, more than 6,500 bodies have been located at a handful of former residential schools within North America, with only 20 of 139 sites searched in Canada. Words cannot adequately describe the sorrow that the indigenous community is currently experiencing and many people are asking how they can show support. While there is no exact list of appropriate actions, some compassionate steps non-Indigenous people could consider include:

- Donate to Indigenous organizations that provide support for residential school survivors
- Educate yourself on the residential school system and its ongoing impacts
- Listen to the stories of survivors while providing them with a safe space to mourn and remember
- Talk to non-Indigenous friends, family and children about the residential school system and its ongoing impacts
- Prioritize the safety of survivors and their families when sharing this story and others like it
- Attend memorial events where non-Indigenous people are invited
- Call on your MP and other elected representatives to take action
- Read Indigenous literature
- Watch and learn from Indigenous film and television

- Listen to indigenous music
- Support Indigenous small-business owners
- Read the Truth and Reconciliation Commission report
- Show your support publicly, wear an orange shirt

The committee truly hopes that all members within AUPE will recognize that understanding history is essential to creating a better and more inclusive future.

Closing

Breaking down and overcoming human-rights barriers can seem like an overwhelming and frustrating endeavour. However, the more people who are genuine allies in the human-rights fight will ensure that progress can be made sooner. All advances, even small ones, are steps in the right direction, and the Human Rights Committee will strive to provide as much support and leadership as possible in this fight to the members within AUPE. The committee would also like to thank everyone who has contributed their feedback, support, and encouragement over the past two years. The committee is better because of you. Please stay safe, be strong, and be kind to one another.

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

In solidarity,

Bobby-Joe Borodey

Vice-President

Human Rights Committee Chair

LEGISLATIVE COMMITTEE

Committee Members

Guy Smith (Chair), President, Edmonton

Bev Hill, (Vice-Chair), Local 040, Red Deer

Irene Gaudet (Secretary), Life Member, Egremont

Steve Eagles, Local 004, Red Deer

Valisity Gabriel, Local 047, Cold Lake

James Hart, Local 002, Edmonton

Mike Larson, Local 003, Edmonton

Jesse Philp, Local 044, Coronation

Gil Laflamme, Staff Advisor

Tammy Lamoureux, Staff Administrative Support

The Legislative Committee has been meeting, when required, since the last Convention. All of these meetings have been conducted on a virtual platform.

The Legislative Committee is responsible for producing, receiving, and processing Convention Resolutions and referring them to the appropriate standing committee for presentation at Convention. There are nine Constitutional Resolutions and seven General Resolutions on the order paper for the 2021 Convention.

The committee is also responsible for updating or creating policies and procedures which do not fall under the jurisdiction of a specific standing committee. The committee directly recommended to Provincial Executive amendments to policies regarding the Convention hospitality room processes, Executive Officer nominations and elections processes and a new policy regarding the Article 29 Complaint Review Procedures.

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

Members of the committee, upon request, have made themselves available to Locals preparing their Convention delegations. A short presentation explains the process to create, forward, and present and debate resolutions to Convention as well as general Convention procedures and protocol. We hope that Locals have found this presentation useful to ensure delegates are more aware of their role at Convention as well as prepared to participate in debate and vote on presented resolutions.

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

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

Submitted in solidarity on behalf of the Legislative Committee,

Guy Smith
President
Legislative Committee Chair

MEMBERS' BENEFITS COMMITTEE

Committee Members

Justin Huseby (Chair), Local 052, Calgary
Susan Cowtan (Vice-Chair), Local 002, Spruce Grove
Vanessa Bauder, Local 046, Edmonton
Debora Coombes, Local 044, Bowden
Wendy Kicia, Local 057, Red Deer
William Piggot, Life Member, Medicine Hat
Kathleen Schwengler, Local 048, Calgary
Julius Salegio, Staff Advisor
Kim Lockert, Staff Administrative Support

Good afternoon fellow workers!

On behalf of the Members' Benefits Committee, we wish you a great annual Convention and we look forward to the next time we can meet in person. There are two years that we hope to catch you up on.

The Members' Benefits Committee looks after the Members' Benefit Fund (MBF) and the Members' Education Fund (MEF).

MBF & MEF Fund Sustainability

In the fall of 2020, we were looking to ensure that your funds were sustainable when factoring expected spend levels. The goal was to make the MBF and MEF both sustainable in perpetuity. In other words, we want to make sure the MB and MEF will be secure for members forever, while ensuring we don't handcuff the decisions that future committee members may have to make. Like any fund, ongoing monitoring and evaluation needs to occur to protect the interests of our members.

In December 2020, we sought out an analysis by ATB Wealth on the status/health of the funds. A similar exercise was conducted in the spring of 2021 which yielded similar recommendations. Below is an overly simplified summary of the analysis of the sustainable trajectory of your funds at the time.

Members' Benefit Fund (MBF)

Market Value: 10,800,000
Annual Target Spend: 240,000
Contributions: 216,000
Required: 24,000
 $24,000/10,800,000 = 0.22\%$

Members' Education Fund (MEF)

Market Value: 2,200,000
Annual Target Spend: 200,000
Contribution: 54,000
Required: 146,000
 $146,000/2,200,000 = 6.64\%$

The MBF was sustainable, however the MEF was not, given 6.64 per cent needed to be withdrawn every year on average to fulfill the mandate based on the assumptions. This was not surprising given that almost all interest earned in previous years were used to fulfill the educational scholarships/bursaries, preventing the fund from stabilizing.

ATB Wealth presented three options that could shore up both funds to be on a sustainable path in perpetuity. In the end the decision was made to transfer \$800,000 from the MBF (or the value above \$10 million at the end of June, whichever was greater) to the MEF. Additionally, the \$0.25/member contribution would change from a 70/30 split (MBF/MEF) to a 28/72, which was changed in the investment policy.

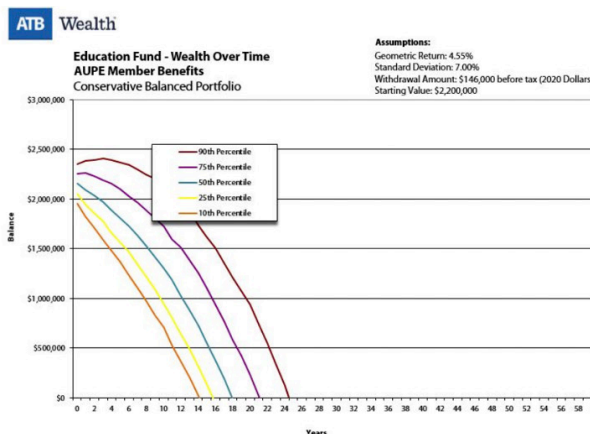
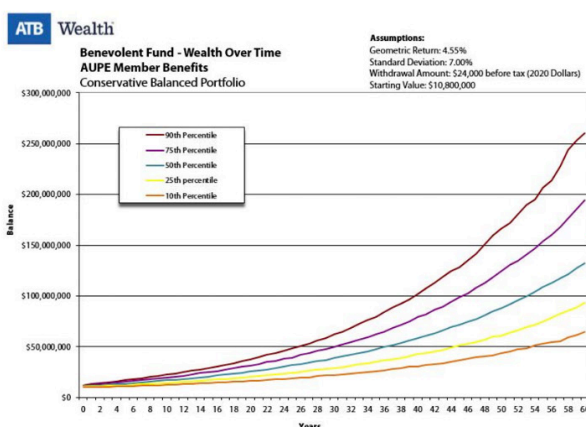
Below is a table showing the changes based on the assumptions for both funds:

	Members' Benefit Fund (MBF)		Members' Education Fund (MEF)	
	Before	After Changes	Before	After Changes
Market Value	10,800,000	10,000,000	2,200,000	3,000,000
Annual Target Spend	240,000	240,000	200,000	200,000
Contributions	216,000	75,000	54,000	195,000
Required	24,000	165,000	146,000	5,000
	24,000/10,800,000 = 0.22%	165,000/10,000,000 = 1.65%	146,000/2,200,000 = 6.64%	5,000/3,000,000 = 0.17%

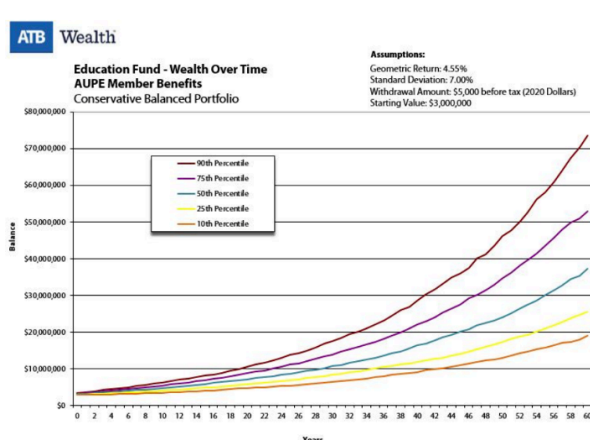
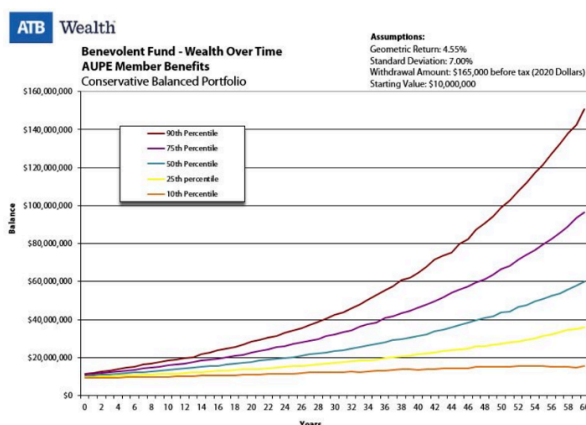
If changes were implemented, the annual withdrawal that was needed would be sufficient in comparison to their respective funds. The MEF would be on a pathway towards being sustainable with the need required withdrawal of capital lowering from 6.64 per cent to 0.17 per cent.

Here are the graphs for each fund showing the sustainability trajectory before and after the changes

Current (Before Changes):



After Changes Implemented:



(Graphs are from ATB Wealth Presentation to MB Committee Dec 10, 2020)

The MBF and MEF Today

In conjunction with the strategy change, solid management of fund investments, and the requisite investment policy updates, the approach that we've undertaken balances the desire for a well-funded MBF with a high likelihood it can support the targeted spend over time. Both funds are on a sustainable pathway to ensure they are there for our members for years to come.

Since this report is being submitted in September, I thought I would use it as an opportunity to give some real-time update for our December Convention. At the beginning of July 2021, \$1.285M was transferred from the MBF to MEF as per the strategy. As of August 2021, the value of the MBF was 10,261,045 and the MEF was 3,562,622. The return-on-investment average for the funds is 1.67 per cent (so far).

There has been a lot of work done these past two years and there is still more to be done. The committee will complete their policy and handbook updates before they are stood down in December. The next iteration of the committee will have a solid foundation to ensure the members' fund is protected without compromising the future. There are some future constitutional changes that may need to be looked at to ensure the fund is able to operate in a manner consistent with the risk tolerance of AUPE and being able to meet the needs of the members in emergent situations or pursuing educational opportunities.

I wish to thank those Locals who have donated to the Members' Benefit Fund and the Members' Education Fund. At the time of writing this report, the committee is seeking to enact a second round of applications for the winter semester and are reaching out to Locals to consider supporting the initiative.

MBF	Amount
July 2020 – June 2021: 143 Applications 61 Approved	\$81,059.19
July 2019 – June 2021: 244 Applications, 107 Approved	\$152,488.00
MEF	Amount
July 2020: 111 Applications:	\$91,700*
Approved: 81 FT, 19 PT	
December 2020: 31 Applications (PT only)	\$8,700
Approved: 30 PT	
July 2021: 238 Applications:	\$186,500*
Approved: 160 FT, 53 PT	
December 2021: TBD – PT Only	TBD

*Additionally, there are two \$2,500 Brent Gawne Scholarships awarded totalling \$5,000 that are awarded each July application period, which is not included in this amount.

We would like to thank our staff advisor Julius Salegio and AUPE Secretary-Treasurer Jason Heistad for their incredible ongoing support in helping the committee move to achieve our goals. Their guidance, historical perspective, and willingness to help us explore possibilities helped us with decision making. We also want to acknowledge the exceptional service and advice that ATB Wealth has provided the committee to help ensure the stability of the future.

Finally, the committee would like to give a special thank you to Kim Lockert, who is our staff administrative support. What you have done to help the members and our committee is exceptional and we want to know that your hard work, determination have made the committee and the members successful.

Please enjoy Convention and let's stick together!

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

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

MEMBERSHIP SERVICES COMMITTEE

Committee Members

Karen Weiers (Chair), Vice-President, Airdrie
Pam Vona, Local 002, Edmonton
Karie Burchill, Local 006, Stony Plain
Kelly Annelly, Local 046, Sherwood Park
Marty Roy (Vice-Chair), Local 046, Edmonton
Daisy Mallick, Local 045, Calgary
Kristie Hutton, Local 048, Lethbridge
Trevor Mallyon, Local 095, Calgary
Clint Nicholson, Local 118, Hanna
Gil Laflamme, Staff Advisor
Destiny Baines, Staff Administrative Support

The Memberships Services Committee, according to the Constitution, Article 15.07(b), is responsible for considering and reviewing items relevant to the mandate provided. Our committee has been ambitious this term, using a virtual format, that has resulted in positive outcomes for the general welfare of our members.

The Membership Services Committee met on the following dates:

- January 24, 2020
- May 7, 2020
- June 19, 2020
- September 28, 2020
- November 6, 2020
- January 15, 2021
- March 12, 2021
- April 20, 2021
- June 18, 2021
- August 20, 2021
- October 4, 2021
- November 26, 2021

The dates stated above reflect the committees' regular meetings throughout the two-year term. Our committee members participated in sub-committee meetings, telephone calls and meetings with discounters on volunteer time on many occasions. These discounters are either currently participants in the discounter program, and/or were seeking more information. The committee has guidelines that are followed, and some criteria may not have been met by some inquiring vendors. Supplemental information was provided to these vendors on how to reapply and what additional information was required.

Members of the committee participated in forums such as the Public Interest Alberta Conference and the Parkland Institute Conference. Reports on all forum attendances were submitted to the Provincial Executive.

Policies

As a committee, the members review and work on policies to ensure they meet the needs of the membership and are relevant to the union. Some of the policies that were reviewed, changed, recommended, or created have been done so with the approval of the Provincial Executive.

The policies this committee has worked on this term were:

- Policy 3-7 AUPE Education Core Courses, Ad Hoc Courses and Online Courses - recommended amendments
- Policy 10-01 Policy for Honorary Membership – recommended amendments
- Policy 10-14 Policy on Grievance Handling for Union Stewards and Union Representatives – recommended amendments
- Policy 10-16 Policy on Steward Expectations – recommended amendments

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

- Policy 10-5 Worksite Contact Policy (working with Education and Organizing departments)
- Policy 3-7 Ad Hoc/Add on Policy (working with Education department)

Member Discount Program

The Membership Discount Program continues to be one of the most utilized by members and has received the most 'hits' on our AUPE website. Every second year (even years), the committee sends out renewal letters to the vendors that are currently participating in the program. In addition, the committee reviews each vendor (returning or new) to ensure that each application submitted meets the minimum criteria to provide the best possible discount to our membership. Vendors are encouraged to make additional enhancements to their offers, that would be over and above what the general public may receive. As a committee, we follow a review process which includes developing a standard operating procedure. This allows new members of the committee to easily assume the task involved in obtaining new vendors. We make sure each application complies with our guidelines and we have also adopted the practice of researching any potential vendors through the Better Business Bureau.

The committee does not pursue vendors on a full-time basis to participate in the program, but has made a commitment to actively seek those that we do find may be interested. We do encourage all AUPE members to be aware of the discount page and to share the application form with potential vendors. This is how we are able to get vendors willing to participate all across the province. This past October the committee sent a letter to all newly elected Chairs to share with their components in order to help the program grow. We do get messages saying there are only programs applicable in certain areas, so we are asking for your help, across the province, in making this program expand to areas near and around where you reside. It takes all of us to make this happen. The cover letter explaining the program and the application form are on the Member Discount page.

We also want to stress that while the committee may approve a vendor for inclusion in the discount program based on minimum requirements, it does not mean that we or AUPE endorses the vendor. It is still up to the members (or those accessing the program) to decide which vendor to utilize or not. As well, any complaints regarding the service provided is between the member and the vendor, not the committee or AUPE.

Some of the discount program vendors choose to give back to the members of our union as well, in many ways. This term alone we have seen considerable vendor donations valuing over \$10,000 worth of prizes for members who signed into their MyAUPE account. We have also received in 2020 and 2021 donations totaling \$22,521.06 in which the committee voted unanimously to donate to the AUPE Benevolent Fund to support our members who may be experiencing some challenges.

Stewards

Due to the pandemic, we were not able to hold the Steward Workshop in 2020, but with all of us learning the new virtual world, we were able to move forward and held the workshop over three days in 2021. There was good uptake for the Steward Day Workshops, with 315 people registered, 296 attending and 19 who did not attend. The feedback was positive and, after looking through all the suggestions, they will be used for the next workshop. We do want to thank all that attended. Newer stewards learn not only from the workshop itself, but from the experience of more seasoned stewards. An educated membership is a powerful membership, and even through a pandemic we recognize that education must continue to be a priority.

Our committee would like to sincerely thank all the stewards for the work they do, and especially through this unprecedented time of the pandemic. There is no doubt that stewards help make a difference within our membership!

Membership

There is no doubt that our membership has been on an emotional rollercoaster during the pandemic. It is important to recognize that we all must value the contributions members have made to their worksites, to each other and of course to AUPE. As a committee, we have continued to recognize and make suggestions that would help streamline the processes in aiding and assisting members. Even though it did take a while to get the education platform online, with some of the courses rewritten and updated for an online format, they made their debut this year! The goal was to have a hybrid process so the courses could be accessed both online and in person once we are able to all meet safely. This goal was achieved with the new courses.

Website

The committee has been working with Education to develop an infographic for the AUPE website. Through this platform members can learn about AUPE's structure, educational opportunities, labour relations, union stewards, standing committees, Area Councils, discount program, AUPE departments and so much more. We recognize that not all AUPE members have the opportunity to have a face-to-face union orientation and therefore the committee wanted to ensure that members are still able to learn about our union. This also affords activists the opportunity to refer members to inquire and learn from an interactive digital platform.

Area Councils

Area Councils are the social arm of our union, where we can enjoy fellowship with all members. With the pandemic this has been a challenge over the past 18 months. We would like to thank all Area Council volunteers, who tried different ways to keep active, and keep the Area Councils alive. Your hard work did not go unnoticed. We all look forward to when we are able to participate in activities, meet with the members within our areas, and really start to socialize in the fun, friendly way that Area Councils do! Thank you again to all the volunteers within Area Councils.

Additional

With the extensive assistance of our staff advisor, the committee was able to ensure that an updated CORK (Component Officer Resource Kit) was compiled and completed. The last revision to this resource filled tool was done in March 2021. It can also be found on the AUPE website.

The committee ensured that workshops were offered for Chairs and Vice-Chairs of the components, enabling them to learn about their roles and responsibilities. This is a starting point for this information to be shared within the component executive and for them to discuss their roles and responsibilities and as well as to plan their year ahead.

We also worked with AUPE's Senior Director of Strategic Operations to get as many online member resource documents put in a fillable format.

The committee hosted a contest to encourage members to sign into their MyAUPE account which was the avenue used to access the virtual AGM meetings. This contest consisted of generous donations of over \$10,000 worth of prizes from many of the membership discount vendors. We do want to give special thanks to:

- Johnson Insurance
- Leibel Insurance
- The Personal Insurance
- The Co-operators Insurance
- Wedins Team & Corporate
- KB Benefits

We would also like to congratulate once again the many winners that were randomly generated in an electronic draw who had signed up for the MyAUPE account by May 2, 2021. There were nine prizes drawn from the individual servicing areas and sectors:

- Grande Prairie, Peace River and Athabasca
- Red Deer and Camrose
- Medicine Hat and Lethbridge
- Edmonton
- Calgary
- Health Care
- Government
- Boards and Agencies
- Education

There were an additional nine prizes drawn from all eligible regular members.

Closing

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

- All the AUPE staff, managers and directors in the many departments who have assisted our committee in what we were able to achieve thus far.
- To our staff administrative professional Destiny Baines, as well as former admins, Jena Howie and Michelle Fallis, for all of their expertise within the committee and in aiding to our committee requirements.
- To our staff advisor, Gil Laflamme, whose patience, guidance, understanding, experience and knowledge on policies, the constitution, and the committee itself, is truly an asset, not only to the committee, but also to AUPE as a whole.

And finally, on a personal note, I would like to thank each individual standing committee member for their support, participation, their enthusiasm and their willingness to learn and step out of their comfort zone and try new things. We took the time to mentor within this committee as well, and this was achieved by offering each member the opportunity to chair the committee meetings, contact and respond to vendors. There was never a shortage of topics

and discussions, and everyone was willing to learn more, do more and stand up and speak out. It has been my honour and my privilege to have worked with everyone and to chair this committee.

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

In solidarity,

Karen Weiers

Vice-President

Membership Services Standing Committee Chair

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

Committee Members

Bonnie Gostola (Chair), Vice-President

Tiffany Brazzoni, Local 006, Lethbridge (Nov. 2019-Mar. 2020)

Diana-Lee Erickson, Local 048, Airdrie

Jennifer Corkum, Local 046, Parkland County

Juanita Cozicar, Local 056, Smokey Lake

Mary Jane Fisher, Local 045, Okotoks (Sept. 2020)

Paulette Harrison, Local 052, Irricana

Christopher Joly, Local 005, Calgary (Nov. 2019-Sept. 2020)

Steven Pasquan, Local 012, Peace River

Sam Samborski, Local 009, Morinville (Mar. 2020)

Oscar Steiner, Local 003, Ft. Saskatchewan

Trevor Hansen, Staff Advisor

Rachelle Weisgerber, Staff Administrative Support

Meeting Dates

- December 4, 2019
- January 22, 2020
- March 4, 2020
- June 22, 2020
- September 3, 2020
- November 5, 2020
- December 15, 2020
- January 12, 2021
- February 10, 2021
- March 10, 2021
- April 14, 2021
- April 28, 2021
- May 12, 2021
- June 22, 2021
- September 8, 2021

It has been an amazing, but challenging term for the OHS Committee. Occupational Health and Safety has taken centre stage in the past year and a half due to COVID and a very aggressive government. We wish to send out condolences all those members who have suffered a loss to the COVID virus. We hope those of you who were directly affected by this virus have recovered or are on the road to recovery.

The committee has been a team from the very beginning. They hit the ground running taking on many of the items from the previous committee's to-do list. When I selected the members of this committee, I was keeping the comments of the members in mind at Convention, so initially for continuity, I kept only one member from the previous one and brought in new members with new ideas and new ways of thinking. You may have noticed there were some changes to the committee over the course of the term. Two members, Tiffany and Chris, were valued members on the committee. Tiffany stepped down due to personal reasons. Unfortunately, Chris was a casualty, losing his job due to abolishment. Before they left, these two members were strong contributing members to the team and I thank them for their work. These two were replaced with Sam and Mary Jane. Sam was a previous member of the

standing committee and I felt it important to bring a member in who could get up to speed very quickly with a good understanding of the issues facing the members in OHS. Mary Jane has always been passionate about OHS, joining the committee in the thick of things. They have not disappointed. Paulette Harrison was elected to be Vice-Chair for the committee. She is amazing in this role. She has taken on every task she has been handed, stepping into the chair when a last-minute meeting of the Executive Committee, called me away. She has a firm grasp on the virtual meeting platforms and is always thoroughly prepared for our meetings. Dee, Juanita, Jennifer, Oscar, and Steven have shown, through their hard work, why they were chosen to sit on this committee. Each member of this team has brought unique thinking and a work ethic, second to none. Our staff are amazing to work with. Trevor is so knowledgeable, helping the committee to hone-in on much of the discussions during our meetings, providing valuable information and insight into OHS issues. Rachelle, you are so efficient and your administrative skills were of so much value to the team. Could not ask more from an administrative standpoint.

Moment of Silence

Often during the early days of COVID, members approached the committee to come up with a way to honour and recognize those in our membership and their loved ones who have lost their lives because they chose to go to work. The humblest manner we could come up with was to ask that, at all meetings of AUPE, a moment of silence be taken to recognize that sacrifice. Thank you to Provincial Executive for honouring the OHS Committee's request to add this at the beginning of meetings. When introducing this into your meetings we would ask the Chair to speak from the heart, but if members wish to have words, please reach out to your OHS liaison or a committee member to assist you. This is respecting OHS every day and at every meeting, I encourage all members to embrace the practice of beginning meetings with this in mind.

OHS Liaisons

Convention 2019 gave rise to the first challenge facing the new team. How to define, engage, train, and support the Local OHS liaisons in their roles. Several times during that Convention the liaisons stated they did not know what was expected of them in the role, despite Terms of Reference and wording in the Constitution. The following is a list of solutions put into practice to assist the liaisons.

Standardized Reporting Form Template - The liaisons asked for a template to assist them in reporting to the standing committee and the Local Council. The form is just a template and liaisons were encouraged not to use just yes or no responses, but to be as detailed as possible. The form is fillable and available to all members. The form was first utilized by the liaisons to report to the standing committee in the fall of 2020. The committee also resolved to give direction on when the liaisons should be reporting to the standing committee. It was decided the most opportune time for this report to be submitted would be at the completion of the annual Local AGM. This makes it consistent for every Local and in a normal reporting year would assure the standing committee would have these reports no later than the end of May. Last year, 28 Locals submitted a report to AUPE.

Orientation Manual - This booklet was created to give the liaisons information and resources to help them in the execution of their duties in their worksites and sub-committees. This resource was developed beginning in the spring of 2020. It was sent to the liaisons complete with a webinar education on the manual and how to use it, in November of 2020. Thanks to an amazing amount of assistance from the Education department and our Communications department, AUPE now has a tool for OHS advocates to use. This manual is also on the OHS webpage at aupe.org so all members can take advantage of the information contained within. It is the intention of the committee that the information contained in the booklet be reviewed annually, to reflect changes in regulations and legislation.

Committee Assignment to Local Liaisons - In December of 2019, the committee members each made a commitment to be the conduit for the Locals. Each member took on three or four of the Local liaisons depending on whether they themselves were OHS liaisons for their Locals. Each was charged with keeping up communication with the liaisons and once the standing committee meetings were on a virtual platform, to send the liaisons the link to those meetings. I believe this has helped in the communication with the standing committee in an ongoing basis. The committee members also have a commitment to send out any communication of an OHS nature and to send the meeting minutes.

Participation in Meetings - Liaisons have also been invited to attend meetings of the standing committee at Local expense. Prior to COVID, at our meetings in January and March 2020, we did have liaisons join us in person. After COVID, and once the committee had its feet under them in the virtual realm, the liaisons were invited to participate in the meetings with voice, but no vote.

We have had several liaisons join us and contribute to the communication of OHS issues from across the province and across every sector. The liaisons have been helping the committee to define their own role and have been a positive addition to the work of the standing committee. As stated above, the liaisons have had the opportunity to participate in the meetings, contributing ideas, and speaking to the issues. I believe they are better prepared to go back to their Locals when they have participated. I want to also thank the Locals who have made it possible for their liaison to take the time off for these meetings. It shows the support for OHS across the board and the value in the liaison role as it is evolving.

Lunch and Learns - Taking full advantage of online meeting platforms, the standing committee began offering educational opportunities for the liaisons to better understand specific issues affecting our members. We have had two such sessions, offered on the person's own time, giving options to attend one of two different time slots. The first was to provide an overview of Bill 47, "Ensuring Safety and Cutting Red Tape Act," the UCP OHS legislation introduced in October of 2020. Thanks to Diana Griffith, the OHS Union Representative from AUPE for facilitating the conversation. The second session was an in-depth look at the WCB changes contained in Bill 47. Each of these sessions was directed at the liaisons, but the liaisons were free to share the link to the meetings with their fellow workers. Both were very well attended. I would encourage future OHS committees to continue this practice as it has amazing benefits for all members when communicated in a timely manner through the liaisons.

Day of Mourning - April 28

In the late winter and early spring of 2020 all preparations were being made to honour our fallen AUPE comrades and all workers with the Annual International Day of Mourning on April 28. The Education department was ramping up a day of education for the Local OHS liaisons and the agenda and speakers were being lined up. It all came to a screeching halt when COVID shut the province down. When we moved into 2021 still facing the pandemic and restrictions, the standing committee was forced to figure out how to deliver this event in a virtual manner. Thanks to the hard work of the committee, AUPE staff, and President Guy Smith, AUPE was able to deliver a solemn event giving recognition to the many who had sacrificed so much in the performance of their duties. Thank you to the over 50 members who attended the virtual event and to the hundreds who viewed the ceremony over Facebook Live.

Rolyn Sumlak Award

This award is dedicated to the memory of a former member from Local 012 who gave his life in the execution of his job. AUPE now honours members who have dedicated their activism to protecting and educating their fellow workers on OHS. Calls go out to the Locals and Chapters for nominations for this award usually in January. The committee develop a rubric to bring fairness to the process, basing the award on the merits of the nomination. The committee thanks every individual whose name has been put forward in a nomination. This is a vote of confidence from a co-worker or a worksite, and every person who is recognized by their fellow workers this way is making an impact.

With apologies to the members in 2020, the committee does not have the number of nominations received for consideration due to the actual nomination forms being left at the AUPE office after the meeting in March. The AUPE OHS Committee determined that four individuals were more than deserving of the honour. That darn COVID changed that plan. The award ceremony is held in conjunction with the Day of Mourning, so we could deliver the award to these amazing activists. In 2021, the call went out for nominations and the committee received 13 forms from 11 different Locals. After scrutiny, five members were singled out to receive the award.

The 2020 Rolyn Sumlak Award recipients:

- Judy Fader - Local 043
- Dee Erickson - Local 048
- Oscar Steiner - Local 003
- Dean Walker - Local 005

The 2021 Rolyn Sumlak Award recipients:

- Jennifer Corkum - Local 046
- Elizabeth Czernyanski - Local 049
- Stephen Caughie - Local 071
- Bowman Pringle - Local 003
- Frank Snow - Local 052

Congratulations! Each of these individuals has gone above and beyond to promote, educate, and practice OHS on their worksites. Thank you for the dedication to safety and wellness.

Joint Worksite Committees

AUPE will be watching closely for the regulations created to back Bill 47 “Ensuring Safety and Cutting Red Tape Act” enacted into law in October of 2020. What is most significant is how the rules will work around worksite committees. We do believe one thing is for certain. Members need to take an active role in participating on these committees. The mandate for the union to be represented is predicated by being able to fill these committees with duly elected AUPE members must be maintained. The language forwarded in the Act would give the employer the ability to appoint our members to these worksite committees. Our members deserve to be represented by members who will speak out to any issues around OHS, not by an individual who would never challenge the employer. Other changes to the legislation remove the training provisions and have reversed many of the OHS protections, taking the balance given by the last government for OHS in the worksites and putting more power in the hands of the employers. Our voices must not be silenced by the government bent on reversing decades of advancements in OHS.

Alberta Construction Safety Association (ASCA) Conference

This association has held their conference annually in March. In 2020, we were able to send five members to the live conference. In 2021, the conference went online. Again, the OHS committee was able to send members to the conference. I want to thank Dan MacLennan (former President of AUPE), the Executive Director of the ASCA for arranging for our attendees to access this wonderful conference for free. In the past, the ASCA has given AUPE a very discounted price to attend this meeting. This year was a bonus. The members who have attended in the past two years are Paulette Harrison, Sam Samborski, Juanita Cozicar, Steven Pasquan, and Jennifer Corkum. They bring that learning back to the committee which is always beneficial to the OHS conversation.

Resources

AUPE has a wealth of information on the OHS page on the web. I encourage members to go to that page to seek out information, and resources to assist you in keeping yourselves and your co-workers safe.

Conclusion

The committee encourages every member to practice health and safety on their worksites. We encourage you to report issues that could ultimately result in a harm to yourself or those working around you. It is all of us to practice safety, not take shortcuts. Not reporting issues does not protect those around you and we need to change the message. Unions rose on the backs of demanding safe worksites, decent working conditions, decent working hours, proper tools to do our jobs. In the past decade, many have forgotten what it means to fight for these things and take for granted the battles to win these protection and rights. Too many fear being the agitator, so choose to do nothing. When we do nothing, we put our very ability to challenge our employers in their obligation to protect us in jeopardy. Please do not be apathetic in any matters around health and safety.

Submitted on behalf of the committee,

Bonnie Gostola

Vice-President

Occupational Health and Safety Committee Chair

PAY AND SOCIAL EQUITY COMMITTEE

Committee Members

Bonnie Gostola (Chair), Vice-President
Valerie Whelan, Local 043, St. Lina
Ray Tweedle, Local 057, Springbrook
Charity Hill, Local 054, Edmonton
Julie-Anne Lightle, Local 041, Fort MacLeod
Hope Vande Beek, Local 003, Coalhurst
Cindy Froud, Local 045, Calgary
Rhonda Chapman Local 071, Whitecourt
Tyson Moore, Local 002, Grande Prairie (Nov. 2019-Sept. 2020)
Hitomi Suzuta, Staff Advisor
Megan Johnston, Staff Administrative Support

Meeting Dates

- December 19, 2019
- February 12/13, 2020
- March 25, 2020
- May 19, 2020
- June 23, 2020
- September 8, 2020
- November 25, 2020
- May 25, 2021
- October 6, 2021

I want to commend the Pay and Social Equity Committee (PSEC) for their commitment to the membership. They went into the 2019 term with some momentum from the success of the previous committee. They set goals and some lofty ideas on continuing along a prescribed path. The struggles of getting fulsome discussions through online meeting platforms due to connectivity issues and being front-line workers created a new dimension to being an effective committee for AUPE. Connectivity in rural Alberta was a constant problem for a couple of our members. Due to creative use of phones and Facetime, we were able to achieve quorum for most of our meetings, but not all. Where we struggled was in those members on the front lines, especially the health-care and corrections members. On any given meeting date, they were available to attend meetings and then, last minute, would be mandated to work, forcing the committee to struggle to get quorum. After September of 2020, Tyson resigned the committee due to personal reasons. Time off became an issue for one member who took a contact-tracing position with HSAA, (not affecting her employment with AHS but in the bargaining unit piece.) This dropped our members on the committee down to seven. As there were very few applications for this committee, I determined not to fill that vacant position. Val and Rhonda have been part of this committee for many terms, and Julie-Anne was part of the previous committee. The wealth of their knowledge has only enhanced the work of the committee. Val was elected to be the Vice-Chair of the committee. She and Rhonda were constantly challenged to get into meetings. Both managed to attend despite the issues of connectivity. For the new members of the committee, Ray, Charity, Hope, Cindy and Tyson, thank you. You brought new perspectives and fresh ideas to the group, and I would encourage you to put your names forward again to maybe experience the full measure of what this committee can accomplish in a 'normal' setting. To the amazing staff, Hitomi and Megan, thank you. You are the glue that holds the committee together and tries to keep us on track.

Education for the members is a primary mandate for the committee, but understanding the subject matter being taught is tantamount to success for our members. The members of the committee took some training through the ad-hoc education session set up by our staff advisor, Hitomi Suzuta. I believe the learning was well received and helped the committee grasp the concepts of wage equity and social equity. They were now armed with the information they needed to be effective on the committee.

The committee sets its path and goals for the coming term. Ongoing items from the previous committee were reviewed and prioritized. The mandate of the committee was reviewed and suggestions on how to accomplish that mandate were entertained. The following are the projects under review or are ongoing.

Centennial Projects

The previous committee was working on some centennial legacy projects, including brochures with historical context combined with a calendar for the members to utilize in their meetings and discussions around pay equity. A timeline banner which could have been placed in a meeting room at the new HQ, which would highlight and, in a benign way, educate members to the history of pay equity in Alberta and Canada. How many members arrive to meetings early and have the ability to “stare at the walls” take time to read the border and achieve some passive learning? Unfortunately, these projects were put on hold due to several mitigating situations. COVID and our staff now working from home, closing of our offices, including HQ, and delays to the completion of the new HQ building and not knowing details on how the timeline border could or would be applied to a wall are just some of the challenges.

MLA Letters

Letter writing is one of the tools the committees of the past have used to engage and educate the members of our legislature. With the change in the government, it was decided to update the material in the letters of the past and send them out. COVID has not allowed the committee to meet in person and to completely flesh out the information to include in the letter. This had been done in a workshop setting in past meetings. A draft now has been completed and at the October 2021 meeting of the committee we will finalize and start delivering to our elected officials in government. In the letter, we are asking our government to do better. Alberta does not have legislation or even a policy position in the support of wage equity and social equity. Our hope is to engage the MLAs in meaningful conversations as to why this is so important, especially in today’s climate. In terms of timing, this may be the opportune time to put our position in front of the government. COVID has shone the light on the inadequate and imbalance in the equity in the losses in job which has affected certain groups more than others.

Municipality Letters

The previous committee had begun a campaign of engaging towns and cities through a letter. There was some uptake in areas across Alberta to have our committee members attend the council meetings in an effort to ask municipal governments to create and implement wage equity strategies. Again, COVID has brought that plan to a screeching halt. Again, the timing is right to put attention on not just the wage-equity issues but now more focusing on how municipalities approach a community issue on a social level. Newly drafted letters will be going out to municipalities across Alberta this fall. If any member would like the opportunity to speak to the social impact of COVID on them at any meetings we may get, I would love to include them.

Social Media

AUPE and our communications staff has done a great job of keeping equity issues in the news at the forefront of our Facebook page. That continues to be an ongoing process. Some of the things members have seen are articles around the \$10/day daycare, loss of GSS jobs in our health-care system, loss of low-paying jobs in the retail sector. Even if it is not specific to our members, it is important for members to understand the impact this has on all of us. We encourage members to comment with their lived experiences when articles of this nature are posted. It shows the impact on you, as individuals and workers. When we make comments, others pick up on that and may give courage to enter the conversation.

Change of Focus

For several terms now, the committee was focused on bringing awareness to wage equity and its impact on AUPE members. It has now been recognized that the social equity awareness has not been as thoroughly addressed as it should have been. The pandemic response to COVID-19 has exposed how layoffs, hours reduction, childcare access, school closures, and unemployment has really targeted certain sectors of society, especially women. Members have had to face new realities, with kids at home while they had to work, or working from home with kids also at home. The social equity now needs to be the focus of this committee. How this committee supports the members facing the issues listed above. What steps can the committee identify and raise awareness. These are the challenges for the future committee.

Conclusion

Despite the challenges, the PSEC worked hard to continue to support the members. We were not able to meet the goals and fulfill the mandate of the committee this term and that is truly disappointing. I must commend the committee for trying. Despite the obstacle of COVID and all that comes with it, your PSEC tried to reach its mandate. As the Chair, I could not ask any more than that of these members.

We hope every member knows they have support when it comes to pay and social equity. We encourage all to reach out and ask for help when struggling to “get by” in a world of blatant inequity. You are not alone, and you do not have to fight the battles alone. Be safe and look after yourselves.

Submitted in solidarity on behalf of the committee,

Bonnie Gostola

Vice-President

Pay and Social Equity Committee Chair

PENSION COMMITTEE

To the officers and delegates of the Alberta Union of Provincial Employees, assembled on December 1-4, 2021.

Greetings!

Committee Members

Jason Heistad, Executive Secretary-Treasurer, Chair

Darren Graham, Local 057, Red Deer

Justin Huseby, Local 052 Calgary

Margaret Miller, Local 044 Red Deer

Mark Hercina, Local 003, Red Deer

Nandagopal Ayre, Local 002, Edmonton

Norma Jones, Local 095, Calgary

Percy Ogden, Local 056, Grande Prairie

Sandra Silva, Local 054, Fort Saskatchewan

Liliana Cordeiro, Staff Advisor

Kelly Steele, Staff Administrative Support

Local Authorities Pension Plan (LAPP) Board Members:

LAPP Sponsor Board: Guy Smith, President

LAPP Corporate Board: Garry Sran, Former Senior Research Advisor

Public Service Pension Plan (PSPP) Board Members:

PSPP Sponsor Board:

Jason Heistad, Executive Secretary-Treasurer

Mike Dempsey, Vice-President

Susan Slade, Vice-President

PSPP Corporate Board:

Lauren Montgomery, Senior Research Advisor

Liliana Cordeiro, Union Representative – Pensions

Terry Agoto, Manager of Essential Services and Research

I would like to take this opportunity to thank the committee members for their efforts this past year.

The Pension Committee continues to remind members of the economic and social value of belonging to a defined benefit (DB) pension plan like LAPP and PSPP. DB plans provide stable and lifelong pension payments to a retiree. Unlike a defined contribution (DC) pension plan or RRSPs, the amount of the pension one receives does not fluctuate when we experience challenges in the economy. DB plans provide members with a defined pension income, which is based on factors such as number of years in the plan and a member's salary. Furthermore, DB plans contribution rates are based on long-term funding requirements and are not directly affected by short-term market performance.

With a DC plan or RRSP, in contrast, individual assumes all investment risk and retirement income is usually based on how much money is in the bank when it's time for you to retire.

Alberta Pension Plan Legislation

The Pension Committee was faced with many challenges in 2020 and 2021. After decades of lobbying, Bill 27 (2018), the Joint Governance of Public Sector Pension Plans Act (JGA) introduced many of the changes AUPE had been advocating for, most importantly joint governance of our pension plans. The legislation ensured that workers' voices were heard at the table where decisions are made about their pension plans. The JGA created a corporate and sponsor board for each plan and the boards and corporate boards have well-defined roles and responsibilities. This legislation gave public-sector pension plans the ability to leave the Alberta Investment Management Corporation (AIMCo) and Alberta Pension Services Corporation (APS) should the corporate boards feel that better performance could be achieved with different service providers. The sponsor boards are responsible for setting and creating the pension plan text, setting contribution rates, reviewing the corporations' annual budget, while considering the interests of retirees. The Corporate Boards have fiduciary responsibility to all plan members and to make decisions in the best interest of the plan members. They are the plan administrator.

Unfortunately, the UCP Government introduced Bill 22 (2019) The Reform of Agencies, Boards and Commissions and Government Enterprises Act that reversed several of the changes in Bill 27 (2018). Bill 22 (2019) is an attack on pension governance and the joint governance established in the JGA (2018).

As of full enactment date of April 1, 2020, the Corporate Boards of LAPP and PSPP were now to be governed by the Alberta Public Agencies Governance Act, and the corporate members would report to the Minister of Finance. Bill 22 now requires that AUPE nominees must go through a government appointment process and meet the approval of the Lieutenant General. Bill 22 also requires public-sector pension plans to use AIMCo and APS, as captive clients. In addition, this legislation removed one AUPE seat on the LAPP Corporate and Sponsor Boards and replaced them with non-union employees, and eliminated workers' rights in successor employer applications. Bill 22 allowed the Minister of Finance to authorize specific investments or classes of investments of the plan fund (no more than 10 per cent) that remain unclear on how this order may be used to direct pension plan fund investments. Bill 22 was swiftly met with sustained opposition from the NDP and from unions across the province.

In response to Bill 22 (2019), the NDP introduced the Private Members Bill, Bill 203 The Pension Protection Act. This legislation attempted to prevent the UCP government from withdrawing Alberta from the Canada Pension Plan, and to reverse many of the changes made to the JGA (2018). AUPE's Pension Committee submitted a written response in support of allowing debate of Bill 203 (2020) in the legislature. Justin Huseby presented his support for the Bill before the standing committee on Private Bills and Private Members' Public Bills. Predictably, despite receiving thousands of requests for debate, the UCP committee members did not allow Bill 203 to be debated in the legislature.

In December 2020 the NDP introduced Bill 208 The Alberta Investment Management Corporation Amendment Act, which attempted to give each public sector pension plan a seat on the AIMCo board and required a referendum before pulling out of CPP. Once again this was sent to the standing committee on Private Bills and Private Members' Public Bills, and once again was defeated from proceeding to legislature for debate.

Despite the challenges presented by the UCP government, AUPE's appointees on the corporate and sponsor boards are committed to carrying out their fiduciary obligations and sponsor roles in the best interest of the plan members.

Pension Plan Changes

AUPE supported and the LAPP Sponsor Board approved a contribution rate reduction effective as of January 1, 2022. LAPP plan members will pay 7.45 per cent up to Year's Maximum Pensionable Earnings (YMPE), and 11.80 per cent for earnings above YMPE, a reduction that will leave more money in your pocket. For example, a member earning \$70,000 per year will save around \$667 in 2022.

LAPP members will no longer have a waiting period to be eligible for a lifetime LAPP pension at retirement. In 2020, the Sponsor Board approved immediate vesting effective January 1, 2022, meaning our members who join LAPP on or after this date will be immediately entitled to pension benefits from when they join the pension plan.

For PSPP, AUPE also supported and the PSPP Sponsor Board approved a contribution rate reduction effective January 1, 2022. Contribution rates for 2022 will be 9.6 per cent up to YMPE, and 13.7 per cent for earnings above YMPE, a reduction that will leave more money in your pocket. For example, a PSPP member earning \$70,000 per year will save around \$640 in 2022.

PSPP Contribution Rates

Year Beginning	2021		2020		2019	
January 1	Earnings up to \$61,600	10.47%	Earnings up to \$58,700	10.47%	Earnings up to \$57,400	10.47%
	Earnings over \$ 61,600	14.95%	Earnings over \$58,700	14.95%	Earnings over \$57,400	14.95%

LAPP Contribution Rates

Year Beginning	2021		2020		2019	
January 1	Earnings up to \$61,600	8.39%	Earnings up to \$58,700	8.39%	Earnings up to \$55,300	8.39%
	Earnings over \$ 61,600	12.84%	Earnings over \$58,700	12.84%	Earnings over \$57,400	12.84%

Investment Performance

Despite challenges related to COVID-19 and pandemic-related market volatility, including the volatility-based trading strategy (VOLTS) that resulted in more than \$1 billion combined loss to LAPP and PSPP combined in the first quarter, both plans ended with positive net returns for 2020. At December 2020 LAPP was 110 per cent funded (119 per cent in 2019) and PSPP was 103 per cent (105 per cent for 2019) on going-concern basis.

PSPP – Investment Performance

Year Ending	2020		2019		2018	
December 31	Actual	Target	Actual	Target	Actual	Target
	1.6%	8.0%	12.3%	13.8%	1.5%	1.0%

LAPP – Investment Performance

Year Ending	2020		2019		2018	
December 31	Actual	Target	Actual	Target	Actual	Target
	5.2%	9.46%	11.9	12.5%	2.0%	1.0%

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

Pension Education

Unfortunately, COVID-19 restrictions affected how PSPP and LAPP members could access pension and retirement information. The Pension Committee worked with APS to maintain learning opportunities for our members. As a result of this pivot in 2020, APS and AUPE hosted 15 different online presentations, attended by almost 500 members through the year. In 2021, PSPP joined in as a presenter. Collaboratively with AUPE, more than 30 sessions have been scheduled in 2021, and in the first half of the year over 400 members have participated in the online webinars. For 2022, the Pension Committee continues to work with APS and PSPP to bring accessible, relevant, and timely pension information sessions to AUPE members. Topics covered will include:

- How your pension is calculated?
- Early retirement
- Retirement options
- Applying for pension
- Pension projection calculator
- Leaving the plan
- Termination prior to age 55
- Leaves of absence, buy back service, and payment options
- Optional service
- Death before retirement
- Disability pension

AUPE members can register online at aupe.org/training.

If you need assistance with registration, please email registrar@aupe.org or call 1-800-232-7284.

The Pension Committee wishes to again thank all members employed with the APS for their service and assistance to our members.

The Pension Committee has organized the first ever AUPE Forum on Pensions on November 8 and 9, 2021. The forum is meant to create long-term and sustainable connections between public and private-sector unions around pension organizing. Overarching objective is to enhance workers' bargaining power and organizing power to fight for good pensions.

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

The committee wishes to thank those nominated by AUPE who sit on PSPP and LAPP boards: Jason Heistad, Guy Smith, Mike Dempsey, Susan Slade, Garry Sran, Lauren Montgomery, Liliana Cordeiro, and Terry Agoto, for their dedication over the past two years.

We would also like to give special thanks to Simran Chahal and Kelly Steele, for providing vital administrative support.

For more information on your pension plan, visit www.lapp.ca for LAPP and www.pspp.ca for PSPP.

Respectfully submitted on behalf of the Pension Committee,

Jason Heistad
Executive Secretary-Treasurer
Pension Committee Chair

WOMEN'S COMMITTEE

Welcome to all the delegates, life members, staff and guests to the 2021 Virtual Convention. We are very happy to be sharing space with you all. As of March 16, 2020, the committee had to pivot quickly to change our direction due to most of the events that we hold are in person and involve large crowds. The committee and I appreciate the understanding and participation as we moved to a virtual platform.

Committee Members

Susan Slade (Chair), Vice-President
Rita Bains, Local 002, Sherwood Park
Sarah Bound, Local 052, Calgary
Kysha Cleaver, Local 041, Claresholm
Corine Heffernan, Local 118, Edmonton
Carol Mammel, Local 095, Calgary
Jessica Pope, Local 012, Edmonton
Alicia Salon, Local 056, High Prairie
Stephanie Stewart, Local 045, Calgary
Candice Feilberg, Staff Advisor
Justine Leszczynski, Staff Administrative Support

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

DOVE Award

The DOVE award recipient for 2020 was Lea Schmidt from Local 002, unfortunately due to restrictions we have not had the ceremony as of yet. Lea is an active member on her worksite, Local 002 and Chapter 002 as well as Area Council. She has proven over and over her strong leadership skills and always meets challenges with a thoughtful approach and a calm demeanor. It is always a privilege to present the DOVE award to the incredible women activists and Lea is definitely one. The following is an excerpt from her nomination:

“Lea is a leader and willing to take risks. Being a leader does not come without conflict. Lea has shown the courage to be a strong leader.” Nominator Susan Cowtan, Vice-Chair Local 002

“Lea sits on the AUPE Finance standing committee: she is the treasurer of one of AUPE’s largest locals. Lea has been a real leader in Local 002 by competently managing the Local’s finances and showing leadership on the Local 002 Executive Committee through challenging times. She got perfect marks on the annual AUPE audit of the Local books.” Dennis Coulthard Chair, AUPE Local 002

“Lea is always the professional. As treasurer for one of the largest AUPE Locals, she manages diverse personalities and handles members’ oppositional challenges with dignity and grace. She is supportive of new initiatives, but always accountable to policy and procedures. She is incredibly ethical and has the highest of integrity.” Heather Czeto Local 002 Secretary

“As a Local 002 Council Rep and member of Finance Committee, I am happy to support Lea’s nomination for the DOVE award. As Chapter Chair, Lea has willingly mentored Treasurers in their positions. She has proven a strong advocate and representative of AUPE and its values.” Marcia O’Connor Chapter 002 chair

As soon as restrictions allow us to hold an in-person ceremony we will be presenting the awards for all the years we have had to be in this virtual space.

Women Empowering Women

This was our first try at moving to a virtual space, the premise behind this campaign was to showcase all the different classifications and jobs in AUPE and Alberta. AUPE membership is approximately 75 per cent women and those identifying as women. We felt it would be an opportunity to put the faces of front-line workers on our social media pages as a public awareness of all the jobs AUPE members do across the province. Due to the new nature of the campaign, it was not as embraced as we had hoped, however to those that were able to send in their selfies, it was very much appreciated. Possibly after Convention if anyone would like to participate in the selfie campaign, we can do part 2 ... let’s showcase ourselves for what we do every day.

Power Hour

The committee also has embarked on a new adventure this year called Power Hour. We held hour-long Zoom sessions on different topics related to self-care. We choose to do this for members to have a getaway from the stress and hectic nature that our lives on occasion are. These sessions were recorded and are available on the AUPE Women’s Committee page for anyone to enjoy. A few of the topics we shared were self-care, cooking, gardening, myofascial release, stretching, meditation. The committee is open to any suggestions on that might be of interest to the members, this is not just for women but open for all to attend. Thank you to all those that were able to attend the day of and those that participated after.

Diversity Workshop Series

February 2020 the committee took part in a four-part education series with Miranda Jimmy. The series was as follows:

- Defining Diversity and Inclusion
- Introduction to Intersectionality
- Decolonizing
- What’s Next

This course was just a snapshot on the topic of diversity, inclusion and equity. The course is very thought provoking and provided a safe space to ask questions, explore our thoughts and bias. It also showed how this is just the tip of the iceberg and our collective need continue to educate ourselves to be better allies. It is important that we acknowledge that we must do better, we must provide a seat at the table to everyone and with that seat we acknowledge and act on everyone’s needs at that table.

Prairie School for Union Women

This year Prairie School was held on the virtual platform. We had a very tight schedule to get members' applications in (basically a week). It was sent to Local Chairs for them to forward to contacts. Due to it being virtual, the Women's Committee took part (not using AUPE designated spots) as well as five members at large attended.

This year's course was as follows:

- Women in Leadership
- Building Strong, Inclusive Locals that Prioritize Human Rights
- Making Land Acknowledgements Matter

Below are some of the experiences that those in attendance had:

I had the opportunity to attend virtual Prairie School this year and attend the course on making land acknowledgements matter. I was very excited to attend this course for many reasons and I wanted to understand more about writing land acknowledgments and making them count. This course by far exceeded my expectations, the facilitator was beyond amazing. Her ability to connect you to the land was second to none, she evoked thoughts and emotions from me that I didn't even realize were possible and all over an online platform. I can't imagine what this experience would have been like had I been able to attend in person. I am so grateful to have had this opportunity, it has not only helped me on my own personal journey, but I believe that it will help me to inform others.

When we speak of land acknowledgement, my first thought now is who wrote this? And why? Land acknowledgement is and should be one of the first steps to reconciliation. We need to consult and seek advice from the very peoples who have invested their heart and soul into this province and country. The land acknowledgement course at Prairie School has taught me that I personally have so much to learn still and that with some very small changes in my practices I can begin to make a difference, to change the dialogue and create a more inclusive and diverse way of being both in my work and personal life. During this course I learnt to walk my own path, to remind myself to be grounded and take in the beauty that is all around us. The future of land acknowledgement can grow, and it starts with us, at Chapter, Local, and provincial levels to take the time to respect the earth, and the peoples within it. Prairie School has taught me I am not on this journey alone and I will always have help and guidance if I just reach out.

There are a lot of ways of building strong inclusive Locals but what stuck really well with me is everyone could be an advocate but does not necessarily be an ally. It is true for a lot we advocate for different things and with this I learned I needed to start being an ally while advocating. I started using my pronouns through my emails, practising using more gender inclusive language and I found in most instances that someone will ask me what pronouns are? With these conversations some awareness is being brought up, why is it important to use pronouns. We use pronouns to describe people. Pronouns are important; they reflect our gender identity (how we experience our gender) and gender expression (how we express our gender to others). We have gone through so many topics in our course and this topic really is what got stuck in my head and I'm following through the examples and practising to be an ally.

This was my first time "attending" the Prairie School (it was online) and I am very grateful the Women's Committee was able to provide this opportunity. I chose "Making Land Acknowledgments that Matter" as my topic for the week. The facilitator, Dodi Ferguson, was brilliant. She was smart, funny, and so well versed in history and context. We learned about the importance of land and water; how buffalo were used for everything from food, shelter, clothing, and was paramount to the livelihood of Indigenous Peoples. Sadly, because they knew this, the generals persuaded by the "success" of abolishing the First Peoples in the U.S., decided to copy this model. The impacts of colonization on the people and the materials of North America were devastating. The parallels are clear with the peat moss and other natural resources being used to near annihilation. Every day ended with positive acknowledgements to experience the land in some way; whether to go for a walk or a swim or simply enjoy the backyard. While I always respected the land acknowledgements at meetings, I got a firmer clear grasp on what it actually means as a settler or newcomer to be on "Native" land that has since time immemorial been lived in harmony.

We discussed and learned about representing Indigenous workers and challenging racism in the workplace. Bring forward and learning more about the unique cultures around us. Knowledge brings us more understanding for everyone. Have more conversations about the need for representations in the labour movement. Suggestions for Locals and Chapters to work together to accomplish education components to help stomp out racism.

I participated in the "Building Strong and Inclusive Locals" course, where we delved deeper into allyship, reconciliation and diversity and inclusion. We were able to engage in small group discussions with Zoom breakout rooms as well as group work to complete a presentation on campaigns focusing on social justice. (Fight for 15, Migrant Workers Alliance for Change, BLM, TRC Calls for action, etc.) My group presented on the Include: Accessible Canada Campaign, which

focused on the issues and needs of Canadians with disabilities. In general, the content of the course was very good, but online group component was a struggle as several members of the group I was assigned to were absent from discussion (although technically logged online). This resulted in two of us completing the group project. This was very disappointing. Also, very little in-class time was provided for group work, which made it even more challenging. On a positive note, I enjoyed meeting a variety of union members online and learning about other Locals in other worksites across Alberta, B.C., Saskatchewan and Manitoba. I appreciated that PSUW was able to pivot to an online learning platform during this time of COVID-19.

It was a great experience to learn in the “Building Strong Inclusive Locals” class. It taught me to look within my own Local and Chapters and ask myself if there is true representation for all my members. How well is the cultural, or other minorities represented. What is holding back members of those groups from wanting to be active participants within Chapters and Locals. Being an active listener is a good start. Learning the difference between being an advocate for groups vs become an ally is ultimately what can bring on change. Moving that allyship to actions so that you are no longer trying to create a movement for change by yourself, but rather a network of groups of people building momentum to make that change. Things we can do now to be more inclusive is invite leaders or knowledge keepers from groups to come speak to us at our meetings. Attend social functions, interact and listen. Become a good ally for their beliefs by participating in things such as orange shirt day, walk in a parade with them, or attend a protest with them. We can also strive to make change within our own unions. Can we create advocacy advisors, someone outside of MSO roles that have specific training and understanding of what minority members are having difficulty with? How can any of our committees such as the Women’s Committee, Human Rights, Pay and Social Equity or Young Activists Committee have a greater voice and impact at the collective bargaining table to see change that is actionable? There are many challenges to any campaign for change. Not having enough support, political pressure from lobbyists, lack of confidence, commitment and education are only a few.

Although held virtually June 2021, I thoroughly enjoyed my first experience attending the Prairie School for Union Women and the women in leadership course. It was a week full of empowerment, depth, strength, self-esteem and co-operative building. Our guest speaker Adrienne Smith’s knowledge, experience and information shared is invaluable and was eye-opening for how far general, community and professions have come but also how much more needs to be done regarding inclusivity.

Resolution

The committee is asking for your support for their resolution to have an elected liaison from each Local to work with the committee. We feel this will be a good way to have a direct line of communication with the Locals and Chapters (though council representatives) so that we can garner ideas and promote communication of the committee activities. The other component of the resolution is to establish a sub-committee in the Local to work within the Local and Chapters to delve into issues related to women, gender equity and family matters. The committee is always open to suggestion from all members. Please reach out with any questions on resolution prior to Convention to me or any committee members.

In Closing

I would like to thank the following:

- The committee members, for their dedication and commitment to not only women’s issues that effect our membership, but also Albertans as a whole. I appreciate that the committee will step up and tackle issues, provide feedback and bring new ideas to the group.
- Candice Feilberg an amazing staff advisor always willing to help with whatever is needed and keeping me on track.
- Justine Leszczynski for making sure that minutes are accurate, and always available to answer questions and ensure the committee has what it needs to run efficiently.

Yours in solidarity,

Susan Slade
Vice-President
Women’s Committee Chair

YOUNG ACTIVISTS COMMITTEE

To the officers and delegates of the Alberta Union of Provincial Employees attending Convention, December 1-4, 2021.

Committee Members

Bobby-Joe Borodey (Chair), Vice-President
Paige Doering-Giffen, Local 095, Calgary
Mitch Gallant, Local 050, Calgary
Dunkin Gamao, Local 043, Lac La Biche
Rachel Hoglund, Local 040, Fort Macleod
Kimoy Marston, Local 002, Red Deer
Jami Payne, Local 041, Granum
Brittany Schepp (Vice-Chair), Local 044, Red Deer
Mike Painchaud, Staff Advisor
Charlene Peterson, Staff Administrative Support

The Young Activists Committee met on the following dates from January 2020 – August 2021:

- January 10, 2020 – HQ Edmonton
- February 18, 2020 – HQ Edmonton
- April 3, 2020 – Conference call
- June 16, 2020 – Virtual meeting
- July 23, 2020 – Virtual meeting
- September 4, 2020 – Virtual meeting
- October 13, 2020 – Doubletree Edmonton
- November 23, 2020 – Virtual meeting
- January 13, 2021 – Virtual meeting
- February 10, 2021 – Virtual meeting
- March 29, 2021 – Virtual meeting
- May 3, 2021 – Virtual meeting
- June 8, 2021 – Virtual meeting
- July 6, 2021 – Virtual meeting

The Young Activists Committee (YAC) wishes to welcome the delegates, observers, life members, and guests who have gathered to participate in the 2021 Virtual AUPE Convention. We also wish to extend a very warm welcome to the participants who are 30 years of age and under, and who may or may not be attending for the first time. Convention participants typically find this annual event ignites a passion and/or a spark to get involved within their union. We hope this will be the case for many Convention newcomers and returnees.

We would also like to encourage members of any age to ‘join the conversation,’ and share feedback on new initiatives, ideas on how the committee can improve, as well as suggestions to expand outreach to AUPE members who are 30 years of age and under. The Young Activists Committee is committed to helping mentor future leaders, and your contribution to that goal is greatly appreciated and needed.

Team Building and Leadership Training

When the committee first met on January 10, 2020, it was established that the group would endeavour to maintain a common theme of building leadership skills amongst the committee members, as well as ensure this was a focus when planning events, activities, and initiatives. It is a belief that the best way to help others improve their leadership skills is to first commit to growing as a leader yourself. As such, the committee spent valuable time exploring strength-based development with CliftonStrengths. The desired outcome was to first discover and understand our own unique strengths, and then determine how to use this knowledge to add value to both our personal lives, as well as our professional lives. This exercise fostered important team building within the committee and provided an excellent opportunity for personal growth.

Spotlight Initiative and the RALY Award

The Young Activists Spotlight initiative is a new opportunity created to highlight younger members within AUPE who are doing great things within the union, at their worksite, and demonstrate leadership qualities. The initiative was designed with an “employee of the month” feel to it. AUPE members are encouraged to complete a Spotlight nomination form whereby they also provide a short rationale as to why the nominee should be recognized. Once the

committee has confirmed a nominee is the right fit, the recipient is then spotlighted on AUPE social media platforms, and the committee sends them a certificate and a YAC pack (includes a stow away backpack, notebook and pen). The purpose of this initiative is to give members an opportunity to encourage future leaders to keep up the good work. One truly never knows the impact a few kind words can have on someone's journey, and how a simple act of kindness can really set a future leader on the right path to doing great things.

As of August 2021, the Young Activists Committee has recognized the following amazing leaders:

- Kysha Cleaver, Local 041
- Lindsay Cox, Local 046
- Rosalie Devost, Local 046
- Alyssa Ernst, Local 046
- Alexandria Kowalski, Local 039
- Kaitlyn Phillips, Local 044
- Laura Sadler, Local 095

The committee would also like to share that Kysha Cleaver was also the recipient of the Recognition of Activism Leadership in Youth (RALY) award. She was nominated by fellow union activist, Jami Payne, and on August 12, International Youth Day, the committee was proud to recognize the amazing work Kysha has been doing.

Kysha is a Home Health Aide at Claresholm Health Unit, a union steward on her worksite, a three-term member of AUPE's women's committee, an area council chair, and an all-around tireless advocate for her co-workers. Organizers like Kysha make their workplace safe and dignified. They help build a world that is better for all working people.

The committee wishes to thank Kysha for all she does for AUPE and is confident she will continue to do amazing work as an activist.

Please consider nominating a young co-worker you believe would be worthy of either the Spotlight or RALY award. Further details on both, as well as nomination forms, can be found on the AUPE website at aupe.org. You never know when you may be witnessing first-hand the great work of a future AUPE officer.

Virtual Scavenger Hunt

The pandemic forced the committee to consider other styles of activities to engage and reach our younger members. The committee worked very diligently to launch a virtual scavenger hunt on the social media platforms Instagram and Facebook. A virtual scavenger hunt was an opportunity to connect with members in a COVID-safe manner. Members were asked to post pictures of scavenger hunt tasks and/or items and upload them to one of the platforms. Participants who successfully completed the most tasks were then rewarded with a small gift card. The committee believes this type of activity engages younger members in a manner that is familiar to most of them. We believe it is vital to offer a variety of activities to reach as many members as possible. This virtual scavenger hunt was the first of its kind for the committee, and hopefully it will be used as another option to connect with members in the future.

Young Activist Liaisons

In 2019 at the annual Convention, the previous Young Activists Committee successfully presented a resolution whereby each Local Council would elect one council member to hold the position of YAC Liaison. Unfortunately, due to the circumstances around the pandemic, Locals weren't in a position to duly elect a liaison until their 2021 Local Annual General meeting. As we were able to successfully complete the Local AGMS in the summer and fall of this year, we now have a full compliment of YAC liaisons in place that are excited to assist the committee by sharing important information with their council members and beyond. The committee's goal is to utilize the liaisons as a communication network. An update has been shared with the liaisons after our YAC meetings, and the liaisons have been asked to disseminate this update to their council members, as well as provide a short report at their future Local Council meetings. Updates contain information on current YAC initiatives, upcoming events, and general awareness around what the committee is working on. Hopefully the YAC Liaisons will also support and encourage younger union members they encounter to learn more about what the committee is doing, and hopefully participate in committee events and activities. The YAC wishes to extend their gratitude to all the liaisons for putting their name forward, and truly appreciate their assistance.

Members aged 31 and up

The committee wishes to share that while the mandate of the YAC is focused on AUPE members who are 30 years of age and under, it is impossible to achieve their goals without the assistance of the members who are 31 and over. Seasoned activists need to be willing to act as mentors who share knowledge, provide encouragement and support, who share feedback and kind words, and train successors. A membership with a shared commitment to succession planning and fostering up-and-coming leaders, will help future proof AUPE. It has been said that “it takes a whole village to raise a child.” As such the YAC believed that “it takes a whole union to build a leader.” The Young Activists Committee looks forward to working with all 90,000+ members within AUPE.

On behalf of the Young Activists Committee, I respectfully submit this report.

In solidarity,

Bobby-Joe Borodey

Vice-President

Young Activists Standing Committee Chair

ADDITIONAL REPORTS

EDMONTON AREA COUNCIL

2021 Edmonton Area Council Executives

Chair – Pam Vona

Vice-Chair – Anita Loughran

Treasurer – Leanne Scarrow

Secretary – Rosanna Badree

Edmonton Area Council goal is to connect with many members through events with a membership of about 32,243 in the Edmonton and area.

Since our last council meeting in January 2020, due to COVID-19, all events and activities have been temporarily cancelled.

Now that some restrictions have been lifted, we are now able to open up ticket sales for West Edmonton Mall (WEM) choice passes and Cineplex.

We were able to come to an agreement with WEM to honour tickets that expired on March 2020. We were able to extend that date to June 2022. With the restrictions lifted, all expired tickets were sold and a new supply were ordered. Members were quite eager to get to the Waterpark and Galaxyland and so sales were continuous.

This pandemic has affected the ability for EAC to host fun, in-person events for our members. The health and safety of our members and that of their families, is paramount. We will continue to follow the guidelines that are set out by PE and AUPE Executive. Hopefully we can resume our events and getting our members together as soon as possible. In the meantime, we are continuing to look into venues for future events in the new year.

A big thank you to all our EAC ticket sellers for volunteering and dedicating their time in promoting Edmonton Area Council throughout the membership.

Submitted in solidarity,

EAC Executives

GRANDE PRAIRIE AREA COUNCIL

The Grande Prairie Area Council did one event in March 2020 at Sexsmith Curling Club and due to COVID no other events were done. I would like to thank our team for all their help. We hope to get everyone interested in events with the lifted restrictions.

Yours in solidarity,

Paddy Dzuba

Grande Prairie Area Council Chair

HIGH PRAIRIE AREA COUNCIL

It has been a really tough year for everyone with the pandemic. A lot of our regular activities have been put on hold.

In the first two months before the pandemic started, we were meeting once a month for wing Wednesday. During those meetings we were selling discounted movie tickets from our local theatre and also discounted Fresh Inspiration gift cards.

We always supported local business with every project that we did for the last little while. We have a family-owned local theatre that will sell us discounted tickets for our members and their family to enjoy a movie night and then we shoulder some cost to make it cheaper for the members.

Fresh Inspirations is a locally owned coffee shop that offers specialty coffees, frappes, cappuccinos and more at the same discounts for our members.

During the pandemic, these two places were closed for a while, when the coffee shop started to open back up we as Executives decided to offer that they can purchase discounted gift cards at the shop itself and they have to present their membership card. For us the idea of it is to help our members get at least specialty coffee as a treat from a busy shift and also helping the business to survive the course of unprecedented time. One of the main purposes as well is connecting with our Area Council and the Resource Centre, you can only purchase these half-price gift cards if you are able to present an AUPE card. It is member engagement at the same time as helping members and local businesses survive.

Our members are looking forward to returning back to even just wing nights but because we are unsure of tomorrow's restrictions and all we are putting a halt to that. So if you are from another city and are visiting High Prairie, please stop by at the Fresh Inspiration and show your AUPE card and say I am purchasing a discounted gift card they know exactly what to give you.

We are a small town that supports each other, and we cannot wait to be back to normalcy of life.

Alicia Cristobal Salon (she/her)
High Prairie Area Council Chair

PEACE RIVER AREA COUNCIL

The past year and half has been pretty quiet for our Area Council due to the COVID-19 pandemic restrictions. Social interaction was very limited for all events including work, school, and home activities. We are hoping to return to some normalcy soon and will once again be able to continue with our community sponsored events and reconnect with our membership, neighbours, families, and friends.

This has definitely been a time to reflect on the importance that social interaction plays in our lives. We have all had to become creative to fill the void of not being able to physically connect with our families and friends. Social media has been a blessing in many ways, but we soon become tired of the screens and texts and long for a human hug, smile and a good old in-person BS session.

The Area Councils have always been a way to bring our communities together, to acknowledge and appreciate the work we all contribute to society and to enjoy the company of our neighbours, co-workers, and friends in a non-judgmental friendly environment. They are definitely an important part of AUPE's portfolio.

During this time, the Peace River Area Council was able to help sponsor the Senior's Appreciation Week from afar and skiing at the Misery Mountain Ski Hill in Peace River (under COVID restrictions). We hope to commence cinema ticket sales this fall (2021) and continue with the sponsorship of the local ski hill again this winter.

2022 should bring some resolution or modification to the restrictions placed upon our social activities and our Area Council will return with new, creative, and positive events for all to enjoy. Your suggestions are welcome as are new members to the council.

Stay safe and patient.

Respectfully submitted,

Audrey Randall
Peace River Area Council Chair

Constitutional Resolutions Group 1 – Constitution

1-1 LEGISLATIVE COMMITTEE

WHEREAS Chapters do not normally recruit new members to the Union; and

WHEREAS new members should be welcomed and orientated to their Union;

THEREFORE BE IT RESOLVED that Article 23.02 be amended as follows:

23.02 The functions of a Chapter are:

- (a) to make recommendations with respect to collective bargaining policy to the Local Council;
- (b) to administer the Collective Agreement;
- (c) to provide for the educational and general welfare of its members;
- (d) to implement at an area level, Union programs and objectives; and
- (e) to recruit **welcome and provide orientation for** new members to the Union.

Delegates voted: Carried ☐ Defeated ☐

1-2 LEGISLATIVE COMMITTEE

WHEREAS in an election with multiple candidates it is possible that a number of candidates receive 50% plus one of eligible ballots cast; and

WHEREAS there has been some confusion as to the procedure to be followed to determine which candidates are elected;

THEREFORE BE IT RESOLVED that Article 31, Rule 17 be amended as follows:

A member may, by motion, request a ballot be taken on the matter under consideration. The result of any ballot is final and binding.

On completion of any vote, the Chair shall declare the result, and in the case of a counted vote, shall state the numbers voting for and against. Unless this Constitution states otherwise, all motions shall be decided by a simple majority % plus one) of those entitled to vote and voting. Neither an abstention nor a spoilt ballot shall be counted in the number used to determine a majority. The number of abstentions and/or spoilt ballots may be counted and entered into the record.

A request for a standing, roll call, or ballot vote shall be made preceding or immediately following the declaration of the result.

Where 50% + 1 is specified in the Constitution to resolve a question, decide an election or establish a quorum, and where 50% does not result in a whole number, then the number shall be reduced to the nearest whole number before the addition of one (1).

To decide an election, if more candidates receive 50% of the vote than there are positions to be filled, the candidates with the highest number of votes shall be declared elected. If there are several candidates, and after the ballot, the position is not filled; the candidate with the least number of votes drops off and ballots are cast again only for positions not filled. This process will continue until the positions are filled.

Delegates voted: Carried ☐ Defeated ☐

1-3 PROVINCIAL EXECUTIVE

WHEREAS Article 30 compels the Executive Committee to respond when an operation of law result in the Constitution becoming inoperative and directs the Executive Committee to “substitute a provision or provisions” of the Constitution; and

WHEREAS the COVID-19 pandemic and corresponding orders from the Chief Medical Officer of Health (CMOH) resulted in the necessary cancellation of AUPE meetings, gatherings, group courses, demonstrations, rallies and other collective events; and

WHEREAS Article 14 mandates that the Executive Committee is responsible for the operation and management of the union in between PE meetings, and Article 13 mandates that the PE is the governing body of the union between Conventions; and

WHEREAS Article 30 requires further clarification to provide direction in the event of the need for Article 30 to be activated;

THEREFORE BE IT RESOLVED that Article 30 be amended by adding the following provisions:

- 30.02 (a) In urgent or emergent situations requiring immediate decisions, the Executive Committee will determine and enact appropriate actions including, but not limited to, postponement or cancellation of AUPE meetings, gatherings, group events and activities, to protect the health and well-being of AUPE members. These situations include but are not limited to properly authorized public health orders and directives such as, those instituted by the Chief Medical Officer of Health.**
- (b) In urgent or emergent situations, when possible and feasible the Provincial Executive will determine and enact appropriate actions including, but not limited to, postponement or cancellation of Convention, Labour School and other Union wide gatherings, events and activities to protect the health and well-being of AUPE members. These situations include but are not limited to properly authorized public health orders and directives such as, those instituted by the Chief Medical Officer of Health.**
- (c) The Executive Committee and the Provincial Executive will constantly monitor and assess the situation(s) resulting in the decisions they have made and the actions they have taken and will make determination as to when their decisions and actions should and can be changed or amended.**

THEREFORE BE IT FURTHER RESOLVED that existing Articles (i.e. 30.02) be renumbered accordingly (i.e. 30.03).

Delegates voted: Carried ☐ Defeated ☐

1-4 EXECUTIVE COMMITTEE (Committee on Political Action)

WHEREAS AUPE recognizes the history of oppression of First Nations, Métis, Inuit, and all Indigenous peoples on their traditional lands across Canada, and we are committed to doing the ongoing and active work of reconciliation; and

WHEREAS AUPE also recognizes that we are all Treaty People with Treaty obligations, and must commit to living in accordance with the spirit of intent of peace and friendship that is foundational to the treaty relationship; and

WHEREAS as a labour movement, we must actively work together in solidarity to end oppression and seek justice for all peoples of this land;

THEREFORE BE IT RESOLVED that the following Indigenous Land Acknowledgement Statement shall be henceforth included in the Constitution of AUPE:

AUPE will act in the spirit of truth and reconciliation, and all components of the Union shall include acknowledgments of Indigenous land at the beginning of every meeting and function of the union.

THEREFORE BE IT FURTHER RESOLVED that the Indigenous Land Acknowledgement shall be placed in the Constitution of AUPE immediately following the Statement Of Equality and that it shall be titled Indigenous Land Acknowledgement.

Delegates voted: Carried ☐ Defeated ☐

1-5 EXECUTIVE COMMITTEE (Human Rights Committee)

WHEREAS the AUPE Statement of Equality outlines the minimum parameters for inclusive and fulsome participation in AUPE meetings, events, and activities; and

WHEREAS we need to recognize the necessity of incorporating gender neutral language into our lives; and

WHEREAS every human being has an obligation to not only abstain, but also condemn inappropriate behaviour that infringes on the human rights of themselves and others;

THEREFORE BE IT RESOLVED the Statement of Equality in the AUPE Constitution be removed and replaced with the following:

STATEMENT OF EQUALITY

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

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

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

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

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

AUPE will neither condone or tolerate behaviour that undermines the dignity or self-esteem of an individual or create an intimidating, hostile, or unsafe environment that interferes with the ability of others to participate in union activities. These behaviours prevent us from working together to strengthen our union.

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

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

Delegates voted: Carried ☐ Defeated ☐

1-6 LEGISLATIVE COMMITTEE

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

WHEREAS the need for groups to conduct meetings via video conference has become apparent in the last year;

THEREFORE BE IT RESOLVED that Article 13.06 be amended as follows:

- 13.06 (a) Where the President or a majority of the Executive Committee deems it advisable, the President shall call a Provincial Executive meeting which may be held by telephone conference call **or video conference**. Any business transacted by the Provincial Executive in this manner will have the same force as a motion regularly passed at a meeting. The quorum for proceedings under this section will be the same as for a regular meeting.
- (b) In an emergency situation, where it is not possible to convene a meeting, or a telephone conference call meeting **or a video conference meeting**, a telephone or email roll call vote without conference call may be conducted. The quorum for a telephone or email roll call vote shall be seventy-five percent (75%) to be considered valid and must be ratified at the next meeting of the Provincial Executive.

THEREFORE BE IT FURTHER RESOLVED that Article 14.05 be amended as follows:

- 14.05 (a) Where the President deems it advisable to do so, the President may call an Executive Committee meeting which may be held by telephone conference call **or video conference**. Any business transacted by the Executive Committee in this manner will have the same force as a motion regularly passed at a meeting. The quorum for proceedings under this section will be the same as for a regular meeting.

- (b) Where it is not possible to convene a meeting, or a telephone conference call meeting **or a video conference meeting**, a telephone roll call vote without conference call may be conducted. The quorum for a telephone roll call vote shall be seventy-five percent (75%) to be considered valid and must be ratified at the next meeting of the Executive Committee.

Delegates voted: Carried ☐ **Defeated** ☐

1-7 PROVINCIAL EXECUTIVE (Occupational Health & Safety Committee)

WHEREAS Occupational Health and Safety is one of the foundational collective right of all workers; and

WHEREAS education and open communication is key to our member's safety; and

WHEREAS coordination of responses to specific issues on worksite, by profession, and or by sector is necessary to keep workers safe; and

WHEREAS information shared to a larger group is key to putting issues at the forefront of member safety.

THEREFORE BE IT RESOLVED that new article 21.07 (b) and 22.07 (b) be created to state:

21.07 (a) There may be established such committees as are deemed necessary by either a Local Council meeting, a Local Executive Board meeting, or a general meeting of the Local. The terms of reference of such committees shall be established by the convening meeting.

(b) **There will be established a local Occupational Health and Safety committee either in a Local Council meeting, a local executive board meeting, or a general meeting of the Local. The terms of reference of this committee shall be established by the convening meeting.**

22.07 (a) There may be established such committees as are deemed necessary by either a Local Council Meeting or a Local Executive Board Meeting. The terms of reference of such committees shall be established by the convening meeting.

(b) **There will be established a local Occupational Health and Safety committee either in a Local Council meeting, a local executive board meeting, or a general meeting of the Local. The terms of reference of this committee shall be established by the convening meeting.**

Delegates voted: Carried ☐ **Defeated** ☐

1-8 PROVINCIAL EXECUTIVE (Occupational Health & Safety Committee)

Option 1: to be presented if the Constitutional Resolution for mandatory Local OHS sub-committee passes.

WHEREAS the Local Occupational Health and Safety Liaison plays an important role in the affairs of the Local; and

WHEREAS the Local Occupational Health and Safety Liaison has a constitutional obligation to report to both the Local Council and the AUPE OHS Committee; and

WHEREAS the Local Occupational Health and Safety Liaison needs to be the lead in the coordination of OHS issues that face the members of the Local;

THEREFORE BE IT RESOLVED that Article 18.03 (c) i) be amended to read:

attend **will chair** the meetings of the Local Occupational Health and Safety sub-committee, ~~if such exists;~~

Option 2: to be presented if the Constitutional Resolution for mandatory Local OHS sub-committee does not pass.

WHEREAS the Local Occupational Health and Safety Liaison plays an important role in the affairs of the Local; and

WHEREAS the Local Occupational Health and Safety Liaison has a constitutional obligation to report to both the Local Council and the AUPE OHS Committee; and

WHEREAS the Local Occupational Health and Safety Liaison needs to be the lead in the coordination of OHS issues that face the members of the Local;

THEREFORE BE IT RESOLVED that Article 18.03 (c) i) be amended to read:

~~attend~~ **will chair** the meetings of the Local Occupational Health and Safety sub-committee, if such exists.

Delegates voted: Carried ☐ **Defeated** ☐

1-9 EXECUTIVE COMMITTEE (Women's Committee)

WHEREAS the AUPE Women's Committee is mandated to educate and promote awareness to the members and the public on equality, discrimination, current and related issues especially as they relate to women, as well as encourage and support involvement of Women in Union activities events and education; and

WHEREAS installing a network of Local liaisons has been successful in establishing direct lines of communication in other important areas within AUPE;

THEREFORE BE IT RESOLVED that Article 18.03 be amended to include the following:

(f) Local Women and Gender Equity Liaison:

- i) shall chair the Local Women's Sub-Committee. The sub-committee shall be comprised of a minimum of 3 (three) Local Council members and shall be elected at the Local Annual General Meeting during election years. The term for the Liaison and the sub-committee will be 2 (two) years in length.**
- ii) report in writing a least 3 (three) times per year to both the Local Council and the Women's Standing Committee, concerns related to women, gender equity and family matters of the Local.**
- iii) will support and develop tools and initiatives focused on the promotion of women into leadership positions within the labour movement.**
- iv) represent the interests of all members of the Union.**

Delegates voted: Carried ☐ **Defeated** ☐

General Resolutions Group 1 – General

2-1 ENVIRONMENTAL COMMITTEE

WHEREAS AUPE recognizes that the threat of climate change and environmental degradation is an urgent and serious global concern which exacerbates the existing systemic injustices for front-line and marginalized communities; and

WHEREAS a Green New Deal is a set of goals to guide government actions for decades to come and to help solve the dual and interrelated problems of climate change and inequality;

THEREFORE BE IT RESOLVED that AUPE endorses a Green New Deal for Alberta that:

- Reduces carbon emissions to 50% of current levels by 2030 and reaches net-zero emissions by 2050,
- Creates good union jobs through expanding the public sector, and a just transition for fossil fuel workers that leaves no one behind,
- Recognizes Indigenous rights and treaties,
- Uses innovative solutions including the creation of green technologies,
- Massively expands and modernizes public infrastructure,
- Secures a safe and healthy environment, and
- Promotes justice and equality for all.

Delegates voted: Carried ☐ **Defeated** ☐

(148 words)

2-2 ENVIRONMENTAL COMMITTEE

WHEREAS AUPE understands that the world's leading climate scientists have warned we have 9 years to keep global warming to a maximum rise of 1.5 degrees celsius;

WHEREAS climate disasters around the world are ongoing and have impacted Alberta including: the Slave Lake fires in 2011 and 2019, Southern Alberta floods in 2013, Fort McMurray fires in 2016, and the Calgary hail storm in 2020; and

WHEREAS Alberta's economy has long been tied to the fossil fuel sector and many Albertan working families have deep ties to the industry. Fossil fuel workers are significantly impacted by an economic and social transition away from fossil fuels;

THEREFORE BE IT RESOLVED that AUPE lobby governments for a Just Transition that supports fossil fuel workers in the transition from fossil fuels and that workers be provided with the voice and power to participate meaningfully in the development and implementation of these plans.

Delegates voted: Carried ☐ **Defeated** ☐

(149 words)

2-3 LOCAL 006

WHEREAS AUPE members recognize the amount of garbage, plastics, and waste generated at AUPE Conventions, in particular in relation to giveaways and promotional items related to members running for elected offices;

THEREFORE BE IT RESOLVED that AUPE Conventions should endeavor to reduce waste where possible, and end the usage of non-reusable, non-recyclable, and single use plastic items. And that no candidates running for elected office shall distribute promotional items that are not 100% recyclable, including food wrappers and water bottles, and all single use plastics.

Delegates voted: Carried ☐ **Defeated** ☐

(85 words)

2-4 LOCAL 002

WHEREAS an inclusive environment is required for underrepresented groups to participate in AUPE effectively; and
WHEREAS systemic barriers and other challenges that reduce participation of those from underrepresented groups exist in all organizations; and

WHEREAS examining policies or regulations from an Inclusion, Equity and Diversity (IDE) lens is not the same as consulting with underrepresented groups and does not produce the same outcomes;

THEREFORE BE IT RESOLVED that AUPE, through the Human Rights Committee, create a policy specifying how the union will engage underrepresented groups when creating internal policies or regulations to ensure those from underrepresented groups are not inadvertently disadvantaged.

Delegates voted: Carried ☐ **Defeated** ☐

(101 words)

2-5 LOCAL 002

WHEREAS an inclusive, barrier-free environment is required for persons with disabilities to participate effectively in AUPE; and

WHEREAS it is necessary for AUPE to take steps to improve participation for members with disabilities;

THEREFORE BE IT RESOLVED that AUPE proactively solicit feedback regarding reasonable accommodations to improve participation for members with disabilities at least once every two years; and

THEREFORE BE IT FURTHER RESOLVED that actions include ensuring all communications from AUPE are accessible (e.g. alternative text for images), closed captioning or subtitling is available for virtual Conventions and AGMs, and all software used and venues selected meet the accessibility needs of members (as practicable).

Delegates voted: Carried ☐ **Defeated** ☐

(105 words)

2-6 LOCAL 006

WHEREAS AUPE is a Union of approximately 90,000 members across diverse sectors, and each sector faces challenges unique to its membership and its collective agreement, the Union would benefit from having an executive team that specializes in understanding the needs of each sector;

THEREFORE BE IT RESOLVED that AUPE shall appoint at minimum one Vice-President to be responsible for each sector of AUPE, including but not limited to: Government of Alberta, Healthcare, and Education, Board and Agencies.

Delegates voted: Carried ☐ **Defeated** ☐

(79 words)

2-7 ENVIRONMENTAL COMMITTEE

WHEREAS climate change can impact investment performance and mitigating climate risks is essential to achieving long-term risk adjusted returns and protecting pensions for beneficiaries; and

WHEREAS the energy sector has been the worst performing of the last decade on multiple indices (e.g. S&P 500); and

WHEREAS almost half of global assets (US\$43 trillion) are managed by Net-Zero Asset Managers Initiative signatories committed to achieving net-zero carbon emissions by 2050; and

WHEREAS over two thirds of Albertans support achieving net-zero and most Albertan oil and gas companies have committed to becoming net-zero (e.g. Oil Sands Pathways to Net Zero initiative);

THEREFORE BE IT RESOLVED that AUPE requests the Alberta Investment Management Corporation (AIMCo) quantify climate risks facing our pension plans, examine possible decarbonization pathways, and ways to mitigate climate risks; and

THEREFORE BE IT FURTHER RESOLVED that AUPE encourages AIMCo to adopt net-zero targets and set quantifiable time-bound emission reduction goals.

Delegates voted: Carried ☐ **Defeated** ☐

(150 words)

The Alberta Union of Provincial Employees
Statement of Operations

	2020-21 Budget	2020-21 YTD Actuals	2021-22 Budget
REVENUE			
1 Membership Dues	55,147,032	55,842,189	54,368,076
3 Investment Income	0	6,337,911	0
2 Rental Income	707,268	562,735	176,520
3 Interest and Other Income	170,004	170,659	125,004
TOTAL REVENUE	56,024,304	62,913,494	54,669,600
EXPENSES			
4 Salaries and Benefits	36,191,856	33,525,703	38,149,992
5 Travel - Staff	1,126,104	387,978	603,672
6 Travel - Members	4,289,964	535,283	2,262,648
7 Local Rebates	6,402,000	6,298,477	6,421,536
8 Area Council Rebates	443,484	443,498	439,104
9 Professional Fees / Legal	1,627,920	1,399,286	1,849,596
9 Professional Fees / Consulting	378,072	377,689	1,889,976
9 Professional Fees / Consulting - AGM	0	1,708,634	434,352
10 Advertising	151,212	159,039	183,600
11 Sponsorships / Donations		3,115	996
12 Members Benefits	288,000	275,036	275,088
13. Dues Suspension		4,000,000	0
14 Regional Offices	745,272	623,936	411,996
15 Administration	2,990,640	1,906,205	4,672,152
16 Utilities	1,248,420	1,119,616	1,234,416
17 Equipment	1,279,020	1,266,082	1,282,176
18 Amortization	2,274,648	1,070,491	4,150,608
19 Maintenance and Repairs	1,184,040	819,599	1,146,420
20. Unrealized Gain/Loss on Interest Rate Swap		4,591,181	0
TOTAL EXPENSES	60,620,652	60,510,848	65,408,328
REVENUE IN EXCESS OF EXPENDITURES	(4,596,348)	2,402,646	(10,738,728)
21 Reserve - Defense Fund		4,924,116	
22 Reserve - Contingency Fund		227,994	
26 Reserve - Severance Fund		640,837	
27 Reserve - Outstanding Timer Off Fund		429,129	
28 Reserve - Defending our Services Fund		115,835	
Adjustment to accumulated surplus		(3,935,265)	
TOTAL FUND TRANSFERS	0	2,402,646	0
TOTAL EXPENDITURES AND RESERVES	60,620,652	62,913,494	65,408,328
	(4,596,348)	(0)	(10,738,728)

AUPE Account Explanation 2021-2022 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 Local Rebates

Amounts paid to Locals based on their Membership Counts

8 Area Council Rebates

Disbursements to Area Councils based on their Membership Counts

9 Professional Fees – Legal/Consulting/AGM

Fees paid to external service providers, including Software Support, Audit, Legal, arbitration, negotiations, organizing, legal / representation services for Members, and cost associated with the virtual AGM's

10 Advertising

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

11 Sponsorships/Donation

Monies spent to sponsor events promoting AUPE

12 Members Benefits

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

13 Dues Suspension

Estimated suspension of membership dues due to the Wildcat Strike in October 2021

14 Regional Offices

Rent paid for regional offices

15 Administration

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

16 Utilities

Cost of water, electricity, natural gas, and phones

17 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

18 Amortization

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

19 Maintenance & Repairs

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

20 Unrealized Gain/Loss on Interest Rate Swap

Difference between floating rate (Prime +1.25%) vs Fixed rate of 4.28% on the Long-Term Debt with ATB

RESERVE ALLOCATIONS

21 Defense 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 Image Campaign

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

24 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

25 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

26 Severance Fund

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

27 Outstanding Time Off

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

28 Defending Our Services

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

29 Fight Back Operations Contingency Fund

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

30 Labour Movement Allies

This fund was established to fund monies spent supporting identified Allies in the Labour Movement and in reaching Target Audiences that would otherwise prove too costly or un-reachable

Financial Statements of

**ALBERTA UNION OF
PROVINCIAL EMPLOYEES**

Year ended June 30, 2021

ALBERTA UNION OF PROVINCIAL EMPLOYEES

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Year ended June 30, 2021

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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, 2021
- 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, 2021, 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.

A handwritten signature in black ink that reads 'KPMG LLP'. The signature is written in a cursive, stylized font. Below the signature is a long, horizontal, slightly wavy line.

Chartered Professional Accountants

Edmonton, Canada

September 9, 2021

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Statement of Financial Position

June 30, 2021, with comparative information for 2020

	2021	2020
Assets		
Current assets:		
Cash	\$ 27,964,205	\$ 10,476,196
Accounts receivable (note 2)	4,194,923	4,695,994
Assets held for sale (note 5)	3,521,607	3,521,607
Inventory	40,054	47,514
Prepaid expenses and deposits	1,806,710	1,390,117
	37,527,499	20,131,428
Investments - Union operations (note 3)	75,107,915	84,532,226
Investments - Members' benefits (note 4)	13,955,319	12,694,970
Capital assets (note 6)	91,828,468	73,222,624
	\$ 218,419,201	\$ 190,581,248

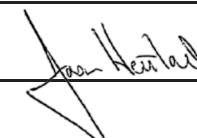
Liabilities and Net Assets

Current liabilities:		
Accounts payable and accrued liabilities (note 7)	\$ 12,913,528	\$ 16,232,663
Current portion of long term debt (note 8)	2,955,373	1,503,347
Current portion of obligation under capital lease (note 9)	16,150	16,150
Current portion of lease inducements (note 10)	14,238	14,238
	15,899,289	17,766,398
Long term debt (note 8)	48,956,616	26,698,555
Obligations under capital lease (note 9)	203,223	219,373
Lease inducements (note 10)	30,848	45,086
Interest rate swap (note 8)	4,591,181	-
Employee future benefits (note 11)	1,490,031	1,762,926
	71,171,188	46,492,338
Net assets:		
Internally restricted - Union operations (note 12)	75,107,915	84,532,226
Internally restricted - Members' benefits (note 12)	13,955,319	12,694,970
Invested in capital assets	43,173,626	44,908,999
Unrestricted	15,011,153	1,952,715
	147,248,013	144,088,910
	\$ 218,419,201	\$ 190,581,248

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, 2021, with comparative information for 2020

	2021	2020
Revenues:		
Membership dues	\$ 55,842,190	\$ 56,855,009
Less: Local rebates (note 13)	(6,298,477)	(6,560,633)
Less: Area Council rebates (note 13)	(443,498)	(460,580)
	49,100,215	49,833,796
Rental income	506,577	816,981
Interest and other income	469,501	680,005
	50,076,293	51,330,782
Expenditures:		
Salaries and benefits	33,215,153	32,144,529
Professional fees / legal (note 16)	3,485,608	1,864,512
Administration	2,174,333	1,790,268
Maintenance and repairs	2,085,812	2,411,870
Utilities	1,119,616	1,026,311
Amortization	1,070,490	1,482,010
Regional offices - rent	567,779	647,653
Travel and time-off - members	536,938	4,279,309
Travel - staff	392,132	1,185,548
Labour Movement Allies	275,651	501,327
Advertising	124,919	108,847
Bank charges and interest	73,126	75,329
Training	-	27,010
	45,121,557	47,544,523
Excess of revenues over expenditures before the undernoted	4,954,736	3,786,259
Other income (expenditures):		
Investment income (note 14)	7,674,856	3,252,573
Management fees	(187,335)	(247,112)
Disbursements	(691,973)	(1,449,874)
Dues suspension (note 16)	(4,000,000)	-
Unrealized loss on interest rate swap (note 8)	(4,591,181)	-
	(1,795,633)	1,555,587
Excess of revenues over expenditures	\$ 3,159,103	\$ 5,341,846

See accompanying notes to financial statements.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Statement of Changes in Net Assets

Year ended June 30, 2021, with comparative information for 2020

	Internally restricted		Invested in		Unrestricted		2021	2020
	Union operations	Members' benefits	capital assets					
Net assets, beginning of year	\$ 84,532,226	\$ 12,694,970	\$ 44,908,999	\$ 1,952,715	\$ 144,088,910	\$ 138,747,064		
Revenues	-	298,842	-	49,777,451	50,076,293	51,330,782		
Expenditures	-	(23)	(1,056,252)	(44,065,282)	(45,121,557)	(47,544,523)		
Other income (expenditures):								
Investment income	6,496,058	1,178,798	-	-	7,674,856	3,252,573		
Management fees	(158,146)	(29,189)	-	-	(187,335)	(247,112)		
Disbursements	(511,684)	(180,289)	-	-	(691,973)	(1,449,874)		
Dues suspension	-	-	-	(4,000,000)	(4,000,000)	-		
Unrealized loss on derivative instruments	-	-	-	(4,591,181)	(4,591,181)	-		
Investment in capital assets, net	-	-	(679,121)	679,121	-	-		
Transfers	(15,250,539)	(7,790)	-	15,258,329	-	-		
Net assets, end of year	\$ 75,107,915	\$ 13,955,319	\$ 43,173,626	\$ 15,011,153	\$ 147,248,013	\$ 144,088,910		

See accompanying notes to financial statements.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Statement of Cash Flows

Year ended June 30, 2021, with comparative information for 2020

	2021	2020
Cash provided by (used in):		
Excess of revenues over expenses	\$ 3,159,103	\$ 5,341,846
Items not involving cash:		
Amortization	1,070,490	1,482,010
Amortization of lease inducement	(14,238)	(16,337)
Unrealized (gain) loss on investments	(4,242,219)	864,800
Unrealized loss on interest rate swap	4,591,181	-
	4,564,317	7,672,319
Changes in non-cash operating working capital:		
Accounts receivable	501,071	579,403
Inventory	7,460	(15,584)
Prepaid expenses and deposits	(416,593)	(236,529)
Accounts payable and accrued liabilities	(3,319,135)	3,387,204
Employee future benefits	(272,895)	(220,404)
	1,064,225	11,166,409
Cash flows from financing activities:		
Proceeds from long term debt	25,213,435	24,786,565
Repayments of long term debt	(1,503,347)	(1,107,197)
Repayment of capital lease	(16,150)	(6,729)
	23,693,938	23,672,639
Cash flows from investing activities:		
Purchase of capital assets	(19,676,334)	(34,408,720)
Purchase of investments	(3,739,685)	(4,563,973)
Proceeds on disposal of investments	16,145,865	1,706,719
	(7,270,154)	(37,265,974)
Increase (decrease) in cash	17,488,009	(2,426,926)
Cash, beginning of year	10,476,196	12,903,122
Cash, end of year	\$ 27,964,205	\$ 10,476,196

See accompanying notes to financial statements.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements

Year ended June 30, 2021

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, 2021

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, 2021

1. Significant accounting policies (continued):

(f) Employee future benefits (continued):

(iii) Other defined contribution pension plans:

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

(g) Financial instruments:

Financial instruments are recorded at fair value on initial recognition. Freestanding derivative instruments that are not in a qualifying hedging relationship and equity instruments that are quoted in an active market are subsequently measured at fair value. Changes in fair value are recognized in net income in the period incurred. All other financial instruments are subsequently recorded at cost or amortized cost, unless management has elected to carry the instruments at fair value. The Union has elected to carry its investments at fair value.

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

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

1. Significant accounting policies (continued):

(g) Financial instruments (continued):

The Union enters into interest rate swaps in order to manage its exposure to market risks from fluctuations in interest rates in the normal course of operations. The Union has not designated its risk management contracts as effective hedges, and thus has not applied hedge accounting. As a result, all risk management contracts are measured at fair value through excess of revenues over expenditures. The fair value of these derivative financial instruments are based on an estimate of the amounts that would be paid or received to settle these instruments at the date of the balance sheet.

(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:

	2021	2020
Membership dues	\$ 4,061,413	\$ 4,143,053
Other	72,478	2,108
Locals (note 13)	42,864	100,170
Employees and members	18,168	27,242
Rent	-	423,421
	\$ 4,194,923	\$ 4,695,994

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

3. Investments - Union operations:

	2021	2020
Cash accounts, bearing interest at prime minus 2.00% per annum (2020 - prime minus 1.65% per annum)	\$ 6,635,377	\$ 3,489,019
Guaranteed investment certificates, with maturity dates ranging from July 2021-December 2021 (2020 - July 2020 to June 2021), bearing interest from 0.7% to 1.0% (2020 - 1.00% to 2.12%)	5,809,828	17,300,546
Canadian mutual funds (bonds and short-term investments)	1,388,151	1,351,873
Bonds with maturity dates ranging from April 2023 to October 2029 (2020 - April 2021 to October 2029), with stated rates of return ranging from 1.504% to 6.00% per annum (2020 - 1.83% to 6.00%)	34,071,333	35,612,966
Equity investments	18,437,904	18,613,459
Exchange-traded fund investments	8,765,322	8,164,363
	\$ 75,107,915	\$ 84,532,226

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

4. Investments - Members' benefits:

	2021	2020
Cash accounts, bearing interest at nil% per annum (2020 - 1.54%)	\$ 433,738	\$ 283,429
Guaranteed investment certificates, with a maturity date of August 2021 (2020 - April 2021) bearing interest of 0.89% (2020 - 1.50%)	238,895	1,405,178
Canadian mutual funds (bonds and short-term investments)	1,464,164	175,220
Bonds with maturity date ranging from March 2024 to June 2029 (2020 - March 2022 to June 2029) with stated rates of return ranging from 2.20% to 3.30% (2020 - 2.11% to 3.30%) per annum	6,937,544	6,254,318
Equity investments	4,880,978	4,576,825
	\$ 13,955,319	\$ 12,694,970

5. Assets held for sale:

The carrying amount of the assets held for sale previously classified as property, plant and equipment are as follows:

	2021	2020
Building improvements	\$ 1,371,637	\$ 1,371,637
Land	1,161,113	1,161,113
Building	980,406	980,406
Equipment	8,451	8,451
	\$ 3,521,607	\$ 3,521,607

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

6. Capital assets:

			2021	2020
	Cost	Accumulated amortization	Net book value	Net book value
Land	\$ 12,105,788	\$ -	\$ 12,105,788	\$ 12,105,788
Buildings	79,790,378	2,335,972	77,454,406	58,739,673
Building improvements	1,431,592	246,605	1,184,987	1,131,422
Furniture and equipment	3,067,361	2,557,417	509,944	466,190
Computer hardware and software	1,314,352	1,228,694	85,658	137,328
Automotive	165,221	145,608	19,613	26,338
Leasehold improvements	961,793	493,721	468,072	615,885
	\$ 98,836,485	\$ 7,008,017	\$ 91,828,468	\$ 73,222,624

Included within buildings are capital assets with a cost of \$64,699,790 (2020 - \$45,391,643) which are not in use. The Union capitalized interest amounts of \$1,101,622 (2020 - \$366,318) during the year related to buildings. Amortization has not been recorded on assets not in use.

During the year, the Union purchased capital assets in the amount of \$nil (2020 - \$242,252) by means of capital lease.

7. Accounts payable and accrued liabilities:

	2021	2020
Trade payables and accrued liabilities	\$ 5,195,379	\$ 8,279,635
Vacation pay and time-off in lieu	4,695,258	4,540,412
Payables to Area Councils (note 13)	1,347,728	951,709
Time-off reimbursements	621,000	846,995
Wages and benefits payable	602,729	1,252,187
Government remittances	435,436	354,425
Tenant rental deposits	15,998	7,300
	\$ 12,913,528	\$ 16,232,663

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

8. Long term debt:

	2021	2020
ATB business term loan: payable in monthly blended installments of \$130,100 including interest of 2.12%, maturing September 30, 2022.	\$ 1,911,989	\$ 3,415,337
ATB commercial term loan: non-revolving facility, authorized to a maximum of \$50,000,000, payable in monthly blended installments of \$229,378, including interest at prime + 0.25%, maturing July 21, 2046.	50,000,000	-
ATB commercial term loan: construction loan payable	-	24,786,565
	51,911,989	28,201,902
Less current portion	2,955,373	1,503,347
	\$ 48,956,616	\$ 26,698,555

Principal repayments are due as follows:

2022	\$ 2,955,373
2023	1,835,068
2024	1,488,359
2025	1,542,832
2026	1,584,735
Thereafter	42,505,622
	\$ 51,911,989

The Union has entered into an interest rate swap contract, relating to the commercial loan payable. Under the swap contract, the Union has agreed to exchange the difference between the Union's floating rate interest (Prime + 0.25%) and the counterparties' fixed rate interest (3.03%) plus stamping fee (1.25%) calculated based on agreed notional amounts. The notional value of the swap as at June 30, 2021, was \$50,000,000 (2020 - \$nil) and unrealized losses of \$4,591,181 (2020 - \$nil) are included in other expenses on the statement of operations.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

8. Long term debt (continued):

The Union's long-term debt is secured by a general security agreement, providing a security interest over all present and after acquired personal property and a floating charge on all lands and an assignment of leases and rents on the lands located at Plan South Airways Industrial Park Calgary 7810077 Block 6 Lot 6, Block 6 Lot 8 and Edmonton 1821668 Block 1 Lot 24A and 8020492 Block 2 Lot 25.

The Union has an available letter of credit facility up to \$1,000,000, which is reduced by any outstanding letters of credits. At June 30, 2021, the Union had outstanding letters of credit, totaling \$744,500 (2020 - \$nil).

9. Obligations under capital lease:

The Union has entered into a capital leasing arrangement (note 6) which matures January 31, 2035. Capital lease repayments are due as follows:

2022	\$	20,075
2023		20,075
2024		20,075
2025		20,075
2026		20,075
Thereafter		172,315
Total minimum lease payments		272,690
Less amount representing interest		53,317
Present value of net minimum capital lease payments		219,373
Current portion of obligations under capital lease		16,150
		\$ 203,223

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

10. Lease inducements:

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

	2021	2020
Balance, beginning of year	\$ 59,324	\$ 75,661
Amortization of lease inducement	(14,238)	(16,337)
Balance, end of year	45,086	59,324
Current portion of lease inducements	14,238	14,238
	\$ 30,848	\$ 45,086

11. Employee future benefits:

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

Salaries and benefits expense includes a recovery of \$164,914 (2020 - \$88,472) related to termination benefits and \$3,236,153 (2020 - \$3,165,622) related to the defined contribution pension plans during the year.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

12. Internally restricted net assets:

a) Union operations

	2021	2020
Defence fund	\$ 55,239,027	\$ 65,693,943
Contingency fund	1,422,402	1,280,370
Severance fund	7,467,657	7,021,771
Time-off fund	5,029,412	4,754,885
Digital strategy fund	100,814	256,879
Defending our services campaign	1,201,384	1,121,540
Mobilization campaign	629,114	653,001
Image campaign	269,989	273,793
Strategic planning campaign	183,200	183,200
Fight back operations campaign	3,178,059	3,292,844
Labour movement allies	386,857	-
	\$ 75,107,915	\$ 84,532,226

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, 2021

12. Internally restricted net assets (continued):

a) Union operations (continued)

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.
Fight Back Operations Campaign	This fund is established to fund current operations to fight back against anti-labour legislation.
Labour Movement Allies	This fund is established to fund monies spent supporting identified Allies in the Labour Movement and in reaching Target Audiences that would otherwise prove too costly or un-reachable.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

12. Internally restricted net assets (continued):

b) Members' benefits:

	2021	2020
Benevolent fund	\$ 11,577,085	\$ 10,470,808
Education fund	2,378,234	2,224,162
	\$ 13,955,319	\$ 12,694,970

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.

13. Related party transactions:

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

	2021	2020
Statement of Financial Position:		
Receivables from Locals (note 2)	\$ 42,864	\$ 100,170
Payables to Area Councils (note 7)	1,347,728	951,709
Statement of Operations:		
Local rebates	6,298,477	6,560,633
Area Council rebates	443,498	460,580

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

13. 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:

	2021	2020
Investment portfolio - Locals and Area Councils	\$ 9,583,153	\$ 7,425,483
Staff fund	64,141	60,099
	\$ 9,647,294	\$ 7,485,582

14. Investment income:

	2021	2020
Unrealized gains (losses)	\$ 4,242,220	\$ (864,800)
Realized gains	1,549,207	1,836,347
Interest	1,215,098	1,411,106
Dividends	668,331	869,920
	\$ 7,674,856	\$ 3,252,573

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

15. Commitments:

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

2022	\$	324,811
2023		211,548
2024		212,277
2025		61,275
Thereafter		-
	\$	809,911

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

16. Contingencies:

During the year, an application was made to the Alberta Labour Relations Board, against the Union, requesting the suspension of dues, in relation to a wildcat strike. A hearing is in progress and the outcome is yet to be determined. While the Union's maximum potential exposure is estimated to be \$11,500,000, management has accrued \$4,000,000 as an estimate of the most likely outcome.

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

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

17. Financial instrument risks:

(a) Credit risk:

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

(b) Interest rate risk:

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

The Union's construction loan is at a floating rate of interest based on Canadian Prime rate, CDOR and Bankers' Acceptance rate ("rates"). Changes in these rates can cause fluctuations in interest amounts and cash flows required to service the debt. The Union has mitigated its interest rate risk relating to the variable rate of interest on the loan facility through the use of an interest rate swap contract (note 8).

Overall, the interest rate risk in the current year has not changed substantially compared to the prior year.

(c) Market risk:

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

18. Uncertainties due to the COVID-19 pandemic:

In January 2020, the World Health Organization (WHO) declared a public health emergency of international concern in response to the outbreak of novel coronavirus (COVID-19) and subsequently, in March 2020, the WHO recognized COVID-19 as a global pandemic. The Province declared a state of public health emergency under the Public Health Act.

The Union continues to closely monitor the COVID-19 developments and evaluates the impact it may have on operating revenues, expenses and the valuation of investments. During the year, the Union is planning a virtual 2021 Convention, its office buildings remains closed to members and the public and continues with remote working protocols. During the year, the Union did not receive any COVID-19 related subsidies. As the situation is dynamic and the ultimate duration and magnitude of the impact on the economy are not known, an estimate of the financial effect this may have on the Union is not practicable at this time.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Schedule - Executive Salaries and Benefits

Year ended June 30, 2021

Name	Assigned region	Salary	Benefits	Travel, subsistence and other	Cell phone and internet	2021
Executive ^{a)}						
Guy Smith	Alberta	\$ 193,132	\$ 94,165	\$ 4,621	\$ 2,583	\$ 294,501
Jason Heistad	Alberta	154,505	75,479	19,486	2,528	251,998
Vice Presidents ^{b)}						
Mike Dempsey	North East	115,879	59,034	6,071	1,842	182,826
Bonnie Gostola	Central	115,879	79,245	7,450	879	203,453
Susan Slade	Edmonton	115,879	73,726	13,860	2,000	205,465
Karen Weiers	South	115,879	75,423	11,474	1,897	204,673
Bobby-Joe Borodey	Calgary	115,879	73,505	9,793	2,146	201,323
Kevin Barry	North West	115,879	65,534	5,362	1,346	188,121

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

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

List of Locals AUPE Locals by Employer (September 14, 2021)

New units* (bold with asterisk)

Name change (bold)

Government of Alberta

Master/Subsidiary 001 – Administrative & Support Services
Master/Subsidiary 002 – Administrative & Program Services
Master/Subsidiary 003 – Correctional & Regulatory Services
Master/Subsidiary 004 – Trades & Related Services
Master/Subsidiary 005 – Natural Resources Conservation
Master/Subsidiary 006 – Social Services
Master/Subsidiary 009 – Health & Support Services
Master/Subsidiary 012 – Technical & Field Services

Health Care Sector

Alberta Health Services - Auxiliary Nursing Care:

Local 041 South
Local 043 North
Local 044 Central
Local 045 Calgary
Local 046 Edmonton

Alberta Health Services - General Support Services:

Local 054 Edmonton
Local 056 North
Local 057 Central
Local 058 South
Local 095 Calgary

Local 040 - Covenant

003 Villa Marie
011 St. Therese Villa
012 Holy Cross Manor Calgary
013 Chateau Vitaline
014 St. Marguerite Manor
015 Foyer Lacombe NC
015 Foyer Lacombe GSS
016 St. Teresa Place

Local 046 - Covenant Health

Local 042 - Good Samaritan Society

007 The Good Samaritan Society - Group Homes (PPDD)

Local 047 - North Continuing Care Separate:

001 Brazeau Senior's Foundation
002 Bethany Nursing Home of Camrose Tri-Lodges
002 Bethany Nursing Home of Camrose Rosehaven Care Centre & LTC
002 Bethany Nursing Home of Camrose Wetaskiwin Meadows

002 Bethany Nursing Home of Camrose Wetaskiwin Homecare *

003 AXR Operating LP - Jasper Place
004 AXR Operating LP - South Terrace
005 Extendicare (Canada) Inc. - Athabasca NC
005 Extendicare (Canada) Inc. - Athabasca GSS
006 Extendicare (Canada) Inc. - Mayerthorpe
007 Revera Inc. - Churchill Retirement Community

008	CBI Home Healthcare
009	Seasons Retirement Communities (Camrose) LP
010	Points West Living Cold Lake
011	Shepherd's Care Foundation - Vanguard Care Centre
012	Points West Living Stettler
013	Canterbury Foundation
014	Shepherd's Care Foundation - Millwoods Care Centre NC
015	Park Place Seniors Living – Copper Sky Lodge
016	St. Michael's Long Term Care Centre Edmonton NC
016	St. Michael's Grove Manor
017	Optima Living - Century Park NC
018	Shepherd's Care Foundation - Millwoods Manor & Southside Manor
019	Shepherd's Care Foundation - Greenfield
020	Salvation Army in Canada - Grace Manor
021	Extendicare (Canada) Inc. - Michener Hill
022	Venta Care Centre NC
022	Venta Care Centre GSS
023	Extendicare (Canada) Inc. - Holyrood
024	The Salem Manor Society
025	St. Michael's Manor Vegreville
026	Lamont County Housing Foundation
027	Shepherd's Care Foundation - Kensington Village NC
028	Seasons Retirement Communities (Wetaskiwin) LP
029	Chinatown Multi-Level Care Foundation
033	Shepherd's Care Foundation - Barrhead
034	Touchmark at Wedgewood
036	Rivercrest Lodge Nursing Home Ltd.
038	Park Place Seniors Living - Sprucewood Place & Villa Marguerite
039	Park Place Seniors Living - Hardisty Care Centre Ltd. (ANC)
039	Park Place Seniors Living - Hardisty Care Centre Ltd. (GSS)
040	Points West Living - Heritage House
041	HCN - Revera Lessee (Aspen Ridge)
042	Revera Inc. - Riverbend Retirement Residence
043	Devonshire Care Centre Partnership
045	Extendicare (Canada) Inc. - Eaux Claires
046	Points West Living – Slave Lake
047	Bethany Nursing Home of Camrose – West Pine Lodge
048	Revera Long Term Care – Miller Crossing
049	St Elizabeth Health Centre – St Thomas Health Centre
050	Seasons Retirement Communities (Ponoka) LP
051	Seasons Retirement Communities (Drayton Valley) LP
052	HCN – Revera Lessee (River Ridge) LP
053	Park Place Seniors Living - Benevolence Care Centre
054	Chartwell Master Care LP - Griesback, & Heritage Valley
055	Rosedale Partnership - Estates, On the Park, Villa, Manor
056	Saint Elizabeth Healthcare - Sagebrush
057	Points West Living Lac La Biche Inc.
058	Revera – McConachie Gardens *
059	Chartwell Master Care LP – Emerald Hills *
060	Yarrow Ltd Partnership – Wildrose Retirement Residence *
061	Revera Retirement LP – Our Parents' Home *

Local 048 - South Continuing Care Separate:

001	Bethany Care Centre - Airdrie NC
001	Bethany Care Centre - Airdrie GSS
002	Bethany Care Centre - Cochrane NC
003	Bethany Care Centre - Calgary NC
003	Bethany Care Centre - Calgary GSS
004	Bethany Care Centre - Harvest Hills NC
005	Extendicare (Canada) Inc. - Fairmont Park
006	Well Being Services - Monterey Place
007	Carewest – Dr. Vernon Fanning Centre
008	Carewest – Glenmore Park
009	Carewest – George Boyak
010	Carewest - Maintenance
011	Chantelle Management Ltd. - Edith Cavell Care Centre NC and GSS
012	Extendicare (Canada) Inc. - Hillcrest
013	Extendicare (Canada) Inc. - Cedars Villa
014	Park Place Seniors Living - Newport Harbour
015	Revera Inc. - The Edgemont Retirement Residence
016	Carewest – Colonel Belcher & Administrative *
017	The Brenda Strafford Foundation Ltd. - Clifton Manor
018	Age Care Ltd. - Columbia Assisted Living
019	Age Care Ltd. - Valleyview
020	Choices in Community Living Inc. - Legacy Lodge
021	Bethany Care Centre - CollegeSide NC
022	Chantelle Management Ltd. - Sunset Manor & Innisfail Country Manor
023	Age Care Ltd. – Beverly Centre Glenmore
024	Aster Joint Venture Limited Partnership – Sagewood Seniors Community Inc.
025	Bethany Care Society (Sylvan Lake)
026	Aster Joint Venture Limited Partnership - Sunrise Gardens General Partnership
027	Green Acres Foundation Sunny South Lodge
028	Revera (Scenic Acres Calgary)
029	Green Acres Foundation - Piyami Lodge
030	Green Acres Foundation – Alberta Rose Lodge
031	Aster Joint Venture Limited Partnership – Walden Heights NC
031	Aster Joint Venture Limited Partnership – Walden Heights GSS
032	Bethany Care Society – Didsbury
033	Golden Life Management Corp. – Evanston Grand Village
034	St Elizabeth Healthcare - Millrise.
035	Carewest (Signal Pointe) NC & GSS
036	Seasons Retirement Communities (Encore) LP - Olds
037	Carewest (Rouleau Manor)
038	Carewest (Carrison Green)
039	Carewest (Sarcee)
040	Carewest (Nickle House)
041	Carewest (C3 Beddington)
042	Mountain View Senior's Housing (Sundre Senior's Supportive Living Facility)
042	Bethany Care Society (Sundre Senior's Supportive Living Facility)
043	Seasons Retirement Communities (Lethbridge) LP
044	Brenda Strafford Foundation Ltd. (Wentworth Manor) (NC)
045	Mountain View Senior's Housing (Mount View Lodge)
045	Bethany Olds (Mount View Lodge)
046	Signature Living Management - Rocky Ridge Retirement Community

- 047 Chartwell Master Care LP - Eau Claire
- 048 Bethany Care Society - Riverview NC
- 049 Aster Joint Venture Limited Partnership – Skypointe Senior's Community Inc NC ***
- 049 Aster Joint Venture Limited Partnership – Skypointe Senior's Community Inc GSS ***
- 050 Masterpiece Southland Meadows Ltd. ***
- 051 589184 Alberta Ltd – Whitehorn Village Retirement NC ***
- 052 Aster Joint Venture Limited Partnership – AgeCare Seton NC ***

Local 049 Capital Care Group Inc. ANC

Local 049 Capital Care Group Inc. GSS

Education Sector

Local 071:

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

Local 038 NAIT

Local 039 SAIT

Local 052 University of Calgary

Local 053 University of Lethbridge

Local 069 Athabasca University

Boards, Agencies & Local Government

Local 118:

001	Town of Coaldale
002	Town of Bonnyville
004	Town of Ponoka
006	Saddle Hills County
008	Mackenzie County
009	Strathcona County
010	County of Northern Lights
011	Capital Region Housing Corporation
013	Alberta Pensions Administration Corporation
015	Travel Alberta
016	City of Cold Lake
018	Legal Aid Alberta - Calgary
019	Legal Aid Alberta - Edmonton
020	Special Areas Board
021	Edmonton Immigrant Services Association
024	Carillion Canada Inc. Fort McMurray
025	Carillion Canada Inc. East
026	Carillion Canada Inc. West
027	Carillion Canada Inc. South
109	Cargill Ltd. - Alberta Terminals

Local 020 ATB Financial

Local 050 Alberta Gaming & Liquor Commission

Local 060 Alberta Innovates and InnoTech Alberta

List of Terms

NC – Acronym for Nursing Care.

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

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

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

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

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

COPA – Acronym for Committee on Political Action.

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

DI – Acronym for Direct Impact.

Direct Impact – AUPE's quarterly member magazine.

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

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

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

GSBC – Acronym for General Service Bargaining Committee.

GSS – Acronym for General Support Service.

Labour School – An annual advanced union education school.

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

MSO – Acronym for Membership Services Officer.

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

PE – Acronym for Provincial Executive.

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

PSEC – Acronym for Pay and Social Equity Committee.

RO - Regional (office) – A satellite office of AUPE. Regional offices are generally staffed by Membership Services Officers and Support Staff.

Sector – In the AUPE context, one of four work sectors where AUPE represents employees:

Government Services, Health care, Education, Boards and Agencies

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

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

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

RULES OF ORDER AND PARLIAMENTARY PRODEDURE

MAIN MOTION

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

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

AMEND

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

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

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

RESCIND

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

RECONSIDERATION

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

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

REFER/DEFER

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

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

POINT OF INFORMATION

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

POINT OF ORDER

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

POINT OF PRIVILEGE

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

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

TABLE

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

STOP DEBATE (PREVIOUS QUESTION)

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

“I move the motion be put.”

LIMIT DEBATE

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

CHALLENGE THE CHAIR

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

ADJOURN

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

List of Regional Offices

Headquarters

10025 - 182 Street NW
Edmonton, AB T5S 2T6
P: 780-930-3300
TF: 1-800-232-7284
F: 780-930-3392
F: 780-930-3397 (Labour Relations)
TF Fax: 1-888-388-AUPE (2873)

Athabasca Regional Office

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

Calgary Regional Office

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

Camrose Regional Office

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

Grande Prairie Regional Office

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

Lethbridge Regional Office

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

Medicine Hat Regional Office

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

Peace River Regional Office

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

Red Deer Regional Office

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



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