ALBERTA UNION OF PROVINCIAL EMPLOYEES

CONVENTION MINUTES

DECEMBER 1 - 4, 2021
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**CONVENTION CALL**

The 44th Virtual Annual Convention of the Alberta Union of Provincial Employees will be held virtually beginning at 9:00 am, on Wednesday, December 1, 2021 and will continue until 3:00 pm, Saturday, December 4, 2021.

**AUPE Constitution - Article 6 (sub-articles)**

6.01 Convention shall be the governing body of the Union.

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

6.03 The President shall issue the Convention Call to Chapters and Locals not less than ninety (90) days prior to the Convention.

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

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

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

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

**Resolutions**

**Article 6.13**

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

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

**Component Count**

Convention delegates will be accredited according to the monthly average membership count for the period November 1, 2019 to October 31, 2020.

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

**Credentials**

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

For proper registration, the Delegate copy of the Credential (White) is to be presented by the delegate to the Convention Scutineers Committee; the Headquarters copy of the credential (Blue) is to be forwarded to the President of the Union, 10451 - 170 Street, Edmonton, T5P 4S7, to be received no later than November 9, 2021; the component copy of the credential form (Yellow) is retained by the Local.

**Convention Headquarters**

AUPE Headquarters has been designated as Convention Headquarters.

**Observer/Guest Attendance**

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

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

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

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

Guy Smith, President
Alberta Union of Provincial Employees

Information pertaining to Convention will be located on the AUPE Convention website at www.aupeconvention.org

Additional details will be posted as they become available.
Wednesday, December 1, 2021 – Morning Session

President Guy Smith called the 44th Annual Convention to order at 9:00 AM.

President Guy Smith recognized that although holding Convention in person is preferred the virtual platform allows the Union to complete the work of Convention safely in the midst of the COVID-19 pandemic and keeps democracy alive and solidarity strong. A detailed overview and practice using the virtual convention platform was provided.

The Chair of the Credentials Committee reported that there were 1020 registered delegates, 24 observers, 23 headquarters observers, 26 life members, 225 staff and 44 guests and media for a total of 1362 in attendance for Convention on December 1, 2021 at 9:00 AM.

(1) MOTION: To accept the report of the Credentials Committee.
Properly moved and seconded.
CARRIED

President Smith acknowledged the various Treaty Lands across Alberta.

Vice-President Bonnie Gostola led the delegates in a Minute of Silence for the members we have lost since the last Convention.

Vice-President Bobby-Joe Borodey read the Statement of Equality.

A solidarity video from President Stephanie Smith of the British Columbia General Employees’ Union was shown.

President Guy Smith reviewed the key rules of order that will be used to conduct the business of Convention along with balloting and elections for executive officer information.

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

MOTION: To amend the Agenda to move the Finance Committee report from Saturday morning to Thursday morning.
Properly moved and seconded.

Rationale: The audited financial statements of the union are important and should not be left until the last day of Convention. It is also an election year and the financials should be reviewed prior to voting for a new executive.
(2) MOTION TO CALL THE QUESTION:
Properly moved and seconded.
CARRIED

(3) VOTING ON THE AMENDMENT:
DEFEATED

BACK TO THE ORIGINAL MOTION.

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

(5) VOTING ON ORIGINAL MOTION:
CARRIED

(6) MOTION: To accept the Minutes of the 43rd Annual Convention dated October 17-19, 2019.
Properly moved and seconded.
CARRIED

Vice-Presidents Karen Weiers and Kevin Barry announced and welcomed all Locals.

PRESIDENT’S ADDRESS

Vice-President Slade was in the Chair.

President Guy Smith presented a verbal report to accompany his written report and was followed by questions and answers.

President Smith recognized the outgoing Vice-Presidents Kevin Barry and Karen Weiers, acknowledged their great work, kindness and support. On behalf of the Executive team and the AUPE membership thanked them for their service to our Union and congratulated them on their retirement.

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

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

President Smith was in the Chair.

OFFICERS’ REPORTS

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

A time-lapse video of the new AUPE Headquarters was shown. Executive Secretary-Treasurer Heistad thanked the Provincial Executive Building Sub-committee for their work and dedication in planning the new building; the project took over 5 years to build.

MOTION: To accept the Report of Executive Secretary-Treasurer Jason Heistad as contained within the Convention book.
Properly moved and seconded.
MOTION TO CALL THE QUESTION: Properly moved and seconded.  
CARRIED

VOTING ON ORIGINAL MOTION:  
CARRIED

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

MOTION TO CALL THE QUESTION: Properly moved and seconded.  
CARRIED

MOTION TO CALL THE QUESTION: Properly moved and seconded.  
CARRIED

MOTION TO CALL THE QUESTION: Properly moved and seconded.  
CARRIED

VOTING ON ORIGINAL MOTION:  
CARRIED

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

MOTION TO CALL THE QUESTION: Properly moved and seconded.  
CARRIED

MOTION TO CALL THE QUESTION: Properly moved and seconded.  
CARRIED

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

Recessed for lunch at 12:00 PM.

Wednesday, December 1, 2021 – Afternoon Session

Vice-President Slade reconvened Convention at 1:01 PM.

An interview video from Local 052 member Prachi Mishra was shown.

The Chair of the Credentials Committee announced the report from the morning was incorrect.  
The accurate report is 970 registered delegates, 44 observers, 26 life members, 225 staff, 14 guests and 8 media for a total of 1287 in attendance for Convention on December 1, 2021 morning.

The Chair of the Credentials Committee reported on the number of delegates. The report indicated that there were 970 registered delegates, 45 observers, 26 life members, 225 staff, 14 guests and 8 media for a total of 1288 in attendance for Convention on December 1, 2021 at 1:00 PM.

MOTION: To rescind the Credentials Committee report from the morning of December 1, 2021.  
Properly moved and seconded.  
CARRIED
(17) MOTION: To accept the Report of the Credentials Committee. Properly moved and seconded.  
CARRIED

A solidarity video from Gavin McGarrigle, Regional Director of UNIFOR was shown.

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

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

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

A solidarity video from Gil McGowan, President of the Alberta Federation of Labour was shown.

Vice-President Gostola was in the Chair.

ANTI-PRIVATIZATION COMMITTEE

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

(21) MOTION: To accept the Report of the Anti-Privatization Committee as contained within the Convention book. Properly moved and seconded.  
CARRIED

The Committee was stood down with thanks.

Vice-President Borodey was in the Chair.

COMMITTEE ON POLITICAL ACTION

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

(22) MOTION: To accept the Report of the Committee on Political Action as contained within the Convention book. Properly moved and seconded.  
CARRIED

The Committee was stood down with thanks.

Vice-President Slade was in the Chair.
LEGISLATIVE COMMITTEE

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

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

The Committee will continue with Resolutions later in the agenda.

President Smith was in the Chair.

The Convention recessed at 3:01 PM.

Thursday, December 2, 2021 – Morning Session

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

The Chair of the Credentials Committee reported on the number of delegates. The report indicated that there were 972 registered delegates, 40 observers, 26 life members, 224 staff, 15 guests and 8 media for a total of 1285 in attendance for Convention on December 2, 2021 at 9:00 AM.

(24) MOTION: To accept the report of the Credentials Committee. Properly moved and seconded. CARRIED

A solidarity video from Terry Parker, Executive Director of the Building Trades of Alberta (BTA) was shown.

LEGISLATIVE COMMITTEE - Continued

President Smith, Chair of the Legislative Committee reintroduced the members of the Committee. Member of the Committee presented the Constitutional Resolutions.

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

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.
MOTION TO CALL THE QUESTION:
Properly moved and seconded.

CARRIED

VOTING ON ORIGINAL MOTION: Resolution 1-1

CARRIED

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

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% + 1 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.

MOTION TO CALL THE QUESTION:
Properly moved and seconded.

RULED OUT OF ORDER: was not debated

VOTING ON ORIGINAL MOTION: Resolution 1-2

CARRIED

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

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).

MOTION TO REFER BACK TO THE COMMITTEE:
Properly moved and seconded.

Rationale: The first part of the resolution gives too much power to the Executive, there is virtual technology that allows the governing body to meet when emergent and urgent matters arise. Suggestion to refer back to the Provincial Executive with the direction of having the first section removed.

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

(29) VOTING ON MOTION TO REFER: Resolution 1-3
MOTION: To accept Resolution 1-4.
Properly moved and seconded.

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.

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

CARRIED

(31) VOTING ON ORIGINAL MOTION: Resolution 1-4
CARRIED

President Smith was in the Chair.

NOMINATIONS FOR EXECUTIVE POSITIONS

President Guy Smith introduced Brother Terry Parker, Executive Director of the Building Trades of Alberta to conduct the nominations for the Executive Officer positions.

Terry Parker was in the Chair.
Terry Parker, Executive Director of the Building Trades of Alberta introduced himself and reviewed the electoral process to be followed for conducting the nominations. Brother Parker then declared the floor open for nominations for the position of President of the Alberta Union of Provincial Employees and the following were nominated:

Guy Smith  
Lorraine Ellis  
Susan Slade  
Sandra Azocar  
Curtis Jackson  
Ron Fernandes

After three calls, Brother Parker declared nominations closed for the position of President, then asked the candidates whether they accepted the nomination.

Ron Fernandes Declined  
Curtis Jackson Declined  
Sandra Azocar Declined  
Susan Slade Declined  
Lorraine Ellis Declined  
Guy Smith Accepted

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

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

Brother Parker then declared the floor open for nominations for the position of Executive Secretary-Treasurer and the following were nominated:

Lorraine Ellis  
Ron Fernandes  
Jason Heistad  
Margaret Gregory  
Valerie Hannak  
James Hart  
Bede Eke  
Bobby-Joe Borodey  
Justin Huseby

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

Justin Huseby Declined  
Bobby-Joe Borodey Declined  
Bede Eke Declined  
James Hart Declined  
Valerie Hannak Accepted  
Margaret Gregory Declined  
Jason Heistad Accepted  
Ron Fernandes Accepted  
Lorraine Ellis Accepted

There was a Point of Information questioning Jason Heistad’s nomination, in relation to being a municipality elected official.
RULED OUT OF ORDER: not relevant to nominations

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

- Brenda Lussier
- Bobby-Joe Borodey
- James Hart
- Susan Slade
- Danielle Kiesman
- Shanthi Cooray
- Jessica Philip
- Bonnie Gostola
- Collins Ugochukwu
- Sandra Azocar
- Mike Dempsey
- Paulette Harrison

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

President Smith was in the Chair.

The Challenger provided rationale that the member asking the question about Jason Heistad’s nomination was cut off and ruled out of order before finishing the question.

The challenged Chair replied that nominations were already completed, the point of information was not appropriate, not in relation to the nomination, the question should be asked at the bear pit.

President Smith explained what delegates will be voting on, voting “for” means delegates are in agreement with the ruling of the Chair, voting “against” means delegates are in agreement with the challenge to the Chair.

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

**CARRIED**

The Chair was sustained. Terry Parker was in the Chair. Nominations for Vice-President continued:

- Kevin Barry
- Darren Graham
- Debbie Caplette
- Kim Schreiner
- Ramza Gebran
- Bree-Ann Barr
- Justin Huseby
- Sandra Kyle
- Judy Prokopchuk
- Loree Preete
- Judy Fader
- David Choy
- Mary Watson
- Curtis Jackson

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

- Curtis Jackson  Declined
Mary Watson  Declined
David Choy  Declined
Judy Fader  Declined
Loree Preete  Accepted
Judy Prokopchuk  Declined
Sandra Kyle  Accepted
Justin Huseby  Declined
Bree-Ann Barr  Declined
Ramza Gebran  Declined
Kim Schreiner  Accepted
Debbie Caplette  Declined
Darren Graham  Accepted
Kevin Barry  Declined
Paulette Harrison  Accepted
Mike Dempsey  Accepted
Sandra Azocar  Accepted
Collins Ugochukwu  Accepted
Bonnie Gostola  Accepted
Jessica Philip  Accepted
Shamanthi Cooray  Accepted
Danielle Kiesman  Accepted

Justin Huseby, Elections Committee Chair accepted on Danielle Kiesman’s behalf via written proxy that she intended to accept the nomination.

Susie Slade  Accepted
James Hart  Accepted
Bobby-Joe Borodey  Accepted
Brenda Lussier  Accepted

President Smith was in the Chair.

Recessed for lunch at 12:41 PM.

**Thursday, December 2, 2021 – Afternoon Session**

Convention was called to order at 1:30 PM with President Smith in the Chair.

The Chair of the Credentials Committee reported on the number of delegates. The report indicated that there were 971 registered delegates, 41 observers, 26 life members, 224 staff, 16 guests and 8 media for a total of 1286 in attendance for Convention on December 3, 2021 at 1:30 PM.

(33) **MOTION:** To accept the report of the Credentials Committee.

 Properly moved and seconded.

**CARRIED**

President Smith turned the Chair over to Terry Parker to lead the Candidates’ Forum. Brother Parker explained the forum structure and details. Opening statements were presented by each candidate followed by questions and answers. The time allotment for the Candidates’ Forum was extended due to the large number of candidates.

A solidarity video from Jason Schilling, President of the Alberta Teachers’ Association was shown.

The Convention recessed at 5:11 PM.
Friday, December 3, 2021 – Morning Session

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

The Chair of the Credentials Committee reported on the number of delegates. The report indicated that there were 971 registered delegates, 40 observers, 26 life members, 223 staff, 16 guests and 8 media for a total of 1284 in attendance for Convention on December 3, 2021 at 9:00 AM.

(34) **MOTION:** To accept the report of the Credentials Committee.
Properly moved and seconded.

*CARRIED*

A representative from Encore gave a brief demo on how to vote as some delegates were experiencing some difficulty with virtual platform. The voting time period was extended until 9:15 AM to ensure all delegates had the opportunity to vote.

President Smith announced that the ballot results were ready and turned the Chair over to Terry Parker, Elections Chair.

**FIRST BALLOT RESULTS FOR POSITION OF EXECUTIVE SECRETARY-TREASURER**

There were 797 ballots cast. The balloting results for the position of Executive Secretary-Treasurer were as follows:

<table>
<thead>
<tr>
<th>Candidate</th>
<th>Votes</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jason Heistad</td>
<td>381</td>
<td>47.80%</td>
</tr>
<tr>
<td>Ron Fernandes</td>
<td>261</td>
<td>32.75%</td>
</tr>
<tr>
<td>Lorraine Ellis</td>
<td>101</td>
<td>12.67%</td>
</tr>
<tr>
<td>Valerie Hannak</td>
<td>54</td>
<td>6.78%</td>
</tr>
</tbody>
</table>

Terry Parker announced that 50% plus 1 was not met and subsequent balloting was required. Valerie Hannak was removed from the second ballot and Lorraine Ellis withdrew.

**FIRST BALLOT RESULTS FOR POSITIONS OF VICE-PRESIDENT**

Brother Parker advised that five (5) Vice-Presidents were elected with the first ballot.

There were 797 ballots cast. The results for the positions of Vice-President were as follows:

<table>
<thead>
<tr>
<th>Candidate</th>
<th>Votes</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bobby-Joe Borodey</td>
<td>640</td>
<td>80.40%</td>
</tr>
<tr>
<td>Susan Slade</td>
<td>565</td>
<td>70.98%</td>
</tr>
<tr>
<td>Bonnie Gostola</td>
<td>513</td>
<td>64.45%</td>
</tr>
<tr>
<td>Mike Dempsey</td>
<td>491</td>
<td>61.68%</td>
</tr>
<tr>
<td>Sandra Azocar</td>
<td>417</td>
<td>52.39%</td>
</tr>
<tr>
<td>Darren Graham</td>
<td>396</td>
<td>49.75%</td>
</tr>
<tr>
<td>James Hart</td>
<td>386</td>
<td>48.49%</td>
</tr>
<tr>
<td>Shanthamthi Cooray</td>
<td>333</td>
<td>41.83%</td>
</tr>
<tr>
<td>Danielle Kiesman</td>
<td>220</td>
<td>27.64%</td>
</tr>
<tr>
<td>Paulette Harrison</td>
<td>189</td>
<td>23.74%</td>
</tr>
<tr>
<td>Jessica Phil</td>
<td>186</td>
<td>23.37%</td>
</tr>
<tr>
<td>Collins Ugochukwu</td>
<td>158</td>
<td>19.85%</td>
</tr>
<tr>
<td>Brenda Russier</td>
<td>117</td>
<td>14.70%</td>
</tr>
<tr>
<td>Kim Schreiner</td>
<td>102</td>
<td>12.81%</td>
</tr>
<tr>
<td>Loree Preete</td>
<td>63</td>
<td>7.91%</td>
</tr>
</tbody>
</table>
Elections Chair Terry Parker declared the following are elected as Vice-Presidents of the Alberta Union of Provincial Employees:

- Bobby-Joe Borodey
- Susan Slade
- Bonnie Gostola
- Mike Dempsey
- Sandra Azocar

50% plus 1 was not met for all 6 positions and subsequent balloting was required. Loree Preete was removed from the second ballot and all other candidates were asked if they would like to remain on the ballot. Paulette Harrison, Jessica Philp, Brenda Lussier, and Kim Schreiner withdrew.

Vice-President Dempsey was in the Chair.

**ENVIRONMENTAL COMMITTEE**

James Sullivan, Chair of the Environmental Committee introduced the members of the Committee and provided a verbal report in addition to the written report; comments, questions and answers followed.

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

CARRIED

Terry Parker was in the Chair.

**SECOND BALLOT RESULTS FOR POSITION OF EXECUTIVE SECRETARY-TREASURER**

There were 771 ballots cast for the second ballot. The results for the position of Executive Secretary-Treasurer were as follows:

- Jason Heistad 409 53.05%
- Ron Fernandes 362 46.95%

Elections Chair Terry Parker declared Jason Heistad the Executive Secretary-Treasurer of the Alberta Union of Provincial Employees. Brother Heistad thanked his nominator, the delegates, his supporters and his family.

**SECOND BALLOT RESULTS FOR POSITIONS OF VICE-PRESIDENT**

There were 771 ballots cast for the second ballot. The results for the position of Vice-President were as follows:

- Darren Graham 261 33.76%
- James Hart 212 27.43%
- Shamanthi Cooray 164 21.47%
- Danielle Kiesman 91 11.77%
- Collins Ugochukwu 43 5.56%

Terry Parker announced that 50% plus 1 was not met and subsequent balloting was required. Collins Ugochukwu was removed from the third ballot and all other candidates were asked if they would like to remain on the ballot. All remained.
THIRD BALLOT RESULTS FOR POSITIONS OF VICE-PRESIDENT

There were 738 ballots cast for the third ballot. The results for the position of Vice-President were as follows:

<table>
<thead>
<tr>
<th>Candidate</th>
<th>Votes</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Darren Graham</td>
<td>287</td>
<td>38.89%</td>
</tr>
<tr>
<td>James Hart</td>
<td>213</td>
<td>28.86%</td>
</tr>
<tr>
<td>Shamanthi Cooray</td>
<td>156</td>
<td>21.14%</td>
</tr>
<tr>
<td>Danielle Kiesman</td>
<td>82</td>
<td>11.11%</td>
</tr>
</tbody>
</table>

Terry Parker announced that once again 50% plus 1 was not met and subsequent balloting was required. Danielle Kiesman was removed from the fourth ballot and all other candidates were asked if they would like to remain on the ballot. All remained.

MOTION: To extend today’s proceedings until to 5:00 PM as well to shorten the lunch break to 30 minutes to catch up on the agenda. Properly moved and seconded.

(36) MOTION: To divide the original motion. Properly moved and seconded. CARRIED

MOTION: To extend the day to 5:00 PM. Properly moved and seconded.

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

(38) VOTING ON ORIGINAL MOTION: CARRIED

(39) MOTION: To shorten the lunch break to 30 minutes. Properly moved and seconded. CARRIED

FOURTH BALLOT RESULTS FOR POSITIONS OF VICE-PRESIDENT

There were 742 ballots cast for the fourth ballot. The results for the position of Vice-President were as follows:

<table>
<thead>
<tr>
<th>Candidate</th>
<th>Votes</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Darren Graham</td>
<td>351</td>
<td>47.30%</td>
</tr>
<tr>
<td>James Hart</td>
<td>211</td>
<td>28.44%</td>
</tr>
<tr>
<td>Shamanthi Cooray</td>
<td>180</td>
<td>24.26%</td>
</tr>
</tbody>
</table>

Terry Parker announced that 50% plus 1 was not met. Shamanthi Cooray was removed from the fifth ballot and all other candidates were asked if they would like to remain on the ballot. Both candidates remained and the fifth and final balloting took place.

FIFTH BALLOT RESULTS FOR POSITIONS OF VICE-PRESIDENT

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

<table>
<thead>
<tr>
<th>Candidate</th>
<th>Votes</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Darren Graham</td>
<td>473</td>
<td>62.65%</td>
</tr>
<tr>
<td>James Hart</td>
<td>282</td>
<td>37.35%</td>
</tr>
</tbody>
</table>

Elections Chair Terry Parker declared Darren Graham the sixth Vice President of the Alberta Union of Provincial Employees.
Brother Parker congratulated the re-elected and new Executive officers, thanked all the candidates and delegates for participating in the democratic election process and expressed his gratitude for being asked to be a part of AUPE’s Convention.

President Smith was in the Chair.

(40) MOTION: To destroy the ballots.
Properly moved and seconded.
CARRIED

The elected Executive Officers expressed their thanks and appreciation to supporters, the delegates, and their nominators and families.

Recessed for lunch at 12:00 PM.

Friday, December 3, 2021 – Afternoon Session

Vice-President Dempsey reconvened Convention at 12:30 PM.

The Chair of the Credentials Committee reported on the number of delegates. The report indicated that there were 970 registered delegates, 40 observers, 27 life members, 223 staff, 16 guests and 8 media for a total of 1284 in attendance for Convention on December 3, 2021 at 12:30 PM.

(41) MOTION: To accept the report of the Credentials Committee.
Properly moved and seconded.
CARRIED

Candidates extended congratulations to the elected Executive Officers and thanked the delegates, their nominators, supporters and families.

MOTION: To amend the agenda to return to the Constitutional Resolutions presented by the Legislative Committee.
Properly moved and seconded.

Rationale: This is our first convention in two years and only four resolutions have been presented, and remaining resolutions are important.

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

(43) VOTING ON ORIGINAL MOTION:
DEFEATED

ENVIRONMENTAL COMMITTEE - Continued

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

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.

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

(45) **VOTING ON ORIGINAL MOTION**: Resolution 2-1.  
_**CARRIED**_  

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

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.

The Committee was stood down with thanks.

Vice-President Barry was in the Chair.

**HUMAN RIGHTS COMMITTEE**

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

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

Vice-President Slade was in the Chair and read the process for challenging the Chair – Article 31, Rule 25.

The Challenger provided rationale on the decision to alter the agenda requires 2/3 of the vote, the Environmental Committee cannot amend the agenda.

The challenged Chair replied that the Environmental Committee has a time allotted on the agenda and the Committee chose to present two general resolutions and will present the remaining resolutions if time permits later.

Vice-President Slade explained that voting “for” means delegates are in agreeance with the ruling of the Chair, voting “against” means delegates are in agreeance with the challenge to the Chair.

(47) **VOTING ON SHALL THE CHAIR BE SUSTAINED:**  
_**CARRIED**_  

The Chair was sustained. Vice President Barry was in the Chair.
MOTION: To accept the Report of the Human Rights Committee as contained within the Convention book. 
Properly moved and seconded. **CARRIED**

MOTION: To accept Resolution 2-4. 
Properly moved and seconded. **CARRIED**

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. **CARRIED**

MOTION: To accept Resolution 2-5. 
Properly moved and seconded. **CARRIED**

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).

A video from the Human Rights Committee was shown focusing on AUPE member support of pride and LGBTQ2S+ and equality, partnering with the Calgary Pride Parade.

The Committee stood down with thanks.

Executive Secretary-Treasurer was in the Chair.

An interview video from Local 060 member Sean Watt was shown.

**MEMBERS’ BENEFITS COMMITTEE**

Justin Huseby, Local 052 Provincial Executive Representative and Chair of the Members’ Benefits Committee, introduced the members of the Committee. The Committee provided a verbal report in addition to the written report; comments, questions and answers followed.

MOTION: To accept the Report of the Members’ Benefits Committee as contained within the Convention book. 
Properly moved and seconded. **CARRIED**

The Committee was stood down with thanks.

Vice-President Gostola was in the Chair.

**MEMBERSHIP SERVICES’ COMMITTEE**

Vice-President Karen Weiers, Chair of the Membership Services’ Committee, introduced the Committee. The Committee provided a verbal report in addition to the written report.
MOTION: To accept the Report of the Membership Services Committee as contained within the Convention book. Properly moved and seconded. 

CARRIED

The Committee was stood down with thanks.

Vice-President Borodey was in the Chair.

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

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


CARRIED

The Committee stood down with thanks.

A solidarity greeting video from Mike Parker, President of the Health Sciences Association of Alberta was shown.

PAY AND SOCIAL EQUITY COMMITTEE

Vice-President Bonnie Gostola, Chair of the Pay and Social Equity Committee, introduced the Committee and provided a verbal report in addition to the written report.

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

The Committee stood down with thanks.

Vice-President Slade was in the Chair.

PENSION COMMITTEE

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

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

CARRIED

MOTION: To accept Resolution 2-7. Properly moved and seconded.

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.
Saturday, December 4, 2021 – Morning Session

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

The Chair of the Credentials Committee reported on the number of delegates. The report indicated that there were 970 registered delegates, 40 observers, 27 life members, 223 staff, 16 guests and 8 media for a total of 1284 in attendance for Convention on December 4, 2021 at 9:00 AM.

CARRIED

MOTION: To accept the report of the Credentials Committee.
Properly moved and seconded.

The Committee was stood down with thanks.

Vice-President Slade was in the Chair.

YOUNG ACTIVISTS COMMITTEE

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

CARRIED

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

Vice-President Slade was in the Chair.
President Guy Smith, Chair of the Legislative Committee announced the continuation of the presentation of Constitutional Resolutions. The Legislative Committee members joined on screen.

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

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.

MOTION TO CALL THE QUESTION
Properly moved and seconded. CARRIED

VOTING ON ORIGINAL MOTION: Resolution 1-5 CARRIED

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

(64) MOTION: To table the rest of the agenda and bring forward the Finance Committee Report immediately.
Properly moved and seconded.

DEFEATED

There was a POINT OF ORDER stating the Chair’s decision to defeat the motion was because it was a vote to amend the agenda and requires two-thirds in favour. The Finance Committee Report was originally scheduled for 9:15 AM, therefore hearing the Finance Committee at this point would not be a change to the agenda.

President Smith, as chair of the Legislative Committee, voluntarily stood down the Committee to allow for the Finance Committee to make their presentation.

Vice-President Barry was in the Chair.

FINANCE COMMITTEE

Executive Secretary-Treasurer Jason Heistad, Chair of the Finance Committee, introduced the Finance Committee and provided a verbal report in addition to the written report.

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

CARRIED

Robyn Eeson, a representative of the chartered accounting firm of KMPG Chartered Accountants outlined the auditing process and reviewed the Audited Financial Statements in detail; comments, questions and answers followed.
MOTION: To accept the Audited Financial Statements for the year ended June 30, 2021 as presented.
Properly moved and seconded.
CARRIED

Executive Secretary-Treasurer Heistad reviewed the line item details of the Proposed Budget for 2021/2022. This was followed by comments, questions and answers.

MOTION: To accept the Proposed Budget for 2021/2022 as presented.
Properly moved and seconded.

There was a request for the Chair to test the floor to extend the agenda timeline as Convention is scheduled to conclude at 12:00 PM today.

THE CHAIR TESTED THE FLOOR: To extend the agenda timeline.
CARRIED

MOTION TO CALL THE QUESTION:
Properly moved and seconded.
CARRIED

VOTING ON ORIGINAL MOTION:
CARRIED

PRESENTATION OF LIFE MEMBERSHIPS

Vice-President Weiers recognized and congratulated the new Life Memberships for 2021:

Nancy Woods, Local 054
Jim Wilson, Local 060

A video from nominators Margaret Gregory and Belinda Applin and an acceptance video from the recipient Nancy Woods were shown.

A video from nominator Danielle Kiesman and an acceptance video from the recipient Jim Wilson were shown.

It was noted that the 2021 Life Membership recipients will also be recognized at the next in-person Convention.

OATH OF OFFICE

Outgoing Vice-Presidents Kevin Barry and Karen Weiers administered the Oath of Office to the newly elected Executive Officers of the Alberta Union of Provincial Employees.

GOOD AND WELFARE

President Smith thanked the delegates for their attendance, participation and passion, not to give up the fight and continue to promote strength and solidarity between our members and within our Union.
ADJOURNMENT

MOTION TO ADJOURN: Properly moved and seconded.

CARRIED

Convention adjourned at 12:28 PM.

Respectfully submitted,

Guy Smith
President

Recording Secretary,

Tammy Lamoureux
Administrative Professional, Executive Office
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:

(f) to make recommendations with respect to collective bargaining policy to the Local Council;
(g) to administer the Collective Agreement;
(h) to provide for the educational and general welfare of its members;
(i) to implement at an area level, Union programs and objectives; and
(j) to recruit welcome and provide orientation for new members to the Union.

RESOLUTION CARRIED

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% + 1 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.

RESOLUTION CARRIED

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).

RESOLUTION REFERRED
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.

RESOLUTION CARRIED

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.

RESOLUTION CARRIED

**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.

RESOLUTION CARRIED

RESOLUTION CARRIED
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.

RESOLUTION DIES ON THE ORDER PAPER

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:

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

RESOLUTION DIES ON THE ORDER PAPER

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.

RESOLUTION DIES ON THE ORDER PAPER
GENERAL RESOLUTIONS

Group 2 - 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.

RESOLUTION CARRIED

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.

RESOLUTION CARRIED
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.

(85 words)

RESOLUTION DIES ON THE ORDER PAPER

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.

(101 words)

RESOLUTION CARRIED

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).

(105 words)

RESOLUTION CARRIED
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, Health Care, and Education, Board and Agencies.

(79 words)

RESOLUTION DIES ON THE ORDER PAPER

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.

(150 words)

RESOLUTION CARRIED
<table>
<thead>
<tr>
<th>BY WHOM</th>
<th>OUTCOME/ACTION</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Legislative Committee</strong></td>
<td></td>
</tr>
<tr>
<td>• Resolution 1-1</td>
<td>Resolution Carried</td>
</tr>
<tr>
<td>• Resolution 1-2</td>
<td>Resolution Carried</td>
</tr>
<tr>
<td>• Resolution 1-3</td>
<td>Resolution Referred</td>
</tr>
<tr>
<td>• Resolution 1-4</td>
<td>Resolution Carried</td>
</tr>
<tr>
<td>• Resolution 1-5</td>
<td>Resolution Carried</td>
</tr>
<tr>
<td>• Resolution 1-6</td>
<td>Resolution Carried</td>
</tr>
<tr>
<td>• Resolution 1-7</td>
<td>Resolution Dies on the Order Paper</td>
</tr>
<tr>
<td>• Resolution 1-8</td>
<td>Resolution Dies on the Order Paper</td>
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<tr>
<td>• Resolution 1-9</td>
<td>Resolution Dies on the Order Paper</td>
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<tr>
<td>• Resolution 2-6</td>
<td>Resolution Dies on the Order Paper</td>
</tr>
<tr>
<td><strong>Environmental Committee</strong></td>
<td></td>
</tr>
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<td>• Resolution 2-1</td>
<td>Resolution Carried</td>
</tr>
<tr>
<td>• Resolution 2-2</td>
<td>Resolution Carried</td>
</tr>
<tr>
<td>• Resolution 2-3</td>
<td>Resolution Dies on the Order Paper</td>
</tr>
<tr>
<td><strong>Human Rights Committee</strong></td>
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<tr>
<td>• Resolution 2-4</td>
<td>Resolution Carried</td>
</tr>
<tr>
<td>• Resolution 2-5</td>
<td>Resolution Carried</td>
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<tr>
<td><strong>Pension Committee</strong></td>
<td></td>
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<tr>
<td>• Resolution 2-7</td>
<td>Resolution Carried</td>
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</table>
## Statement of Operations

### REVENUE

<table>
<thead>
<tr>
<th>Category</th>
<th>2020-21 Budget</th>
<th>2020-21 YTD Actuals</th>
<th>2021-22 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Membership Dues</td>
<td>55,147,032</td>
<td>55,842,189</td>
<td>54,368,076</td>
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<tr>
<td>3 Investment Income</td>
<td>0</td>
<td>6,337,911</td>
<td>0</td>
</tr>
<tr>
<td>2 Rental Income</td>
<td>707,268</td>
<td>562,735</td>
<td>176,520</td>
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<tr>
<td>3 Interest and Other Income</td>
<td>170,004</td>
<td>170,659</td>
<td>125,004</td>
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<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td>56,024,304</td>
<td>62,913,494</td>
<td>54,669,600</td>
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</table>

### EXPENSES

<table>
<thead>
<tr>
<th>Category</th>
<th>2020-21 Budget</th>
<th>2020-21 YTD Actuals</th>
<th>2021-22 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>4 Salaries and Benefits</td>
<td>36,191,856</td>
<td>33,525,703</td>
<td>38,149,992</td>
</tr>
<tr>
<td>5 Travel - Staff</td>
<td>1,126,104</td>
<td>387,978</td>
<td>603,672</td>
</tr>
<tr>
<td>6 Travel - Members</td>
<td>4,289,964</td>
<td>535,283</td>
<td>2,262,648</td>
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<tr>
<td>7 Local Rebates</td>
<td>6,402,000</td>
<td>6,298,477</td>
<td>6,421,536</td>
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<tr>
<td>8 Area Council Rebates</td>
<td>443,484</td>
<td>443,498</td>
<td>439,104</td>
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<tr>
<td>9 Professional Fees / Legal</td>
<td>1,627,920</td>
<td>1,399,286</td>
<td>1,849,596</td>
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<tr>
<td>9 Professional Fees / Consulting</td>
<td>378,072</td>
<td>377,689</td>
<td>1,889,976</td>
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<tr>
<td>9 Professional Fees / Consulting - AGM</td>
<td>0</td>
<td>1,708,634</td>
<td>434,352</td>
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<tr>
<td>10 Advertising</td>
<td>151,212</td>
<td>159,039</td>
<td>183,600</td>
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<tr>
<td>11 Sponsorships / Donations</td>
<td>288,000</td>
<td>275,036</td>
<td>275,088</td>
</tr>
<tr>
<td>12 Members Benefits</td>
<td>4,000,000</td>
<td>4,000,000</td>
<td>0</td>
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<tr>
<td>14 Regional Offices</td>
<td>745,272</td>
<td>623,936</td>
<td>411,996</td>
</tr>
<tr>
<td>15 Administration</td>
<td>2,990,640</td>
<td>1,906,205</td>
<td>4,672,152</td>
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<tr>
<td>16 Utilities</td>
<td>1,248,420</td>
<td>1,119,616</td>
<td>1,234,416</td>
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<tr>
<td>17 Equipment</td>
<td>1,279,020</td>
<td>1,266,082</td>
<td>1,282,176</td>
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<td>18 Amortization</td>
<td>2,274,648</td>
<td>1,070,491</td>
<td>4,150,608</td>
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<tr>
<td>19 Maintenance and Repairs</td>
<td>1,184,040</td>
<td>819,599</td>
<td>1,146,420</td>
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<tr>
<td>20 Unrealized Gain/Loss on Interest Rate Swap</td>
<td>4,591,181</td>
<td>0</td>
<td>0</td>
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<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td>60,620,652</td>
<td>60,510,848</td>
<td>65,408,328</td>
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### REVENUE IN EXCESS OF EXPENDITURES

<table>
<thead>
<tr>
<th>Category</th>
<th>2020-21 Budget</th>
<th>2020-21 YTD Actuals</th>
<th>2021-22 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>21 Reserve - Defense Fund</td>
<td>(4,596,348)</td>
<td>2,402,646</td>
<td>(10,738,728)</td>
</tr>
<tr>
<td>22 Reserve - Contingency Fund</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>26 Reserve - Severance Fund</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>27 Reserve - Outstanding Timer Off Fund</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>28 Reserve - Defending our Services Fund</td>
<td>115,835</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adjustment to accumulated surplus</td>
<td>(3,935,265)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL FUND TRANSFERS</strong></td>
<td>0</td>
<td>2,402,646</td>
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</tr>
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</table>

### TOTAL EXPENDITURES AND RESERVES

<table>
<thead>
<tr>
<th>Category</th>
<th>2020-21 Budget</th>
<th>2020-21 YTD Actuals</th>
<th>2021-22 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>21 Reserve - Defense Fund</td>
<td>(4,596,348)</td>
<td>(0)</td>
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<tr>
<td>22 Reserve - Contingency Fund</td>
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<td></td>
<td></td>
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<td>(3,935,265)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL EXPENDITURES AND RESERVES</strong></td>
<td>60,620,652</td>
<td>62,913,494</td>
<td>65,408,328</td>
</tr>
</tbody>
</table>
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 unreachable
Financial Statements of

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Year ended June 30, 2021
### Table of Contents

Year ended June 30, 2021

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<thead>
<tr>
<th>Independent Auditors' Report</th>
<th>Page</th>
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</thead>
<tbody>
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<td>Statement of Financial Position</td>
<td>1</td>
</tr>
<tr>
<td>Statement of Operations</td>
<td>2</td>
</tr>
<tr>
<td>Statement of Changes in Net Assets</td>
<td>3</td>
</tr>
<tr>
<td>Statement of Cash Flows</td>
<td>4</td>
</tr>
<tr>
<td>Notes to Financial Statements</td>
<td>5 - 21</td>
</tr>
<tr>
<td>Schedule - Executive Salaries and Benefits</td>
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</tr>
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</table>
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.

Chartered Professional Accountants

Edmonton, Canada

September 9, 2021
# Statement of Financial Position

June 30, 2021, with comparative information for 2020

## Assets

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

## Liabilities and Net Assets

<table>
<thead>
<tr>
<th>Current liabilities:</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable and accrued liabilities (note 7)</td>
<td>$12,913,528</td>
<td>$16,232,663</td>
</tr>
<tr>
<td>Current portion of long term debt (note 8)</td>
<td>2,955,373</td>
<td>1,503,347</td>
</tr>
<tr>
<td>Current portion of obligation under capital lease (note 9)</td>
<td>16,150</td>
<td>16,150</td>
</tr>
<tr>
<td>Current portion of lease inducements (note 10)</td>
<td>14,238</td>
<td>14,238</td>
</tr>
<tr>
<td><strong>Total Current Liabilities</strong></td>
<td><strong>15,899,289</strong></td>
<td><strong>17,766,398</strong></td>
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<tr>
<td>Long term debt (note 8)</td>
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<td>26,698,555</td>
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<td>Obligations under capital lease (note 9)</td>
<td>203,223</td>
<td>219,373</td>
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<td>Lease inducements (note 10)</td>
<td>30,848</td>
<td>45,086</td>
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<tr>
<td>Interest rate swap (note 8)</td>
<td>4,591,181</td>
<td>-</td>
</tr>
<tr>
<td>Employee future benefits (note 11)</td>
<td>1,490,031</td>
<td>1,762,926</td>
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<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>71,171,188</strong></td>
<td><strong>46,492,338</strong></td>
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</table>

<table>
<thead>
<tr>
<th>Net assets:</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internally restricted - Union operations (note 12)</td>
<td>75,107,915</td>
<td>84,532,226</td>
</tr>
<tr>
<td>Internally restricted - Members' benefits (note 12)</td>
<td>13,955,319</td>
<td>12,694,970</td>
</tr>
<tr>
<td>Invested in capital assets</td>
<td>43,173,626</td>
<td>44,908,999</td>
</tr>
<tr>
<td>Unrestricted</td>
<td>15,011,153</td>
<td>1,952,715</td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td><strong>147,248,013</strong></td>
<td><strong>144,088,910</strong></td>
</tr>
</tbody>
</table>

**Total** $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
## Statement of Operations

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

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

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**

<table>
<thead>
<tr>
<th></th>
<th>Internally restricted operations</th>
<th>Members’ benefits</th>
<th>Invested in capital assets</th>
<th>Unrestricted</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net assets, beginning of year</strong></td>
<td>$ 84,532,226</td>
<td>$ 12,694,970</td>
<td>$ 44,908,999</td>
<td>$ 1,952,715</td>
</tr>
<tr>
<td><strong>Revenues</strong></td>
<td>-</td>
<td>298,842</td>
<td>-</td>
<td>49,777,451</td>
</tr>
<tr>
<td><strong>Expenditures</strong></td>
<td>-</td>
<td>(23)</td>
<td>(1,056,252)</td>
<td>(44,065,282)</td>
</tr>
<tr>
<td><strong>Other income (expenditures):</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment income</td>
<td>6,496,058</td>
<td>1,178,798</td>
<td>-</td>
<td>7,674,856</td>
</tr>
<tr>
<td>Management fees</td>
<td>(158,146)</td>
<td>(29,189)</td>
<td>-</td>
<td>(187,335)</td>
</tr>
<tr>
<td>Disbursements</td>
<td>(511,684)</td>
<td>(180,289)</td>
<td>-</td>
<td>(691,973)</td>
</tr>
<tr>
<td>Dues suspension</td>
<td>-</td>
<td>-</td>
<td>(4,000,000)</td>
<td>(4,000,000)</td>
</tr>
<tr>
<td>Unrealized loss on derivative instruments</td>
<td>-</td>
<td>-</td>
<td>(4,591,181)</td>
<td>(4,591,181)</td>
</tr>
<tr>
<td>Investment in capital assets, net</td>
<td>-</td>
<td>-</td>
<td>(679,121)</td>
<td>679,121</td>
</tr>
<tr>
<td>Transfers</td>
<td>(15,250,539)</td>
<td>(7,790)</td>
<td>-</td>
<td>15,258,329</td>
</tr>
<tr>
<td><strong>Net assets, end of year</strong></td>
<td>$ 75,107,915</td>
<td>$ 13,955,319</td>
<td>$ 43,173,626</td>
<td>$ 15,011,153</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cash provided by (used in):</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Excess of revenues over expenses</td>
<td>$ 3,159,103</td>
<td>$ 5,341,846</td>
</tr>
<tr>
<td><strong>Items not involving cash:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amortization</td>
<td>1,070,490</td>
<td>1,482,010</td>
</tr>
<tr>
<td>Amortization of lease inducement</td>
<td>(14,238)</td>
<td>(16,337)</td>
</tr>
<tr>
<td>Unrealized (gain) loss on investments</td>
<td>(4,242,219)</td>
<td>864,800</td>
</tr>
<tr>
<td>Unrealized loss on interest rate swap</td>
<td>4,591,181</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>4,564,317</td>
<td>7,672,319</td>
</tr>
</tbody>
</table>

| **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) |
| **Total**                  | 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)    |
| **Total**                        | 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.
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.
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:

<table>
<thead>
<tr>
<th>Asset</th>
<th>Useful lives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building</td>
<td>25 - 50 years</td>
</tr>
<tr>
<td>Building improvements</td>
<td>5 - 15 years</td>
</tr>
<tr>
<td>Furniture and equipment</td>
<td>5 years</td>
</tr>
<tr>
<td>Computer hardware and software</td>
<td>5 years</td>
</tr>
<tr>
<td>Automotive</td>
<td>5 years</td>
</tr>
<tr>
<td>Leasehold improvements</td>
<td>5 - 10 years</td>
</tr>
</tbody>
</table>

(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.
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.
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:

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership dues</td>
<td>$4,061,413</td>
<td>$4,143,053</td>
</tr>
<tr>
<td>Other</td>
<td>72,478</td>
<td>2,108</td>
</tr>
<tr>
<td>Locals (note 13)</td>
<td>42,864</td>
<td>100,170</td>
</tr>
<tr>
<td>Employees and members</td>
<td>18,168</td>
<td>27,242</td>
</tr>
<tr>
<td>Rent</td>
<td>-</td>
<td>423,421</td>
</tr>
<tr>
<td></td>
<td><strong>$4,194,923</strong></td>
<td><strong>$4,695,994</strong></td>
</tr>
</tbody>
</table>
3. **Investments - Union operations:**

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash accounts, bearing interest at prime minus 2.00% per annum (2020 - prime minus 1.65% per annum)</td>
<td>$6,635,377</td>
<td>$3,489,019</td>
</tr>
<tr>
<td>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%)</td>
<td>5,809,828</td>
<td>17,300,546</td>
</tr>
<tr>
<td>Canadian mutual funds (bonds and short-term investments)</td>
<td>1,388,151</td>
<td>1,351,873</td>
</tr>
<tr>
<td>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%)</td>
<td>34,071,333</td>
<td>35,612,966</td>
</tr>
<tr>
<td>Equity investments</td>
<td>18,437,904</td>
<td>18,613,459</td>
</tr>
<tr>
<td>Exchange-traded fund investments</td>
<td>8,765,322</td>
<td>8,164,363</td>
</tr>
<tr>
<td><strong>Total investments</strong></td>
<td><strong>$75,107,915</strong></td>
<td><strong>$84,532,226</strong></td>
</tr>
</tbody>
</table>
4. **Investments - Members' benefits:**

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

5. **Assets held for sale:**

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

<table>
<thead>
<tr>
<th>Description</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building</td>
<td>$ 1,371,637</td>
<td>$ 1,371,637</td>
</tr>
<tr>
<td>Improvements</td>
<td>1,161,113</td>
<td>1,161,113</td>
</tr>
<tr>
<td>Land</td>
<td>980,406</td>
<td>980,406</td>
</tr>
<tr>
<td>Building</td>
<td>8,451</td>
<td>8,451</td>
</tr>
<tr>
<td>Equipment</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$ 3,521,607</td>
<td>$ 3,521,607</td>
</tr>
</tbody>
</table>
6. Capital assets:

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Cost</td>
<td>Accumulated amortization</td>
</tr>
<tr>
<td>Land</td>
<td>$12,105,788</td>
<td>-</td>
</tr>
<tr>
<td>Buildings</td>
<td>79,790,378</td>
<td>2,335,972</td>
</tr>
<tr>
<td>Building improvements</td>
<td>1,431,592</td>
<td>246,605</td>
</tr>
<tr>
<td>Furniture and equipment</td>
<td>3,067,361</td>
<td>2,557,417</td>
</tr>
<tr>
<td>Computer hardware</td>
<td>1,314,352</td>
<td>1,228,694</td>
</tr>
<tr>
<td>Automotive</td>
<td>165,221</td>
<td>145,608</td>
</tr>
<tr>
<td>Leasehold improvements</td>
<td>961,793</td>
<td>493,721</td>
</tr>
<tr>
<td></td>
<td>$98,836,485</td>
<td>$7,008,017</td>
</tr>
</tbody>
</table>

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:

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

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>ATB business term loan: payable in monthly blended installments of $130,100 including interest of 2.12%, maturing September 30, 2022.</td>
<td>$1,911,989</td>
<td>$3,415,337</td>
</tr>
<tr>
<td>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.</td>
<td>50,000,000</td>
<td>-</td>
</tr>
<tr>
<td>ATB commercial term loan: construction loan payable</td>
<td>51,911,989</td>
<td>28,201,902</td>
</tr>
<tr>
<td>Less current portion</td>
<td>2,955,373</td>
<td>1,503,347</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$48,956,616</strong></td>
<td><strong>$26,698,555</strong></td>
</tr>
</tbody>
</table>

Principal repayments are due as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>$2,955,373</td>
</tr>
<tr>
<td>2023</td>
<td>1,835,068</td>
</tr>
<tr>
<td>2024</td>
<td>1,488,359</td>
</tr>
<tr>
<td>2025</td>
<td>1,542,832</td>
</tr>
<tr>
<td>2026</td>
<td>1,584,735</td>
</tr>
<tr>
<td>Thereafter</td>
<td>42,505,622</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$51,911,989</strong></td>
</tr>
</tbody>
</table>

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.
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:

<table>
<thead>
<tr>
<th>Year</th>
<th>Payment ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>20,075</td>
</tr>
<tr>
<td>2023</td>
<td>20,075</td>
</tr>
<tr>
<td>2024</td>
<td>20,075</td>
</tr>
<tr>
<td>2025</td>
<td>20,075</td>
</tr>
<tr>
<td>2026</td>
<td>20,075</td>
</tr>
<tr>
<td>Thereafter</td>
<td>172,315</td>
</tr>
</tbody>
</table>

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
10. **Lease inducements:**

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

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance, beginning of year</td>
<td>$59,324</td>
<td>$75,661</td>
</tr>
<tr>
<td>Amortization of lease inducement</td>
<td>$(14,238)</td>
<td>$(16,337)</td>
</tr>
<tr>
<td>Balance, end of year</td>
<td>45,086</td>
<td>59,324</td>
</tr>
<tr>
<td>Current portion of lease inducements</td>
<td>14,238</td>
<td>14,238</td>
</tr>
<tr>
<td></td>
<td>$30,848</td>
<td>$45,086</td>
</tr>
</tbody>
</table>

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.
## 12. Internally restricted net assets:

a) Union operations

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

- **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.
12. Internally restricted net assets (continued):

a) Union operations (continued)

<table>
<thead>
<tr>
<th>Fund Name</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Defending Our Services Campaign</td>
<td>This fund is established to defend the Union and the services that its members provide.</td>
</tr>
<tr>
<td>Mobilization Campaign</td>
<td>This fund is established to support mobilization efforts.</td>
</tr>
<tr>
<td>Image Campaign</td>
<td>This fund is established to promote the Union and the services that its members provide.</td>
</tr>
<tr>
<td>Centennial Campaign</td>
<td>This fund is established to support the Centennial Committee work and to commemorate the stories of the workers who built the Province.</td>
</tr>
<tr>
<td>Strategic Planning Campaign</td>
<td>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.</td>
</tr>
<tr>
<td>Preparing Alberta for Change Campaign</td>
<td>This fund is established to politically engage the Alberta electorate.</td>
</tr>
<tr>
<td>Anti-Privatization</td>
<td>This fund is established to support the campaign to deter Campaign privatization as it relates to members’ employment.</td>
</tr>
<tr>
<td>Fight Back Operations Campaign</td>
<td>This fund is established to fund current operations to fight back against anti-labour legislation.</td>
</tr>
<tr>
<td>Labour Movement Allies</td>
<td>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.</td>
</tr>
</tbody>
</table>
12. Internally restricted net assets (continued):

b) Members’ benefits:

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Benevolent fund</td>
<td>$11,577,085</td>
<td>$10,470,808</td>
</tr>
<tr>
<td>Education fund</td>
<td>$2,378,234</td>
<td>$2,224,162</td>
</tr>
<tr>
<td></td>
<td><strong>$13,955,319</strong></td>
<td><strong>$12,694,970</strong></td>
</tr>
</tbody>
</table>

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:

<table>
<thead>
<tr>
<th>Statement of Financial Position:</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Receivables from Locals (note 2)</td>
<td>$42,864</td>
<td>$100,170</td>
</tr>
<tr>
<td>Payables to Area Councils (note 7)</td>
<td>1,347,728</td>
<td>951,709</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Statement of Operations:</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local rebates</td>
<td>6,298,477</td>
<td>6,560,633</td>
</tr>
<tr>
<td>Area Council rebates</td>
<td>443,498</td>
<td>460,580</td>
</tr>
</tbody>
</table>
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:

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investment portfolio - Locals and Area Councils</td>
<td>$ 9,583,153</td>
<td>$ 7,425,483</td>
</tr>
<tr>
<td>Staff fund</td>
<td>64,141</td>
<td>60,099</td>
</tr>
<tr>
<td></td>
<td>$ 9,647,294</td>
<td>$ 7,485,582</td>
</tr>
</tbody>
</table>

14. Investment income:

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrealized gains (losses)</td>
<td>$ 4,242,220</td>
<td>$(864,800)</td>
</tr>
<tr>
<td>Realized gains</td>
<td>1,549,207</td>
<td>1,836,347</td>
</tr>
<tr>
<td>Interest</td>
<td>1,215,098</td>
<td>1,411,106</td>
</tr>
<tr>
<td>Dividends</td>
<td>668,331</td>
<td>869,920</td>
</tr>
<tr>
<td></td>
<td>$ 7,674,856</td>
<td>$ 3,252,573</td>
</tr>
</tbody>
</table>
15. Commitments:

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>$324,811</td>
</tr>
<tr>
<td>2023</td>
<td>211,548</td>
</tr>
<tr>
<td>2024</td>
<td>212,277</td>
</tr>
<tr>
<td>2025</td>
<td>61,275</td>
</tr>
<tr>
<td>Thereafter</td>
<td>-</td>
</tr>
</tbody>
</table>

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.
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.
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

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

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.
ANTI-PRIVATIZATION COMMITTEE
Kevin Barry – Chair
Mathew Byrne – Staff Advisor
Ellen Anthony – Admin Support
Lynda Broomfield 044 Red Deer
Nancy Burton 045 Cochrane
Mike Curry 118 Dixonville
Ramza Gebran 095 Calgary
Jeramy Paananen 054 Edmonton
Jan Schaller 040 Airdrie
Laurie Shannon 044 Drumheller
Toni Zatorski 042 Entwistle

COMMITTEE ON POLITICAL ACTION
Mike Dempsey – Chair
Trevor Zimmerman – Staff Advisor
Tammy Tangedal – Admin Support
Janice Drader Jamieson 057 Wetaskiwin
Brent Kelly 002 Edmonton
Richard Lemaire 002 Calgary
Mariah Monro 047 Edmonton
Jules Noel 057 Lacombe
Jennifer Power 043 Grande Prairie
Rosemary Read 039 Calgary
Rhonda Whitten 046 Leduc

ENVIRONMENTAL COMMITTEE
James Sullivan – Chair 095 Calgary
Farid Iskandar – Staff Advisor
Charlene Peterson – Admin Support
Mohamed Beltaifa 046 Edmonton
Jennifer Bowlby 005 Boyle
Alexandria Fisher 002 Edmonton
Laurel Phillips 002 Edmonton
Marylou Savic 043 Bellis
Kaitlyn Wolfert 002 Edmonton

FINANCE COMMITTEE
Jason Heistad – Chair
Cecilia Murphy – Staff Advisor
Mary Guido – Admin Support
Shondee Born 041 Medicine Hat
Kathleen Buss 001 Jarvie
Russell Clark 009 Red Deer
Raminder Gill 040 Edmonton
Deborah Gordon 046 Alberta Beach
Wendy Gummesen 043 Peace River
David Ibach 058 Medicine Hat
Lea Schmidt 002 Spruce Grove
HUMAN RIGHTS COMMITTEE
Bobby-Joe Borodey – Chair
Candice Sinclair – Staff Advisor
Kelly Steele – Admin Support
Odain Brown 006 Edmonton
Kathryn Henneberg 045 Calgary
Ai Kaneko 006 Calgary
Ana Neves 046 Edmonton
Nova Porquía 047 Red Deer
Atul Verma 095 Chestermere

LEGISLATIVE COMMITTEE
Guy Smith – Chair
Gil Laflamme – Staff Advisor
Tammy Lamoureux – Admin Support
Steve Eagles 004 Red Deer
Valisity Gabriel 047 Cold Lake
Irene Gaudet LM Egremont
James Hart 002 Edmonton
Bev Hill 040 Red Deer
Mike Larson 003 Edmonton
Jesse Philp 044 Coronation

MEMBERS’ BENEFITS COMMITTEE
Justin Huseby – Chair 052 Calgary
Julius Salegio – Staff Advisor
Kim Lockert – Admin Support
Vanessa Bauder 046 Edmonton
Debora Coombes 044 Bowden
Susan Cowtan 002 Spruce Grove
Wendy Kicia 057 Red Deer
William Piggot LM Medicine Hat
Kathleen Schwengler 048 Calgary

MEMBERSHIP SERVICES COMMITTEE
Karen Weiers – Chair
Gil Laflamme – Staff Advisor
Destiny Baines – Admin Support
Kelly Anesty 046 Sherwood Park
Karie Burchill 006 Stony Plain
Kristie Hutton 048 Lethbridge
Daisy Mallick 045 Calgary
Trevor Mallyon 095 Calgary
Clint Nicholson 118 Hanna
Martin Roy 046 Edmonton
Palmira Vona 002 Edmonton
# OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

Bonnie Gostola – Chair  
Trevor Hansen – Staff Advisor  
Rachelle Weisgerber – Admin Support

<table>
<thead>
<tr>
<th>Name</th>
<th>Phone</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jennifer Corkum</td>
<td>046</td>
<td>Parkland County</td>
</tr>
<tr>
<td>Juanita Cozicar</td>
<td>056</td>
<td>Smoky Lake</td>
</tr>
<tr>
<td>Diana-Lee Erickson</td>
<td>048</td>
<td>Airdrie</td>
</tr>
<tr>
<td>Mary Jane Fisher</td>
<td>045</td>
<td>Okotoks</td>
</tr>
<tr>
<td>Paulette Harrison</td>
<td>052</td>
<td>Irricana</td>
</tr>
<tr>
<td>Steven Pasquan</td>
<td>012</td>
<td>Peace River</td>
</tr>
<tr>
<td>Samantha Samborski</td>
<td>009</td>
<td>Morinville</td>
</tr>
<tr>
<td>Oscar Steiner</td>
<td>003</td>
<td>Fort Saskatchewan</td>
</tr>
</tbody>
</table>

# PAY & SOCIAL EQUITY COMMITTEE

Bonnie Gostola – Chair  
Hitomi Suzuta – Staff Advisor  
Megan Johnston – Admin Support

<table>
<thead>
<tr>
<th>Name</th>
<th>Phone</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rhonda Chatman</td>
<td>071</td>
<td>Whitecourt</td>
</tr>
<tr>
<td>Cindy Froud</td>
<td>045</td>
<td>Calgary</td>
</tr>
<tr>
<td>Charity Hill</td>
<td>054</td>
<td>Edmonton</td>
</tr>
<tr>
<td>Julie-Ann Lightle</td>
<td>041</td>
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<td>Raymond Tweedle</td>
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<tr>
<td>Valerie Whelen</td>
<td>043</td>
<td>St. Lina</td>
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# PENSION COMMITTEE

Jason Heistad – Chair  
Liliana Cordeiro – Staff Advisor  
Kelly Steele – Admin Support

<table>
<thead>
<tr>
<th>Name</th>
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<tr>
<td>Nandagopal Ayre</td>
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<tr>
<td>Mark Hercina</td>
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<tr>
<td>Justin Huseby</td>
<td>052</td>
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<tr>
<td>Norma Jones</td>
<td>095</td>
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<td>Margaret Miller</td>
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<td>Percy Ogden</td>
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<td>Sandra Silva</td>
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<td>Fort Saskatchewan</td>
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# WOMEN’S COMMITTEE

Susan Slade – Chair  
Candice Sinclair – Staff Advisor  
Justine Leszczynski – Admin Support

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<tr>
<th>Name</th>
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<tr>
<td>Rita Bains</td>
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<td>Kysha Cleaver</td>
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<td>Corine Heffernan</td>
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<td>Carol Mammel</td>
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<td>Jessica Pope</td>
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<td>Alicia Salon</td>
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<td>Stephanie Stewart</td>
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YOUNG ACTIVISTS COMMITTEE
Bobby-Joe Borodey – Chair
Mike Painchaud – Staff Advisor
Charlene Peterson – Admin Support
Paige Doering-Giffen 095 Calgary
Mitchell Gallant 050 Calgary
Dunkin Gamao 043 Lac La Biche
Rachel Hoglund 040 Fort Macleod
Kimoy Marston 002 Red Deer
Jami Payne 041 Granum
Brittany Schepp 044 Red Deer

ELECTIONS COMMITTEE
Justin Huseby- Chair 052 Calgary
Gil Laflamme - Staff Advisor
Mary Guido - Staff Admin
Ryan Rybchuk 060 Vegreville
Lauren Wood 039 Calgary

CREDENTIALS COMMITTEE
Irene Gaudet LM Egremont
AUPE MISSION STATEMENT
To represent and support AUPE members through solidarity and mobilization.