

**OUR UNITY**  
**OUR STRENGTH**  
**OUR FUTURE**

**CONVENTION 2022**



# **CONVENTION REPORTS & RESOLUTIONS**

October 27, 28 & 29, 2022

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

Mission Statement, Alberta Union of Provincial Employees

## FOREWORD

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

### **Greetings and welcome to your convention.**

I know we are all excited to gather in person once again and to actually feel and be surrounded by the bonds of solidarity that have sustained us through some very challenging times. Not only have we had to navigate the uncharted and tumultuous seas of the COVID pandemic; but we have also had to confront a regressive government and aggressive bosses at bargaining tables, who were determined to force rollbacks and concessions on us. It has been a struggle on many fronts, and through the strength and solidarity AUPE is known for we have held firm and survived.

This convention affords us the opportunity to reconnect, re-energize and continue to move forward from the massive challenges of the recent past. It allows us to reaffirm and replenish the very foundation of our union, forged over more than a century of struggles. It allows us to embrace who we are and what we ultimately can achieve as the largest union in western Canada.

This won't be accomplished just because we wish it to be so. It will be as a result of hard work, commitment, and a dedication to our ambitions as a union and our aspirations as workers and activists to help build a better world. Much of this work is well underway through the union-wide Strategic Plan which is focusing all of us as members, components, and staff in moving forward together. It is in this spirit that we gather at this convention.

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

Planning, organizing, and delivering convention is a massive undertaking for all involved, and we want to sincerely thank all the staff, and external resources, who have worked so hard to prepare your convention to be as successful as possible.

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

Welcome to your convention!



Guy Smith  
President



Jason Heistad  
Executive Secretary-Treasurer

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## ***STATEMENT OF EQUALITY***

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.

# AGENDA

## THURSDAY, October 27

9:00 am – 9:30 am

### Call to Order

- Report of the Credentials Committee
- Acknowledgement of Treaty Land
- Statement of Equality
- Minute of Silence
- “O Canada” & “Solidarity Forever”
- Review of Fire Drill Procedure
- Rules of Order
- Adoption of Agenda
- Acceptance of 44th Annual Convention Minutes
- Presentation of Locals

9:30 am - 9:50 am

### President’s Address

9:50 am – 11:00 am

### Officers’ Reports

11:00 am - 12:00 pm

### Report of the Finance Committee

- Resolution 2-1
- Audited Financial Statements
- Proposed Budget 2022/2023

12:00 pm - 1:00 pm

### Lunch (Organized) – Hall E

1:00 pm - 1:15 pm

### Report of the Credentials Committee

- Announcements

1:15 pm - 1:45 pm

### Report of the Anti-Privatization Committee

- Resolution 2-2
- Resolution 2-3

1:45 pm - 2:15 pm

### Report of the Committee on Political Action

2:15 pm - 2:45 pm

### Report of the Environmental Committee

- Resolution 2-4
- Resolution 2-5

2:45 pm - 4:30 pm

### Report of the Legislative Committee

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

**FRIDAY, October 28****9:00 am - 9:05 am****Report of the Credentials Committee****9:05 am - 9:35 am****Report of the Human Rights Committee****9:35 am - 10:05 am****Report of the Members' Benefits Committee****10:05 am - 10:35 am****Report of the Membership Services Committee****10:35 am - 10:55 am****Guest Speaker – Chad Kennedy (Local 003 member)****11:00 am - 11:30 am****Report of the Occupational Health and Safety Committee****11:30 am - 12:00 pm****Report of the Pay & Social Equity Committee**

- Resolution 2-6
- Resolution 2-7
- Resolution 2-8

**12:00 pm - 1:00 pm****Lunch (Organized) – Hall E****1:00 pm - 1:15 pm****Report of the Credentials Committee**

- Announcements

**1:15 pm - 1:45 pm****Report of the Pension Committee****1:45 pm - 3:15 pm****Legislative Committee**

- Constitutional Resolutions

**3:15 pm - 3:30 pm****Guest Speaker – Terry Parker, Executive Director of the Building Trades of Alberta****3:30 pm - 4:30 pm****Presentation of Life Memberships****SATURDAY, October 29****9:00 am - 9:15 am****Report of the Credentials Committee**

- Announcements

**9:15 am - 9:45 am****Report of the Women's Committee**

- Resolution 2-9
- Resolution 2-10
- Resolution 2-11

**9:45 am - 10:15 am****Report of the Young Activists Committee****10:15 am - 10:45 am****Greetings from:**

- Public Interest Alberta
- Friends of Medicare
- Parkland Institute

**12:00 am - 1:00 pm****Lunch (Organized) – Hall E****1:00 pm - 1:15 pm****Credentials Committee Report**

- Announcements

**1:15 pm - 2:30 pm****Legislative Committee/Unfinished Business**

- Constitutional and General Resolutions

**2:30 pm - 3:00 pm****Good and Welfare**

- Adjournment – “Solidarity Forever”

## SONGS

### O' Canada

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

### Solidarity Forever

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

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

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

Chorus

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

Chorus

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

Chorus

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

Chorus

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

Chorus

# REPORTS & RESOLUTIONS

## REFERRED TO COMMITTEES

The following Reports and Resolutions are referred to the noted convention committees:

### FINANCE COMMITTEE

Report of the Finance Committee

Audited Financial Statements for the year ended June 30, 2022

Proposed Budget 2022-2023

Resolution: 2-1

### ANTI-PRIVATIZATION COMMITTEE

Report of the Anti-Privatization Committee

Resolution: 2-2

Resolution: 2-3

### COMMITTEE ON POLITICAL ACTION

Report of the Committee on Political Action

### ENVIRONMENTAL COMMITTEE

Report of the Environmental Committee

Resolution: 2-4

Resolution: 2-5

### HUMAN RIGHTS COMMITTEE

Report of the Human Rights Committee

### LEGISLATIVE COMMITTEE

Report of the Legislative Committee

Constitutional Resolutions

### MEMBERS' BENEFITS COMMITTEE

Report of the Members' Benefits Committee

### MEMBERSHIP SERVICES COMMITTEE

Report of the Membership Services Committee

### OCCUPATIONAL HEALTH & SAFETY COMMITTEE

Report of the Occupational Health & Safety Committee

### PAY & SOCIAL EQUITY COMMITTEE

Report of the Pay and Social Equity Committee

Resolution: 2-6

Resolution: 2-7

Resolution: 2-8

### PENSION COMMITTEE

Report of the Pension Committee

### WOMEN'S COMMITTEE

Report of the Women's Committee

Resolution: 2-9

Resolution: 2-10

Resolution: 2-11

### YOUNG ACTIVISTS COMMITTEE

Report of the Young Activists Committee

## **OFFICERS' REPORT**

### **President Guy Smith**



Greetings to delegates, honoured guests, life members, observers, and staff. Welcome to your convention!

When I looked back at my report from last year's convention, I was struck by how desperately I was hoping that this year we would be all gather in the same place, feeling that sense of solidarity and collective strength that we have missed for so long. Well, here we are – together at last! Let's make sure that we use the opportunity to revitalize the bonds that unite us, to inspire each other to work hard to move our union forward, to rekindle old friendships, and forge new ones.

This convention, the first in-person for three years, affords us the opportunity to focus on and to build "Our Unity, Our Strength, Our Future" in the best ways we know how for the sake of our union and our entire membership. In pre-COVID times this was relatively natural for all of us to do. The challenges of the past two and a half years, though, have taught us, and frankly the entire world, that it takes tremendous strength and hard work just to survive and hold your ground.

Now, that strength and hard work needs to be directed at moving us all forward together. The union-wide Strategic Plan has already started us well on the way on that journey with a clear road map and solid commitment to gradually move us away from the darkness of the recent past and to refocus, rebuild and re-energize toward attainable success. This is hard work; but something we are all committed to. So, let us embrace our unity and our strength and get ready to embrace the future, our future!

### **Strategically Building Our Future**

As a union we have a proud history to stand up and fight when it is needed. To be strong and vocal when it is required. And to be leaders in the labour movement as the largest and most diverse union in western Canada when called upon. We had tremendous momentum coming out of the 2019 Convention where a resolution to encourage and support our members taking direct action was unanimously and enthusiastically endorsed by delegates. We were preparing to take on the government, and all bosses, at the bargaining table and in the streets, if necessary, in a continuation of the struggles we have been committed to for a long time. We knew that persistent grassroots and worksite organizing, and mobilization would be required to meet this mandate.

However, the COVID pandemic, and the corresponding and necessary safety measures, severely restricted the work we do best as a union. This resulted in significant frustration and uncertainty as we all worked hard to continue to hold our ground and try to keep moving forward. This was made even more challenging due to the hostile environment of huge adversity created by threats of draconian rollbacks at multiple bargaining tables, threats of massive job loss due to privatization and cutbacks, and aggressive anti-union government legislation.

COVID took its toll, not only, and most predominantly of course, on those that perished, their families and loved ones, but also on society and institutions around the world. AUPE, like many large organizations was not immune to the dislocation and disruption caused by COVID.

At the beginning of 2022, we realized we had to move forward methodically but determinedly from the challenges of the previous couple of years. We knew we had to re-affirm the strong foundation our union's strength and solidarity are built upon. We recognized that any and every step forward out of the darkness of the recent past, was a step in the right direction.

That is why there has been such a determined and concerted effort of rebuilding, refocusing, and re-energizing through a comprehensive Strategic Plan that not only provides guidance and opportunities for Locals to develop and

implement strategies and tactics that build on their unique strengths; but also, to bolster areas where they might need more support.

The Strategic Plan process began this past February with Provincial Executive (PE), as AUPE's governing body between conventions, spending an intensive two days discussing, debating, and focusing on our current needs and future aspirations. Building upon previous Strategic Plans, PE established overall goals and objectives around the four key areas of: Negotiations, Workplace Power, Inclusion, Diversity and Equity (IDE), and External Relationships. Coming out of these extensive discussions PE developed guiding statements to support the goals and objectives for each of these four areas.

It needs to be recognized that PE has not been this involved and engaged in Strategic Plan development before. The enthusiasm and diligence with which PE embraced this opportunity and challenge is testament to the level of leadership within our governing body. I sincerely want to thank PE for what they achieved in setting clear goals, objectives, and direction over the next two years for our union.

Once PE had completed this part of their work, the goals and objectives—as portrayed in the four guiding statements, were taken to each Local Council to develop strategies and tactics to put the goals and objectives into action. These specific strategies and tactics do not take the place of the ongoing work we all do every single day on behalf of our members; but they, in fact, will enhance that work by focusing on tangible and attainable success that is being replicated throughout the entire union.

Much like the way in which PE embraced its roles, I was extremely impressed with the level of engagement and accountability that each Local Council displayed in their Strategic Plan sessions. Having attended all but four of the 33 sessions I can unequivocally state that leaders and activists throughout the Locals recognize the critical need to rebuild, refocus and re-energize the work they do with their members. Everyone took their work seriously and passionately.

The first Local Council Strategic Plan session took place on March 23, 2022 and concluded on May 27, 2022. These sessions involved the engagement of approximately 580 Local Council representatives, working a total of 165 hours (i.e., 4.5 full time work week). In many ways this was historic. For the first time, that I can recall, we had all the Locals working on the same goals and objectives at the same time and focused in going in the same direction, while also embracing their own strengths and diversity and being aware of the challenges they need to overcome.

Each Local Council debated which of the four guiding statements they wanted their Local to focus on. Not surprisingly, the majority (28 Locals) landed on Workplace Power to build strategies around. Four others chose Negotiations and one picked IDE. Once they had decided on their guiding statement, they then developed three specific, reasonable, and attainable strategies to support the goals and objectives of the guiding statement. Put into context, there now exists approximately 99 strategies throughout our entire elected structure, all focused on moving the union forward.

During these sessions Local Councils also selected tactic development teams, involving over 170 Local Council activists and leaders. As of this October, the Local tactic development teams will have dedicated up to a total of 500 hours (i.e., 14 full time work weeks) specifically to the actual actions required to make their strategies come to life.

With ongoing guidance and support of the Executive Committee and PE, the entire union throughout the Locals are not only now all moving forward in the same direction; but in ways that meet the unique experiences, strengths, and challenges of each Local over the next two years. In addition to being unprecedented it is also extremely encouraging to see everyone working hard to pull together to refocus, rebuild and re-energize. The next two years won't be without their challenges; but we will be much better prepared to overcome them based on the work that has been done this past year on the entire Strategic Plan.

What is also extremely encouraging to witness is the strategic planning also being undertaken by our staff. Again, in an unprecedented approach, the staff, through their departments and management, reviewed the four guiding statements developed by PE and focused on which one(s) were most relevant to the work they do and then building specific achievable strategies to best support the membership in reaching the overall goals and objectives efficiently and effectively.

Because these strategies involve the work and require the engagement of multiple departments in AUPE, there is now, and will continue to be, significantly more integration of the work done by our staff in supporting the membership. In fact, the 37 strategies that were developed by these departments line up extremely well with the goals, objectives, and strategies that the Locals are focused on. The departmental strategies will be introduced and actioned over the next two years in a staggered and methodical approach that is focused on success. I am confident

that with the ongoing commitment from our staff and some additional staffing resources, as required, that this success will be achieved.

Overall, AUPE's current Strategic Plan is unparalleled in its broad reach and involvement across the union, and our staff, and in its determined focus to move us forward all together and supporting each other to make our union stronger over the next two years.

### **Your Executive Team**

With the addition of two new vice-presidents, your Executive Committee confronted the past year with the same level of passion and dedication that helped guide our union through the tumultuous and dark preceding two years. Sandra and Darren immediately embraced their new roles and, by bringing new perspectives and talents onto the team, and have helped accentuate the work already underway and new projects that were started.

Much of the COVID related challenges of the past were still in stark evidence for much of the past year. This was acutely experienced by the Executive Committee as we continued to make key decisions in the best interests of our union and our members. Again, some of these decisions were tough to make, and were not always universally supported; but making tough decisions goes with the territory of leading the largest and most complex union in western Canada.

However, we found renewed energy and purpose through the Strategic Plan. Apart from being a part of the discussions and decisions at PE resulting in the overall goals and objectives defined by the four guiding statements, the Executive Committee, particularly the vice-presidents, fully supported and facilitated the Local Councils through their strategy planning sessions. They also felt the same way I did about how encouraging it was to engage in this process with the Locals.

To be part of something as important as building for the future in a way that is focused on attainable success is truly why we have all committed ourselves to the leadership positions we are in. At the heart of it we are all union activists, and nothing makes us more excited than action being planned and undertaken by our Local leaders, activists and rank and file members. The vice-presidents will continue to work directly with and support the Locals they are assigned to liaison with throughout the entire Strategic Plan process from development to implementation to refining and redevelopment if needed.

The Executive Committee would like to thank the hundreds of Local Council reps who participated in their Local planning sessions and in taking action to best meet the needs of their members.

Although the main focus this past year has been the work on the Strategic Plan, the Executive organized, facilitated, and participated in hundreds of Chapter and Local AGMs. These weren't without their challenges; but we once again managed to get through an entire AGM season relatively smoothly despite the ongoing trials and tribulations of the "virtual" world.

In addition to the extremely important areas of work above, the vice-presidents have embraced their role as spokespersons when I have assigned them to do so. Each one of them has been a strong voice in the media and at public events countless times. I have seen them all grow into these roles as a crucial element of the mentoring that I provide, and that I hope they find useful, to their ongoing development as top-level leaders.

I would like to thank the Executive team for their tireless work over the past year. I have only touched on a couple of areas above and I strongly encourage you to review their individual reports to get more details of the dedicated service they provided to our membership.

On a personal note, I would also like to thank them for their ongoing support and always being willing to take on an assignment. I know I can count on each and every one of them to do whatever is required when it is required. Over the past year there have been times of personal tragedy for me and my family, and the compassion and camaraderie I received from the members of the Executive was truly and deeply appreciated.

It has always been my goal as president over the past 13 years to build the Executive Committee into fully functioning, mutually supportive team that is able to perform at the highest standard. This current team is one of the finest I have ever had the honour of working with, and I look forward to continuing to do so as we all embrace the ongoing hard work of moving our union forward together into the future.

### **Your Provincial Executive Team**

As AUPE's governing body between conventions PE needs to be focused, vocal, forward thinking, creative, dedicated, supportive of each other and committed to decisions that are in the best interests of the union overall. The current PE

is all of that and more. This past year has witnessed more direct involvement by PE in key decision-making processes than at any time that I can recall. This is good. It is healthy to share and debate multiple ideas from numerous perspectives. It means that all angles are looked at and the outcome democratically determined.

PE's most significant contribution the past year to leading our union forward was through the establishment of overall goals and objectives for the next two years. By now you will recognize that this was the foundational establishment of the Strategic Plan. If it had not been for the two intense days of sharing ideas, visions, and words to develop the four guiding statements, referred to earlier, the entire process of the Locals developing strategies and tactics could not have occurred. Through its work PE gave us a road map, a beacon, and tools that we can use to refocus, rebuild, and re-energize the entire union at a time when we desperately need to move forward from the massive challenges of the past, and prepare ourselves for the inevitable new challenges that lay ahead.

Additionally, PE took on the serious task of assessing, and, when necessary, making decisions to respond to the very real threats our members were and are facing from an anti-worker government and hostile environments at bargaining tables. Each decision that was made was based on how to best support our members through turbulent times and how best to ensure resources are in place to do so most effectively. Whereas these decisions came with lengthy debate and differing viewpoints at times the ultimate decisions were solid and well thought out.

I would like to think that through its recent collective experiences PE is getting stronger and more confident in the important roles it performs for our union. This is crucial to the health of our union overall, as PE needs to continue to focus on foundational and universal challenges to overcome and opportunities to embrace. I have no doubt that they will.

### **Tough Times at the Bargaining Table**

On top of the challenges that we all have faced, we also experienced the most aggressive attacks on our collective agreements for 30 years. At every bargaining table, of which about 130 were open in the past year, we saw every employer pushing for significant rollbacks to wages, benefits, working conditions, job security, and other provisions in our agreements.

Much of the mandate for these rollbacks came from within the UCP government which has proven itself to be hard on workers, including those who held the province together while COVID wreaked havoc throughout society. Instead of showing the respect, gratitude, and goodwill that all workers deserve, at their bargaining tables, the bosses—dictated to by the government—displayed outright contempt. Frontline exhaustion and emotional impacts of COVID combined with these attacks on workers' rights and entitlements resulted in workforces that were, and still are, exhausted and demoralized.

What made the situation even more challenging was that we had to find new ways to connect with our members and help bolster their solidarity and morale. Hundreds of online meetings and information sessions and a few large virtual townhalls were, until halfway through the year, the most effective way to maintain engagement and awareness that was required to ensure members knew what was occurring in bargaining and what they should prepare for regarding potential job actions.

As tough as it was, and still is in many negotiations, we forced the bosses to realize that we were serious about not having concessions and rollbacks imposed on us at the bargaining table. Eventually, one by one, negotiations both large and small were concluding after employers started to remove their concessions. Agreements, containing improvements to salaries, benefits, working conditions and job protection, were being reached, often with the intervention of a mediator, and subsequently being ratified by the members.

We should all be grateful and proud of huge number of elected negotiating teams that stuck it out through some very tough times, holding their ground and refusing to be bullied into accepting rollbacks and concessions. They all did a phenomenal job of representing their members and managed to not only hold off concessions but also negotiate improvements, albeit modest, to wages, benefits, working conditions and job protection.

Of course, our staff played key roles at the bargaining table, engaging with members at the worksite, and providing the necessary information and support that helped lead to successful outcomes in bargaining. For that, we all owe them our thanks.

So what began as a massive bargaining journey over the past two and a half years, that was filled with threats and trepidation, is slowly but surely concluding as successfully as possible. We have held our ground, saved thousands of jobs, and made modest improvements to our members' collective agreements.

As we continue to refocus, rebuild, and re-energize through our Strategic Plans and through more in person member engagement and mobilization the result will be that we will be even stronger for the next rounds of bargaining, which we need to start preparing for sooner than later.

## **Friends and Allies**

It is important to acknowledge the roles that AUPE plays in the broader labour movement and within civil society organizations. We have built up and continue to maintain positive relationships with many other unions in the public and private sector.

I attend regular meetings of the “Labour Caucus” that was established when the UCP were elected. These sessions provide the opportunity to update each other on the struggles the unions we lead are experiencing. Obviously, we turn to each other for support when needed and coordinate actions, campaigns, and events. We base our working relationships on the principles of solidarity and the goals of advancing the struggle of all workers and for justice and equity.

In many situations AUPE is viewed by other unions as a leader, particularly when engaging and organizing our members to stand up and take action. I am encouraged to see that other unions have adopted some of our grassroots organizing strategies, along with their own, which has enabled them to also survive during the dark days of COVID and the oppressive UCP government.

In my opinion, the Labour Caucus needs to continue its work into the future regardless of what the political landscape may be after the next election. I remind the other unions that even during the time of the NDP government that we faced many often-unique, challenges that compel unions to keep working together. The worker’s struggle is, and should be kept, separate from the goals of any bosses who form government, regardless of their political stripe.

I also want to highlight some deeper relationships we are building with two distinct labour organizations. Firstly, we have had a long-standing mutual friendship and solidarity with the British Columbia General Employees’ Union (BCGEU). We regularly share information and ideas and have learned a lot from each other. I am extremely impressed with some of their initiatives and perspectives and how they represent their members. We know we can always count on each other when called upon and, whereas there are very close connections at the senior leadership levels, I will work toward having AUPE and BCGEU members have more opportunities to interact with each other to strengthen our bonds of solidarity.

We have also embarked on a journey of solidarity with the Building Trades of Alberta (BTA) which represents dozens of unions in the construction and resource sectors. Both AUPE and BTA leadership recognize the advantage of bringing the public sector and private sector closer together for mutual support and mutual gain. Although there has been a positive relationship between us over the past few years, the upcoming year will see us working and strategizing much more closely together.

Outside of the labour movement we continue to participate with organizations such as the Friends of Medicare (FoM), Public Interest Alberta (PIA), and the Parkland Institute, among others. All these organizations line up with our fundamental principles of protecting and enhancing the role of public services in society, and we look forward to continuing our relationship with them.

## **Our Unity, Our Strength, Our Future**

As we have witnessed over the past couple of years there are many forces outside of our control that can detrimentally impact how we operate as a union and what level of successes we are able to achieve. There are still many unknowns and hidden challenges around the corner. The chaos and uncertainty of the current political environment, that is likely to continue well into the future, reminds us that at the end of the day, all we have to really rely upon is each other as AUPE members.

That is why it is so important to focus upon, and build upon, our own unity and strength as workers, union activists, and union leaders. Entwined in our AUPE DNA is the undeniable solidarity that has been forged over a hundred years of struggle, victory, and defeat. That solidarity needs constant attention and nurturing to remain strong and resilient if we are to build a future that meets our needs as workers. And as I have reported, the Strategic Plan has already set us well on the way to getting there.

As activists and leaders in your Locals, in your worksites and in your communities and by bringing your passion to this convention you are the embodiment of our unity and our strength. For that I sincerely want to thank you.

Now let’s go build our future!

In solidarity,

Guy Smith  
President

## OFFICERS' REPORT

### Executive Secretary-Treasurer Jason Heistad



Brothers and sisters, welcome to AUPE's 45th Annual Convention,

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

As we meet for our union's first convention face to face after two years of the unprecedented COVID-19 pandemic (caused by the virus SARS-CoV-2), let's support one another and respectfully reconnect with one another. This time of the year can be overwhelming, and this is year's convention is not the exception given how lengthy this pandemic has been. For the past two years, we have been facing tough times as a union, as many of our brothers and sisters have lost their jobs because of the present government's focus to privatize. I like to also acknowledge those members that have been impacted by the SARS-CoV-2 virus either by getting infected or losing a family member. Let's be empathic and kind to one another.

We have continued working together to reject any government financial measures and policies that negatively impact our members and the essence of our solidarity. The ongoing Alberta government financial emphasis on deregulation, privatization and pension reform has been counterproductive to both our membership and economy. A government that promotes unemployment and jobs with low salaries through privatization is not interested in promoting economic growth. The current Alberta government's main interest is having the private sector run all governmental services. It is likely that if re-elected, the current government will continue to privatize public services and promote accelerated unemployment with low wages. We all need to strengthen our working collaborative relationships to support each other and build on our existing collective impact to face these government anti-union practices and policies. We need to continue being vigilant and do what we can to prevent the government from privatizing the remaining public services which impact the financial bottom line of our members.

AUPE opposes any ongoing government detrimental privatization policies and schemes that harm our members and other Albertans. As public services have been cut, impacts have been felt throughout the province, including our members. The present government has only one thing in mind – to erode and extinguish Albertans' livelihoods. Fiscal measures that result in cuts to services for Albertans produce only short-term temporary savings for the government. The government has its own benefit in mind by focusing on market-oriented reform policies. It caters to its network of business acquaintances through privatization schemes. Private self-interest, coupled with deregulation leads to financial chaotic results benefitting only a few, while eroding stable jobs for the majority of Albertans. Second, the current inflation crisis presents a challenge to the government of Alberta—one which it appears unprepared to handle. While the ongoing inflation crisis has benefitted the government coffers, the government continues to fail in supporting and creating other industries that can lead to long-term financial sustainability for all. In fact, the Alberta budget earlier this year reported a total revenue in 2021-22 is now estimated at \$61.7 billion, \$18 billion more than Budget 2021 (Fiscal Plan, 2022-25, pg. 101). Third, some governments and private industries are mistakenly attributing and linking wage increases to the inflation crisis. The current inflation was triggered by swelling consumer demand for goods as supply lines tanked during the pandemic and exacerbated by the war in Ukraine. In any period of high inflation, wages will need to go up to prevent the spending of workers, including our union members, from shrinking as prices rise. It is estimated that while inflation went from two to eight percent, wages stay the same. As high

inflation crisis developed first, hence the need to support and maintain the spending power of all workers and our members in the province. Union workers need to be able to demand higher wages and put pressure on employers to respond accordingly. While inflation is expensive, these costs are more intense for low-income workers and families. Cutting or dismissing workers' rights to wages increases are unlikely to solve the problem. In fact, this government, and its elected officials, needs to be held accountable and be responsive to the needs of all Albertans, and not just to the government's closest business associates.

As oil and gas prices have increased in Alberta, the government could share the resource revenue windfall more equitably. While the Alberta government suspended gasoline taxes and provided an electricity credit, there is capacity for more. The financial improvement of Alberta coffers is not being transferred to support Albertans. The government continues to lack an effective financial plan for creating sustainable jobs (high salaries, benefits, and pensions) that support Alberta families. Often, there is little effort to hold conversations with other industries or non-profits interested in creating new employment opportunities. The present government does not know how and or want to create and sustain jobs with decent pay for our members, and or municipalities alike. The government prefers to promote the expansion of profit share by the private sector by diminishing our members' wages and contracts. This preference explains the decline of our members' livelihoods, and the rise of profits in the private sector. I believe the province needs a fiscal agenda that strengthens the economy through innovation by creating and sustaining jobs that benefit all Albertans. Our members are deserving of this, as they are crucial workers in both service design and delivery in several areas.

While the UCP identified, in their fiscal plan, specific investment expansion for post-secondary students to develop skills, the investment included only certain industries. For these strategies to work, they need to be more encompassing of accessibility, choice, and affordability. The same can be said of our remaining public healthcare system which has continued to deteriorate because of the Alberta government's goal to privatize it. The healthcare system needs both an infusion of cash as well as the creation of permanent well-paid jobs, benefits, pensions, and better working conditions. If the Alberta government's focus of our healthcare system continues to be privatization, the remaining public healthcare system would further deteriorate. The system needs to be able to hire healthcare professionals that look after Alberta families into the foreseeable future. As members of AUPE, we must uphold and continue to support Alberta's universal, publicly-funded healthcare system, as a source of pride, and a role model of universal health coverage for Albertans.

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

I want to highlight the following accomplishments before all of you as AUPE's Executive Secretary-Treasurer.

### **Budget and Financial Enhancement**

KPMG, AUPE's vendor, continues auditing the books to ensure fiscal accountability and transparency. We continue mitigating the budget risks and are adapting as circumstances change, particularly with the government terminating jobs and impacting AUPE's financial resources. We are increasingly identifying budget risks that might assist or prevent us in achieving our objectives. Engagement conversations have been held with Finance, Management, Executive, Finance Committee and Provincial Executive to discuss the sources of financial risks, positive and negative consequences, financial assumptions and limitations, potential case scenarios and their consequences. Conversations have been had regarding the effectiveness of current internal controls and potential future controls, and the stability and future sustainability of our revenues. Reviewing the source of revenue is critical for AUPE's ongoing and long-term support of services for our members. Strengthening the source of revenue can allow AUPE to start buffering against the financial instability promoted by the current provincial government. As outlined in the Finance Committee report, the passing of Bill 32 legislation is an example of the government's interference in the democratic internal due process of AUPE. Further to supporting our budgeting process, we proposed changes and improvements to five financial policies as described in the Finance Committee section.

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

Online training was provided to Local treasurers and chairs. Throughout the pandemic, members continued receiving ongoing training for their roles to ensure expenditures follow internal policies and procedures. Working with Finance and Accounting staff at AUPE, we ensured members became acquainted with internal AUPE financial practices, policies, and procedures that assist them in their day-to-day Local banking business. Shorter sessions were also provided to ongoing Local chairs and treasurers on non-election years. The increasing reliance on online services

makes this training practical and needed. I have been actively working with ATB to ensure Local chairs and treasurers have access to necessary online tools. This ongoing work is crucial for our members as the technology and internal processes at ATB need to be aligned to meet Locals needs. While ATB has technological limitations, specifically online transfers, to service our Locals, we have continued to highlight their importance to ATB staff. Through our ongoing meetings with ATB, I am pleased to report that day-to-day services to Local treasurers have improved. In the fall of 2022, we will be providing additional training for Locals and Area Council.

### **Benefits for Retired Members / Sunlife Assurance**

The member retirement benefit set up through Sun Life Assurance Company of Canada (Sun Life) and CUMIS General Insurance Company continues is another service for our retiring members. Eligible members, who are retiring or are already retired, have the option to apply for group insurance coverage (e.g., health, travel and dental). During the 2022 Convention, Dan Kickham on behalf of Sun Life will be present at the event trade booth. This is an opportunity for Locals and Chapters to ask specific questions regarding retirement insurance.

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

### **Health and Safety, and Online Business Continuity**

As the COVID-19 pandemic continued into 2021, the Executive Committee approved an extension to no gatherings of meetings at AUPE to ensure the safety and health of its members and staff. The Executive agreed that the democratic process, including AGMs within AUPE to elect officials, needed to continue. I held meetings with potential companies that presented to the Executive to determine their ability to deliver online meetings to members, so that the Locals could hold their AGM meetings. While members are now able to meet face-face, there is the ability to hold online meetings in the future if required.

### **Infrastructure Highlights**

In 2022, as health and safety restrictions were lifted by health officials, staff and members started utilizing the new AUPE Headquarters. The completion of the new AUPE building project, during the last five years, was an initiative approved by Provincial Executive (PE) and there were appointed members for the PE Building Sub-Committee. The PE Building Sub-Committee oversaw the design and construction of the building, and Provincial Executive approved all the needed funds to complete the project. The project was over five years of dedicated efforts by staff (Finance and Facilities) and Provincial Executive and PE Sub-Committee members. The project used an ongoing collaborative approach and expertise from realtor brokers, engineers, architects, lawyers, members, and AUPE staff and management. Working together with all these representatives was essential to completing the building.

Specific highlights of the new building include silver LEED certification and WELL v2 certification as advised by the PE Building Sub-Committee. First, the LEED certification program assesses building design and construction regarding energy efficiency, water usage, air quality, and choice of building materials as well as environmental factors. In fact, the LEED certification assists increasing AUPE's environmental profile through its high-performing, resilient building that reduce carbon emissions, save water, conserve energy, and reduce waste. We are hopeful that this investment in environmental performance would also provide savings to our revenues as efficiency is increasingly achieved. Second, the WELL building standard version 2 (WELL v2) is used and implemented by buildings and organizations to deliver more thoughtful and intentional spaces that enhance human health and well-being. WELL v2 includes a set of strategies – backed by the scientific research – that aim to advance human health through design interventions, operational protocols, and policies which foster a culture of health and well-being. Built upon the first version of the WELL building standard (WELL v1), WELL v2 draws expertise from a diverse community of WELL users, practitioners, public health professionals and building scientists around the world. WELL v2 includes key strategic themes that support how workplaces, such as AUPE, can rely on prevention, preparedness, resilience and recovery regarding COVID-19. In brief, both LEED and WELL certifications are important achievements for AUPE's new building overall. The number of financial inputs and resources allocated for this project were sufficient to deliver on the mentioned certifications and the building overall. The completion of the new building was a collaborative success, and a value-add asset for the future of AUPE.

As far as lessons-learned, we would have liked architects to invest more time on the design of the internal space. However, as costs were re-calculated by the construction company, that would have driven the final costs significantly higher. AUPE's lending institution would have had to adjust its lending rates as borrowing needs increase. Exceeding approved costs by Provincial Executive for both design and construction were unattainable. For those reasons, we had to be prudent, and a ceiling cap had to be placed on how much AUPE could allocate to the overall project.

With respect to the sale of Solidarity Place, the goal is to continue identifying potential buyers. Work has been ongoing with AUPE's agent, seven different buyer groups toured Solidarity Place over the past year. The vacancy rate in the west end of the city has decreased to 19.48 percent (from 21.10 percent last year); however, interest rates have increased (estimated between 5.63 to 9.63 percent according to AUPE's realtor). One potential buyer changed direction as the process evolved, interest rates increased and failed to secure financing. The goal is to continue identifying purchasers that want to acquire Solidarity Place.

## **COMMITTEES HIGHLIGHTS**

### **Finance Committee**

Financial policies continue to be improved to achieve greater efficiency as outlined in the Finance Committee report. The intent is to streamline policies for both service improvement and make them financially sustainable over the long term for our members. I worked and collaborated with the Finance Sub-Committee and the Finance Committee to review and enhance five financial policies as presented in the Finance Committee report. For the past two years, the Finance Sub-Committee has met online to review these financial policies, so that the Finance Committee could recommend improvements to Provincial Executive. Improving financial policies is work in progress and will benefit our membership down the road.

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

The Provincial Executive (PE) Sub-Committee provided direction on the design and construction of the new AUPE building, including the support for LEED and WELL standards. The PE Building Sub-Committee provided feedback for the terms of reference, including roles and responsibilities to ensure delivery of the project within the agreed financial parameters and timelines. The PE Building Sub-Committee provided direct input into the guiding principles that identified the design and construction of the building. During the pandemic, the PE Building Sub-Committee has been engaged and provided further advice and recommendations regarding the new AUPE Headquarters including touring the new building to verify its completion.

### **Furniture Sub-Committee**

Further to the new AUPE building project, I worked on the furniture project which required furnishing the entire new facility. For the past year, I collaborated with a Furniture Sub-Committee made up of a furniture lead (vendor side), Employee Relations, and Facilities. To deliver the furniture project, we engaged three companies that submitted their bids. The successful vendor delivered a better product within the allocated budget for our staff and members. We had subsequent meetings to assess how they could seamlessly deliver on the furnishing products that AUPE required for the members areas and the staff. Furnishing the new building involved design, available space, and financial considerations. Overall, the furnishing project took about one and half to two years to complete.

### **Other Building Update**

Several years back, Provincial Executive approved the purchase of an office in Calgary known as the Stockman Center. I am pleased to report that the Calgary Office will be paid by the end of September 2022.

### **Pension Education**

COVID restrictions continued to affect how PSPP and LAPP members accessed pension and retirement information in 2021 and first part of 2022. The Pension Committee collaborated with PSPP and Alberta Pension Services Corporation on behalf of LAPP and facilitated new pension education sessions, on more topics than ever before. Members have opportunities to attend live webinars on the Power of Your Pension, Termination, Buybacks, Preparing for Retirement, Retirement Options, and others, where they learn valuable and timely information right from their desk or phone. In winter 2021 and spring 2022 LAPP and PSPP presented 19 educational webinars to 1,086 plan members and are scheduling similar offerings for September/October. The Pension Committee will continue to advocate for members' access to timely, relevant, and accessible information about their pension benefits.

### **Other Leadership Vision**

One of my goals over the past number years was to build a closer relationship with the Building Trades of Alberta (BTA). Approximately 67 percent of AUPE's new Headquarters had union trades workers assisting in the construction of the facility. From our ongoing work with BTA, our Executive has been invited to the BTA convention this year. For next year, there might be an opportunity to have the new Headquarters to get LEED gold certification as well as purchase solar panels to minimize operational costs, reduce carbon emissions, and benefit our financial bottom line.

AUPE has been invited to participate and attend the Alberta Municipalities Trades Show in the Fall of 2022. This would be a great opportunity to showcase the work that AUPE has been doing the past two years during the ongoing pandemic.

The UBC Legislator Program training will begin face to face in 2023. We hope to send a new cohort of Provincial Executive and Local leaders for training.

I want to thank you all for attending this year's convention and for putting my trust in me as Executive Secretary-Treasurer during this term. Let us move forward together to achieve our future goals and dreams.

In solidarity,

Jason Heistad  
Executive Secretary-Treasurer  
Chair, Finance Committee  
Chair, Pension Committee  
Sponsor Board Member, Public Service Pension Plan

## **OFFICERS' REPORT**

### **Vice-President Sandra Azocar**



To the officers, delegates, life members, observers and guests of the Alberta Union of Provincial Employees 45th Annual Convention,

Greetings union family,

I would like to bring my greetings of solidarity and to give a warm welcome to all those attending this 45th Annual Convention of the Alberta Union of Provincial Employees. Coming back in person after two long years, feels energizing and so necessary. As I write my first convention vice-president report, I find myself reflecting on the many changes that have taken place since I was last in this position in 2012. One thing that has remained constant is the passion and activism of many of the members that make up this union. Since being elected in December 2021, I have had the opportunity to become familiar with new administrative and organizational processes that are currently in place and that will undoubtedly, help me do a better job as a vice-president. I have also had the opportunity and privilege to reconnect with many members and to meet new Provincial Executive, Local and Chapter members. Meeting our members and hearing their stories is what gives meaning and purpose to this position.

Unfortunately, I finished 2021 with COVID and let me tell you that in my case, Omicron was not as mild as they tout it to be. This slowed me down for days as I was quite ill and lacked energy and ability to do anything else but to move from my bed to the couch.

With that being said, I recovered and started the year on the Concordia University of Edmonton faculty association picket line. In between picketing and being part of the solidarity actions subcommittee, it was a great way to start 2022.

As part of the executive division of work, I was assigned the northwest part of the province and as a liaison to Locals 012, 056, 071, 043 and 118. I am very appreciative of the opportunity to travel throughout the northwest portion of this vast province. This has afforded me a wider lens from which to analyze issues and has forced me to think outside of the realities of coming from a large urban center. Fully understanding the barriers to participation, the political landscape and history of our members in smaller communities must play a leading role as we continue to attempt to re-engage our membership. AUPE is a provincial union, and it must seize the power that these members have, if we want to see our union continue to be successful.

With AGM season starting shortly after the new year, it was extremely refreshing to have the opportunity to hear directly from our membership regarding the issues facing them in their worksites and in their communities. It was important to reconnect with members after two years of living under a pandemic that prevented us from having those essential face-to-face encounters.

In late February, the government's Throne Speech, followed by Budget 2022 left a lot to be desired. We know that the claims of a "balanced budget" is not always descriptive of the impact to frontline workers and everyday Albertans. We are now clearly hearing from our members, the insidious way in which this budget was balanced on the backs of the most vulnerable, all front-line workers, and the public services we provide.

Despite promises of "historic investments" and increasing healthcare capacity, many of the funding increases are being put towards long-term infrastructure projects and not to address the many issues that have created a crisis in our overstretched and understaffed healthcare system.

Historically, pandemics have forced humans and policy makers to attempt to learn from, and to break with, the past and imagine their world anew. COVID is no different, yet what we see is a government that has failed to learn from this pandemic and is adamant to follow their playbook of undermining, under resourcing and understaffing public services in this province.

Privatization of healthcare continues to be the modern operandi of this government as they double down on the acceleration of the Alberta Surgical Initiative, increasing the number of operations performed in chartered surgical facilities to supposedly reduce wait times. We are seeing the ongoing privatization of tertiary services including inpatient food services, laundry, and linen services. We continue to see the disrespect shown to those members who provide general supports in our healthcare system. Anyone who understands the healthcare system knows that without each of the roles those members play in our healthcare, it would simply not work full-stop. With the adage of “an injury to one is an injury to all”, we will need to stand up for public healthcare and public services.

Privatization of any of our public services simply has the potential to turn over our resources, public dollars and staff to private companies that will be subsidized and profit from public money, rather than put towards improving our existing public services.

The two years of this pandemic and its several variants have had a life altering impact on us, our families, and communities. When we add a government that has consistently failed to lead and keep us safe, we will need all of us to push forward and protect the public services that our members provide to Albertans. I am looking forward to being part of the struggles that as a union we will undoubtedly continue to face.

### **Bargaining Issues**

It goes without saying that trade union's main role is to negotiate contracts that will improve the life of the people that they represent. Contracts that will reflect the respect and monetary recognition that our members deserve. This pandemic shone a light on the essential and vital importance of each of our jobs.

The fact that our members, for the past two years, kept the services that Albertans rely on going day after day, risking their own lives and their families while doing it, has fallen on deaf ears. It has been a struggle to achieve contracts that keep up to rate of inflation or reflect the value of the essential services we provide. Wages that do not keep up with inflation will simply see our members standards of living erode over time.

For many if not all bargaining tables, we saw employers use the same playbook of starting wage negotiations with offensive rollbacks, only to come back with meager wage and benefit increases.

I strongly believe that as western Canada's largest union we need to start negotiation from a place of power. Our goal for recovery after this pandemic should be full employment and a new social contract. We should be seeing public investment in the care economy and education both which form the backbone of stimulus that reduces inequality. Well organized and strong collective bargaining can revive demand and income while putting an end to a business model that allows companies to take no responsibility for their workers. We need to be more militant and use the lessons learned from this pandemic to push for wage increases and improved work conditions.

Using the strategies and tactics that our union will be focusing on as part of the Strategic Plan, we need to organize, educate, and mobilize our members to be ready for upcoming rounds of negotiations. Enough is enough!

### **Grievance Review Board**

As you many know that part of the role as a vice-president is to be part of the Grievance Review Board. If I could put into a few words what I have learned in this process over the years, it would be that as union members we must and need to know and understand our collective agreements. As vice-presidents we see the shortfalls of existing contracts. Shortfalls that can only be addressed during the bargaining process. Over and over, we see collective agreements that limit and sometimes prevent our membership from having their concerns heard through the grievance process. Over and over, we see collective agreements that could be improved at the bargaining table and set the groundwork for the protection of our members.

### **Standing Committees**

One cannot emphasize enough that Standing Committees play an integral part in this union. They help to build collectivism and provide a space for our members to improve the lives of our members, their families, and communities. For this term I'm fortunate to be the chair for AUPE Women's Committee as well as the Pay and Social Equity Committee. The committee reports will outline in detail the work being undertaken by these two committees and the resolutions brought forward for your consideration will help to set the foundation for the tactics that we have as a group developed.

### **Political Landscape**

As a non-partisan union, we can ensure that we recognize and respect the political diversity of our union members. However, to ensure our survival as part of Alberta's and Canada's labour movement we must continue to be politically involved. We must continue to protect the gains we have won through collective bargaining and to promote justice and equal economic opportunities for all.

Through political involvement and by acting collectively we set our own agenda and elect politicians who either believe in the same things as us or who “see the light” because of the number of votes we represent. At the end of the day, it is our collective strength and our commitment to political action that will convince governments and business to do the “right thing”. To achieve this, we must educate and organize our membership around issues, strengthen our coalitions with civil society groups and elect politicians who represent us. This entails our ability to hold them to our agenda. Our members will have that opportunity as we move towards a provincial election.

## **OTHER RELATED DUTIES**

### **Alberta Pharmacare Working Group**

The Alberta Pharmacare Working Group (APWG), which is comprised of a coalition of seniors', labour, and advocacy organizations, has been working to bring attention to the need for a national, universal pharmacare program. Executive Secretary-Treasurer Jason Heistad and I are alternating in representing AUPE in the important work that this working group has been doing in this area.

Alberta, as a province with a patchwork of 23 public drug and supplementary benefit plans, is a stark example as to both the costliness and ineffectiveness of our current fragmented model of drug coverage. As a result, nearly one quarter of Alberta households report financial barriers to accessing their prescribed medications. Moreover, the Alberta government, in the interest of savings, made changes to the Seniors' Drug and Supplementary Benefits program. Ultimately leaving 46,000 non-senior dependents without drug coverage as of March 2021.

We further saw the loss of drug benefits as people lost their jobs during COVID.

The implementation of a national pharmacare plan would be the first major expansion of our public healthcare system since the inception of Medicare.

Rather than short-term solutions that leave people to fall through the cracks, we need a long-term vision for the health and well-being of all.

On July 29, 2022, the APWG met with Blake Desjarlais-MP Griesbach and Heather McPhearson-MP Strathcona, to push for a national, single-payer Pharmacare program will ensure that all Canadians have access to the medications they need, independent of factors including age, marital or employment status, or where they live. Work will continue in this area and this working group will have much more to do and say in the next few months.

### **Summary**

It has become almost repetitive to say that union involvement has been adversely impacted due to living under a pandemic for over two years. This fact has shone a light on the work that we must do to refocus, rebuild, and reenergise our membership. It is my hope that the work that we are doing around the union's Strategic Plan will help to focus not only our resources but also our energy. As a union we need to organize to be in a better position to bargain stronger and fair collective agreements, to be in a better position to address barriers to member's participation, to be a powerful force to stand up to those that seek to attack our role in our communities and society. Organize to have more political and union mentorship opportunities for younger members. We need to organize to come together as a democratic and united force.

I would like to thank you for affording me the opportunity to be part of AUPE's leadership team. I'm humbled and committed to the work that is ahead of us all.

I would like to take this opportunity to express my gratitude to Mary Guido, without her support, extreme patience, flexibility, hard work, professionalism, and smiles, AUPE would not be the same. My gratitude to Tammy Lamoureux for her patience and ongoing hard work. The staff of AUPE also deserves a special recognition, as without their expertise, professionalism our union could not function as such. They make things happen, and it has always been a great experience to work with such dedicated professionals.

“Leadership is not a position but an action.”

In solidarity,

Sandra Azocar  
Vice-President, Northwest Region  
Chair, Pay and Social Equity Committee  
Chair, Women's Committee

## **ACTIVITY REPORT (Sandra Azocar)**

### **December 3, 2021 - January 19, 2022**

- Elected December 4, 2021
- Local 005 meeting
- Executive meetings
- Various meetings with PSE in support of CUE strike
- Local 040 meeting
- Local 006 meeting
- Townhall meeting with Living Waters – bargaining
- Local 095 meeting
- Local 052 meeting
- Picket line for CUE Jan 4th-14th
- Local 043 meeting
- Local 045 meeting
- Local 056 meeting
- Local 048 meeting
- Local 118 meeting
- Provincial Executive meetings x 2

### **February 13 – April 8, 2022**

- Local Chairs meeting
- Multi Health meeting
- Local 009 Council meeting
- 1GX meeting (NACIS)
- Local 047 Council meeting
- Local 042 Council meeting
- Local 052 Council meeting
- Local 045 Council meeting
- Local 043 Council meeting
- Local 043 strategic planning meeting
- PSE bargaining meeting
- Dying for action rally
- Women's Committee meeting
- PSE Action Committee meeting
- IWD event/rally - brought greetings from AUPE
- IWD forum – panel presentation
- Local 043 meeting
- COVID anniversary rally
- IDEC meeting
- Executive meetings
- Local 020 Council meeting
- Local 003 Council meeting
- Local 006 meeting
- GRB x 2
- PE operations meeting
- Various Chapter AGMs – travel to LeCrete, Peace River, Manning, High Level, Grande Prairie

### **April 9 – June 25, 2022**

- Local Chairs meeting
- Multi Health meeting
- Various Chapters meetings – travel to Peace River, High Level, Mayerthorpe, Grand Prairie, High Prairie, Whitecourt, Barrhead
- Area Council meetings – travel to Grande Prairie, Jasper, Whitecourt
- Local 071 strategic planning session
- Local 012 strategic planning session
- Local 118 strategic planning session
- Local 056 strategic planning session
- Local 043 strategic planning session
- Local 043 AGM
- Local 012 AGM
- Local 118 AGM
- Local 005 AGM
- Local 054 AGM
- Local 047 AGM
- Local 006 (NACIS) 1GX organizing meetings
- March on the boss – action NACIS
- IWD rally

- Paid sick days rally
- Wetaskiwin GSS information picket
- Taber Good Sam information picket
- Rally for public health
- Parkland Institute Gala
- GRB x 4
- Friends of Medicare AGM
- May Day – bring greetings from AUPE
- Public healthcare rally – bring greetings from AUPE
- Local 003 meeting
- Choulli/Cambie and their Impact on Public Healthcare – Webinar
- Panel discussion and presentation – Socialist Fight Back – Pickets Lines Mean Do Not Cross
- Tactic development training

### **June 25 – September 9, 2022**

- BBQ Local 095
- Local Chairs meeting
- Pay and Social Equity meeting (2 days)
- Working meeting for Grandparent's Day picnic
- Women's Committee meeting
- Dove Award presentation dinner
- GRB
- Executive meeting
- Legislature site visit
- Living Waters organizing meeting
- Corporations want your Blood - Webinar
- Local 056 tactic development working group
- Local 012 tactic development working group
- Local 071 tactic development working group
- Meeting with APWG – meeting with Blake Desjarlais, MP and Heather McPhearson, MP
- Check in with staff – Women's Committee
- Local 118 tactic development working group
- Local 054 BBQ
- Pay and Social Equity meeting
- Local 054 Council meeting
- Local 043 tactic development meeting
- Meeting with disability advocate
- Living Waters board meeting
- Women's Committee meeting
- Local 056 tactic development working group
- Pride Parade Calgary
- Pay and Social Equity meeting
- Grandparents Day picnic
- Provincial Executive meeting x 2

### **September 10 – October 29, 2022**

- Local 048/095 picnic/BBQ
- Local Chairs meeting
- Convention training Local 043
- Local 043 meeting
- Local 056 meeting
- Local 118 meeting
- Local 012 meeting
- Living Waters public townhall meeting - Edson
- Daughter's Day tabling PSE Committee
- Living Waters public townhall - Whitecourt
- FOM Fundraising Gala
- Living Waters public townhall meeting – Slave Lake
- Executive retreat – 3 days
- Local 071 meeting
- Local 056 social
- AUPE 45th Annual Convention

## **OFFICERS' REPORT**

### **Vice-President Bobby-Joe Borodey**



Greetings to my union friends, and family,

Welcome to the 2022 AUPE Annual Convention – It is amazing to come together once again to participate in an annual convention which looks and feels very similar to our pre-pandemic way of life. Throughout my AUPE journey I have always looked forward to this event and appreciate the opportunity to reconnect with friends, meet new people, as well as reflect on the previous year, and collaborate how we as a union will tackle future challenges. Convention is a time to re-energize and reconfirm confidence in your union, and hopefully this will once again be the outcome for the delegates, observers, life members, guests, and staff in attendance this year. As a member of AUPE and a vice-president, I am incredibly proud our membership consists of people who work tirelessly for others, who continue to show up even when they would rather not, and who are some of the most respectful and passionate humans I have ever met. Being elected to represent such an amazing group of people is both humbling, and gratifying. I wish to thank everyone for the trust you have placed in me as a vice-president and know that I am committed to adding value to AUPE every single day.

### **Embracing Change, Moving Forward**

While I am confident many people would prefer to forget living through a pandemic, I hope we can embrace the notion that every experience, whether positive or challenging, is an opportunity to grow. The last couple of years should be unpacked and thoroughly examined, and will likely result in many changes, both small and large. Revisions to current processes and policies, as well as an increased use of technology in our union environment are a couple of areas where changes will be focused. Embracing change can be a difficult task, especially when it occurs in large quantities. However, if we are committed to ensuring no one is left behind, change may be exactly what is needed to move AUPE forward.

While I strongly believe it is integral to our success that we keep focused on our future, we cannot forget where we were headed as a union just before the world shut down. An extreme amount of hard work and resources were invested to assist members in getting to the state of readiness we were in, in early 2020. Direct action was taking place in every corner of the membership, and coupled with our labour allies, we were prepared to face off against the UCP government and their tyrannical agenda of privatization. It is imperative we return to that state once again and then focus on exceeding it. The hurdles the public sector was facing pre-pandemic are still our reality, along with additional roadblocks. Now is not the time to stop and rest—the opposite is true. We need to rise to the challenge of fighting back once again against the threats of privatization and the outright disrespect we are currently facing. Let's use the experience and knowledge gained during the pandemic as leverage. Frontline services, and the people who perform the work are essential. This was made abundantly clear during the pandemic. If we are strategic, and dedicated to the same goals, we can be successful. Your union is capable of great things when we collectively come together as one. Please join the fight.

### **VICE-PRESIDENT ASSIGNMENTS**

#### **Region**

I am once again honoured to have been assigned the Calgary region for my second vice-presidency term. The pandemic began in early March of 2020, only four short months after being elected. With an immediate pivot to the virtual world, and union activities pausing while everyone learned to adjust to a new normal, it was incredibly challenging to accomplish the goals I originally had for my assigned region. This additional term in Calgary is very exciting, and one I thoroughly enjoy daily. It has been a pleasure to work with the 30,000+ members in Alberta's

largest city, encompassing all four sectors, including 17 of the 33 Locals, one Area Council, and 70+ Chapters. The Calgary folks, like all AUPE members, are incredibly knowledgeable, bring a variety of perspectives to our conversations, and show kindness to their coworkers and me every day. I am incredibly appreciative of the way the members have embraced me and continue to help me improve as a leader. Thank you, Calgary.

### **VP Local Liaison**

In addition to being assigned to Calgary again, I have also maintained my role as the VP Local liaison to Local 003 – Correctional and Regulatory Services, Local 039 – Southern Alberta Institute of Technology (SAIT), Local 045 – AHS Calgary Zone Auxiliary Nursing Care (NC), Local 048 – Continuing Care Separate Employers South, Local 052 – University of Calgary, and Local 095 – AHS Calgary Zone Government Support Services (GSS). The six Local chairs, and their Local Executive have embraced me with their kindness, included me in their decision making, and together we have, and will continue to serve members to the best of our ability. Thank you, Locals 003, 039, 045, 048, 052, and 095.

### **Standing Committee**

It is incredibly humbling to again be chairing the AUPE Human Rights Standing Committee. I am thrilled to be working with a committee of intelligent, diverse, and positive members. Cultural norms are drastically changing as the human rights movement evolves, and AUPE should expect great work from this group. Thank you, Human Rights Committee.

### **Relationship Building/Activity Briefing**

In Article 11 of the AUPE Constitution, the responsibilities of the vice-presidents are outlined. When I read the list of duties contained within this article, I believe the common thread, or prevailing theme is it is necessary to engage with members. It would be impossible to be an effective leader without understanding the concerns, needs, and scope of work of the membership. Meetings, events, and conversations are the only way to adequately grasp where members are at professionally, and what direction we need to steer the labour movement in to improve their lives. The very best part of being a vice-president is spending time with members and building relationships. The list noted below is a snapshot of how I work to achieve this goal:

(Please note: This list is inclusive but not exhaustive, nor is it in any type of order, and my participation may have been in person, virtual, or both depending on the timing and frequency of the activity)

- Grievance Review Board (GRB) hearings
- AUPE rallies
- Labour ally rallies
- Information pickets
- Chapter meetings (Executive and General)
- Local meetings (Executive and Council)
- Inaugural chapter annual general meetings
- Site visits
- Bargaining strategy workshops
- Organizing initiatives
- Collective agreement information sessions
- Public Interest Alberta (PIA) Post-Secondary Education Task Force meetings
- Human Rights Committee meetings
- Executive Committee meetings
- Provincial Executive meetings
- Area Council meetings and events
- Local Chairs meetings
- Multi-Health meetings
- Media training
- Inclusion, Diversity and Equity workshops and webinars
- Town Halls (Bargaining – GOA, NC, and GSS, Contracting out update in GSS)
- Meetings with labour allies
- AUPE employment interviews
- Calgary Chapter Annual General Meetings (81 meetings in total)
- Local Annual General Meetings

- Calgary Area Council Annual General Meeting
- Lunch and Learns
- Chapter BBQ's
- Member appreciation events/giveaways
- Operations meetings
- Steward's workshops
- Acting President
- Strategic Planning council meetings
- Tactic development sessions

As noted above, this list does not completely capture all the ways I have engaged with staff, labour allies, the community, and members since my last report in 2021. As a 24/7 organization, outreach occurs all hours of the day, as well as throughout an entire week, and as such email, telephone calls, text messages, and one on ones in person or virtually, are an ongoing necessity.

### **Virtual Annual General Meetings (AGMs)**

With the pandemic protections still in place in the early months of 2022, we found ourselves in a position where it was deemed safest to move forward with Chapter AGMs being once again hosted in the virtual space. Even though many Chapters were tired and frustrated by the pandemic limitations, and viewed the virtual platform as less than desirable, I am extremely appreciative that everyone was amenable to moving forward virtually. Once complete, a debrief of the 2022 AGM season showed an overall improvement in attendance and interaction compared to the previous year. I wish to thank the members in Calgary, and the six Locals I am the VP liaison to for your continued commitment to the democratic process, and your willingness to embrace technology. Healthy participation is what makes AGMs a success. I look forward to exploring new ways to make attending union meetings and events more accessible for members, and trust that one side effect of the pandemic will be a need to embrace a hybrid meeting model moving into the future.

### **Strategic Plan 2022-2024**

In addition to the good work already being done, AUPE is also undertaking the task of developing a Strategic Plan that will help future-proof our union. This two-year, dynamic roadmap encompasses the many stakeholders under the AUPE umbrella and includes unique and customized strategies for each of the 33 Locals. I have personally had the privilege of facilitating the initial strategy planning sessions with the six Locals I am the VP liaison for, and I have also been fortunate to assist in several of the follow-up workshops focused on tactic development. Strategic planning is an integral part of creating future goals and establishing direction, as well as helping to focus and prioritize our union efforts. To achieve one's goals requires planning, foresight, and hard work. I am confident that the resources we are currently committing to this strategic planning process will lead to a great return on investment in the short term, as well as the years to come. Good governance lends itself to good things.

### **Gratitude**

Rarely does success rest on the shoulders of one individual. The phrase, "teamwork makes the dream work" I believe captures the culture within AUPE. As such, I wish to express my gratitude for the many individuals who ensure that when we work **T**ogether **E**veryone **A**chieves **M**ore.

The role of an executive officer is both challenging and rewarding, and if it wasn't for the daily support, and encouragement of my fellow executive officers, I am confident I would struggle to be as impactful as I would want to be as a VP. Brothers Smith, Heistad, Dempsey, and Graham, along with sisters Azocar, Gostola, and Slade are amazing humans. I learn so much from each of them, and I consider myself incredibly fortunate to be on their team. Thank you.

In an organization as large as AUPE, we wouldn't be able to fight the battles we are required to fight daily without the assistance and support of amazing staff. AUPE is incredibly fortunate to have a staff with a wealth of knowledge, experience, and compassion, and who prioritize the needs of members above all else. Without the assistance that membership service officers, organizers, negotiators, IT support, resource staff, professional administrators, communication officers, maintenance professionals, managers, directors, and all the other AUPE professionals provide, we would not be able to be the effective and successful labour powerhouse that we are. Thank you.

Additionally, I would also like to extend a special thank you to Mary Guido, Tammy Lamoureux, Desiree Schell, and Carl Soderstrom; without their wisdom and dedication to helping the executive, I fear we would struggle immensely. Thank you.

To my family (including my dog Ollie), thank you for being there for me. This current leg of my leadership journey is one that we are on together. Without your patience, support, and assistance I couldn't do it. Thank you.

And finally, I wish to thank the members - YOU. A union's ability to be successful is directly proportional to the strength from within its membership. Without a strong Provincial Executive, active Component Officers, and talented grassroots members, we would be a union in name only. And we know that actions always speak louder than words. The power is in the hands of the members, and AUPE members are an inspiration to the labour movement. I appreciate you immensely. Thank you.

The road ahead will always be uphill. Once we tackle one labour challenge, we will inevitably find ourselves confronted with at least five more. While this can be daunting, and overwhelming, it's important to note that times of uncertainty are also times of opportunity. If we continue to take on the challenges together, we will only get stronger, and solidarity will prevail.

Please remember to stay strong, stand tall, and be kind to one another.

Respectfully submitted in solidarity,

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

## **OFFICERS' REPORT**

### **Vice-President Mike Dempsey**



Dear sisters, brothers, and fellow workers,

Greetings to all the delegates, observers, and guests of the 45th Convention of the Alberta Union of Provincial Employees.

I was first elected to serve nine years ago, for which I thank you for allowing me the great privilege of representing you! The work can be complex, and the hours long, but it has all been worth it! The UCP government that we are all currently struggling under has created numerous challenges for us all, which means that there is no shortage of opportunities to work on your behalf.

To those convention delegates who are new, here's my biography. I am an Environmental Protection Officer from Local 012 (Government of Alberta), currently on a Leave of Absence, who has worked in the mountains, forests, and waterways of Alberta since 1982. I have been active in the union for most of those years, serving in my Chapter executive for 31 years, four years on the Anti-Privatization Committee under then Vice-President Guy Smith, almost all Local 005 executive positions including Provincial Executive, and four terms on the General Services Bargaining Committee, including two as vice-chair. Prior to being vice-president, I served as a strike captain in Edmonton and Calgary at Monterey, Revera Riverbend, and Hardisty, and have taken most of the courses offered at Labour School over the years while I was in those executive positions.

I currently represent our members in northeastern Alberta. I have also represented both Edmonton and Central Alberta in the past. In addition, I have served for nine years as a board member of the PSPP (Public Service Pension Plan), and two years as a sponsor board member of the LAPP (Local Authorities Pension Plan). I have also been extremely privileged to chair the Committee on Political Action for my whole tenure as vice-president. I also sit as an ad-hoc member of the Pension Committee. And finally, I am a board member of the Parkland Institute, which is a non-partisan research institute situated at the University of Alberta.

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

Now let's look at the substance of what I was up to in the past 10 months—or should I say seven months, as I am writing this in mid-July.

#### **AGMs**

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

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

Having lost the AGM season in 2020, we were determined to hold virtual ones in 2021. With assistance from Kiwi Productions, we pulled it off, but the season ran late into the summer with Chapters, until the end of September 2021 for Locals and Area Councils.

With the fifth wave of COVID very much in play in early 2022, we opted to go for virtual/hybrid AGMs, which resulted in somewhat better participation than in the previous year. This allowed us to get quorum at more sites. For the most part, our AGMs finished on time, both Chapter and Locals, with some outliers beyond the constitutional deadline being permitted for the sake of getting business done in these very challenging times.

The biggest challenge I had was getting Area Council AGMs going, which makes sense, since Area Councils are all about the social activities we do, and we hadn't done any in so long, and face it, COVID was/is still a thing.

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

### **Strategic Planning Initiative**

By now I'm sure you are all aware of AUPE's strategic planning initiative. In fact, I'd wager that most of the folks reading this attended a meeting at the Chapter, Local, or Provincial Executive level where you made aware of this through a PowerPoint presentation, with discussion and planning at the council level and later through your tactic development Local sub-committee.

In addition, as you read this most of your Locals should have already settled on their tactics and some will have already implemented them.

The whole point of this process is to bring us all together after two years of virtually no contact, to unite us, to give us purpose, to reach out to our membership and help rebuild their confidence in their union.

That most of you chose Workplace Power as the springboard to jump off to reach your membership is therefore not surprising. Helping to educate, inform, and empower your members to become more active and to fight back against an often aggressive, bad-tempered employer will go a long way to winning back the membership.

Thank you, all those who stepped forward to help look after your fellow workers. I will be with you every step of the way.

### **True Solidarity**

With such a worker unfriendly government as the UCP has proven themselves to be, it has become critically important to develop closer and stronger relationships not only with each other, but with our labour allies as well. On several occasions in the past few years, I have travelled to Fort McMurray and met with labour leaders from the major unions in the north, including Unifor, CUPE, ATA, UNA, and the Steelworkers to discuss issues of mutual concern, as well as to gain an appreciation of the difficulties our allies are dealing with. This government is coming after all workers and it is important that we encourage each other, share ideas related to organizing and show true solidarity by attending each other's demonstrations and social functions.

### **RAPID**

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

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

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

In addition to extra work for no more remuneration, the officers, members of Locals 003 and 005, were in a stalemate with government negotiators, which wanted to reduce their current salaries by 4 percent.

Fast forward to December 2021, and through hard bargaining, our members in the RAPID program not only didn't take a 4 percent pay cut but got a salary modifier of 8 percent more added to their pay cheques.

As an ironic twist in the spring of 2022, the employer removed 10 fish and wildlife officers from the program, a program they claimed needed as many staff as possible added to it to battle rural crime.

This story is not yet finished.

### **Bill 11 – Continuing Care Act**

This is still an emerging story that, in the current format, cannot have a happy ending. I say emerging, as while the act was passed in June 2022, the regulations won't be developed and implemented until the spring of 2023.

It is known that we have a rapidly aging population in need of more hands-on care. It is known that currently, seniors in care are not getting the minimum number of hours to ensure a healthy and happy experience in private long term and continuing care facilities. However, now that the act has been passed, it is now known that said act will not bring about a brighter world for either our members or residents of long term, supportive care facilities, and in some cases, home care either.

The new act will bring about more private for-profit spaces, not public. It will enable less hours of care so that theoretically, more seniors could be served. The skills needed to serve those in care will be devolved somewhat to accomplish this.

The new act will enable more home care, which sounds fine on the surface, but it will be offered to folks who may be beyond a home care option. Also, standards of home care are notoriously hard to enforce, and workers' rights are more difficult to monitor.

As the vice-president assigned this portfolio, I will be watching how this legislation roles out and be communicating to both our members and the media when I see warning signs of healthcare degradation through privatization and de-regulation.

### **Wildland Firefighting Budget**

The only reason that this final piece is at the end of the report instead of at the beginning, is that we had a wet spring. When the provincial budget was released in the dead of winter it talked about "holding the line" with increases or cuts. So, when the department of Agriculture and Forestry released its budget, it appeared that no increases or decreases were occurring. However, as with most things this government touches, the devil is in the details. And the devil likes fire.

The wildland firefighting budget portion of the forestry budget showed a decrease of 10 percent. Consider this, at a time when the science of climate change is showing that more and larger fires will be coming our way, our employer cut staffing on the frontline – in detection, in initial attack, in fire supports. The employees we didn't hire back this year knew that their skills were in high demand, and so have gone elsewhere (usually BC) where their skills are very much still desired. Hundreds of years of experience were lost at the stroke of a pen.

Fortunately for the employer, we had a wet spring, and so we dodged a bullet. But that experience has been lost and we will pay the piper, sooner or later, by losing fires that we shouldn't be losing that will become much larger and hence more expensive to extinguish.

As a former forestry Local 005 member with 30+ years of fire experience, I was the vice-president tasked with speaking to the media on this. Over the course of two weeks this past spring, I was interviewed by our major news outlets in Alberta, and I warned what the repercussions would be by this rash decision. I hope I am wrong.

We know that the government doesn't believe in the science of COVID. Apparently, they don't believe in the science of climate change either. In fact, I'm beginning to think that they don't believe in any science at all.

### **The Year That Was**

Here is a snapshot of the normal workload I've been doing these past 10 months, on your behalf, or with you!

- Grievance Review Board (GRB) hearings
- Local meetings – live and hybrid
- Northeast Region Chapter meetings
- Area Council AGMs – live and hybrid
- Site Visits – I started doing these in late January 2022 (infrequent as of this writing July 2022).
- Local and Chapter AGMs – live and hybrid.
- Bargaining conferences
- Public Interest Alberta (PIA) meetings
- Committee on Political Action meetings (one every six weeks on average)
- Numerous media interviews: CTV, CTV, Global, Calgary Herald, Edmonton Journal, many regional newspaper
- Executive meetings (once every two to four weeks)
- Provincial Executive (PE) meetings (once every two months)
- Local Chairs meetings (once every two months, virtual and in-person)
- Multi-Health Local meetings (once every two months, virtual and in person)

- Public Service Pension Sponsor Board meetings (once every 2-3 months)
- Vantage Pension Conference, Banff (where I got COVID)
- Parkland Institute Board meetings and Annual Fundraising Gala
- Special events (retirements, memorials, funerals)

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

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

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

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

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

Finally, I have great appreciation for executive office assistants, Mary Guido, and Tammy Lamoureux. You are both truly amazing. Thanks for all your help and assistance with my often-complicated requests, reminding me of important report deadlines and meetings, and generally making my busy life much more manageable.

Yours in solidarity,

Mike Dempsey,  
 Vice-President, Northeast Region  
 Chair, Committee on Political Action  
 Ad Hoc Member, Pension Committee  
 Sponsor Board Member, Public Service Pension Plan  
 Board Member, Parkland Institute

## **OFFICERS' REPORT**

### **Vice-President Bonnie Gostola**



Fellow convention delegates and members of AUPE,

First, I want to send out a greeting to every member of AUPE. Our members have endured through tough times and have worked hard over the past few months to build back stronger than ever. It is nice to have the ability to again meet face to face, in a new venue. There is no more important event for this union. It is signaling a return to a new normal. I know how hard it has been to be an activist in the world we find ourselves. This is the beginning of a new level of activism which involves re-engaging worksites, and those members who work to make this province better, every day. We must all recognize the fatigue, the hurt, the indifference, and the perseverance with a focus on striving to move forward. The work never ends, and I hope that members find a new sense of power and activism. I have endeavoured to lead that message in my role as your vice-president.

After the convention of 2021, I hit the ground running. I asked to remain in the central region as I felt I was just gaining momentum with the Locals, Chapters, and Area Councils in that region. I felt I did not get the opportunity to truly explore the potential of the members across central Alberta. There were a few member events that took us into the holiday season, under the caution of COVID. Then it was straight into the planning for the AGM season. The Provincial Executive determined the need to continue to be diligent during the AGM season, choosing to adopt a hybrid model for the AGMs allowing for the continued use of digital media to host meetings, but also, to allow for some groups to hold in-person meetings. This model proved to be quite effective. Every meeting of the members allowed for the caution of the continued presence of COVID and gave all members in a component the ability to attend a meeting in the hybrid setting. I have to say, I became very technologically savvy. I can set up a monitor, speaker, computer, navigate both in-person voting and online voting. Again, the hybrid model allowed more members to be present in meetings and be an active participant in those meetings. Thanks to all of you who embraced the technology and made so many of the meetings I attended a success.

#### **AGM Season**

The AGM season began a little later than usual, but a full month sooner than in 2021. Beginning on February 15 and running right to the end of April. I was able to attend and host 65 first call AGMs, only had 12 second call meetings, which I attended four. Four of the seven Chapters that were considered defunct after the 2021 season were able to meet and form a Chapter. I could not have accomplished the success with every Chapter in the region without the work of the Chapter chairs and in some cases the Local executives who were able to host the second call meetings and assure the members have a component to represent their needs and address their issues.

As part of the representation of the executive team I am assigned to liaise with six Locals, as well. This year I was host to eight Local AGMs, assisting two of my fellow vice-presidents. I was also able to host seven Area Council AGMs and a total of eight of the ten Area Councils in the central region were able to get their meetings in before the end of June.

#### **OHS Committee**

I continue as the OHS Standing Committee chair. That committee did not hold its first meeting until February. Even though the committee had a late start, there was a lot of things going on in OHS in the employment of our members. In December of 2021, the government finally produced the regulations to accompany Bill 47. It was a long time coming and no surprise, many protections and safeguards for workers were removed and substantively changed how OHS rules apply to our members. I will cover some of those changes in the report of the OHS Standing Committee. The call for Rolyn Sumlak nominations went out prior to the committee being formed to give as much time to the

membership to put forward nominations. All the issues associated with COVID continued to be a focus as we worked into early 2022.

### **Media**

I continue to represent the membership in issues raised by and in the news, primarily speaking to issues in OHS. I thank President Smith for giving me those opportunities to express the views of the union in the media. I also want to extend a thank you to the AUPE communications department, who provide the talking notes and assistance with the media outlets who reach out to the union.

### **Strategic Planning**

This year AUPE is embarking on building a comprehensive Strategic Plan. In February, the Provincial Executive took on building the platform for the next two years. They created objectives for the members which were then passed onto the Local Councils to build strategies on how to achieve those objectives. During that step, I was able to work with six Locals in developing three main strategies to engage members and build a focus in the next two years. Those meetings were completed between mid-April and the end of June. At the writing of this report, I have also undertaken tactical development with members of the Locals of 058, 044, and 050 and by convention will have completed that step in the strategic planning with four remaining Locals. Also, by the time of convention, every Local will have in place their Strategic Plan and will be starting to put that plan into action.

### **Moving Forward**

It has always been my intention to be available to the members. I encourage members to reach out to me with questions and issues. I hope the members feel comfortable with that process. I like to believe that this is what members need from their leadership. I also believe the new process for arriving at the Strategic Plan for AUPE has involved input from more members than ever before. AUPE is doing its best to continue to meet the needs of workers across this province and in so many employment situations. I am excited to see what comes from the plans of every Local. I encourage members at convention to continue to be involved and embrace the coming months with enthusiasm for what this union is doing. AUPE is going to build out of the pandemic stupor and be stronger than ever and I am excited to be a leader and a driver in what comes next.

Thank you, for giving me the honour of continuing to represent the members in this union.

In solidarity,

Bonnie Gostola  
Vice-President, Central Region  
Chair, Occupational Health and Safety Committee  
Board of Directors, Friends of Medicare

## **OFFICERS' REPORT**

### **Vice-President Darren Graham**



Welcome to Convention 2022,

I would like to thank all the delegates for stepping up and putting your names forward, to be the voice for your Chapters and Locals at this year's convention. I would also like to extend a warm welcome to the observers, life members, guests, volunteers, and staff. Convention is a time of renewal and for those of you who are new to convention, please ask questions of those who have been here before and take the opportunity to engage in your convention, the governing body of AUPE. I am looking forward to a great in-person convention, where we can feel the solidarity of the best union in Alberta and go forward into the next year revitalized and ready to take on the challenges ahead of us.

Since being elected at last year's virtual convention, I felt like I hit the ground running once I transitioned out of my position with AHS at the end of December. AGMs started in February, and it felt like I blinked, and it was June. I have been really enjoying the position and transitioning into more face-to-face meetings and events with the membership. We have rebuilding to do within our union because of COVID lockdowns, but I have been encouraged by the enthusiasm of members and leaders to engage in revitalizing the components. We are moving forward and learning to live with COVID, and it is good to see the dedication and ingenuity the membership has shown in coming up with ideas to meet in person, and for that they should be congratulated. I want to thank all members of this union and for everything that you do to help the citizens of this province.

#### **South Region**

After last year's convention, I was assigned to the south region and the Anti-Privatization Committee. It is great to be back in southern Alberta, as a former member of Local 053 (University of Lethbridge), I was happy and excited to be assigned to southern Alberta. The south region covers everything south of Calgary (excluding Calgary) and goes to the British Columbia, United States, and Saskatchewan borders. The south region consists of 48 Chapters and three Locals (041, 053, 058) that are south region only. It has been great to meet many of you in person and I am endeavouring to get to more of your worksites throughout the year.

As part of my duties, I am the Local liaison for Local 004, 020, 041, 053, and 058. I have had the pleasure of working on the strategic planning process with these Locals and I am excited by the tactics they have developed and are continuing to flush out to fulfill the strategic goal of Workplace Power that they have all chosen.

#### **Anti-Privatization Committee**

Part of my duties also include the honor of being the chair of the Anti-Privatization Committee. The committee has focused on getting a program in place that will focus on providing a Fight Back Tool Kit to the membership so that they can organize and fight back against privatization in their workplaces while also bringing attention to the harmful effects of privatization in their workplaces and communities. More and more, we see attacks on front-line workers in every area of this union and this province. These shameful attacks redirect and cause division within organized labour, cause further separation of members, and increase in privatization to nominally save Albertans money. In reality, taxpayer costs go up over the long term, and workers' pay and benefits are reduced, so that non-Albertan companies can drive up profits for shareholders. This takes money out of our province, away from our families and out of our communities.

The committee has also refocused on the privatization in seniors' care by updating a campaign started with the previous committee. We have been able to collect data and generate statistics that show the impact COVID has had in for-profit care homes versus public care homes. For-profits care demonstrated higher confirmed cases of COVID for

residents (57 per cent) and staff (32 per cent), as well as significantly higher resident deaths (38 per cent). The Anti-Privatization Committee is partnering with the Women's Committee on getting this message out to the membership, public, and senior advocacy groups given their focus on seniors' issues.

Issues like these show the importance in the work our members do, and it also shows the importance for our union to strategically build a united body that can mobilize around issues that will affect our members livelihoods, families, communities, and public services provided to Albertans.

### **Annual General Meetings**

I am happy to report that I completed all Annual General Meetings for my assigned Chapters, Locals and Area Councils with my last AGM being held on May 31. Since the end of April, the majority of the AGMs were hybrid meetings, and it has been great to interact in person with the membership. Quorum was achieved at the majority of the AGMs with only a few needing a second call. One Chapter was handed over to the Local for a third call meeting and one did not achieve a meeting, the Local is reviewing the structure of that Chapter.

### **Strategic Planning**

The strategic planning sessions that I participated in, and lead, went very well. The Locals I worked with, all picked the Workplace Power strategy, and I would like to thank all the members that participated for their hard work and the ideas that they shared. I am looking forward to finishing up the tactical planning meetings with my assigned Locals and working with the Locals in implementing the tactics that they have come up with. This grass roots engagement will make our union stronger.

### **Local 042, Chapter 003 – Good Samaritan Society – Lethbridge/Taber**

Working with the Chapter, Local, bargaining committee and staff, I was able to organize meetings at the members request to discuss bargaining (or lack thereof on Good Sam's side) and some of the possible strategies that members can take to help their bargaining team. These meetings led to the members at the Taber - Linden View site organizing a well-attended information picket on June 7 for their site. I would like to thank everyone who showed up in support including Guy, Sandra, and Susan. The Chapter continued to push forward holding membership engagement events for their members in August.

### **Melcor Centre**

I have been engaged in the fight to help get our members who work for the GOA and AHS out of the Melcor Centre in Lethbridge. This unsafe building that our members have been assigned to work in, has had multiple (at least four since February) flood events occur in the building causing ceiling tiles to drop on members desks and in their work areas. There have also been issues with mold build up and bug and mouse infestation within parts of the building. We have received very good local media coverage on this issue and continue to push forward with the avenues we have available. So far, we have been successful in getting a commitment from the GOA to not renew the lease in this building, but that does not expire until May of 2025 which is too long. We will continue to push to get a safer workplace sooner. Thank you to all of those involved in getting a safer worksite for the membership and the public.

### **Grievance Review Board (GRB)**

Since the beginning of my term, I have participated in the Grievance Review Board, which is made up of three of the vice-presidents, legal counsel and senior staff and support from AUPE. It is a great responsibility that is not taken lightly and has been established to ensure that AUPE members are represented in a fair and just manner. The Grievance Review Board applies principles so that all members are ensured that the union's duty of fair representation is met and that the grievances have been thoroughly reviewed.

### **Negotiations**

I would like to extend my gratitude to all bargaining team members and staff throughout the union. Your hard work and dedication are one of the cornerstones of the union and can sometimes be the least recognized. I want to take the opportunity and highlight your dedication in standing strong for the membership and getting the best deals you feel you can negotiate. I personally feel that collective bargaining should always be at the forefront of our activities, once a collective agreement is achieved, we need to educate members on any changes in language, utilize the new language achieved and grieve the areas where we want to see changes occur in the future. We need to be union strong and support one another. What is lost or changed in one agreement may not have a direct effect on you, but it may have an effect on the services provided to your family or community.

## **Other Activities**

Other than the activities I mentioned above I have also, attended:

- Provincial Executive meetings
- AGM process meeting
- Connected with assigned Chapters/Locals
- Chapter AGMs
- Local Council meetings
- Provincial Executive strategic planning meetings
- Local strategic planning meetings
- Area Council events
- Christmas event Local 057/006
- Site closure farewell – Local 048 Seasons Lethbridge
- Executive meetings
- Grievance Review Board training
- Attended University of Lethbridge Faculty picket line
- Grievance Review Board meetings
- Anti-Privatization meetings
- Day of Mourning virtual
- Interviews
- Townhall meetings – Healthcare/GOA
- Local Chairs meetings
- Multi-Health meetings
- Operations meetings
- Local Anti-Privatization Meetings – Local 002/Local 004
- Member engagement meetings
- Mobilization meetings
- Media training

I was also able to attend weekend member engagement events in Sundre and Innisfail with Local 057 and 044, and one of the first hybrid AGM meetings of the new term in Wainwright for Local 043 with VP Bonnie Gostola. I have also been asked to visit some of the sites in the north with VP Sandra Azocar and will try to do that this fall if I can arrange around my schedule with the south region.

## **Media**

January 2022 – AHS laundry lay-offs  
January 2022 – Retail food services  
February 2022 – ULFA strike (Lethbridge) – multiple interviews  
April 2022 – Melcor floods (Lethbridge) – multiple interviews  
April 2022 – Claresholm – privatization threats  
June 2022 – Good Samaritan rally (Taber)  
June 2022 – Melcor floods (Lethbridge) – multiple interviews

## **Thank You**

I want to thank you the members for continuing to stand up for the rights of your coworkers and putting in the hours that you do to make your workplaces and communities better. I want to thank the Anti-Privatization Committee for the input and commitment to the committee. Thanks to Carl, Des and the rest of the management team for the support in my role and thank you to the rest of our incredible staff for what you do for the members every day. A big thank you to Tammy and Mary for the reminders and support in keeping me on track and finding resources. Lastly, thank you to the executive team, Guy, Jason, Susan, Mike, Bonnie, Bobby-Joe and Sandra – you have provided me great support as I hit the ground running and transitioned into this role and excellent executive team!

In solidarity,

Darren Graham  
Vice-President, South Region  
Chair, Anti-Privatization Committee

## **OFFICERS' REPORT**

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



Welcome to Convention 2022.

It's been a long two years since we were able to meet in person. Convention is always the time where we can catch up with old friends, meet new ones, as well as make decisions that impact all members in a positive way. This year we are also using a new facility. It is exciting to see how much we have grown over the years from my very first convention which was at the Ramada on 118th Ave to now at the Edmonton Expo Center. Whether you are a returning delegate or a first timer, I hope that you take advantage of all that convention has to offer. From partaking in the debates, to asking questions of officers and standing committees, as well as meeting new people. If you are brand new to convention, please know there are no bad questions, lots of members are always willing to answer questions or show you the ropes. Even though everyone sits with their respective Locals take the time during breaks and meals to get to know who the other Locals are you will be surprised to find the commonalities amongst us all.

#### **VP Assignment and Duties**

After Convention 2021, I remained the Edmonton and area regional vice-president. The Edmonton and area region encompasses Edmonton, Spruce Grove, Stony Plain, St. Albert, Leduc, Devon, Beaumont, Morinville, Sherwood Park, Fort Saskatchewan, Redwater and consists of approximately 30,000 members in 21 Locals, 104 Chapters and four Area Councils. I was also assigned the following Locals as their executive liaison Locals 002, 038, 042, 046, 049 and 054.

While we spent a lot of the year still in the virtual world, we are fortunate to be able to be moved back into in-person meetings early in 2022 and returned to the AUPE offices as of June. One of the positives to the new Headquarters is the fact that it easily accommodates hybrid meetings so members can either attend in person or virtually. I think that this is very important to continue to offer the virtual option to ensure that everybody has access to all meetings.

This year once again as always, we did Chapter AGMs from February until the end of April. In the Edmonton region this is a very busy time simply because of the volume of Annual General Meetings. I also provided Chapter chair training for those that wished to attend—this was just a brief overview of rules of order and how to run an effective meeting. I would like to send huge thank you out to all Chapter executives who ensured that they had members attending for quorum as well as filling of convention seats and executive positions as needed. Even though this year quorum was dropped, it should be noted that the majority of AGMs did achieve the five percent or 25 thresholds. We also welcomed several new sites to the AUPE family this year and they were all successful in electing executives. I was able to attend approximately 90 of the Chapter AGMs this year and I want to send a thank you to the other executive members that covered for me when I was unable too. The Chapter chairs were outstanding in working with me to find the best possible dates and times; this did mean holding meetings at several times during the day and on weekends. The Local executives were tasked with leading the second calls, of which there were four, as well as four that needed to be rescheduled.

As the president spoke about in his report, the Strategic Plan was also a big part of my duties in April and May. I held strategic planning sessions for Locals 001, 002, 038, 042, 046, 049, 054. During my 20 plus years as an activist this is the first time that there has been such an in-depth look at the Strategic Plan. If nothing else, the last two years taught us that engagement at all levels is critical. We are having to rebuild the momentum that was lost but also acknowledge that participation is needed from everyone in order to be successful. During the Local strategic planning sessions, we picked small tactic working groups that will be meeting for two days prior to the September council meetings. At this time the group will be presenting what they think are the tactics for the Local to start working on that best suit the action plan. Small attainable goals will win the race. All the Locals that I had the pleasure of

working with have come up with some great tactics (i.e., roving information boards, creating fan out lists, incentives to participate in grey card signing, virtual drop-in sessions, just to name a few). It was wonderful to see how the strategic and tactic planning sessions unfold, there are so many activists that are happy to step up and do the hard work to make AUPE a household name and a strong force to be reckoned with in the future.

Since many meetings this last year were still held virtually it did give me the opportunity to attend council meetings within the different regions, I very much appreciate the invite from the Locals as well as the opportunity to provide insight or help when asked.

The Edmonton region was also busy with direct action initiatives by several groups. Local 006 NACIS unit held a march on the boss due to the ongoing struggles with 1GX. Vice-President Azocar headed up this campaign as it was her former worksite and I joined in the preparation meetings. I met with court clerks across the province to discuss their continued working short, and workload issues. As well as meeting with the folks at the Kaye Clinic that have been experiencing worksite issues. During the last year, I have also spent numerous hours talking to members in different Chapters, Locals and worksites about issues that are facing at work, sometimes it is as little as who is their MSO, to as big as how do we start to do direct action and providing them with the resources they would need to make it happen. I do want to make special mention of the AUPE staff in all the departments that not only answer all my questions but provide such amazing support to the members when they embark on a direct-action activity.

Even though the first half of this year was mostly virtual, folks were very much game to participate in rallies and social activities once the restrictions were lifted.

I participated in the following rallies:

- South Health Campus Nurses Week
- HSAA Paid Sick Days rally at the Legislature
- Local 042 Good Samaritan's Taber
- Local 047 Chapter 013 Canterbury (The day after the rally they finally received a collective agreement. Coincidence? I think not.)

There were also some great social events this last year and it was wonderful to be back to in person to meet and chat with people face to face again.

I participated in the following social events:

- Local 002 Chapter 002 virtual cooking class
- Edmonton Area Council Jubilations
- Local 003 AGM get together
- Local 053 Golf Tournament
- Local 047 Chapter BBQs
- Local 054 zoo event

Both Edmonton and Spruce Grove/Stony Plain Area Councils are up and running events this year. They both have many activities for members to partake in so make sure you are signed up to receive their emails or subscribe to their websites and respective social media pages. There are events for the whole family as well as adult only events.

Some of the other assigned duties and tasks are as follows:

(Note: this is not a comprehensive list or by any means all that a workday entails but is simply a snapshot of the last year. If you do have specific questions on any of the activities, I encourage you to ask me at any time either in person or through email, phone call or text.)

- Grievance Review Board hearings
- Media interviews
- AUPE staff interviews
- AGM working group
- Union leaders Wednesday meetings (for President)
- Executive meetings
- Acting President
- Local Chairs
- Multi Health executive meetings
- Media training
- Local meetings (executive and general)
- Chapter meetings

- Post-secondary bargaining conference
- Bargaining strategy meetings
- Area Council meetings
- Check-ins with Chapter chairs and Local liaison
- Strategic/tactic development training
- Provincial Executive meetings
- Nurses Week swag coordination
- LAPP board training
- Telephone townhall moderator GOA, NC, and GSS tables
- CLPNA AGM
- Steward workshops
- Wildfire Seasonal Cuts session
- DOVE award video

## **Bargaining**

Bargaining was very forefront in everyone's minds this year due to the last two years of COVID. In 2020, most bargaining tables had been delayed and then in 2021 bargaining while meetings were happening it was incredibly slow moving. Bargaining is the most important duty that we have as a union and this last round of bargaining proved to be one the hardest rounds to date. Employers that were demanding rollbacks to every monetary article in the agreements and strong mandates from members that they would not be accepting any rollbacks. This meant hard fought battles at the bargaining table. The other factor that played into this round of bargaining especially with the tables in post-secondary, AHS and the GOA is the UCP mandate of zeroes and rollbacks which trickles down to all the bargaining units such as boards and agencies and continuing care. While there have been modest increases and stops to the other proposed cutbacks in some agreements, we still have employers such as Capital Care and Good Samaritan that are failing to recognize the hard work that members do every day, but even more so in the face of a world-wide pandemic, as they continue to demand numerous rollbacks and cutbacks. In the case of Good Sam, the bargaining team has been struggling to achieve a contract for well over five years. It is shameful that employers still feel the need to take off the backs of the workers. We have seen the cost of everything increase with only small increases at the bargaining table and insist on trade-offs for job security even when there is worker shortage. How do we fight back against this? The simple answer is, we the workers have the power; we need to band together and show our strength. The collective agreements contain many rights that workers have, we need to use them. It is our right to stand up for each other and the Strategic Plan that was set out by Provincial Executive, the Locals strategic planning and tactic groups all work together to engage, mobilize and foster relationships with members to empower them to have the collective power to make change. THE WORKERS UNITED WILL NEVER BE DEFEATED! These changes do not have to mean hitting the streets. They can be as simple as all wearing the same colour one day, clicking of pens all at the same time, a march on the boss. All these direct actions have an effect, they get noticed, employers are less apt to hold strong to their proposals when a work site is mobilized and ready to take collective action. I am very much looking forward to working within my region to encourage, work with and build back the momentum that we had prior to the pandemic because I truly believe that we can build strong worksites that are educated, knowledgeable and aware of the rights everyone has as workers.

## **Boards**

Pension Boards: In February 2022, my term on the Public Service Pension Plan (PSPP) ended and I was moved to the Local Authorities Pension Plan (LAPP) in place of President Smith. During my time at PSPP I was the board chair. This was a steep learning curve as the world of pensions is not something I have been part of. With the help of VP Dempsey, EST Heistad and AUPE pension expert Liliana Cordeiro, I was able to learn quickly and participate as an active member on the board. With the knowledge that I gained on PSPP, it did make the transition to LAPP smoother. On June 1-3, LAPP and AIMCo held a conference with invites to pension boards across the country. Guest speakers were brought in to discuss investments, how other plans run and the future of the pension plans. This conference further affirmed the need to push employers to provide pension plans, the security of a pension plan very much allows people to have retirement security. While both LAPP and PSPP are in very good financial positions we need to continue to monitor AIMCo and the investment portfolio to ensure that the plans are getting the best returns possible. Therefore, joint governance continues to be so important, but we must also push whoever is in power in 2023 to allow for true joint governance and not have a continued hand in the decision making.

Public Interest Alberta: For the 2021-2023 term I was asked to sit on the PIA board. AUPE is a long-standing contributor to the advocacy that PIA does. They are a valuable ally in several areas such as post-secondary, seniors care, and childcare. It is important that we continue to support and partake in the various campaigns that PIA embarks on. Just as I spoke of in bargaining, it is we the workers that have the power and groups such as PIA and FOM strengthen that power. Please look to [www.pialberta.org](http://www.pialberta.org) for all the different areas of advocacy that it provides.

### **Final Thoughts**

It is always hard to condense all the activities and thoughts into one report for an entire year. The questions of “did I write too much or too little” does cross my mind every time I sit down to write a convention report. This report also cannot express the gratitude I have for each member that goes to work each day to make this province better for Albertans. It cannot express the feeling of excitement I have walking into the convention hall seeing all the faces of those that believe we can make a difference to the working conditions of all those members. We as activists show up every day to have a positive change in the world. Sometimes, we even have those gigantic thoughts of changing the world but soon realize the way to changing the world is one little step at a time. Bringing with that patience, perseverance and compassion to our fellow workers who maybe are just trying to get through the day. The next few days we are going to make some big decisions that will move AUPE into the future. Before getting to convention take the time to ask your coworkers their thoughts, ask fellow activists what they think, reach out to an executive member at your Chapter or Local, or even your AUPE executive get their input. Let’s make the future one that we all benefit from; one where workers are the voice, not the bosses.

I want to give my heartfelt thanks:

- To the executive team of President Smith, EST Heistad, Vice-Presidents Dempsey, Gostola, Azocar, Borodey, and Graham who are always available to help when needed, to support and provide advice, I could not ask for a better team to be part of.
- To the amazing Tammy and Mary for keeping me on track, who go above and beyond each day to always ensure I have what I need and answer all my ongoing questions.
- AUPE staff, a thank you is never enough for all the work you do ensures members are given all the resources and help they need.
- AUPE members, thank you for your faith in me as a leader and for your dedication to serving Albertans.

I want to end this report by acknowledging one very special person that was pivotal in my role as an activist. It is impossible to put into words the incredible activist sister Mary Kehoe was. She was not only a mentor, but she was also a straight shooter, a confidante and a cheerleader to me and many members. Most importantly, she was my friend, from the time we met at our first Labour School until the very last day she graced this earth. Luv ya pal, I know you are watching over us. You are so greatly missed.

In solidarity,

Susan Slade  
Vice-President, Edmonton Region  
Chair, Membership Services Committee  
Sponsor Board Member, Local Authorities Pension Plan  
Board of Directors, Public Interest Alberta

# COMMITTEE REPORTS

## ANTI-PRIVATIZATION COMMITTEE

### Committee Members

Darren Graham (Chair), Vice-President  
Annabelle Alger, Local 054, Edmonton  
Amanda Boucher, Local 046, St. Albert  
Debbie DeGraw, Local 057, Hardisty  
Jeremy Paananen, Local 054, Edmonton  
Angela Smyth, Local 045, Canmore  
Toni Zatorski, Local 042, Entwistle  
Matthew Byrne, Staff Advisor  
Kendra Perrior, Administrative Support

Meeting dates:

April 13, 2022: virtual

May 18, 2022: virtual

June 15, 2022: virtual

September 7, 2022: hybrid

### COMMITTEE OUTREACH

#### Liaisons

To help facilitate committee outreach with the Locals, the committee has generated a liaison list for Locals to use when they need to contact the committee for support and information. The contact list can be found at <https://www.aupe.org/about/committees/anti-privatization-committee>.

#### Communication

A primary means of communication is through our website. Each of the following can be accessed there through clicking on the relevant links.

1. You can contact your Anti-Privatization Committee at [antiprivatization@aupe.ca](mailto:antiprivatization@aupe.ca)
2. The committee also has a form that members can use to report any rumors about privatization at their workplace. [https://aupe.formstack.com/forms/antiprivatization\\_reporting\\_form](https://aupe.formstack.com/forms/antiprivatization_reporting_form)
3. The Anti-Privatization website provides links to media releases and membership updates related to privatization that affects AUPE members: <https://www.aupe.org/about/committees/anti-privatization-committee>
4. Documents including postcards, the revised handbook, and other relevant materials can be accessed at the committee website as well.
5. The link to the Local representative contact sheet can also be found on the website.

#### Support Materials

One of the key areas of the Anti-Privatization Committee mandate is to educate members and with this in mind, a review was undertaken by the committee of previous campaign materials and materials that were available on our website as resources for the Locals. The committee identified areas where we felt the message was not direct or clear enough in some of the information available and identified materials that had outdated information. The committee was also happy to learn that this was an area that staff had identified in their strategic planning sessions as needing an overhaul and the Privatization Fight Back Interdepartmental Working Group was developed. The committee would like to thank the staff that are part of the working group for the collaboration in revitalizing and developing the new materials that will be essential to fight back against privatization. The AUPE Fight Back Tool-Kit is something that we want to roll out to all Locals. Committee members will be reaching out to the Locals and making themselves available for presentations at any upcoming meetings once the materials are finalized.

The Anti-Privatization Committee also produces a series of post-cards highlighting the effects of privatization/contracting out on you, the member. These postcards are also being updated to improve the content and images to be more relevant to AUPE members. The primary message is meant to highlight the fact that **privatization = losing your job**. Second, some supporting imagery on these materials is being improved to focus on the core value of the work which better reflects the importance of what AUPE members do.

The Anti-Privatization manual provides a deeper dive into the changing world of privatization. Again, the focus is shifting from academic descriptions of how privatization fails the public to why it matters to our members.

The links to these materials can be found on the website.

### **Campaign – The Letter to the Premier**

The “Letter to the Premier” in opposition to continued reliance on for-profit, long-term care and continuing care facilities in Alberta was updated with statistics that we were able to obtain through our research department and was relaunched this fall in coordination with the Women’s Committee. The letter needed updating to show that even after years of running seniors’ care facilities during COVID, for-profits still demonstrate higher confirmed cases of COVID for residents (57 percent) and staff (32 percent), as well as significantly higher resident deaths (38 percent). The update was also needed to change the addressee from “Premier Kenney” to “the Premier”. This may serve as a reminder that Albertans expect more from a leader and hopefully a message to the incoming Premier that seniors’ lives matter, and high-quality public delivery of seniors’ care is essential to keep those lives safe. Seniors deserve better!

### **Healthcare Privatization**

- The UCP has continued its attacks on public delivery of services. Nowhere is this more obvious than at AHS. Over the past year, we have seen the privatization of remaining in-house laundry services. It is estimated that 428 jobs were lost in communities ranging from Athabasca to Whitecourt. We are already receiving reports that, as expected, the quality of linens and the quality of their cleanliness has dropped to unacceptable levels.
- The UCP are also finalizing their privatization of in-house retail food services. Roughly 308 members will face privatization. This decision was made without proper consideration of the effects, not only on workers, but on the value of retail food services to patients and staff at AHS facilities.
- The UCP will likely continue down the road to privatize patient food services and environmental services at AHS facilities. It is consistent with their preference for targeting support services and outlined in their recommendations from the Ernst & Young AHS performance review.
- The UCP are also looking into expanding the role of private for-profits in seniors’ care. They continue to try to privatize remaining facilities owned and operated by AHS, including Capital Care and Care West. They also intend to rely much more heavily on home care rather than facility-based care. In doing so, they intend to lean heavily on for-profit providers who have more “flexible” hiring practices and more “results centered” quality measures. This means reducing minimum standards for skills mixes and reducing minimum hours of patient care.

### **Closing Comments**

The continued threat of privatization to our members and Albertans is very real. Through collective bargaining and hard work, members have been able to secure language at various tables that prevents contracting out, but that language has end dates. Now is the time to educate and reinvigorate our members as to what they can do to fight back against privatization. The committee asks that the membership be diligent in watching out for ongoing threats against the services they provide—the more proactive we can be in fighting back against privatization, the better. Locals that currently do not have an anti-privatization committee in place and would like help in setting one up, please reach out to the committee if you need assistance.

The committee, I would like to thank our staff admin, Kendra Perrior and our staff advisor, Matthew Byrne for the great support and dedication.

On behalf of the Anti-Privatization Committee, I respectfully submit this report.

In solidarity,

Darren Graham  
Vice-President  
Anti-Privatization Committee Chair

## **COMMITTEE ON POLITICAL ACTION**

### **Committee Members**

Mike Dempsey (Chair), Vice-President  
Nancy Burton (Vice-Chair), Local 045, Cochrane  
Janice Drader Jamieson, Local 057, Wetaskiwin  
James Gault, Local 003, Edmonton  
Tyler Hardy, Local 003, Coalhurst  
Oscar Jara, Local 095, Calgary  
Prachi Mishra, Local 052, Calgary  
Deanna Pawlak, Local 040, Lethbridge  
Jennifer Power, Local 043, Grande Prairie  
Ryan Breeden, Staff Advisor  
Tammy Tangedal, Administrative Support

Greetings and salutations to the officers, delegates, observers and guests of the Alberta Union of Provincial Employees Annual Convention assembled on October 27-29, 2022.

We would like to begin by thanking our staff administrative professional, Tammy Tangedal. Tammy works out of the Athabasca office, and is the reason our minutes are comprehensible, and ensures that we are prompt with our time offs and other important miscellaneous paperwork. Tammy also has a strong interest in what the committee does, and we appreciate the insights she gives us from time to time in our meetings.

We would also like to thank our new staff advisor, Ryan Breeden, for his contribution and political insights to COPA. As the song says, “we’ve only just begun”, but we will be utilizing him to do much of the heavy lifting behind the scenes, from arranging our speakers, giving us the Reader’s Digest version of bills passed by the UCP government, to assisting in drafting the agenda, and numerous other helpful activities we will think of.

### **COPA Meeting Dates and Events February 2022 – July 2022**

This report will be brief. Last year’s covered two whole years, due to the lack of a convention in 2020. With the last convention occurring in December 2021, and the committees not stood up until mid-February of 2022, this report only covers about five months of activities, although I will speak about what’s to come in the future. FYI, I am putting pen to words here in late July, due to the deadline to get this submitted in time to make it into our convention booklet.

- February 22 - inaugural meeting of the new COPA
- February 23/24 - Parkland Institute Conference, (Virtual) JUST TRANSITIONS
- April 13 - meeting cancelled due to lack of quorum
- May 25 - virtual meeting
- July 6 - hybrid meeting, Edmonton

Meetings are planned approximately every 4 to 6 weeks, in addition to sub-committee meetings and calls related/ emails related to ongoing projects.

### **COPA Themes and Plans in Development**

#### **The Purpose of COPA**

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

### **AUPE Indigenous Land Acknowledgement Policy Development**

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

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

Following the successful passage of the land acknowledgment resolution at the 2021 Convention, COPA will be working with the Human Rights Committee to write the policies that will guide the implementation of the land acknowledgement.

To this end, the new committees have formed a sub-committee and will be meeting in the fall to begin the policy formulation process. Once completed, the policy will be presented to the Provincial Executive for passage and implementation.

### **2023 Provincial Election Planning**

A new UCP leader will be elected from the party membership on October 6. By the time convention rolls around two weeks later, (about the time you're probably reading this) we'll know if Alberta is moving a little bit further to the right, or, a lot further to the right. As I write this, the list of candidates does not inspire optimism. We plan on updating the convention floor on what we expect to see from the new leader when we present our report.

Prior to the expected provincial election in Alberta, which is currently scheduled for May 29, 2023, COPA will be prepping the AUPE membership for it by surveying them on whether they plan on voting in the coming election. There will also be a few follow-up questions to tease out the reasons why they plan on voting or not. This will, in turn, help us decide how best to support the membership in their election decision-making. Expect this survey, and the advertising for it later this fall.

Let's be clear, AUPE encourages all our members to exercise their right to vote. Because we are non-partisan, we will not tell you who to vote for, however, Albertans have often ended up with governments they didn't agree with – especially with regards to privatization and pay cuts – simply because they didn't care to vote or feel comfortable voting, and a well-disciplined minority of voters elected in the party that holds no love for working people or their families.

As per provincial legislation, particularly the Election Act, unions and corporations cannot support financially or otherwise anyone running for election (otherwise includes donations in kind, such as paid time off to help someone run for office). What we can do is pose questions to candidates in key ridings on issues of concern to our members, and then publish the answers to those questions on our social media.

To that end, our communications department will be developing a landing page for bringing to light the issues and concerns of the membership.

If you know anyone considering running in the next election, we highly recommend that they become acquainted with all of the important details, and the best place to do this is to read up on through Elections Alberta, at: [elections.ab.ca](https://elections.ab.ca)

### **Supports for other Committees**

In addition to being heavily interested in the electoral process, COPA members also get involved with the bad outcomes of elections, such as privatization, or human rights issues. To this end, COPA strikes sub-committees to work with other committees on these concerns. Currently, we have two sub-committees going: one with the Anti-Privatization Committee regarding food services privatization in Alberta Health Services, and one with the Human Rights Committee regarding formulating the Indigenous Land Acknowledgement policies.

### **Local Assignments**

Committee members have been assigned to various Locals as a liaison. If you would like to have your liaison come and speak to your Local or Chapter on matters of political importance, please email the chair: [m.dempsey@aupe.org](mailto:m.dempsey@aupe.org), and put the request in, and we'll ensure that a committee member attends to assist you.

### **Learning Opportunities**

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

The number of these opportunities was greatly diminished due to COVID restrictions in the past two years, but our members did have chances to attend conferences online. Progressive, supportive allies that have very educational, worthwhile conferences include Public Interest Alberta, as well as the Parkland Institute. We also invite speakers from similar organizations to come and inform us of their own initiatives.

In solidarity and on behalf of COPA,

Mike Dempsey  
Vice-President  
Committee on Political Action Chair

## **ENVIRONMENTAL COMMITTEE**

### **Committee Members**

James Sullivan (Chair), Provincial Executive, Local 095, Calgary  
Jennifer Bowlby, Local 005, Boyle  
Christine Madigan, Local 054, Edmonton  
Sandy McCuaig, Local 012, Leduc  
Kaitlyn Wolfert, Local 002, Edmonton  
Trudi Lorenz, Staff Advisor  
Charlene Peterson, Administrative Support

Greetings delegates and welcome to Convention 2022. It has been an eventful year for the Environmental Committee. Much has been discussed and planned. The Environmental Committee has been endeavouring to have more member engagement through the use of social media such as Facebook and Twitter. The Environmental Committee is also reaching out to grassroots organizations for partnership in addressing environmental concerns and climate change policies.

Also, during the past year, the Environmental Committee began to examine the governance of AUPE's operations regarding the generation of documents in the way of learning materials, and the distribution of promotional items during election years by candidates running for office. In response to member concerns, the Environmental Committee is endeavouring to make a part of policy and procedure guidelines for distribution to the members in the way of educational material and promotional items.

The Environmental Committee would like to ask that you please keep an eye out for future updates from the Environmental Committee regarding demonstrations and campaigns to support government in corporate accountability and progressive policies.

A heartfelt thanks to Bill Kilgannon from the Parkland Institute for his presentation to the committee and the support and partnership with the Environmental Committee.

We would like to thank our valuable staff members, Trudi Lorenz and Charlene Peterson for their support, hard work, and attention to detail.

I would like to add a heartfelt thanks to the continued support of Jon Milton and Jordan Thompson.

The committee welcomes and encourages questions and feedback from members.

Respectfully submitted on behalf of the Environmental Committee,

James Sullivan  
Provincial Executive, Local 095  
Environmental Committee Chair

## **FINANCE COMMITTEE**

### **Committee Members**

Jason Heistad – Chair  
Kathleen Buss, Local 001, Jarvie  
Russell Clark, Local 009, Red Deer  
Raminder Gill, Local 040, Edmonton  
Wendy Gummesen, Local 043, Peace River  
Justin Huseby, Local 052, Calgary  
David Ibach, Local 058, Medicine Hat  
Rita McDonald, Local 041, Claresholm  
Cecilia Murphy, Staff Advisor  
Mary Guido, Administrative Support

The Finance Committee ensures financial direction for AUPE. The committee is responsible for advising on the financial sustainability of the union. The committee proposes financial recommendations that Provincial Executive reviews, amends and approves. AUPE continues to face challenges with the passing of provincial government's regressive legislation for Bills 1, and 9, and 32. AUPE legally challenged this legislation passed by the UCP

government. As to Bill 32, legal counsel directed AUPE to follow the associated regulations as outlined in the following verbatim communication sent to all our members:

*As you may know, in 2020 the Alberta Government passed legislation (Bill 32) which created rules around the spending of union dues on what the legislation refers to as “core” and “non-core activities”. Under the legislation and its associated Regulations, prior to August 1, 2022, all unions must advise dues payers of the amount or percentage of dues that are spent on “non-core” activities. After August 1, 2022, employers can only deduct and remit to the union that portion of dues used for non-core activities if the dues payer has provided a signed election authorizing the employer to do so.*

*AUPE views Bill 32 and the associated Regulations as an unnecessary and unjustified interference in the democratically approved processes of the union. We also find it curious that a government that professes to be concerned about reducing “red tape” would pass unnecessary legislation that created significant “red tape” for both unions and employers.*

*Despite our concerns about the need for or validity of Bill 32, we take our legal obligations seriously. We have undertaken a careful examination of our expenditures and have consulted with legal counsel and with various entities which we provide money. We have also considered that we receive significant revenue each year that does not come from ongoing dues. After carefully assessing all our financial information and legal obligations, we can report to you that none of your ongoing dues will be spent on non-core activities.*

*As such, there is no election required and as of August 1, 2022, we expect that your employer(s) will continue to deduct and remit dues in the same amounts as have been deducted and remitted to this point.*

The Finance Committee makes recommendations for the proper administration of finances of AUPE. The committee has been involved in reviewing/enhancing financial policies, reviewing financial statements, meeting, and reviewing reports prepared by auditors, as well as meeting with external partners and vendors providing financial or technical support to AUPE. The Finance Committee reviews the proposed annual budget of the union and may amend or suggest improvements. The committee accepts applications for donations to assist non-governmental organizations. The Finance Committee recommends approval or denial of donation applications to Provincial Executive. The Finance Committee continues to monitor financial progress and remains vigilant to ongoing and new challenges.

The Finance Committee has continued to review and propose improvements to financial policies. In 2021, Finance Committee members, research staff, finance and accounting staff and other staff collaborated to review and improve five financial policies. Changes and improvements for the following policies included preparing supporting documents, facilitating meetings, and discussions.

- 5-12 Component Financial Operations
- 5-13 Remuneration to Component Officers
- 5-19 Meal Allowances
- 5-33 Component Funding
- 5-36 Gift Certificates

With respect to AUPE's total for reserves (made up of the defense, contingency, time off, severance and defending our services), the total is now at \$67,662,021. Reserve funds, which are reviewed once a year by ATB, continue to be invested in a balanced asset mix with ATB Investment Services. The overall portfolio with ATB took a loss of 5.65 percent due to the instabilities of the market. While ATB remains optimistic that the markets will bounce back, there is no specific time when this will occur.

The Finance Committee has reviewed and passed a deficit budget of \$10,553,072 that Provincial Executive approved. Finance and accounting provided oversight about the benefits and challenges of the approved budget to both the Finance Committee Provincial Executive. The Finance Committee plans to continue monitoring, strengthening the budget, and reporting processes by using best financial practices (monitoring the budget, tracking investment, reviewing investment policy, auditing the books etc.). In brief, the Finance Committee continues providing increased oversight, transparency, and accountability.

The Finance Committee and Provincial Executive have been updated regarding steps for the sale of Solidarity Place. Collaborative work with Colliers continues to ensure the use of strategies that achieve the sale of the building. We need to continue to be innovative and creative by specifically targeting purchasers to successfully achieve the sale of Solidarity Place.

## **Focus of Finance Committee**

The focus for 2022-2123 is to complete the Strategic Plan and continue providing support for AUPE. The Executive Secretary-Treasurer will continue providing advice to the Locals to achieve their strategic plans. In 2022-23, the EST will be reviewing the Risk Matrix with Provincial Executive. Financial policies will continue to be reviewed and improved to bring effectiveness to the finances of AUPE and the 33 Locals. This work achieves ongoing improvement of financial policies as well as collaborative work amongst committee members. We will continue strengthening and streamlining the relationship service with ATB and support Locals at their specific locations.

By being good stewards of AUPE's finances, we can continue monitoring, learning from the past, adapting for unintended or direct impacts (such as the financial legislation being proposed by the province). By being proactive, AUPE can weather the storm, emerge, adapt, and re-create its financial journey for the future of the members.

As always, I would like to extend my gratitude to the members of the Finance Committee, our staff advisor, finance and accounting staff, research staff, and executive staff for their ongoing collective contribution, commitment, and support to stewarding AUPE's financial resources.

Respectfully submitted on behalf of the Finance Committee.

In solidarity,

Jason Heistad  
Executive Secretary-Treasurer  
Finance Committee Chair

## **HUMAN RIGHTS COMMITTEE**

### **Committee Members**

Bobby-Joe Borodey (Chair), Vice-President  
Atul Verma (Vice-Chair), Local 095, Calgary  
Ken Brooks, Local 057, Innisfree  
Florinda Canteras, Local 045, Calgary  
Cindy Froud, Local 045, Calgary  
Rebecca Leblanc, Local 001, Edmonton  
Richard Lemaire, Local 002, Calgary  
Jessica Pope, Local 012, Edmonton  
Nova Porquia, Local 047, Red Deer  
Candice Sinclair, Staff Advisor  
Ghanem AlAtasi, Administrative Support

Meeting dates from March 2022 – August 2022:

- March 14, 2022 – Virtual Meeting
- June 7, 2022 – Hybrid Meeting, Red Deer
- July 20, 2022 – Hybrid Meeting, Calgary

The Human Rights Committee (HRC) extends a warm welcome to the AUPE Convention 2022 delegates, observers, life members, staff, and guests.

On behalf of the committee, I wish to share how honoured we are to play a role in the advancement of human rights both in the workplace and within AUPE. As noted in the committee mandate (AUPE Constitution, Article 15(k)), we are dedicated to educating, supporting, and promoting awareness of human rights issues of concern that impact AUPE members-at-large, the public, and affected communities. Our union is comprised of 95,000+ members who fortunately are beautifully diverse, have varied experiences, and bring many different perspectives to human rights conversations. And it is because of this good fortune that AUPE is poised to make positive change within the human rights movement.

## Committee Focus

Since the area of human rights is quite broad, and encompasses a vast number of rights and responsibilities, the committee has identified three areas where our efforts will be focused. These include:

1. Gender and sexual diversity – It's imperative that members be guaranteed full social participation in union events and activities, while feeling they can openly and visibly identify their sexual orientation and gender identity with complete safety and freedom.
2. Accessibility – AUPE must endeavour to make information, activities and/or environments sensible, meaningful, and usable for all members.
3. Truth and Reconciliation – As a union we must help advocate for recognition, and accountability for the lasting legacy of harm that has been perpetuated against Indigenous peoples.

## PRIDE Calgary

The committee is once again excited to be supporting Calgary PRIDE. At the time of writing this report our application to walk in the PRIDE Parade on Sunday, September 4, 2022, had just been approved. We are ecstatic to be able to participate in the first in-person parade since the pandemic made it necessary to move the event to the virtual world. Lesbian, gay, bisexual, and transgender (LGBT) PRIDE is much more than an event where participants show up in costume for a fun social outing. But rather it is important to remember that PRIDE is the promotion of the self-affirmation, dignity, equality, and increased visibility of LGBT people as a social group. Many members within AUPE identify with being in the lesbian, gay, bisexual, transgender, queer, or questioning, and two spirited (LGBTQ2S+) community, and many more consider themselves allies. As such, it is a privilege to support an organization such as Calgary PRIDE and help celebrate the beauty of this community. The committee is looking forward to continuing to show its solidarity with the LGBTQ2S+ members moving forward and has planned to participate in additional provincial PRIDE events in the years to come. We would also like to encourage all members within AUPE to show their solidarity and participate in PRIDE events where they live.

## 2021 Human Rights Resolutions

As evidence that members within AUPE recognize the importance of creating inclusive spaces for all, two motions were presented and carried at the 2021 AUPE Annual Convention which focus on ensuring that underrepresented groups, and persons with disabilities can freely participate in union activities. The resolutions that were carried and the committee's subsequent action are noted below:

**Resolution** - 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 FUTHER 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).

**Action** – With the assistance of the AUPE research department, a demographic survey will be created and then distributed to all members within AUPE in either late 2022, or early 2023. While the goals of the survey are many, one of the specific desired outcomes is that the information collected would give AUPE the opportunity to align services to the membership that will ultimately improve access for members with disabilities.

**Resolution** - 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.

**Action** – At the time of this report, a policy has been prepared and is in the draft stages. Once finalized it will be forwarded through the appropriate channels for vetting before being presented to the Provincial Executive for debate, possible revision(s), and vote. Once an acceptable policy is carried, it will be added to the AUPE Policies and Procedures and distributed accordingly.

## Indigenous Recognition/Truth and Reconciliation

In addition to the resolutions noted above, the 2021 AUPE convention delegates also passed a resolution recognizing the importance of acting in the spirit of truth and reconciliation, and as such have committed to including acknowledgments of Indigenous land at the beginning of every meeting and function of the union. A joint sub-committee of members from the Committee on Political Action (COPA), and the Human Rights Committee are in the process of developing a Treaty Land Acknowledgement that will be presented to the Provincial Executive for

approval and inclusion into AUPE policy. While this acknowledgement will be an option for sharing, the HRC would like to strongly encourage components to consider drafting a statement that is unique to them, and incorporates self-reflection, appropriate language, and includes the use of past, present, and future tenses. This would be an excellent learning opportunity for members and if support is needed with this task, the HRC would be happy to make the appropriate connections to facilitate this.

The committee would also like to recognize that May 23, 2022, marked the one-year anniversary of the discovery of 215 unmarked graves of Indigenous children on the grounds of the former Indian Residential School in Kamloops, B.C. Since that first unearthing additional lost Indigenous children continue to be found throughout the sites of former residential schools in Canada. These horrific discoveries confirmed what has been shared for years, that the residential school system in Canada was a form of genocide against Indigenous peoples. The path to healing will be difficult and long and needs to include non-Indigenous Canadians. Please consider taking compassionate actions to support Indigenous peoples. Here is a short list of ways to get started, and show your solidarity:

- Donate to Indigenous organizations that provide support for residential school survivors
- Educate yourself on the residential school system and its ongoing harm
- Listen to the stories of survivors while providing them with a safe space to mourn and remember
- Prioritize the safety of survivors and their families when sharing this story and others like it
- Attend memorial events where non-Indigenous people are invited
- Call on your MP and other elected representatives to take action
- Read Indigenous literature
- Watch and learn from Indigenous film and television
- Listen to Indigenous music
- Support Indigenous small business owners
- Read the Truth and Reconciliation Commission report

### **Local Inclusion, Diversity, and Equity Committees (LIDEC)**

Since we last gathered, Locals have been diligently selecting members to sit on Inclusion, Diversity, and Equity Committees (IDECs). To date most Locals have successfully elected either a committee of members or have identified a Local champion to initiate positive change around inclusion, diversity, and equity. Along with the HRC, Marc Boivin has been recruited as an AUPE staff member to assist and support Local IDECs. Formal training is available as requested, and resources have and are continuously being developed to help LIDECs, champions, and members who are looking to gain more knowledge and understanding of IDE concerns and issues. The HRC is also here to support members and is confident these Local IDECs are only the first step in what will be an ongoing commitment to creating a more inclusive, diverse, and equitable environment for AUPE members.

### **Closing**

Let's never forget that human rights are labour rights, and regardless of nationality, place of residence, sex, national or ethnic origin, colour, religion, language, or other status we are all connected, responsible, and accountable to one another. I am confident that if we work together AUPE will be a leader in both the labour movement and the human rights movement, and the Human Rights Committee is excited to help lead the change.

Thank you to everyone who has provided feedback, support, and encouragement over the past year. The committee is better because of you and appreciates you. Please continue to reach out so we can do great work together.

Respectfully submitted on behalf of the Human Rights Committee.

In solidarity,

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

## LEGISLATIVE COMMITTEE

### Committee Members

Guy Smith (Chair), President  
Steve Eagles (Vice-Chair), Local 004, Red Deer  
Jake Cameron, Local 053, Lethbridge  
Ron Fernandes, Local 002, Edmonton  
Paulette Gillespie, Local 118, Cereal  
Mike Larson, Local 003, Edmonton  
Karen Mann, Local 002, Edmonton  
Jessica Philp, Local 044, Red Deer  
Gil Laflamme, Staff Advisor  
Tammy Lamoureux, Administrative Support

Greetings.

The Legislative Committee has been meeting, when required, since the last convention, and will have met four times by September 2022.

The Legislative Committee is responsible for producing, receiving, and processing convention resolutions and referring them to the appropriate standing committee for presentation at convention. There are eight constitutional resolutions and eleven general resolutions on the order paper for the 2022 Convention. The constitutional resolutions will be presented at convention by the Legislative Committee which has also determined (subject to amendments of the agenda) the order of presentation.

Included in the constitutional resolutions is one entitled “Public Emergencies” which establishes a new article in the Constitution to address situations such as what was encountered during the COVID pandemic. This resolution was the result of a similar resolution at the 2021 convention which was referred back to the Legislative Committee with direction. Further direction was provided by Provincial Executive (PE), and the “Public Emergencies” resolution was adopted by PE to forward to convention.

The Legislative Committee, as per direction from PE, is also in the process of reviewing the constitutional article that refers to AUPE’s Standing Committees. PE has given the direction to determine whether the mandates and the objectives of some of the Standing Committees could be moved out of the Constitution and into policy. The Legislative Committee will be seeking more direction and guidance from PE and potentially drafting a constitutional resolution for the 2023 Convention.

Well in advance of the resolution submission deadline, the Legislative Committee reviewed the “How to Write a Resolution” guide that it developed a few years ago. This guide was made available to all components and Standing Committees for their reference and assistance in writing resolutions.

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

The committee is also responsible for updating or creating policies and procedures which do not fall under the jurisdiction of a specific standing committee. Currently, the policies and procedures have been assigned to members of the committee to review and make recommendations for any necessary changes. Committee members will be doing their review with special attention to ensuring that the policies and procedures are reflective of the principles of Inclusion, Diversity and Equity (IDE). The Human Rights Committee provided a very helpful guide of what to consider when reviewing material through an IDE “lens”. We would like to thank the Human Rights Committee for their guidance and assistance in this endeavour.

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

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

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

Submitted in solidarity on behalf of the Legislative Committee,

Guy Smith  
President  
Legislative Committee Chair

## **MEMBERS' BENEFITS COMMITTEE**

### **Committee Members**

Justin Huseby (Chair), Provincial Executive, Local 052, Calgary  
Katherine Alexander, Local 002, Lacombe  
Debora Coombes, Local 057, Bowden  
Susan Cowtan, Local 002, Edmonton  
Chrissie Mather, Local 071, Medicine Hat  
Lea Schmidt, Local 002, Spruce Grove  
Kathleen Schwengler, Local 048, Calgary  
Julius Salegio, Staff Advisor  
Kim Lockert, Administrative Support

Good afternoon 2022 AUPE convention delegates!

On behalf of the Members' Benefits Committee, we wish you an exciting and safe convention!

Your Members' Benefits Committee looks after administering the Members' Benevolent Fund (MBF) and the Members' Education Fund (MEF) on your behalf.

### **Purpose of the Funds**

Generally speaking, the Members' Benevolent Fund (MBF) is established to assist members who are dealing with a personal emergency requiring financial assistance. The Members' Education Fund (MEF) is established to provide educational scholarships and bursaries to assist eligible members and their families pursuing educational opportunities.

### **MBF & MEF Sustainability and Funding**

Both funds receive their funding from three main sources. The first is from AUPE members, as approved by a resolution at the 2012 Convention. In essence, \$0.25 per member is contributed to the Members' Benefit Committee each month to support the programs and sustain the funds (\$0.07 is put towards the MBF, and \$0.18 to the MEF as per the Members' Benefits Committee Investment Policy). The second source is direct donations. Donations have come from AUPE vendors, AUPE partners, individual AUPE members, committee initiatives, and Locals and/or Chapters. The third source is interest earned on the funds throughout the years. Your MBF and MEF have a long history that even pre-dates AUPE (... but that is a story for another time)!

Your committee is working to ensure that your funds are sustainable when factoring specific spend projections, market swings, and fund size. This is continuing the progress reported in our 2021 convention report. The goal is to keep the MBF and the MEF sustainable in perpetuity to meet the needs of today without compromising the needs of tomorrow. In other words, we want to make sure the MBF and MEF will exist for members forever, while ensuring we don't handcuff the decisions that future committees may have to make. Like any fund, ongoing monitoring and evaluation needs to occur to protect the interests of our members.

Building on the strategy, with solid management of fund investments and investment policy updates, the committee continues to balance the desire for a well-funded MBF & MEF to meet the needs. This means that we can have a maximum spending figure established each fiscal year to keep both funds sustainable despite fluctuations in the markets. As a reminder, those rates last year were \$240K for your MBF and \$200K for your MEF. We're proud to

report that we were able to continue that work and can maintain the maximum annual level available for the MBF while working to sustainably increase the available annual spend for the MEF.

At the end of the 2021/22 fiscal year (June 2022), the projected financial position for the MBF is \$10,404,131 and for the MEF is \$3,558,978.

### **The Members' Benevolent Fund (MBF)**

The MBF continues to see increases in the number of applications by members. The number of applications reviewed has increased 41% from the previous year (see Table A). Given the July and August applications for this fiscal year so far, indications are applications for emergent assistance will continue to rise.

**Table A:**

<b>The Members' Benevolent Fund (MBF) Period</b>	<b>Amount</b>
July 2021 – June 2022: 202 applications, 99 approved	\$130,297.00
July 2020 – June 2021: 143 applications, 61 approved	\$81,059.19
July 2019 – June 2020: 244 applications, 107 approved	\$152,488.00

**MBF Q&A:** There are some misconceptions about the Members' Benevolent Fund and confusion on where to find information on it. We've put together a quick Q&A.

**Q:** Who can apply for the MBF?

**A:** Any current AUPE member who is facing an emergent need. They will have to demonstrate that there is an emergent need and provide all the necessary information documentation with their application submission.

**Q:** What is the process for applying to the MBF?

**A:** Please check out the link below or visit the "AUPE Member Resources" section of the [aupe.org](https://www.aupe.org) website where you will find additional information on what may be eligible for consideration, required documentation, and the deadlines for application submissions <https://www.aupe.org/member-resources/financial-support/members-benefits-benevolent-fund>

Thank you Local 001! Your Member's Benefits Committee would like to take the opportunity to acknowledge and thank Local 001 for their incredibly generous donation of \$50,000 to the Members' Benefits Fund in November 2021 to help fellow members who are facing an emergent need.

### **The Members' Education Fund (MEF)**

As for the Members' Education Fund, your committee had the goal to increase the amount of funding available to administer the bursary and scholarship applications and programs. Last year the MEF was able to sustain \$200,000 in awards. This year, we asked our financial advisor to run simulations to find options to how we could potentially sustain an increase to \$300,000 in awards each year without misaligning the risk profile of your Members' Benefits Investment Policy (which aligns with the same risk tolerance as AUPE's investment risk profile). After extensive modelling and necessary adjustments to the Members' Benefits Investment Policy in fall 2022, the fund could stretch to a sustainable annual spend of up to \$300,000 without adversely risking the perpetual sustainability of both funds.

The information on the latest round of applications for the MBF full-time studies and part-time studies bursaries and scholarships recently concluded in July. See Table B for the unofficial outcomes.

**Table B:**

<b>MEF July 2022 Application Period</b>	<b>Amount</b>
July 2022: applications: 297 Approved: 215 full-time @ \$1,000, 65 part-time @ \$500	\$ 247,500
Brent Gawn Scholarships: essay applications: 26 approved: TBD 2 @ \$2,500	\$ 5,000
Total	\$252,500

For additional reference, Table C shows the outcomes of the three most recent July application periods:

**Table C:**

MEF Application Period	Amount	Awards
July 2022: 297 applications	\$252,000	Approved: 215 FT, 65 PT; 2 essay scholarship awards
July 2021: 238 applications	\$191,500	Approved: 160 FT, 53 PT; 2 essay scholarship awards
July 2020: 111 applications	\$91,700	Approved: 81 FT, 19 PT; 2 essay scholarship awards

After factoring in the \$252,000 in awards from July 2022, this would leave the potential for \$47,500 available for an additional round of part-time applications in the fall 2022 (for AUPE Members only).

Unfortunately, \$47,500 is not enough funding to initiate an additional round of applications and meet the anticipated demand. This is examined later in the “A Potential Fall 2022 Part-Time Application Period (this year)” section of our report.

### Recap of the 2021 Fall Part-Time Application Period

After the 2021 regular bursary & scholarship application period in July 2021, there was \$8,500 in remaining funding for awards for the rest of the 2021/22 fiscal year.

To run a second round (which is for AUPE members only), your committee fundraised by reaching out to all Locals to request any donation amount (with a suggestion of \$1/member). We are proud to report that 17 of the 33 Locals were able to donate a combined \$78,493.67, which created \$86,993.67 in bursary awards for members!

Applications for bursaries in fall 2021 were made available any AUPE members, regardless of whether their own Local was able to contribute or not... and my goodness did AUPE members ever respond to the program! **We had an all-time high of 153 applications by members of 22 Locals.**

The committee wishes to sincerely thank all AUPE Locals who were able to donate to create the fall 2021 bursary program for all eligible AUPE members: Locals 004, 006, 009, 012, 020, 038, 046, 048, 049, 050, 052, 053, 056, 057, 069, 071, 095. Local donation amounts ranged from \$250 to \$24,000. We would also like to commend the extraordinary efforts of many Locals to contribute well above their size, which made the program possible.

### A Potential Fall 2022 Part-Time Application Period (this year)

The popularity and utilization of the PT bursary program has grown stronger each year. Table D & Table E (below) demonstrate the increasing broken out by application period.

The increase in popularity is made possible due to the efforts of the committee to first raise the sustainable funding, Local leaders promoting the programs through their component's chapters and worksites, and AUPE communications staff working hard to help promote the program to the members through multiple online means.

**Table D:**

Application Period	# of PT Awards
Fall 2022 (part-time/members only)	TBD – if funding available
Fall 2021 (part-time/members only)	152 applications
Fall 2020 (part-time/members only)	30 applications
Fall 2019 (part-time/members only)	12 applications*

For additional reference, Table E includes the information from Table D combined with the PT application information from the regular July periods from 2021-2022 (highlighted in grey).

**Table E:**

Application Period	# of PT Awards
Fall 2022 (part-time/members only)	TBD - if funding available
Fall 2021 (part-time/members only)	152 PT applications
Fall 2020 (part-time/members only)	30 PT applications
Fall 2019 (part-time/members only)	12 applications*
July 2022 (part-time/members only)	65 PT applications
July 2021 (part-time/members only)	53 PT applications
July 2020 (part-time/members only)	19 PT applications

\*Unfortunately, the fall 2019 PT application numbers were not retrieved before report submission and are an estimate.

Tables D & E show that PT bursary initiative is (roughly) growing three to five times each application period. While this is a concern because there is only a limited availability of funds it is a good problem to have because it means the message is getting out! AUPE has the best Education assistance of ANY union in Canada for members, members' partners, and eligible dependents. Your committee has done a terrific job to secure \$300,000 each year in sustainable MEF spend without placing the MEF at risk.

At the time of the submission of this report, your committee is working on an initiative to have a fall 2022 PT bursary period. \$47,500 is not enough to run an additional period without additional funding due to the projected demand and due to increased awareness and access.

**Q:** How many applications do we expect?

**A:** Given the trend of tripling each application period, it is realistic that we could have up to 450 applications if we ran an additional PT round fall 2022.

**Q:** Can't we just use the \$47,500 we have and call it a day?

**A:** Splitting \$47,500 among 450 applications would provide a bursary of \$105 (far lower than the current \$500 award levels). While some may argue "something is better than nothing", we feel this doesn't do enough to remove much of the financial barriers to accessing education for members. Remember that members are enrolling in education to further themselves. For example, most courses cost more than \$500, so a \$105 bursary may not be enough help to enable them to take a \$850 course.

It is important to paraphrase the original intent of the fall PT bursary initiative: It was to help encourage members to take courses that will benefit them to secure the pathways they are seeking in terms of education. Most AUPE members are not able to attend full-time studies, so this program was a way for our 97,000 AUPE members to enhance their growth in skills and certificates which they could apply to their workplace, career progression, and union activism.

### **Estimated Funding Needed for a 2022 Fall PT Bursary Program**

If your committee receives 450 eligible applications for a fall program, the cost of the program awards @ \$500 would be \$225,000, which means that an additional \$177,500 would need to be raised this fall. That is a lot of money needing to be raised (for comparison, you only had a total of \$200,000 from the MEF for all programs in 2021).

### **Funding Strategies for a 2022 Fall PT Bursary Program**

In late August (after this report submission), there will be sincere discussions about ways to seek additional funding between your Member's Benefits Committee Chair and your AUPE Finance Committee including your AUPE Executive Secretary-Treasurer.

If the committee embarks on a round of fundraising from Locals, \$177,000 would be very challenging goal (it works out to an average of \$1.83/member). However, if we can fundraise an average of just \$1/per member from each Local, we would have \$97,000 in funds raised plus \$47,500 in MEF awards \$144,500 which could translate into 289 individual education bursaries for this fall 2022.

For every \$500 donated by Locals, +1 additional bursary is created. In 2021, most Locals brought the request for donation to their council to debate. Some councils invited the Members' Benefits Chair to present and answer questions on the initiative before deciding whether to go ahead or not. One Local (071) got creative and gave their

convention delegates an opportunity to divert what normally would have been spent on their convention swag to create more bursaries. When combined with their original donation from council, there were 13 bursaries created. Another Local (052) provided additional funds to their initial donation to cover the cost of all successful applicants from their Local. Plenty of Locals were able to donate more than a \$1/member average.

There are plenty of ways to look at the program but it all boils down to this question: Do we (AUPE members) want to have a fall PT bursary period in 2022 or not?

If yes, we need to secure more funds.

If no, then nothing happens and the next time we can support our members on their educational pursuits would be in the July 2023 application period.

## **2022 Committee Meetings**

Your new MB committee jumped right in February and continued the practice of operating virtually wherever possible when meeting. As a committee, most of the monthly meetings for application review occur in the evening over Zoom as part of an effort to keep committee meetings consistent, reduce time-off and travel costs. Additionally, your committee participated in a free training session hosted by the Edmonton Violence Prevention Centre to help better understand how we can help members who are in situations of family violence.

Meeting dates since last convention report:

- September 8, 2021 (virtual)
- September 23, 2021 (virtual)
- October 6, 2021 (virtual)
- November 4, 2021 (virtual)
- December 9, 2021 (virtual)
- January 13, 2022 (virtual)
- February 10, 2022 (virtual meeting & new committee orientation)
- May 18, 2022 (virtual meeting & virtual family violence presentation hosted by the EVPC)
- June 7, 2022 (virtual)
- July 5, 2022 (virtual)
- July 25 & July 26, 2022 (hybrid - education application reviews)
- September 6, 2022 (scheduled)
- October 6 (scheduled)

## **Final Words**

We would like to acknowledge and thank previous committee members. To Bill Piggott, Wendy Kicia, and Vanessa Bauder: THANK YOU for your volunteer time, sage advice, and tremendous volunteer service to the membership. THANK YOU to our staff advisor Julius Salegio and to Executive Secretary - Treasurer Jason Heistad for your incredible ongoing support to help continue the move to achieve our goals. Your guidance, historical perspective, and willingness to help us explore possibilities helps us with decision making. We also want to acknowledge Jacqueline and Jeremy and their team at ATB Wealth for their exceptional service, analysis, and recommendations to help decision making that ensures a stable future for the membership's funds.

Finally, the committee would like to give an extra special THANK YOU to the amazing Kim Lockert, our administrative support superhero. Kim: What you have done to help our members and our committee is exceptional. We hope you know that your hard work, determination, and dedication is what makes the committee (and AUPE members) successful. We would not accomplish what we have so far without you.

Please enjoy convention and let's stick together!

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

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

## **MEMBERSHIP SERVICES COMMITTEE**

### **Committee Members**

Susan Slade (Chair), Vice President  
Kelly Annelly, Local 046, Sherwood Park  
Leah Balzer, Local 054, Edmonton  
Elaine Cairns, Local 002, Spruce Grove  
Shea Christie, Local 001, Nanton  
Michael Decker, Local 002, Calgary  
Paula Fleming, Local 001, Edmonton  
Clint Nicholson, Local 118, Hanna  
Pam Vona, Local 002, Edmonton  
Christina Misquitta, Staff Advisor  
Destiny Baines, Administrative Support

The committee met on the following dates:

- February 22, 2022
- March 28-29, 2022
- May 16, 2022
- June 15, 2022 (specifically to go over life memberships)
- August 15, 2022

Note: the committee members also take turns throughout the year to vet potential discounters.

The committee follows the mandate in article 15.07(b), is responsible for considering and reviewing items relevant to the mandate provided. The committee has worked together this last year to ensure that the general welfare of the members is one of the positive outcomes.

### **Welcome Wheel**

The previous committee was working on an interactive welcome wheel that allows you to click on each wedge for information on AUPE resources. This is now on the website under member resources and clicking “Discover AUPE’s website”.

### **Policy Updates**

The following policies that fall under the Membership Services mandate have been updated this year:

#### **Section 3 Education**

- Policy 3-7 AUPE Education Core Courses, Ad Hoc Courses, Add-on and Online Courses (title change) the following changes were made to policy 3-7:
  - 6. Component Add-on Request
  - 7. Regional Add-on Request
  - 8. c) Online Learning Events
- New Policy 3-8 Retaking Course has been added

#### **Section 16 Internal Communication**

- Union Discounts: housekeeping to reflect the minimum discount of 15 per cent and removal of paper copy of discounts removed annually as all discounts are up to date and online going forward.

### **Steward Training**

Steward training was held virtually with 283 participants.

The training consisted of the following four sessions:

#### **Session 1 – Filling the Toolbox**

In this session we will review the roles and responsibilities of the union steward. We will review the steps for reading your collective agreement. Review meeting types that stewards may attend and their roles within each meeting. We will review how to handle grievances from filing them out to presenting them. Stewards will be provided with resources for carrying out these roles and for providing contact information on the worksite. Finally, we will look at the new role of assessing issues to make recommendations for alternate methods of dispute resolution. We will work toward filling your union toolbox with a variety of tools and resources to fulfill these roles.

## **Session 2 – Stewards Organizing Worksite Power**

In this session we will provide stewards with the tools they need to delegate work to other members. The job of a union steward never ends, it is a very busy role but the members you service can start to become involved in the success of resolving worksite issues. Stewards can use their knowledge and activism to bring newer active members along by mentoring them with opportunities to become involved in the process, providing resources, offering encouragement, and continuing to support one another. Just as an electrician shows their apprentice how to do the job, so too can a steward show their fellow members the way of the union.

## **Session 3 – Building Skills and Connections**

In breakout groups, stewards will practice their grievance writing skills and build on finding the best outcomes for issues that your fellow members face on the worksite. Each group will review case studies, write grievance details, violations, and redress, and assess the situation for alternative methods of dispute resolutions either instead of or alongside the grievance process. These breakout groups will allow both veteran and new stewards to work together and create connections and share knowledge on how to face the employer.

## **Session 4 – Labour Relations Q&A Session (Working Titles: Steward Support Line or Troubleshooting)**

We will finish the day by having an open Q&A session with a membership services officer where stewards can ask questions about their roles, responsibility, best practices, and union issues. Stewards will also be given a variety of resources to help them continue to build their toolbox and keep doing the quality work they have always done.

With the feedback that was received it was felt that the session was a very positive experience with ample opportunity for members to interact in the breakout sessions.

At the time of writing this report AUPE currently has 716 stewards registered in the system.

## **Education Courses**

Number of members that have signed into the AUPE online education registration system is 9047. Last year AUPE held 44 online courses. Courses planned for 2022:

- Intro to Your Union (asynchronous online and in-person)
- Intro to OH&S (asynchronous online and in-person)
- Contract Interpretation (asynchronous online)
- Basic Conflict Management (asynchronous online)
- Foundations for Union Stewards (in-person)
- OHS for Union Activists (blended online)
- Direct Action (in-person)
- Picket Captain Training (synchronous)
- Labour School 2022 will be held November 20-24, 2022
- Labour School 2023 will be held March 5-9, 2023

## **AUPE Discounters**

The discount program is continually being updated with new vendors and reaffirming those that are already part of the program. Each committee member is tasked with taking turns vetting and providing feedback when new vendors apply. The committee does not actively solicit new vendors but do encourage members to read the policy on how new vendors can be part of the program if they know businesses that would be interested. Please check out the website regularly to see the list of approved vendor discounts.

## **Life Membership**

At the time of submission of the report the following members have been approved for life membership to be presented at Convention 2022:

- Karen Weiers
- Rodney Feland
- Danielle Nadeau-McMillan
- Krista Brzezecki
- Valerie Whelen
- Corine Heffernan

The committee would like to extend congratulations and gratitude to all the above members for their dedication to AUPE. Please note this may not be all that are receiving a life membership at convention, due to the policy the applications must also be approved through PE that will be taking place after report is submitted.

## **Ongoing work**

The committee is continuing to work on updating the CORK (component officer resource kit). This is AUPE (orientation booklet), policies and other ways to improve members accessibility to resources. The committee is also working developing a new program that would showcase small businesses that are in Alberta with a focus on the rural communities.

## **In Closing**

As this was my first year as the committee chair, I want to thank the returning members of the committee for their background and help on the projects that have been ongoing as well as insight into how the committee previously worked together. To the new members of committee thank you for your dedication, willingness to learn, and active participation. Everyone has been very eager to collaborate with ideas and projects. The committee is very lucky to have Christina Misquitta as our staff advisor and Destiny Baines as the staff admin. Both have been an amazing asset to the committee streamlining processes, providing insight into policies and always available for questions. Thank you both for everything this past year.

I look forward to what the second half of our term will look like and welcome any ideas or thoughts that the delegates have in order to provide the best possible service to the members.

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

In solidarity,

Susan Slade  
Vice-President  
Membership Services Standing Committee Chair

## **OCCUPATIONAL HEALTH & SAFETY COMMITTEE**

### **Committee Members**

Bonnie Gostola (Chair), Vice-President  
Dorinda Ainscough, Local 012, Kananaskis  
Karie Burchill, Local 006, Stony Plain  
Juanita Cozicar, Local 056, Smoky Lake  
Paulette Harrison, Local 052, Irricana  
Wallace Howe, Local 095, Calgary  
Brenda Lussier, Local 043, Westlock  
Sandra Mill, Local 001, Innisfail  
Diana Griffith, Staff Advisor  
Rachelle Weisgerber, Administrative Support

Fellow members of the Alberta Union of Provincial Employees,

I hope this report finds everyone well and that all have been promoting safety on their worksites every day. The culture of safety must be the center of our focus when promoting safety and the message to members is that it is up to us all to be the change we need to see on the worksites.

The committee met on February 17, March 16, April 20, April 28, June 22, and September 15, 2022. The members of the committee have amazing resumes and hit the ground running. The February meeting was held to introduce the team to each other and to go over the expectations, mandates, and next steps for the committee. In February, we also discussed the next couple of months as that is the time frame for the Rolyn Sumlak Award process and the Day of Mourning ceremony. That was the focus of the committee for the next few meetings.

The invitation to attend the standing committee meetings was extended to the Local OHS liaisons, as per the past term of the committee. During the report backs of the liaisons, it has become clear that the bulletins, as produced by past committees, is how we can assist our members going forward. The first bulletins we would like to focus on are mental health and, on the vaccination front, honouring/respecting choices. A potential slogan for the mental health bulletin is "It's OK to say I'm not OK!". The idea is to focus on members' mental health and build a bulletin that gives members the resources to identify mental health as an OHS issue and assisting members in finding that help. This will be the first bulletin to go to members. Timing will depend on the assistance of our communications, education, and graphics departments.

The committee also reviewed the policies/policy statement of AUPE on OHS. There were no recommendations to make any changes. The newest version of the liaison guide has been completed and was sent to the OHS liaisons, the Local chairs, and the Provincial Executive.

The latter portion of the March 16 meeting was to review the Rolyn Sumlak Award nominees. There were four (4) nominations for consideration. The committee went through the nominations using the blind method and judging rubric. The committee has also begun preparations for the Day of Mourning ceremony. This year is the 30th anniversary of the first Rolyn Sumlak Award presentation. The event was again broadcast in a webinar format and on Facebook live.

The OHS Committee met briefly on April 20 to bring forward timely recommendations for convention to the June PE meeting. During this meeting the committee, together with the guests went through a rehearsal of the Day of Mourning ceremony. We used this time to measure out the time for each of the segments of the ceremony and to give the new committee members and the guests an idea of how the online ceremony would work. It was the opportunity to get the kinks out and create the atmosphere for the April 28 event. The recommendations were to bring the two constitutional resolutions from the 2021 Convention back to the 2022 Convention, as these need to be approved by the PE to move forward every year.

### **Day of Mourning Ceremony**

The Day of Mourning ceremony was held on April 28 online with a Facebook live component. This year's ceremony marked the 30th anniversary of the Rolyn Sumlak Award and the committee felt it important to honour that milestone. The entire membership and staff were rocked by the untimely passing of our friend, colleague, and mentor, Mary Kehoe, just the day prior, which required us to shift the program to include time to acknowledge this loss. I am so proud of the entire team who worked to recognize Mary, as a former member and staff of AUPE, and a strong advocate for OHS. We send our deepest condolences to Mary's family and friends. I want to thank our guest speakers, Guy Smith, AUPE President, Dennis Malayko, former OHS representative for AUPE, Darlene Sumlak and Jared Matsunaga-Turnbull, Alberta Workers Health Association, for their contributions to the event. Jim Perry, Local 003 (retired) for the beautiful pipes and the rendition of Amazing Grace. I also want to thank the AUPE staff who went above and beyond to make this event happen and give it the reverence our members deserved in honouring our fallen fellow workers.

Congratulations go out to the two recipients of the Rolyn Sumlak award, Christine Scotland, Local 005 and Coralie Podealuk, Local 002. I will note there were four (4) nominations for the award and the committee using a criterion to arrive on the award winners. This does not take away from the other nominees who have been recognized for their contribution to health and safety at their worksites.

The September meeting of the committee focused on Working Short Ad Hoc Committee information looking to come to a resolution of that committee's work. The committee will also be looking at ways to improve on the next phase of the education of members in the work of the joint worksite committees.

The OHS liaisons continue to join the committee at meetings. This has proven to be a very effective way for the Locals to convey issues to the union. I am proud of the way many of the liaisons have grasped the role and building on the last term to be that conduit for the members.

In December of last year, the regulations for OHS were finally released. As was expected, the government chose to make changes to the role of and duties of the employer and worksite committees. More power to decide on investigations and timelines was returned to the employer, sidestepping the need for oversight in those investigations by the worksite committees. Also removed were some of the training requirements for supervisors and again worksites committees. The regulations basically diluted the input of the onsite oversight of OHS. Even though the government has taken steps to give more power back to the employer, we as workers need to be diligent and demand more and never back off on the requirement for the employer to protect our physical and mental health.

The committee recognizes the struggles of our members as we continue in the environment of COVID. Although the world has decided to move on the virus has other ideas and our members continue to work in the time of COVID. We call on every member to take the health and safety on their worksites seriously and use every opportunity to be that person who demands more from the employer.

Submitted in solidarity on behalf of the committee,

Bonnie Gostola  
Vice-President  
Occupational Health and Safety Committee Chair

## **PAY AND SOCIAL EQUITY COMMITTEE**

### **Committee Members**

Sandra Azocar (Chair), Vice-President  
Rhonda Chatman, Local 071, Whitecourt  
Danielle Dumont, Local 003, Fort Saskatchewan  
Charity Hill, Local 054, Edmonton  
Raymond Tweedle, Local 057, Springbrook  
Hitomi Suzuta, Staff Advisor  
Kelly Steele, Administrative Support

To the officers and delegates of the Alberta Union of Provincial Employees Convention assembled in Edmonton, Alberta, October 2022.

Greetings of solidarity from the members of the Pay and Social Equity Committee.

The AUPE Pay and Social Equity Committee met on the following days:

- March 3, 2022
- May 19, 2022
- June 28 and June 29, 2022
- August 18, 2022
- September 6, 2022

### **Organizing and Setting Direction**

The Pay and Social Equity Committee (PSE) is constantly challenged and questioned as to its relevance and ongoing existence. The issues that this committee deals with are intersectional in nature and are linked to the work of the Women's, Human Rights and Committee on Political Action.

This committee continues to persevere regardless of obstacles and has overseen and undertaken vast amounts of work over the years. I would venture to say that the PSE is the only committee that has undertaken the massive task of drafting legislation (a proposed wage equity legislation that was presented to MLAs in the legislature) and has worked relentlessly to engage stakeholders and politicians who must use evidence and gender-based policy analysis to make needed changes. We are hopeful that we can continue to build on this work and take advantage of the changing and unstable political landscape that currently faces our province.

As of January 2022, 76.8 cents on the average are earned by full-time, working women in Canada for every dollar men make. Pay gaps are wider for women who are Indigenous, living with a disability, are racialized or who are newcomers. While this statistic is staggering, our members often point out that within our union there is no such pay gap, as we get paid equal wage to our male counterparts. Without a doubt, male workers who are employed in what are seen as traditionally female dominated occupational groups are treated similarly to their female counterparts.

The primary issue that we want to highlight as a committee, is the simple fact that conditions within the care economy sectors of economic activities—both paid and unpaid related to the provision of social and material care—often demonstrate the lower value of these jobs to the employer and society.

Jobs under the care economy make up the fastest growing sector in the economy. The service sector accounts for 72 percent of the national GDP and nearly 80 percent of total employment, and the care economy is a large and growing segment of that sector. Add those statistics to the lessons learned from the COVID pandemic, where the importance and value of front-line care jobs that our members do, was highlighted. We believe it is well past the point where society and employers recognize the value of care work.

With that in mind, our work will be guided from the lens of not only pay equity but pay equality. Pay Equity refers to equal pay for work of equal value, while pay equality is about changing our systems and culture so that more women can become “equal”.

Through the work of the committee, we continue to work towards change in the systems that continue to oppress women, people of colour, disabled people, queer people, and other marginalized groups. We continue to identify and remove the barriers that they face to accessing higher paying jobs.

Alberta is one of two provinces in Canada which does not have stand-alone pay equity legislation. The second is British Columbia. Employers, such as the Government of Alberta, are reluctant to even get into the debate, much less

have the political will to bring forward legislation to deal with this issue. Such reluctance and lack of legislation means that inequity will continue to exist. Communities in Alberta are listed (by the International Labour Organization and the Canadian Centre for Policy Alternatives) as the worst places in Canada for women to work and live. It has been well documented that wage inequities lead to social inequities such as child poverty, elder poverty and increased issues with addictions, mental and physical health, and education.

With no wage equity legislation in Alberta, the wage gap is much larger than most provinces. The wage gap is significantly larger for those workers representing the Indigenous population and visible minorities. Most of our healthcare workers are racialized women and often are migrants with the poorest pay and the worst working conditions. We know that healthcare working conditions directly impact the conditions of care that patients receive, and so valuing care work and supporting healthcare workers in their struggles will strengthen our public healthcare system for everyone. Working conditions are care conditions.

Added to wage inequalities is the current action of the government to privatization many of its services that include some of the lowest paid workers who provide essential services to all Albertans. Minimum wage workers in laundry services, food services, and housekeeping are being threatened with their jobs. These cuts can have lasting impacts on the economic and social viability of local communities.

If we give more money to women today it will ensure that tomorrow, they and the next generation of Albertans will not live in poverty.

## **Moving Forward**

After two years of living through a pandemic it has become crystal clear that women continue to be disproportionately impacted by COVID-19. Women tend to work the frontlines of hospitals, public health units, long-term care homes and grocery stores. They are often overrepresented in sectors like retail, tourism and accommodation that have yet to fully recover. Frontline workers in the public sector continue to risk their lives to keep us safe, often on low salaries or no salary at all.

Frontline workers have had to fight for meager increases in wages after giving selflessly for the past two years and we continue to tolerate government policies that serve to perpetuate poverty among women, families, single adults, people with disabilities, immigrants, Indigenous and racialized people. We need to move members of our communities from complacency to action if we want to see and ensure a just recovery.

We must seize this moment to ensure gender, racial, and economic justice moving forward. We must take this opportunity to make our province better, stronger, and more equal. Moving forward starts with wage equity legislation as one of the many ways to value the work done by those engaged in the care economy, but also to address poverty and inequality.

Our committee will be working with the four key areas outlined in AUPE's Strategic Plan. We plan to engage in realistic and achievable strategies and tactics to accomplish our objectives during the term of this committee. We also want to be able to track our effectiveness and to be able to provide accountability and clear reporting on the work being carried out by this committee.

## **Outreach/Advocacy and Lobbying**

Part of the work that will be done by this committee is to engage labour and community, Government, and opposition MLAs to prepare for the upcoming election. So far, we have had the opportunity to meet with the following stakeholders to discuss the work of our committee and to identify areas of collaboration and mutual support:

- Marco Luciano – Migrant Alberta
- Christina Gray – MLA Edmonton Millwoods
- Karen Kuprys – Secretary Treasurer – Alberta Federation of Labour
- Siohban Vipond– Executive Vice President - Canadian Labour Congress
- Janis Irwin – MLA Highlands-Norwood

## **Conclusion**

We are looking forward to continuing our work in the upcoming months as we move forward as we seek to impact systemic change.

I want to take this opportunity to thank the returning members of this committee who have worked diligently for years to bring attention to the issue of Pay and Social Equity by educating our members and community at large around the issues related to pay equity and equality. I want to specially thank our staff advisor Hitomi Suzuta. Her

dedication, her expertise and her unrelenting energy have made this committee the force that it has become over the years. Our gratitude to our administrative support Kelly Steele for keeping our committee organized and doing all the work that is so needed.

Submitted in solidarity on behalf of the committee,

Sandra Azocar  
Vice-President  
Pay and Social Equity Committee Chair

## **PENSION COMMITTEE**

### **Committee Members**

Jason Heistad (Chair), Executive Secretary-Treasurer  
Chris Eddy, Local 003, Spruce Grove  
Helen Flores, Local 002, Edmonton  
Mark Hercina, Local 003, Red Deer  
Derrek Luu, Local 046, Edmonton  
Marty Roy, Local 046, Edmonton  
Ben Smith, Local 003, Taber  
Andrew Wilson, Local 057, Sundre  
Liliana Cordeiro, Staff Advisor  
Kelly Steele, Administrative Support

### **LAPP and PSPP Board Members**

LAPP Sponsor Board: Susan Slade, Vice-President  
LAPP Corporate Board: Terry Agoto, Manager of Essential Services and Research  
PSPP Sponsor Board: Mike Dempsey, Vice-President  
Jason Heistad, Executive Secretary-Treasurer  
Justin Huseby, Local 052 Calgary  
PSPP Corporate Board: Liliana Cordeiro, Union Representative – Pensions  
Jan Goodwin, Senior Research Officer  
David Lardner, Union Representative – Essential Services

To the officers and delegates of the Alberta Union of Provincial Employees assembled in Edmonton, Alberta, October 27-29, 2022.

Greetings!

The Pension Committee membership substantially changed after the 2021 AUPE Convention when seven new members were selected through an application process. I would like to thank the former committee members for their dedication and efforts to promote pension issues to members and public, lobby government when our pensions were attacked, coordinate work with labour organizations to protect retirement benefits and ensure workers voices were heard at the tables where decisions are made about their pension plans.

### **Investment Performance**

2021 was a very good year for public sector pension plans; assets in the Public Sector Pension Plan (PSPP) increased to \$18.1 billion by December 31 (\$15.6B-2020) and the Local Authorities Pension Plan (LAPP) assets grew to \$61.7 billion (\$53.6B-2020). Both plans are well funded and poised to meet current and future pension accrued obligations.

The market in 2022 has not been kind to investors however PSPP and LAPP are defined benefit pension plans and unlike a defined contribution (DC) pension plan, or RRSPs, the amount of the pension one receives doesn't fluctuate when markets are down. Risks are spread out among all members, versus in a DC plan or RRSP savings where the individual assumes all investment risk and retirement income is usually based on how much money is in the bank when it's time to retire. Further, contribution rates are based on long-term funding requirements and are not directly affected by short-term market performance. The plans are financially healthy and stable.

## PSPP – Investment Performance

Year Ending	2021		2020		2019	
December 31	Actual	Target	Actual	Target	Actual	Target
	15.8%	10.3%	1.6%	8.0%	12.3%	13.8%

## LAPP – Investment Performance

Year Ending	2021		2020		2019	
December 31	Actual	Target	Actual	Target	Actual	Target
	14.96%	7.58%	5.2%	9.46%	11.9%	12.5%

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

On January 1, 2022 LAPP and PSPP reduced employee and employer contributions, as approved by the sponsor boards and announced in 2021.

## PSPP Employee Contribution Rates\*

Year Beginning	2022		2021		2020	
January 1	Earnings up to YMPE** \$64,900	9.6%	Earnings up to \$61,600	10.47%	Earnings up to \$58,700	10.47%
	Earnings over \$64,900	13.7%	Earnings over \$ 61,600	14.95%	Earnings over \$58,700	14.95%

\*Employers match employee's contributions

## LAPP Employee Contribution Rates\*\*\*

Year Beginning	2022		2021		2020	
January 1	Earnings up to YMPE** \$64,900	7.45%	Earnings up to \$61,600	8.39%	Earnings up to \$58,700	8.39%
	Earnings over \$64,900	11.80%	Earnings over \$ 61,600	12.84%	Earnings over \$58,700	12.84%

\*\*Year's Maximum Pension Earnings is announced by Government of Canada by year end.

\*\*\*Employers match employee's contributions and pay an extra 1%

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

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

The committee wishes to thank those nominated by AUPE sitting on respective PSPP and LAPP boards: Jason Heistad, Mike Dempsey, Susan Slade, Justin Huseby, Terry Agoto, Liliana Cordeiro, David Lardner, and Jan Goodwin for their contributions to joint governance of the pension plans.

We would also like to give special thanks to Kelly Steele, administrative support, for keeping us organized.

Respectfully submitted on behalf of the Pension Committee,

Jason Heistad  
Executive Secretary-Treasurer  
Pension Committee Chair

## **WOMEN'S COMMITTEE**

### **Committee Members**

Sandra Azocar (Chair), Vice-President  
Rita Bains, Local 002, Edmonton  
Cecilia Fernandes, Local 002, Edmonton  
Pamela Foyle, Local 095, Calgary  
Carol Mammel, Local 095, Calgary  
Alice Salon, Local 056, High Prairie  
Julie Woodford, Local 054, Edmonton  
Sharlene Patterson, Staff Advisor  
Jami Payne, Administrative Support

On behalf of the AUPE's Women's Committee I would like to welcome all the officers, delegates, life members, committee members, observers, and guests to Convention 2022. Greetings of solidarity from all the members of the Women's Committee.

Women's Committee met on the following dates for the latter part of 2021-2022:

- March 2, 2022
- May 4, 2022
- July 7, 2022
- August 30 – virtual meeting
- September 7, 2022

Normally, committees would have had the opportunity to meet several times before convention. However, since we started late in the game, we had to be intentional in setting the focus of the committee's work. As a committee, we took the lead from the key areas identified in the union's Strategic Plan. Our work will be guided through the lens of the impact that working and living under what we describe as the "care economy" has had, and will continue to have, on women. As we move through the impacts that the COVID pandemic had on our workplaces, economy, social and familial relationships, we will be looking at ways of changing the narrative to reflect the much-needed recognition of the value of care work and its place in the economy.

When we speak of the "care economy", we refer to the sector of economic activities both paid and unpaid related to the provision of social and material care. Hence the services that as a public service union our members provide day in and day out. From this gender-based analysis we know that women were predominantly impacted by sick children, closures, isolation periods. Healthcare workers' wages were impacted by the single site policy, by having to use up their sick benefits when they or their family members became ill. Yet the government policies did not reflect this reality but rather moved to compensate businesses and employers.

As women and union members, we have an opportunity to start changing the narrative and to start creating systemic changes. To take from what we learned through this pandemic, and to make this province a better place to work and live in.

### **DOVE Award**

Since 2002, during the month of March to coincide with International Woman's Day, AUPE presents the DOVE Award. This annual award honours female members who have made major contributions to the betterment of women and all members of our union. The DOVE Award – Day of Validation and Equity – provides an opportunity for members to recognize the work of their coworkers as activists, stewards, worksite contacts and spokespeople for the union movement.

On July 7, 2022, our committee was fortunate to come together and be the first group of members to make use of the beautiful member's lounge. We had the opportunity to celebrate two of our sisters who have made our union better through their commitment and hard work.

Due to the pandemic, 2020 DOVE award recipient Lea Schmidt was not formally presented with her award. We invited Lea to take part in this year's celebration so that she could be duly celebrated.

Lea is a member of Local 002 Chapter 002. She has been described as a courageous, active leader at her worksite who has served the union in many ways, including AUPE's Finance Standing Committee, as treasurer for Local 002,

and eight years as treasurer for the Spruce Grove and Stony Plain Area Council. Thank you, Lea, for all that you do and have done for the women and men of this union.

Our committee celebrated and highlighted the accomplishments and contributions to our union made by this 2022's recipient of the DOVE Award, sister Shamanthi Cooray.

Over her many years of union involvement, Shamanthi has represented many women and men in the GOA to resolve grievances and has worked tirelessly to address systemic barriers facing the members she represents. Sister Cooray is currently the chair of Local 006 and in this role, she was instrumental in the creation of the Maureen Braun Scholarship to sponsor young women to find their voice and to become leaders.

Shamanthi has been a role model to many women and trained a lot of workers as casework trainees, practicum students, interns and assisted them to advance in their careers.

When you don't see Shamanthi in a meeting or social, you can find her supporting picket lines and supporting civil society activities. Shamanthi is extremely politically engaged and has been a force in our attempt to obtain the presumptive clause under OH & S legislation for social workers who are in large part women.

After much push from our union to address issues of pay equity, we were finally successful in obtaining pay equity language in our biggest tables, GOA and AHS- Shamanthi sits on this extremely important equity committee of the union and the GOA to advocate for pay equity for all government workers.

On top of what Shamanthi has done for our union members she also worked seven years as a crisis counselor with the Briganti Place, Camrose Women's Shelter advocating for battered women and sexually assaulted women.

Shamanthi has been a part of the International Women's Day marches and planning, organizing and spoken to large audiences regarding systemic issues for women and pay.

### **Grandparent's Day Picnic**

Our committee has planned and worked diligently on the Grandparents Day BBQ. Apart from taking time to celebrate and highlight the contributions made by our grandparents and seniors, we took the time to ensure this recognition is not just empty platitudes. The Women's Committee has been holding this event for decades now to bring attention to the situation facing workers and residents of our continuing care system. To bring attention to the privatization and commodification of the care being provided to our seniors and disabled Albertans.

The COVID-19 pandemic laid bare our urgent need for major seniors' care reform. Across the country, over 15,000 seniors in care died from the joint impact of COVID-19, and a seniors' care system that was woefully unprepared to deal with the crisis.

In Alberta, for-profit seniors care facilities, including long-term care and continuing care, had much worse COVID outbreaks than either non-profit or AHS operated facilities. On average, outbreaks in for-profit facilities had much higher confirmed cases, with more resident deaths, and more confirmed staff cases than non-profit or AHS facilities. The comparison between for profits and AHS facilities shows that for-profits had on average 57 percent more confirmed resident cases, 38 percent more resident deaths, and 32 percent more confirmed staff cases.

But little action has been taken by the Alberta government to remedy the long-standing problems in our continuing care system that have been exacerbated by this pandemic, except to put over \$200 million in the hands of private continuing care operators to offset their loss of "revenue".

Throughout this pandemic, healthcare workers, experts and advocates have renewed with urgency their calls for government action and national long-term care standards to protect care residents and workers. AUPE has been at the forefront, pushing for systemic changes, including national standards, and removing profit from care. Yet our governments remain determined to maintain the status quo. Despite the disproportional impact that COVID-19 has had on seniors in residential continuing care, the Alberta government has given no indication that they intend to deviate from their agenda of ever more privatization.

In April 2021, Bill 70: COVID-19 Related Measures Act, was introduced to ensure legal protection for health services facilities (including continuing care operators) facing lawsuits over illness or death due to exposure to COVID-19. The legislation was to apply retroactively to March 1, 2020 prior to when Alberta enacted its emergency public health

measures. Any existing lawsuits not meeting the new standard for gross negligence could potentially be thrown out, even if they met the standards that existed at the time they were initially filed. Ultimately, Bill 70 prevents families from being able to seek justice and hold care homes responsible for the negligence of their loved ones. The primary entities that benefit from this policy decision are private, for-profit continuing care companies. This bill in no way served the public interest or the interest of those Albertans who tragically died potentially preventable deaths in a system more focused on profit than on the lives of the most vulnerable in our society. Of particular concern was that Bill 70 was tabled by Richard Gotfried, MLA for Calgary-Fish Creek, who is also the member appointed to chair the government's Facility-Based Continuing Care (FBCC) Review.

AUPE's ongoing fight to prevent privatization of seniors' care took our members to the streets and in July 2021, Healthcare workers from Capital Care and Carewest protested the expected sale of Alberta's public long-term care facilities. Both organizations are in their sixth decade of operation, and together operate 2,800 public LTC beds in Calgary and Edmonton. The 3000 workers at these facilities were at risk of losing their jobs if Capital Care and Carewest were to be sold and privatized, or at best, being rehired by the new private operator at significantly lower pay, and potentially poorer working conditions. While this sale is on hold, we have no doubt that if we see this government return to power in 2023, that this recommendation will be pursued.

After much public pressure to address seniors' care, our government responded by introducing Bill 11: The Continuing Care Act, which was passed and received royal assent on May 31, 2022. The bill follows the government's Facility-Based Continuing Care Review and consolidated 15 pieces of current legislation that oversee our continuing care system.

Simply stated, Bill 11, fell short of addressing any of the root issues facing seniors' care in this province. It lacks any meaningful changes to improve Alberta's continuing care system. This bill does not remove profit from seniors' care, and it does not put into law the need for LTC providers to implement patient-staff ratios. It will simply be a continuation of human resource strategies that only serve to increase profits and do nothing to improve working conditions which are ultimately care conditions.

As a society we had an opportunity to make meaningful changes to improve seniors' care in this province, but we failed to take the lessons learned from this pandemic and have simply returned to the status quo. As a committee and as a union we have a responsibility to continue our advocacy in this area. We owe it to all those seniors and front-line staff that died in a system that is not responsive to the needs of the most vulnerable in our society. On that note the Women's Committee will be working with the Anti-Privatization Committee to relaunch a letter writing campaign that calls for the end to 'for-profit' seniors' care in this province.

We would like to thank all those members who volunteered their time to ensure that this event was a success, it is through their support that this event becomes more successful every year. We would like to particularly thank Gord Ford and Mary Guido for their hard work and their institutional knowledge in making sure that this picnic goes forward without a hitch. A special shout out to Megan Wiwchar for her hard work and assistance.

### **Prairie School for Women**

As has been our practice in the past, this year we had five members that participated in the Saskatchewan Federation of Labour Women's Prairie School. This year the school took place from June 13 – 16, 2022.

Members attended virtually and had the option of taking the following courses:

- Building Strong, Inclusive Locals that Prioritize Human Rights
- Women's Health and Safety in the Workplace
- A Journey to Empower Women

As mentioned before, due to the brief turn around we had from the time that committees were up and running, we missed the opportunity to send a full complement of members, however the feedback and report back that we have received from those that attended was one of gratitude and being given the opportunity to learn and grow in their own personal lives and as labour activists.

### **Domestic Violence**

As we have done in the past, I want to start by sharing a poem that was written by a Local 009 member who lived this reality for many years and was able to eventually start a new beginning. Her words are some of the reasons that as trade unionists we much continue to be propelled into action:

## **New Beginnings**

Together forever, I believed in fairy tales  
Behind closed doors, a single emotion unveiled  
Deafening silence; weeks, months, more often years  
Shattered rapidly by  
Accusations, insults, and profanity  
The true catalysts beneath my fears  
I try desperately not to hear.  
Make the world go away, I cannot take part today  
No light -----no tunnel,  
Every rule carved in stone  
No chance for compromise, I stand alone  
Isolation, denial, depression ---my sanity in question  
Bruises no one will ever see, no one that is, but me.  
The fault was his, the fault was mine  
Change comes slowly and is rarely kind  
But as I fall asleep tonight  
Under my pillow, no pocket \knife  
Certain now, the morning light  
In time, the nightmares too will fade  
For new beginnings not yet made.

Domestic/intimidate partner abuse is part of the union agenda because it is a family issue, a public health issue, a workplace issue, a community issue, and a social justice issue. Unions play an integral role in helping members to stay safe, healthy, and employed so they can retain their dignity and remain economically self-sufficient.

In 2011, AUPE passed Policy 18-5, which outlines work to be done to address domestic violence as a workplace issue. AUPE defines domestic violence in the workplace as any violence that originates in the member's home and continues to and in the workplace. At the workplace it becomes a health and safety hazard that could impact the member and/or their coworkers at the workplace.

The impact of the past two years has been particularly troublesome when speaking about violence against women. Gender-based violence has increased in severity and frequency during the pandemic. Indigenous women, girls and two-spirit folks are continuing to go missing at alarming rates, and we continue to see violence targeting women of colour while out in public, especially those who wear a hijab. Experts and advocates refer to this issue as the "shadow pandemic".

Alberta agencies supporting women and girls experiencing domestic violence say the demand for supports were higher than ever during the pandemic and expect that it will take around five years before numbers begin to fall.

The rates of domestic violence and severity of violence skyrocketed across the globe during the pandemic, including in Alberta, which saw numbers jump between 30 and 50 percent in some areas. There were four domestic homicides last year, whereas there were two in 2019; the number of sexual assaults in 2020 increased by 32 percent.

Our committee is committed to continue the work in this area and is currently in the process of developing tactics that will serve to educate and raise awareness in this area. We would like to ask for our members' support as we move forward and encourage you to participate in upcoming activities.

## **Kid's Camp**

Given the short turnaround, the uncertainty around COVID at the time when planning would have been underway, our committee was faced with the difficult decision to postpone 2022 Kid's Camp. We are looking forward to having the opportunity to come together in August of 2023 for AUPE Kid's Camp.

Please stay tuned for more information regarding participation in what we hope will be another great opportunity for children to have fun while learning.

## **Disposition of Resolutions Convention 2021**

1-9 EXECUTIVE COMMITTEE (Women's Committee)

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

Our committee has decided not to pursue this resolution as we will be working with Local leadership in attempting to improve information sharing of the work that the committee is doing and where members can participate.

#### **In Closing**

Women's Committee would like to send our sincere gratitude to our staff advisor, Sharlene Patterson whose energy and desire to learn has been integral in keeping our committee on task and well organized. Our gratitude also goes to our administrative support Jami Payne, her calm demeanor and willingness to work collaboratively, balances our committee. My appreciation goes to all the members of our committee for their passion and commitment to the work that we will tackle during this term. I'm very much looking forward to the continued work by this committee.

Respectfully submitted on behalf of the committee,

Sandra Azocar  
Vice-President  
Women's Committee Chair

### **YOUNG ACTIVISTS COMMITTEE**

To the officers and delegates of the Alberta Union of Provincial Employees attending Convention, October 27 – 29, 2022.

#### **Committee Members**

Peter Steward (Chair), Local 071, Calgary  
Kysha Cleaver, Local 041, Claresholm  
Dunkin Gamao, Local 043, Lac La Biche  
Danielle Kiesman, Local 060, St. Albert  
Kimoy Marston, Local 002, Red Deer  
Allysa Mercer, Local 002, Red Deer  
Laura Sadler, Local 095, Calgary  
Melissa Wright (Bergen), Local 045, Calgary  
Michael Painchaud, Staff Advisor  
Charlene Peterson, Administrative Support

The Young Activists Committee (YAC) wishes to welcome the delegates, observers, life members, and guests who have gathered to participate in the 2022 AUPE Convention. We also wish to extend a very warm welcome to the participants who are 30 years of age and under, and who may or may not be attending for the first time. Convention participants typically find this annual event ignites a passion and/or a spark to get involved within their union. We hope this will be the case for many convention newcomers and returnees.

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

Due to a late 2021 convention, committees were not established until late January. The Young Activists Committee met on the following dates from March 2022 – August 2022:

- March 2, 2022
- May 12, 2022
- August 11, 2022
- September 23, 2022 (not yet held at the time this report was submitted)

The committee has been working to determine the priorities of our younger members and launched a survey in May 2022. The survey closed on July 31, 2022. As this report was required to be submitted prior to the committee being able to review the results of the survey. More information will be disseminated through the Local YAC liaisons following the September 23, 2022 meeting and a summary update provided during the presentation of reports at the 2022 AUPE Convention. We wish to thank everyone who took the time to complete the survey as we feel this information will be valuable to the work the committee will do over the coming year.

### **RALY Award**

The Recognition of Activism Leadership (RALY) award is the YAC's most prestigious award for young people involved in AUPE. We know that young people are the future of the labour movement — it's young people that will pick up the torch where their predecessors left off and advance the fight into the future. Every day, young people in AUPE stand up for their co-workers, defend health and safety in the workplace, and make sure their working conditions are respected.

August 12 is International Youth Day; this day is a day designated by the United Nations to bring awareness to young activist issues worldwide and to recognize the efforts of the world's young activists in enhancing global society. It aims to promote ways to engage young activists in becoming more actively involved in making positive contributions to their communities. That is why this year, the Young Activists Committee chose to recognize three outstanding young activists and present them each with the RALY award:

- Erin Holdner, Local 069
- Prachi Mishra, Local 052
- Vevangapi Joy Katjamana, Local 054

These individuals have shown true leadership and the committee wishes to thank these outstanding young activists for all they do for AUPE and their fellow co-workers and are confident they will continue to do amazing work. We're so proud to call all of these members our fellow workers, and look forward to continue building solidarity together.

### **Young Activist Liaisons**

The committee's goal is to utilize the liaisons as a communication network and hopefully support and encourage younger union members they encounter to learn more about what the committee is doing and participate in committee events and activities. The committee members have been assigned to specific Locals as the main conduit between the committee and the Locals.

Updates from the committee contain information on current YAC initiatives, upcoming events, and general awareness of what the committee is working on. As well, we encourage the YAC liaisons to share any issues or information that the committee may be able to support. The YAC wishes to extend their gratitude to all the liaisons for putting their name forward and truly appreciate their assistance.

Respectfully submitted on behalf of the Young Activists Committee,

Peter Steward  
Provincial Executive Representative, Local 071  
Young Activists Standing Committee Chair

## Constitutional Resolutions Group 1 – Constitution

### 1-1 LEGISLATIVE COMMITTEE

WHERE AS AUPE supports and promotes inclusion, diversity and equity initiatives and actions; and

WHEREAS the AUPE Constitution should be inclusive and equitable while celebrating our diversity;

THEREFORE, BE IT RESOLVED that the Constitution be amended so that all gender specific pronouns (i.e. him, his, her, hers) wherever they appear throughout the Constitution be replaced with non-gender specific pronouns (i.e. they/them/their).

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

### 1-2 LEGISLATIVE COMMITTEE

WHEREAS components refer to Locals, Chapters of Locals and Area Councils; and

WHEREAS 6.13 (a) (b) identifies who can submit resolutions for Convention which include Executive Committee, the Provincial Executive, the Legislative Committee, Standing Committees of the Union, Members' Benefits Committee, Chapters, Locals or Area Councils; and

WHEREAS AUPE strives to promote consistency, transparency, and accountability;

THEREFORE BE IT RESOLVED Article 6.13 (c) be revised as follows:

6.13 (c) All resolutions for presentation to Convention must be accompanied by the component meeting minutes where the resolution was approved.

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

### 1-3 PROVINCIAL EXECUTIVE (Legislative Committee)

WHEREAS the Union may be required to respond to public emergencies to protect the safety, and wellbeing of members by restricting union business, activities, and functions; and

WHEREAS clear lines of authority, accountability, and responsibilities in responding to public emergencies need to be included into the Constitution as a separate article; and

WHEREAS Convention 2021 provided direction to the Legislative Committee to draft a resolution for Provincial Executive's consideration to submit to Convention 2022;

THEREFORE BE IT RESOLVED that a new Article 31 (Public Emergencies) be included in the Constitution as follows:

#### ARTICLE 31 – PUBLIC EMERGENCIES

**31.01 In the event of a public emergency which may result in the Union needing to restrict its activities and functions to protect the safety and well-being of members, the President will call a meeting of the Provincial Executive, as per Article 13.06 (a), within 48 hours of the declaration/announcement/occurrence of a public emergency. The Provincial Executive will determine what level of restrictions to member activities and functions are required and need to be implemented to protect the safety and well-being of members.**

**31.02 The Executive Committee will continue to monitor and assess the level of requirement for restrictions based on the changing status of the public emergency. If it is deemed necessary by the Executive Committee to adjust restrictions, the President will call a meeting of the Provincial Executive, as per Article 13.06 (a), within 48 hours of the need to adjust restrictions being deemed necessary. The Provincial Executive will determine if and how restrictions will need to be adjusted. Furthermore, for the purposes of administration of Article 31, and notwithstanding Article 13.04, the President will call a Provincial Executive meeting within seven (7) days of receiving a request from a majority of Provincial Executive members to do so.**

**31.03 In all cases decisions made by Provincial Executive will be clearly communicated to members, through all internal communication channels, within 48 hours of the decisions being made by Provincial Executive.**

THEREFORE BE IT FURTHER RESOLVED that all subsequent articles be re-numbered accordingly.

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

#### 1-4 PROVINCIAL EXECUTIVE (Occupational Health & Safety Committee)

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

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

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

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

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

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

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

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

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

Delegates voted: Carried ☐ Defeated ☐

#### 1-5 PROVINCIAL EXECUTIVE (Occupational Health & Safety Committee)

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

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

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

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

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

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

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

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

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

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

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

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

Delegates voted: Carried ☐ Defeated ☐

#### 1-6 LEGISLATIVE COMMITTEE (Local 045)

WHEREAS union meetings are an integral part of conducting our business; and

WHEREAS many AUPE members work shift work, and/or non-traditional hours of work, or may work multiple jobs thereby impeding their ability to attend union meetings during traditional time;

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

- 23.12 Quorum for all meetings of the Chapter shall be three (3) member or ~~five (5%) percent~~, **three (3%) percent**, whichever is greater, except for components with more than five hundred (500) members where ~~twenty-five (25) members~~, **fifteen (15) members** shall constitute a quorum. In the event that a quorum is not in attendance at a meeting, the meeting shall be deemed to be adjourned for at least seven (7) days to any other time or place. Five (5) days notice of such adjourned meeting and the business to be transacted shall be given to the members by the Secretary or Secretary-Treasurer. Once the time and notice requirements are met, the reconvened meeting shall be competent to transact business even though there may be no quorum providing a minimum of three (3) members are present.

Delegates voted: Carried ☐ Defeated ☐

#### 1-7 LEGISLATIVE COMMITTEE (Local 054)

WHEREAS financial information is integral to the operation of AUPE; and

WHEREAS AUPE Convention Delegates have the right to be fully informed prior to making decisions on elected officials;

THEREFORE BE IT RESOLVED that the audited financial statements and annual budget be presented on the first day of Convention, with Article 6.04 (a) 10. moved directly after 6.04 (a) 6., with subsequent articles renumbered as follows:

- 6.04 (a) So far as practicable, the Order of Business of all Union Conventions shall be:
1. Registration of Delegates
  2. Interim Report of Credentials Committee (and at commencement of each session)
  3. Rules of Order and Determination of Sessional Hours
  4. Report of the President
  5. Vice-Presidents' Reports
  6. Executive Secretary-Treasurer's Report
  - 7. Financial Statements and Budget**
  - 8.** In an election year, elections shall be held commencing on the morning of the 2nd day for President, Executive Secretary-Treasurer and Vice-Presidents and shall continue until completed.
  - 9.** Reports of Committees
  - ~~10. Financial Statements and Budget (if not already presented to Convention shall be presented on the morning of the last scheduled day)~~
  10. New Business
  11. Good and Welfare
  12. In the event of an election, Pledge of Office
  13. Adjournment of Convention

Delegates voted: Carried ☐ Defeated ☐

## 1-8 LEGISLATIVE COMMITTEE (Local 054)

WHEREAS AUPE is conducting more business at Provincial Executive; and

WHEREAS currently every AUPE Local has 1 vote regardless of membership;

THEREFORE BE IT RESOLVED that each Local with over 2000 members shall be given 1 additional Provincial Executive member per 1000 members or portion thereof.

22.03 The Annual General Meeting of the Local Council:

- (a) shall receive the written reports of the Local Officers;
- (b) shall receive the proposed budget for the following year, and may amend such budget but shall adopt a budget;
- (c) shall, in an election year, elect a Finance Sub-Committee from amongst its members;
- (d) shall elect delegates to the Union Convention;
- (e) may conduct such other business as is necessary for the good order and welfare of the Local;
- (f) shall, in an election year, elect from the Local Council Representatives the Local Executive Board consisting of the Chair, Vice-Chair, Treasurer, Secretary, or Secretary-Treasurer and Provincial Executive member(s). All Executive Board members shall be elected by a majority vote (50% plus 1) of the Local's members present and voting at the election Annual General Meeting of a Local Council. All members of the Executive Board shall be deemed to be nominated stewards. The Executive Board shall meet from time to time at the call of the Chair. The quorum for each meeting will be fifty percent plus one (50% + 1) of its members;
- (g) each Local with over 2000 members shall be given 1 additional Provincial Executive member per 1000 Local members or portion thereof, who will have voice and vote and shall be eligible to hold elected Provincial Executive positions;**
- (h)** shall, in an election year, elect one voting alternate to the Provincial Executive to fulfill the duties of a the Provincial Executive member in that member's absence, but such alternate shall be ineligible to hold elected Provincial Executive positions;
- (i)** shall, in an election year, elect a Local Occupational Health and Safety Liaison; and
- (j)** may, subject to their criteria, grant Local life membership

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

## **General Resolutions** Group 2 - General

### **2-1 LOCAL 054**

WHEREAS most AUPE members are not financial planners; and

WHEREAS our members would like financial information broken down into more logical categories;

THEREFORE BE IT RESOLVED that going forward the audited information contain further breakdowns of expenses to allow members to find the path of money; and all rebates, and expenses be provided in a fulsome manner.

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

(57 words)

### **2-2 ANTI-PRIVATIZATION COMMITTEE**

WHEREAS privatization and contracting out is a constant threat to unionized jobs; and

WHEREAS it is the role of the Anti-Privatization Committee to educate, support and assist Locals and members in the fightback against privatization and contracting out;

THEREFORE BE IT RESOLVED that all AUPE Locals be offered training every election term, on what to look for, methods to identify, and resources available, to create tactics to deter and fightback against privatization and contracting out.

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

(75 words)

### **2-3 ANTI-PRIVATIZATION COMMITTEE**

WHEREAS privatization and contracting out continues to chip away at services provided by unionized labour; and

WHEREAS it is essential Locals and members have up to date tools and resources to create tactics to fight back against privatization and contracting out;

THEREFORE BE IT RESOLVED that headquarters, in coordination with the Anti-Privatization Committee, review and update tools and resources every term, to ensure that the AUPE Fightback Tool-Kit is relevant and ready to go.

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

(74 words)

### **2-4 ENVIRONMENTAL COMMITTEE**

WHEREAS the Environmental Committee recognizes the amount of paper, plastics, and waste generated at AUPE functions and events, in relation to giveaways and promotional items for example the promotional items used for the election of officers at Convention;

THEREFORE BE IT RESOLVED that the AUPE Legislative Committee provide perspective candidates with guidelines regarding the distribution of promotional materials that is minimal and eco-friendly.

THEREFORE BE IT FURTHER RESOLVED that AUPE reduce waste where possible and end the use of non-reusable and non-recyclable items.

THEREFORE BE IT FURTHER RESOLVED that no member shall distribute promotional items that are not 100% recyclable including food wrappers, water bottles and all single use plastics.

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

(110 words)

### **2-5 ENVIRONMENTAL COMMITTEE**

WHEREAS AUPE generates excessive materials in the forms of plastics and paper for their educational courses;

THEREFORE BE IT RESOLVED that AUPE apply “best practices” when furnishing members with resources for learning materials in educational courses, that they are minimized and as eco-friendly as practicable and consideration towards the repurposing of excess materials.

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

(53 words)

## **2-6 PAY AND SOCIAL EQUITY COMMITTEE**

WHEREAS wage equity has been an ongoing mandate with AUPE; and

WHEREAS wage equity can drive Alberta's prosperity and it is past due that we take significant steps to combat this issue and recognize the full value of women in the workplace;

THEREFORE BE IT RESOLVED that AUPE provide training in pay equity for members with specific priority given for negotiation teams.

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

(62 words)

## **2-7 PAY AND SOCIAL EQUITY COMMITTEE**

WHEREAS wage growth has been more modest in female dominated areas of the economy specifically within the care economy, despite the rapid growth in vacancies in all these areas; and

WHEREAS essential workers' and specifically women's wages have not kept pace with the surging inflation;

THEREFORE BE IT RESOLVED that AUPE ensure that bargaining strategies give priority to employment conditions in female dominated jobs.

THEREFORE BE IT FURTHER RESOLVED that AUPE bargain for wages that are commensurate with the Alberta inflation rate or cost of living.

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

(86 words)

## **2-8 PAY AND SOCIAL EQUITY COMMITTEE**

WHEREAS employers consistently do not value workers by under resourcing workplaces and adding significant work to those they have on staff; and

WHEREAS many AUPE members are working multiple jobs in order to make ends meet;

THEREFORE BE IT RESOLVED that AUPE bargain and continue to advocate for a living wage.

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

(50 words)

## **2-9 WOMEN'S COMMITTEE**

WHEREAS care providers in home care and long-term care often lack the time and resources to provide optimal quality care; and

WHEREAS short staffing in long-term care facilities is associated with reduced quality of care and an increased potential for violence; and

WHEREAS no jurisdictions in Canada are meeting the minimum staffing standard to keep long-term residents safe and healthy;

THEREFORE BE IT RESOLVED that AUPE will lobby all levels of government to increase and stabilize funding for home care (including palliative home care) and long-term care, ensuring clients and residents receive high-quality care, and care providers are given adequate time and resources to provide it.

THEREFORE BE IT FURTHER RESOLVED that AUPE will continue to lobby for a minimum of 4.5 direct care hours per resident per day which is the threshold below which poorer outcomes such as weight loss and pressure ulcers were more likely to occur.

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

(149 words)

## **2-10 WOMEN'S COMMITTEE**

WHEREAS deep-rooted and systemic problems have plagued the Canadian long-term care sector for decades, including underinvestment, insufficient staffing, and substandard living and working conditions; and

WHEREAS the long-term care workforce is largely made up of women, often from racialized communities, who lack appropriate protections for their health, safety and jobs, and who have thus been disproportionately affected by the pandemic;

THEREFORE BE IT RESOLVED that the AUPE work with stakeholders and allies to pressure the federal government, along with the provinces and territories, for a moratorium on private, for-profit care in the long-term care sector.

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

(95 words)

## **2-11 WOMEN'S COMMITTEE**

WHEREAS the World Health Organization declared COVID-19 a pandemic on March 11, 2020; and

WHEREAS the COVID-19 pandemic has had a disproportionate impact on healthcare workers and those deemed essential workers, due to an increased risk of exposure to the virus; and

WHEREAS clinical evidence increasingly shows the risk and severity of the “long-hauler” effects of COVID-19 infection, including fatigue, headaches, persistent shortness of breath, loss of taste or smell, muscle weakness, low fever and cognitive dysfunction;

THEREFORE BE IT RESOLVED that the AUPE lobby and advocate for legislation requiring presumptive workplace insurance coverage of any health impacts arising due to COVID-19 infection.

THEREFORE BE IT FURTHER RESOLVED that AUPE advocate and lobby government to ensure that no worker suffers any loss of occupational income due to an illness associated with COVID-19.

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

(133 words)

**The Alberta Union of Provincial Employees**  
**Statement of Operations**

	2021-22 Budget	2021-22 YTD Actuals	2022-23 Budget
<b>REVENUE</b>			
1 Membership Dues	54,368,076	56,818,691	56,500,000
2 Investment Income	0	(4,049,183)	0
3 Rental Income	176,520	342,107	370,500
4 Interest and Other Income	125,004	215,293	125,004
<b>TOTAL REVENUE</b>	<b>54,669,600</b>	<b>53,326,908</b>	<b>56,995,504</b>
<b>EXPENSES</b>			
5 Salaries and Benefits	38,149,992	35,002,249	40,288,224
6 Travel - Staff	603,672	781,639	781,032
7 Travel - Members	2,262,648	2,041,592	3,717,840
8 Local Rebates	6,421,536	6,485,337	6,540,000
9 Area Council Rebates	439,104	454,829	456,000
10 Professional Fees / Legal	1,849,596	1,484,823	1,890,000
10 Professional Fees / Consulting	1,889,976	631,290	557,520
10 Professional Fees / Consulting - AGM	434,352	245,832	0
11 Advertising	183,600	229,176	206,580
12 Sponsorships / Donations	996	14,250	4,800
13 Members Benefits	275,088	285,092	288,000
14 Regional Offices	411,996	410,306	415,776
15 Administration	4,672,152	4,643,417	4,797,972
16 Utilities	1,234,416	1,557,349	1,554,984
17 Equipment	1,282,176	1,040,498	1,375,860
18 Amortization	4,150,608	3,045,333	3,609,876
19 Maintenance and Repairs	1,146,420	967,304	1,043,112
20 Unrealized Gain/Loss on Interest Rate Swap	0	(5,953,192)	0
<b>TOTAL EXPENSES</b>	<b>65,408,328</b>	<b>53,367,124</b>	<b>67,527,576</b>
<b>(DEFICIENCY) - EXCESS OF REVENUES OVER EXPENDITURES</b>	<b>(10,738,728)</b>	<b>(40,216)</b>	<b>(10,532,072)</b>

# AUPE Account Explanation 2022-2023 Budget

## **REVENUE**

### **1 Membership Dues**

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

### **2 Investment Income**

Return on long term investments held at ATB

### **3 Rental Income**

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

### **4 Interest and Other Income**

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

## **EXPENSES**

### **5 Salaries and Benefits**

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

### **6 Travel – Staff**

Costs for Staff to travel as they conduct AUPE business

### **7 Travel – Members**

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

### **8 Local Rebates**

Amounts paid to Locals based on their Membership Counts

### **9 Area Council Rebates**

Disbursements to Area Councils based on their Membership Counts

### **10 Professional Fees – Legal/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

### **11 Advertising**

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

### **12 Sponsorships/Donation**

Monies spent to sponsor events promoting AUPE

### **13 Members Benefits**

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

### **14 Regional Offices**

Rent paid for regional offices

### **15 Administration**

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

### **16 Utilities**

Cost of water, electricity, natural gas, and phones

### **17 Equipment**

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

### **18 Amortization**

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

### **19 Maintenance & Repairs**

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

### **20 Unrealized Gain/Loss on Interest Rate Swap**

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

## **RESERVE ALLOCATIONS**

### **21 Defense Fund**

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

### **22 Contingency Fund**

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

### **23 Image Campaign**

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

### **24 Strategic Planning Campaign**

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

### **25 Digital Strategies Campaign**

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

### **26 Severance Fund**

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

### **27 Outstanding Time Off**

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

### **28 Defending Our Services**

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

### **29 Fight Back Operations Contingency Fund**

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

### **30 Labour Movement Allies**

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

Financial Statements of

**ALBERTA UNION OF  
PROVINCIAL EMPLOYEES**

Year ended June 30, 2022

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

## Table of Contents

Year ended June 30, 2022

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## INDEPENDENT AUDITORS' REPORT

To the Members of Alberta Union of Provincial Employees

### ***Opinion***

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

- the statement of financial position as at June 30, 2022
- 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, 2022, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organization.

### ***Basis for Opinion***

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

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

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



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

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

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

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

## ***Auditors' Responsibilities for the Audit of the Financial Statements***

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

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

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

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

We also:

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



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

A handwritten signature in black ink that reads 'KPMG LLP'. The signature is written in a cursive, stylized font and is underlined with a single horizontal stroke.

Chartered Professional Accountants

Edmonton, Canada

September 8, 2022

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

## Statement of Financial Position

June 30, 2022, with comparative information for 2021


	2022	2021
<b>Assets</b>		
Current assets:		
Cash	\$ 24,609,719	\$ 27,964,205
Accounts receivable (note 2)	4,412,527	4,194,923
Assets held for sale (note 5)	3,521,607	3,521,607
Inventory	39,542	40,054
Prepaid expenses and deposits	1,844,271	1,806,710
	34,427,666	37,527,499
Investments - Union operations (note 3)	70,866,618	75,107,915
Investments - Members' benefits (note 4)	13,147,097	13,955,319
Capital assets (note 6)	90,670,860	91,828,468
Interest rate swap (note 8)	1,362,011	-
	\$ 210,474,252	\$ 218,419,201

## Liabilities and Net Assets

Current liabilities:		
Accounts payable and accrued liabilities (note 7)	\$ 13,413,105	\$ 12,913,528
Current portion of long term debt (note 8)	1,760,713	2,955,373
Current portion of obligation under capital lease (note 9)	13,961	16,150
Current portion of lease inducements (note 10)	14,238	14,238
	15,202,017	15,899,289
Long term debt (note 8)	47,313,120	48,956,616
Obligations under capital lease (note 9)	196,232	203,223
Lease inducements (note 10)	16,610	30,848
Interest rate swap (note 8)	-	4,591,181
Employee future benefits (note 11)	1,528,236	1,490,031
	64,256,215	71,171,188
Net assets:		
Internally restricted - Union operations (note 12)	70,866,618	75,107,915
Internally restricted - Members' benefits (note 12)	13,147,097	13,955,319
Invested in capital assets	44,877,592	43,173,626
Unrestricted	17,326,730	15,011,153
	146,218,037	147,248,013
	\$ 210,474,252	\$ 218,419,201

See accompanying notes to financial statements.

Approved on behalf of Provincial Executive:

  
Guy Smith, President

  
Jason Holstad, Executive Secretary-Treasurer

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

## Statement of Operations

Year ended June 30, 2022, with comparative information for 2021

	2022	2021
Revenues:		
Membership dues	\$ 56,818,691	\$ 55,842,190
Less: Area Council rebates (note 13)	(454,829)	(443,498)
Less: Local rebates (note 13)	(6,485,337)	(6,298,477)
	49,878,525	49,100,215
Interest and other income	632,220	469,501
Rental income	286,139	506,577
	50,796,884	50,076,293
Expenditures:		
Salaries and benefits	34,632,124	33,215,153
Amortization	3,045,332	1,070,490
Administration	2,901,474	2,174,333
Professional fees / legal (note 16)	2,361,945	3,485,608
Bank charges and interest	2,220,633	73,126
Travel and time-off - members	2,041,602	536,938
Maintenance and repairs	2,006,698	2,085,812
Utilities	1,557,349	1,119,616
Travel - staff	786,058	392,132
Regional offices - rent	354,338	567,779
Labour Movement Allies	286,342	275,651
Advertising	130,342	124,919
	52,324,237	45,121,557
(Deficiency) excess of revenues over expenditures before the undernoted	(1,527,353)	4,954,736
Other income (expenditures):		
Unrealized gain (loss) on interest rate swap (note 8)	5,953,192	(4,591,181)
Dues suspension (note 16)	-	(4,000,000)
Management fees	(192,153)	(187,335)
Disbursements	(585,296)	(691,973)
Investment (loss) income (note 14)	(4,678,366)	7,674,856
	497,377	(1,795,633)
(Deficiency) excess of revenues over expenditures	\$ (1,029,976)	\$ 3,159,103

See accompanying notes to financial statements.

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

## Statement of Changes in Net Assets

Year ended June 30, 2022, with comparative information for 2021

	Internally restricted		Invested in		Unrestricted		2022	2021
	Union operations	Members' benefits	capital assets					
Net assets, beginning of year	\$ 75,107,915	\$ 13,955,319	\$ 43,173,626	\$ 15,011,153	\$ 147,248,013	\$ 144,088,910		
Revenues	-	416,927	-	50,379,957	50,796,884	50,076,293		
Expenditures	-	(54)	(3,031,095)	(49,293,088)	(52,324,237)	(45,121,557)		
Other income (expenditures):								
Unrealized gain (loss) on derivative instruments	-	-	-	5,953,192	5,953,192	(4,591,181)		
Dues suspension	-	-	-	-	-	(4,000,000)		
Management fees	(157,896)	(34,257)	-	-	(192,153)	(187,335)		
Disbursements	(191,154)	(394,142)	-	-	(585,296)	(691,973)		
Investment (loss) income	(3,891,287)	(787,079)	-	-	(4,678,366)	7,674,856		
Investment in capital assets, net	-	-	4,735,061	(4,735,061)	-	-		
Transfers	(960)	(9,617)	-	10,577	-	-		
Net assets, end of year	\$ 70,866,618	\$ 13,147,097	\$ 44,877,592	\$ 17,326,730	\$ 146,218,037	\$ 147,248,013		

See accompanying notes to financial statements.

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

## Statement of Cash Flows

Year ended June 30, 2022, with comparative information for 2021

	2022	2021
Cash provided by (used in):		
Excess of revenues over expenses	\$ (1,029,976)	\$ 3,159,103
Items not involving cash:		
Amortization	3,045,332	1,070,490
Amortization of lease inducement	(14,238)	(14,238)
Unrealized loss (gain) on investments	8,222,716	(4,242,219)
Unrealized (gain) loss on interest rate swap	(5,953,192)	4,591,181
	4,270,642	4,564,317
Changes in non-cash operating working capital:		
Accounts receivable	(217,604)	501,071
Inventory	512	7,460
Prepaid expenses and deposits	(37,561)	(416,593)
Accounts payable and accrued liabilities	499,577	(3,319,134)
Employee future benefits	38,205	(272,895)
	4,553,771	1,064,226
Cash flows from financing activities:		
Proceeds from long term debt	-	25,213,435
Repayments of long term debt	(2,838,157)	(1,503,347)
Repayment of capital lease	(9,180)	(16,150)
	(2,847,337)	23,693,938
Cash flows from investing activities:		
Purchase of capital assets	(1,887,724)	(19,676,334)
Purchase of investments	(3,971,196)	(3,739,685)
Proceeds on disposal of investments	798,000	16,145,864
	(5,060,920)	(7,270,155)
(Decrease) increase in cash	(3,354,486)	17,488,009
Cash, beginning of year	27,964,205	10,476,196
Cash, end of year	\$ 24,609,719	\$ 27,964,205

See accompanying notes to financial statements.

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

## Notes to Financial Statements

Year ended June 30, 2022

---

### **Nature of operations:**

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

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

### **1. Significant accounting policies:**

#### **(a) Basis of accounting:**

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

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

#### **(b) Revenue recognition:**

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

#### **(c) Inventory:**

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

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2022

## 1. Significant accounting policies (continued):

### (d) Capital assets:

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

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

### (e) Lease inducements:

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

### (f) Employee future benefits:

#### (i) Termination benefits:

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

#### (ii) Defined contribution pension plan:

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

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2022

---

## 1. Significant accounting policies (continued):

### (f) Employee future benefits (continued):

#### (iii) Other defined contribution pension plans:

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

### (g) Financial instruments:

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

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

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

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2022

## 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 statement of financial position.

### (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:

	2022	2021
Membership dues	\$ 4,209,578	\$ 4,061,413
Locals (note 13)	154,587	42,864
Other	35,177	72,478
Employees and members	13,185	18,168
	<u>\$ 4,412,527</u>	<u>\$ 4,194,923</u>

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2022

## 3. Investments - Union operations:

	2022	2021
Cash accounts, bearing interest at prime minus 2.00% per annum (2021 - prime minus 2.00% per annum)	\$ 3,628,385	\$ 6,635,377
Guaranteed investment certificates	-	5,809,828
Canadian mutual funds (bonds and short-term investments)	602,008	1,388,151
Bonds with maturity dates ranging from April 2023 to October 2029 (2021 - April 2023 to October 2029), with stated rates of return ranging from 1.504% to 6.00% per annum (2021 - 1.504% to 6.00%)	41,835,690	34,071,333
Equity investments	16,707,570	18,437,904
Exchange-traded fund investments	8,092,965	8,765,322
	\$ 70,866,618	\$ 75,107,915

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2022

## 4. Investments - Members' benefits:

	2022	2021
Cash accounts, bearing interest at nil% per annum (2021 - nil%)	\$ 568,031	\$ 433,738
Guaranteed investment certificates	-	238,895
Canadian mutual funds (bonds and short-term investments)	149,854	1,464,164
Bonds with maturity date ranging from March 2024 to June 2029 (2021 - March 2024 to June 2029) with stated rates of return ranging from 2.10% to 3.30% (2021 - 2.20% to 3.30%) per annum	7,790,766	6,937,544
Equity investments	4,638,446	4,880,978
	<b>\$ 13,147,097</b>	<b>\$ 13,955,319</b>

## 5. Assets held for sale:

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

	2022	2021
Building improvements	\$ 1,371,637	\$ 1,371,637
Land	1,161,113	1,161,113
Building	980,406	980,406
Equipment	8,451	8,451
	<b>\$ 3,521,607</b>	<b>\$ 3,521,607</b>

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2022

## 6. Capital assets:

			2022	2021
	Cost	Accumulated amortization	Net book value	Net book value
Land	\$ 12,105,788	\$ -	\$ 12,105,788	\$ 12,105,788
Buildings	77,243,848	4,172,269	73,071,579	77,454,406
Building improvements	1,833,024	758,142	1,074,882	1,184,987
Furniture and equipment	7,464,831	3,460,177	4,004,654	509,944
Computer hardware and software	1,312,014	1,231,206	80,808	85,658
Automotive	165,221	152,332	12,889	19,613
Leasehold improvements	961,793	641,533	320,260	468,072
	\$ 101,086,519	\$ 10,415,659	\$ 90,670,860	\$ 91,828,468

Included within buildings are capital assets with a cost of \$9,150 (2021 - \$64,699,790) which are not in use. The Union capitalized interest amounts of \$nil (2021 - \$1,101,622) during the year related to buildings. Amortization has not been recorded on assets not in use.

## 7. Accounts payable and accrued liabilities:

	2022	2021
Trade payables and accrued liabilities	\$ 4,916,235	\$ 5,195,379
Vacation pay and time-off in lieu	4,551,860	4,695,258
Payables to Area Councils (note 13)	1,704,580	1,347,728
Time-off reimbursements	1,065,250	621,000
Wages and benefits payable	673,841	602,729
Government remittances	472,501	435,436
Tenant rental deposits	28,838	15,998
	\$ 13,413,105	\$ 12,913,528

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2022

## 8. Long term debt:

	2022	2021
ATB business term loan: payable in monthly blended installments of \$130,100 including interest of 2.12%, maturing September 30, 2022.	\$ 395,639	\$ 1,911,989
ATB commercial term loan: non-revolving facility, authorized to a maximum of \$50,000,000, payable in monthly variable installments, bearing interest at prime + 0.25%, maturing July 21, 2046.	48,678,194	50,000,000
	49,073,833	51,911,989
Less current portion	1,760,713	2,955,373
	\$ 47,313,120	\$ 48,956,616

Principal repayments are due as follows:

2023	\$ 1,760,713
2024	11,397,646
2025	1,142,956
2026	1,180,167
2027	1,215,637
Thereafter	32,376,714
	\$ 49,073,833

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, 2022, was \$48,678,194 (2021 - \$50,000,000) and unrealized gains of \$5,953,192 (2021 - loss of \$4,591,181) are included in other income (expenditures) on the statement of operations.

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2022

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## 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, 2022, the Union had outstanding letters of credit, totaling \$744,500 (2021 - \$744,500).

## 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:

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2023	\$	20,075
2024		20,075
2025		20,075
2026		20,075
2027		20,075
Thereafter		152,242
		<hr/>
Total minimum lease payments		252,617
Less amount representing interest		42,424
		<hr/>
Present value of net minimum capital lease payments		210,193
Current portion of obligations under capital lease		13,961
		<hr/>
		\$ 196,232

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# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2022

## 10. Lease inducements:

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

	2022	2021
Balance, beginning of year	\$ 45,086	\$ 59,324
Amortization of lease inducement	(14,238)	(14,238)
Balance, end of year	30,848	45,086
Current portion of lease inducements	14,238	14,238
	\$ 16,610	\$ 30,848

## 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 \$123,314 (2021 - \$164,914) related to termination benefits and \$3,299,038 (2021 - \$3,236,153) related to the defined contribution pension plans during the year.

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2022

## 12. Internally restricted net assets:

### a) Union operations

	2022	2021
Defence fund	\$ 51,652,551	\$ 55,239,027
Contingency fund	1,266,916	1,422,402
Severance fund	7,040,620	7,467,657
Time-off fund	4,732,504	5,029,412
Digital strategy fund	473,660	100,814
Defending our services campaign	1,117,148	1,201,384
Mobilization campaign	629,114	629,114
Image campaign	269,989	269,989
Strategic planning campaign	181,700	183,200
Fight back operations campaign	3,178,059	3,178,059
Labour movement allies	324,357	386,857
	<b>\$ 70,866,618</b>	<b>\$ 75,107,915</b>

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

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2022

## 12. Internally restricted net assets (continued):

### a) Union operations (continued)

Image Campaign	This fund is established to promote the Union and the services that its members provide.
Strategic Planning Campaign	This fund is established to support ongoing efforts to enhance the planning initiatives of the Union in all areas, from Provincial Executive and Management/Staff to Locals and Area Councils. Creating opportunities by strengthening governance and mobilization strategies.
Fight Back Operations Campaign	This fund is established to fund current operations to fight back against anti-labour legislation.
Labour Movement Allies	This fund is established to fund monies spent supporting identified Allies in the Labour Movement and in reaching Target Audiences that would otherwise prove too costly or un-reachable.

### b) Members' benefits:

	2022	2021
Benevolent fund	\$ 9,588,119	\$ 11,577,085
Education fund	3,558,978	2,378,234
	<b>\$ 13,147,097</b>	<b>\$ 13,955,319</b>

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

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2022

## 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:

	2022	2021
Statement of Financial Position:		
Receivables from Locals (note 2)	\$ 154,587	\$ 42,864
Payables to Area Councils (note 7)	1,704,580	1,347,728
Statement of Operations:		
Local rebates	6,485,337	6,298,477
Area Council rebates	454,829	443,498

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:

	2022	2021
Investment portfolio - Locals and Area Councils	\$ 10,355,806	\$ 9,583,153
Staff fund	52,438	64,141
	\$ 10,408,244	\$ 9,647,294

## 14. Investment (loss) income:

	2022	2021
Realized gains	\$ 1,462,253	\$ 1,549,207
Dividends	1,366,531	668,331
Interest	715,566	1,215,098
Unrealized (losses) gains	(8,222,716)	4,242,220
	\$ (4,678,366)	\$ 7,674,856

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2022

## 15. Commitments:

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

2023	\$	362,500
2024		304,038
2025		68,712
Thereafter		-
	\$	735,250

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:

In 2021, an application was made to the Alberta Labour Relations Board, against the Union, requesting the suspension of dues, in relation to a wildcat strike. In 2022, the litigation remains 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 2021. There has been no change to this accrual in 2022.

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

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

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2022

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## 17. Financial instrument risks:

### (a) Credit risk:

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

### (b) Interest rate risk:

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

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

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

### (c) Market risk:

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

# ALBERTA UNION OF PROVINCIAL EMPLOYEES

## Schedule - Executive Salaries and Benefits

Year ended June 30, 2022

Name	Assigned region	Salary	Benefits	Travel, subsistence and other	Cell phone and internet	2022
<b>Executive <sup>a)</sup></b>						
Guy Smith	Alberta	\$ 193,132	\$ 91,502	\$ 6,103	\$ 1,950	\$ 292,687
Jason Heistad	Alberta	154,505	78,987	22,156	4,243	259,891
<b>Vice Presidents <sup>b)</sup></b>						
Mike Dempsey	North East	115,879	70,625	15,574	3,925	206,003
Bonnie Gostola	Central	115,879	83,368	20,668	4,264	224,179
Susan Slade	Edmonton	115,879	84,562	19,063	2,793	222,297
Bobby-Joe Borodey	Calgary	115,879	76,717	17,613	4,122	214,331
Sandra Azocar <sup>e)</sup>	North West	66,408	36,129	9,192	678	112,407
Darren Graham <sup>e)</sup>	South	61,951	49,217	8,419	2,565	122,152

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.
- e) Vice Presidents started with the Union during the fiscal year.

## List of Locals AUPE Locals by Employer (July 13, 2022)

*New units\* (bold italic with asterisk)   Name change (bold italic)*

### Government of Alberta

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

### Healthcare Sector

#### Alberta Health Services - Auxiliary Nursing Care:

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

#### Alberta Health Services - General Support Services:

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

#### Local 040 - Covenant Health

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

#### Local 046 - Covenant Health

#### Local 042 - Good Samaritan Society

007        The Good Samaritan Society - Group Homes (PPDD)

#### Local 047 - North Continuing Care Separate:

001        Brazeau Senior's Foundation  
002        Bethany Nursing Home of Camrose Tri-Lodges  
002        Bethany Nursing Home of Camrose Rosehaven Care Centre & LTC  
002        Bethany Nursing Home of Camrose Wetaskiwin Meadows  
002        Bethany Nursing Home of Camrose Wetaskiwin Homecare  
003        AXR Operating LP - Jasper Place  
004        AXR Operating LP - South Terrace  
005        Extendicare (Canada) Inc. - Athabasca NC  
005        Extendicare (Canada) Inc. - Athabasca GSS  
006        Extendicare (Canada) Inc. - Mayerthorpe  
007        Revera Inc. - Churchill Retirement Community  
008        CBI Home Health Care  
009        Seasons Retirement Communities (Camrose) LP  
010        Points West Living Cold Lake  
011        Shepherd's Care Foundation - Vanguard Care Centre

012	Points West Living Stettler
013	Canterbury Foundation
014	Shepherd's Care Foundation - Millwoods Care Centre NC
015	Park Place Seniors Living - Copper Sky Lodge
016	St. Michael's Long Term Care Centre Edmonton NC
016	St. Michael's Grove Manor
017	Optima Living - Century Park NC
018	Shepherd's Care Foundation - Millwoods Manor & Southside Manor
019	Shepherd's Care Foundation - Greenfield
020	Salvation Army in Canada - Grace Manor
021	Extendicare (Canada) Inc. - Michener Hill
022	Venta Care Centre NC
022	Venta Care Centre GSS
023	Extendicare (Canada) Inc. - Holyrood
024	The Salem Manor Society
025	St. Michael's Manor Vegreville
026	Lamont County Housing Foundation
027	Shepherd's Care Foundation - Kensington Village NC
028	Seasons Retirement Communities (Wetaskiwin) LP
029	Chinatown Multi-Level Care Foundation
033	Shepherd's Care Foundation - Barrhead
034	Touchmark at Wedgewood
036	Rivercrest Lodge Nursing Home Ltd.
038	Park Place Seniors Living - Sprucewood Place & Villa Marguerite
039	Park Place Seniors Living - Hardisty Care Centre Ltd. (NC)
039	Park Place Seniors Living - Hardisty Care Centre Ltd. (GSS)
040	Points West Living - Heritage House
041	HCN - Revera Lessee (Aspen Ridge)
042	Revera Inc. - Riverbend Retirement Residence
043	Devonshire Care Centre Partnership
045	Extendicare (Canada) Inc. - Eaux Claires
046	Points West Living - Slave Lake
047	Bethany Nursing Home of Camrose - West Pine Lodge
048	Revera Long Term Care - Miller Crossing
049	St Elizabeth Health Centre - St Thomas Health Centre
050	Seasons Retirement Communities (Ponoka) LP
051	Seasons Retirement Communities (Drayton Valley) LP
052	HCN - Revera Lessee (River Ridge) LP
053	Park Place Seniors Living - Benevolence Care Centre
054	Chartwell Master Care LP - Griesbach, & Heritage Valley
055	Rosedale Partnership - Estates, On the Park, Villa, Manor
056	Saint Elizabeth Health Care - Sagebrush
057	Points West Living Lac La Biche Inc.
058	Revera - McConachie Gardens
059	Chartwell Master Care LP - Emerald Hills
060	Yarrow Ltd Partnership - Wildrose Retirement Residence
061	Revera Retirement LP - Our Parents' Home
<b>062</b>	<b><i>Chartwell Master Care LP - Wescott Retirement Residence *</i></b>

**Local 048 - South Continuing Care Separate:**

001	Bethany Care Centre - Airdrie NC
001	Bethany Care Centre - Airdrie GSS
002	Bethany Care Centre - Cochrane NC
003	Bethany Care Centre - Calgary NC
003	Bethany Care Centre - Calgary GSS
004	Bethany Care Centre - Harvest Hills NC
005	Extendicare (Canada) Inc. - Fairmont Park
006	Well Being Services - Monterey Place

007 Carewest – Dr. Vernon Fanning Centre  
 008 Carewest – Glenmore Park  
 009 Carewest – George Boyak  
 010 Carewest - Maintenance  
 011 Chantelle Management Ltd. - Edith Cavell Care Centre NC and GSS  
 012 Extendicare (Canada) Inc. - Hillcrest  
 013 Extendicare (Canada) Inc. - Cedars Villa  
 014 Park Place Seniors Living - Newport Harbour  
 015 Revera Inc. - The Edgemont Retirement Residence  
 016 Carewest – Colonel Belcher & Administrative  
 017 The Brenda Strafford Foundation Ltd. - Clifton Manor  
 018 Age Care Ltd. - Columbia Assisted Living  
 019 Age Care Ltd. - Valleyview  
 020 Choices in Community Living Inc. - Legacy Lodge  
 021 Bethany Care Centre - CollegeSide NC  
 022 Chantelle Management Ltd. - Sunset Manor & Innisfail Country Manor  
 023 Age Care Ltd. – Beverly Centre Glenmore  
 024 Aster Joint Venture Limited Partnership – Sagewood Seniors Community Inc.  
 025 Bethany Care Society (Sylvan Lake)  
 026 Aster Joint Venture Limited Partnership - Sunrise Gardens General Partnership  
 027 Green Acres Foundation Sunny South Lodge  
 028 Revera (Scenic Acres Calgary)  
 029 Green Acres Foundation - Piyami Lodge  
 030 Green Acres Foundation – Alberta Rose Lodge  
 031 Aster Joint Venture Limited Partnership – Walden Heights NC  
 031 Aster Joint Venture Limited Partnership – Walden Heights GSS  
 032 Bethany Care Society – Didsbury  
 033 Golden Life Management Corp. – Evanston Grand Village  
 034 St Elizabeth Health Care - Millrise.  
 035 Carewest (Signal Pointe) NC & GSS  
 036 Seasons Retirement Communities (Encore) LP - Olds  
 037 Carewest (Rouleau Manor)  
 038 Carewest (Carrison Green)  
 039 Carewest (Sarcee)  
 040 Carewest (Nickle House)  
 041 Carewest (C3 Beddington)  
 042 Mountain View Senior's Housing (Sundre Senior's Supportive Living Facility)  
 042 Bethany Care Society (Sundre Senior's Supportive Living Facility)  
 043 Seasons Retirement Communities (Lethbridge) LP  
 044 Brenda Strafford Foundation Ltd. (Wentworth Manor) (NC)  
 045 Mountain View Senior's Housing (Mount View Lodge)  
 045 Bethany Olds (Mount View Lodge)  
 046 Signature Living Management - Rocky Ridge Retirement Community  
 047 Chartwell Master Care LP - Eau Claire  
 048 Bethany Care Society - Riverview NC  
 049 Aster Joint Venture Limited Partnership – Skypointe Senior's Community Inc NC  
 049 Aster Joint Venture Limited Partnership – Skypointe Senior's Community Inc GSS  
 050 Masterpiece Southland Meadows Ltd.  
 051 589184 Alberta Ltd – Whitehorn Village Retirement NC  
 052 Aster Joint Venture Limited Partnership – AgeCare Seton NC  
**053 1938281 Alberta Ltd – Swan Evergreen Village by Origin \***

**Local 049 Capital Care Group Inc. NC**

**Local 049 Capital Care Group Inc. GSS**

## **Education Sector**

### **Local 071:**

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

**Local 038        NAIT**

**Local 039        SAIT**

**Local 052        University of Calgary**

**Local 053        University of Lethbridge**

**Local 069        Athabasca University**

## **Boards, Agencies & Local Government**

### **Local 118:**

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

**Local 020        ATB Financial**

**Local 050        Alberta Gaming *Liquor and Cannabis***

**Local 060        Alberta Innovates and InnoTech Alberta**

## List of Terms

**NC** – Acronym for Nursing Care.

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

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

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

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

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

**COPA** – Acronym for Committee on Political Action.

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

**DI** – Acronym for Direct Impact.

**Direct Impact** – AUPE's quarterly member magazine.

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

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

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

**GOA** – Acronym for Government of Alberta, referring to the sector of workers who work directly for the government services.

**GSBC** – Acronym for General Service Bargaining Committee.

**GSS** – Acronym for General Support Service.

**Labour School** – An annual advanced union education school.

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

**MSO** – Acronym for Membership Services Officer.

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

**PE** – Acronym for Provincial Executive.

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

**PSEC** – Acronym for Pay and Social Equity Committee.

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

**Sector** – In the AUPE context, one of four work sectors where AUPE represents employees: Government Services, Healthcare, Education, Boards and Agencies

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

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

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

# RULES OF ORDER AND PARLIAMENTARY PRODEDURE

## MAIN MOTION

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

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

## AMEND

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

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

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

## RESCIND

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

## RECONSIDERATION

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

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

## REFER/DEFER

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

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

## POINT OF INFORMATION

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

## POINT OF ORDER

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

## POINT OF PRIVILEGE

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

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

## TABLE

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

## STOP DEBATE (PREVIOUS QUESTION)

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

**“I move the motion be put.”**

## LIMIT DEBATE

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

## CHALLENGE THE CHAIR

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

## ADJOURN

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

## List of Regional Offices

### Headquarters

10025 - 182 Street NW  
Edmonton, AB T5S 0P7  
P: 780-930-3300  
TF: 1-800-232-7284  
F: 780-930-3392  
F: 780-930-3397 (Labour Relations)  
TF Fax: 1-888-388-AUPE (2873)

### Athabasca Regional Office

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

### Calgary Regional Office

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

### Camrose Regional Office

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

### Grande Prairie Regional Office

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

### Lethbridge Regional Office

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

### Medicine Hat Regional Office

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

### Peace River Regional Office

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

### Red Deer Regional Office

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

OUR **UNITY**  
OUR **STRENGTH**  
OUR **FUTURE**  
**CONVENTION 2022**



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