

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

CONVENTION 2022

AUPE 

CONVENTION MINUTES

OCTOBER 27, 28 & 29, 2022

Edmonton Expo Centre

#AUPECONVENTION

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The 45th Annual Convention of the Alberta Union of Provincial Employees will be held beginning at 9:00 am, on Thursday, October 27, 2022 and will continue until 3:00 pm, Saturday, October 29, 2022.

Edmonton EXPO Centre
7515 - 118 Avenue
Edmonton, Alberta

CONVENTION

CALL

OUR UNITY
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CONVENTION 2022



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CONVENTION 2022



Convention Registration

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

Wednesday, October 26, 2022

Place: Edmonton Expo Centre
Ballroom 105/106
Time: 3:00 pm - 7:00 pm

Thursday, October 27, 2022

Place: Edmonton Expo Centre
Ballroom 105/106
Time: 8:00 am - 8:30 am

Registration will continue throughout Convention during office hours.

Convention Office hours

8:30 am - 4:30 pm

Late Registration

Thursday, October 27, 2022

Place: Edmonton Expo Centre
Ballroom 105/106
Time: 9:00 am - 9:30 am

Please Note:

Credentials received by AUPE Headquarters **after the September 9, 2022 deadline are considered to be late.** These delegates **may only register after 9:00 am on Thursday, October 27.**

AUPE Constitution - Article 6 (sub-articles)

- 6.01 Convention shall be the governing body of the Union.
- 6.02 There shall be a Convention each year. Each Convention shall be held at such time and place as determined by the Provincial Executive.
- 6.03 The President shall issue the Convention Call to Chapters and Locals not less than ninety (90) days prior to the Convention.
- 6.05 Provincial Executive members and Local Chairs shall be delegates as of right. In addition, Locals shall be entitled to elect one delegate for one hundred (100) or less members, and one additional delegate for each additional one hundred (100) members or portion thereof, based on the monthly average Headquarters records as of October 31st, preceding the Convention. For the purpose of this Article, members shall mean regular members as defined in Article 4.05.
- For Locals with Chapters, only properly nominated Chapter members shall be elected as delegates to Convention. Any credentials not used by the properly elected delegates from each Chapter shall be allocated to the next properly elected nominee, then an alternate from the same Chapter.
- In the event that neither the delegate nor an alternate from the Chapter can attend Convention, the Local Council shall have the authority to allocate that credential to any other properly elected Chapter nominee or alternate from the Local.
- 6.06 Each Convention delegate shall have credentials in such form as may be determined by the Provincial Executive. A copy of a delegate's credential shall be remitted to the Union's principal Office at least thirty (30) days prior to the date of Convention.

Resolutions

Article 6.13

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



TIME-OFF REQUEST FORM

To fill out your time-off request form scan this QR code or visit https://aupe.formstack.com/forms/convention_time_off_2022

Component Count

Convention delegates will be accredited according to the monthly average membership count for the period November 1, 2020 to October 31, 2021.

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

Credentials

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

For proper registration, the delegate copy of the Credential (White) is to be presented by the delegate to the Convention Scutineers Committee; the Headquarters copy of the Credential (Blue) is to be forwarded to the President of the Union, 10025 - 182 St. NW, Edmonton, AB T5S 0P7, to be received no later than **September 9, 2022**; the component copy of the credential form (Yellow) is retained by the Local.

Convention Headquarters

Edmonton Expo Centre has been designated as Convention Headquarters.

Observer/Guest Attendance

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

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

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

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

Special Requirements

If you have any special dietary requirements, please ensure you fill out the form, https://aupe.formstack.com/forms/convention_spec_req

Accommodation

- 1) Blocks of rooms have been booked at the Chateau Lacombe Hotel, Courtyard Marriott Hotel, Coast Edmonton Plaza Hotel, Sandman Signature Edmonton Downtown Hotel and The Westin Edmonton for this year's Convention.
- 2) All Locals are responsible for booking rooms for their **delegates, observers, Local Chairs and Provincial Executive member** directly with the hotel(s).
- 3) All Locals are to submit a written or typed list of their ROOM REQUIREMENTS to the hotel, with a copy forwarded to Headquarters to the attention of Mary Guido at m.guido@aupe.org, no later than September 23, 2022.
- 4) Delegates sharing rooms are to be paired by the Locals submitting the rooming list.
- 5) Delegates sharing accommodation should notify their Local contact person if their roommate does not register by noon on Thursday, October 27, 2022.
- 6) Locals will be billed back for rooms that are not cancelled by 12 noon on the day of arrival.
- 7) Headquarters will be responsible for accommodation costs based on double occupancy for Convention delegates.
- 8) Headquarters will book rooms on a shared basis for only those Standing Committee members who are NOT delegates to Convention.

Transportation

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

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

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

Edmonton Expo Centre Parking Lot

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

Shuttle Service

Shuttle service will be provided to and from the Edmonton Expo Centre at set times from the following hotels: Chateau Lacombe Hotel, Courtyard Marriott Hotel, Coast Edmonton Plaza Hotel, Sandman Signature Edmonton Downtown Hotel and The Westin Edmonton. The shuttle service schedule will be provided with the Reports & Resolutions mailing in September.



Guy Smith, President
Alberta Union of Provincial Employees

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

www.aupeconvention.org

Additional details will be posted as they become available.



**Minutes of the
45th Annual Convention
October 27 – 29, 2022
Edmonton Expo Centre**

Thursday, October 27, 2022 – Morning Session

Upon entering the Convention Hall delegates, observers and guests were entertained by a brass quintet, Bok Brass from Edmonton.

President Guy Smith called the 45th Annual Convention of the Alberta Union of Provincial Employees to order at 9:00 AM.

President Smith acknowledged we are gathered on Treaty 6 territory, recognized the history of oppression of all Indigenous Peoples and commitment to ongoing reconciliation.

The Credentials Committee reported that there were 887 registered delegates, 39 observers, 25 life members, 17 guests and media, and 81 staff and for a total of 1049 in attendance for Convention on October 27, 2022 at 9:00 AM.

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

CARRIED

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

Vice-President Bonnie Gostola led the delegates in a Minute of Silence to honour the legacy of the members we lost or were injured on the job in the past year.

Vice-President Mike Dempsey led the delegates in singing “O Canada” and “Solidarity Forever”, accompanied by Bok Brass as well as Local 005 kazoo band members.

Lynn Schoug from the Edmonton Expo Centre reviewed the safety protocols, fire and evacuation procedures of the facility.

President Guy Smith reviewed the key rules of order listed in the Constitution that are used to conduct the business of Convention.

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

- MOTION:** To amend the Agenda to move the presentation of the proposed budget to Saturday at 9:00 AM.
Properly moved and seconded.

Rationale: Requesting to move the budget to Saturday morning to give time for adjustments to be made after financial statements are reviewed and other business of Convention.

It was suggested to discuss the budget as outlined in the agenda, a delegate may present a motion following the discussion to defer the adoption of the budget later in the agenda if they wish.

MOTION TO AMEND WAS WITHDRAWN.

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

CARRIED

(3) **MOTION:** To accept the Minutes of the 44th Annual Convention dated December 1 – 4, 2021.
Properly moved and seconded.

CARRIED

Vice-Presidents Sandra Azocar and Darren Graham announced and welcomed all Locals in attendance. Upon each Local standing they were met with applause and cheer.

Vice-President Slade was in the Chair.

PRESIDENT'S ADDRESS

President Smith welcomed the first time and returning delegates, life members, observers, staff. He reflected on the past year, recognizing the challenges and struggles of the Covid pandemic, the gains at the bargaining table, in job protection, wages and benefits. He outlined the development of union-wide strategic plan; an unprecedented approach and process used to build guiding statements, strategies and tactics moving all levels of the entire membership, staff and organization in the same direction to reenergize, rebuild, refocus our union. This was accompanied by a PowerPoint presentation.

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

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

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

CARRIED

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

CARRIED

MOTION: To release the General Support Services ratification percentage results that were taken recently.
Properly moved and seconded.

Rationale: For openness and transparency to report vote percentages to Convention, in camera if necessary.

President Smith was in the Chair.

President Smith advised that this not on the agenda and as explained in the Rules of Order that the motion will need to be submitted in writing and will be put under new / unfinished business or can be presented to the Provincial Executive to consider as an urgent resolution.

OFFICERS' REPORTS

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

- MOTION:** To accept the Report of Executive Secretary-Treasurer Jason Heistad as contained within the Convention book.
Properly moved and seconded.
- (6) **MOTION:** To table the Report of Executive Secretary-Treasurer Jason Heistad until after the presentation of the Audited Financial Statements and Proposed Budget.
Properly moved and seconded.
DEFEATED
- (7) **VOTING ON ORIGINAL MOTION:**
CARRIED
- (8) **MOTION:** To accept the Report of Vice-President Sandra Azocar as contained within the Convention book.
Properly moved and seconded.
CARRIED
- (9) **MOTION:** To accept the Report of Vice-President Bobby-Joe Borodey as contained within the Convention book.
Properly moved and seconded.
CARRIED
- (10) **MOTION:** To accept the Report of Vice-President Mike Dempsey as contained within the Convention book.
Properly moved and seconded.
CARRIED
- (11) **MOTION:** To accept the Report of Vice-President Bonnie Gostola as contained within the Convention book.
Properly moved and seconded.
CARRIED
- (12) **MOTION:** To accept the Report of Vice-President Darren Graham as contained within the Convention book.
Properly moved and seconded.
CARRIED
- (13) **MOTION:** To accept the Report of Vice-President Susan Slade as contained within the Convention book.
Properly moved and seconded.
CARRIED

MOTION: To reconsider the agenda.
Properly moved and seconded.

Rationale: To move the audited financial statement from 1:00 – 2:00 pm today, behind on the agenda.

MOTION TO RECONSIDER WAS WITHDRAWN

Recessed for lunch at 12:10 PM.

Thursday, October 27 – Afternoon Session

President Smith reconvened Convention at 1:25 PM.

Vice-President Dempsey was in the Chair.

The Credentials Committee reported that there were 897 registered delegates, 43 observers, 26 life members, 24 guests and media, and 84 staff and for a total of 1074 in attendance for Convention on October 27, 2022 at 1:00 PM.

- (14) **MOTION:** To accept the Report of the Credentials Committee.
Properly moved and seconded.

CARRIED

The Chair recognized guests in attendance: MLA Christina Gray, Edmonton Millwoods and MLA Janice Irwin, Edmonton Highlands-Norwood and were greeted with applause from the delegates.

FINANCE COMMITTEE

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

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.

- MOTION:** To amend to add audited “financial and budget” information and strike “and expenses be provided in a fulsome manner”.
Properly moved and seconded.

THEREFORE BE IT RESOLVED that going forward the audited **financial and budget** 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.~~

Rationale: Most of us are not financial planners and would like the financial information broken down into more logical categories.

- MOTION:** To amend the amendment to add “AUPE” audited financial to Resolution 2-1.
Properly moved and seconded.

Rationale: To be more specific in what we are asking for.

THEREFORE BE IT RESOLVED that going forward the **AUPE audited financial and budget** 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.~~

- (15) **VOTING ON THE AMENDMENT TO THE AMENDMENT:** Resolution 2-1

CARRIED

- (16) **VOTING ON THE AMENDMENT:** Resolution 2-1

CARRIED

BACK TO THE ORIGINAL MOTION AS AMENDED.

MOTION: To refer back to Local 054 to clarify what financial breakdowns they are seeking.
Properly moved and seconded.

- (17) **MOTION TO CALL THE QUESTION:**
Properly moved and seconded.

CARRIED

- (18) **VOTING ON THE REFERRAL:** back to Local 054

CARRIED

- (19) **MOTION:** To reconsider the agenda to sit the Finance Committee down and bring forward the Legislative Committee to debate the emergent resolution.
Properly moved and seconded.

DEFEATED

Executive Secretary-Treasurer Jason Heistad, Chair of the Finance Committee, introduced the Finance Committee and introduced Robyn Eeson, a representative of the chartered accounting firm of KMPG Chartered Accountants.

Robyn Eeson explained the auditing process and reviewed the Audited Financial Statements in detail. It was noted that the Audited Financial Statements were previously approved by the Provincial Executive. Statement of financial position, statement of operations, statement of changes in net assets, statement of cash flows were outlined; comments, questions and answers followed.

MOTION: To accept the Audited Financial Statements as presented and move forward to the Proposed Budget for 2022/2023.

RULED OUT OF ORDER: the Audited Financial Statements have already been approved by the Provincial Executive, they are presented at Convention for information and discussion only.

Executive Secretary-Treasurer Heistad presented the line item details of the Proposed Budget for 2022/2023. This was followed by comments, questions and answers.

There was a fulsome discussion and suggestions on how to reduce costs in several areas of the organization rather than increasing member dues.

Carl Soderstrom, Executive Director outlined the current staffing compliments – 228 staff and 30 vacancies and explained increased staffing in relation to the resources required to fulfill the goals and objectives of the strategic plan. These vacancies are accounted for in the proposed budget.

MOTION: To refer the Proposed Budget back to the Finance Committee to propose a balanced budget for 2022/2023 and then to present that balanced budget on Saturday.
Properly moved and seconded.

- (20) **MOTION TO CALL THE QUESTION:**
Properly moved and seconded.

CARRIED

- (21) **VOTING ON THE REFERRAL:** back to the Finance Committee

DEFEATED

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

(23) **MOTION:** To accept the Proposed Budget for 2022/2023.
Properly moved and seconded. **CARRIED**

The Convention recessed at 4:35 PM.

Friday, October 28 – Morning Session

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

The Credentials Committee reported that there were 897 registered delegates, 43 observers, 27 life members, 85 staff, 30 guests and media for a total of 1082 in attendance for Convention on October 28, 2022 at 9:00 AM.

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

Vice-President Sandra Azocar was in the Chair.

ANTI-PRIVATIZATION COMMITTEE

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

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

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

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

MOTION: To accept Resolution 2-3.
Properly moved and seconded.

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.

(27) **MOTION:** To amend to strike “term” and add “year, including contact information for AUPE organizers”
Properly moved and seconded. **CARRIED**

Rationale: For union leaders to have contact information of organizers when they require assistance.

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

(28) **VOTING ON ORIGINAL MOTION AS AMENDED:**

CARRIED

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

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

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.

(29) **MOTION:** To amend to replace “Locals” with “Local Councils”.
Properly moved and seconded.

DEFEATED

Rationale: For clarity of who the training is being offered to.

MOTION: To refer back to the Anti-Privatization Committee to clean up the language.
Properly moved and seconded.

Rationale: Specify election term, is it AUPE, provincial or federal election term and is it Locals or Local Councils, and if Chapters are included.

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

CARRIED

(31) **VOTING ON THE REFERRAL:** back to the Anti-Privatization Committee

DEFEATED

BACK TO THE ORIGINAL MOTION.

MOTION: To amend to add be “continually” offered training “as needed, at least” every “AUPE” election term.
Properly moved and seconded.

THEREFORE BE IT RESOLVED that all AUPE Locals be **continually** offered training **as needed, at least** every **AUPE** 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.

MOTION: To amend the amendment to change the word “offered” to “provided”.
Properly moved and seconded.

THEREFORE BE IT RESOLVED that all AUPE Locals be **continually** ~~offered~~ **provided** training **as needed, at least** every **AUPE** 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.

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

(33) **VOTING ON THE AMENDMENT TO THE AMENDMENT:** Resolution 2-2
CARRIED

BACK TO THE ORIGINAL AMENDMENT.

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

(35) **VOTING ON THE AMENDMENT:** Resolution 2-2
CARRIED

(36) **VOTING ON ORIGINAL MOTION AS AMENDED:**
CARRIED

THEREFORE BE IT RESOLVED that all AUPE Locals be continually provided training as needed, at least every AUPE 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.

The Committee was stood down with thanks.

President Smith was in the Chair.

COMMITTEE ON POLITICAL ACTION

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

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

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

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

The Committee was stood down with thanks.

Vice-President Gostola was in the Chair.

GUEST SPEAKER

Vice-President Bonnie Gostola welcomed and introduced guest speaker and fellow member from Local 003, Chad Kennedy. Chad, a highway patrol officer, was diagnosed with Post Traumatic Stress Disorder (PTSD) in 2002 and was the first responder on the scene of the Columbia Icefield bus crash in 2020 in which two people died and 24 people were critically injured.

Chad Kennedy shared events of the accident at Columbia Icefields on July 18, 2020. He told his emotional, brave and inspirational story, struggles and journey with living with PTSD that led him to walk across Canada to raise awareness about the condition (Sea to Sea for PTSD). He offered words of encouragement for others that struggle with the disorder, to seek proper help and keep having conversations about mental health.

His speech concluded with applause and a standing ovation.

President Smith was in the Chair.

MOTION: To reconsider the agenda that the Legislative Committee take the stage and does not stand down until all Constitutional Resolutions are resolved, that we would recess the committee for scheduled speakers and presentations, but they would retake the stage following each of those until the resolutions are complete or Convention adjourns, whatever comes first.
Properly moved and seconded.

Rationale: Still on the first day of the agenda. There are nine Constitutional Resolutions that can only be dealt with at Convention and should be prioritized.

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

CARRIED

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

CARRIED

Vice President Slade was in the Chair.

LEGISLATIVE COMMITTEE

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

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

CARRIED

President Smith advised that Local 052 presented a Late Resolution to the Provincial Executive and referred to Article 6.14 to inform delegates about the Late Resolution procedure.

The motion that was passed by the Provincial Executive on October 26, 2022 was: that the Provincial Executive deem Late Resolution #1 to be of an urgent nature and refer it to the Legislative Committee for presentation at the 2022 Annual Convention.

MOTION: To accept Late Resolution #1.
Properly moved and seconded.

THEREFORE BE IT RESOLVED that Article 5.01 of the Constitution be amended as follows:

5.01 Regular members shall pay dues of one point twenty-five percent (1.25%) of their salary or as provided for under Article 13.09 (I). **Effective July 1, 2023, Regular members shall pay dues of one point five percent (1.5%) of their salary or as provided for under Article 13.09 (I).**

President Smith advised that the Provincial Executive debated at length if it should be deemed as an urgent resolution and that the nature of this resolution is different than what was proposed to Provincial Executive in June, which got defeated.

The late resolution was debated at length regarding: sustainability, investments, members wages and affordability, operational cost savings, deficit and balanced budgets, economic climate, political climate, increased cost of living, inflation, staff and executive officer wages, member services and resources, lowest due structure in Canada, last dues increase was 25 years ago.

MOTION: To refer to the Finance Committee.
Properly moved and seconded.

Rationale: There is a grammatical error in the third paragraph, "whereas we the members of AUPE members".

RULED OUT OF ORDER: "whereas" clauses are not part of the resolution and are not subject to debate.

MOTION: To refer to the Finance Committee with direction.
Properly moved and seconded.

Direction: That our dues are increase by 0.1% every non-election year until 2032. This would occur January 1st every even calendar year starting in 2024, completing in 2032, (2024, 2026, 2028, 2030, 2032) raising dues contribution to a total of 1.75% at 2032.

Rationale: This would be a manageable increase for members and would realign the budget.

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

CARRIED

(43) **VOTING ON THE REFERRAL:**

DEFEATED

Recessed for lunch at 12:07 pm

Friday, October 28 – Afternoon Session

Vice-President Slade reconvened Convention at 1:18 PM.

The Credentials Committee reported that there were 898 registered delegates, 41 observers, 28 life members, 85 staff, 50 guests and media for a total of 1102 in attendance for Convention on October 28, 2022 at 1:00 PM.

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

CARRIED

LEGISLATIVE COMMITTEE - Continued

BACK TO THE ORIGINAL MOTION: Late Resolution #1

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

CARRIED

A delegate requested a standing count be conducted. The Chair asked for the doors to be tiled and the standing count was conducted.

- (46) **STANDING VOTE ON ORIGINAL MOTION:** Late Resolution #1
148 in favour, 710 against.

DEFEATED

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

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).

- (47) **MOTION TO CALL THE QUESTION:**
Properly moved and seconded.

CARRIED

A delegate requested a standing count be conducted. The Chair asked for the doors to be tiled and the standing count was conducted.

- (48) **STANDING VOTE ON ORIGINAL MOTION:** Resolution 1-1
711 in favour, 66 against.

CARRIED

The Committee was stood down.

President Smith was in the Chair.

GUEST SPEAKER

President Smith welcomed guest speaker, Terry Parker, Executive Director of the Building Trades of Alberta (BTA) who brought greetings and thanked delegates for showing leadership and solidarity. He shared words of encouragement to continue collaborating and partnering with BTA, other unions and organizations to advocate for public service workers, for the citizens of Alberta and to continue to stand in solidarity. Questions and answers followed.

Vice President Slade was in the Chair.

PRESENTATION OF LIFE MEMBERSHIPS

President Smith and Vice President Slade invited all current and existing Life Members to come to the stage and be recognized by delegates.

Recipients from 2021 Nancy Woods, Local 054 (in attendance) and Jim Wilson, Local 060 (not in attendance) were recognized in person being that Convention 2021 was held virtually due to the COVID-19 pandemic.

The nominators and Executive Officers recognized and congratulated the new Life Memberships for 2022:

Krista Brzezicki, Local 043
Rodney Feland, Local 038
Corine Heffernan, Local 118
Karen MacAulay, Local 044
Melanie Metcalf, Local 006
Danielle Nadeau McMillan, Local 039
Donna Smith, Local 006

Valerie Whelen, Local 043
Karen Weiers, Local 095

Recognized with a standing ovation were all life members in attendance.

Convention recessed at 5:06 PM.

Saturday, October 29, 2022 – Morning Session

Convention was called to order at 9:02 AM with Vice President Bobby-Joe Borodey in the Chair.

The Credentials Committee reported that there were 898 registered delegates, 40 observers, 29 life members, 85 staff, 60 guests and media for a total of 1112 in attendance for Convention on October 29, 2022 at 9:00 AM.

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

(50) **MOTION:** That the Legislative Committee stand down after one hour.
Properly moved and seconded. **DEFEATED**

Rationale: Very behind schedule on the agenda and have not heard from most of the committees.

LEGISLATIVE COMMITTEE - Continued

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

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.

(52) **MOTION:** To accept Resolution 1-3.
Properly moved and seconded. **CARRIED**

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.

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

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.

MOTION: To refer Resolution 1-4 back to the OH&S Committee.
Properly moved and seconded.

Rationale: To change the word "will" to "may".

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

CARRIED

(54) **VOTING ON THE REFERRAL:**

DEFEATED

(55) **VOTING ON THE ORIGINAL MOTION:** Resolution 1-4

CARRIED

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

CARRIED

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;~~

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

CARRIED

(58) **VOTING ON THE ORIGINAL MOTION:** Resolution 1-5 Option #1

CARRIED

The Committee was stood down.

Vice President Azocar was in the Chair.

GUEST SPEAKERS

Vice President Azocar introduced guest speakers Brad Lafortune, Executive Director of Public Interest Alberta and Ricardo Acuna, Executive Director of Parkland Institute. Each provided information about the organizations they represent and outlined their focusses and ongoing initiatives. Chris Gallaway, Executive Director of Friends of Medicare was unable to attend and sent his regrets.

Vice President Borodey was in the Chair.

LEGISLATIVE COMMITTEE - Continued

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

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

23.12 Quorum for all meetings of the Chapter shall be three (3) members or ~~five (5%) percent,~~ **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.

MOTION: To refer Resolution 1-6 back to Local 045 with direction.
Properly moved and seconded.

Direction: To include "in addition to the members of the elected Chapter committee".

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

CARRIED

(60) **VOTING ON THE REFERRAL:**

DEFEATED

BACK TO THE ORIGINAL MOTION.

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

CARRIED

A delegate requested a standing count be conducted. There were less than 40 members that stood to concur with the request for a standing vote, therefore the request for a standing count was defeated.

(62) **VOTING ON THE ORIGINAL MOTION:** Resolution 1-6

CARRIED

MOTION: To accept Resolution 1-7.
Properly moved and seconded.

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

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

CARRIED

(64) **VOTING ON THE ORIGINAL MOTION:** Resolution 1-7

CARRIED

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

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

A **POINT OF ORDER** was called, the delegate referenced the Preamble of the Constitution and asked the Chair to rule Resolution 1-8 out of order.

Rationale: The resolution is unconstitutional, contradicts Articles 3.05 and 3.08 of the Constitution and creates inequality for Locals without Chapters.

The point of order was **RULED OUT OF ORDER**.

A **CHALLENGE TO THE CHAIR** was made.

Vice President Gostola was in the Chair.

The Chair asked both the Challenger and the Challenged Chair provided their rationale.

Challenger – the Preamble of the Constitution sets out the agreements by which the union operates, that we must not wrest office from those empowered to represent us.

Challenged Chair – Resolution 1-8 was properly moved and seconded and put forward to the President's office, Local 054 met the threshold to consider this as being valid to be debated by delegates.

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

(65) **VOTING ON SHALL THE CHAIR BE SUSTAINED?**

DEFEATED

The **CHAIR WAS DEFEATED** and **RESOLUTION 1-8 WAS RULED OUT OF ORDER.**

The committee was stood down with thanks.

ENVIRONMENTAL COMMITTEE

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

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

CARRIED

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

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.

MOTION: To amend to add “Where possible at AUPE events, request vendors not to supply styrofoam plates and cups at AUPE events and where necessary AUPE will pay the difference for optional utensils to be supplied. Ex. glass plates, cups and utensils.”
Properly moved and seconded.

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

CARRIED

(68) **VOTING ON THE AMENDMENT:**

DEFEATED

BACK TO THE ORIGINAL MOTION.

MOTION: To divide Resolution 2-4
Properly moved and seconded.

Rationale: Divide each “therefore be it resolved” into 3 separates resolutions, a resolution should do one action.

- (69) **MOTION TO CALL THE QUESTION:**
Properly moved and seconded.

CARRIED

The Chair was not able to determine clearly the results of the vote (50% +1) and called for a standing count. The Chair asked for the doors to be tiled and a standing count was conducted.

- (70) **STANDING VOTE ON THE MOTION TO DIVIDE:** Resolution 2-4
399 in favour, 448 against.

DEFEATED

BACK TO THE ORIGINAL MOTION.

MOTION: To amend to strike “member” and add “that no candidate for election at convention or member working on their behalf.”
Properly moved and seconded.

- (71) **MOTION:** To table for 1 hour for lunch.
Properly moved and seconded.

CARRIED

Recessed for lunch at 12:30 PM.

Saturday, October 29, 2022 – Afternoon Session

Convention was called back to order at 1:32 PM with Vice President Bobby-Joe Borodey in the Chair.

The Credentials Committee reported that there were 898 registered delegates, 40 observers, 30 life members, 85 staff, 62 guests and media for a total of 1115 in attendance for Convention on October 29, 2022 at 1:00 PM.

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

CARRIED

MOTION: To reconsider the agenda to move the remaining general resolutions to the beginning of our remaining agenda.
Properly moved and seconded.

MOTION: To amend the motion to reconsider the agenda that only the resolutions will be presented, not the committee reports.
Properly moved and seconded.

- (73) **MOTION TO CALL THE QUESTION:**
Properly moved and seconded.

CARRIED

- (74) **VOTING ON THE AMENDMENT:**

CARRIED

BACK TO THE ORIGINAL MOTION AS AMENDED.

- (75) **MOTION TO CALL THE QUESTION:**
 Properly moved and seconded. *CARRIED*
- (76) **VOTING ON THE ORIGINAL MOTION AS AMENDED:**
 Properly moved and seconded. *CARRIED*
- (77) **MOTION:** To lift Resolution 2-4 with its' amendment from the table.
 Properly moved and seconded. *CARRIED*
- (78) **MOTION:** To amend the amendment to strike out the second "THEREFORE THERE IT BE FURTHER RESOLVED" that AUPE reduce waste where possible and end the use of non-reusable and non-recyclable items."
 Properly moved and seconded. *CARRIED*

Rationale: The first and third therefore statements are about elections, the second would apply anywhere.

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.

BACK TO THE AMENDMENT.

- (79) **MOTION TO CALL THE QUESTION:**
 Properly moved and seconded. *CARRIED*
- (80) **VOTING ON THE AMENDMENT:**
 Properly moved and seconded. *CARRIED*

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 **candidate for election at convention or member working on their behalf** shall distribute promotional items that are not 100% recyclable including food wrappers, water bottles and all single use plastics.

BACK TO THE ORIGINAL MOTION AS AMENDED.

- (81) **MOTION TO CALL THE QUESTION:**
 Properly moved and seconded. *CARRIED*

- (82) **VOTING ON THE ORIGINAL MOTION AS AMENDED:** Resolution 2-4
Properly moved and seconded.

CARRIED

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 no candidate for election at convention or member working on their behalf shall distribute promotional items that are not 100% recyclable including food wrappers, water bottles and all single use plastics.

MOTION: To extend debate.
Properly moved and seconded.

Rationale: The Environmental Committee has another resolution to present (Resolution 2-5), extending the debate would allow all the general resolutions to be presented in order.

- (83) **MOTION TO CALL THE QUESTION:**
Properly moved and seconded.

CARRIED

- (84) **VOTING ON THE ORIGINAL MOTION:**
Properly moved and seconded.

DEFEATED

The committee stepped down with thanks.

Executive Secretary-Treasurer Jason Heistad was in the Chair.

PAY AND SOCIAL EQUITY COMMITTEE

Vice-President Sandra Azocar, Chair of the Pay and Social Equity Committee, introduced the Committee.

- (85) **MOTION:** To accept Resolution 2-6.
Properly moved and seconded.

CARRIED

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

- (86) **MOTION:** To accept Resolution 2-7.
Properly moved and seconded.

CARRIED

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.

MOTION: To divide Resolution 2-7 into two and amend the second in the spirit of the original intent.
Properly moved and seconded.

Rationale: The resolution is dealing with two completely different topics (female dominated jobs and cost of living); resolutions should have only one action.

Divided Resolution 2-7-1

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.

Divided Resolution 2-7-2

WHEREAS inflation levels hit a 39 year high of 8.1% this year and are expected to rise, meaning a massive pay cut for our members; and

WHEREAS workers have already lost thousands to cuts and inflation, and cannot afford to go backwards any further;

THEREFORE BE IT RESOLVED that this members meeting commits AUPE bargaining committees to demand a COLA clause at the bargaining table, tying our wages to the inflation rate.

- (87) **MOTION TO CALL THE QUESTION:**
Properly moved and seconded. **CARRIED**
- (88) **VOTING ON THE MOTION TO DIVIDE: Resolution 2-7**
Properly moved and seconded. **CARRIED**
- (89) **MOTION:** To table Resolution 2-7-1 and focus on Resolution 2-7-2.
Properly moved and seconded. **CARRIED**
- MOTION:** To refer Resolution 2-7-2 to the Legislative Committee.
Properly moved and seconded.
- Rationale: It is a constitutional resolution and references bargaining committees, it is not a general resolution.*
- (90) **MOTION TO CALL THE QUESTION:**
Properly moved and seconded. **CARRIED**
- (91) **VOTING ON THE REFERRAL: Resolution 2-7-2**
Properly moved and seconded. **CARRIED**
- (92) **MOTION:** To lift Resolution 2-7-1 from the table.
Properly moved and seconded. **DEFEATED**
- (93) **MOTION:** To accept Resolution 2-8.
Properly moved and seconded. **CARRIED**

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

The Committee stood down with thanks.

President Smith was in the Chair.

GOOD AND WELFARE

Vice President Darren Graham thanked the delegates for their attendance, to continue to stand together united in solidarity and wished everyone safe travels.

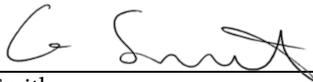
ADJOURNMENT

(94) **MOTION TO ADJOURN:**
Properly moved and seconded.

CARRIED

Convention adjourned at 3:04 PM.

Respectfully submitted,



Guy Smith
President

Recording Secretary,



Tammy Lamoureux
Administrative Professional, Executive Office

CONSTITUTIONAL RESOLUTIONS

Group 1 – Constitution

LATE RESOLUTION 1

WHEREAS Our mission is “To represent and support AUPE Members through solidarity and mobilization”, which includes countless services, operational support, and resources including: contract negotiations, labour relations, arbitration services, union education, workplace organizing, member communications, defense and advocacy of all AUPE members, defense and advocacy of the 4 sectors (Government, Healthcare, Education, Boards & Agencies), research services, access to membership benefits and service programs (including member crisis support and financial advisory services), scholarships and bursaries for Members and their families, social solidarity initiatives and events, administrative and finance services, Convention...; and

WHEREAS we the members of AUPE pay dues to finance our organization’s operations and strategic initiatives, so we can effectively access tools and resources to overcome existential threats to our jobs, wages & benefits, and the public services we provide to Albertans; and

WHEREAS we the members of AUPE members form western Canada’s strongest and largest union, and, currently have the lowest dues structure, and in some cases significantly lower, than all major unions across Canada; and

WHEREAS our member driven Strategic Plan that was approved by our Provincial Executive board and endorsed by all 33 Locals, sets forth the paths to enhance the focus and support for members in strategic areas and strategic initiatives; and

WHEREAS we the members of AUPE have established deficit operational budgets for three (four) consecutive fiscal years, including \$10,500,000.00+ this year, and, we are currently projected to continue budgeting deficits in excess of \$10,000,000.00 per year for the foreseeable future; and

WHEREAS stable and sustainable funding is required to maintain and enhance the services and strategic initiatives for and by AUPE members, and, ongoing budgeted annual deficits in excess of \$10,000,000.00 are neither stable or sustainable; and

WHEREAS we the members of AUPE have not increased our dues for 25 years; and

WHEREAS together, we the members of AUPE make up one of the most complex and diverse unions in Canada which requires diverse and multiple levels of service to support and empower Members; and

WHEREAS we the members of AUPE do not have enough operational funding to sustainably continue the services and initiatives we have and those we need, and, delaying action on the problem until the point we are on the verge of an existential financial crisis (like 1997) will cause our strength, influence, advocacy, member services, and impact to reduce or decline;

THEREFORE BE IT RESOLVED that Article 5.01 of the Constitution be amended as follows:

- 5.01 Regular members shall pay dues of one point twenty-five percent (1.25%) of their salary or as provided for under Article 13.09 (I). **Effective July 1, 2023, Regular members shall pay dues of one point five percent (1.5%) of their salary or as provided for under Article 13.09 (I).**

RESOLUTION DEFEATED

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).

RESOLUTION CARRIED

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.

RESOLUTION CARRIED

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.

RESOLUTION CARRIED

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.**

RESOLUTION CARRIED

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.

RESOLUTION OPTION #1 CARRIED

RESOLUTION OPTION #2 DIES ON THE ORDER PAPER

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.

RESOLUTION CARRIED

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

RESOLUTION CARRIED

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

RESOLUTION RULED OUT OF ORDER

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.

(57 words)

RESOLUTION REFERRED BACK TO LOCAL 054

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 **continually offered provided training as needed, at least** every AUPE 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.

(75 words)

RESOLUTION CARRIED AS AMENDED

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 year, including contact information of AUPE organizers** to ensure that the AUPE Fightback Tool-Kit is relevant and ready to go.

(74 words)

RESOLUTION CARRIED AS AMENDED

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~~ **candidate for election at convention or member working on their behalf** shall distribute promotional items that are not 100% recyclable including food wrappers, water bottles and all single use plastics.

(110 words)

RESOLUTION CARRIED AS AMENDED

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 minimalized and as eco-friendly as practicable and consideration towards the repurposing of excess materials.

(53 words)

RESOLUTION DIED ON THE ORDER PAPER

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.

(62 words)

RESOLUTION CARRIED

2-7 PAY AND SOCIAL EQUITY COMMITTEE

Divided Resolution 2-7-1

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.

(64 words)

Divided Resolution 2-7-2

WHEREAS inflation levels hit a 39 year high of 8.1% this year and are expected to rise, meaning a massive pay cut for our members; and

WHEREAS workers have already lost thousands to cuts and inflation, and cannot afford to go backwards any further;

THEREFORE BE IT RESOLVED that this members meeting commits AUPE bargaining committees to demand a COLA clause at the bargaining table, tying our wages to the inflation rate.

(72 words)

*ORIGINAL RESOLUTION WAS DIVIDED AND AMENDED
RESOLUTION 2-7-1 DIED ON THE ORDER PAPER
RESOLUTION 2-7-2 REFERRED TO THE LEGISLATIVE COMMITTEE*

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.

(50 words)

RESOLUTION CARRIED

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.

(149 words)

RESOLUTION DIED ON THE ORDER PAPER

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.

(95 words)

RESOLUTION DIED ON THE ORDER PAPER

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 health care 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.

(133 words)

RESOLUTION DIED ON THE ORDER PAPER

OUTCOME OF RESOLUTIONS AND/OR ACTION SHEET

BY WHOM

OUTCOME/ACTION

Legislative Committee

- Late Resolution 1 Resolution Defeated
- Resolution 1-1 Resolution Carried
- Resolution 1-2 Resolution Carried
- Resolution 1-3 Resolution Carried
- Resolution 1-4 Resolution Carried
- Resolution 1-5 (Option 1) Resolution Carried
- Resolution 1-5 (Option 2) Resolution Died on the Order Paper
- Resolution 1-6 Resolution Carried
- Resolution 1-7 Resolution Carried
- Resolution 1-8 Resolution Ruled Out of Order

Finance Committee

- Resolution 2-1 Resolution Referred

Anti-Privatization Committee

- Resolution 2-2 Resolution Carried as Amended
- Resolution 2-3 Resolution Carried as Amended

Environmental Committee

- Resolution 2-4 Resolution Carried as Amended
- Resolution 2-5 Resolution Died on the Order Paper

Pay and Social Equity Committee

- Resolution 2-6 Resolution Carried
- Resolution 2-7 Resolution Divided
- Resolution 2-7-1 Resolution Died on the Order Paper
- Resolution 2-7-2 Resolution Referred
- Resolution 2-8 Resolution Carried

Women's Committee

- Resolution 2-9 Resolution Died on the Order Paper
- Resolution 2-10 Resolution Died on the Order Paper
- Resolution 2-11 Resolution Died on the Order Paper

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

	<u>2021-22 Budget</u>	<u>2021-22 YTD Actuals</u>	<u>2022-23 Budget</u>
REVENUE			
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
	-----	-----	-----
TOTAL REVENUE	54,669,600	53,326,908	56,995,504
	-----	-----	-----
EXPENSES			
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
	-----	-----	-----
TOTAL EXPENSES	65,408,328	53,367,124	67,527,576
	-----	-----	-----
(DEFICIENCY) - EXCESS OF REVENUES OVER EXPENDITURES	(10,738,728)	(40,216)	(10,532,072)

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



KPMG LLP
2200, 10175-101 Street
Edmonton Alberta T5J 0H3
Canada
Tel (780) 429-7300
Fax (780) 429-7379

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.

KPMG LLP

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

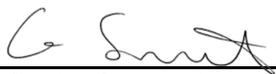
	2022	2021
Assets		
Current assets:		
Cash	\$ 24,609,719	\$ 27,964,205
Accounts receivable (note 2)	4,412,527	4,194,923
Assets held for sale (note 5)	3,521,607	3,521,607
Inventory	39,542	40,054
Prepaid expenses and deposits	1,844,271	1,806,710
	<u>34,427,666</u>	<u>37,527,499</u>
Investments - Union operations (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	-
	<u>\$ 210,474,252</u>	<u>\$ 218,419,201</u>

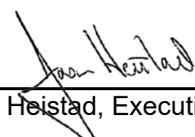
Liabilities and Net Assets

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
	<u>15,202,017</u>	<u>15,899,289</u>
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
	<u>64,256,215</u>	<u>71,171,188</u>
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
	<u>146,218,037</u>	<u>147,248,013</u>
	<u>\$ 210,474,252</u>	<u>\$ 218,419,201</u>

See accompanying notes to financial statements.

Approved on behalf of Provincial Executive:


 Guy Smith, President


 Jason Heistad, Executive Secretary-Treasurer

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Statement of Operations

Year ended June 30, 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
	<u>4,270,642</u>	<u>4,564,317</u>
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)
	<u>4,553,771</u>	<u>1,064,226</u>
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)
	<u>(2,847,337)</u>	<u>23,693,938</u>
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
	<u>(5,060,920)</u>	<u>(7,270,155)</u>
(Decrease) increase in cash	(3,354,486)	17,488,009
Cash, beginning of year	27,964,205	10,476,196
Cash, end of year	<u>\$ 24,609,719</u>	<u>\$ 27,964,205</u>

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
	<u>\$ 70,866,618</u>	<u>\$ 75,107,915</u>

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
	<u>\$ 13,147,097</u>	<u>\$ 13,955,319</u>

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
	<u>\$ 3,521,607</u>	<u>\$ 3,521,607</u>

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

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:

2023	\$	20,075
2024		20,075
2025		20,075
2026		20,075
2027		20,075
Thereafter		152,242
Total minimum lease payments		252,617
Less amount representing interest		42,424
Present value of net minimum capital lease payments		210,193
Current portion of obligations under capital lease		13,961
		<hr/>
		\$ 196,232

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
	\$ 70,866,618	\$ 75,107,915

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
	\$ 13,147,097	\$ 13,955,319

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

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
Executive ^{a)}						
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
Vice Presidents ^{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 ^{e)}	North West	66,408	36,129	9,192	678	112,407
Darren Graham ^{e)}	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.

45TH ANNUAL CONVENTION COMMITTEES

ANTI-PRIVATIZATION COMMITTEE

Darren Graham – Chair, Vice-President, South Region

Matthew Byrne - Staff Advisor

Kendra Perrior – Staff Administrative Support

Annabelle Alger	054	Edmonton
Amanda Boucher	046	St. Albert
Debbie DeGraw	057	Hardisty
Jeremy Paananen	054	Edmonton
Angela Smyth	045	Canmore
Toni Zatorski	042	Entwistle

COMMITTEE ON POLITICAL ACTION

Mike Dempsey – Chair, Vice-President, Northeast Region

Ryan Breeden - Staff Advisor

Tammy Tangedal – Staff Administrative Support

Nancy Burton - Vice-Chair	045	Cochrane
Janice Drader Jamieson	057	Wetaskiwin
James Gault	003	Edmonton
Tyler Hardy	003	Coalhurst
Oscar Jara	095	Calgary
Prachi Mishra	052	Calgary
Deanna Pawlak	040	Lethbridge
Jennifer Power	043	Grande Prairie

ENVIRONMENTAL COMMITTEE

James Sullivan – Chair, Provincial Executive, Local 095

Trudi Lorenz - Staff Advisor

Charlene Peterson – Staff Administrative Support

Jennifer Bowlby	005	Boyle
Christine Madigan	054	Edmonton
Sandy McCuaig	012	Leduc
Kaitlyn Wolfert	002	Edmonton

FINANCE COMMITTEE

Jason Heistad – Chair, Executive-Secretary Treasurer

Cecilia Murphy - Staff Advisor

Mary Guido - Staff Administrative Support

Kathleen Buss	001	Jarvie
Russell Clark	009	Red Deer
Raminder Gill	040	Edmonton
Wendy Gummesen	043	Peace River
Justin Huseby	052	Calgary
David Ibach	058	Medicine Hat
Rita McDonald	041	Claresholm

HUMAN RIGHTS COMMITTEE

Bobby-Joe Borodey - Chair, Vice-President, Calgary Region

Candice Sinclair - Staff Advisor

Ghanem AlAtasi - Staff Administrative Support

Atul Verma - Vice-Chair	095	Calgary
Ken Brooks	057	Innisfree
Florinda Canteras	045	Calgary
Cindy Froud	045	Calgary
Rebecca Leblanc	001	Edmonton
Richard Lemaire	002	Calgary
Jessica Pope	012	Edmonton
Nova Porquia	047	Red Deer

LEGISLATIVE COMMITTEE

Guy Smith - Chair, President

Gil Laflamme - Staff Advisor

Tammy Lamoureux - Staff Administrative Support

Steve Eagles - Vice-Chair	004	Red Deer
Jake Cameron	053	Lethbridge
Ron Fernandes	002	Edmonton
Paulette Gillespie	118	Cereal
Mike Larson	003	Edmonton
Karen Mann	002	Edmonton
Jessica Philp	044	Red Deer

MEMBERS' BENEFITS COMMITTEE

Justin Huseby - Chair, Provincial Executive, Local 052

Julius Salegio - Staff Advisor

Kim Lockert - Staff Administrative Support

Katherine Alexander	002	Lacombe
Debora Coombes	057	Bowden
Susan Cowtan	002	Edmonton
Chrissie Mather	071	Medicine Hat
Lea Schmidt	002	Spruce Grove
Kathleen Schwengler	048	Calgary

MEMBERSHIP SERVICES COMMITTEE

Susan Slade – Chair, Vice-President, Edmonton Region

Christina Misquitta - Staff Advisor

Destiny Baines – Staff Administrative Support

Kelly Anesty	046	Sherwood Park
Leah Balzer	054	Edmonton
Elaine Cairns	002	Spruce Grove
Shea Christie	001	Nanton
Michael Decker	002	Calgary
Paula Fleming	001	Edmonton
Clint Nicholson	118	Hanna
Pam Vona	002	Edmonton

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

Bonnie Gostola – Chair, Vice-President, Central Region

Diana Griffith - Staff Advisor

Ghanem AlAtasi - Staff Administrative Support

Dorinda Ainscough	012	Kananaskis
Karie Burchill	006	Stony Plain
Juanita Cozicar	056	Smoky Lake
Dee Erickson	048	Airdrie
Paulette Harrison	052	Irricana
Wallace Howe	095	Calgary
Brenda Lussier	043	Westlock
Sandra Mill	001	Innisfail

PAY & SOCIAL EQUITY COMMITTEE

Sandra Azocar - Chair, Vice-President, Northwest Region

Hitomi Suzuta - Staff Advisor

Kelly Steele - Staff Administrative Support

Rhonda Chatman	071	Whitecourt
Danielle Dumont	003	Fort Saskatchewan
Charity Hill	054	Edmonton
Raymond Tweedle	057	Springbrook

PENSION COMMITTEE

Jason Heistad - Chair, Executive Secretary-Treasurer

Liliana Cordeiro - Staff Advisor

Kelly Steele – Staff Administrative Support

Chris Eddy	003	Spruce Grove
Helen Flores	002	Edmonton
Mark Hercina	003	Red Deer
Derrek Luu	046	Edmonton
Marty Roy	046	Edmonton
Ben Smith	003	Taber
Andrew Wilson	057	Sundre

WOMEN'S COMMITTEE

Sandra Azocar - Chair, Vice-President, Northwest Region

Sharlene Patterson - Staff Advisor

Jami Payne - Staff Administrative Support

Rita Bains	002	Edmonton
Cecilia Fernandes	002	Edmonton
Pamela Foyle	095	Calgary
Carol Mammel	095	Calgary
Morgan Mansfield	003	Coaldale
Alice Salon	056	High Prairie
Julie Woodford	054	Edmonton

YOUNG ACTIVISTS COMMITTEE

Peter Steward - Chair, Provincial Executive, Local 071

Michael Painchaud - Staff Advisor

Charlene Peterson – Staff Administrative Support

Kysha Cleaver	041	Claresholm
Dunkin Gamao	043	Lac La Biche
Danielle Kiesman	060	St. Albert
Kimoy Marston	002	Red Deer
Allysa Mercer	002	Red Deer
Laura Sadler	095	Calgary
Melissa Wright (Bergen)	045	Calgary

CREDENTIALS COMMITTEE

Jennifer Bowlby	005
Debora Coombes	057
Raminder Gill	040
Melissa Wright	045
William Piggot	Life Member
Meredith Day	Life Member
Karen MacAulay	Life Member
Stephanie Kress	Staff Advisor
Krista Brzezicki	Staff Advisor
Aaron Spires	Staff Advisor
Brandon Hammond	Staff Advisor

SERGEANT-AT-ARMS COMMITTEE

Russell Clark	009
Allard Gilles	004
Paulette Gillespie	118
Rebecca Leblanc	001
Chrissie Mather	071
Allan Banack	Life Member
Brenda Coombes	Life Member
Domeij Ray	Life Member
Reni Smith	Life Member
Nancy Woods	Life Member
Gil Laflamme	Staff Advisor
Ashley Furlong	Staff Advisor
Katherine O'Brien	Staff Advisor

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Grande Prairie, AB T8V 0X6
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Red Deer Regional Office

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AUPE MISSION STATEMENT

To represent and support AUPE members
through solidarity and mobilization.



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