



ALBERTA UNION OF PROVINCIAL EMPLOYEES

CONVENTION MINUTES

DECEMBER 1 - 4, 2021

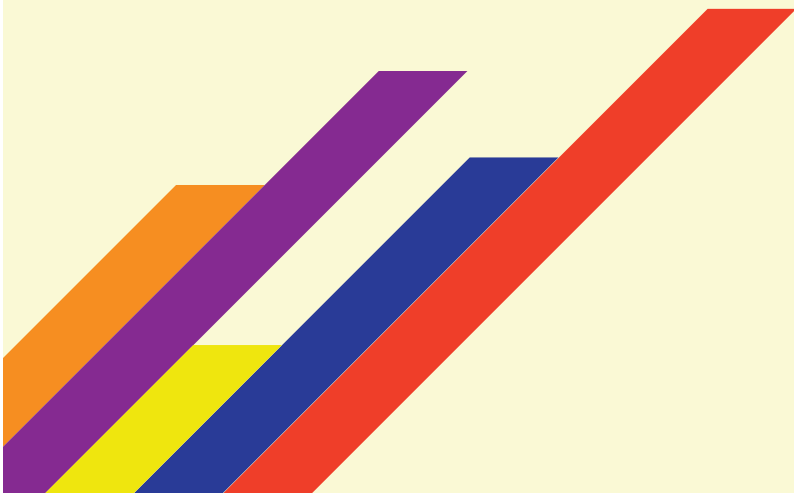


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CONVENTION CALL

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



CONVENTION 2021

OUR STRUGGLES
OUR SOLIDARITY
OUR UNION!

AUPE 

AUPE Constitution - Article 6 (sub-articles)

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

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

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

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

Resolutions

Article 6.13

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

Component Count

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

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

Credentials

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

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

Convention Headquarters

AUPE Headquarters has been designated as Convention Headquarters.

Observer/Guest Attendance

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

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

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

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



Guy Smith, President
Alberta Union of Provincial Employees



**Minutes of the
44th Annual Convention
December 1 - 4, 2021
Virtual**

Wednesday, December 1, 2021 – Morning Session

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

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

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

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

CARRIED

President Smith acknowledged the various Treaty Lands across Alberta.

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

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

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

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

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

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

Rationale: The audited financial statements of the union are important and should not be left until the last day of Convention. It is also an election year and the financials should be reviewed prior to voting for a new executive.

- (2) **MOTION TO CALL THE QUESTION:**
 Properly moved and seconded. *CARRIED*
- (3) **VOTING ON THE AMENDMENT:** *DEFEATED*
- BACK TO THE ORIGINAL MOTION.**
- (4) **MOTION TO CALL THE QUESTION:**
 Properly moved and seconded. *CARRIED*
- (5) **VOTING ON ORIGINAL MOTION:** *CARRIED*
- (6) **MOTION:** To accept the Minutes of the 43rd Annual Convention dated October 17-19, 2019.
 Properly moved and seconded. *CARRIED*

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

PRESIDENT'S ADDRESS

Vice-President Slade was in the Chair.

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

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

- (7) **MOTION TO CALL THE QUESTION:**
 Properly moved and seconded. *CARRIED*
- (8) **MOTION:** To accept the Report of the President Guy Smith as contained within the Convention book and his verbal report.
 Properly moved and seconded. *CARRIED*

President Smith was in the Chair.

OFFICERS' REPORTS

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

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

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

- (9) **MOTION TO CALL THE QUESTION:**
 Properly moved and seconded. *CARRIED*
- (10) **VOTING ON ORIGINAL MOTION:** *CARRIED*
- MOTION:** To accept the Report of Vice-President Kevin Barry as contained within the Convention book.
 Properly moved and seconded.
- (11) **MOTION TO CALL THE QUESTION:**
 Properly moved and seconded. *CARRIED*
- (12) **VOTING ON ORIGINAL MOTION:** *CARRIED*
- MOTION:** To accept the Report of Vice-President Bobby-Joe Borodey as contained within the Convention book.
 Properly moved and seconded.
- (13) **MOTION TO CALL THE QUESTION:**
 Properly moved and seconded. *CARRIED*
- (14) **VOTING ON ORIGINAL MOTION:** *CARRIED*
- (15) **MOTION:** To accept the Report of Vice-President Mike Dempsey as contained within the Convention book.
 Properly moved and seconded. *CARRIED*

Recessed for lunch at 12:00 PM.

Wednesday, December 1, 2021 – Afternoon Session

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

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

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

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

- (16) **MOTION:** To rescind the Credentials Committee report from the morning of December 1, 2021.
 Properly moved and seconded. *CARRIED*

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

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

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

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

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

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

Vice-President Gostola was in the Chair.

ANTI-PRIVATIZATION COMMITTEE

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

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

The Committee was stood down with thanks.

Vice-President Borodey was in the Chair.

COMMITTEE ON POLITICAL ACTION

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

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

The Committee was stood down with thanks.

Vice-President Slade was in the Chair.

LEGISLATIVE COMMITTEE

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

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

CARRIED

The Committee will continue with Resolutions later in the agenda.

President Smith was in the Chair.

The Convention recessed at 3:01 PM.

Thursday, December 2, 2021 – Morning Session

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

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

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

CARRIED

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

LEGISLATIVE COMMITTEE - Continued

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

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

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

23.02 The functions of a Chapter are:

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

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

CARRIED

- (26) **VOTING ON ORIGINAL MOTION:** Resolution 1-1

CARRIED

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

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

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

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

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

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

To decide an election, if more candidates receive 50% + 1 of the vote than there are positions to be filled, the candidates with the highest number of votes shall be declared elected. If there are several candidates, and after the ballot, the position is not filled; the candidate with the least number of votes drops off and ballots are cast again only for positions not filled. This process will continue until the positions are filled.

MOTION TO CALL THE QUESTION:
Properly moved and seconded.

RULED OUT OF ORDER: was not debated

- (27) **VOTING ON ORIGINAL MOTION:** Resolution 1-2

CARRIED

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

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

30.02 (a) In urgent or emergent situations requiring immediate decisions, the Executive Committee will determine and enact appropriate actions including, but not limited to, postponement or cancellation of AUPE meetings, gatherings, group events and activities, to protect the health and well-being of AUPE members. These situations include but are not limited to properly authorized public health orders and directives such as, those instituted by the Chief Medical Officer of Health.

(b) In urgent or emergent situations, when possible and feasible the Provincial Executive will determine and enact appropriate actions including, but not limited to, postponement or cancellation of Convention, Labour School and other Union wide gatherings, events and activities to protect the health and well-being of AUPE members. These situations include but are not limited to properly authorized public health orders and directives such as; those instituted by the Chief Medical Officer of Health.

(c) The Executive Committee and the Provincial Executive will constantly monitor and assess the situation(s) resulting in the decisions they have made and the actions they have taken and will make determination as to when their decisions and actions should and can be changed or amended.

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

MOTION TO REFER BACK TO THE COMMITTEE:

Properly moved and seconded.

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

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

CARRIED

(29) **VOTING ON MOTION TO REFER:** Resolution 1-3

CARRIED

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

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

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

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

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

CARRIED

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

CARRIED

President Smith was in the Chair.

NOMINATIONS FOR EXECUTIVE POSITIONS

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

Terry Parker was in the Chair.

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

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

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

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

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

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

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

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

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

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

There was a Point of Information questioning Jason Heistad's nomination, in relation to being a municipality elected official.

RULED OUT OF ORDER: not relevant to nominations

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

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

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

President Smith was in the Chair.

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

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

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

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

CARRIED

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

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

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

Curtis Jackson Declined

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

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

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

President Smith was in the Chair.

Recessed for lunch at 12:41 PM.

Thursday, December 2, 2021 – Afternoon Session

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

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

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

CARRIED

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

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

The Convention recessed at 5:11 PM.

Friday, December 3, 2021 – Morning Session

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

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

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

CARRIED

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

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

FIRST BALLOT RESULTS FOR POSITION OF EXECUTIVE SECRETARY-TREASURER

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

Jason Heistad	381	47.80%
Ron Fernandes	261	32.75%
Lorraine Ellis	101	12.67%
Valerie Hannak	54	6.78%

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

FIRST BALLOT RESULTS FOR POSITIONS OF VICE-PRESIDENT

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

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

Bobby-Joe Borodey	640	80.40%
Susan Slade	565	70.98%
Bonnie Gostola	513	64.45%
Mike Dempsey	491	61.68%
Sandra Azocar	417	52.39%
Darren Graham	396	49.75%
James Hart	386	48.49%
Shamanthi Cooray	333	41.83%
Danielle Kiesman	220	27.64%
Paulette Harrison	189	23.74%
Jessica Philp	186	23.37%
Collins Ugochukwu	158	19.85%
Brenda Lussier	117	14.70%
Kim Schreiner	102	12.81%
Loree Preete	63	7.91%

Elections Chair Terry Parker declared the following are elected as **Vice-Presidents** of the Alberta Union of Provincial Employees:

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

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

Vice-President Dempsey was in the Chair.

ENVIRONMENTAL COMMITTEE

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

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

CARRIED

Terry Parker was in the Chair.

SECOND BALLOT RESULTS FOR POSITION OF EXECUTIVE SECRETARY-TREASURER

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

Jason Heistad	409	53.05%
Ron Fernandes	362	46.95%

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

SECOND BALLOT RESULTS FOR POSITIONS OF VICE-PRESIDENT

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

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

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

THIRD BALLOT RESULTS FOR POSITIONS OF VICE-PRESIDENT

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

Darren Graham	287	38.89%
James Hart	213	28.86%
Shamanthi Cooray	156	21.14%
Danielle Kiesman	82	11.11%

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

- MOTION:** To extend today's proceedings until to 5:00 PM as well to shorten the lunch break to 30 minutes to catch up on the agenda.
Properly moved and seconded.
- (36) **MOTION:** To divide the original motion.
Properly moved and seconded. *CARRIED*
- MOTION:** To extend the day to 5:00 PM.
Properly moved and seconded.
- (37) **MOTION TO CALL THE QUESTION:**
Properly moved and seconded. *CARRIED*
- (38) **VOTING ON ORIGINAL MOTION:** *CARRIED*
- (39) **MOTION:** To shorten the lunch break to 30 minutes.
Properly moved and seconded. *CARRIED*

FOURTH BALLOT RESULTS FOR POSITIONS OF VICE-PRESIDENT

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

Darren Graham	351	47.30%
James Hart	211	28.44%
Shamanthi Cooray	180	24.26%

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

FIFTH BALLOT RESULTS FOR POSITIONS OF VICE-PRESIDENT

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

Darren Graham	473	62.65%
James Hart	282	37.35%

Elections Chair Terry Parker declared **Darren Graham the sixth Vice President** of the Alberta Union of Provincial Employees.

Brother Parker congratulated the re-elected and new Executive officers, thanked all the candidates and delegates for participating in the democratic election process and expressed his gratitude for being asked to be a part of AUPE's Convention.

President Smith was in the Chair.

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

CARRIED

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

Recessed for lunch at 12:00 PM.

Friday, December 3, 2021 – Afternoon Session

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

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

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

CARRIED

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

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

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

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

CARRIED

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

DEFEATED

ENVIRONMENTAL COMMITTEE - Continued

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

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

- Reduces carbon emissions to 50% of current levels by 2030 and reaches net-zero emissions by 2050,
- Creates good union jobs through expanding the public sector, and a just transition for fossil fuel workers that leaves no one behind,

- Recognizes Indigenous rights and treaties,
- Uses innovative solutions including the creation of green technologies,
- Massively expands and modernizes public infrastructure,
- Secures a safe and healthy environment, and
- Promotes justice and equality for all.

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

CARRIED

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

CARRIED

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

CARRIED

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

The Committee was stood down with thanks.

Vice-President Barry was in the Chair.

HUMAN RIGHTS COMMITTEE

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

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

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

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

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

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

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

CARRIED

The Chair was sustained. Vice President Barry was in the Chair.

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

CARRIED

(49) **MOTION:** To accept Resolution 2-4.
Properly moved and seconded.

CARRIED

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

(50) **MOTION:** To accept Resolution 2-5.
Properly moved and seconded.

CARRIED

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

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

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

The Committee stood down with thanks.

Executive Secretary-Treasurer was in the Chair.

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

MEMBERS' BENEFITS COMMITTEE

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

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

CARRIED

The Committee was stood down with thanks.

Vice-President Gostola was in the Chair.

MEMBERSHIP SERVICES' COMMITTEE

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

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

CARRIED

The Committee was stood down with thanks.

Vice-President Borodey was in the Chair.

OCCUPATIONAL HEALTH & SAFETY COMMITTEE

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

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

CARRIED

The Committee stood down with thanks.

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

PAY AND SOCIAL EQUITY COMMITTEE

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

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

The Committee stood down with thanks.

Vice-President Slade was in the Chair.

PENSION COMMITTEE

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

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

CARRIED

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

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

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

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

CARRIED

- (57) **VOTING ON ORIGINAL MOTION:** Resolution 2-7

CARRIED

The Committee was stood down with thanks.

President Smith was in the Chair.

Convention recessed at 5:06 PM.

Saturday, December 4, 2021 – Morning Session

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

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

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

Vice-President Weiers was in the Chair.

WOMEN'S COMMITTEE

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

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

CARRIED

The Committee was stood down with thanks.

Vice-President Gostola was in the Chair.

YOUNG ACTIVISTS COMMITTEE

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

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

CARRIED

Vice-President Slade was in the Chair.

LEGISLATIVE COMMITTEE - Continued

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

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

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

STATEMENT OF EQUALITY

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

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

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

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

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

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

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

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

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

CARRIED

(62) **VOTING ON ORIGINAL MOTION:** Resolution 1-5

CARRIED

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

CARRIED

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

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

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

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

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

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

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

DEFEATED

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

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

Vice-President Barry was in the Chair.

FINANCE COMMITTEE

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

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

CARRIED

Robyn Eeson, a representative of the chartered accounting firm of KMPG Chartered Accountants outlined the auditing process and reviewed the Audited Financial Statements in detail; comments, questions and answers followed.

- (66) **MOTION:** To accept the Audited Financial Statements for the year ended June 30, 2021 as presented.
Properly moved and seconded.

CARRIED

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

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

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

- (67) **THE CHAIR TESTED THE FLOOR:** To extend the agenda timeline.

CARRIED

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

CARRIED

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

CARRIED

PRESENTATION OF LIFE MEMBERSHIPS

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

Nancy Woods, Local 054
Jim Wilson, Local 060

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

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

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

OATH OF OFFICE

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

GOOD AND WELFARE

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

ADJOURNMENT

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

CARRIED

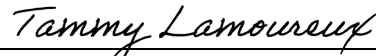
Convention adjourned at 12:28 PM.

Respectfully submitted,



Guy Smith
President

Recording Secretary,



Tammy Lamoureux
Administrative Professional, Executive Office

CONSTITUTIONAL RESOLUTIONS

Group 1 – Constitution

1-1 LEGISLATIVE COMMITTEE

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

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

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

23.02 The functions of a Chapter are:

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

RESOLUTION CARRIED

1-2 LEGISLATIVE COMMITTEE

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

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

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

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

On completion of any vote, the Chair shall declare the result, and in the case of a counted vote, shall state the numbers voting for and against. Unless this Constitution states otherwise, all motions shall be decided by a simple majority (50% plus one) of those entitled to vote and voting. Neither an abstention nor a spoilt ballot shall be counted in the number used to determine a majority. The number of abstentions and/or spoilt ballots may be counted and entered into the record.

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

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

To decide an election, if more candidates receive 50% + 1 of the vote than there are positions to be filled, the candidates with the highest number of votes shall be declared elected. If there are several candidates, and after the ballot, the position is not filled; the candidate with the least number of votes drops off and ballots are cast again only for positions not filled. This process will continue until the positions are filled.

RESOLUTION CARRIED

1-3 PROVINCIAL EXECUTIVE

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

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

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

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

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

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

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

RESOLUTION REFERRED

1-4 EXECUTIVE COMMITTEE (Committee on Political Action)

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

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

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

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

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

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

RESOLUTION CARRIED

1-5 EXECUTIVE COMMITTEE (Human Rights Committee)

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

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

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

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

STATEMENT OF EQUALITY

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

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

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

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

Equality and equity are core union values, and as such AUPE is committed to ensuring that individuals can meaningfully participate and contribute to union activities. Participants are

expected to challenge and debate issues and not individuals, as well as engage in behaviours that protect and celebrate our diversity.

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

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

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

RESOLUTION CARRIED

1-6 LEGISLATIVE COMMITTEE

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

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

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

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

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

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

RESOLUTION CARRIED

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

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

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

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

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

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

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

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

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

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

RESOLUTION DIES ON THE ORDER PAPER

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

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

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

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

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

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

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

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

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

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

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

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

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

RESOLUTION DIES ON THE ORDER PAPER

1-9 EXECUTIVE COMMITTEE (Women's Committee)

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

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

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

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

RESOLUTION DIES ON THE ORDER PAPER

GENERAL RESOLUTIONS

Group 2 - General

2-1 ENVIRONMENTAL COMMITTEE

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

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

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

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

(148 words)

RESOLUTION CARRIED

2-2 ENVIRONMENTAL COMMITTEE

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

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

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

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

(149 words)

RESOLUTION CARRIED

2-3 LOCAL 006

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

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

(85 words)

RESOLUTION DIES ON THE ORDER PAPER

2-4 LOCAL 002

WHEREAS an inclusive environment is required for underrepresented groups to participate in AUPE effectively; and

WHEREAS systemic barriers and other challenges that reduce participation of those from underrepresented groups exist in all organizations; and

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

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

(101 words)

RESOLUTION CARRIED

2-5 LOCAL 002

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

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

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

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

(105 words)

RESOLUTION CARRIED

2-6 LOCAL 006

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

THEREFORE BE IT RESOLVED that AUPE shall appoint at minimum one vice president to be responsible for each sector of AUPE, including but not limited to: Government of Alberta, Health Care, and Education, Board and Agencies.

(79 words)

RESOLUTION DIES ON THE ORDER PAPER

2-7 ENVIRONMENTAL COMMITTEE

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

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

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

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

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

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

(150 words)

RESOLUTION CARRIED

OUTCOME OF RESOLUTIONS AND/OR ACTION SHEET

<u>BY WHOM</u>	<u>OUTCOME/ACTION</u>
Legislative Committee	
• Resolution 1-1	Resolution Carried
• Resolution 1-2	Resolution Carried
• Resolution 1-3	Resolution Referred
• Resolution 1-4	Resolution Carried
• Resolution 1-5	Resolution Carried
• Resolution 1-6	Resolution Carried
• Resolution 1-7	Resolution Dies on the Order Paper
• Resolution 1-8	Resolution Dies on the Order Paper
• Resolution 1-9	Resolution Dies on the Order Paper
• Resolution 2-6	Resolution Dies on the Order Paper
Environmental Committee	
• Resolution 2-1	Resolution Carried
• Resolution 2-2	Resolution Carried
• Resolution 2-3	Resolution Dies on the Order Paper
Human Rights Committee	
• Resolution 2-4	Resolution Carried
• Resolution 2-5	Resolution Carried
Pension Committee	
• Resolution 2-7	Resolution Carried

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

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

AUPE Account Explanation 2021-2022 Budget

REVENUE

1 Membership Dues

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

2 Rental Income

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

3 Interest and Other Income

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

EXPENSES

4 Salaries and Benefits

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

5 Travel – Staff

Costs for Staff to travel as they conduct AUPE business

6 Travel – Members

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

7 Local Rebates

Amounts paid to Locals based on their Membership Counts

8 Area Council Rebates

Disbursements to Area Councils based on their Membership Counts

9 Professional Fees – Legal/Consulting/AGM

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

10 Advertising

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

11 Sponsorships/Donation

Monies spent to sponsor events promoting AUPE

12 Members Benefits

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

13 Dues Suspension

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

14 Regional Offices

Rent paid for regional offices

15 Administration

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

16 Utilities

Cost of water, electricity, natural gas, and phones

17 Equipment

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

18 Amortization

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

19 Maintenance & Repairs

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

20 Unrealized Gain/Loss on Interest Rate Swap

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

RESERVE ALLOCATIONS**21 Defense Fund**

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

22 Contingency Fund

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

23 Image Campaign

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

24 Strategic Planning Campaign

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

25 Digital Strategies Campaign

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

26 Severance Fund

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

27 Outstanding Time Off

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

28 Defending Our Services

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

29 Fight Back Operations Contingency Fund

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

30 Labour Movement Allies

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

Financial Statements of

**ALBERTA UNION OF
PROVINCIAL EMPLOYEES**

Year ended June 30, 2021

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Table of Contents

Year ended June 30, 2021

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INDEPENDENT AUDITORS' REPORT

To the Members of Alberta Union of Provincial Employees

Opinion

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

- the statement of financial position as at June 30, 2021
- the statement of operations for the year then ended
- the statement of changes in net assets for the year then ended
- the statement of cash flows for the year then ended
- and notes to the financial statements, including a summary of significant accounting policies

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

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Entity as at June 30, 2021, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organization.

Basis for Opinion

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

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

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



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

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

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

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

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

We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.



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

KPMG LLP

Chartered Professional Accountants

Edmonton, Canada

September 9, 2021

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Statement of Financial Position

June 30, 2021, with comparative information for 2020

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

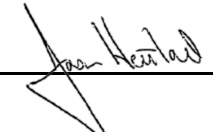
Liabilities and Net Assets

Current liabilities:		
Accounts payable and accrued liabilities (note 7)	\$ 12,913,528	\$ 16,232,663
Current portion of long term debt (note 8)	2,955,373	1,503,347
Current portion of obligation under capital lease (note 9)	16,150	16,150
Current portion of lease inducements (note 10)	14,238	14,238
	<u>15,899,289</u>	<u>17,766,398</u>
Long term debt (note 8)	48,956,616	26,698,555
Obligations under capital lease (note 9)	203,223	219,373
Lease inducements (note 10)	30,848	45,086
Interest rate swap (note 8)	4,591,181	-
Employee future benefits (note 11)	1,490,031	1,762,926
	<u>71,171,188</u>	<u>46,492,338</u>
Net assets:		
Internally restricted - Union operations (note 12)	75,107,915	84,532,226
Internally restricted - Members' benefits (note 12)	13,955,319	12,694,970
Invested in capital assets	43,173,626	44,908,999
Unrestricted	15,011,153	1,952,715
	<u>147,248,013</u>	<u>144,088,910</u>
	<u>\$ 218,419,201</u>	<u>\$ 190,581,248</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, 2021, with comparative information for 2020

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

See accompanying notes to financial statements.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Statement of Changes in Net Assets

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

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

See accompanying notes to financial statements.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Statement of Cash Flows

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

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

See accompanying notes to financial statements.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements

Year ended June 30, 2021

Nature of operations:

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

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

1. Significant accounting policies:

(a) Basis of accounting:

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

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

(b) Revenue recognition:

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

(c) Inventory:

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

1. Significant accounting policies (continued):

(d) Capital assets:

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

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

(e) Lease inducements:

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

(f) Employee future benefits:

(i) Termination benefits:

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

(ii) Defined contribution pension plan:

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

1. Significant accounting policies (continued):

(f) Employee future benefits (continued):

(iii) Other defined contribution pension plans:

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

(g) Financial instruments:

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

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

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

1. Significant accounting policies (continued):

(g) Financial instruments (continued):

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

(h) Use of estimates:

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

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

2. Accounts receivable:

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

3. Investments - Union operations:

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

4. Investments - Members' benefits:

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

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

6. Capital assets:

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

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

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

7. Accounts payable and accrued liabilities:

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

8. Long term debt:

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

Principal repayments are due as follows:

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

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

8. Long term debt (continued):

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

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

9. Obligations under capital lease:

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

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

10. Lease inducements:

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

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

11. Employee future benefits:

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

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

12. Internally restricted net assets:

a) Union operations

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

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

12. Internally restricted net assets (continued):

a) Union operations (continued)

Defending Our Services Campaign	This fund is established to defend the Union and the services that its members provide.
Mobilization Campaign	This fund is established to support mobilization efforts.
Image Campaign	This fund is established to promote the Union and the services that its members provide.
Centennial Campaign	This fund is established to support the Centennial Committee work and to commemorate the stories of the workers who built the Province.
Strategic Planning Campaign	This fund is established to support ongoing efforts to enhance the planning initiatives of the Union in all areas, from Provincial Executive and Management/Staff to Locals and Area Councils. Creating opportunities by strengthening governance and mobilization strategies.
Preparing Alberta for Change Campaign	This fund is established to politically engage the Alberta electorate.
Anti-Privatization	This fund is established to support the campaign to deter Campaign privatization as it relates to members' employment.
Fight Back Operations Campaign	This fund is established to fund current operations to fight back against anti-labour legislation.
Labour Movement Allies	This fund is established to fund monies spent supporting identified Allies in the Labour Movement and in reaching Target Audiences that would otherwise prove too costly or un-reachable.

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

12. Internally restricted net assets (continued):

b) Members' benefits:

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

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

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

13. Related party transactions:

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

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

13. Related party transactions (continued):

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

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

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

14. Investment income:

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

15. Commitments:

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

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

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

16. Contingencies:

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

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

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

17. Financial instrument risks:

(a) Credit risk:

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

(b) Interest rate risk:

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

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

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

(c) Market risk:

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Notes to Financial Statements (continued)

Year ended June 30, 2021

18. Uncertainties due to the COVID-19 pandemic:

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

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

ALBERTA UNION OF PROVINCIAL EMPLOYEES

Schedule - Executive Salaries and Benefits

Year ended June 30, 2021

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

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

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

44th Annual Convention Committees

ANTI-PRIVATIZATION COMMITTEE

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

COMMITTEE ON POLITICAL ACTION

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

ENVIRONMENTAL COMMITTEE

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

FINANCE COMMITTEE

Jason Heistad – Chair
Cecilia Murphy – Staff Advisor
Mary Guido – Admin Support
Shondee Born 041 Medicine Hat
Kathleen Buss 001 Jarvie
Russell Clark 009 Red Deer
Raminder Gill 040 Edmonton
Deborah Gordon 046 Alberta Beach
Wendy Gummesen 043 Peace River
David Ibach 058 Medicine Hat
Lea Schmidt 002 Spruce Grove

HUMAN RIGHTS COMMITTEE

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Candice Sinclair – Staff Advisor
Kelly Steele – Admin Support
Odain Brown 006 Edmonton
Kathryn Henneberg 045 Calgary
Ai Kaneko 006 Calgary
Ana Neves 046 Edmonton
Nova Porquia 047 Red Deer
Atul Verma 095 Chestermere

LEGISLATIVE COMMITTEE

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

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

MEMBERSHIP SERVICES COMMITTEE

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

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

Bonnie Gostola – Chair
Trevor Hansen – Staff Advisor
Rachelle Weisgerber – Admin Support
Jennifer Corkum 046 Parkland County
Juanita Cozicar 056 Smoky Lake
Diana-Lee Erickson 048 Airdrie
Mary Jane Fisher 045 Okotoks
Paulette Harrison 052 Irricana
Steven Pasquan 012 Peace River
Samantha Samborski 009 Morinville
Oscar Steiner 003 Fort Saskatchewan

PAY & SOCIAL EQUITY COMMITTEE

Bonnie Gostola – Chair
Hitomi Suzuta – Staff Advisor
Megan Johnston – Admin Support
Rhonda Chatman 071 Whitecourt
Cindy Froud 045 Calgary
Charity Hill 054 Edmonton
Julie-Ann Lightle 041 Fort MacLeod
Raymond Tweedle 057 Springbrook
Hope Vande Beek 003 Coalhurst
Valerie Whelen 043 St. Lina

PENSION COMMITTEE

Jason Heistad – Chair
Liliana Cordeiro – Staff Advisor
Kelly Steele – Admin Support
Nandagopal Ayre 003 Airdrie
Darren Graham 057 Red Deer
Mark Hercina 003 Red Deer
Justin Huseby 052 Calgary
Norma Jones 095 Strathmore
Margaret Miller 044 Red Deer
Percy Ogden 056 Grande Prairie
Sandra Silva 054 Fort Saskatchewan

WOMEN'S COMMITTEE

Susan Slade – Chair
Candice Sinclair – Staff Advisor
Justine Leszczynski – Admin Support
Rita Bains 002 Sherwood Park
Kysha Cleaver 041 Claresholm
Corine Heffernan 118 Edmonton
Carol Mammel 095 Calgary
Jessica Pope 012 Edmonton
Alicia Salon 056 High Prairie
Stephanie Stewart 045 Calgary

YOUNG ACTIVISTS COMMITTEE

Bobby-Joe Borodey – Chair		
Mike Painchaud – Staff Advisor		
Charlene Peterson – Admin Support		
Paige Doering-Giffen	095	Calgary
Mitchell Gallant	050	Calgary
Dunkin Gamao	043	Lac La Biche
Rachel Hoglund	040	Fort Macleod
Kimoy Marston	002	Red Deer
Jami Payne	041	Granum
Brittany Schepp	044	Red Deer

ELECTIONS COMMITTEE

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

CREDENTIALS COMMITTEE

Irene Gaudet	LM	Egremont
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10025 - 182 ST NW
Edmonton, AB T5S 0P7
F: 780-930-3392

Athabasca Regional Office
4920 - 49 Street
Athabasca, AB T9S 1C2
F: 780-675-3727

Calgary Regional Office
200, 2116 - 27 Avenue NE
Calgary, AB T2E 7A6
F: 403-283-7328

Camrose Regional Office
Unit 25A, 6601 - 48 Avenue
Camrose, AB T4V 3G8
F: 780-672-2296

Grande Prairie Regional Office
102, 9815 - 101 Avenue
Grande Prairie, AB T8V 0X6
F: 780-532-0580

Lethbridge Regional Office
203, 1921 Mayor Magrath Drive S.
Lethbridge, AB T1K 2R8
F: 403-327-5827

Medicine Hat Regional Office
3, 1001 Kingsway Avenue SE
Medicine Hat, AB T1A 2X7
F: 403-526-6471

Peace River Regional Office
9910 - 99 Avenue, Box 6895
Peace River, AB T8S 1S6
F: 780-624-4859

Red Deer Regional Office
101, 4719 - 48 Avenue
Red Deer, AB T4N 3T1
F: 403-340-1210

AUPE MISSION STATEMENT

To represent and support AUPE members
through solidarity and mobilization.



1-800-232-7284
www.aupe.org