

ALBERTA UNION OF PROVINCIAL EMPLOYEES
Held in Calgary, Alberta
Minutes of February 8 and 9, 2013

Time: Friday and Saturday, February 8 and 9, 2013

Place: Marriott Hotel, Calgary, Alberta

1. CALL TO ORDER

President Guy Smith, Chairperson called the meeting to order at 9:03 AM.

2. ROLL CALL, INTRODUCTIONS AND ANNOUNCEMENTS

Present:

G. Smith, President	B. Macdonald, Loc. 046
B. Dechant, Exec. Sec-Treas.	M. Metcalf, Loc. 006
J. Heistad, Vice-President	D. Nadeau McMillan, Loc. 039 (Fri AM)
E. Raz, Vice-President	B. Nahornick, Loc. 069
C. Rusznak, Vice-President	D. Niven, Loc. 004
G. Scott, Vice-President	J. Noel, Loc. 057
S. Slade, Vice-President	L. Pestano, Loc. 049
K. Weiers, Vice-President	A. Randall, Loc. 001
K. Brzezicki, Loc. 043	B. Rovensky, Loc. 071
J. Byron, Loc. 054	M. Sabo, Loc. 053
S. Christensen, Loc. 042	S. Sawchuk, Loc. 047
M. Dempsey, Loc. 005	S. Shenoy, Loc. 020
M. Dorozio, Loc. 095	K. Sputek, Loc. 118
M. Ellis, Loc. 012	D. Tilleman, Loc. 052
R. Feland, Loc. 038	S. Veldhoen, Loc. 048
I. Gaudet, Loc. 060	S. Walker, Loc. 058
H. Griffith, Loc. 003	M. Wright, Loc. 041
L. Hansen, Loc. 056	J. Yeoman, Loc. 050
D. Knight, Loc. 002	J. Zawada, Loc. 045
S. Lloyd, Loc. 044	

Alternates:

R. Clarke, Loc. 009	L. Plotski, Loc. 040
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Abs w/regrets:

E. Cejvanovic, Loc. 040	D. Mason, Loc. 009
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Staff:

R. Hodgins, Executive Director
C. Soderstrom, Director, Labour Relations
C. Battrick, Supervisor, Financial Services
M. Guido, Administrative Assistant

3. STATEMENT OF EQUALITY

Read by Vice-President Susan Slade.

4. APPROVAL OF THE AGENDA

The President advised that he has been invited to attend the Premier's Economic Summit on Saturday and therefore hoped to have all significant business dealt with today.

4.1 MOVED SECONDED and CARRIED to approve the amended Agenda.

5. **APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING** of November 29 and 30, 2012.

5.1 MOVED SECONDED and CARRIED to approve the minutes of the meeting of November 29 and 30, 2012.

6. **PRESIDENT'S & OFFICERS' REPORTS**

6.1 MOVED SECONDED and CARRIED to approve the report of President Guy Smith for February as contained on the PE Portal.

The President advised that flowing out of his report are a number of serious items:

- Monterey Strike. The President thanked everyone for participating on the picket lines. AUPE is still hoping for some involvement by the Alberta Government, however nothing as of yet, so support needs to continue.
- Aspen Ridge Strike, Red Deer. Only lasted a week and once again, thank you to everyone that participated. The workers were very successful and won a great first agreement.
- Local 003 had a rally in Calgary and thanks to the members for their participation as bosses listen when you get out and make noise.
- Local 049 had an information picket as Capital Care has laid off a large number of healthcare workers.

Things are starting to heat up. We are going to be fighting many battles on many different fronts. Alberta Health Services funding has dropped significantly and they are undertaking cuts. The budget on March 7th may be a significant indication with cuts to front line government services, education and boards and agencies.

AUPE will need to stand together and fight. Your responsibility as leaders of Locals is to make sure your Locals are ready and prepared. We will need to set some direction following the budget. Once AUPE has determined after the budget how Locals will be affected, a special PE meeting may be called along with Local Chairs to build strategies that are needed.

In the meantime, PE and Local Chairs are to start talking at Chapter meetings, worksites, etc. and gather information for the proposed joint

meeting. At the joint meeting an analysis of the budget will be presented to meet and build strategies on the impact of the budget on members.

It was suggested that town hall meetings be held, resurrection of Blue Thursdays, more media, letter be sent to all members in order to generate conversation and discussion with members to engage them, and letters be sent to editors. PE is to take this back to their Locals with a sense of urgency and get members mobilized. We need to see what members are willing to do and the Local Chairs and PE members will provide that feedback.

The President will provide information following his attendance at the Premier's Summit on Saturday.

- 6.2 MOVED SECONDED and CARRIED to have a joint meeting between PE and Local Chairs.
- 6.3 MOVED SECONDED and CARRIED to approve the report of Executive Secretary-Treasurer Bill Dechant for February as contained on the PE Portal.
- 6.4 MOVED SECONDED and CARRIED to approve the report of Vice-President Jason Heistad for February as contained on the PE Portal.
- 6.5 MOVED SECONDED and CARRIED to approve the report of Vice-President Erez Raz for February as contained on the PE Portal.
- 6.6 MOVED SECONDED and CARRIED to approve the report of Vice-President Carrie-Lynn Rusznak for February as contained on the PE Portal.
- 6.7 MOVED SECONDED and CARRIED to approve the report of Vice-President Glen Scott for February on the PE Portal.
- 6.8 MOVED SECONDED and CARRIED to approve the report of Vice-President Susan Slade for February as contained on the PE Portal.
- 6.9 MOVED SECONDED and CARRIED to approve the report of Vice-President Karen Weiers for February as contained on the PE Portal.

An observer to PE, L. Curran, Local 047 was given an opportunity to raise a concern from Convention. She enquired whether something could be done for the hearing impaired as well as anyone at the back of the room who had a hard time hearing at Convention. Executive Secretary-Treasurer Dechant indicated that there is a form on the Convention website to fill out if there are any special needs requests and the Convention Working Group will make every effort to provide that service if they know ahead of time.

EXECUTIVE COMMITTEE

6.9 MOVED SECONDED and CARRIED to approve the report of the Executive Committee of November 30, 2012.

6.10 MOVED SECONDED and CARRIED to approve the report of the Executive Committee of January 30, 2013.

A number of enquiries within the Minutes were made:

1. Webcast at Convention – no longer webcasting Convention due to it being intimidating/discouraging for some people to speak freely about an issue with employers, managers and government listening to the webcast.

2. Public Interest Alberta – Endorsing the “Idle No More” movement. The President and Vice-President Raz (alternate) sit on the Board. The President stated that AUPE was not involved with discussions re: Idle No More.

3. Executive Secretary-Treasurer Dechant advised that the Peace River Office is getting a door bell on the lower floor so when the administrative staff person is alone in the office, the door may be locked and anyone attending would have to buzz to enter.

4. Money Advisor Financial Group – information brought forward to Membership Services being forwarded to Executive Director Hodgins as when GSS Collective Agreements amalgamated, members not able to get additional insurance coverage.

5. WCB – Executive Secretary-Treasurer Dechant advised that AUPE is awaiting a legal opinion. The WCB rate for staff has increased 400% and places AUPE on the ‘bad list’ for employers. This is not because of WCB related incidents for staff but rather arising from members being hurt at labour school or conferences that brings the rate up.

6. It was requested that the mobilization meeting schedule on the website be updated. Updates will be posted once dates and locations are confirmed.

7. Vice-President Weiers indicated that the Human Rights policy does not have a process. The Committee is trying to review both the discipline and the human rights policy so action flows from each other.

7. **COMMITTEE RECOMMENDATIONS**

FINANCE COMMITTEE

7.1 MOVED SECONDED and CARRIED that AUPE donate \$10,000 towards the operating costs of the Diakonos Retreat Center.

- 7.2 MOVED SECONDED and CARRIED that AUPE donate \$10,000 to the Aspen Foundation for the 2013 year.
- 7.3 MOVED SECONDED and CARRIED that AUPE donate \$25,000 to the Parkland Institute for the 2013 year.
- 7.4 MOVED SECONDED and CARRIED to accept the Financial Statement for the months of July, August, September and October, 2012.

Executive Secretary-Treasurer Dechant asked whether there was anything in the statements that anyone thought was missing that would make it clearer to understand. It was requested that a summary of any over-expenditure be provided.

MEMBERSHIP SERVICES COMMITTEE

- 7.5 MOVED SECONDED to adopt Policy 10-2 and 10-3 as presented.
- 7.6 MOVED SECONDED and CARRIED to AMEND any five year increments to 10 years.
- 7.7 MOVED SECONDED and CARRIED to AMEND point #2 from Policy 10-2 to twenty (20) years.
- 7.8 CARRIED on original Motion to adopt Policy 10-2 and 10-3 as amended.

It was requested that lists be provided ahead of time. Executive Director Hodgins will pass this information along to MSO's.

- 7.9 MOVED SECONDED that for 2013 steward recognition, Headquarters will pay \$50 per steward for a meal or gift card with the decision being left up to the Local.
- 7.10 MOVED SECONDED and DEFEATED to AMEND the \$50 to \$100.

By friendly amendment, the word 'card' was taken out of the Motion.

- 7.11 CARRIED on original Motion that for 2013 steward recognition, Headquarters will pay \$50 per steward for a meal or gift with the decision being left up to the Local.
- 7.12 MOVED SECONDED and CARRIED to allow the historical sub-committee to receive up to \$20,000 to promote AUPE pictures and events at AUPE Headquarters as well as all satellite offices throughout the province.

8. UNFINISHED AND/OR NEW BUSINESS

- Union Dues

Executive Secretary-Treasurer Dechant provided a handout for information showing the average union dues based on 2012 member count and dues received.

- Strike Update

Executive Secretary-Treasurer Dechant provided a handout for information showing the amounts as of February 7, 2013 paid for AUPE strikes in 2012 and 2013 for Hardisty, Revera and Monterey.

- Monterey

Executive Secretary-Treasurer Dechant advised of the amount of the pool created by Local donations to the Monterey strike fund.

8.1 MOVED SECONDED and CARRIED that AUPE pay a \$100. per month supplementary cheque, prorated for those not doing full time picket duty compliance, and a double cheque for January/February and reassess again at the end of March.

- New Calgary Office

Executive Secretary-Treasurer Dechant advised that hopefully the new Calgary office possession date would be June 30, 2013.

- Education Centre Study

Executive Secretary-Treasurer Dechant provided a handout detailing the feasibility and costs of an education centre. The costs showed that it was not economically feasible at this time as it would entail leasing space, or perhaps purchasing, which would entail another business and the problem of filling it when it was not used by AUPE. This study was accepted for information.

- Idle No More.

The President was approached by members asking what AUPE's position was with the Idle No More movement and the issues they are dealing with, with the Federal Government right now. The President enquired whether AUPE sign onto a 'Declaration of Solidarity' that is being circulated amongst the labour community and social action group that Public Interest Alberta is dealing with? It was decided that AUPE would not sign on but rather, anyone that wished to personally offer support could.

- Pensions

Many questions were raised with respect to LAPP and PSPP Pensions and meetings that the Government of Alberta is having with focus groups showing a very skewed presentation. AUPE will continue to update everyone through the website. We have a very knowledgeable staff member dealing with pensions who will try and attend individual Local meetings if asked or possibly a webinar could be set up.

- Greater Edmonton Alliance

Discussion occurred with respect to a representative from Greater Edmonton Alliance attending a PE meeting to listen as to why AUPE did not provide funding. The President clarified that GEA wanted to hear directly why the decision was made and what they could do to make their organization better so they could approach AUPE in the future. It was stressed that the President's letter needs to outline criteria that AUPE will support organizations that are a benefit or impact to our members and if not an impact, should not be approaching us next year for funds.

- 8.2 MOVED SECONDED and CARRIED that the President send a letter on behalf of AUPE to Greater Edmonton Alliance that their annual request for support in funding was denied and a further request for funding be put over to the next year.

- Edmonton Delegates to Convention

The PE representative from Local 071 brought a concern to PE being that Edmonton delegates or those within a 100 kilometer radius do not receive hotel accommodations at Convention. As there are expectations to attend events in the evening and lots of social activities, some felt it was important that hotel accommodations be paid. A number of Locals indicated that they currently do pay for their Edmonton delegates to have accommodations. It was felt that this needs to be discussed within the Locals to see what the members are feeling.

- 8.3 MOVED SECONDED and CARRIED that the Finance Committee review costs and availability for accommodations for all Edmonton Convention delegates on a shared basis.

9. **STANDING COMMITTEE REPORTS**

- 9.1 MOVED SECONDED and CARRIED to accept for information the report of the Anti-Privatization Committee as contained on the PE Portal.

The Chair of the Anti-Privatization Committee noted a concern following a Resolution from Convention 2012 to develop an ad hoc course on the cause and effects of Privatization and Contracting Out and asked that everyone go back to their Locals, Sectors or groups as to whether this would be advantageous to them.

- 9.2 MOVED SECONDED and CARRIED to accept the report of the Committee on Political Action as contained on the PE Portal.

- 9.3 MOVED SECONDED and CARRIED to accept the report of the Environmental Committee as contained on the PE Portal.

9.4 MOVED SECONDED and CARRIED to accept the report of the Finance Committee as contained on the PE Portal.

9.5 MOVED SECONDED and CARRIED to accept the report of the Human Rights Committee as contained on the PE Portal.

It was noted that November 19th is International Men's Day and the Committee would like to do something in recognition.

9.6 MOVED SECONDED and CARRIED to accept the report of the Legislative Committee as contained on the PE Portal.

A question was raised whether the Committee would take a resolution to Convention re Article 26.1 of the Constitution. The Chair of the Legislative Committee indicated that the President wrote to the AFL, CLC and NUPGE as to whether their Constitutions allow for AUPE Locals to affiliate to the AFL. The Chair indicated they are getting as much information as they can and that would form the basis of whether there will be a resolution going to Convention from PE.

A booklet on how to write Resolutions was sent to PE and Local, Chapter and Area Council Chairs. It will also be placed electronically on the website under the Legislative Committee.

9.7 MOVED SECONDED and CARRIED to accept the report of the Members' Benefits Committee as contained on the PE Portal.

9.8 MOVED SECONDED and CARRIED to accept the report of the Membership Services Committee as contained on the PE Portal.

The Chair of the Membership Services Committee indicated a concern with the number of courses being cancelled throughout the Province. If anyone has any suggestions as to what is wrong – is it something being done, how offering, disconnect from Local to Chapter members, etc., please email the Chair.

9.9 MOVED SECONDED and CARRIED to accept the report of the Occupational Health and Safety Committee as contained on the PE Portal.

The Occupational Health and Safety Conference is scheduled for September 22-24 in Red Deer. The Day of Mourning Seminar is scheduled for April 26th at Headquarters.

9.10 MOVED SECONDED and CARRIED to accept the report of the Pay and Social Equity Committee as contained on the PE Portal.

9.11 MOVED SECONDED and CARRIED to accept the report of the Women's Committee as contained on the PE Portal.

- 9.12 **MOVED SECONDED and CARRIED** to accept the report of the Young Activists Committee as contained on the PE Portal.

The upcoming YAC Conference is scheduled for June 2-5 at Camp Goldeye and a ball tournament is scheduled for July 13 and 14 in Blackfalds.

10. CLOSING

As all business was dealt with at the close of day on Friday, the meeting is not necessary for Saturday, February 09.

However, it is expected that all will attend the picket at Monterey on Saturday morning.

11. DATE OF NEXT MEETING

The next meeting is scheduled for April 19 and 20, 2013 at the Sheraton Cavalier, Calgary.

12. ADJOURNMENT

- 12.1 **MOTION TO ADJOURN:**
MOVED, SECONDED and CARRIED

The meeting adjourned at 4:09 PM on Friday, February 08, 2013.

Respectfully submitted,

Guy Smith
President

RECORDING SECRETARY:

Cheryl Austin

**PROVINCIAL EXECUTIVE MEETING
February 08 and 09, 2013**

<u>BY WHOM</u>	<u>ACTION</u>
President	To schedule joint meeting with PE and Local Chairs.
President	Ensure Mobilization Schedule updated on AUPE website.
Exec Secretary-Treasurer	<p>Donations to:</p> <ul style="list-style-type: none"> a) \$10,000 to Diakonos Retreat Center; b) \$10,000 to Aspen Foundation for 2013; c) \$25,000 to Parkland Institute for 2013. <p>Summary of over-expenditures to be included with Financial Statements.</p>
President	Ensure Policies 10-2 and 10-3 amended.
Exec Secretary-Treasurer	<p>For 2013 steward recognition \$50 per steward be paid for a meal or gift with the decision being left up to the Local.</p> <p>Up to \$20,000 to historical sub-committee to promote AUPE pictures and events at AUPE HQ as well as satellite offices.</p> <p>Pay \$100 per month supplementary cheque, prorated for those not doing full time picket duty compliance and a double cheque for Jan/Feb and reassess again at the end of March.</p>
President	Send letter to Greater Edmonton Alliance why funding denied and further requests to be put over to next year.
Exec Secretary-Treasurer	Finance Committee to review costs and availability for accommodations for all Edmonton Convention delegates on a shared basis.
PE	<p>Take to Locals whether ad hoc course on cause and effects of Privatization and Contracting Out would be advantageous to them.</p> <p>Take to Locals concern re number of courses being cancelled and if any suggestions to email j.heistad@aupe.org.</p>

PE

Gather information of concern re cutbacks, etc. from Local meetings, Chapter meetings and worksites, for the proposed joint PE/Local Chairs meeting and take message to members that they need to get mobilized.

	#7.1			#7.2			#7.3		
	YES	NO	ABST	YES	NO	ABST	YES	NO	ABST
SMITH									
DECHANT	✓			✓			✓		
HEISTAD	✓								
RAZ	✓			✓			✓		
RUSZNAK	✓			✓			✓		
SCOTT	✓			✓			✓		
SLADE	✓			✓			✓		
WEIERS	✓			✓			✓		
BRZEZICKI	✓			✓			✓		
BYRON	✓			✓			✓		
CHRISTENSEN	✓			✓			✓		
DEMPSEY	✓			✓			✓		
DOROZIO	✓			✓			✓		
ELLIS	✓			✓			✓		
FELAND	✓			✓			✓		
GAUDET	✓			✓			✓		
GRIFFITH	✓			✓			✓		
HANSEN	✓			✓			✓		
KNIGHT	✓			✓			✓		
LLOYD	✓			✓			✓		
MACDONALD	✓			✓			✓		
METCALF	✓			✓			✓		
NADEAU MCMILLAN									
NAHORNICK	✓			✓			✓		
NIVEN	✓			✓			✓		
NOEL	✓			✓			✓		
PESTANO	✓			✓			✓		
RANDALL	✓			✓			✓		
ROVENSKY	✓			✓			✓		
SABO	✓			✓			✓		
SAWCHUK	✓			✓			✓		
SHENOY	✓						✓		
SPUTEK	✓			✓			✓		
TILLEMANN	✓			✓			✓		
VELDHOEN	✓			✓			✓		
WALKER	✓				✓		✓		
WRIGHT	✓			✓			✓		
YEOMAN	✓			✓			✓		
ZAWADA	✓			✓					
Alternates:									
CLARKE	✓			✓			✓		
PLOTSKI	✓			✓			✓		

	#7.11			#7.12		
	YES	NO	ABST	YES	NO	ABST
SMITH						
DECHANT	✓			✓		
HEISTAD	✓			✓		
RAZ	✓			✓		
RUSZNAK	✓			✓		
SCOTT	✓			✓		
SLADE	✓			✓		
WEIERS	✓			✓		
BRZEZICKI	✓			✓		
BYRON	✓			✓		
CHRISTENSEN	✓			✓		
DEMPSEY	✓			✓		
DOROZIO	✓			✓		
ELLIS	✓			✓		
FELAND	✓			✓		
GAUDET	✓			✓		
GRIFFITH	✓			✓		
HANSEN	✓			✓		
KNIGHT	✓			✓		
LLOYD	✓			✓		
MACDONALD	✓			✓		
METCALF	✓			✓		
NADEAU MCMILLAN						
NAHORNICK	✓			✓		
NIVEN	✓			✓		
NOEL	✓			✓		
PESTANO	✓			✓		
RANDALL	✓			✓		
ROVENSKY	✓			✓		
SABO	✓					
SAWCHUK	✓			✓		
SHENOY	✓			✓		
SPUTEK	✓			✓		
TILLEMANN	✓			✓		
VELDHOEN	✓			✓		
WALKER	✓			✓		
WRIGHT	✓			✓		
YEOMAN	✓			✓		
ZAWADA	✓			✓		
Alternates:						
CLARKE	✓			✓		
PLOTSKI	✓			✓		