



## **CUPE ALBERTA DIVISION**

# **CONSTITUTION**

**MARCH 2015**

**CANADIAN UNION OF PUBLIC EMPLOYEES  
ALBERTA DIVISION  
CONSTITUTION - INDEX**

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**CANADIAN UNION OF PUBLIC EMPLOYEES  
ALBERTA DIVISION**

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**CONSTITUTION**

(Revised at the 65<sup>th</sup> Annual Convention Calgary, Alberta)

***PREAMBLE:***

**WHEREAS:** Public Employees in the Province of Alberta, are entitled to freedom of organization, full right of collective bargaining and economic security for themselves and their dependants, and

**WHEREAS:** For the attainment of these goals, all public employees, chartered by the Canadian Union of Public Employees, should be afforded every opportunity to unite in one body, for their common benefit, to protect the good and welfare and economic security of all their members.

**BE IT THEREFORE RESOLVED:**

That we in Provincial Convention assembled these days, March 18<sup>th</sup> – 20<sup>th</sup>, 2015, in the City of Calgary in the Province of Alberta, amend the Constitution of the Central Provincial Body of Public Employees, as follows:

***ARTICLE ONE – NAME***

This organization shall be known as the, "Canadian Union of Public Employees Alberta Division," hereinafter referred to as the "Division."

***ARTICLE TWO - GOALS***

**Section 1**

This Division is organized for the purpose of voicing and promoting the interest, needs and aspirations of its affiliates and provide them the fullest opportunity to participate in discussions relative to problems of economic and social security for all Public Employees, and their dependants, individually and collectively.

**Section 2**

This Division shall meet annually in convention to discuss, review and determine the goals, policies, needs, and aspirations of its membership.

**Section 3**

This Division shall endeavour to promote the goals, interests and goals of its members by promoting suitable legislative measures at every level of government.

**Section 4**

This Division is opposed to discrimination of any kind and supports equal treatment of all individuals.

## **Section 5**

The Division shall cooperate with all recognized labour organizations with similar goals and may form united fronts with similar minded organizations to assist in securing justice for all, and shall promote and establish harmonious labour relations.

## **Section 6**

This Division shall promote and protect the interests and welfare of each member, while cultivating feelings of friendship and goodwill of its members.

## **Section 7**

This Division shall exercise its full role in the Labour Movement.

## **ARTICLE THREE – MEMBERSHIP**

Any Union, District Council, Council of Unions or Provincial Council of Unions duly chartered by the CANADIAN UNION OF PUBLIC EMPLOYEES, within the Province of Alberta, shall be eligible for membership in this Division.

## **ARTICLE FOUR – STRUCTURE**

### **Section 1**

The Annual Convention shall be the Supreme Authority of this Division.

### **Section 2**

The members of the Executive Committee are the President, General Vice Presidents, Secretary Treasurer, Recording Secretary, the Area Vice Presidents, one Young Workers Vice President and one Diversity Vice President. The Executive Committee shall govern this Division between Conventions.

Executive Committee quorum for transaction of business shall be 50% plus one.

Alternate Area Vice Presidents shall:

- a) be eligible to attend the first Executive Meeting following Convention.
- b) attend one additional Meeting within their area as determined by the Executive Committee prior to the next Convention.
- c) be entitled to voice but no vote unless the Area Vice President is absent.
- d) attend Executive Meetings with voice and vote in the absence of their Area Vice President.

### **Section 3**

The Division shall be divided into the following areas for the purposes of geographical representation:

Peace River	North of the 55th parallel to Alberta boundary, west to the British Columbia border and east to the 115th longitude.
Fort McMurray	North of the 55th parallel to Alberta boundary, east to the Saskatchewan border and west to the 115th longitude.
North West	The area outside the Edmonton area, north to the 55th parallel, West of Highway #2 to the British Columbia border and north of an east west line from Highway #13 to and including Jasper.
North East	The area outside of the Edmonton area, north to the 55th parallel, Highway #2 East to the Saskatchewan border including Athabasca and Morinville, South and East along Highway #14 to the Saskatchewan border, including Viking and Wainwright.
Edmonton Area	The area within the corporate limits of the City of Edmonton, along with St. Albert, Sherwood Park and Spruce Grove.
Red Deer Area	North to but not including, Highway #14 east of Edmonton and Highway #13 west of Highway #2, east and west to Provincial boundaries, south to 51st parallel east of Strathmore and south to Highway #1A west of Calgary.
Calgary Area	The area within the corporate limits of the City of Calgary and Airdrie, east to Strathmore then south to a point due east of Okotoks, west to Okotoks, due north to Calgary, west on the 51st parallel to British Columbia boundary, north to Highway #1, east on Highway #1 and #1A to Calgary (including Canmore, & Cochrane).
Lethbridge	East and south of Mossleigh on Highway #23 to the 50th parallel, east to Highway #845 then south to the border, west to the B.C. Boundary and north to the 51st parallel.
Medicine Hat	Bounded by the 51 <sup>st</sup> Parallel, Saskatchewan boundary, United States border and the area of the Lethbridge area.

Each area shall be represented by an Area Vice President and an Alternate both of whom shall be elected at Convention.

### **Section 4**

The President, General Vice Presidents, Secretary Treasurer, and the Recording Secretary shall be the Table Officers and shall administer this Division when Convention and/or Executive Committee are not in session. Meetings of the Table Officers may be called at any time by the President. Three members shall constitute a quorum for the transaction of business.

## **ARTICLE FIVE – ELECTIONS**

### **Section 1**

Members of the Executive shall

- a) be bona-fide members of duly chartered Locals of the Canadian Union of Public Employees affiliated to this Division; and shall
- b) be elected from the delegates attending the Convention. Area and Alternate Area Vice Presidents must reside in the area they represent.

### **Section 2**

In the election for the two General Vice Presidents positions:

- a) one shall represent Red Deer and north, the other shall represent the area south of Red Deer.
- b) At the time of the election, General Vice Presidential candidates must reside in the area they represent.

### **Section 3**

All members of the Executive Committee and the Alternate Area Vice Presidents shall be elected for a two-year term at Convention on the following basis:

Odd Years	President Recording Secretary General Vice President (South) Alternate Area Vice Presidents Young Workers Vice President
Even Years	Secretary Treasurer General Vice President (North) Area Vice Presidents Diversity Vice President

All elected officers take office at the close of Convention.

The Division shall fill a vacancy in the following manner:

- (a) In the event of a vacancy, in the term of office of a Table Officer, the Division Executive shall have the power to fill the vacancy, by majority vote of all its Executive members, for the period up to the next Division Convention.
- (b) In the event of a vacancy of the Diversity Vice President or Young Workers Vice President positions, the Division Executive Committee shall seek nominations from the Affiliated District Councils and Affiliated Locals in the Province. The Executive shall fill the vacant position by majority vote of its Executive members for the period up to the next division convention.

(c) In the event of a vacancy of an Area Vice President or Alternate Area Vice President, the Division Executive Committee shall fill the vacancy, by majority vote of its members for the period up to the next Division Convention. Affiliated District Councils and Local Unions in the region shall be consulted as to nomination for replacement of an Area Vice President or Alternate Area Vice President.

(d) In the event of a vacancy of two (2) or more Trustees, the Division Executive Committee shall seek nominations from the Affiliated District Councils and Affiliated Locals in the Province. The Executive shall fill the vacant position by majority vote of its Executive members for the period of the unexpired term.

#### **Section 4**

One three (3) year term Trustee shall be elected at each Convention and, in the event of a vacancy occurring, additional Trustees may be elected to fill the unexpired terms.

#### **Section 5**

All elections shall be by secret ballot and to be elected the candidate must receive at least 50% plus one, of the ballots cast. In the event of a tie the election shall be decided by subsequent ballot(s).

#### **Section 6**

The Division's nominee to the CUPE National Executive Board shall be elected at the Division Convention held in the odd year. The nominee shall attend the subsequent National Convention as a Division Delegate. Term of office for National Executive Board Member shall be governed by the National Constitution.

#### **Section 7**

If the Division President is elected as the General Vice President and has a delegate credential from CUPE National, the Division's nominee elected at the Division Convention as the Regional Vice President shall attend the national Convention as the delegate for CUPE Alberta.

#### **Section 8**

Delegates to other Provincial Division Conventions shall be appointed by the Division Executive Committee.

#### **Section 9**

Nominees for election to the Executive Committee allowing their names to go forward, shall, when nominated be asked if they are willing to take the oath as shown in this Constitution and to qualify must clearly reply in the affirmative to the following:

"Do you solemnly promise and declare that you will faithfully support and obey the Constitution, goals, principles and policies of the Canadian Union of Public Employees, Alberta Division?"

## **Section 10**

A candidate who is elected to office must come forward to the front of the convention and clearly and audibly take this oath:

"I \_\_\_\_\_, promise to perform the duties of my office, as set out in the Constitution and laws of the Canadian Union of Public Employees, faithfully and to the best of my ability for the term of office. As an Officer of the Union I will always promote the harmony and dignity of its sessions by counsel and example. I also promise to turn over all property of the Union to my successor at the end of my term."

## **ARTICLE SIX – DUTIES OF THE DIVISION EXECUTIVE AND TRUSTEE(S)**

### **Section 1 - President**

#### **The President shall:**

- a) Preside at all meetings of the Division;
- b) Sign all cheques authorized by the Executive and transact any other business as may pertain to the office of President;
- c) Call four Executive meetings per year and such special meetings as are required. Meetings may be requested at any time by 50%, or more, of the Executive;
- d) Appoint committees not provided for in this Constitution;
- e) Ensure that all officers perform their duties in accordance with the Constitution;
- f) Endeavour to promote legislation favourable to public employees; in case of emergency,
- g) select members to fill vacancies or unexpired terms of office;
- h) Have automatic delegate status for all Conventions and Conferences of this Division and the National C.U.P.E. Convention at Division expense.
- i) Convene the Executive, in the shortest possible time, following a vacancy in the position of Secretary Treasurer, for the purpose of filling such vacancy.



## **Section 2 - General Vice Presidents**

### **The General Vice Presidents shall:**

- a) Assist the President in the performance of their duties;
- b) Preside at all meetings at the request of, or in the absence of, the President;
- c) Perform such duties as are assigned, from time to time, by the Executive;
- d) Have automatic delegate status at all Conventions and Conferences of this Division, at Division expense;
- e) Maintain close liaison with the Area Vice Presidents, and their alternates, in the area they represent.

At the first Executive Committee meeting following Division Convention an election shall be held to determine which General Vice President shall be "First G.V.P." and which will be "Second G.V.P.". In the event that either the President's or Recording Secretary's position becomes vacant, the First General Vice President shall perform those duties until a successor is appointed or elected. In the event that the Secretary Treasurer's position becomes vacant, the "Second G.V.P." shall perform these duties until a successor is appointed or elected. In the event that a General Vice President's position becomes vacant the Division Executive Committee shall, by majority vote, fill the position until the next convention.

## **Section 3 – Secretary Treasurer**

### **The Secretary Treasurer shall:**

- a) Subject to Convention, Executive Committee and Presidential direction, be responsible for all financial matters and documentation;
- b) Keep and maintain a correct record of Division receipts and disbursements;
- c) Produce an up to date quarterly financial statement for each Executive meeting and a year end up to date financial statement for Convention;
- d) Keep no more than \$25,000.00 in the Division General account with all funds transferred and held in secure interest earning investments;
- e) Pay all bills authorized by the Executive, with a cheque signed by the President or in an emergency situation a General Vice President and themselves;
- f) Keep the President and Executive Committee informed of all vital financial matters, including per capita tax arrears;

- g) Carry out the instructions of the Executive and, with the approval of the President, employ, direct, and fix compensation for all office help necessary for the proper functioning of the Division's Goals and Policies;
- h) Have automatic delegate status for all Conferences and Conventions of the Division, at Division expense;
- i) Be bonded, at Division expense, in such amount as may be determined from time to time by the Executive Committee.

#### **Section 4 – Recording Secretary**

##### **The Recording Secretary shall:**

- a) Keep a correct, full and impartial record of Division Executive and Table Officers meetings;
- b) Be responsible for all official Division correspondence;
- c) Perform any such other duties as the Executive Committee or this Constitution may direct;
- d) Have automatic delegate status at all Division Conventions and conferences at Division expense;
- e) Convene the Executive, in the shortest possible time, following a vacancy in the position of President, for the purpose of filling such vacancy.

#### **Section 5 - Area Vice Presidents**

##### **The Area Vice Presidents and their Alternates shall:**

- a) Maintain close liaison with CUPE Locals and District Councils in their area, keeping them informed of matters that may impact the general welfare of Public Employees in the Province;
- b) Submit a written report to each Executive Meeting outlining the present position of each local in their area regarding negotiations, grievances, classifications, and/or any other pertinent matters;
- c) When possible, attend all meetings of the Executive and delegate their Alternate if unable to attend;

- d) Serve on committees as required;
- e) Have access to the contact information that is provided by the locals for all Locals in their area.

### **Section 6 - Diversity Vice President**

#### **The Diversity Vice President shall:**

- a) Maintain close liaison with CUPE Locals and District Councils in Alberta, keeping them informed of matters that may impact the general welfare of Public Employees;
- b) Submit a written report to each Executive meeting outlining the present position of issues impacting but not limited to the following Diversity groups: Aboriginal, Racialized workers, Women, Persons with Disabilities, Gay and Lesbian Alliance, Bisexual and Transgender individuals in the province regarding negotiations, grievances, classification, legislation, and/or pertinent matters;
- c) When possible, attend all meetings of the Executive;
- d) Serve on Committees as required;
- e) Have access to the contact information that is provided by the locals.

### **Section 7 – Young Workers Vice President**

#### **The Young Workers Vice President shall:**

- a) Work with Area Vice Presidents to distribute information to the locals/councils affiliated with CUPE Alberta and visit up to 12 locals per year, subject to the approval of the Executive Board;
- b) Work on Committees as required;
- c) Recruit young CUPE workers to become active in their locals and CUPE Alberta;
- d) Inform and create dialogue with young workers;
- e) Submit a written report to each executive meeting outlining the current issues impacting young workers, steps to solve these issues and a general update to previous and future plans;

- f) Attend all meetings of the Executive, when possible;
- g) Have access to the contact information for all Local Presidents.

**Section 8 - Trustees**

**The Trustee shall:**

- a) Examine the books and records of the Division
- b) Inspect and examine all properties, bonds, assets and liabilities of the Division twice yearly. In the years when there is no change in the position of Secretary Treasurer, they will be examined annually;
- c) Report the results of those examinations to the Division Executive at the subsequent Executive meeting;
- d) Report to the Division Convention as to the financial status of Division funds, assets and liabilities;
- e) Include such other financial information or recommendations in their reports as they deem necessary.

**Section 9 - Miscellaneous Expense Recovery**

Members of the Division Executive shall be reimbursed for miscellaneous out of pocket expenses as the following:

<b>POSITION</b>	<b>PER MONTH</b>
Secretary Treasurer	\$420.00
Recording Secretary	\$420.00
General Vice President	\$150.00
Area Vice President	\$ 75.00
Diversity Vice President	\$ 75.00
Young Workers Vice President	\$ 75.00

**ARTICLE SEVEN – REVENUE**

**Section 1**

Revenue of the Division shall be derived from a Per Capita tax, effective January 1, 2015 of \$1.16 per member per month and effective January 1, 2016 of \$1.18 per member per month including “Rand” formula paid monthly, no later than the last day of the following month.

District Councils shall pay an annual Per Capita of \$25.00 on the first of January each year.

## **Section 2**

Revenues shall be allocated within the following guidelines:

1. \$0.95 of each dollar collected shall be placed into General Revenue;
2. \$0.05 of each dollar collected shall be placed into the Arbitration Fund when that fund falls below \$100,000;
3. \$0.05 of each dollar collected shall be placed into the Small Local Assistance Fund when the Arbitration Fund reaches \$100,000.00;
4. Interest revenue generated from these funds (Arbitration and Small Local Assistance) shall be allocated as follows: first to the Arbitration Fund when below \$100,000.00, and thereafter to the Small Local Assistance Fund.

Affiliated Locals involved in strike or lockout may seek a prorated reduction of Per Capita Tax from the Executive Committee based upon the number of days off work as a result of such strike or lockout.

## **ARTICLE EIGHT – INTERPRETATION**

This Constitution, once adopted, shall not be altered, amended or revised except by Convention resolution duly approved by a clear two thirds of the accredited delegates attending that Convention. Constitutional Resolutions must be forwarded to the Recording Secretary at least *forty-five (45)* days prior to the Convention at which the resolution is to be presented. The Division Executive may submit Constitutional resolutions after the *forty-five (45)* day period with the concurrence of two thirds of the Convention delegates.

Any amendment to this Constitution shall only become effective after the approval of the National President, Canadian Union of Public Employees.

## **ARTICLE NINE – CONVENTION**

### **Section 1**

Division Conventions shall be held annually with the Convention Call being distributed to affiliates ninety days in advance; facilities and time set by the Executive.

Delegates duplicate copy of their credential must be returned to Secretary Treasurer at least fifteen days prior to the Convention.

### **Section 2**

A quorum for the transaction of business is one-half of the registered delegates.

### **Section 3**

The Division President shall, in consultation with the Executive, appoint such committees as are necessary to conduct the affairs of the Convention. Those Committees may be requested, by the Executive Committee, to meet, at Division expense, prior to the Convention, to consider those matters placed before them.

### **Section 4**

Resolutions to be introduced for consideration at Convention shall be prepared in duplicate, signed by the President and Recording Secretary of the affiliate, and sent to the Division Recording Secretary no less than forty-five (45) days prior to the Convention. CUPE Alberta Division Occupational Groups *and Standing Committees* are also eligible to submit Resolutions for consideration at Convention. Division Convention Committees may submit resolutions, at any time, for consideration with the concurrence of a majority of convention delegates.

### **Section 5**

Delegates on behalf of District Councils, Council of Unions or Provincial Council of Unions must, in addition to Local per capita, have their affiliation fees paid.

### **Section 6**

Staff employed by the Canadian Union of Public Employees shall be entitled to have voice but no vote at Division Conventions and Conferences.

### **Section 7**

The meeting site for the Division Convention may be rotated in the following order:

1. Lethbridge
2. Grande Prairie
3. Red Deer
4. Fort McMurray
5. Medicine Hat
6. Calgary
7. Edmonton

Any change or additions to this order must be approved by the CUPE Alberta Division Executive.

### **Section 8**

Representation to all Division Conventions shall be based upon the average membership over the preceding calendar year prior to the Convention as determined by Per Capita fees paid during that period.

### **Section 9**

Affiliates chartered in the year of the Convention shall have their delegate entitlement based upon the Per Capita Fees paid for the period immediately prior to the Convention.

## **Section 10**

Delegate entitlement shall be: two delegates for the first one hundred members and one delegate for each additional hundred, or fraction thereof. Any chartered organization entitled to representation shall also be entitled to one registered alternate delegate permitted voice and vote only while replacing a delegate from the same chartered organization and while in possession of that delegate's badge. Affiliated District Councils, Council of Unions and Provincial Council of Unions shall each be entitled to two delegates. The Chairperson of a Division Occupational Group may have delegate status on behalf of the Committee if they are not delegates on behalf of their Local, District Council, Council of Unions, or Provincial Council of Unions.

## **Section 11**

The registration fee for the Alberta Division Convention is set by the Division Executive. Twenty dollars (\$20.00) of this fee shall be made available to the Hosting District Council to cover Convention expenses.

## ***ARTICLE TEN - AUDITING OF ACCOUNTS***

The Division books and financial records will be closed annually on December 31st and then audited by the Trustees as per Article 6, Section 8.

## ***ARTICLE ELEVEN - TRAVELING EXPENSES***

### **Section 1**

Table Officers, Executive members, and delegates working on behalf of the Division and meeting in the city/town of their residence or in a city/town within fifty (50) kilometres of their residence shall recover any wage loss and shall receive twenty-five dollars (\$25.00) per day for miscellaneous expenses. This section shall not apply to Full Time Table Officers.

### **Section 2**

Officers, Executive members and delegates working on behalf of the Division and meeting outside the city/town of their residence shall recover any wage loss and shall receive \$60.00 dollars per day for miscellaneous expenses, along with paid single accommodation and recovery of travel expenses as approved by the Executive Committee.

### **Section 3**

Officers, Executive members and delegates working on behalf of the Division and meeting outside the province of Alberta shall recover any wage loss and shall receive \$74.00 dollars per day for miscellaneous expenses, along with paid single accommodation and recovery of travel expense as approved by the Executive committee.

## ***ARTICLE TWELVE - INSURANCE***

All members of the Division Executive and its Committees shall be insured under coverage available to Union Officers through a master policy held by the Canadian Union of Public Employees, Ottawa.

### **ARTICLE THIRTEEN - RULES OF ORDER**

All rules and proceedings of debate shall be in accordance with Bourinot's Rules of Order.

### **ARTICLE FOURTEEN - EDUCATION FUNDING**

#### **Pat Lenihan Bursary**

1. One scholarship not exceeding \$1000.00, maintained from the General Revenue account of the Division, may be awarded each calendar year for assistance to a CUPE member of an affiliated Alberta local in good standing with CUPE Alberta Division to attend Labour College.
2. Applications shall be submitted to the Secretary Treasurer of the Division prior to the Labour College Program.
3. A letter of endorsement from their local must accompany the application.
4. Any individual who has previously received this bursary from CUPE Alberta is exempt.
5. The amount of any financial assistance for recipient shall be decided by the Executive Committee and all decisions will be final.

#### **Rick Malcolm Education Scholarship**

1. One scholarship not exceeding \$1000.00, maintained from the General Revenue account of the Division, may be awarded each calendar year for a CUPE member of an affiliated Alberta local in good standing with CUPE Alberta Division or a member of their immediate family who is pursuing post-secondary studies. Immediate family will be limited to spouse and children.
2. The name of the member or of their immediate family member who is eligible must be submitted through their local union. A letter of endorsement from their local must accompany the application.
3. Any individual who has previously received this scholarship from CUPE Alberta is exempt.
4. Applications will be submitted to the Secretary Treasurer of the Division by September 1<sup>st</sup> of each year and the scholarship will be awarded by December 31<sup>st</sup> of each year.
5. Successful applicants will be required to provide proof of registration from an accredited post-secondary institution.
6. The amount of any financial assistance for the recipient shall be decided by the Executive Committee and all decisions will be final.



7. All applicants must submit a 1,000 word essay on one of the following topics:
  1. Why unions?
  2. What Union membership means to me.
  3. The importance of youth involvement in today's unions.
  4. CUPE's contribution to Alberta.
  5. Other

CUPE Alberta assumes no responsibility for any applications or supporting documentation lost, misdirected or otherwise not received by the deadline. It is the applicant's sole responsibility to ensure that the application is made correctly, legibly and in a timely manner.

The name of the successful applicant and their essay will be published in official publications and/or on CUPE Alberta's website and a photo of the winner may be obtained by CUPE Alberta for this purpose.

## **ARTICLE FIFTEEN – COMMITTEES**

### **Section 1**

The Division Executive Committee has the power to establish committees as they deem necessary. Committees shall be informed as to their duties and shall, upon request, report to the Division Executive. Committee members must be bona fide members of the Division and shall be appointed by the Executive.

### **Section 2**

The Chair of any Committee may request approval from the Table Officers to attend a Division Executive Meeting to discuss matters arising out of their Committee; such attendance shall be at the expense of the Division.

### **Section 3**

In even years Standing Committees will be appointed at the first Executive meeting held after the month in which the Alberta Division Convention is held.

The Executive Board shall appoint, for a two year term, the following Standing Committees as outlined in the Terms of Reference and an Executive member to act as a reporting liaison for each committee:

1. Aboriginal Council
2. Alberta Environmental Resources Protection Committee
3. Anti-Privatization/Political Action Committee
4. Anti-Racism Committee
5. Equal Opportunities Committee
6. Global Justice Committee
7. Literacy Committee
8. Communication and Technology Committee
9. Occupational Health & Safety Committee
10. Pensions and Benefits Committee

#### **Section 4**

CUPE Alberta Standing Committee meetings shall be established by the CUPE Alberta Executive. Any other meetings shall be called through the CUPE Alberta Secretary Treasurer.

Each Committee shall submit copies of their minutes to the Recording Secretary of CUPE Alberta.

#### **Section 5**

A quorum shall be 50% plus one of the members on any Committee.

#### **Section 6**

The Division Executive reserves the right to dissolve, by a two thirds majority vote, any Committee established under this article. The provision of this section shall be subject to appeal at the next Division Convention.

#### **Section 7**

CUPE Alberta Division will allocate a minimum budget of \$500.00 for each CUPE Alberta Committee or Council to be shown as a line item in the budget.

### ***ARTICLE SIXTEEN - CHILD CARE AND EXPENSES***

#### **Section 1**

The Division may pay for and provide on-site child care for delegates and invited guests attending Division Conventions, Conferences, Committee meetings and the CUPE Alberta Week Long Schools. The Division Secretary Treasurer shall ensure that the Division and its Officers are protected against any legal action that may arise as a result of these services being offered by the Division.

#### **Section 2**

The Division shall reimburse delegates for off-site child/dependent care expenses, unless such expenses would have been normally incurred had the employee been performing their regular work shift.

Within one (1) month of the close of a Division sponsored function, delegates, through their Local Unions, may apply to the Canadian Union of Public Employees Alberta Division for reimbursement of receipted child/dependent care expenses to a maximum of \$60.00 per day per child/dependent.

Original receipts of payment from the care giver/facility must be provided with an accompanying letter from the Local Union verifying the costs, in addition to the "Child/Dependent Care" expense form provided by the Division Secretary Treasurer. To be eligible for Child Care Expenses the local must be in good standing.

### **ARTICLE SEVENTEEN - SMALL LOCAL ASSISTANCE FUND**

The Division shall establish and maintain a fund to encourage small Locals to attend Division functions. Locals may access this fund in the following manner.

- a) The Division shall reimburse affiliated Locals of 100 members or less, 75% of the Local's cost for lost wages, hotel and transportation for one delegate to attend the Division Convention.
- b) Upon approval of the Division Executive, the Division may reimburse affiliated Locals of 100 members or less, 75% of the Local's cost for lost wages, hotel and transportation for one delegate to Division sponsored functions other than the convention.
- c) Locals wishing to access these funds must make application, in writing, to the Division Secretary Treasurer prior to adjournment of the final day of the convention or other function.
- d) Should the Small Local Assistance Fund be unable to meet its financial obligations, funds shall be accessed from the Division General accounts.
- e) To be eligible for Small Local Assistance to a Division function the local must be in good standing.

### **ARTICLE EIGHTEEN - EXECUTIVE MEETING ATTENDANCE**

Should any Executive Committee member fail to attend two (2) Consecutive scheduled Executive Committee meetings which they are eligible to attend, without having submitted good and sufficient cause, their position shall be declared vacant and filled at the earliest convenience.

### **ARTICLE NINETEEN – PRESIDENT'S WAGES**

The President shall be a full time officer of CUPE Alberta commencing July 1<sup>st</sup>, 2005 with a wage of \$70,000.00 per year.

Effective January 1, 2014 the wage of the President is \$82,118.40.

Further increases to the wage of the CUPE Alberta President will be the same percentage increase as provided to the CUPE National Representatives.

The benefits and pension entitlement will be as per the Collective Agreement of the Local from which the CUPE Alberta President originates and will be calculated on the CUPE Alberta President's current wages.