POLICIES

(These Guidelines do not form part of the CUPE Alberta Constitution)

MARCH 2015

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SECTION 1 – REPRESENTATION

1. Only send Division Executive and Division committee members to conferences, conventions and educational workshops, when ratified by the Alberta Division Executive and the Alberta Division Executive will take into consideration the costs involved and the financial resources available to the Division.
   Fort McMurray 2013

2. Continue to have an information booth annually at the Alberta Urban Municipalities Association Trade Show (AUMA).
   Red Deer 2012

3. CUPE Alberta Division does not subsidize the AFL by paying the expenses of Division appointees to the AFL or AFL committees with the exception of CUPE Alberta Division Executive members being fully compensated from Division funds for attending AFL Executive Council meetings.
   Grande Prairie 1998

SECTION 2 – EDUCATION

1. Will continue to pressure the Alberta Government to stop the cuts in the education budget; this action will ensure stable, secure funding for our members.
   Calgary 2015

2. Oppose Athabasca University efforts to convert tutor teaching positions to a call centre model.
   Medicine Hat 2014

3. Oppose efforts by the Alberta School Board Association (ASBA) to promote their 'transparency' policy among school districts, and encourage CUPE locals to oppose this tactic using all available means.
   Fort McMurray 2013

4. Oppose the introduction of merit pay for teachers and other educational workers.
   Fort McMurray 2013

5. Call on the conservative government to restore promised funding to Post Secondary Institutions in Alberta.
   Fort McMurray 2013

6. CUPE Alberta will host an Education Workers Conference no later than 2008 and host an Education Workers at least every three years thereafter.
   Medicine Hat 2007

7. Develop an education plan aimed at our young members on the value of union membership and encourage union activism among our young members.
   Edmonton 2003

8. Promote education of young workers through workshops and education specifically targeted to young workers.
   Edmonton 2003

9. Condemn anti-union and anti-worker actions of the Alberta School Board Association (ASBA).
   Grande Prairie 1998

SECTION 3 – GENERAL

1. Publicly communicate to Alberta Health Minister Stephen Mandel that re-establishing regional health districts across Alberta proves our long-standing position that decentralizing services was inefficient and did not serve the public or the workers well.
   Calgary 2015

2. Lobby the Provincial Government to ensure that all workers have the same rights and benefits.
   Calgary 2015

3. Lobby the Provincial Government to expand diversification of our economy.
   Calgary 2015

4. Lobby the Federal and Provincial governments to provide a National Childcare program.
   Calgary 2015

5. Work with like-minded groups to support initiatives on homelessness and poverty in our Province
   Calgary 2015

6. Push back against the Provincial Government's threats to not honour collective agreements that have been negotiated in good faith.
   Calgary 2015

7. Challenge the Alberta Government on the lack of long term care beds in this Province.
   Calgary 2015

8. Engage in campaigns that support membership priorities that also benefit all working people such as the expansion of CPP/QPP, health care, and adequate sustainable funding for education.
   Medicine Hat 2014

9. Communicate effectively with the Locals and the members through a variety of communication tools.
   Medicine Hat 2014

10. Continue to defend any further attacks by the Federal and Provincial Governments on our collective bargaining rights and freedoms.
    Medicine Hat 2014

11. Encourage Locals to have a database to ensure effective communication with members
    Medicine Hat 2014

12. Work with other unions and coalition groups to fight the development of large scale, for-profit child care centres in Alberta.
    Red Deer 2012

13. Continue to lobby/press the provincial government to create more publicly funded long term care beds.
    Red Deer 2012

14. Lobby the provincial government to focus on public investment to support economic recovery in the province.
    Red Deer 2012

15. Provide a one-day training session for the pension committee members and division liaison prior to the first Pension Committee meeting of each term and will cover all incurred costs of this pension training.
    Red Deer 2012

16. Work with the NDP to continue to amend the regulations and policies that prohibit gay men from donating blood and make it difficult for them to be bone marrow and organ donors and; Partner with affiliate unions and social justice partners to educate about why donating blood and becoming stem cell donors is important.
    Red Deer 2012

17. Encourage all locals to donate blood on a regular basis to support patients in the hospitals and; Work with the District Councils to encourage their members to support their communities by giving blood.
    Red Deer 2012

18. Promote the processing of bitumen in Alberta to create jobs for Albertans to maximize the value Albertans receive from our natural resources instead of shipping raw, unprocessed bitumen and jobs down pipelines like Keystone XL or Gateway.
    Red Deer 2012

19. Lobby the Provincial Government to increase funding to school boards for special needs students in Alberta.
    Red Deer 2012

20. Work with Locals, other unions, and interested community organizations to lobby the provincial government to prevent other water markets from being implemented across the province.
    Red Deer 2012

21. Adopt the National Code of Conduct that will apply at all CUPE Alberta conventions, conferences, schools and meetings organized by CUPE Alberta.
    Grande Prairie 2011

22. With CUPE National and the Alberta Federation of Labour work with affected Locals and ensure that they use all means possible to end raiding.
    Grande Prairie 2011

23. Develop an opportunity for CUPE members to sign up on the CUPE Alberta website to receive correspondence pertaining to current National campaigns and Alberta initiatives.
    Lethbridge 2010

24. Continue to oppose public funding of private schools and continue to work for better education.
    Lethbridge 2010

25. Work to revise s. 1(s) of The Alberta Occupational Health and Safety Act to include all workers excluded from the Act.
    Lethbridge 2010

26. Continue its opposition to the leasing of school buildings by school districts and call upon the Stelmach government to stop pressuring school districts to adopt expensive leasing arrangements over conventional financing of school construction and continue to work with the NDP MLAs and supportive school board trustees to fight leasing arrangements wherever they are suggested.
    Lethbridge 2010

27. Equality Award Sculpture be offered to the award recipient's Employer for display in a prominent and secure display area and the Equal Opportunities Committee be responsible for retrieving the Award each year so it can be presented at subsequent Division Conventions.
    Fort McMurray 2000

28. Division provide quarterly reports on Division Campaigns.
    Medicine Hat 1994

29. Publish a Newsletter on a regular basis.
    Red Deer 1992

30. Ensure that the Equality Statement be read at the beginning of every Convention, Conference and at all schools.
    Red Deer 1992

31. Set up a Small Locals Assistance fund to send a member from a small Local to the CUPE National Convention.
    Grande Prairie 1991

SECTION 4 – STRUCTURE

1. Recruit and encourage emerging activists to participate on CUPE National Committees and Working Groups.
   Medicine Hat 2014

2. Youth workers Caucus be held at CUPE Alberta Conventions and Conferences, when applicable.
   Medicine Hat 2001

3. CUPE Alberta hosts our Division Convention in Union Facilities and CUPE organizations where possible even if there are minor inconveniences.
   Lethbridge 1997

4. CUPE Alberta Committees elect Chairperson from Committee Members and each Committee have an Executive member to act as a reporting liaison to the Division Executive.
   Lethbridge 1997

SECTION 5 – SUPPORT

1. CUPE Alberta Division encourage each committee to submit a written article to the newsletter (Communications and Technology) chair at the end of each of the committee's meetings.
   Calgary 2008

2. CUPE Alberta reduce effective this year their donation/contribution to the Parkland Institute to $2000.00 a year.
   Red Deer 2005

3. CUPE Alberta support the Council of Canadians through a yearly donation of not less than $500 and CUPE Locals also be encouraged to contribute monetarily or through participation in local chapters.
   Fort McMurray 2000

4. CUPE Alberta hold a ½ day Blood Donor Clinic at every CUPE Alberta Annual Convention.
   Fort McMurray 2000

SECTION 6 - ABORIGINAL COUNCIL

1. Lobby the Provincial Government to adequately improve the systems for Aboriginal Children in Alberta.
   Medicine Hat 2014

2. Support and explore opportunities to develop partnerships with Aboriginal organizations across Alberta like Idle No More.
   Medicine Hat 2014

3. Request that Union Development offers Aboriginal Awareness Course at Alberta Weeklong School once every 3 years.
   Fort McMurray 2013

4. Continue to lobby Provincial and Federal Governments to provide potable water and associated infrastructure to all Aboriginal communities in Alberta.
   Fort McMurray 2011

5. Create and implement an education and action campaign along with the Alberta Aboriginal Council and Environmental Committee to rectify the First Nations' lack of access to clean, safe public water and;
   Lobby the Provincial and Federal governments to ensure that the First Nations' rights to water and self-determination be protected from trade agreements like NAFTA, CETA and the WTO.
   Red Deer 2012

6. Provide a Press release and lobby all levels of Governments, to enact legislation requiring that the insurance industry restore the ability, and dignity of all people living with HIV/AIDS, to qualify for insurance coverage based on their individual health status.
   Red Deer 2012

7. Provide all costs associated with an Elder to attend CUPE Alberta annual Division Convention.
   Grande Prairie 2011

8. Encourage Locals to participate in the Aboriginal Day of Action wherever possible.
   Edmonton 2009

9. CUPE Alberta in conjunction with CUPE Alberta Aboriginal Council send a letter of support to Aboriginal organizations trying to resolve the Clean Water crisis the Aboriginal people are facing today.
   Calgary 2008

10. CUPE Alberta encourage the provincial governments to declare National Aboriginal day as a statutory paid holiday that CUPE Alberta encourage both the Alberta Federation of Labour and the Canadian Labour Congress and CUPE National to support this lobbying effort.
    Medicine Hat 2007

11. CUPE Alberta allow presentation of the Representative Workforce Strategy and Partnership Agreements which CUPE National will supply and the CUPE Alberta analyzes the benefits of signing a Partnership Agreement in their respective Division and that CUPE Alberta signs a Partnership Agreement if the analysis is to the benefit of the Division.
    Medicine Hat 2007

12. CUPE Alberta establish an Aboriginal Council as an Ad Hoc Committee and that the Aboriginal Council be established utilizing the terms of reference of the CUPE National Aboriginal Council.
    Medicine Hat 2007

13. Lobby the government to have Aboriginal Claims heard and their rights restored.
    Lethbridge 1997

14. Lobby provincial and federal governments to include in their Human Rights Legislation discrimination on the basis of Natives spirituality and tribal beliefs.
    Calgary 1995

15. Reaffirm solidarity with the struggle of aboriginal peoples including visible support and actions including Press Releases.
    Calgary 1995

SECTION 7 - ANTI-PRIVATIZATION & POLITICAL ACTION

1. Continue to fight the Government of Alberta on the lack of schools in our Province and fight to ensure that when schools are built they will not be built and operated as Public Private Partnerships (P3's).
   Calgary 2015

2. Lobby the Provincial Government to stop privatization of health services.
   Calgary 2015

3. Continue to defend Collective bargaining rights and continue to fight the relentless attacks on the Labour movement by the Federal and Provincial Governments.
   Calgary 2015

4. Continue to fight for publicly funded and run health care facilities.
   Medicine Hat 2014

5. Lobby all levels of Government and work with coalition groups to stop the two tier systems that are being brought forward which weaken the Labour movement.
   Medicine Hat 2014

6. Lobby the Provincial Government to increase the minimum wage in Alberta.
   Medicine Hat 2014

7. Call upon the Conservative Government to reinstate public services and jobs.
   Fort McMurray 2013

8. Call on the Conservative Government to keep its promise of 'stable, secure funding' for schools.
   Fort McMurray 2013

9. Condemn cuts to home care and call on the Alberta government to keep its promise to not only maintain but increase the level of home care services.
   Fort McMurray 2013

10. Call on the Conservative Government to reject increased taxes on the poor or middle class, including sales taxes, and CUPE Alberta will also call on the Conservative Government to look at alternative revenue sources including higher income taxes for high earners, increased corporate taxes, and increased royalty rates for energy resources.
    Fort McMurray 2013

11. Lobby the Provincial Government to develop a strategic plan for responsible and environmentally sustainable use of fresh water resources in the Oil Sands.
    Fort McMurray 2013

12. Work with Locals in the Province to fight all P3 Canada initiatives for public infrastructure.
    Red Deer 2012

13. Develop an annual report on the actions of the current convention resolutions.
    Grande Prairie 2011

14. Promote and educate all CUPE members on the importance of getting out to the polling stations on Election Day whether it is a civic, provincial or federal election.
    Lethbridge 2010

15. Continue to educate members on the dangers of Public Private Partnerships more commonly known as P3's and develop a booklet/educational pm the ramifications of P3's including failed examples from across the country and get it out to all CUPE members across the Province.
    Lethbridge 2010

16. Continue to lobby the Government to properly fund and maintain the education system including appropriate staffing and facility maintenance.
    Lethbridge 2010

17. Continue to lobby and pressure the government to keep Health Care public and continue to lobby the government in providing full funding to mental health, long term health and Extended care.
    Lethbridge 2010

18. Continue lobbying the government to disband the super health boards in favour of regional elected health boards.
    Lethbridge 2010

19. CUPE Alberta and CUPE National allocate time and resources for members of this committee to allow for presentations to municipal councils, initiate public awareness campaigns and mobilize of members to challenge the privatization of water systems across Alberta.
    Fort McMurray 2006

20. CUPE Alberta and the AFL continue to lobby the provincial government to enact legislative changes to the Labour Relations Code providing for first collective agreement arbitration.
    Fort McMurray 2006

21. CUPE Alberta formulate an Action Plan in consultation with the Alberta New Democrat Party to encourage CUPE members to learn the value of becoming members of the Alberta New Democrats and of donating to the Party in support of their great work, and CUPE Alberta reduce their affiliation to the Alberta New Democrats to 5% of the affiliated CUPE Alberta membership in Alberta.
    Red Deer 2005

22. CUPE Alberta support the work of the Council of Canadians and strongly encourage CUPE National and through them the Canadian Labour Congress to take any actions necessary to ensure that International Agreements negotiated on behalf of Canada protect our sovereignty and our ability to make decisions in the best interests of all Canadians.
    Red Deer 2005

23. Continue to actively support the Alberta Federation of Labour's on-going campaign to improve the Alberta Labour Code.
    Edmonton 2003

24. Condemn any actions by any provinces that would gut the Canada Health Act and/or promote private for profit healthcare.
    Calgary 2002

25. Lobby provincial and federal governments to have a “Living Wage” rate that includes a Benefits program for all workers paid for by employers.
    Medicine Hat 2001

26. Lobby provincial and federal governments to provide adequate funding to municipalities to ensure infrastructure repairs and adequate maintenance for such things as roads, sewers and water systems throughout Canada.
    Medicine Hat 2001

27. Opposition to the privatization of water supplies.
    Edmonton 1999

SECTION 8 - ANTI-RACISM

1. Include a workshop on Understanding Diversity at the Education Day of the 2013 CUPE Alberta Convention.
   Red Deer 2012

2. Commit to continue the Multicultural Luncheon/Banquet which should be held in conjunction with the International Day for the Elimination of Racial Discrimination on March 21 of each year and the Luncheon/Banquet should be held in other areas such as, but not limited to: Red Deer, Calgary, Lethbridge, Fort McMurray, Medicine Hat and Edmonton.
   Lethbridge 2010

3. Develop a “CUPE Culture Watch”
   Lethbridge 2010

4. CUPE Alberta continues to encourage CUPE National to integrate diversity workshops and cultural programs into week-long schools and workshops.
   Medicine Hat 2007

5. CUPE Alberta in conjunction with the Alberta Federation of Labour lobbies the Federal Government to eliminate the landing fees and implement a process for recognition of education and credentials.
   Fort McMurray 2006

6. CUPE Alberta in conjunction with the Anti-Racism Committee at their first Executive meeting after each Convention incorporates an information session on Racism.
   Fort McMurray 2006

7. CUPE Alberta, in conjunction with the Anti-racism committee, encourage CUPE National, Alberta Locals and Alberta District Councils to have a Culture Awareness event and that CUPE Alberta continue to recognize these events at CUPE Alberta Division Conventions.
   Red Deer 2005

8. CUPE Alberta encourages CUPE National to integrate diversity workshops and cultural programs into weeklong schools and weekend workshops not only for the members but for the executive and the leaders within CUPE to raise awareness to combat racism by creating stronger alliances.
   Red Deer 2005

9. In years that March 21 falls on a day of the CUPE Alberta Convention that the Executive in conjunction with the CUPE Alberta Anti-Racism committee organize something special to recognize this day.
   Edmonton 2003

10. CUPE National to allocate funds to make Anti-Racism work a priority in research, education, Organizing the Organized, organizing and hiring practices.
    Grande Prairie 1998

11. Educate members on all positive aspects of working in a multi-cultural workplace.
    Edmonton 1996

12. Endorses the Principles of Employment Equity.
    Calgary 1995

13. Formation of the Anti-Racism Committee as a Standing Committee of the CUPE Alberta Division.
    Medicine Hat 1994

SECTION 9 - ENVIRONMENTAL RESOURCES AND PROTECTION

1. Encourage CUPE local unions to lobby their municipality to develop compost collection and recycling programs that operate on a year round schedule, or at least offer these services on a seasonal basis. The services shall be operated and staffed by union and municipal employees.
   Medicine Hat 2014

2. Encourage all provincial Locals to promote and support green initiatives (3xR) within their own Local and work place; Reduce, Reuse & Recycle.
   Medicine Hat 2014

3. Strive to implement the initiatives contained in the new National Environment Policy entitled “Working Harmoniously on the Earth”.
   Medicine Hat 2014

4. Lobby the Alberta Provincial Government to stop the waste of our fresh water by the Oil companies.
   Red Deer 2012

5. Lobby the Alberta Provincial Government to stop the use of plastic bottled water.
   Red Deer 2012

6. Lobby CUPE National, CLC, AFL, Provincial and Federal governments to encourage formulation of new regulations concerning the "Oil Sands" to stem the environmental impact that is caused.
   - To reduce CO2 emissions.
   - Reduce fresh water intake.
   - To reduce the need for tailing ponds.
   - To regulate and enforce reclamation of the tailing ponds.
   - And, submit a resolution to the next National Convention to address these issues.

   Red Deer 2012

7. Lobby the Alberta Government to review and reconsider their position on water allocation and licensing in the province.
   Red Deer 2012

8. Direct all facilities contracted to host Union events to discontinue the provision of free bottled water in their guest rooms.
   Edmonton 2009

9. CUPE Alberta will recycle all paper and recyclables (i.e.: cans, water bottles, etc) at all CUPE AB sponsored meetings, schools, conferences and conventions where possible and provide adequate containers to collect such recyclables at all CUPE AB sponsored events. That this endeavour takes place immediately.
   Calgary 2008

10. Lobby the provincial government to enact a plan that will see Alberta meet greenhouse gas reduction targets in the amount of 6% below 1990 levels by 2012 and to agree to long-term absolute emission reduction targets of 25% below 1990 levels by 2050.
    Medicine Hat 2007

11. Encourage Provincial locals without Environment Committees to support the creation of these committees to educate and enlighten the union membership and public in general about water, alternate energy, the Kyoto Protocol and other emerging environmental concerns which will have an impact on our world.
    Fort McMurray 2006

12. Provide recycling brochures and/or pamphlets at each CUPE Alberta function.
    Lethbridge 2004

13. Endorse the following principles of sustainability:
    - Value and protect other species, biodiversity and ecosystem vitality,
    - Live within our quality of life, not “our standard of living”,
    - Live within the limits of natural systems,
    - Ensure just use and distribution of resources, and
    - Create conditions for broad participation by a knowledgeable workforce and the public.

    Calgary 2002

14. Commit to embrace and endorse the CUPE Water Watch Campaign.
    Calgary 2002

15. Declare events such as Earth Day and Environment Week Alberta as key and significant events to promote environmental awareness.
    Medicine Hat 2001

16. Enforcement by employers of all regulations, codes of practice and safe work conditions to protect the health and safety of workers in the use of toxic chemicals and pesticides.
    Fort McMurray 2000

17. Endorse Earth Day, identify various events in Alberta and encourage CUPE members and their families to participate.
    Fort McMurray 2000

18. Provincial Government live up to its public responsibility by retrieving and maintaining, under public ownership, all Parks and campgrounds that were previously privatized.
    Edmonton 1999

19. Lobby provincial government to become a proper steward of the environment to bring under control urban smog, groundwater contamination, loss of soil productivity, depletion of the ozone layer, the increasing use of fossil fuels, depletion of essential forestation, loss of vital habitat areas for both wild life and plant life (both endangered and basic food sources), and the clean-up of contaminated waste sites.
    Grande Prairie 1998

20. Opposition to exportation of our water resources.
    Lethbridge 1997

21. Public ownership and control of all landfills and recycling facilities in the province.
    Calgary 1995

SECTION 10 - EQUAL OPPORTUNITIES

1. Survey all CUPE Locals to determine accessibility for all Brothers and Sisters and included in the survey will be washroom, elevator and eating area accessibility and develop an action plan.
   Medicine Hat 2014

2. Construct a page on the CUPE Alberta website which highlights Pride Initiatives on an ongoing basis with information provided to the Communications Representative by the Equal Opportunities Committee and approved by the Executive, following the Standing Committee meetings.
   Fort McMurray 2013

3. Request that Union Development offer the "Pride in CUPE" course on Education Day at the 2014 CUPE Alberta Convention.
   Fort McMurray 2013

4. Encourage CUPE Alberta locals to provide training on Duty to Accommodate in all workplaces.
   Lethbridge 2010

5. Hold a rally at a place to be determined by the Division Executive to lobby the present Alberta government and raise awareness with the public on the need for Pay Equity Legislation.
   Lethbridge 2010

6. Lobby all levels of Governments to provide and fully fund all life sustaining medical resources for Albertans who have a disability to improve their quality of life.
   Calgary 2008

7. Continue to seek Young Worker members to actively participate on each Alberta Division Committee and at all levels of our Union.
   Calgary 2008

8. Provide the resources that will enable Committee Chairs to meet as a group prior to the commencement of the Committee meetings to coordinate the work of the committees.
   Calgary 2008

9. Lobby the AFL and CUPE National to continue to keep issues of equality on the forefront in our union and for our members.
   Calgary 2008

10. Publish a quarterly newsletter to be distributed to all CUPE Locals in the province; and publish Standing Committee updates in the newsletter.
    Medicine Hat 2007

11. Encourage all local unions to include discrimination and harassment language into their collective agreements.
    Fort McMurray 2006

12. Opposition to racial profiling, criminalization of dissent and all other attacks on the people on the basis of defending the rights of all.
    Edmonton 2003

13. Locals be encouraged to address the issue of violence in the workplace and ensure their employers are held responsible for a safe workplace free from harassment, verbal abuse and violence and CUPE National provide information, sample policies and contract language to address this issue.
    Fort McMurray 2000

14. CUPE Locals and CUPE Alberta ensure their presence and visibility at all Gay Pride Day events across Alberta.
    Medicine Hat 2001, Fort McMurray 2000

15. CUPE Locals and their members support the White Ribbon Campaign, actively challenge violence against women and take part in "Take Back the Night" marches and events in their communities.
    Edmonton 1999

16. Continue to encourage dissemination of educational materials and information relating to disabilities among members.
    Lethbridge 1997

17. Encourage all Locals to form Equal Opportunities and Anti-Racism Committees.
    Calgary 1995

18. Accessibility for disabled members at meetings and encourage Locals with property to make the appropriate renovations.
    Medicine Hat 1994

19. Encourage members with disabilities to participate on the Equal Opportunities Committee.
    Medicine Hat 1994

20. Reinstatement of funding for Women's' Emergency Shelters.
    Medicine Hat 1994

21. Make a commitment to do all in its power to eliminate child poverty and educate our members on the effects of child poverty.
    Red Deer 1992

SECTION 11 - GLOBAL JUSTICE

1. Continue working with the Labour movement to lobby the Federal and Provincial Governments for changes to the Temporary Foreign Workers (TFW) legislation.
   Calgary 2015

2. Continue to support and strengthen alliances with migrant workers advocacy groups working to amend Temporary Foreign Worker (TFW) legislation both federally and provincially.
   Medicine Hat 2014

3. Lobby the provincial government to improve the monitoring of temporary foreign workers, insuring they are treated fairly free from abuse and exploitation, paid fair compensation, work in a safe and healthy work environment and that laws which protect their rights, are being enforced and;

   Lobby the provincial government to make better use of existing immigration programs (i.e.: Nominee Program) that offer permanent residence to workers wishing to live and work in Alberta and;

   Lobby the provincial government to ensure temporary foreign workers currently in Alberta, have expanded access to social benefit programs.
   Red Deer 2012

4. Lobby the provincial government to establish better policies in urging institutions and organizations to recognize foreign credentials and;

   Work with locals and other Labour organizations to promote and support the cause of addressing the issue of under-utilization of the skills of new immigrants and;

   Partner with community groups that represent new immigrants, work with bargaining agents and employers to advocate the need for recognizing foreign credentials.
   Red Deer 2012

5. Encourage all locals in Alberta to contribute one dollar ($1.00) per member per year to CUPE National's Global Justice Fund.
   Red Deer 2012

6. CUPE Alberta lobbies the Alberta Federation of Labour and Canadian Labour Congress to also support fair trade practices at AFL/CLC sponsored events.
   Fort McMurray 2006

7. CUPE Alberta Division seeks to raise awareness of migrant workers in Canada.
   Fort McMurray 2006

8. Affirm support of citizens and workers right to protest, demonstrate and mobilize in opposition to global trade agreements.
   Medicine Hat 2001

9. Call for release of Leonard Peltier and support solidarity campaigns organized by the AFL, CLC and the Leonard Peltier Defence Committee.
   Medicine Hat 2001

10. Condemn killings and declare that crimes against humanity by dictatorships such as Pinochet are international in scope and must be brought to justice.
    Edmonton 1999

11. Support organizations/coalitions who have taken action against sweatshop labour.
    Grande Prairie 1998

12. Formation of the International Solidarity Committee as a Standing Committee of the CUPE Alberta Division.
    Calgary 1995

13. Support for Amnesty International.
    Medicine Hat 1994

SECTION 12 - OCCUPATIONAL HEALTH AND SAFETY

1. Encourage all Locals to participate in defending the rights of our airline members in their fight to stop the 1 in 50 Transport Canada exemption decision.
   Medicine Hat 2014

2. Encourage Locals to include an OH&S Executive position in their Bylaws.
   Red Deer 2012

3. Work in conjunction with labour bodies in the Province to lobby the Alberta government to include all paid workers under the Occupational Health and Safety Act, Workers Compensation Act and the Employment Standards Code.
   Red Deer 2012

4. Implement an annual Occupational Health and Safety Award to be awarded to a CUPE member at each annual convention beginning in 2012 and create a wall plaque that will include the names of past winners of the Occupational Health and Safety Award that will be displayed in the CUPE Alberta Division office.
   Grande Prairie 2011

5. Pressure the Alberta Government to add a new section on shift work to the Occupational Health and Safety Code that is similar to the violence and working alone sections.
   Calgary 2008

6. Lobby the Alberta Government for legislation protecting library workers and all workers from violence in the workplace.
   Medicine Hat 2007

7. Encourage all locals to negotiate “no working alone” language in their collective agreements and further to educate their members regarding the working alone legislation.
   Fort McMurray 2006

8. Encourage and assist all Locals to have their Employers recognize April 28th as a Day of Mourning.
   Edmonton 2003

9. If possible, coordinate a provincial Occupational Health and Safety Conference within twelve months of any National CUPE Health and Safety Conference.
   Calgary 2002

10. Encourage Locals to include health and safety information for all new members in any orientation sessions or kits.
    Calgary 2002

11. Work with the CUPE Alberta Occupational Health and Safety Committee to establish Local Union Health and Safety Committees and lobby the provincial government to make joint Workplace Health and Safety Committees mandatory in all Alberta workplaces.
    Medicine Hat 2001

12. Inform Locals on a regular basis when legislation that affects the workplace is passed or changed.
    Medicine Hat 2001

13. Pro-actively promote Health and Safety education at Local and District Council Schools and the CUPE Annual Week-long School.
    Edmonton 1999

14. Pressure on Alberta government to enforce Occupational Health and Safety Legislation and increase staffing in the Occupational Health and Safety Department.
    Lethbridge 1997

SECTION 13 - PENSIONS AND BENEFITS

1. Continue to work with the LAPP Labour coalition on pensions to ensure:
    - the protection of existing benefits of current members and retirees, and
    - we continue to push for a joint governance model, and
    - we engage CUPE members to lobby their MLA's, and
    - we urge members to defeat Conservative MLAs who support pension cuts.

   Calgary 2015

2. Lobby all levels of government and work with coalition groups to stop the Federal and Provincial Governments from eliminating defined benefit pension plans and replacing them with target benefit plans.
   Calgary 2015

3. Continue to work with the Labour Coalition on Pensions, CUPE National and other unions to provide support and resources to ensure that the sustainably of the LAPP and to continue to lobby the Provincial Government (Minister of Finance) to retract any proposed changes to any Alberta Public Pension Plan (LAPP, PPSP, MEPP, SFPP).
   Medicine Hat 2014

4. Continue to fight any changes to the Local Authorities Pension Plan that negatively impact both retired and current members by:
    - Requesting a meeting with the Minister of Finance as soon as possible after Convention.
    - Encouraging all members to continue lobbying efforts with their MLA's.
    - Working with the AFL and the Labour Coalition on Pensions to put pressure on the Conservative government to fight cuts to pension benefits.
    - Working to defeat Conservative MLAs who support cuts to pension plans.

   Medicine Hat 2014

5. Encourage Locals to engage their members in any way possible to protect the integrity of the Local Authorities Pension Plan (LAPP) and;
   Encourage Locals to work with each other at the Local level to develop a campaign to defend their pension rights.
   Fort McMurray 2013

6. Canvass all affiliated Locals for names of members who have the background, knowledge and experience in benefit administration, so that CUPE can ensure they have the best representation possible on the LAPP Board; and
   Consult with LAPP participating Locals prior to recommending a nominee to sit on the LAPP Board of Trustees.
   Fort McMurray 2013

7. Join with the Labour Coalition on Pensions and other unions to provide support and resources to ensure that the sustainability review on LAPP does not undermine the defined benefit pension promise of Alberta Public Service workers, impact on current and/or future retirees from LAPP.
   Fort McMurray 2013

8. Re-energize its commitment to help bring workplace pension plans to all its members to ensure we meet our target of having all CUPE members be a part of a workplace pension plan by 2015.
   Red Deer 2012

9. Vigorously defend all defined benefit pension plans, building a coalition of support between workers in different workplace pension plans as well as those without access to defined benefit workplace pension plans, and using every opportunity for public education on pensions to resist the mounting attack on defined benefit workplace pension plans.
   Red Deer 2012

10. Provide leadership, working with community partners through the Canadian Labour Congress, to re-mount an extensive public and lobby campaign to enhance public pensions for all workers, including the doubling of the Canada Pension Plan/Quebec Pension Plan benefits, increasing Old Age Security supplements and enhancing portability.
    Red Deer 2012

11. Facilitate and provide necessary resources to ensure that there is a proper networking system in place to educate and communicate with CUPE pension activists that sit on registered pension's plans as either a trustee or a member of a pension advisory board.
    Edmonton 2009

12. CUPE Alberta Division document the increases in pension participation for Alberta CUPE workers in defined benefit plans, with specific information about pensions for low income workers, in order to assess our achievements and target efforts for future support for negotiating strategies and campaigns to improve pension benefits.
    Medicine Hat 2007

13. CUPE Locals in the province meet with and encourage their employers to support the establishment of an independent jointly trusteed LAPP.
    Red Deer 2005.

14. Educate our members about ethical investments of our pension plans.
    Lethbridge 2004

15. The Alberta Ad Hoc Committee on Pensions and Benefits continue to support and promote education and information sharing on defined benefit pension plans for CUPE members not participating in the LAPP.
    Edmonton 2003

16. Endorse the principle of moving to independence in accordance with CUPE's established priorities and objectives for jointly trusted pension plans and work actively through the Labour Coalition to pursue these goals and objectives.
    Edmonton 2003

SECTION 14 - YOUNG WORKERS

1. Reach out to encourage our youth in the Labour movement, and develop and action plan with youth involvement.
   Medicine Hat 2014

2. Develop and implement with Locals a mentoring and training program for new young members.
   Lethbridge 2004

3. Create ten (10) $100 scholarships for young members to attend CUPE educationals each year.
   Edmonton 2003

4. Develop an education plan aimed at our young members on the value of union membership and encourage union activism among our young members.
   Edmonton 2003

5. Encourage young workers to become involved in the union and encourage all Locals to send at least one young worker to future Division conventions, workshops, courses, conferences and committees.
   Edmonton 2003

6. Promote education of young workers through workshops and education specifically targeted to young workers.
   Edmonton 2003

SECTION 15 – LITERACY

1. Lobby the Provincial Government to set up Labour Market Public Forums as part of the Labour Market Agreement to include Public Sector Essential Skills programs.
   Medicine Hat 2014

2. Request that Union Development offer the Literacy in the Workplace workshop on a yearly basis.
   Fort McMurray 2013

3. Rewrite the Alberta Division Constitution in Clear Language.
   Fort McMurray 2013

4. Include literacy information in all conference and convention kits.
   Red Deer 2012

5. Request that Union Development offer one of the following workshops “Clear Language” or “Learning at Work – It’s Our Right” per year at the CUPE Weeklong School, CUPE Alberta Education Day or any other CUPE Alberta sponsored workshops.
   Red Deer 2012

6. Lobby the Alberta Government to continue funding literacy in the workplace
   Red Deer 2012