

Bill 32 Local Template

Introduction

- Who is presenting?
- Who worked on the financial plan for the Local?

Bill 32 - simplified

- Anti-union legislation brought in by the UCP takes effect August 1, 2022, and impacts dues collected after that date.
- Requires unions to categorize all dues money spent into two categories, “core” and “non-core”
- Core dues means money spent on activities that directly benefit the Local’s members while non-core activities means money spent on politics or other activities that do not benefit members of the Local.
- Members will have to “opt-in” before any of the money deducted from their pay as dues can be spent on “non-core” budget items.
- The legislation is written very broadly and there is significant room for interpretation, however, the legislation specifically targets provincial level advocacy work as opposed to the work done for members at the local level.
- CUPE National and CUPE Alberta have obtained internal and external legal opinions that support a 100% core budget for almost all Locals. This means that CUPE believes that most Locals already spend all of their dues money on core activities and that Locals should take a broad approach to deciding whether activities are core or non-core.

What this means for us

- Well – not much really
- Local [XX] already spends the vast majority of members dues on obvious “core” activities like representing and educating members.
- If we have found any of our budget items to be “non-core” they likely represent a dues reduction for members who do not opt in of just a few pennies every pay period.

Reviewing our Local’s spending

- The executive reviewed the upcoming budget over XX number of meetings held in [insert dates]
- We found XX items in the budget that required further scrutiny
- We met again on [insert dates] to review those budget lines including x, y, and z.

Key budget items

Per Capita to CUPE National

- \$0.85 per capita is paid to CUPE National and is a requirement to be part of CUPE.
- This per capita represents Alberta Locals share of staffing, buildings, and other “core” functions of the National Union.

Affiliation Fees

- Provide a list of affiliations and why they are core
- Out of an abundance of caution – the voluntary CUPE Alberta per capita will be paid from savings until Bill 32 can be repealed. This means that being affiliated with CUPE Alberta will not add any non-core spending.

Asking the hard questions.

Review questionable budget items and explain why we believe each directly benefit members of the Local.

- X – we found...
- Y – we found...
- Z – we found...

Making the determination

- Based on our review, all of the money that we spend directly benefits our Local's members.
- We have determined that our dues are used for 100% "core" activities.
- Because of this we do not need to ask our members to make an election regarding dues.

What if we are wrong?

- If we have made a mistake – a member can choose to challenge the use of their dues towards one or more of our budget items at the labour board.
- If the challenge is successful, we will likely have to change the categorization of that line item and then go back to the membership and go through the opt-in process.
- For example – if the labour board decided to rule that, despite our Locals' deliberations, a charitable donation does not form a "core" activity of the Union, the first step an arbitrator would take will be to ascertain if we thought critically about the donation. If we have done our work, we will be asked to make the change going forward. If we have not done our work, we may have to pay back some of that donation to members who want their \$0.12 cents back.
- Remember – like duty of fair representation cases, the deliberation of our Local will count towards mitigating harsh penalties.

What this means for members

- At this time nothing. If in the future the legislation changes to specify certain activities are "non-core" we will revisit our budget with the same level of care and caution as we have during this initial determination.

Motion to adopt Local [###]'s budget as 100% core.

Adjourn/Move to other business