



POLICIES

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

October 2023

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SECTION 1 – REPRESENTATION

1. Upon conclusion of each quarterly Alberta Federation of Labour (AFL) Executive Council meetings communicate with both affiliated and non-affiliated CUPE Locals in the province of Alberta, for which CUPE Alberta has or can obtain contact information any motions which have been put to the representative of the AFL affiliates regarding the advocacy actions/initiatives of the AFL and how CUPE voted on any such matter.

Red Deer 2017

2. 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

3. Continue to have an information booth annually at the Alberta Urban Municipalities Association Trade Show (AUMA).

Red Deer 2012

4. 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. Work with all education locals to support the education solidarity pact. Support an education summit to coordinate actions Province wide for locals to be successful at the bargaining table

Fort McMurray 2023

2. Work with affiliated Local Unions and National staff to develop training programs and tools that assist Locals to plan and implement direct actions in support of their bargaining and campaign goals.

Fort McMurray 2023

3. Work with CUPE Education to provide training to Locals to adapt to the constraints of Bill 81, the "*Elections Statues Amendment Act.*"

Virtually, 2022

4. Work with CUPE Education to develop tools to promote and support mental health for our members in the workplace.

Virtually, 2022

5. Continue to provide support and training to our leaders in our Locals so they can continue to oppose and fight back against Bill 32.

Virtually, 2022

6. CUPE Alberta will work with CUPE Education to provide expanded pension training for CUPE Alberta members.

Virtually, 2022

7. Provide mandatory training each term for all CUPE Alberta Executive Board members on the history of Indigenous Peoples, the history and legacy of residential schools, on the United Nations Declaration, on the rights of Indigenous Peoples, and on Treaty and Indigenous rights; In consultation with all staff unions, make similar training available to all CUPE staff; Encourage all locals, affiliates, and charter organizations to take similar training.

Virtually, 2020

8. Produce materials to educate CUPE members and the public on the rights of indigenous communities to be consulted on development in their respective territories.

Grande Prairie 2018

9. Will educate all members on significant changes to labour legislation that affect them, their families, and committees by developing and circulating materials and posting on their website.

Grande Prairie 2018

10. Work with CUPE National to enhance all CUPE education courses by ensuring underrepresented sectors, professions, and demographics by including them in examples, videos, and photos.

Grande Prairie 2018

11. Work with CUPE National to hold Health and Safety series components every two years at week-long school.

Edmonton 2016

12. Continue to support the Pensions and Benefits Committee in striving to educate the CUPE membership on Defined Benefit Pension Plan by ensuring Pensions training is offered during organized training opportunities.

Edmonton 2016

13. Request Union Development offer the Steward Learning Series workshop “Literacy Awareness for Stewards” throughout the province on a regular basis.

Edmonton 2016

14. 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

15. 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

16. Promote education of young workers through workshops and education specifically targeted to young workers.

Edmonton 2003

SECTION 3 – GENERAL

1. Lobby the Provincial and Federal Governments to increase funding to the Not-for-Profit Social Services Sector to adequately pay qualified and educated staff who provide direct care/service to vulnerable and/or high-risk individuals and those affected by mental health concerns.
Fort McMurray 2023
2. Fully implement the actions, as time and resources allow, outlined in our CUPE Alberta Policy Paper 2023.
Fort McMurray 2023
3. Continue our coordinated work, through charter challenges, member education, public campaigns and support to Local Unions, to ensure the repeal of all labour legislation introduced and passed by the current UCP provincial government.
Fort McMurray 2023
4. Lobby the provincial government to provide free rapid testing by a trained healthcare professional at an Alberta Health Services site or private AHS approved site for all Alberta Education support staff. (vaccine mandate).
Virtually 2022
5. Fight education funding cuts by the UCP Government.
Virtually 2022
6. Use all available resources to support locals that are in direct labour actions that are designed to improve their members' wages and entitlements.
Virtually, 2022

7. Encourage Locals to advise the charitable organizations that they make donations to that they may not be able to donate to the organization because of the limitations Bill 32
Virtually, 2022
8. Use all its available resources, working closely with CUPE National and affiliated Local Unions, to continue its resistance to the anti-worker and anti-Union provisions of the Restoring Balance in Alberta's Workplace Act, otherwise known as Bill 32. This resistance will include legal challenges, direct actions such as information pickets, rallies and the education and mobilization of our members to give them the information, skills and tools to resist Bill 32's unprecedented attack on their rights and freedoms.
Virtually, 2020
9. Continue to promote unity and Solidarity within the Alberta Labour Movement and work with all Unions in the private and public sectors in Alberta to oppose the anti-worker agenda of Jason Kenney and the United Conservative Party.
Virtually, 2020
10. Oppose, through lobbying and direct action, Jason Kenney and the United Conservative Party's vicious and unnecessary cuts to the Assured Income for the Severely Handicapped (AISH).
Virtually, 2020
11. Work with CUPE National Education to develop tools and resources that support affiliates in bargaining to protect the gains in wages, benefits and working conditions they have made in their Collective Agreements and fight against employers seeking concessions at the bargaining table.
Virtually, 2020
12. Fully support the Alberta New Democratic party, promote its policies and principles and encourage all its affiliates and their members to use all available resources to support its victory in the next provincial general election.
Virtually, 2020
13. Host at least two Telephone Town Halls per year to ensure communication with CUPE Locals.
Virtually, 2020
14. Encourage the re-election of the NDP Provincial government led by Premier Rachel Notley as it is essential to the well-being of CUPE members and all working people across Alberta and CUPE AB Division will encourage members across Alberta to be actively engaged in the re-election of the Alberta NDP party.
Lethbridge 2019
15. Provide information to CUPE Alberta members regarding each party's platforms for the upcoming provincial election.
Lethbridge 2019

16. Identify issues of importance to CUPE members during the election campaign and work to ensure they are addressed after the election.

Lethbridge 2019

17. Lobby the provincial government to maintain and protect the historic reforms of Alberta's Labour Relations Code enacted by the Alberta NDP provincial government and work to expand and enhance the protection of workers in Alberta.

Lethbridge 2019

18. Develop a strategy to enhance cooperation and solidarity with the Alberta Federation of Labour and its affiliated Unions to continue to improve labour legislation for all workers.

Lethbridge 2019

19. Deliver the message to members, Employer, the public and lawmakers that violence is not "part of the job" and must be taken seriously, and develop a comprehensive approach to violence, including a campaign which addresses all relevant issues, including adequate staffing levels, security measures such as alarms, effective training, trained security, control procedures, zero tolerance policies and the reporting of all incidents, and hold Employers accountable for providing a violence-free workplace for all Employees, and advocate with other Unions and allies for full enforcement of health and safety laws.

Grande Prairie 2018

20. Encourage all affiliated CUPE locals to have General Liability insurance and Workers Compensation Board coverage for all members participating in union business.

Grande Prairie 2018

21. Investigate Workers Compensation Board coverage for any members participating in union business on behalf of the CUPE Alberta Division.

Grande Prairie 2018

22. Support changes in labour law that automatically certify a union if a majority of employees sign union membership cards or petitions; and support laws that ensure that any votes that do happen, occur within 10 days of a union filing an application to certify with the Labour Relations Board.

Red Deer 2017

23. Support changes in labour laws that allow the Labour Relations Board to impose a first contract between unions and an employer in cases where the two sides are unable to negotiate a contract.

Red Deer 2017

24. Continue to work with the Alberta Federation of Labour and other labour groups to support stronger labour laws in Alberta.

Red Deer 2017

25. CUPE Alberta Division will work towards the reduction of poverty in Alberta by supporting: The establishment of unemployed help centres, and the implementation of Alberta's 10 year plan to end homelessness, and improvements to the Employment Standards Act and further increases to the minimum wage, and the expansion of Universal Health Care Coverage, and the development of school meal programs, and housing first programs for those with addiction and mental health challenges.

Edmonton 2016

26. CUPE Alberta Division will work with Local, CUPE National and other Labour organizations to: Bargain Canadian Standards Association standards into collective agreements, and support member driven campaigns to increase mental health awareness and decrease stigmas around mental health, and lobby the provincial government to enact improvements to Alberta's Occupational Health and Safety Act to better promote mental health in the workplace, and evaluate and provide feedback on the Alberta Mental Health Review Committee Recommendations and promote the implementation of recommendations supported by CUPE.

Edmonton 2016

27. Lobby the Provincial Government to ensure that all workers have the same rights and benefits.

Calgary 2015

28. Lobby the Provincial Government to expand diversification of our economy.

Calgary 2015

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

Calgary 2015

30. 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

31. Continue to defend any further attacks by the Federal and Provincial Governments on our collective bargaining rights and freedoms.

Medicine Hat 2014

32. 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

33. 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

34. 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

SECTION 4 – STRUCTURE

1. Commit to engaging unaffiliated Locals to join the Alberta Division.
Fort McMurray 2023
2. Undertake a campaign to attract young workers into becoming labour activists.
Virtually, 2022
3. Recruit and encourage emerging activists to participate on CUPE National Committees and Groups.
Medicine Hat 2014
4. Youth workers Caucus be held at CUPE Alberta Conventions and Conferences, when applicable.
Medicine Hat 2001
5. CUPE Alberta hosts our Division Convention in Union Facilities and CUPE organizations where possible even if there are minor inconveniences.
Lethbridge 1997

SECTION 5 – SUPPORT

1. Continue to support and promote the work of central labour bodies, including District Labour Councils and the Alberta Federation of Labour, to ensure that CUPE has a strong role in shaping the programs and policies of the labour movement in Alberta.
Fort McMurray 2023
2. Work with healthcare and long term care Local Unions and the CUPE Alberta, Alberta Health Employees Committee (AHEC) to develop and implement a campaign to demand that all healthcare, including all long term care, in Alberta be publicly funded AND delivered.
Fort McMurray 2023

3. Seek to invigorate the work of our union by using all available resources of the Division to promote and support deep organizing and the building of member power in all Local Unions affiliated with the Division.

Fort McMurray 2023

4. Use all the available resources of the Division to support the struggle of our members in the education sector to solve the ongoing crisis in public education and help them achieve substantial wage increases and major and meaningful improvements to working conditions.

Fort McMurray 2023

5. Continue our support of and affiliation with the Alberta New Democratic Party (ANDP) and, use all available resources to inform members and the public of the importance of supporting and voting for the ANDP in the Alberta Provincial Election scheduled for May 29, 2023.

Fort McMurray 2023

6. Work for every Alberta Education worker to have medical grade N95/KN95 masks.

Virtually 2022

7. Lobby the provincial government to follow the lead of the federal government on 10 days paid sick leave for all workers.

Virtually 2022

8. Lobby both the provincial and federal governments to achieve a national single-payer pharmaceutical plan.

Virtually 2022

9. Advocate to CUPE AB members and the public the recommendations from the Truth and Reconciliation Commission that pertain to the labour movement.

Virtually 2022

10. Encourage locals to participate in bystander training that promotes and empowers members to call out, confront, expose sexual and gender-based harassment in our Union.

Virtually, 2022

11. Continue, with the support of CUPE National and our affiliated Local Unions, to advocate, lobby, campaign and take direct actions in support of provincial and federal funding for municipalities across Alberta; and alleviate the financial crisis in municipal governments caused by the COVID -19 pandemic and ensure that municipalities are able to continue to provide public services to Albertans.

Virtually, 2020

12. Respond to the crisis in the Long Term Care sector by advocating, lobbying, campaigning and supporting direct actions with CUPE National, affiliated Local Unions, our members and our

partners in the Labour Movement, for Long Term Care to be fully integrated into the public healthcare system as a publicly funded, administered and delivered service that will provide fair and decent wages and working conditions for our brave members in the sector and most importantly, a safe, fulfilling and dignified life for the most vulnerable in our society.

Virtually, 2020

13. Continue its campaign, with the support of CUPE National and affiliated Local Unions, demanding the Government of Alberta abandon its reckless and dangerous school re-opening policy, which ignores the dangers of the COVID – 19 pandemic and its effects on staff and student health in Alberta’s public schools. CUPE Alberta Division will continue this fight until the Government of Alberta, takes full responsibility for ensuring the safety of staff and students by implementing policies that ensure safe working conditions, including timely notification to staff in affected schools, for our members and for a safe and secure learning environment for all children in Alberta.

Virtually, 2020

14. In the event that a Natural Disaster hits a community, which causing members to be displaced, loss of homes, or loss of personal effects, CUPE Alberta will lobby CUPE National to financially support members first.

Red Deer 2017

15. 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

16. CUPE Alberta hold a ½ day Blood Donor Clinic at every CUPE Alberta Annual Convention.

Fort McMurray 2000

SECTION 6 - INDIGENOUS COUNCIL

1. Lobby the Government of Alberta, along with other organizations, to have September 30th made into a **Mandatory** Statutory Holiday in recognition of the Indigenous community.

Fort McMurray 2023

2. Lobby the Government of Alberta to recognize September 30th – The National Day for Truth and Reconciliation – as a statutory holiday in the province of Alberta.

Virtually 2022

3. Work with CUPE National on a campaign to ensure that indigenous communities in Alberta have access to safe, clean, affordable public water;

Virtually, 2020

4. Work with the leaders of First Nation, Metis and Inuit, Council of Canadians and other allies in educating Canadians and protecting our water.

Virtually, 2020

5. Lobby CUPE National to continue to pressure the Federal Government on an Action Plan for Murdered and Missing Indigenous Women and Girls.

Virtually, 2020

6. Showing solidarity and respect by acknowledging “Treaty”, we are acknowledging a very special and sacred relationship between Aboriginal people and Canadians. It goes beyond the recognition that we are on Treaty lands. Our acknowledgement brings us to the most important part of Treaty relations. From an Aboriginal understanding, which is the kinship ceremony and family relationships that is meant to bring all Canadians and Aboriginal people together in good relations.

Lethbridge 2019

7. Support, promote and encourage the development of a tool kit for CUPE Local Leaders to educate their members on the Truth and Reconciliation calls to action.

Lethbridge 2019

8. Call for and lobby the Provincial Government to support the creation of skilled trades training (and Union supported) for Indigenous youth and adults to build, maintain, and repair infrastructures for creating a viable community, including homes, community centres, libraries, safe water supplies, and treatment facilities to support communities on reserve lands and on unseeded territories.

Grande Prairie 2018

9. Meet and lobby the Provincial Government to encourage and partner with the Federal Government to establish a Aboriginal Culture Museum in Northern Alberta, at the site of the Royal Alberta Museum in Edmonton.

Grande Prairie 2018

10. Commit to educating members about the Truth and Reconciliation Commission (TRC) findings, calls to action, and the need for Reconciliation; and to ensure that this is integrated into all education programs for members, including our Aboriginal Awareness course and, our Human Rights course.

Grande Prairie 2018

11. Recognize the rights of indigenous people to protect water as acknowledged in our treaties and United Nations declaration on the rights of Indigenous peoples (UNRIP); and work with Indigenous people, the labour movement, and allies to oppose the commercialization of water, and protect our water from harmful development; and mobilize CUPE members through campaigns and union education to support grassroots Indigenous water and environment activists in protecting our water and ensuring all households on boiled water orders have access to clean drinking water; and produce tools and materials to educate CUPE

members and the public on the rights of indigenous communities to be consulted on development in their respective territories.

Grande Prairie 2018

12. Advocate for the Alberta Government to lobby and encourage the Federal Government to implement the 94 recommendations from the summary report released by the Truth and Reconciliation Commission on June 2, 2015 to reduce and repair the damage inflicted on First Nations, Metis and Inuit people's by the Indian Residential School System, and educate our Executive and members on the Residential School System and the attempted genocide of Indigenous Peoples in Canada.

Edmonton 2016

13. Develop materials, form partnerships and encourage the Provincial Government to lobby the Federal Government to bring about a National task force on missing and murdered women and girls in Canada, and support the Native Women's Association of Alberta in the October 4th Sisters in Spirits vigils that take place annually across Alberta.

Edmonton 2016

14. Support organizations and advocate for increased funding for Aboriginal education, health and social services, ensure culture sensitivity and increased Aboriginal control, and encourage the CLC to provide encouragement to affiliates to provide for the same, and advocate to all governments to provide for institutions and services they are involved in to provide the same.

Edmonton 2016

15. Lobby the Provincial Government to adequately improve the systems for Aboriginal Children in Alberta.

Medicine Hat 2014

16. Support and explore opportunities to develop partnerships with Aboriginal organizations across Alberta like Idle No More.

Medicine Hat 2014

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

Fort McMurray 2013

18. Continue to lobby Provincial and Federal Governments to provide potable water and associated infrastructure to all Aboriginal communities in Alberta.

Fort McMurray 2011

19. 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

20. Provide all costs associated with an Elder to attend CUPE Alberta annual Division Convention.

Grande Prairie 2011

21. Encourage Locals to participate in the Aboriginal Day of Action wherever possible.

Edmonton 2009

22. 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

23. 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

24. CUPE Alberta allow presentation of the Representative Workforce Strategy and Partnership Agreements which CUPE National will supply and the CUPE Alberta analyses 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

25. Lobby the government to have Aboriginal Claims heard and their rights restored.

Lethbridge 1997

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

Calgary 1995

27. 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. Build on the great success of the CUPE Prairie Political Action Summit held this past January and work with other Divisions in the west and across the country to plan and hold events that promote political action and help our members elect NDP governments in all provinces and at the federal level.

Fort McMurray 2023

2. CUPE Alberta will encourage CUPE National to provide Political Action workshops to locals.
Virtually 2022
3. CUPE Alberta will increase the size of the committee from seven (7) to nine (9), including the Division Liaison.
Virtually 2022
4. CUPE Alberta will reaffirm full support of the Alberta New Democratic Party, promote its policies and principles and encourage all its affiliates and their members to use all available resources to support its victory in the next provincial general election.
Virtually 2022
5. CUPE Alberta will encourage locals to create political action committees at the local level.
Virtually 2022
6. CUPE Alberta will remove 'inform' and replace it with "to educate and motivate" in the APPAC Guidelines Number 2.
Virtually 2022
7. Add to the APPAC guidelines letter "d" actively promote educate and inform the importance of electing a labour friendly candidate at all levels of government.
Virtually 2022
8. Lobby all levels of government in Alberta to ensure that public services in Alberta remain publicly funded and delivered and resist all efforts to introduce Public, Private Partnerships (P3's) and other forms of privatization.
Lethbridge 2019
9. Lobby the Government to increase funding into the public sector.
Lethbridge 2019
10. Continue to promote the 'Back in House' training.
Lethbridge 2019
11. Continue to provide information of Public/Private Partnerships and the ineffectiveness of P3's to the Alberta Government.
Lethbridge 2019
12. Lobby the Alberta Government to review the funding model for education.
Lethbridge 2019
13. Work with CUPE National Representatives to promote the Green Action for Stewards in the Steward Learning Series and ensure the information is up to date and delivered on a regular

basis at weeklong school and actively promoted to locals for increased uptake of stand-alone workshops.

Lethbridge 2019

14. Lobby the provincial government to pass legislation guaranteeing equal pay for equal work & Initiate a campaign to educate members regarding two-tier language and how to work to remove it from Collective Agreements.

Lethbridge 2019

15. Continue to lobby the Government to push for a progressive positive labour friendly changes to Labour Code, Workers Compensation, Occupational Health and Safety and Employment Standards legislation.

Grande Prairie 2018

16. Lobby the Alberta Government for legislation on P3 Contract transparency.

Grande Prairie 2018

17. Lobby all levels of Government in Alberta to promote publicly funded and delivered public services and work to restore any contracted-out services in Alberta back to the public sector.

Grande Prairie 2018

18. Use all its available resources to work to ensure the re-election of the NDP Government in 2019 and help it continue its vital work of promoting the interests of working people in Alberta.

Grande Prairie 2018

19. Continue to organize events aimed at educating government officials on the benefits of public services and the downsides of privatization in its various forms.

Red Deer 2017

20. Continue to lobby the provincial government to prohibit the use of Public Private Partnerships (P3s) for new capital projects; and continue to encourage all levels of government to increase transparency regarding capital projects and their financing.

Red Deer 2017

21. CUPE AB will continue to lobby the Alberta Government to ban any privatization of water.

Red Deer 2017

22. Continue to encourage and support members to run for office and work on campaigns; and work with locals to encourage members and the public to support labour friendly candidates.

Red Deer 2017

23. Continue to encourage and support members to run for office and work on campaigns; and work with Locals to encourage members and the public to support labour friendly candidates.

Red Deer 2017

24. Continue to advocate for changes to Alberta’s Labour Code making it easier to form a union, bargain fair contracts and enforce collective agreement language.

Edmonton 2016

25. Oppose efforts to break contracts with public sector workers and continue to advocate for the best contracts possible for our members.

Edmonton 2016

26. Continue to educate provincial and local governments on the harms of public private partnerships (P3s) and alternative financing models for public infrastructure projects, and lobby provincial and local governments to enact transparency legislation, and lobby provincial and local governments to pass contracting out successorship legislation, and support a member driven campaign to establish anti-privatization coalitions throughout Alberta.

Edmonton 2016

27. Support the decision by the Alberta government to not use public private financing (P3s) for the operation and building of new schools and lobby the government to phase out and reverse the current use of public private financing for schools.

Edmonton 2016

28. Lobby the provincial government to continue to invest in public services and infrastructure even as government revenues decrease.

Edmonton 2016

29. Support the Calgary and District Labour Councils “Municipal Government Act Campaign” and advocate and encourage all CUPE members in the province of Alberta to lobby the Provincial Government in support of the Municipal Government Act.

Edmonton 2016

30. 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

31. Lobby the Provincial Government to stop privatization of health services.

Calgary 2015

32. 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

33. 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

34. 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

35. 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

36. Lobby the Provincial Government to develop a strategic plan for responsible and environmentally sustainable use of freshwater resources in the Oil Sands.

Fort McMurray 2013

37. Work with Locals in the Province to fight all P3 Canada initiatives for public infrastructure.

Red Deer 2012

38. Develop an annual report on the actions of the current convention resolutions.

Grande Prairie 2011

39. 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

40. 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

41. 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

42. 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

43. 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

44. Opposition to the privatization of water supplies.

Edmonton 1999

SECTION 8 – EQUALITY AND JUSTICE

1. Ensure that a proper and respectful Indigenous Land Acknowledgment is made at all meetings and events of and sponsored by the Division. The Division will also work with the CUPE Alberta Aboriginal Council to educate and promote the importance of making Indigenous Land Acknowledgements to affiliated Local Unions.

Fort McMurray 2023

2. Develop policies and tools that can be shared with members and employers across the province that will prevent workplace harassment and ensure that if harassment does occur, it is swiftly and properly addressed.

Lethbridge 2019

3. Lobby the Provincial Government to improve working conditions for precarious workers and temporary foreign workers.

Lethbridge 2019

4. Continue to lobby the Provincial Government towards fostering equality in this province.

Lethbridge 2019

5. Lobby the Alberta Government to work to enact and enforce new legislation and regulations protecting Alberta workers from workplace violence by ensuring compliance, providing guidance and education to Employers, Employees and Unions, and ensuring enough resources are allocated to make the new rules effective.

Grande Prairie 2018

6. Establish recommended best bargaining language for Alberta locals to utilize and add to their Collective Agreements in order to protect Employees from violence in the workplace.

Grande Prairie 2018

7. Continue to lobby the Alberta Government for more comprehensive OHS legislation focusing on minimizing violence in the workplace; and continue to lobby the Alberta Government to establish safer minimum staffing levels to ward against working alone.

Grande Prairie 2018

8. Proactively support mental health awareness by supplying locals with mental health packets which include bargaining language and literature to distribute to members.
Grande Prairie 2018
9. Provide information to Locals on informational resources about harassment in the workplace.
Grande Prairie 2018
10. Will work with CUPE National and other Labour organizations to prevent Violence in the workplace for all Workers.
Red Deer 2017
11. Work with CUPE National and other Labour organizations to lobby the Government to Working Alone Legislation and provide meaningful enforcement.
Red Deer 2017
12. Continue to promote equality by inclusion, fighting against racism, and participating internationally by working for global justice issues; and continue to facilitate events, and participate in training opportunities that promote equality and justice.
Red Deer 2017
13. Lobby the provincial government for improved legislation regarding mental health issues in the workplace.
Edmonton 2016
14. Continue working with the Labour movement to lobby the Federal and Provincial Governments for changes to the Temporary Foreign Workers (TFW) legislation.
Calgary 2015
15. Lobby the Federal and Provincial governments to provide a National Childcare program.
Calgary 2015
16. Work with like-minded groups to support initiatives on homelessness and poverty in our Province
Calgary 2015
17. 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
18. 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

19. 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

20. 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

21. 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

22. Work with other unions and coalition groups to fight the development of large scale, for-profit childcare centres in Alberta.

Red Deer 2012

23. Encourage CUPE Alberta locals to provide training on Duty to Accommodate in all workplaces.

Lethbridge 2010

24. 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

25. 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

26. Develop a "CUPE Culture Watch"

Lethbridge 2010

27. 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
28. 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
29. CUPE Alberta continues to encourage CUPE National to integrate diversity workshops and cultural programs into week-long schools and workshops.
Medicine Hat 2007
30. 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
31. Encourage all local unions to include discrimination and harassment language into their collective agreements.
Fort McMurray 2006
32. 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
33. CUPE Alberta Division seeks to raise awareness of migrant workers in Canada.
Fort McMurray 2006
34. CUPE Alberta in conjunction with the Equality and Justice Committee at their first Executive meeting after each Convention incorporates an information session on Racism.
Fort McMurray 2006
35. CUPE Alberta, in conjunction with the Equality and Justice 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
36. 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
37. 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

38. In years that March 21 falls on a day of the CUPE Alberta Convention that the Executive in conjunction with the CUPE Alberta Equality and Justice Committee organize something special to recognize this day.
Edmonton 2003
39. Affirm support of citizens and workers right to protest, demonstrate and mobilize in opposition to global trade agreements.
Medicine Hat 2001
40. Call for release of Leonard Peltier and support solidarity campaigns organized by the AFL, CLC and the Leonard Peltier Defence Committee.
Medicine Hat 2001
41. 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
42. 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
43. CUPE Locals and CUPE Alberta ensure their presence and visibility at all Gay Pride Day events across Alberta.
Medicine Hat 2001, Fort McMurray 2000
44. 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
45. 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
46. Support organizations/coalitions who have taken action against sweatshop labour.
Grande Prairie 1998
47. 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

48. Continue to encourage dissemination of educational materials and information relating to disabilities among members.

Lethbridge 1997

49. Educate members on all positive aspects of working in a multi-cultural workplace.

Edmonton 1996

50. Endorses the Principles of Employment Equity.

Calgary 1995

51. Support for Amnesty International.

Medicine Hat 1994

52. Accessibility for disabled members at meetings and encourage Locals with property to make the appropriate renovations.

Medicine Hat 1994

53. Reinstatement of funding for Women's' Emergency Shelters.

Medicine Hat 1994

54. 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 9 - ENVIRONMENT AND HEALTH & SAFETY

1. Pressure the government to meaningfully support the health and well-being of workers and their families whose lives continue to be impacted by the COVID Pandemic.

Fort McMurray 2023

2. Encourage Joint Health and Safety Committees to include Climate Change as an urgent Health and Safety issue.

Fort McMurray 2023

3. Work with Locals and the labour movement to develop pathways to a low carbon usage economy that include good, unionized jobs for people and will continue to demand action from the Alberta Government to ensure workers are not left behind in a transition from fossil fuels to renewable energy.

Fort McMurray 2023

4. Work with CUPE National to develop and disseminate easy-to-understand materials on the climate crisis and the impact of high carbon usage on the environment and on the communities in which we live and work.

Fort McMurray 2023

5. Fight like hell with the labour movement and other allies to ensure that the UCP is not re-elected in 2023.

Fort McMurray 2023

6. Encourage Joint Health and Safety Committees to include Climate Change as an urgent Health and Safety issue.

Virtually 2022

7. Work with Locals and the labour movement to develop pathways to a low carbon usage economy that include good, unionized jobs for people and will continue to demand action from the Alberta Government for a just transition from fossil fuels to renewable energy.

Virtually 2022

8. Work with the Environment and Health and Safety Committee to provide locals with tools to strengthen their Occupational Health and Safety committees so that they can ensure their employers develop and implement workplace harassment prevention plans.

Lethbridge 2019

9. Work with the labour movement, environmental groups, municipalities, CUPE members and others to support a “Just Transition” away from fossil fuels to renewable energy.

Lethbridge 2019

10. Work with CUPE National to develop and distribute information on “Just Transition” jobs that we could be seeking to hold or bring into our Union Locals.

Lethbridge 2019

11. Persist in lobbying government for progressive worker-friendly changes to labour legislation and will fight to protect recent legislative changes to ensure they are not rolled back.

Lethbridge 2019

12. Work to ensure all households on boiled water orders have access to free clean drinking water using reverse osmosis or other technology, rather than bottled water.

Grande Prairie 2018

13. Support and promote the “Blue Communities Project” that is working towards the three goals of clean water initiatives:

- Water is a Human Right.
- Phase out and ban the sale of bottled water at CUPE events.
- Promote publicly financed, owned, and operated water and wastewater services.

Grande Prairie 2018

14. Reduce our carbon footprint by promoting more digital access to Convention documents by including the option of USB sticks and paper copy on the Delegate registration form.

Grande Prairie 2018

15. Investigate the cost and feasibility to provide an app for all Division Conventions that would include all materials and information and will be made available on many platforms for use on multiple electronic devices.

Grande Prairie 2018

16. Lobby all levels of government to require all public buildings to fly flags at half-mast for the National Day of Mourning.

Grande Prairie 2018

17. Actively and aggressively lobby both government and opposition MLA's to establish an independent Board of Trustees for the Local Authorities Pension Plan; and CUPE Alberta will provide a detailed report to Locals regarding their lobby efforts on a semi-annual basis.

Red Deer 2017

18. Take a leading role to reduce our Carbon Footprint and will encourage CUPE committees and Locals to do the same, by reducing the need for travel with teleconference and video conference meetings, and when travel is necessary by encouraging car-pooling to reduce emissions.

Edmonton 2016

19. Work with CUPE National and like-minded organizations to earn more about positive developments in renewable energy and the potential for new green union jobs related to renewable energy.

Edmonton 2016

20. Support efforts to diversify Alberta's economy to include more industries other than oil and gas, and support efforts to build green energy sources within the province.

Edmonton 2016

21. 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

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

Medicine Hat 2014

23. Strive to implement the initiatives contained in the new National Environment Policy entitled “Working Harmoniously on the Earth”.

Medicine Hat 2014

24. 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

25. Encourage Locals to include an OH&S Executive position in their Bylaws.

Red Deer 2012

26. Lobby the Alberta Provincial Government to stop the waste of our fresh water by the Oil companies.

Red Deer 2012

27. Lobby the Alberta Provincial Government to stop the use of plastic bottled water.

Red Deer 2012

28. 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.

a. To reduce CO2 emissions.

b. Reduce fresh water intake.

c. To reduce the need for tailing ponds.

d. To regulate and enforce reclamation of the tailing ponds.

e. And, submit a resolution to the next National Convention to address these issues.

Red Deer 2012

29. Lobby the Alberta Government to review and reconsider their position on water allocation and licensing in the province.

Red Deer 2012

30. 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

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

Edmonton 2009

32. 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

33. 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

34. Lobby the Alberta Government for legislation protecting library workers and all workers from violence in the workplace.

Medicine Hat 2007

35. 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

36. 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

37. 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

38. Provide recycling brochures and/or pamphlets at each CUPE Alberta function.

Lethbridge 2004

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

Edmonton 2003

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

Calgary 2002

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

Calgary 2002

42. Inform Locals on a regular basis when legislation that affects the workplace is passed or changed.

Medicine Hat 2001

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

Edmonton 1999

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

Lethbridge 1997

45. Endorse the following principles of sustainability:

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

Calgary 2002

46. Commit to embrace and endorse the CUPE Water Watch Campaign.

Calgary 2002

47. Declare events such as Earth Day and Environment Week Alberta as key and significant events to promote environmental awareness.

Medicine Hat 2001

48. 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

49. Endorse Earth Day, identify various events in Alberta and encourage CUPE members and their families to participate.

Fort McMurray 2000

50. 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

51. 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

52. Opposition to exportation of our water resources.

Lethbridge 1997

SECTION 10 - PENSIONS AND BENEFITS

1. Lobby the provincial government to say no to the province pulling out of the Canadian Pension Plan and creating its own Alberta Pension Plan (CPP). Provide locals and members with information to help defend against the creation of an Alberta Pension Plan.

Fort McMurray 2023

2. Lobby the provincial government to follow the lead of the federal government on 10 day employer paid sick leave for all workers.

Fort McMurray 2023

3. Continue to fight against the UCP and the legislation of Bill 22 which stripped LAPP of its rights to choose who their investment manager will be and who their representatives are on the Pension Board.

Fort McMurray 2023

4. Work with Alberta locals to educate their members on the various pension plans and why defined benefit plans are preferred. Work to mobilize members to defend and improve pension plans and establish pension plans where they do not exist. Develop a tool kit for bargaining pensions and lowering barriers that prevent access to pension security for precarious workers.

Fort McMurray 2023

5. Continue to fight against the UCP and the legislation of Bill 22 which stripped LAPP of its rights to choose who their investment manager will be and who their representatives are on the Pension Board.

Virtually 2022

6. Work with Alberta locals to educate their members on the various pension plans and why defined benefit plans are preferred. Work to mobilize members to defend and improve pension plans and establish pension plans where they do not exist. Ensure that all CUPE members have some form of retirement security.

Virtually 2022

7. Develop a training program and selection process to ensure that, there are always at least two (2) members in CUPE Alberta who are eminently qualified and willing to serve on the LAPP Corporate Board and ensure that these candidates are equipped with ongoing education regarding benefit administration, specifically pension legislation and LAPP.

Virtually 2022

8. Authorize and fund training through CUPE National for the Alberta Pension and Benefits Committee members.

Virtually 2022

9. Build on our historic victory of gaining independent joint governance of the Local Authorities Pension Plan, by working to ensure that all CUPE members in Alberta have retirement security through access to workplace defined benefit pension plans.
Lethbridge 2019
10. Work with locals to defend and improve pension plans, as well to establish pension plans where they do not exist.
Lethbridge 2019
11. Canvas affiliated locals and ask them to provide full details on their members benefit plans. CUPE Alberta Division will use this information to create a searchable database. With this information the affiliated locals can follow benefit trends to ensure the best plan for their members.
Lethbridge 2019
12. Lobby both the provincial and federal governments to achieve a national single payer pharmaceutical plan as outlined in the CUPE National Executive Board (NEB) resolution that was published on October 3, 2018.
Lethbridge 2019
13. Continue to lobby the Alberta Government to convert the Local Authorities Pension Plan (LAPP) to a jointly sponsored and governed pension plan.
Grande Prairie 2018
14. Continue to maintain its opposition to the Federal Government bill C-27. CUPE Alberta will also report back to members on what they have done.
Grande Prairie 2018
15. Continue to provide leadership and motivation with a broad-based coalition of public sector unions and other allies to achieve joint governance of the local authorities' pension plan.
Grande Prairie 2018
16. Lobby at all levels of government to stop attacks on defined benefit pension plans and to stop the conversion of defined benefit pension plans to shared risk plans and targeted pension plans. if labour movement does not strongly resist such conversions ongoing support of defined benefit plans in Canada is legitimately under threat.
Grande Prairie 2018
17. Engage with all Provincial political parties in Alberta to ascertain their support for defined benefit plans for now and into the future. The Division will report back the position of all the parties to the members.
Grande Prairie 2018
18. Continue to work with Locals to win pension benefits to all members who do not have them.
Red Deer 2017

19. Work with locals to make sure the recent increases to Canada Pension Plan (CPP) premiums are not passed on to workers.

Red Deer 2017

20. Continue to work with the Labour Coalition on Pensions, CUPE National and other Unions to provide support and resources to ensure the sustainability of the Local Authorities Pension Plan.

Edmonton 2016

21. Continue to support the expansion of the Canada Pension Plan (CPP), and support efforts by the Canadian Labour Congress, the Alberta Federation of Labour and other unions to double the CPP and lobby the Alberta and Canadian governments to support the expansion of the CPP.

Edmonton 2016

22. 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

23. 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

24. Continue to work with the Labour Coalition on Pensions, CUPE National and other unions to provide support and resources to ensure that the sustainability 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

25. 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

26. 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

27. 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

28. 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

29. 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

30. 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

31. 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

32. 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

33. 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

34. CUPE Locals in the province meet with and encourage their employers to support the establishment of an independent jointly trusted LAPP.
Red Deer 2005.
35. Educate our members about ethical investments of our pension plans.
Lethbridge 2004
36. 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 11 - 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. Continue to seek Young Worker members to actively participate on each Alberta Division Committee and at all levels of our Union.
Calgary 2008
3. Develop and implement with Locals a mentoring and training program for new young members.
Lethbridge 2004
4. Create ten (10) \$100 scholarships for young members to attend CUPE educationals each year.
Edmonton 2003
5. 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
6. 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
7. Promote education of young workers through workshops and education specifically targeted to young workers.
Edmonton 2003

SECTION 12 – COMMUNICATION, TECHNOLOGY AND LITERACY

1. Encourage the Communication, Technology and Literacy Committee to include within their workplan the distribution of important Convention information to all CUPE Locals in Alberta.
Lethbridge 2019
2. Work in conjunction with CUPE National to provide translation of written and electronic newsletters to all members in both official national languages.
Lethbridge 2019
3. Distribute a summary to all locals of information shared at quarterly Executive Meetings.
Lethbridge 2019
4. Work with locals to provide the necessary support to update contact information for communication purposes.
Grande Prairie 2018
5. Encourage CUPE Alberta Locals to continue to negotiate and implement a joint Workplace Literacy Program at their worksites.
Edmonton 2016
6. 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
7. Communicate effectively with the Locals and the members through a variety of communication tools.
Medicine Hat 2014
8. Encourage Locals to have a database to ensure effective communication with members
Medicine Hat 2014
9. Request that Union Development offer the Literacy in the Workplace workshop on a yearly basis.
Fort McMurray 2013
10. Include literacy information in all conference and convention kits.
Red Deer 2012
11. 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

12. Lobby the Alberta Government to continue funding literacy in the workplace
Red Deer 2012
13. 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
14. 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
15. Publish a Newsletter on a regular basis.
Red Deer 1992

SECTION 13 - ALBERTA EDUCATION EMPLOYEES (AEEC)

1. Support Alberta Education Employees Committee in moving forward with coordinated bargaining for Education Support Workers in the province.
Fort McMurray 2023
2. Increase public awareness of the value of Education Support Workers through collective action, lobbying, town halls, and other means of showing the importance of Education Support Workers in the schools of Alberta, and their value to the students of Alberta.
Fort McMurray 2023
3. Lobby against and create a campaign against the increasing number of private/charter schools in the province.
Fort McMurray 2023
4. Create a campaign for Education Support Workers in demanding safe work spaces and training in reporting unsafe working conditions.
Fort McMurray 2023
5. Provide support to Education Support Workers in the province against a union-unfriendly political environment through training and workshops, including mobilizing and lobbying.
Fort McMurray 2023
6. Lobby for proper funding for Education Support Workers, and for removal of the mandate that denies fair wages for workers.
Fort McMurray 2023

7. Provide all Alberta Locals with a comprehensive report outlining the history of the cost-of-living increases since 2015 and the negative effect on wages that don't keep up to the cost of living.

Virtually 2022

8. Support a fightback campaign highlighting how important CUPE's educational support staff are and how valued their work is by students and the parents and that CUPE support staff deserve fair wage increases which that have been denied for years.

Virtually 2022

9. Request that the CUPE National provide each Alberta Education sector local with a comprehensive history and report of monetary bargaining including wages, benefits, and pensions as a support to them at the bargaining table.

Virtually 2022

10. Support an education sector bargaining pact all the open contracts that have similar end dates and encourage all Education locals in bargaining with the Employer to agree they will not accept any contract that will negatively impact other CUPE education sector locals and that they will continue to stall the discussion of wages at the bargaining table.

Virtually 2022

11. Lobby the government to provide sufficient funding to the public education system at all levels to support students, parents and staff.

Lethbridge 2019

12. Lobby the Government of Alberta to ensure that the Go-To Educator Training is provided to all K – 12 school staffs in the province.

Grande Prairie 2018

13. Lobby the provincial Government for legislation to increase funding that would be earmarked for schools to have psychological and or cognitive testing available for done of special needs students in the public education system.

Grande Prairie 2018

14. Lobby the Provincial Government to create a minimum funding formula for all school division Learning Commons (Library).

Grande Prairie 2018

15. Lobby the Provincial Government to create a minimum staffing formula that specifies minimum qualified staffing levels within School Division Learning Commons (Library).

Grande Prairie 2018

16. Continue to lobby the Provincial Government to provide adequate and sustainable funding for the Education Sector.

Red Deer 2017

17. CUPE Alberta will lobby the Provincial Government to have School Boards Officials/Administration included in the Sunshine (Transparency) Report.
Red Deer 2017
18. Continue to advocate for better funding for K-12 education and continue to support better classroom supports for special needs students.
Edmonton 2016
19. Support the guidelines for school districts recently released by the Alberta government for making schools supportive atmospheres for students who are sexual minorities (gay, lesbian, bi-sexual, transgendered).
Edmonton 2016
20. 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
21. Oppose Athabasca University efforts to convert tutor teaching positions to a call centre model.
Medicine Hat 2014
22. Oppose efforts by the Alberta School Board Association (ASBA) to promote their “transparency” policy among school districts, and encourage CUPE locals tactic using all available means.
Fort McMurray 2013
23. Oppose the introduction of merit pay for teachers and other educational workers.
Fort McMurray 2013
24. Lobby the Provincial Government to increase funding to school boards for special needs students in Alberta.
Red Deer 2012
25. Call on the conservative government to restore promised funding to Post Secondary Institutions in Alberta.
Fort McMurray 2013
26. Continue to oppose public funding of private schools and continue to work for better education.
Lethbridge 2010
27. 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

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

Lethbridge 2010

29. 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

SECTION 14 - ALBERTA LIBRARY EMPLOYEES (ALEC)

1. CUPE AB Division will support the work libraries do to encourage Equity, Diversity and Inclusion and the issues that arise when resources and/or programming are challenged. Working in partnership with Library workers to develop a campaign or fact sheet about the role we play in EDI initiatives.

Fort McMurray 2023

2. CUPE Alberta will work with CUPE National to develop regional fact sheets and resource lists focusing on opioids and the rising drug crisis in Canadian workplaces, specifically libraries.

Virtually 2022

3. Acknowledge the work, services, and programming that libraries provide to help narrow the Digital Divide which has been highlighted during the COVID-19 pandemic.

Virtually 2022

4. Work with CUPE National to develop material to promote the valuable contribution that Library Workers provide to their communities.

Lethbridge 2019

5. Work with CUPE National to develop regional fact sheets and resource lists focusing on opioids and the rising drug crisis in Canadian workplaces, specifically libraries.

Lethbridge 2019

6. Work with the Government of Alberta and municipalities to increase funding for school, public and academic libraries.

Lethbridge 2019

7. Investigate the impact of staff-less worksites and lobby the Provincial Government to ensure the increased use of technology does not place automation over human workers.

Grande Prairie 2018

SECTION 15 - ALBERTA HEALTH EMPLOYEES (AHEC)

1. Work with allies to discourage the UCP government from bringing back healthcare premiums.
2023 Fort McMurray
2. Work in collaboration with our allies in the Labour Movement to get the Alberta government to repair the staff shortages across Alberta in healthcare.
Fort McMurray 2023
3. Work with other Health Care Unions and organizations to fight the AHS Implementation Plan released October 2020.
Virtually 2022
4. Work with other Unions and organizations to lobby the Alberta Government to act on their own facility-based continuing care review and ensure that there is adequate staffing in Long Term Care and Continuing Care Facilities across Alberta.
Virtually 2022
5. Work with other Unions and organizations to lobby the Alberta Government to supply adequate personal protective equipment (PPE) to Long Term Care and Continuing Care Facilities across Alberta.
Virtually 2022
6. Lobby and demand from the Government of Alberta for proper funding for long term care facilities.
Virtually, 2022
7. Lobby the provincial government to conduct and enforce more thorough investigations of violence of clients against workers, be it members in homecare, long-term care, hospital settings, or senior housing.
Virtually, 2020
8. Lobby the government to continue to build, enhance and support our healthcare system through stable and adequate funding, so that public healthcare continues to meet all Albertans' needs.
Lethbridge 2019
9. Work with the Alberta Government, other Alberta Unions, Friends of Medicare, Canadian Health Coalition and CUPE National to promote and provide mobile safe injection sites across the province of Alberta.
Lethbridge 2019

10. Work with the Alberta Government, the Labour Movement, CUPE National and Canadian Health Coalition to improve mental health awareness education in schools and workplaces.
Lethbridge 2019
11. Lobby the Alberta Government to allocate funding and resources for rural hospitals.
Grande Prairie 2018
12. Lobby the Alberta Government to restore Mental Health beds that were cut by the previous Conservative Government.
Grande Prairie 2018
13. Will work with other Union parties and The Alberta Federation of Labour to have legislated minimum staffing-level standards of at least four hours which is restricted to actual hours worked providing direct patient care and will support and promote a definition of staffing level standard which is restricted to actual hours worked providing direct patient care.
Grande Prairie 2018
14. Work with our allies, in the labour movement and with Friends of Medicare to pressure the Federal and Alberta NDP Government to support a National Drug Plan, and advocate for a unified public drug plan which would provide proper access to care for everyone.
Grande Prairie 2018
15. Work with CUPE National and other Labour organizations for preventing legislation of the Rotation of Shifts in the Health Care field.
Red Deer 2017
16. Continue to lobby the Alberta Government to publicly fund and operate Health Care Facilities and Long-Term Care facilities and; Lobby the Alberta Government to increase the number of publicly funded long-term care beds.
Red Deer 2017
17. CUPE Alberta will lobby the Alberta government to provide funding to Canadian Blood services to expand their infrastructure for plasma collection to keep their services public.
Red Deer 2017
18. CUPE Alberta will lobby the Alberta government to pass a Voluntary Blood Donation Act by the Alberta legislature.
Red Deer 2017
19. Lobby the Alberta Government to enact minimum standards for senior's care, with appropriate funding and enforcement mechanisms, and lobby provincial and local governments to open more publicly delivered long term care and home care services for Albertans, with appropriate funding.
Edmonton 2016

20. Challenge the Alberta Government on the lack of long-term care beds in this Province.
Calgary 2015
21. Continue to fight for publicly funded and run health care facilities.
Medicine Hat 2014
22. Continue to lobby/press the provincial government to create more publicly funded long-term care beds.
Red Deer 2012
23. 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
24. 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
25. 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
26. 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
27. Continue lobbying the government to disband the super health boards in favour of regional elected health boards.
Lethbridge 2010
28. Condemn any actions by any provinces that would gut the Canada Health Act and/or promote private for-profit healthcare.
Calgary 2002

SECTION 16 - ALBERTA MUNICIPAL EMPLOYEES (AMEC)

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. 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