

WINNING THE FIGHT



CUPE ALBERTA | CONVENTION 2024 | MEDICINE HAT | MARCH 20-22

GENERAL INFORMATION



WINNING THE FIGHT

CUPE ALBERTA CONVENTION 2024

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CUPE ALBERTA CONVENTION 2024

Welcome Delegates, Members and Guests

Welcome to the CUPE Alberta Division 74th Convention!

Our annual convention is our opportunity to come together and determine the direction of our union for the coming year. Our discussions and debates will determine how we can build better lives for our members and the people we serve across Alberta.

It has been ten years since the 64th Division Convention was held in Medicine Hat. At this convention, we can honour the incredible work of our union and as our convention theme 'Winning the Fight' says, work to find solutions for the challenges our members face.

While these challenges are many and daunting, including austerity across multiple sectors, a once-in-a-generation cost of living crisis and the most anti-labour government in Alberta's history, CUPE Alberta has only grown stronger. This strength inspires us every day and we can't wait for our call to order and the beginning of our 74th Annual Convention.

This convention package has a great deal of valuable information so you are encouraged to review the convention documents to ensure you can fully participate and have your voice heard on the issues and concerns important to you and our members.

Thank you for all you have done and will do for our members and the people of Alberta. We are looking forward to our work here in Medicine Hat and to seeing you all on the convention floor.

CUPE AB Division



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CUPE ALBERTA CONVENTION 2024

RULES OF ORDER

- Rule 1 The Convention shall be called to order at 9:30 am the first day of the convention and shall remain in session as agreed by the delegates. The second day of the Convention will convene at 8:30 am and remain in session as agreed by the delegates.
- Rule 2 Delegates wishing to speak on any subject shall, after they have been recognized by the chair, state their name and that of the Local Union or district council they represent.
- Rule 3 If a delegate, while speaking, is called to order, the delegate shall, at the request of the chair, take their seat until the question or order has been decided.
- Rule 4 Should one or more delegates rise to speak at the same time, the chair shall decide who is entitled to the floor.
- Rule 5 No delegate shall interrupt another delegate in their remarks, except to call a point of order.
- Rule 6 A delegate shall not speak more than once upon a question until all who wish to speak have been given the opportunity to do so.
- Rule 7 Speeches shall be limited to three minutes, except in moving a resolution, when the delegates shall be allowed five minutes.
- Rule 8 When a question is pending before the Convention, no motion shall be in order, except, to adjourn – to refer – for the previous question – to postpone indefinitely – to postpone to a certain time – to divide or amend, which motions shall have precedence in the order named.

- Rule 9 A motion to reconsider shall not be entertained, unless made by a delegate who voted in the majority and shall receive a majority vote.
- Rule 10 When a roll call vote has been ordered, no adjournment shall take place until the results have been announced.
- Rule 11 A roll call vote shall require a demand, for same, by ten percent (10%) of the delegates present.
- Rule 12 Bourinot's Rules of Order shall govern the debate on all questions of a parliamentary nature not provided for in the Constitution of the Canadian Union of Public Employees, Alberta Division.
- Rule 13 No resolutions shall be accepted or received after 5:00 pm, on the first day of the Convention, except those from the Convention Committee and the Executive of the Alberta Division.



CONVENTION CALL

74th ANNUAL CUPE ALBERTA DIVISION CONVENTION

Medicine Hat, AB | March 20-22, 2024

ALL AFFILIATED LOCAL UNIONS AND DISTRICT COUNCILS

Members of Alberta Division, you are hereby notified that the 74th Annual Convention will be held in person March 20-22, 2024 in Medicine Hat, Alberta.

Convention will take place at the Medicine Hat Lodge, 1051 Ross Glen Drive SE, Medicine Hat, Alberta over the entire three (3) days, so please plan accordingly.

EDUCATION DAY

Education Day takes place before the Convention begins and this year, it will take place on Tuesday, March 19, 2024. The cost of participating in Education Day is \$40 per delegate. Registration and information for these workshops will be through the CUPE Education website and will be open for registration in the New Year.

Note: the cost of Delegate Registration and Education Day can be on the same cheque made payable to **CUPE Alberta**.

REPRESENTATION

In accordance with Articles 9 and 10, of the Canadian Union of Public Employees, Alberta Division Constitution; Representation at all Division Conventions shall be based upon the average membership over the preceding calendar year as evidenced by Per Capita Fees paid during that period. As of August 1, 2023, if Local Unions are not paying voluntary affiliation fees, representation to Division Convention shall be based upon the average membership over the preceding year prior to Convention as determined by the CUPE National Per Capita Tax paid by the Local Union during that period.

Affiliates chartered in the year of the Convention shall have their delegate entitlement based upon the Per Capita Fees paid for the period immediately prior to the Convention. Delegate entitlement shall be two delegates for the first one hundred members and one delegate for each additional hundred, or fraction thereof.

Any chartered organization entitled to representation shall also be entitled to one registered alternate delegate permitted voice and vote only while replacing a delegate from the same chartered organization and while in possession of that delegate's badge. Affiliated District Councils, Council of Unions and Provincial Council of Unions shall each be entitled to two delegates.

One executive member of a Division Occupational Group may have delegate status on behalf of the Committee if they are not delegates on behalf of their Local, District Council, Council of Unions, or Provincial Council of Unions.

Delegate entitlement shall not be transferable between Locals.

Alternate delegates attending Division Convention shall have the choice to be seated on the floor with the delegates.

The Division President, Secretary-Treasurer, Recording-Secretary, General Vice Presidents, Diversity Vice President, and Young Workers Vice President shall be deemed to be delegates to the Convention with all rights and privileges.

CREDENTIALS AND REGISTRATIONS

Registration will be \$350 for each delegate, alternate delegate, or guest.

Please make cheques payable to **CUPE Alberta**

CUPE Alberta Division will waive the Convention Registration Fee for an Alternate Delegate Credential for any young worker (35 years or less) from an affiliated Chartered Organization. Please contact Colleen Nash for more information.

All Locals sending delegates to the 74th Annual Convention **must** have their CUPE National per capita fees, including any arrears paid up to the last per capita period preceding the Convention (December 31, 2023), prior to being accredited.

Delegates on behalf of District Councils, Council of Unions or Provincial Council of Unions must have their affiliation fees paid.

Please ensure that credential forms are filled out completely and legibly. Once Locals have completed their credential form(s), please send them via e-mail to: Colleen Nash at colleen.nash@cupeab.org or include them via post with the registration fee.

Please make cheques payable to CUPE Alberta.

The Treasurer will confirm receipt of all credential forms sent electronically and/or by post. Affiliates are encouraged to make copies of the attached credentials for their Local's entitlement as per Article 9. Each delegate will need to provide a copy of their credential at registration.

CUPE Alberta Division
Colleen Nash, Secretary-Treasurer
#148, 11905 -111th Ave.
Edmonton, AB, T5G 0E4

Credentials are not transferable from Local to Local.

The Convention Banquet will be held on the evening of Thursday, March 21. Tickets to this event are included in the Convention registration fee. More details will follow (including a request for door prizes from Affiliates) closer to the event date.

CUPE Alberta Division will work with any Caucus, Committee, Council, or other group seeking space at this Convention. If you would like to explore this option, please contact John Vradenburgh.

CHILD CARE

CUPE AB Division will be offering childcare at no cost to delegates in Medicine Hat during the Convention. Information regarding registration, location and fun activities will be provided in January 2024. Please indicate if you are interested in this childcare service on your credential form, and, if you have any questions about this please contact Colleen Nash.

ACCOMMODATIONS

Accommodations for the 74th CUPE Alberta Division Convention can be found at:

The Medicine Hat Lodge

1051 Ross Glen Drive SE, Medicine Hat, Alberta

Guests can make their reservations online at www.medhatlodge.com and enter the group code: **032024CUP**

or

Comfort Inn and Suites

2317 Trans Canada Highway SE, Medicine Hat AB

[Choice Hotels - Reservations](#)

\$109 + Tax per night

Guests can contact the front desk at: 1.866.879.5508 or 403.504.1700

AMENDMENTS TO THE CONSTITUTION AND RESOLUTIONS

In accordance with Article 8, **Constitutional Resolutions** must be forwarded to the Recording Secretary at least forty-five (45) days prior to the Convention.

In accordance with Article 9, Section 4, "Resolutions to be introduced for consideration at Convention shall be signed by the President and Recording Secretary of the affiliate and sent to the Division Recording Secretary no less than forty-five (45) days prior to the Convention."

Emergency resolutions can be submitted to the Division Convention Committees only if the resolution submitted is deemed by the Committee to be a new threat less than forty-five (45) days prior to Convention.

Division Convention Committees may submit resolutions, at any time, for consideration with the concurrence of a majority of Convention delegates.

Resolutions may be sent to: john.vradenburgh@cupeab.org

NOTE: DEADLINE FOR AMENDMENTS TO CONSTITUTIONAL AND GENERAL RESOLUTIONS IS FEBRUARY 4, 2024.

CONVENTION COMMITTEES

CUPE Alberta Division welcomes affiliates to serve on Convention Committees. CUPE Alberta Division will cover the costs of an affiliated Locals member for this service. If your Local has members that are interested to be on any of the Convention Committees, **Please indicate on the credential form or contact John Vradenburgh, Recording Secretary, CUPE Alberta Division before February 4, 2024.**

The Convention Committees may be comprised of;

- GENERAL RESOLUTIONS 5 Members
- CONSTITUTION 5 Members
- CREDENTIALS 6 Members
- SERGEANT AT ARMS 6 Members
- BALLOTING 8 Members

REGISTRATION OF DELEGATES

In-person registration of delegates will be at the:

The Medicine Hat Lodge

1051 Ross Glen Drive SE Medicine Hat Alberta

Registration of delegates will begin Tuesday afternoon in the hotel lobby.

and on

Wednesday morning until 10:00 am

For registration after 10:00 am on Wednesday, please contact any Sergeant-at-Arms for support.

The Convention will commence at 10:00 am on March 20, 2024.

YOUNG WORKERS - WELCOME

CUPE Alberta Division is waiving the registration fees for any young worker from an affiliated Local for an Alternate Delegate Credential to attend the 74th Convention. This does not restrict a young worker from obtaining a Delegate Credential, should their Local make that choice.

SMALL LOCAL ASSISTANCE FUND

Article 17, Section A of the Constitution states “the Division shall reimburse affiliated Locals of 100 members or less, 100% of the cost to the Local for paying lost wages, hotel and transportation for two delegates to the Division Convention”.

Article 17, Section C states “Locals wishing to access these funds must make an application, in writing, to the Division Treasurer **“prior to”** adjournment of the final day of Convention or other function.”

In solidarity,

Colleen Nash
Secretary-Treasurer, CUPE Alberta Division

****IMPORTANT NOTICE****

“CONVENTION GREEN SPACE”

Less paper has always been the goal of the affiliates of CUPE Alberta, and the 74th Convention will not be any different. The Convention documents will be provided in advance so that delegates can download or print copies for their own information and reference. The Division will also place the documents on its cupeab.org platform.

The Convention Hall at the Medicine Hat Lodge will have wireless internet connection communications for those of you who want to bring your laptops.

Delegates that are unable to print Convention Documents and are requesting paper copies of the documents, kindly let the Division know in advance by contacting John Vradenburgh.

If you have any questions regarding this initiative, please contact:

John Vradenburgh Recording-Secretary
CUPE Alberta Division
#300, 10235 124 St NW Edmonton, AB T5N 1P9
Email: john.vradenburgh@cupeab.org





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O Canada!

O Canada!
Our home and native land!
True patriot love in all of us command.

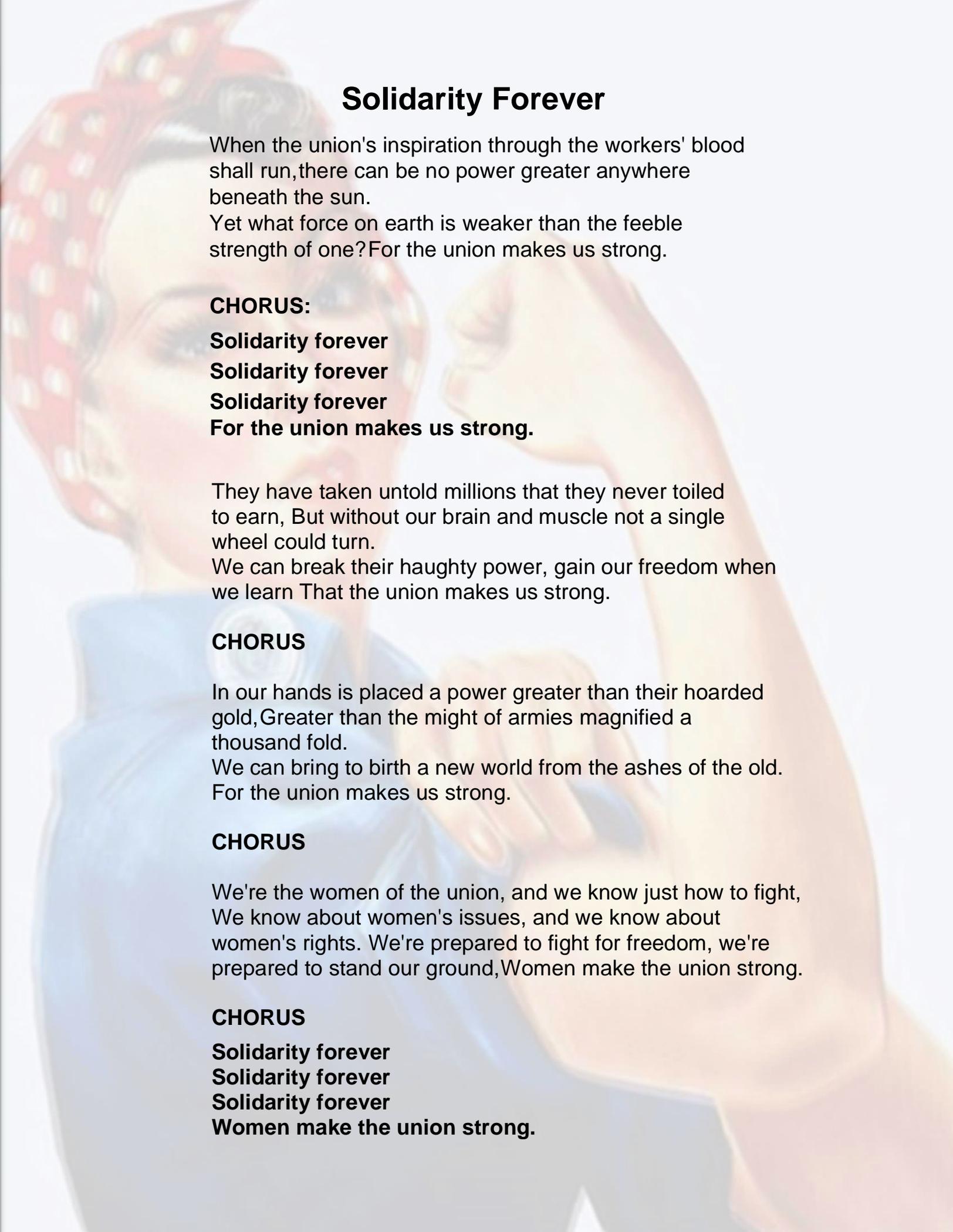
With glowing hearts, we see thee rise, the true North strong
and free!

From far and wide,
O Canada, we stand on guard for thee.

God keep our land glorious and free! O
Canada, we stand on guard for thee.

O Canada, we stand on guard for thee.





Solidarity Forever

When the union's inspiration through the workers' blood
shall run, there can be no power greater anywhere
beneath the sun.

Yet what force on earth is weaker than the feeble
strength of one? For the union makes us strong.

CHORUS:

Solidarity forever

Solidarity forever

Solidarity forever

For the union makes us strong.

They have taken untold millions that they never toiled
to earn, But without our brain and muscle not a single
wheel could turn.

We can break their haughty power, gain our freedom when
we learn That the union makes us strong.

CHORUS

In our hands is placed a power greater than their hoarded
gold, Greater than the might of armies magnified a
thousand fold.

We can bring to birth a new world from the ashes of the old.
For the union makes us strong.

CHORUS

We're the women of the union, and we know just how to fight,
We know about women's issues, and we know about
women's rights. We're prepared to fight for freedom, we're
prepared to stand our ground, Women make the union strong.

CHORUS

Solidarity forever

Solidarity forever

Solidarity forever

Women make the union strong.



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Rory Gill President, CUPE Alberta Division

Rory is the President of Canadian Union of Public Employees (CUPE) Alberta. In 2006, Rory became active in his local union, CUPE 709 - the Calgary Civic Foremen's Union, where he served as a job steward. He went on to become a Trustee for the local in 2010, joined the Executive in 2011, and was later elected as the local's Vice President in 2012, and then President in 2014.

Rory became active with the CUPE Alberta Division in 2011. In 2016, he was elected to the division's Executive Committee as the Calgary Area Vice President. The following year, he was elected Southern General Vice President, working with CUPE members on improving pensions and benefits in their workplaces. Rory was elected President of CUPE Alberta in March 2019.

Rory Gill has worked in the public sector with the City of Calgary for over 20 years. He first joined the City as a seasonal parks labourer in 1997 and worked in several different capacities until he was promoted to foreman in the Parks Department in 2001.

Rory is originally from Aberdeen, Scotland, though he primarily grew up in Calgary.





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Mark Hancock CUPE National President

Mark Hancock was elected the 6th National President of CUPE in November 2015, following two terms as President and four terms as Secretary-Treasurer of CUPE BC.

Mark became a CUPE member in 1984 and served fifteen years as President of Local 498 representing Port Coquitlam Municipal Employees. Since his election as National President, his priorities have been influenced by his experience as local President and union activist. He believes it is very important to provide locals with the bargaining support they need to gain earnings for their members and respond to attacks from employers.



At the national level, Mark has been an outspoken voice for building a fairer and more inclusive economy, as well as campaigning for the rights of the growing number of precarious workers in Canada.



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Candace Rennick **CUPE National Secretary-Treasurer**

Candace Rennick was elected CUPE's National Secretary-Treasurer at the union's 30th National Convention, in November 2021.

Born and raised in Peterborough, Ontario, Candace Rennick has been a member of CUPE since she began working at a local long-term care facility when she was 16 years old.

Becoming a local union steward and bargaining committee member at the age of 19, Candace was elected President of CUPE Local 2280 at 22, a position she held for seven years. She was first elected to the CUPE Ontario Executive Board in 2002, where she served four terms as a Vice-President.

In 2010, Candace made history when she was elected Secretary-Treasurer of CUPE Ontario becoming the first woman and the youngest person ever elected to the position.

Candace was also a Regional Vice-President on the CUPE National Executive Board, a position she held from 2003 to 2021. During that period, she served on a number of national committees, and represented CUPE internationally with the union's global partner, the Public Services International.

As well, Candace is a member of the Canadian Council of the Canadian Labour Congress.





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Debra Merrier CUPE Diversity Vice-President, Indigenous Workers

An experienced activist for Indigenous issues, Debra Merrier was elected to her first term as Diversity Vice-President on CUPE's National Executive Board at its National Convention in October 2019.

Debra is Cree, originally from Grouard, Alberta. She has been an active member of Local 728 in Surrey, British Columbia since 2004 and has held the position of Aboriginal youth care worker within the Aboriginal Department since 1996. She has served in many roles within her local including shop steward, second vice-president as well as secretary-treasurer and has sat on various local committees. Debra also serves as CUPE BC's Diversity Vice-President for Indigenous Workers since 2015.



Debra has dedicated herself to empowering Indigenous Peoples in Canada, fighting for justice for murdered and missing Indigenous women and girls, and many initiatives including the Truth and Reconciliation Commission, the Moose Hide Campaign, Orange Shirt Day (residential schools) and Aboriginal Veterans Day. She believes in the power of sharing our history and our acknowledgement of our Peoples and Elders.

“I am Kokum, I am Mother, I am sister, auntie and walk to the talk of our teaching. Meegwetch.”



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Gil McGowan **President, Alberta Federation of Labour**

President of the Alberta Federation of Labour (AFL), Alberta's largest union organization, representing more than 155,000 workers in both the public and private sectors.

Raised in rural north-central Alberta, McGowan received degrees from both the University of Alberta in Edmonton (Bachelor of Arts in History) and Carleton University in Ottawa (Master of Journalism) before embarking on a career in journalism.

McGowan then worked for the Alberta labour movement as a researcher, communications officer, and community organizer for a decade before being first elected as AFL president in 2005.





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Lily Chang **Secretary-Treasurer, Canadian Labour Congress**

Lily Chang was elected Secretary-Treasurer of the Canadian Labour Congress (CLC) at the 29th Constitutional Convention in 2021. She is the first worker of East Asian descent elected to office at CLC.

As CLC's Secretary-Treasurer, Lily oversees the organization's finances. She has also been tasked with guiding the work of the Human Rights Department (including Indigenous and Disability Rights working groups), and representing CLC at the International Labour Organization.

Apart from her role at the CLC, Lily sits on the Boards of Directors of the United Way Centraide Canada and the Council of Canadians.

After obtaining a Psychology degree from the University of Toronto, Lily started her career as a social services caseworker. She saw first-hand how inequality and racism were linked to poverty. The disparities she saw and the cuts to education affecting her children fueled her interest in labour work.

Lily spent over three decades advocating for members at CUPE Local 79 and thirteen years as the local's Treasurer. While in that role, she led the acquisition of a building in downtown Toronto, solidifying the fiscal foundation of the organization. She also served as Executive Board member of the Toronto and York Region Labour Council, chairing the Municipal Committee.

Lily is the proud mother of a daughter, also active in the labour movement as a researcher, and a son, who works designing clean energy solutions.





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Linnsie Clark Mayor of Medicine Hat

Her Worship, Linnsie Clark was the first female mayor elected in the city of Medicine Hat. She grew up in Oyen, AB, and attended high school in Medicine Hat. She continued her studies at the University of Lethbridge and the University of Victoria where she completed her law degree.

After completing her degree, Linnsie spent 10 years working with the Hospital Employees Union (HEU) in British Columbia. She also worked for CUPE as a Research Representative in the Alberta Regional Office. She returned to Medicine Hat in 2017 as a lawyer in the City Solicitor's Department until she won the municipal election for mayor in 2021. She believes the municipal government's priorities and values should reflect those of the community.





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Rachel Notley Leader of the Official Opposition

Whether as a labour lawyer or as an MLA, Rachel has always fought to make life better for regular Alberta families.

She was first elected to the Legislative Assembly of Alberta representing Edmonton-Strathcona in 2008 and she became an Opposition critic for up to 12 ministries. She was elected Leader of her party in October of 2014 and six months later was elected as the first NDP Premier of Alberta.

Rachel's government secured the approval of the Trans Mountain pipeline and increased national support for it. She also steered efforts to cut child poverty in half and focused on providing stable and predictable funding to government partners as they worked together to support the people of the province.

While Rachel was Premier, Alberta led the country in economic growth and wages for working people increased.

She believes government is here to work for people and, as Leader of the Official Opposition, she believes it's her job to ensure that happens.

Rachel lives in Edmonton's Old Strathcona neighborhood, along with her husband Lou and their dog JC.





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Guy Smith, President Alberta Union of Provincial Employees (AUPE)

Guy Smith moved with his parents to Alberta, Canada from England in 1973. He spent time in Grande Prairie and then moved to Edmonton. He received a bachelor's degree in sociology from the University of Alberta and began working at the Yellowhead Youth Centre in 1983 as a Child and Youth Care Worker. He returned to England for a time and grew as a unionist and activist while Margaret Thatcher and her conservative government were in power. He and his partner, Sherry, returned to Canada and he resumed his position at the Yellowhead Youth Centre.

Guy has left his mark on Alberta with his activism and work in AUPE. He has been president of AUPE since 2009. He has led AUPE through seven provincial elections and has seen six premiers (and one acting premier, Dave Hancock) lead our province. He understands the struggle of the workers of Alberta and will continue to work to make meaningful gains for his members and all Albertans.





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Greg Mady, President Edmonton & District Labour Council (EDLC)

Greg began his activism once he became a part of the workforce and throughout his time at university. Once he was hired as a letter carrier at Canada Post, he became very active within the Canadian Union of Postal Workers (CUPW). He held executive positions, served on committees and was a leader in his workplace.



In December of 2014, Greg was involved in a horrible hit-and-run accident while working as a postal worker. It was incredible that he survived, but the experience and working through the WCB system gave him the resolve to continue to fight for workers and the fair treatment of workers.

As a member of CUPW, Greg now serves as president of the EDLC. He was first elected in 2018 and was most recently re-elected in March of 2023. He continues to work tirelessly to improve the lives of working people.



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Brad Lafortune **Executive Director, Public Interest Alberta**

Proud to be a father to his daughter, Maven, and to have lived most of his life on Treaty 6 territory in Alberta, Brad Lafortune has worked to help shape our province's future.

Brad attended the University of Alberta and completed a Master of Arts degree in 2011. He has worked as the executive director of Public Interest Alberta since April 2021 and as the Campaigns Director for Western Canada and Alberta for Point Blank Creative for almost five years. He has held other notable positions such as chief of staff to Labour Minister Christina Gray (2016-2019) and the director of government relations and political action for the Alberta Federation of Labour (2014-2015).



As chief of staff to Christina Gray, Brad helped implement Alberta's \$15 per hour minimum wage and helped set up the Coal Workforce Transition Fund.



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Chris Gallaway **Executive Director, Friends of Medicare**

Chris Gallaway (he/him) is an experienced community organizer and advocate for public health care.

Born and raised on a farm in rural Saskatchewan, he has since spent most of his adult life living on Treaty 6 territory, first in Saskatoon, and for the last decade living in Edmonton.

His experience includes working for the Alberta Federation of Labour, in three provincial legislative assemblies, and for a variety of non-profit and community organizations. Outside of work, Chris is an active volunteer and community member engaged in social justice and the arts.





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Mike Parker, President Health Sciences Association of Alberta (HSAA)

Mike Parker began volunteering as a first responder in 1992 in Coaldale, Alberta. He then worked in Andrew, Lamont, Morinville and Athabasca before moving to Edmonton in 1996 and graduating as a paramedic in 1999.

Mike served as vice-president and steward of his CUPE local before becoming a member of HSAA. He became president of HSAA in 2016. He has served on numerous boards including Alberta Federation of Labour, Local Authority Pension Plan, Parkland Institute, and Public Interest Alberta.



Mike believes that we are stronger when we work together and he continues to work for the benefit of front-line health care workers.



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Alex Shevalier, President Calgary & District Labour Council (CDLC)

As president of the Calgary and District Labour Council Alex represents the interests of affiliated unions before the City of Calgary, the school boards, and the community. Alex serves as a Director at Public Interest Alberta, as a Director at Friends of Medicare and is a member of the United Food and Commercial Workers union (UFCW).

Alex sat as a Worker Representative on the Employment Insurance Board of Referees until it was dissolved in 2013. He served as a vice-president of United Food and Commercial Workers Local 401; he also served as the Chair of the pride and solidarity committee at the Alberta Federation of Labour. Alex has taken numerous labour education courses. He has just completed his third year on the board as vice-chair and second year as treasurer.





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EQUALITY STATEMENT

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should not either condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.



MARK HANCOCK
National President



CANDACE RENNICK
National Secretary-Treasurer





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UN International Decade for People of African Descent

In 2013, the General Assembly of the United Nations declared January 1, 2015, to December 31, 2024, as the International Decade for People of African Descent. The theme of the Decade is “People of African descent: recognition, justice and development.”

Given the existence of slavery in Canada, from the 16th century to 1834, and ongoing inequalities and injustices towards people of African descent, we want to acknowledge the importance of this decade.

This decade is an opportunity to celebrate and recognize the important contributions made by people of African descent to our union and society and to work towards reparations and justice.

Following consultations, a United Nation’s working group of experts drafted a clear list of recommendations to address structural barriers faced by people of African descent across Canada.

We invite you to consider how you can act on the recommendations and how you can work to combat anti-Black racism, racial discrimination, xenophobia and other forms of oppression.



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CUPE·SCFP

CODE OF CONDUCT

The mandate of our union, the Canadian Union of Public Employees (CUPE), is to organize and defend workers and to promote economic and social justice for our members and for all workers. In carrying out our work, we in CUPE strive to promote our core values which include the principles of solidarity, equality, democracy, integrity, and respect. We are committed to mobilizing our energy and skills to work together to promote these values and to attain these goals in our union, our communities, and globally.

CUPE is committed to creating a union which is inclusive, welcoming, and free from harassment, discrimination and all types of bullying and intimidation. CUPE needs to ensure that we provide a safe environment for members, staff and elected officers to carry out our work. CUPE's expectation is that mutual respect, understanding and co-operation will be the basis of all our interaction.

The Code of Conduct sets out standards of behaviour for participants at national convention, national conferences, schools, meetings, and all other events organized by CUPE National.

It is consistent with the expectations outlined in the Equality Statement and the CUPE National Constitution.

This Code of Conduct is intended to deal with complaints of inappropriate behaviour at events organized by CUPE National. It does not apply to complaints arising in the workplace, as those are dealt with through the grievance procedure and/or the applicable workplace harassment policy.

As CUPE members, staff, and elected officers, we commit to one another and to the union to be governed by the principles of the Code of Conduct and agree to:

- Abide by the provisions of the Equality Statement.
- Respect the views of others, even when we disagree.
- Recognize and value individual differences.
- Communicate openly.
- Support and encourage each other.
- Make sure that we do not harass or discriminate against each other.
- Commit to not engaging in offensive comment or conduct.
- Make sure that we do not act in ways that are aggressive, bullying, or intimidating.
- Take responsibility for not engaging in inappropriate behaviour due to abuse of alcohol or other drugs while participating in union activities, including social events.

Harassment is objectionable behaviour which may include actions, language, gestures, and/or written material, and which the harasser knows or ought reasonably to know is abusive and unwelcome. Bullying is a form of harassment which is serious ongoing behaviour which targets an individual or group and which threatens that person or persons' mental and/or physical well-being.

A complaint regarding the Code of Conduct will be handled as follows:

1. If possible, a member may attempt to deal directly with the person alleged to have engaged in behaviour contrary to the Code, by asking him/her to stop such behaviour. If that is not possible, or if it does not resolve the problem, a member may bring forward a complaint.
2. At national convention, national conferences, schools, meetings, and all other events organized by CUPE National, a complaint shall be brought to the attention of an ombudsperson.
3. If the complaint involves a staff member, it shall be referred to the appropriate director for investigation and the complaint shall be dealt with in accordance with the applicable staff collective agreement.

4. Once a complaint is received, the ombudsperson will work to seek a resolution.
5. If this fails to resolve the matter, the ombudsperson shall report the matter to the person in charge, who shall determine whether there is need to remove the member. The person in charge has the authority to expel members from the event for serious or persistent offenses.
6. At CUPE National events where an ombudsperson is not available, a person properly appointed and designated to be in charge shall receive the complaint. Depending on the nature of the problem, the person in charge may attempt to resolve it through conflict resolution. If this fails to resolve the matter, the person in charge shall determine whether there is a need to remove the member. The person in charge has the authority to expel members from the event for serious or persistent offenses.
7. If the person in charge is a party to the complaint, the director or designate shall assume that role.
8. In a case where a member has been expelled from an event, the National President shall receive a report on the matter.

This Code of Conduct is designed to create a safe, respectful and supportive environment within CUPE. It is meant to enhance the rights and obligations outlined in the CUPE National Constitution, the Equality Statement, and applicable human rights legislation, not replace them.

CUPE National encourages all chartered organizations to develop and adopt a Code of Conduct based on this model, to apply to conventions, conferences, schools and meetings which they organize.



Combating Any Harassment

CUPE's Ombudspersons

Sexual and racial harassment, and harassment based on sexual orientation or ability divide us as workers and can undermine the dignity and respect of our sisters and brothers.

Delegates and staff at this convention can call on a small team of members and staff for assistance in dealing with harassment.

If you feel you have been harassed and need assistance, please contact **587.215.9352** and someone will be there to help. All reports will be treated confidentially.

Sexual harassment is defined in CUPE policy as any repeated and unwarranted sexual comments, looks, suggestions or physical contacts that make an individual feel uncomfortable. The same general criteria can be applied to racial harassment and harassment based on sexual orientation or ability.

Harassment is discrimination based on sex, race, sexual orientation, or ability. It is not harmless and should not be treated as a joke.

Having this team of ombudspersons to assist delegates and staff at this event is part of CUPE's ongoing campaign to fight harassment wherever it exists.

Here is how the ombudsperson process works:

The ombudsperson process is in place to support CUPE's commitment to equality as outlined in the Equality Statement. The Equality Statement is part of our National Constitution, adopted by delegates to the 1999 Convention.

The ombudspersons are not "behavior police". Their job is to try to resolve complaints of harassment. The identity of the ombudspersons is not disclosed, to protect the confidentiality of the process.

When a delegate or staff member contact the ombudsperson, the ombudsperson will make contact. If the complainant agrees, the ombudsperson then attempts to contact the alleged harasser to explain the complaint and hear their side of the story.

Once the ombudsperson has heard both sides of the story, they will work to seek a satisfactory resolution. If that is not possible, the ombudsperson works with the complainant to establish ways to help them feel safe for the duration of the event.

The process is confidential. The Ombudspersons Coordinator advises the Division Executive if there have been complaints of harassment at the event, but the details are kept confidential.

If you feel you have been harassed and need assistance, contact the ombudsperson. They are there to help.



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PRONOUNS AND GENDER DIVERSITY

We use pronouns to describe people. Pronouns are important; they reflect our gender identity (how we experience our gender) and gender expression (how we express our gender to others).

EXAMPLES OF GENDER	EXAMPLES OF PRONOUNS
man	he/him/his
woman	she/her/hers
two-spirit	they/them/their
trans	ze [pronounced zee]
nonbinary	sie [pronounced see]
and many more	zie [pronounced zee]
	hir [pronounced hear]

HOW TO USE PRONOUNS

I saw Alex at lunch, and *they* looked tired. *They* said *their* injury got worse with the speedup. I encouraged *them* to come to the union meeting. Workload is on the agenda.

I saw Alex at lunch, and *ze* looked tired. *Ze* said *hir* injury got worse with the speedup. I encouraged *hir* to come to the union meeting. Workload is on the agenda.

Sometimes we share our pronouns at the start of meetings and workshops.

Hi everyone, my name is Alex. My pronouns are *she* and *her*.

Making jokes about pronouns, pressing someone for theirs, belittling trans folk – these and other offensive actions violate our Equality Statement and Code of Conduct.

If you see or hear hurtful behaviour, challenge it. For help, contact an ombudsperson.



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What Does Caucus Mean?

Miriam-Webster online definition - a closed meeting of a group of persons belonging to the same faction usually to select candidates or to decide on policy; also: a group of people united to promote an agreed-upon cause.

Caucuses are used to share information about issues or candidates amongst people of a certain group. Often the purpose will be to make a decision as a group and increase their voting power to vote as a block.

During Convention you are likely to hear that there will be a caucus for certain delegates. There are normally 2 types of caucuses at CUPE Alberta Conventions:

- 1) particular area/region of the province, sometimes entitled or sponsored by a District Council from the area is open to all delegates from the area whether or not they belong to that area district council;
- 2) diversity caucus (this happens in even years) is open to all delegates who self-identify from the following groups of workers, aboriginal; persons of color; persons with disabilities; gay, lesbian, bisexual or transgendered persons.

PURPOSE

The main purpose of these caucuses is to decide who to support in the election of the Division executive. The caucus decides who they will support as a group and designate as 'their caucus choice'. The regional caucuses will decide who to support for positions representing their area and maybe other positions on the executive. The diversity caucus will decide who to support for the position of diversity (visible minority) vice president (VP). This diversity VP election only occurs every second year in even years.

HOW IT WORKS

Representatives of an area or group would request a zoom account or a meeting room from [CUPE AB Division Recording Secretary](#) to use for a caucus. All caucuses would happen before Convention, during breaks or after Convention breaks for the day.



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ELECTION FORUM

All candidates and delegates are advised there is one scheduled candidate session:

March 20 Upon Adjournment

In accordance with the CUPE Alberta Division Constitution and (Guidelines), Article 5, Elections will be held on **Friday, March 22, 2024** for the following positions:

- Secretary Treasurer
- General Vice President North
- Diversity Vice President
- Young Workers Vice President (one year)
- Area Vice Presidents for:
 1. Peace River
 2. Fort McMurray
 3. North West
 4. North East
 5. Edmonton
 6. Red Deer
 7. Calgary
 8. Lethbridge
 9. Medicine Hat
- Alternate Area Vice President for
 1. Medicine Hat
 2. Peace River
- Trustee (3 year)
- And any other Alberta Division Executive Committee vacancies that may arise.

All delegates are encouraged to participate in the Election Forum. All candidates for vacant position(s) will be offered up to three minutes opening presentation followed by an open question period for all candidates.



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INTERESTED IN WORKING FOR CUPE?

The Canadian Union of Public Employees regularly hires employees who are CUPE members. If you are a member and think you may be interested in considering employment opportunities with CUPE please read the following.

Support Staff Opportunities

Support staff in our area offices and regional office are required to have very good knowledge of general office work and be able to perform with accuracy and minimum supervision various duties such as set up, type, proofread and process to completion correspondence, reports, forms and other documents as required, ability to effectively establish priorities and meet deadlines, experience working with a variety of computer software applications, advanced word processing skills are essential, initiative, demonstrated organizational abilities, a high degree of accuracy, and above average oral and written communication skills. Interested applicants are required to complete an oral interview with computer and written testing to determine competency.

Temporary opportunities may be available for vacation and/or sick leave replacement, and for permanent positions when they become vacant at our Grande Prairie, Edmonton (Regional Office), Red Deer, Calgary, Lethbridge, Medicine Hat and Fort McMurray area offices. Support staff members belong to the Canadian Office & Professional Employees union, Local 491 (COPE).

If you are interested in pursuing employment with CUPE, send a resume to careers@cupe.ca.

National Representative Opportunities

When CUPE activists are interested in having an interview for consideration for temporary Representative work, go to the CUPE National website at <https://cupe.ca/jobs-cupe> for information regarding employment opportunities.

The Director or Assistant Director of Organizing and Regional Services, along with the Regional or Assistant Regional Director, conduct the interview. There are also written components to the selection process.

Following the interview and depending on the outcome, you may be placed in a pool of applicants to be considered for future temporary opportunities or you may be advised of areas where further experience or knowledge are required and suggestions of how to achieve that experience and/or knowledge. Placements in temporary assignments are made on the basis of several factors including the nature of the assignment and its geographic location.

Interested activists are also encouraged to find opportunities to work with their National Representative to gain a better understanding of the job and to develop skills on grievances, negotiations, arbitrations, organizing, etc.

In accordance with the Canadian Staff Union's collective agreement, temporary employees accrue temporary seniority which may eventually qualify them to bid for permanent positions when posted in their region and across Canada.

There are also temporary and permanent positions that arise requiring skills in the areas of Communications, Research, Equality, Health and Safety and Legal. These positions require more specific educational qualifications and experience. Members are also encouraged to apply for these positions.

CUPE members are encouraged to participate in as many CUPE union development workshops as possible in order to qualify for CUPE jobs. Some activists complete studies courses from a local university or attend the Canadian Labour Congress Labour College held annually in Ottawa. Union activism within the local, executive and committees and/or Division Executive/committee experience is also valuable.

CUPE encourages and actively promotes employment equity principles in our hiring.

A career choice with CUPE is a rewarding opportunity to work on behalf of the members we represent. Make it your future now!

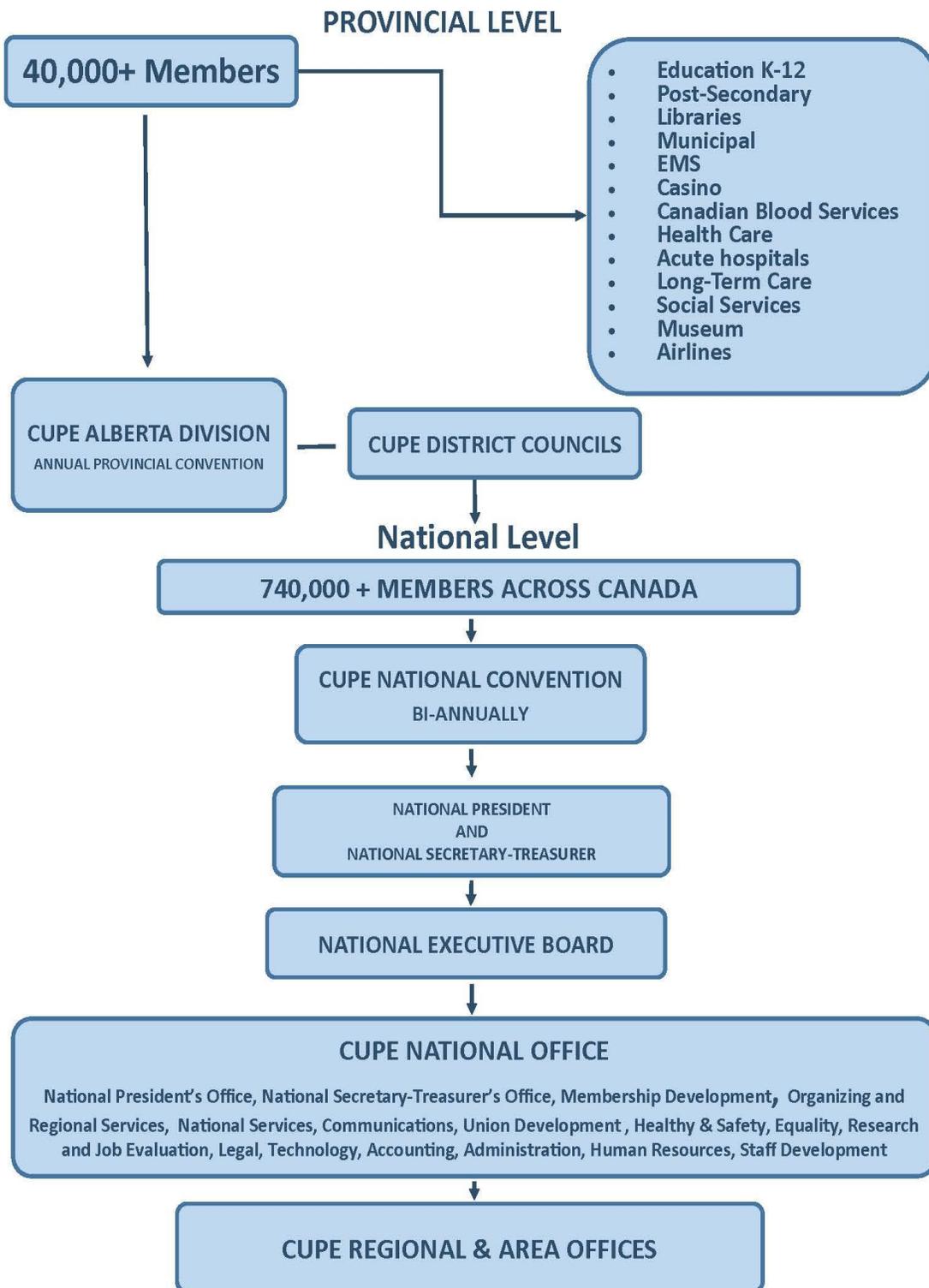
If you are interested in pursuing employment with CUPE, send a resume to careers@cupe.ca.



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CUPE ALBERTA - HOW YOUR UNION WORKS





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Alberta Division Executive Committee

President	Rory Gill	Local 709
General Vice President North	Kathleen Brennan	Local 2157
General Vice President South	Michelle Shields	Local 408
Secretary-Treasurer	Colleen Nash	Local 3550
Recording Secretary	John Vradenburgh	Local 474
Young Worker Vice-President	Katy Schmidt	Local 1825
Diversity Vice President	Raj Uppal	Local 41

Location	Area Vice Presidents		Alternate Area Vice Presidents	
Calgary	Kelly Spence	Local 8	Dani Williamson	Local 40
Edmonton	Janice Kube	Local 3550	Shelly Lavallee	Local 3550
Fort McMurray	Danielle Danis	Local 2559	Lynn Fleet	Local 2545
Northeast	Joyce Baker	Local 1606	Mary Morin	Local 2550
Red Deer	Brenda Reid	Local 4733	Joan Keough	Local 838
Northwest	Janet Riopel	Local 1661	Shari McGinty	Local 3705
Peace River	Kenda Jacklin	Local 787		
Lethbridge	Lawrence Silver	Local 408	Joanne Lavkulich	Local 1825
Medicine Hat	Jason Fenske	Local 46	Angel Costley	Local 1032

Trustees

1 Year	Lise Comeau	Local 2157
2 Year	Elaine Moore	Local 2545
3 Year	Raul Lastimosa	Local 2545



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STANDING COMMITTEES AND COUNCILS

Alberta Indigenous Council

Dale White, Local 30
Angela Ross Local 4731
Barb Bouvette, Local 30
Alison Sandilands, Local 2133

Brenda Reid Division Liaison, Local 4733
Lisa Mason, National Representative

Anti Privatization/ Political Action

Kenda Jacklin, Local 787
Shannon Pollard, local 3484
Michelle Shields, Local 408

Joyce Baker, Division Liaison, Local 1606
Shelley Soloman, National Representative

Pension and Benefits

Deborah Schaan, Local 417
Frank Donegan, Local 709
Matthew Sjogren Local 37
Dafydd Urquhart Local 37
Lynda Easthope Local 408

Rory Gill, Division Liaison
Jordana Feist, National Representative

Environment and Health & Safety

Jared Matsunaga-Turnbull, Local 474
Brenda Kaplan, Local 787
Janice Kube, Local 3550
Tonya Baker Local 2545
Derek Benson, 941

Tiffany Balducci – Job Evaluation Rep

Communications, Technology And Literacy

Recruiting

Equality and Justice

Recruiting

International Solidarity Committee

Clay Gordon Local 40
Abbie Mitchell Local 40
Ronnie Leah Local 3911
Rory Gill – Division Liaison

Stephanie Lustig – National Representative



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CUPE ALBERTA DIVISION Standing Committee/Council

CUPE Alberta maintains a number of standing committees to address topics of concern to members. These committees/councils range in size from 5 to 10 members, plus at least one Executive member (as liaison), and at least one CUPE Staff Representative. Members are selected on the basis of their interest and expertise, commitment to CUPE Alberta and, in some cases, their geographic location and area of specialization. Young Workers are also given consideration on all committees/councils. The CUPE Alberta Executive makes the appointments the first month after Convention. Whenever possible, meetings are scheduled on Saturdays and Sundays rather than on workdays.

Here is a brief description of the Standing Committees on which opportunities for service exist.

Equality and Justice Committee

The Committee promotes equal opportunities for all and encourages our members to take their full and rightful place in CUPE, the Labour movement, the workplace and society. This Committee also places special emphasis on the rights of women, lesbians, gay men, transgendered persons, people with disabilities, and issues of aging. This Committee shall promote ways of ensuring that every member of CUPE Alberta be protected against any kind of discrimination or manifestation of racism. One goal of this Committee is to promote awareness of racism with the facilitation of educational programs and activities to raise these issues through any and all channels available with the full endorsement of CUPE Alberta leadership.

Environmental and Health & Safety Committee

The Committee promotes the improvement of the conditions of Health and Safety at the 'workplace' and our 'environment', through education of the membership, all workers and future workers with respect to hazards pertaining to physical health, mental health, safety and lobbying for appropriate improvements in legislation at all levels of

Government, through the applicable organizations. In addition, assessing and monitoring all environment issues, to act as liaison and coordination for CUPE Alberta Division with other labour and community groups, to advise, assist and provide direction to the CUPE Alberta locals and members on matters of environmental concern and to provide an Environmental forum that promotes the policies and principles of CUPE

Anti-Privatization/Political Action Committee

This Committee shall use political action to prevent loss of union jobs, recover union jobs lost to contracting-out in any form, to educate our members in combating contracting-out, public-private partnerships and privatization in any form. This Committee shall endeavor to build political awareness with the CUPE Alberta membership and to inform all members in the strategies of preventing contracting-out and privatization.

Pensions and Benefits Committee

An on-going Committee who work to educate the membership and investigate ways of improving the Pensions and Benefits of CUPE Alberta members.

Communication, Technology and Literacy Committee

This Committee has a goal of obtaining funding from the Labour Market Agreement for Literacy. In addition, to go about creating and improving our communication network through a regularly published CUPE Alberta newsletter.

Alberta Aboriginal Council

Comprised of visible and self-identified members of Canada's First Nations, members of this Council will promote and defend the rights of all Aboriginal workers in our Union, communities, locally, nationally, and internationally; will encourage active participation of Aboriginal workers in our Union and will encourage Aboriginal workers to take an active advisory role on Aboriginal issues to CUPE Alberta Division and CUPE National.

International Solidarity Committee

This Committee will support the struggles of our friends, comrades, sisters and brothers throughout the world. The fight for worker's rights is global. To protect the rights of workers, we need to protect workers' rights everywhere.



Committee/Council Application Form

Name: _____

Member Mailing Address: _____

Telephone Number: _____ Fax number: _____

E-mail address: _____

Committee Preferred: 1st Choice _____

2nd Choice _____

Local: _____ Sector: _____

My Local is aware of my interest in this committee and this application. Yes No

President: _____
Name Signature

Local mailing address: _____

Telephone number: _____ Fax number: _____

Any experience on this committee(s):

Why do you want to sit on the above committee(s):

Return to:
CUPE Alberta Division
#300, 10235-124 Street NW
EDMONTON AB T5N 1P9
Email: john.vradenburgh@cupeab.org





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Alberta Staff

Alberta Regional Office

Regional Director

Ann Lennarson

National Representatives

Aiden Zaretski

Carlos Capurro

Debbie Gervais-Arbane

James Yang

Jennifer Chrétien

Mark Brzezowski

Troy Killam

Ella Henry - Political Action Coordinator

Drahomira (Mira) Lewis - Human Rights Representative

Lisa Mason - Education Representative

Lou Arab - Communications Representative

Jordana Feist - Research Representative

Sachia Longo - Legal Representative

Tiffany Balducci - Job Evaluation Representative

Turner Purcell - Legal Representative

Senior Admin Support

Melody Voykin

Administrative Support

Jamy Brent

Carla Cooper

Lise Bettac

Monica Zeniuk

Mandy Mercer

Calgary Area Office

National Representatives

Colette Singh

Deena Kapacila

Dustin Withers

Jackie Roe

Jamie Loiselle

Ricardo Miranda

Stacy Durning

Natasha Lisun

Rob Limongelli

Brigitte Benoit - Organizing Representative

Administrative Support

Kelly Bateman

Dani Williamson

Red Deer Area Office

National Representatives

Daniel Talde

Julie McClurg

Administrative Support

Joseph Fittes



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Alberta Staff

Fort McMurray Area Office

National Representative

Stephanie Lustig

Administrative Support

Valorie Kenny

Grande Prairie Area Office

National Representative

Anita Labossiere

Administrative Support

Darlene Frizzell

Lethbridge Area Office

National Representatives

Sandra Walker
Lee-Ann Kalen

Administrative Support

Susan Kirchner

Medicine Hat Area Office

National Representatives

Aneen Albus

Administrative Support

Shelley Hassard



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Alberta Office Locations

ALBERTA REGIONAL OFFICE

300, 10235 – 124 Street NW
Edmonton, Alberta T5N 1P9
Phone: (780) 484-7644
Fax: (780) 489-2202
Toll Free: 1-877-937-2873

CALGARY AREA OFFICE

450, 2618 Hopewell Place NE
Calgary, Alberta T1Y 7J7
Phone: (403) 235-6955
Fax: (403) 569-0032
Toll Free: 1-888-675-2873

GRANDE PRAIRIE AREA OFFICE

101, 10126 117 Avenue
Grande Prairie, Alberta T8V 7S4
Phone: (780) 538-1669
Fax: (780) 538-4066
Toll Free: 1-866-538-1669

LETHBRIDGE AREA OFFICE

102, 3305 – 18 Avenue North
Lethbridge, Alberta T1H 5S1
Phone: (403) 329-0266
Fax: (403) 329-0457

MEDICINE HAT AREA OFFICE

103, 640 Kingsway Avenue S.E.
Medicine Hat, Alberta T1A 2W9
Phone: (403) 526-5239
Fax: (403) 526-5538

RED DEER AREA OFFICE

250, 5002 55 Street
Red Deer, Alberta T4N 7A4
Phone: (403) 343-3353
Fax: (403) 347-8675

FORT MCMURRAY AREA OFFICE

#207, 112 Riverstone Ridge
Fort McMurray, Alberta T9K 1S6
Phone: (780) 743-2880
Fax: (780) 743-2896

CUPE Alberta Website

www.alberta.cupe.ca