

# WINNING THE FIGHT



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

## RESOLUTIONS



# WINNING THE FIGHT

CUPE ALBERTA CONVENTION 2024

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# WINNING THE FIGHT



**CONSTITUTIONAL RESOLUTIONS**



# WINNING THE FIGHT

CUPE ALBERTA CONVENTION 2024

## Constitutional Resolution 2024-1

Submitted by: CUPE AB Division Executive

### CUPE Alberta Division will:

Amend Article Seventeen – Small Local Assistance Fund to read:

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

- a) The Division shall reimburse affiliated Locals of 100 members or less, 100% of the Local's cost for lost wages, hotel and transportation for two delegates to attend the Division Convention.
- b) Upon approval of the Division Executive, the Division may reimburse affiliated Locals of 100 members or less, 100% of the Local's cost for lost wages, hotel and transportation for two delegates to Division sponsored functions other than the Convention.
- c) Locals wishing to access these funds must make application, in writing, to the Division Secretary Treasurer prior to adjournment of the final day of the convention or other function.
- d) Should the Small Local Assistance Fund be unable to meet its financial obligations, funds shall be accessed from the Division General accounts.
- e) To be eligible for Small Local Assistance to a Division function the local must be in good standing **and have their Division affiliation fees up to date and paid 30 days prior to the Division Sponsored Event.**

cont'd

Committee Recommendation:    \_\_\_ concurrence    \_\_\_ non-concurrence

Delegates Decision:            \_\_\_ in favor            \_\_\_ opposed

Referred Back: \_\_\_\_\_





**Constitutional Resolution 2024-2**  
**Submitted by: CUPE AB Division Executive**

**CUPE Alberta Division will:**

Amend Article Fourteen – Education Funding to read:

Rick Malcolm Education Scholarship

- a) ~~One~~ **Up to three** scholarships not exceeding \$1000.00, **\$2000** maintained from the General Revenue account of the Division, may be awarded each calendar year for a CUPE member of an affiliated Alberta Local in good standing with CUPE Alberta Division or a member of their immediate family who is pursuing post-secondary studies. Immediate family will be limited to spouse, ~~and~~ children **and grandchildren.**
- b) ~~The name of the member or of their immediate family member who is eligible must be submitted through their Local Union. A letter of endorsement from their Local must accompany the application.~~ Change to: **The member will provide a copy of the scholarship application and essay to their local Union.**
- c) Any individual who has previously received this scholarship from CUPE Alberta is exempt.
- d) Applications will be submitted to the Secretary Treasurer of the Division by September 1st of each year and the scholarship will be awarded by December 31st of each year.
- e) Successful applicants will be required to provide proof of registration from an accredited post-secondary institution.
- f) The amount of any financial assistance for the recipients shall be decided by the Division Executive Committee and all decisions will be final.

cont'd.

Committee Recommendation:    \_\_\_ concurrence    \_\_\_ non-concurrence

Delegates Decision:            \_\_\_ in favor            \_\_\_ opposed

Referred Back: \_\_\_\_\_



All applicants must submit an essay of approximately 1,000 words on one of the following topics:

1. Why unions?
2. What Union membership means to me.
3. The importance of youth involvement in today's unions.
4. CUPE's contribution to Alberta.
5. Other

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

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

**Because:**

- Inflation has occurred.
- The Division should be enabled to support more people towards post-secondary education.
- Lack of wage increases across sectors of CUPE limits our members from providing financial support to their immediate family who are pursuing post-secondary studies.

Committee Recommendation:    \_\_\_ concurrence    \_\_\_ non-concurrence

Delegates Decision:            \_\_\_ in favor            \_\_\_ opposed

Referred Back: \_\_\_\_\_





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vacancy, by majority vote of all its Executive members, for the period up to the next Division Convention.

- b. ~~In the event of a vacancy of the Diversity Vice President or Young Workers Vice President positions the Division Executive Committee shall seek nominations from the Affiliated District Councils and Affiliated Locals in the Province. The Executive shall fill the vacant position by majority vote of its Executive members for the period up to the next Division Convention.~~
- c. In the event of a vacancy of an Area Vice President or Alternate Area Vice President **during the term of office**, the Division Executive Committee shall fill the vacancy, by majority vote of its members for the period up to the next Division Convention. Affiliated District Councils and Local Unions in the region shall be consulted as to nomination for replacement of an Area Vice President or Alternate Area Vice President.
- d. In the event of a vacancy of two (2) or more Trustees, the Division Executive Committee shall seek nominations from the Affiliated District Councils and Affiliated Locals in the Province. The Executive shall fill the vacant position by majority vote of its Executive members until the next Division Convention.

## Because:

- Vacancies on the Division Executive Committee, like life, happen,
- Vacancies on the Division Executive Committee are best determined by Convention Delegates.
- The current article does not address the possibility of replacing an Executive Committee member who is successfully elected to another Executive Committee position at the Convention.
- Young Workers and Diversity Vice Presidents are table officers.

Committee Recommendation:    \_\_\_ concurrence    \_\_\_ non-concurrence

Delegates Decision:            \_\_\_ in favor            \_\_\_ opposed

Referred Back: \_\_\_\_\_



# WINNING THE FIGHT

CUPE ALBERTA CONVENTION 2024

## Constitutional Resolution 2024-4

Submitted by: CUPE AB Division Executive

### CUPE Alberta Division will:

Amend Article Eleven – Traveling Expenses to read:

#### Section 1

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

#### Section 2

Table Officers, Division Executive members and delegates working on behalf of the Division and meeting outside the city/town of their residence shall recover any wage loss and shall receive ~~\$60.00~~ **\$100.00** dollars per day for miscellaneous expenses, along with paid single accommodation and recovery of travel expenses as approved by the Division Executive Committee.

#### Section 3

Table Officers, Division Executive members and delegates working on behalf of the Division and meeting outside the province of Alberta shall recover any wage loss and shall receive ~~\$74.00~~ **\$100.00** dollars per day for miscellaneous expenses, along with paid single accommodation and recovery of travel expense as approved by the Division Executive Committee.

cont'd

Committee Recommendation:    \_\_\_ concurrence    \_\_\_ non-concurrence

Delegates Decision:            \_\_\_ in favor            \_\_\_ opposed

Referred Back: \_\_\_\_\_



**Because:**

- The cost of living has increased significantly in the past years with no increase in travel expenses.
- The cost of food in grocery stores and restaurants has greatly increased.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**Constitutional Resolution 2024-5**  
**Submitted by: CUPE Local 408**

**CUPE Alberta Division will:**

Amend Article 5 Elections, Section 2 (a) to read:

**Section 2**

In the election for the two General Vice Presidents positions:

- a) one shall represent Red Deer and ~~north~~, **south**, the other shall represent the area ~~south~~ **north** of Red Deer.

**Because:**

- The current language has the North GVP responsible for 6 area AVP's while the South GVP is responsible for 3.
- The change in language will more fairly balance oversight in a 5:4 ratio.
- The GVP position is looking to become more active with the AVP and AAVP, and overall, this will provide more balance.

Committee Recommendation:    \_\_\_ concurrence    \_\_\_ non-concurrence

Delegates Decision:            \_\_\_ in favor            \_\_\_ opposed

Referred Back: \_\_\_\_\_



**Constitutional Resolution 2024-6**  
**Submitted by: CUPE Local 3550**

**CUPE Alberta Division will:**

Amend Article Six Section 3 (c)  
Duties of the Division Executive and Trustees to read:

- c) ~~Produce an up-to-date quarterly financial statement~~ **Record all financial transactions in a manner acceptable to the Executive Board and in accordance with good accounting practices** for each Executive meeting and a year-up-to-date financial statement for Convention;

**Because:**

- Financial reports need to be clear.
- The Executive Board needs to be aware of all expenditures.
- This is the members' money, and we all have to be accountable.

Committee Recommendation:    \_\_\_ concurrence    \_\_\_ non-concurrence

Delegates Decision:            \_\_\_ in favor            \_\_\_ opposed

Referred Back: \_\_\_\_\_



## Constitutional Resolution 2024-7

Submitted by: CUPE ADHOC Women’s Committee

### CUPE Alberta Division will:

Amend Article 15, Section 3 to establish the Women’s Committee as a standing committee in the constitution.

#### Section 3

In even years Standing Committees will be appointed at the first Division Executive meeting held after the month in which the Alberta Division Convention is held. The Division Executive Board shall appoint, for a two year term, the following Standing Committees/Council as outlined in the Terms of Reference and a Division Executive member to act as a reporting liaison for each Committee/Council. The Division Executive liaison shall have voice but no vote on the Committee/Council.

1. Indigenous Council
2. Anti-Privatization/Political Action Committee
3. Pensions and Benefits Committee
4. Communication, Technology and Literacy Committee
5. Equality and Justice Committee
6. Environment and Health and Safety Committee
7. International Solidarity Committee
8. **Women’s Committee**

cont’d

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_





**Constitutional Resolution 2024-8**

**Submitted by: CUPE ADHOC Women’s Committee**

**CUPE Alberta Division will:**

Implement a Woman of Distinction award to be presented annually at the CUPE Alberta Division Convention. The CUPE Alberta Women’s Committee will receive the nominations and select the winner.

**Because:**

- Many women must overcome tremendous obstacles to do their work.
- Recognition for this work is a way to share these women’s stories, celebrate their successes, inspire others and highlight inequity within our ranks, in our workplaces and in our society.
- Celebrating one of us, celebrates all of us.

Committee Recommendation:    \_\_\_ concurrence    \_\_\_ non-concurrence

Delegates Decision:            \_\_\_ in favor            \_\_\_ opposed

Referred Back: \_\_\_\_\_



**Constitutional Resolution 2024-9**

**Submitted by: Local 9131, Fort McMurray and Area District Council**

**CUPE Alberta Division will:**

**Amend Article 9, Section 7 – Convention to read:**

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

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

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

**Because:**

- Travel to non-centralized locations is a challenge for many locals.
- Meeting in central hubs will allow for larger gatherings and more participation.
- Councils in smaller regions (if present) do not always have the capacity or resources to host in their areas.

Committee Recommendation:    \_\_\_concurrence    \_\_\_non-concurrence

Delegates Decision:            \_\_\_in favor            \_\_\_opposed

Referred Back: \_\_\_\_\_

# WINNING THE FIGHT



## GENERAL RESOLUTIONS



**General Resolution 2024-1**  
**Submitted by: CUPE AB Executive Committee**

**CUPE Alberta Division will:**

Continue the commitment to engage unaffiliated Locals to affiliate with the Alberta Division.

**Because:**

- As unions face continuous attacks from the UCP it is imperative that locals are engaged.
- When the Government is aware that all CUPE locals in Alberta are engaged we gain bargaining power.
- It is the division's responsibility to engage with all locals across Alberta to increase the membership, work as a team, create manpower and do it together.
- Should a strike occur more member engagement would provide the power for bargaining and lessen the strike duration which in return puts our members with less financial burden during a strike.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-2**  
**Submitted by: CUPE AB Executive Committee**

**CUPE Alberta Division will:**

Continue to support the Alberta Education Employees Committee education campaign and increase public awareness.

**Because:**

- Parents are unaware of the staff shortages and wages of educational workers.
- Gaining public support is imperative in the event of a strike action.
- Kids are suffering educational needs and the needs of kids have dramatically increased.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-3**  
**Submitted by: CUPE AB Executive Committee**

**CUPE Alberta Division will:**

CUPE Alberta Division will lobby the UCP Government to fund education properly.

**Because:**

- The current education funding decisions that are being made by the UCP are not based on the financial needs of school, staff, or kids.
- The current funding decisions are attacking our public schools by forcing our educational workers to leave the education sector.
- The UCP removed the financial relief of the lunch/bus program from the school board and in return the school board has fewer financial resources to put into staff hiring.
- Available food grant programs are based on school demographics which is a province-wide issue and should not be limited to demographics.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-4**  
**Submitted by: CUPE AB Executive Committee**

**CUPE Alberta Division will:**

Work with other unions and organizations to lobby the Alberta Government to bring health care workers back to Alberta.

**Because:**

- A significant number of CUPE Alberta members rely on public healthcare.
- There is a sector-wide healthcare worker shortage that is only getting worse.
- CUPE Alberta members deserve adequate healthcare and reasonable wait times.
- A significant number of CUPE Alberta members are getting burnt out and leaving the sector as it is not currently sustainable.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-5**  
**Submitted by: CUPE AB Executive Committee**

**CUPE Alberta Division will:**

Continue to advocate for better wage increases to ensure that CUPE Members' wages can keep pace with the rising cost of living due to inflation.

**Because:**

- The primary concerns for CUPE members across all sectors are the cost of living and wage levels.
- Most CUPE members work more than one job to afford to live in this current economy.
- Most CUPE Members are living paycheck to paycheck. If an emergency happens, they have no financial security.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



# WINNING THE FIGHT

CUPE ALBERTA CONVENTION 2024

## General Resolution 2024-6

Submitted by: CUPE AB Executive Committee

### CUPE Alberta Division will:

Canadian Union of Public Employees (CUPE) Alberta will reach out to all unaffiliated locals in CUPE and encourage them to join the Alberta Federation of Labour (AFL).

### Because:

- CUPE Alberta members need to utilize all resources when fighting back against the Alberta Government Mandates.
- CUPE Alberta members need to stand united with other labour organizations.
- CUPE Alberta members need to have a voice with other labour organizations.

Committee Recommendation:    \_\_\_ concurrence    \_\_\_ non-concurrence

Delegates Decision:            \_\_\_ in favor            \_\_\_ opposed

Referred Back: \_\_\_\_\_



# WINNING THE FIGHT

CUPE ALBERTA CONVENTION 2024

## General Resolution 2024-7

Submitted by: CUPE Alberta Indigenous Council

### CUPE Alberta Division will:

- Promote, support, and provide funding for Indigenous Cultural Safety Trainings for all CUPE Members in Alberta.
- Encourage Division Executives to participate in Indigenous Cultural Safety Training.

### Because:

- All members deserve to feel safe within their workplace and the union.
- Elected leaders should be educated in this subject.
- Education will prevent history from repeating itself.
- This supports the Truth and Reconciliation Call to Action #57 which calls upon the federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Indigenous Peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Indigenous rights, Indigenous law, and Indigenous-Crown relations.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-8**

**Submitted by: CUPE Alberta Indigenous Council**

**CUPE Alberta Division will:**

Lobby the Alberta government to recognize September 30 – The National Day for Truth & Reconciliation as an observed statutory holiday.

**Because:**

- In June of 2021, the federal government enacted Bill C-5 to recognize September 30 as a federal statutory holiday.
- September 30 should be observed as a statutory holiday both federally and provincially.
- All CUPE members across Alberta deserve to be able to recognize this day of remembrance on behalf of our Indigenous members.

Committee Recommendation:    \_\_\_concurrency    \_\_\_non-concurrency

Delegates Decision:            \_\_\_in favor            \_\_\_opposed

Referred Back:\_\_\_\_\_



**General Resolution 2024-9**  
**Submitted by: CUPE Alberta Indigenous Council**

**CUPE Alberta Division will:**

Work with CUPE National to ensure that the Canadian Declaration of Treaties and the *Indian Act* are visibly posted in all CUPE National Offices in Alberta.

**Because:**

- Members of the Indigenous community have noticed that there is no visible reference to the Indigenous community in the CUPE National Offices in Alberta.
- Recognition and visibility in CUPE National Offices in Alberta will welcome our Indigenous members and allies.
- To show that CUPE Alberta is actively working on the Truth & Reconciliation Call to Action # 45 – to adopt and implement the *United Nations Declaration on the Rights of Indigenous Peoples Act* as the framework for reconciliation.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-10**

**Submitted by: CUPE Alberta Indigenous Council**

**CUPE Alberta Division will:**

Work with CUPE Saskatchewan and CUPE Manitoba Divisions so that the Indigenous Council of each Province may work together on Back to Batoche.

The Back to Batoche Festival is located where the last battles of the Northwest Resistance were fought in 1885 about one hour north of Saskatoon. It is at the scene of Louis Riel’s last stand. Batoche is a National Historic Site, a symbol of Metis resilience and enduring culture. The Back to Batoche festival is a one-of-a-kind celebration of Metis culture which includes Michif language tents, Metis music, artisans, bison harvesting demos, fiddle and jigging contests, and much, much more. The festival is a revival and a celebration of a unique and vibrant culture.

**Because:**

- To promote greater participation and recognition of Metis peoples throughout the three (3) Provinces.
- To expand cross-cultural awareness and to increase collaboration between the three (3) Prairie Councils.
- This promotes/recognizes homage to heroes such as Louis Reil, Gabriel Dumont and many others and honours Metis veterans.
- Attendees will visit the CUPE table and through conversations at the festival site learn about CUPE’s Indigenous initiatives, meet Indigenous CUPE activists, learn about the benefits of belonging to a union and learn about the great strides CUPE has achieved in the past.

cont'd

Committee Recommendation:    \_\_\_ concurrence    \_\_\_ non-concurrence

Delegates Decision:            \_\_\_ in favor            \_\_\_ opposed

Referred Back: \_\_\_\_\_



- It is an opportunity to meet and interact with organizations, such as Metis Women’s groups, to learn how CUPE can better support Metis workers in the workplace and in the community.
- It is an opportunity for CUPE activists to become immersed in a truly unique, Canadian cultural experience and to meet with other Indigenous leaders and have discussions about challenges, successes, and future initiatives.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-11**

**Submitted by: Alberta Library Employees Committee**

**CUPE Alberta Division will:**

CUPE Alberta Division will create a campaign to highlight the issue of violence in the workplace and its impact on Library Workers.

**Because:**

- Of ongoing verbal and physical abuse during 2SLGBTQI+ Library programming, specifically Reading with Royalty Storytimes.
- Increased demand to remove specific resources from Library Collections places stress on Library Workers and undermines the library’s role in the community.

Committee Recommendation:    \_\_\_ concurrence    \_\_\_ non-concurrence

Delegates Decision:            \_\_\_ in favor            \_\_\_ opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-12**  
**Submitted by: CUPE Local 3550**

**CUPE Alberta Division will:**

Set up appointments with the Alberta Premier and Education Minister three (3) times per year, to advocate sustainable funding for all Public School Divisions.

**Because:**

- Higher wages for all Support Staff will bring them above the poverty line and will help with staff retention.
- School infrastructure and repairs need to be done to ensure all buildings are safe for workers and students.
- New schools need to be built for the population growth in Alberta.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



# WINNING THE FIGHT

CUPE ALBERTA CONVENTION 2024

**General Resolution 2024-13**  
**Submitted by: CUPE Local 3550**

**CUPE Alberta Division will:**

Lobby the Alberta UCP government to provide free transportation for all students.

**Because:**

- Public education is free.
- The burden of the expense should not fall on the parents.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-14**  
**Submitted by: CUPE Local 3550**

**CUPE Alberta Division will:**

Lobby the Alberta UCP government for funding dedicated to Public School Divisions, to allow them to provide breakfast and lunch programs for all students from Kindergarten to Grade 12 which includes funding for staff to run the programs.

**Because:**

- It is proven kids learn better when they have good nutrition.
- It is proven when the brain is fully nourished, disruptive and violent behaviours are reduced. Staff are spending their own money to feed students.
- Some schools are not able to apply for grants available.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-15**  
**Submitted by: CUPE Local 3550**

**CUPE Alberta Division will:**

Work with CUPE National and all allies to promote training for members on how to lobby the Alberta government officials to improve our members' working conditions.

**Because:**

- We all need to feel comfortable and lobby this Alberta UCP government.
- It is easier for members to get involved if they are trained.
- Members will be more engaged and will advocate for all workers.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-16**  
**Submitted by: CUPE Local 3550**

**CUPE Alberta Division will:**

Work with the Alberta UCP government to provide updated training for all workers to deal with the mental health crisis in this province.

**Because:**

- Every worker in every sector should have access to mental health training to deal with this crisis.
- This is a grave Health and Safety issue that must be addressed with funding from the provincial government.

Committee Recommendation:    \_\_\_concurrency    \_\_\_non-concurrency

Delegates Decision:            \_\_\_in favor            \_\_\_opposed

Referred Back:\_\_\_\_\_



**General Resolution 2024-17**  
**Submitted by: CUPE Local 3550**

**CUPE Alberta Division will:**

Work with CUPE National to create a campaign to raise awareness for education support workers experiencing physical violence at their worksite. CUPE will demand safe workspaces and proper training to work with complex students.

**Because:**

- Education support staff are at risk of serious injury and experiencing burnout.
- Education support staff are not taught the proper strategies to de-escalate complex behaviours.
- This is a Health and Safety issue for all workers in schools.
- The public needs to be aware of what is happening in schools.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-18**  
**Submitted by: CUPE Local 3550**

**CUPE Alberta Division will:**

Lobby the Alberta UCP government to dedicate funding to Public School Divisions to supply Personal Protective Equipment (PPE) to all support staff working with students with complex needs.

**Because:**

- Budget restraints should not be a factor when purchasing PPE for staff.
- All support staff should have access to medical-grade PPE.
- Support staff provide their own PPE, for example, face shields, arm guards and shin pads, to protect themselves.

Committee Recommendation:    \_\_\_concurrency    \_\_\_non-concurrency

Delegates Decision:            \_\_\_in favor            \_\_\_opposed

Referred Back:\_\_\_\_\_



**General Resolution 2024-19**  
**Submitted by: CUPE Local 3550**

**CUPE Alberta Division will:**

Work with the Alberta UCP government to advocate for greener schools, homes and businesses by funding initiatives and equipment.

**Because:**

- Students should be taught to recycle all materials at school and have the means to do this with the right tools.
- Children are the future.
- Paper, plastics, and compostables can all be separated and collected.
- This should be available to all.

Committee Recommendation:   \_\_\_concurrency   \_\_\_non-concurrency

Delegates Decision:           \_\_\_in favor       \_\_\_opposed

Referred Back:\_\_\_\_\_



**General Resolution 2024-20**  
**Submitted by: CUPE Local 3550**

**CUPE Alberta Division will:**

Work with CUPE National to promote Indigenous studies for all members to learn more about the past, present and future.

**Because:**

- Indigenous teachers are available to provide the education.
- It is important that all members have this education and that it is updated with more learnings.
- Providing members with education is an act of reconciliation.

Committee Recommendation:   \_\_\_concurrency   \_\_\_non-concurrency

Delegates Decision:           \_\_\_in favor       \_\_\_opposed

Referred Back:\_\_\_\_\_



**General Resolution 2024-21**  
**Submitted by: CUPE Local 3550**

**CUPE Alberta Division will:**

Lobby the Alberta UCP government to drop the *Public Sector Employers Act*.

**Because:**

- This Act is impeding free collective bargaining.
- The Act incorporates a wage mandate.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-22**

**Submitted by: CUPE Alberta Executive Committee**

**CUPE Alberta Division will:**

Continue our support of and affiliation with the Alberta New Democratic Party (ANDP) and use all available resources to educate our members and, the public, on the need to support the party and ensure that it has the support to form a majority government at the next provincial election.

**Because:**

- The ANDP is the only political party in the province that prioritizes the rights and needs of working people and is committed to a society where all have worth, and none are left behind.
- The current UCP provincial government continues to undermine public services through privatization, funding cuts and outright brazen lies about services and the people who deliver them and cannot be trusted with the future of our province.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-23**

**Submitted by: CUPE Alberta Executive Committee**

**CUPE Alberta Division will:**

Continue to use all available resources to support Local Unions engage and deeply organize their members to ensure that all Locals have the needed support and solidarity from their members to make real and sustained gains for them at the bargaining table and improve social conditions for all.

**Because:**

- Unions exist to improve the material conditions of the members and to strengthen our society, so it is essential that Local Unions are able to communicate effectively with their members and make sure they understand and support the union's policies and initiatives during bargaining.
- Time and time again over the last few years we have seen that those unions which practice and implement the deep organizing model have had the most success achieving real and lasting gains during bargaining and in their campaigns.

Committee Recommendation:    \_\_\_ concurrence    \_\_\_ non-concurrence

Delegates Decision:            \_\_\_ in favor            \_\_\_ opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-24**

**Submitted by: CUPE Alberta Executive Committee**

**CUPE Alberta Division will:**

Use all available resources to support the Alberta Health Employees Committee campaign to improve the wages and working conditions of members in the Health Sector and educate the public on the ongoing crisis in healthcare in Alberta.

**Because:**

- Health care workers, especially those in long-term and continuing care, have borne the brunt of successive waves of austerity and privatization and must have significant improvements in wages and working conditions to be able to deliver the best care possible to their patients, clients, and residents.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-25**

**Submitted by: CUPE Alberta Executive Committee**

**CUPE Alberta Division will:**

Work with the CUPE Alberta Division Pensions and Benefits Committee and the National Union to develop tools and resources to educate members on the dangers of UCP’s government’s proposed Alberta Pension Plan (APP) and the absolute need to maintain Alberta’s membership in the Canadian Pension Plan (CPP).

**Because:**

- The CPP is among the strongest and most secure public pension plans in the world and the introduction of an APP would rob Albertans of access to a stable and predictable source of retirement income.
- The UCP government’s proposal for an APP funded by 53% of the current asset base of the CPP is farcically unrealistic and will never be accepted by the other members of the CPP, likely leading to years of court battles and needless uncertainty and worry for millions of Albertans.

Committee Recommendation:    \_\_\_ concurrence    \_\_\_ non-concurrence

Delegates Decision:            \_\_\_ in favor            \_\_\_ opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-26**

**Submitted by: CUPE Alberta Executive Committee**

**CUPE Alberta Division will:**

Continue providing logistical support for direct actions by Local Unions that promote their members and their demands at the bargaining table.

**Because:**

- Direct actions, such as information pickets, rallies, sit-ins and other visible displays of member power help members and the public understand the reasons for Local Unions’ positions and the need to support them.
- CUPE Alberta Division, as the political arm of CUPE in the province, must provide tangible and useful support to Local Unions engaged in struggles to improve their wages and working conditions.

Committee Recommendation:    \_\_\_ concurrence    \_\_\_ non-concurrence

Delegates Decision:            \_\_\_ in favor            \_\_\_ opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-27**

**Submitted by: CUPE Alberta Executive Committee**

**CUPE Alberta Division will:**

Promote the value of central labour bodies, such as the Alberta Federation of Alberta and District Labour Councils and encourage Local Unions in the province to affiliate with these important organizations.

**Because:**

- Only through the building and maintenance of solidarity can our union and movement achieve our goals of better working lives for all and a fair and equal society.
- Supporting the struggles of workers in other unions improves our members' understanding of the issues facing workers and the need for all working people to unite to build a better world.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-28**

**Submitted by: CUPE Alberta Executive Committee**

**CUPE Alberta Division will:**

Use all its available resources to support and promote the Alberta Education Employees Committee Education Support Workers campaign for fair wages and improved working conditions.

**Because:**

- The Alberta Public Education System, once recognized as the best in the country, is in a grave and sustained crisis, and a new and significant stream of funding must be allocated to the sector to ensure that children in Alberta get the best education possible.
- Education workers in Alberta have had many years without improvements in pay and working conditions and without immediate and substantial raises many will be forced to leave the Education sector further deepening the current crisis.

Committee Recommendation:    \_\_\_ concurrence    \_\_\_ non-concurrence

Delegates Decision:            \_\_\_ in favor            \_\_\_ opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-29**

**Submitted by: CUPE Alberta Executive Committee**

**CUPE Alberta Division will:**

Fully implement the actions, as time and resources allow, outlined in our CUPE Alberta Policy Paper 2024.

**Because:**

- Our policy paper is the guiding document of the Division for the coming year, and it is imperative that the Division follow the will of the convention and work to achieve real and measurable gains for our members.

Committee Recommendation:   \_\_\_concurrency   \_\_\_non-concurrency

Delegates Decision:           \_\_\_in favor       \_\_\_opposed

Referred Back:\_\_\_\_\_



**General Resolution 2024-30**

**Submitted by: CUPE Alberta Executive Committee**

**CUPE Alberta Division will:**

Work with the CUPE Alberta Division Pensions and Benefits Committee to support training towards succession within the sponsor and corporate board of the Local Authorities Pension Plan.

**Because:**

- Succession planning is vital to any organization .
- CUPE has representation on the LAPP Sponsorship and Corporate Board.

Committee Recommendation:    \_\_\_concurrence    \_\_\_non-concurrence

Delegates Decision:            \_\_\_in favor            \_\_\_opposed

Referred Back:\_\_\_\_\_



**General Resolution 2024-31**

**Submitted by: CUPE Alberta Executive Committee**

**CUPE Alberta Division will:**

Continue the commitment towards engaging unaffiliated Locals to affiliate with the Alberta Division.

**Because:**

- As unions face continuous attacks from the UCP it is imperative that locals are engaged.
- When the Government is aware that all CUPE locals in Alberta are engaged we gain bargaining power.
- It is the division's responsibility to engage with all locals across Alberta to increase the membership, work as a team, create manpower and do it together.
- Should a strike occur, more member engagement will provide more power for bargaining and lessen the strike duration which in return puts our members with less financial burden during a strike.

Committee Recommendation:    \_\_\_concurrence    \_\_\_non-concurrence

Delegates Decision:            \_\_\_in favor            \_\_\_opposed

Referred Back:\_\_\_\_\_



**General Resolution 2024-32**

**Submitted by: CUPE Alberta Executive Committee**

**CUPE Alberta Division will:**

Continue to support the Alberta Education Employees Committee education campaign and increase public awareness.

**Because:**

- Parents are unaware of the staff shortages and wages of educational workers.
- Gaining public support is imperative in the event of a strike action.
- Kids are suffering educational needs and the needs of kids have dramatically increased.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-33**  
**Submitted by: Indigenous Council**

**CUPE Alberta Division will:**

Lobby the Provincial Government to operationalize call to action number 43 which states, “We call upon federal, provincial, territorial, and municipal governments to fully adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples as the framework for reconciliation” by initiating a consultation process with Indigenous organizations and leaders regarding legislating the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as the provincial framework for reconciliation; and

That the legislation includes an action plan with measures to address injustices, combat prejudice and eliminate all forms of violence, racism and discrimination against Indigenous peoples, including elders, youth, children, persons with disabilities, women, men and gender-diverse and two-spirit persons.

**Because:**

- On June 21, 2021, the United Nations Declaration on the Rights of Indigenous Peoples Act received Royal Assent and immediately came into force.
- Alberta is failing to implement the 94 Calls to Action by continuing to enact laws and policies which violate UNDRIP.
- Decolonization must be a priority in Alberta

Committee Recommendation:    \_\_\_ concurrence    \_\_\_ non-concurrence

Delegates Decision:            \_\_\_ in favor            \_\_\_ opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-34**  
**Submitted by: CUPE Local 417**

**CUPE Alberta Division will:**

Work with Local Unions and allies in labour and community groups to develop a strategic plan to recruit and elect labour friendly municipal councillors and school board trustees in the 2025 local elections. This will include developing resources and providing training for Local Unions and members.

**Because:**

- CUPE members in the Municipal and School Board sectors have an opportunity to elect their bosses.
- It is important to build on the success of campaigns by Local Unions and Labour Councils in the previous round of municipal elections and oppose organized efforts to elect candidates who support policies such as contracting out which hurt workers.
- Right-wing groups like Take Back Alberta and Parents for Choice in Education are already planning and running training sessions to elect school board trustees who oppose labour rights and inclusive schools and who support privatization.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-35**  
**Submitted by: CUPE Local 417**

**CUPE Alberta Division will:**

Advocate to keep Alberta in CPP by working with the Pension and Benefits Committee, the Political Action and Anti-Privatization Committee and Locals to launch a campaign including public awareness, member education, and mobilization.

**Because:**

- The proposed Alberta Pension Plan is divisive and risky for workers and employers across the country.
- The Canada Pension Plan Investment Board has earned strong, stable, long-term investment returns and operates free from government interference.
- A national pension plan enables worker mobility and portability of pension benefits, which is not guaranteed by an Alberta Pension Plan.
- The Alberta Government has spent 7.5 million dollars on advertising and additional resources on sham consultations to promote the creation of an Alberta Pension Plan even though the majority of Albertans want to keep CPP.

Committee Recommendation:    \_\_\_ concurrence    \_\_\_ non-concurrence

Delegates Decision:            \_\_\_ in favor            \_\_\_ opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-36**  
**Submitted by: CUPE Local 417**

**CUPE Alberta Division will:**

Support the introduction and passing of anti-scab legislation in Alberta through advocacy, lobbying and collaborating with like-minded organizations and unions.

**Because:**

- The rights of workers to engage in collective bargaining and peaceful assembly are fundamental to a fair and just society.
- The practice of scabs during labour disputes undermines the collective bargaining process and erodes the power of workers to negotiate for fair wages, working conditions, and benefits.
- Anti-scab legislation has been tabled federally in Bill C-58, November 2023, as well as implemented in Quebec and British Columbia to protect the rights of workers and promote fair labour practices.
- Anti-scab legislation has the potential to contribute to a more stable and equitable labour environment for all workers by discouraging the use of replacement workers during strikes and lockouts.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-37**

**Submitted by: Environment and Health & Safety Committee**

**CUPE Alberta Division will:**

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.

**Because:**

- Awareness is a crucial first step to change;
- Change is necessary and inevitable;
- Privatization, using P3's, and maximizing profit have been shown to be additional threats to the environment;
- CUPE and its members should be leaders in the fight to save our planet.

Committee Recommendation:    \_\_\_concurrence    \_\_\_non-concurrence

Delegates Decision:            \_\_\_in favor            \_\_\_opposed

Referred Back:\_\_\_\_\_



**General Resolution 2024-38**

**Submitted by: Environment and Health & Safety Committee**

**CUPE Alberta Division will:**

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.

**Because:**

- Transition away from fossil fuels is already happening, but the longer we wait the less “Just” it will be for workers;
- CUPE members’ workplaces and communities are affected;
- The current Government does not see either fairness for workers or the climate threat as priorities.

Committee Recommendation:    \_\_\_ concurrence    \_\_\_ non-concurrence

Delegates Decision:            \_\_\_ in favor            \_\_\_ opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-39**

**Submitted by: Environment and Health & Safety Committee**

**CUPE Alberta Division will:**

Work with CUPE National to encourage Joint Health and Safety Committees to include the Climate Crisis as an urgent Health and Safety issue.

**Because:**

- Climate change is exposing workers to new and/or increased safety hazards;
- Extreme and sudden weather events are now a regular occurrence;
- Employers are required to address all safety hazards;
- Joint Committees are a legal mechanism for worker voice and action in the workplace.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-40**

**Submitted by: Environment and Health & Safety Committee**

**CUPE Alberta Division will:**

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

**Because:**

- COVID is still with us, and maybe for some time to come;
- There has been a lack of action from employers and government;
- Long-COVID is affecting people’s long-term health and their ability to work, without means of adequate financial support;
- The pandemic has contributed to the Mental Health Crisis we have experienced and are continuing to experience;
- CUPE members continue to work on the front line.

Committee Recommendation:    \_\_\_concurrency    \_\_\_non-concurrency

Delegates Decision:            \_\_\_in favor            \_\_\_opposed

Referred Back:\_\_\_\_\_



**General Resolution 2024-41**

**Submitted by: Environment and Health & Safety Committee**

**CUPE Alberta Division will:**

Lobby the provincial government to improve and enforce legislation that will meaningfully prevent violence in the workplace.

**Because:**

- Violence in the workplace is an increased risk to all members across sectors.
- New and young workers are at a higher risk for violence in the workplace.
- Violence is not part of the job.
- Lack of knowledge of the right to refuse unsafe work processes can lead to continued injury and violence in the workplace.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-42**

**Submitted by: Environment and Health & Safety Committee**

**CUPE Alberta Division will:**

Lobby for the government and employers to develop effective training to deal with and address workplace violence against all workers.

**Because:**

- Violence in the workplace is an increased risk to all members across sectors.
- Current Non-Violent Crisis Intervention training is not working.
- The clients/students/residents we are required to handle in our jobs have complex needs.
- Violence is not part of the job.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-43**

**Submitted by: Alberta Municipal Employees Committee**

WHEREAS, AMEC acknowledges the importance of maintaining stable and secure retirement benefits for its members; and

WHEREAS, discussions and legislation have arisen regarding the potential transition to the Alberta Pension Plan; and

WHEREAS, an evaluation has been conducted on only the possible positive benefits; and

WHEREAS, members have expressed concerns, preferences, and considerations regarding the potential move to join the Alberta Pension Plan.

THEREFORE, BE IT RESOLVED THAT CUPE Alberta

1. Affirms the commitment to prioritize the best interests of its members in matters related to retirement benefits.
2. Recognizes the importance of maintaining membership in the Canada Pension Plan and the stability it has provided over the years.
3. Acknowledges the advantages and benefits that the CPP offers, including a well-established track record of providing stable, reliable retirement income.
4. Provides members a seamless, straightforward transition into retirement.
5. Resolves to participate in consultation processes related to pension plans and advocate for the interests of CUPE Alberta members.

Committee Recommendation:    \_\_\_concurrence    \_\_\_non-concurrence

Delegates Decision:            \_\_\_in favor            \_\_\_opposed

Referred Back:\_\_\_\_\_



**General Resolution 2024-44**  
**Submitted by: Women’s Committee**

**CUPE Alberta Division will:**

Steadfastly advocate for pay equity for CUPE workers in Alberta in the absence of legislation. Additionally, CUPE Alberta will commit to lobbying the government for the implementation of pay equity legislation.

**Because:**

- Gender-Based Wage Equity fosters fairness and justice in the workplace.
- This addresses historical wage disparities and promotes equality.
- Will enhance overall workplace morale and productivity.
- Aligns with CUPE's core values of equity and social justice.

Committee Recommendation:    \_\_\_concurrence    \_\_\_non-concurrence

Delegates Decision:            \_\_\_in favor            \_\_\_opposed

Referred Back:\_\_\_\_\_



**General Resolution 2024-45**  
**Submitted by: Women’s Committee**

**CUPE Alberta Division will:**

In collaboration with the Alberta Women’s Committee and CUPE National, fund, develop and implement a Women in Leadership Development (WILD) program on an annual basis.

And, encourage local unions to support and promote WILD with their membership to work to remove obstacles to participation for interested members.

**Because:**

- CUPE’s leadership needs to be representative of its membership.
- This program would help to address systemically underrepresented and excluded groups (Black, Indigenous, POC, Disability etc.).
- Cultural and Societal norms and barriers have prevented women from participating at the leadership level of their union (hours of work, child care, wages etc.).

Committee Recommendation:    \_\_\_concurrence    \_\_\_non-concurrence

Delegates Decision:            \_\_\_in favor            \_\_\_opposed

Referred Back:\_\_\_\_\_



**General Resolution 2024-46**  
**Submitted by: AHEC**

**CUPE Alberta Division will:**

Take actions to encourage the Provincial Government to keep public healthcare in Alberta, including hospitality services.

**Because:**

- All Albertans deserve access to public health care.
- Alberta does not need/want a two-tier system.
- Privatization cares for profits, not quality care.
- Privatization doesn't bring profits back into the public system.

Committee Recommendation:    \_\_\_concurrency    \_\_\_non-concurrency

Delegates Decision:            \_\_\_in favor            \_\_\_opposed

Referred Back:\_\_\_\_\_



**General Resolution 2024-47**  
**Submitted by: AHEC**

**CUPE Alberta Division will:**

Pressure the Provincial Government to provide more public Mental Health services and facilities in Alberta.

**Because:**

- It is getting increasingly harder to access Mental Health care.
- Seniors are being diagnosed more often with different forms of Mental Health issues, that LTC facilities are not equipped to handle.
- Seniors with Mental Health Issues are falling through the cracks without the care that they deserve.
- Mental Health is the foundation of healthy communities.

Committee Recommendation:   \_\_\_concurrence   \_\_\_non-concurrence

Delegates Decision:           \_\_\_in favor           \_\_\_opposed

Referred Back:\_\_\_\_\_



**General Resolution 2024-48**  
**Submitted by: AHEC**

**CUPE Alberta Division will:**

Put pressure on the education minister to provide more mental health education to all Albertans.

**Because:**

- Trained Mental Health workers are not available throughout Alberta for the demand that is needed.
- Education is the foundation of Mental Health awareness and support in the community.
- An educated workforce can build and better support the needs of the community.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-49**  
**Submitted by: AHEC**

**CUPE Alberta Division will:**

Endeavour to provide timely information to all locals to mobilize around the current political debates taking place in the Legislature that have an impact on Albertans.

**Because:**

- We need to Engage members to lobby the government to be proactive, not reactive.
- To let the government know we are watching/listening.
- To know which political leader is supportive or against the debate policy/bill to support Albertans to build better communities.

Committee Recommendation:     concurrence     non-concurrence

Delegates Decision:             in favor             opposed

Referred Back: \_\_\_\_\_



**General Resolution 2024-50  
Submitted by: AHEC**

**CUPE Alberta Division will:**

Will work to educate the public and the residents’ families on the need for increased care hours in continuing care.

**Because:**

- Seniors deserve the quality care they need.
- Quality Care takes time.
- The current mandated care hours do not support the needs of the residents.
- The current Provincial Government’s own Alberta facility-based Continuing Care Report recommends increasing care hours from 3.4 to 4.5 hours in long-term care, from 3.0 to 4.0 hours in DSL4D, and from 2.7 to 3.5 hours in DSL4.
- The current Provincial Government needs to fund employers to support the current recommended care hours.
- The current Provincial Government needs to force employers to use the funding to provide appropriate staffing ratios to implement the current recommended care hours.

Committee Recommendation:   \_\_\_concurrency   \_\_\_non-concurrency

Delegates Decision:           \_\_\_in favor       \_\_\_opposed

Referred Back:\_\_\_\_\_