

# WINNING THE FIGHT



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

## REPORTS



# WINNING THE FIGHT

CUPE ALBERTA CONVENTION 2024

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# **PRESIDENT'S REPORT**



**CUPE Alberta  
Convention 2024**

## President's Report

Greetings friends,

It's a real pleasure to be here in Medicine Hat for our annual convention. It's always great to see the familiar faces, but it's even better to see so many new faces.

I want to thank Mark and Candance for being here this week. I know it's not easy to travel so much, but they attend all the conventions in every province because it's important for us to be able to see them and talk to them about CUPE's issues.

And we couldn't have better friends than the National Officers. We've come to them with some big asks this year, and they have always been willing to help Alberta.

I also want to take a minute to introduce our Regional Director, Ann Lennarson. Ann is new since the last convention, but also not new. Ann started her career in CUPE in Alberta as a legal rep, has worked in Education and has worked in BC and Ontario before coming here.

While in Ontario, Ann worked closely with the Education sector there when they took on Doug Ford over poverty-level wages and went on strike. The stakes were very high after the conservatives tried to impose a contract and our members stood strong, walked out anyway and the government blinked.

We'll need that leadership here in Alberta and so far Ann has been a one woman hurricane of activity getting us ready for our own fights in Education, health care, municipalities and anywhere workers are underpaid and poorly treated.

Thank you Ann and welcome home.

And finally, I want to recognize all the staff in the room who have really worked hard this year, above and beyond, to serve our members. There is not a single National Staff person in Alberta who doesn't throw their heart and soul into this work and I want you to know how much it means to me.

What a year it's been friends.

We were all disappointed by the results of the provincial election. The results mean our path forward is more difficult. But ours has never been an easy path.

We have a government that is profoundly anti-worker, and profoundly anti-public services. It's no exaggeration to say the government is anti-government.

And they are a dishonest government. They promised not to touch the CPP, and here they are trying to dismantle it.

They promised a tax cut, and they are reneging on that.

They promised a new hospital in Edmonton and broke their promise.

They promised not to touch the RCMP, and they are building their own police force.

Their budget continues the trend of underfunding important services like health care, education, and other vital programs.

They didn't tell us they would opt Alberta out of a national pharmacare program. They didn't tell us they would target trans kids in schools. They didn't tell us they would let health care and education crumble into crisis.

The UCP cries poor, but energy prices are high. If they won't fund public services when oil is at \$80 a barrel, we sure can't count on them to take care of us when energy prices drop – which they always do.

I'm not opposed to putting money away in a savings account, but you don't buy flood insurance when you're on the roof waiting for a rescue.

I want to take a moment to circle back on a couple issues. First – lets talk about Pharmacare.

The Federal NDP was able to force Ottawa to bring in a truly historic accomplishment – Canada's first plan to cover prescription drugs. Pharmacare.

The Smith UCP government – because they don't like the Federal Liberals – are stubbornly saying "Alberta won't be part of it." So our friends in Saskatchewan, BC and every other province will access a drug plan that Albertan's can't take advantage of.

Look, I don't care much for Justin Trudeau or the federal Liberals either. But we have a chance to say to diabetics, to others without drug coverage that they can get some relief from bills at a time of record inflation. That's a deal I'm willing to take. When we don't like our employers – do we refuse to negotiate? Do we turn down our salaries? Of course not.

And there's a similar attitude coming out of the Alberta Legislature on the subject of the Canada Pension Plan.

The Canada Pension Plan works. It works well. It has one of the best returns on investments of any pension plan in Canada. But it's managed in Ottawa, and the UCP doesn't like that. They want to control the money and the plan.

Only one other province manages its own plan, Quebec. And in that province, they pay more, and get less. The pension plans Alberta does manage don't perform as well because the government interferes with the plans too much.

And to repeat myself – Danielle Smith promised, before the election, she wouldn't touch anyone's pension. She lied then, and we have to fight back.

So it's up to the labour movement to fight back. On these issues and for the benefit of our members.

And the first place we need to focus on wages.

Across our sectors, our members have taken zeros or sub par wage increases that don't keep up with inflation. And that has to change.

This year, there is a historic opportunity to make some changes. Over 250,000 public sector workers are bargaining new contracts and that means we can work together to change the wages of our members.

And something has to change. Alberta has the slowest wage growth in the country. Our wages grew by under 2% last year, while Saskatchewan saw wages go up 2.9% and in BC, they went up 3%.

Our province is falling further and further behind. We used to have wages 20% higher than other provinces, and by next year, we will have lower wages than several other provinces.

Which is why we've launched our Waging Ahead campaign. Waging Ahead is a member driven campaign to raise the wages of all of our members.

We've held 16 town hall meetings across the province and on Zoom. We've talked to hundreds of members about what a wage increase would mean for them and more importantly, what they are willing to do to fight back.

What we've heard has been remarkable. Workers talking about the fact they hold multiple jobs, visit food banks and put off gifts for kids.

This is unacceptable. Anyone working in the public sector should make a living wage. And I don't mean just having enough to get by. I mean having a quality of life that is deserving of the work we do.

The work CUPE members do is important. Taking care of kids is a sacred trust. Municipal workers keep our streets clean and safe, health care workers take care of our seniors and treat us when we are low and vulnerable.

We should be unapologetic about demanding good wages, good benefits and good pensions for the people who do our jobs.

If we don't make those demands, nobody else will.

The Waging Ahead campaign is about empowering workers to stand up for our own needs. At every stop, workers talk about what they need, and how they will get it.

For our first tour, we focused on the keenest of members. The 'first followers' as we call them. The ones we need to inspire to action.

Now, we're working on mobilizing those members – getting them to plan easy actions, to talk to other members, and to widen the circle and expand the number

of members in our bargaining units willing to stand up and take action for better wages.

An important part of our campaign is bridging wage gaps. There are several classifications of workers who are particularly low paid. Women, new Canadians, rural workers and other marginalized groups are particularly poorly paid.

We have to make extra efforts to bring the wages of these groups up to a livable standard.

And those workers are speaking out. I always knew we were a union of women. And that's what we're seeing at the meetings.

The final pillar of our campaign is bargaining gains, not losses. CUPE has a no-concessions policy. That means if we don't see wage improvements, we don't agree to the contract.

It means we don't sacrifice the workers of tomorrow with two-tier wage structures that push the problems down the road.

And, in a time of record inflation, it means we cannot accept zeros.

What we are learning on this tour is the fundamental truth that a union is always stronger when we listen to the voices of the rank and file.

Because when workers work together to fix our problems, there is nothing stronger.

We've seen some success with this formula already. At Calgary Public, our members in Local 40 worked hard – talked to each other – wore t-shirts and engaged in actions and let the employer know they wouldn't accept more lousy contracts – were able to win a 7% wage increase – busting the mandate.

At Buffalo Trail School Division – our members – who were the worst paid educational workers in the province did the same and earned wage increases of 15 to 25%.

It can be done.

It's a matter of survival. If we don't organize, if we don't fight for better wages, our members won't survive. And frankly, they will walk away



So let's build our union. Let's build worker power. Let's build better wages, and let's see some gains at the bargaining table.

And let's build new members. On that note, let me recognize the 400 new members from Parkland Schools who are represented here today. What a wonderful victory that was, and it makes us stronger at every bargaining table across the province.

My friends, I'm very optimistic about the year ahead. Every day we get stronger, every day we fight harder and smarter. Let's keep waging ahead this year, and let's win a better future for all our members.

# SECRETARY TREASURER'S REPORT



**CUPE Alberta  
Convention 2024**



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## **CUPE Alberta Division Secretary-Treasurer's Report For the period ended December 31, 2023**

Prepared by: Secretary Treasurer - Colleen Nash  
74th Annual Convention  
March 20-22, 2024

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Welcome to CUPE Alberta Division's 74th Annual Convention. It is a pleasure to be here in Medicine Hat.

It was a very busy year for the division as you will see outlined in this report. This work is imperative if we are to fight our current government for better wages and working conditions.

I want to point out how important it is for us all to continue working together, supporting each other, and building member engagement.

If we continue to work together in solidarity while providing safe spaces, we gain the power in our bargaining.

2023 The Division Executive team went full force fighting across this Province for the Provincial Election and although we did not win, we are gaining our member power through locals and preparing for the next fight.

I am encouraging local's that are unsure of their affiliation to the Division or Per Capita inquires please feel free to email the Division Treasurer.

I want to thank all the locals in Alberta for continuing the work and to all CUPE members we realize you are underpaid, over worked. I encourage all members to get more involved in their locals. Let's continue winning the fight in Alberta.



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## TRUSTEE AUDIT(S)

1.) As per Article 6, section 8 of the CUPE Alberta Constitution the trustee audit was completed on the following dates February 9-10, 2024 & February 24, 2024 in Fort McMurray.

As per recommendations from the 2024 trustee audit of The CUPE Alberta Division please find Secretary Treasurer responses:

### RESPONSES TO CUPE ALBERTA DIVISION TRUSTEE AUDIT 2023:

- 1.) Need improvements on accounting process in general (filing and backup)
  - Implemented in January 2024 new processes for back up and filing.
- 2.) Personal purchases, although fully reimbursed to CUPE Alberta, must be avoided at all times.
  - Will review this recommendation with the executive board.
- 3.) All expenses must be approved by two people.
  - Implemented in January 2024 new process for signing authorities of The Division regarding signing checks & expense forms.
- 4.) Standardize payroll deductions.
  - Will review this recommendation with the executive board.
- 5.) System issues were noticed with recording void checks – return to a version of the accounting software that ensures all transactions are recorded appropriately.
  - Will review this recommendation with the executive board.
- 6.) Pay all bills on time and accurately (there should be no prepayments)
  - Will review this recommendation with the executive board.
- 7.) Travel should be the most economical and reasonable rates.
  - Will review this recommendation with the executive board.
- 8.) Excessive attendance at some events – send only the positions that actually need to be there.
  - Will review this recommendation with the executive board.



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9.) If booking members off to do CUPE Alberta work, proper motions must be made with rates of pay, length of book off, and members are to be paid on time.

- Implemented January 2024 new processes on this recommendation.

10.) Use CUPE Alberta mileage chart for all travel expenses.

- Will review this recommendation with the executive board.
- The mileage chart is used, some travel locations are not included in the mileage chart.

11.) Payments from small local assistance bank account should be issued from that account.

- Will review this recommendation with the executive board.
- 2023 Small Local Assistance was paid through the General Operating account and a transfer was completed from the Small Local Assistance Account to the General Account to recover this amount of \$22,828.43 on July 15, 2023.

12.) Executive oversight on financials is critical.

- Will review this recommendation with the executive board.
- Implemented February 2024 automatic daily reports of the bank accounts

13.) No backup provided for Election Advertising account.

- This was an error as I Colleen Nash forgot the back-up binder for this account.
- The election accounts were audited in 2023 by Rutwind Barr the report is in the convention booklet.

14.) There are to be no advances on honorariums

- Will review this recommendation with the executive board.

I would like to provide delegates with my email [colleen.nash@cupeab.org](mailto:colleen.nash@cupeab.org). Should any delegates have questions regarding the financial statements or trustee audit the option to email prior to convention and they will be addressed on the convention floor.



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## RECOMMENDED EDUCATION COMPLETED FROM THE 2023 AUDIT:

- February 12, 2024, National Funding & Cost Share Training.
- February 24-25, 2024, Financial Officer Training.

## RECOMMENDATIONS FOR THE SECRETARY TREASURER:

- 1.) The Division Treasurer prepare solutions to these recommendations and present them to the executive board for discussion at the April 26-28, 2024 executive meeting.
- 2.) Prepare yearly budgets to be presented to the Executive Board at the September Executive meetings.
- 3.) Complete the Financial Strike Preparation Training when offered in the summer of 2024.

**Thank You to the trustees for the recommendations this is how we make change, work together, and continue our work for all CUPE members.**

- 2.) The external audit for the period December 31, 2023, has been completed on March 11, 2024 and reports are part of your convention booklet.

## RESPONSES TO CUPE ALBERTA EDUCATION EMPLOYEES COMMITTEE TRUSTEE AUDIT 2023:

- 1.) Change the bank account to one with no fees
  - **Recommending that AEEC executive have a discussion on banking.**
- 2.) Books were generally in good order, but there were investments statements missing, therefore the audit is incomplete.
  - **Recommending once the AEEC Treasurer gets this matter resolved a follow up meeting with the trustee's so the audit can be completed.**

The Division thanks the Occupational Sectoral Group Treasurer's Sandy Albrecht (AHEC), Janet Riopel (AEEC), Jason Fenske (AMEC) & Alexis Olinek (ALEC) for the continued volunteer work you do in keeping record of the Occupational Sectoral Group financial records.



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As per a recommendation from the trustee audit presented at the 2022 convention that the Division Secretary Treasurer will provide support to the treasurers of each committee on a yearly basis or at the request of the treasurer.  
Completed on September 21, 2023

## **BANKING/ ACCOUNTS – As of December 31, 2023**

The CUPE Alberta Division, maintains seven separate bank accounts held at the Servus Credit Union, located at 565 St Albert Trail, St. Albert.

• 1000 - Servus Credit Union - General	\$30,733.12
• 1001 - Arbitration Fund	\$37,852.97
• 1002 - Small Local Assistance	\$32,903.53
• 1003 - Fight Back Fund	\$78,458.48
• 1005 - General Savings Account	\$106,356.05
• 1006 – Political Advertising	\$411.88
• 1007 – Election Advertising	\$2,447.31

## **ARITRIBRATION GIC # 28 - REDEEMED:**

- Balance as of June 3, 2023, \$53,095.31 redeemed and transferred into the Servus Credit Union General account as per The CUPE Alberta Constitution Article Seven – Revenue, Section 2

## **INVESTMENTS – GIC's – As of December 31, 2023**

As of December 31, 2023, CUPE Alberta Division held six term deposits with a maturity date of June 2024.

• 1015 - GIC # 30	\$155,239.25
• 1090 – Arbitration - GIC #27	\$14,506.43
• 1092 - Fight Back - GIC #32	\$37,054.61
• 1094 - Small Local - GIC #31	\$14,723.08
• 1095 - General GIC - #29	\$156,753.62
• 1096 - Small Local Ass - GIC #26	\$76,387.50
• 1097 - Servus Rewards #5	\$213.45



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## 2023 & 2022 COMPARISON:

Total Cash and Cash Equivalent - 2023	\$744,041.28
Total Expenditure – 2023	\$1,080,311.78
Total Cash and Cash Equivalent - 2022	\$1,351,233.12
Total Expenditure – 2022	\$674,036.28

## FACTORS CONTRIBUTING TO THE 2023 to 2022 COMPARISON.

- Covid Ended – In Person Participation
- Alberta Provincial Election \$220,636.69
- Prairie Political Action Summit \$18,875.16
- In person CUPE Alberta Division Convention \$219,061.62
- CUPE Alberta Weeklong School \$17,262.63
- AFL – CUPE Candidate Support \$18,478.22
- Affiliation Fees (\$144,878.87)

## SMALL LOCAL ASSISTANCE:

- 2023 the affiliation fees contributed \$12,275.64 to the small local assistance fund.
- 2023 the Division has contributed \$22,828.43 to small locals requesting assistance.

## AFFILIATION UPDATE 2024

The CUPE Alberta Division would like to thank all locals in Alberta for the continued support of the Division. The leaders of this Province have been making some real gains in member engagement. Thank You to all members for getting more involved in your locals.

2023 Affiliation Fees Received - \$239,980.43

As of December 31, 2023, this statistical data was based on 98 locals for the period 2015 to 2022. The per capita for 2023 is based on 108 Locals in Alberta

- 51% of locals paid per capita for 2023.
- 22% of locals have not made payment since bill 32.
- 27% of locals have not paid per capita prior to 2022.
- 17% of locals are unaffiliated.
- 33% of locals unknown affiliated.





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## DONATIONS 2023:

• Parkland Institute	\$1,040.00
• Boots on the ground	\$500.00
• Alberta Workers' Health Centre	\$3,000.00
• CUPE Local - 3550	\$1,000.00
• Alberta Federation of Labour	\$2,815.00
• CUPE AFL Candidate	\$5,000.00
• Alberta Labour History Institute	\$50.00
• Delnorte School	\$50.00
• Alberta Workers' Health Centre	\$50.00
• Kealey Storrs	\$1,896.00
• Christina Gordon Public School	\$50.00
• Legion Donation	\$625.00
• Fort McMurray Public Schools	\$50.00
• Public Interest Alberta	\$1,000.00
• Greater Edmonton Alliance	\$2,500.00
• Parkland Institute	\$4,000.00
• Friends of Medicare	\$4,000.00
• Public Interest Alberta	\$4,000.00
• Friends of Medicare	\$1,000.00
• Alberta Workers' Health Centre	\$4,000.00
• Climate Justice Edmonton	\$1,000.00
• Banff Emergency Shelter	\$656.45
• Alberta Federation of Labour	\$7,500.00
• International Development & Relief Foundation	\$8,000.00

## NATIONAL FUNDING 2024

CUPE Alberta Division would like to thank our national union for the financial support of the Division, so we are able to continue the fight for better wages and working conditions in Alberta.

### Current Funding in place for 2024:

• Fight Back Fund	\$400,000.00
• Anti – Privatization Fund	\$150,000.00
• Strategic Planning Fund	\$125,000.00
• Strengthening Divisions	\$110,000.00
• AHEC Cost Share	\$30,000.00



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## ACCOUNTING UPDATES FOR 2023

All T4A's for 2023 were distributed on January 6, 2024. The T4A summary was completed, and income tax remittance was issued to The Canada Revenue Agency on January 16, 2024.

### T4A – Summary:

- Total Fees for Service distributed \$103,000.00.
- Total Income Tax Deducted \$10,446.08
- Total Remittance to the CRA \$10,446.08

## CONVENTION - FIRST TIME SPEAKERS

During our convention, we encourage Delegates who have never spoken before to gather the courage to do so. Please remember to state your name and local number when speaking and state that you are a first-time speaker. Let your voice be heard. CUPE Alberta Division will provide you with a small token of appreciation for speaking.

## RICK MALCOLM SCHOLARSHIP

This year the Rick Malcom Scholarship was awarded to Ashlyn Sawyer of local 1606. Ashlyn is studying to pursue a career in Health Care. We wish Ashlyn all the best in her higher Education.

## CHILDCARE

For the second year The CUPE Alberta Division has provided childcare program at the 74<sup>th</sup> annual convention. CUPE Alberta is pleased to offer this service so that there are no barriers to delegates attending convention.

## CUPE ALBERTA DIVISION

If locals are looking to purchase union merchandise, please visit:  
[www.unionproud.com](http://www.unionproud.com).

# CUPE Alberta Division



## Balance Sheet As of December 31, 2023

	TOTAL
<b>Assets</b>	
Current Assets	
Cash and Cash Equivalent	
1000 Servus Credit Union - General	30,733.12
1001 Arbitration Fund	37,852.97
1002 Small Local Assistance	32,903.53
1003 Fight Back Fund	78,458.48
1005 General Savings Account	106,356.05
1006 Political Advertising	411.88
1007 Election Advertising	2,447.31
1015 GIC # 30 - 1 Yr.	155,239.25
1090 Arbitration- GIC - #27 - 1 Yr.	14,506.43
1092 Fight Back GIC - #32 - 1 Yr.	37,054.61
1094 Small Local Ass GIC #31 - 1 Yr.	14,723.08
1095 General GIC #29 - 1 Yr.	156,753.62
1096 Small Local Ass GIC #26 - 2Yr.	76,387.50
1097 Servus Rewards #5	213.45
<b>Total Cash and Cash Equivalent</b>	<b>\$744,041.28</b>
Accounts Receivable (A/R)	
1200 Accounts receivable`	57,619.48
<b>Total Accounts Receivable (A/R)</b>	<b>\$57,619.48</b>
1210 Accrued Interest Receivables	10,919.34
1250 Inventory	7,079.50
<b>Total Current Assets</b>	<b>\$819,659.60</b>
<b>Total Assets</b>	<b>\$819,659.60</b>
<b>Liabilities and Equity</b>	
Liabilities	
Current Liabilities	
1300 PREPAID EXPENSES	-8,752.22
2150 Accounts Payable/Other	1,600.00
24000 Payroll Liabilities	
Deduction - CUPE Alberta Division	127.65
Federal Taxes	10,551.08
<b>Total 24000 Payroll Liabilities</b>	<b>10,678.73</b>
<b>Total Current Liabilities</b>	<b>\$3,526.51</b>
<b>Total Liabilities</b>	<b>\$3,526.51</b>
Equity	
1098 Common Share Account	-1.28
Retained Earnings	1,392,297.75
Profit for the year	-576,163.38
<b>Total Equity</b>	<b>\$816,133.09</b>
<b>Total Liabilities and Equity</b>	<b>\$819,659.60</b>



# CUPE Alberta Division

## Income & Expenditure Statement

January - December 2023

	TOTAL
<b>INCOME</b>	
4000 Income	
4001 Affiliation Fees	239,980.43
4002 National Cost Share	
4004 National Strengthenin Divisions	110,000.00
<b>Total 4002 National Cost Share</b>	<b>110,000.00</b>
4020 Conferences	
4021 All Leaders Meeting	1,280.00
<b>Total 4020 Conferences</b>	<b>1,280.00</b>
4420 Donations	1,436.80
<b>Total 4000 Income</b>	<b>352,697.23</b>
4005 Bank	
4007 Interest Income	5,586.50
4008 Interest - Term Deposits	24,056.28
<b>Total 4005 Bank</b>	<b>29,642.78</b>
4010 Convention Income	44,500.00
4018 Education Day registration	3,120.00
<b>Total 4010 Convention Income</b>	<b>47,620.00</b>
4400 Other Income	
4480 Education Income	55,564.98
<b>Total 4400 Other Income</b>	<b>55,564.98</b>
4500 Insurance Credits G.D.A.G.	5,107.17
Insurance Credits	13,516.24
<b>Total Income</b>	<b>\$504,148.40</b>
<b>TOTAL INCOME</b>	<b>\$504,148.40</b>
<b>EXPENDITURES</b>	
5000 Expenses	
5100 Conference Exepenses	
5110 All Leaders	6,466.08
5128 Women's Conference	7,754.25
5132 NDP - Political	319.98
5133 Prairie Political Action Summit	18,875.16
5145 Trades	2,077.50
<b>Total 5100 Conference Exepenses</b>	<b>35,492.97</b>
5211 Standing Committees	7,687.81
5212 Hotel	862.44
5219 Indigenous Council	4,352.22
5222 Lost Wages	1,033.71
5223 Training	964.08
<b>Total 5211 Standing Committees</b>	<b>14,900.26</b>

	TOTAL
5230 Executive Board Expenses	3,025.87
5232 President Expenses	212.50
5233 Wages	165,606.19
5234 Per Diems	2,443.00
5235 Vehicle Lease	7,608.63
5236 Vehicle Maintenance	4,129.54
5237 Vehicle Insurance	1,588.00
<b>Total 5232 President Expenses</b>	<b>181,587.86</b>
5239 President Travel	631.53
52371 Taxi & Bus	648.65
52372 Parking	1,108.80
52374 Hotel	376.12
<b>Total 5239 President Travel</b>	<b>2,765.10</b>
5250 WCB Premiums - Exec. Board	441.00
5251 Vehicle - Gasoline	89.61
5254 Executive Committee Travel	7,767.48
52541 Hotel	9,733.80
52542 Airfare	5,581.73
52543 Taxi & Bus	112.50
52544 Parking	293.81
52545 Travel - Mileage	5,480.19
<b>Total 5254 Executive Committee Travel</b>	<b>28,969.51</b>
5255 Executive Committee Expenses	1,334.31
52561 Wages	1,523.32
52562 Treasurer Wages	2,452.16
5261 Lost Wages	21,918.70
5262 Per Diems	9,176.83
<b>Total 5255 Executive Committee Expenses</b>	<b>36,405.32</b>
<b>Total 5230 Executive Board Expenses</b>	<b>253,284.27</b>
5300 Annual Convention	53,300.56
5302 Convention Social Evenings	400.00
5303 Convention CUPE Ntl Breakfast	5,018.21
5304 Convention Committees Expenses	408.37
53041 Committees Per Diems	135.00
53042 Convention Comm Meeting Rooms	-2,054.50
53044 Committee Travel	1,047.37
<b>Total 5304 Convention Committees Expenses</b>	<b>-463.76</b>
5305 Conv Hosting District Council	4,119.25
5306 Executive Expenses	19,403.55
5309 Guest Speakers Exp.	3,699.09
5310 Convention Office Supplies	745.46
53101 Convention - Printing	986.43
<b>Total 5310 Convention Office Supplies</b>	<b>1,731.89</b>
5311 Convention - Education Day	2,746.20
5312 Child Care	1,748.40
5314 Food	825.00
5317 Conv. Refund of Registration	1,750.00
5318 Conv. Small Local Reimbursement	16,949.57
5319 Education Day Convention Refund	160.00
5320 Audio Visual	78,259.86

	TOTAL
5321 Promotional Items	15,433.23
5322 Merchandise	13,980.57
<b>Total 5300 Annual Convention</b>	<b>219,061.62</b>
5600 Conventions	
5601 CONVENTION - AFL	18,478.22
5602 CONVENTION - Other Divisions	4,809.46
5604 CONVENTION - CUPE National	8,241.86
<b>Total 5600 Conventions</b>	<b>31,529.54</b>
5700 Campaigns	4,955.16
5702 Campaign - Education	67,359.20
5715 Campaign - Provincial Election	220,636.69
<b>Total 5700 Campaigns</b>	<b>292,951.05</b>
6300 Office Expenses	1,673.31
6301 Bank Charges/ Fees	819.27
6303 Telephones	1,838.43
6304 Computer Expense	3,325.82
6305 Cards/Flowers/Gifts	444.83
6306 Lease / Rent/ Storage	4,587.50
6308 Postage & Shipping	1,940.84
6310 Insurance Expense	5,335.78
6311 Administrative Support	5,174.03
6313 Subscriptions Online	13,776.39
6314 General Office Supplies	1,155.05
<b>Total 6300 Office Expenses</b>	<b>40,071.25</b>
6500 Weeklong School	17,262.63
6501 Small Local Assistance Weeklong	7,162.00
6600 Affiliation/ Subscription Fees	1,350.00
6700 Scholarships & Bursaries	1,000.00
6775 Donation Expenses	52,469.55
6801 Accountant & Trustee Expenses	717.74
6805 Accountant	3,190.75
6945 Trustee Audit	3,380.53
6946 Financial - Treasurer	600.46
<b>Total 6801 Accountant &amp; Trustee Expenses</b>	<b>7,889.48</b>
<b>Total 5000 Expenses</b>	<b>974,424.62</b>
6932 Trainng - CLC Political Campagi	2,572.76
79999 Payroll Expenses	
Fees for Services	103,000.00
Taxes	201.85
<b>Total 79999 Payroll Expenses</b>	<b>103,201.85</b>
Reimbursements	112.55
<b>Total EXPENDITURES</b>	<b>\$1,080,311.78</b>
<b>INCOME/ LOSS</b>	<b>\$ -576,163.38</b>

March 6, 2024  
Confidential

CUPE Alberta Division  
#300, 10235 - 124 Street  
Edmonton Alberta T5N 1P9

Attention: Colleen Nash, Secretary-Treasurer

Dear Colleen:

## **ENCLOSURES**

We are enclosing:

### **Financial information**

- One copy of your compiled financial information of CUPE Alberta Division for the year ended December 31, 2023.

### **Letter of representation**

- One copy of the letter of representation.

### **Engagement letter**

- One copy of our standard engagement letter.

### **Invoice enclosed**

- Our invoice, which we trust you will find in order.

### **Waiver of audit**

- One copy of a "Waiver of Audit" for your minute book. Under the Canadian Business Corporations Act, all corporations are required to have an annual audit performed on the company's financial information for the benefit of all shareholders, unless the shareholders waive the audit requirement. Since we have been appointed as accountants of the company, please sign the enclosed "Waiver of Audit Resolution", return one copy to us and insert the other copy into your minute book.

### **Year end adjusting entries enclosed**

- Our year-end journal entries and other relevant working papers are being provided to assist you in updating your accounting system. If you find after inputting our year-end entries that your general ledger does not agree to our closing balances, please contact our office so we may help you rectify the problem.

### **T1044**

- One copy of your T1044 that we will be paper filing with the CRA once signed.

## **CLOSING COMMENTS**

We have relied on you to provide us with the necessary information in a form sufficiently complete to enable us to prepare the financial information. We understand that the financial information referred to will be only for management purposes and will not be made available to other parties without our consent.

We wish to emphasize that our engagement cannot be relied upon to disclose errors, omissions or other irregularities nor will it fulfill any statutory audit requirements.

We thank you for the opportunity to be of service to you and trust everything is in order. If you have any questions or concerns, please contact us by email at [sbrar@rbpa.ca](mailto:sbrar@rbpa.ca) or call (780) 483-5490.

Yours truly,

Sukhi Brar CPA, CGA  
[sbrar@rbpa.ca](mailto:sbrar@rbpa.ca)

RUTWIND BRAR LLP

Encl.



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## INDEPENDENT AUDITOR'S REPORT

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To the Board of Directors of CUPE Alberta Division

### *Qualified Opinion*

We have audited the accompanying Election Advertising Period Financial Statement (the "Statement") and accompanying applicable schedules for CUPE Alberta Division, a registered third party election advertiser in respect of the election expenses for the period January 1, 2023 to May 29, 2023.

This Statement has been prepared by the financial agent for the third party based on the financial reporting provisions of subsection 44.91 of the Election Finances and Contributions Disclosure Act and the accounting guidelines issued by Elections Alberta

In our opinion, except for the possible effects of the matter described in the *Basis for Qualified Opinion* section of our report, the accompanying election advertising return for CUPE Alberta Division for the election period of January 1, 2023 to May 29, 2023 is prepared, in all materials respects, in accordance with Canadian accounting standards for not-for-profit organizations (ASPNO).

### *Basis for Qualified Opinion*

Due to the nature of the transactions inherent in any election campaign, the completeness of contributions and other revenue and expenses is not susceptible to satisfactory audit verification. Accordingly, our verification of these transactions was limited to the amounts recorded in the election advertising return and we were not able to determine whether any adjustments might be necessary to the election advertising report.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the organization in accordance with ethical requirements that are relevant to our audit of the election advertising return in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

### *Responsibilities of the Financial Agent and Those Charged with Governance for the Financial Statements*

The financial agent for the third party is responsible for the preparation of the Statement in accordance with the financial reporting provisions of subsection 44.91 of the Election Finances and Contributions Disclosure Act and for such internal control as the official agent determines is necessary to enable the preparation of a Statement that is free from material misstatement, whether due to fraud or error. Those charged with governance are responsible for overseeing CUPE Alberta Division's financial reporting process.

Those charged with governance are responsible for overseeing the organization's financial reporting process.

(continues)

*Auditor's Responsibilities for the Audit of the Election Advertising Return*

Our objectives are to obtain reasonable assurance about whether the election advertising return as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this election advertising return .

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the election advertising return , whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the election advertising return or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the election advertising return , including the disclosures, and whether the election advertising return represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Edmonton, Alberta  
November 28, 2023

*Rutwind Brar LLP*  
Rutwind Brar LLP  
Chartered Professional Accountants

# TRUSTEES' REPORT



**CUPE Alberta  
Convention 2024**

## 2023 CUPE Alberta Trustee Report

Trustees met on, February 10<sup>th</sup> & 11<sup>th</sup>, Feb 24<sup>th</sup>, and March 9<sup>th</sup> to perform the audit, in compliance with the CUPE Alberta Division Guidelines, Duties of Trustees, Section 1. The trustees were very thorough in their process, we found no evidence of funds missing.

### AEEC

Opening ledger balance at Jan. 1/23 - \$52,239.11, ending balance at Dec. 31/23 - \$39,639.56

Investments - opening balance \$11,679.70.

- BBGIC00159 - \$1,497.75 - matures on ???
- BBGIC00124 - \$5,000.00 - matures on ???
- BBGIC00175 - \$5,205.27 - matured ???

Investments - closing balance \$11,703.02.

#### *Recommendations:*

- Change the bank account to one with no fees.
- Books were generally in good order, but there were investment statements missing, therefore the audit is incomplete.

### ALEC

Opening ledger balance at Jan. 1/23 - \$8,919.12, ending balance at Dec 31/23 - \$9,007.57

#### *Recommendations:*

- None, the books were in good order.

### AMEC

Opening ledger balance at Dec 1/23 (NOTE – last audit was only done to Nov 30 2022) - \$151,767.60, ending balance at Dec 31/23 - \$153,864.35

#### *Recommendations:*

- No recommendations – the books were in good order.

### AHEC

Opening ledger balance at Jan 1/23 - \$64,832.06, ending balance at Dec 31/23 - \$68,346.82

#### *Recommendations:*

- No recommendations – the books were in good order.

**Alberta Division – COMPLETED FOR 2023 FISCAL YEAR**

Common Share Account

Beginning balance: \$1.21. Ending balance as at December 31/23: \$1.28

General Account – Community Plan #0

Beginning balance: \$70,287.56. Ending balance as at December 31/23: \$89,328.59

Arbitration Fund – Community Plan #1

Beginning balance: \$37,852.97. Ending balance as at December 31/23: \$44,699.72

Small Locals Assist – Community Plan #2

Beginning balance: \$36,609.57. Ending balance as at December 31/23: \$13,781.14

Fight Back Fund – Community Plan #3

Beginning balance: \$26,551.09. Ending balance as at December 31/23: \$78,458.48

Political Action – Community Plan #4

Beginning balance: \$264,819.27. Ending balance as at December 31/23: \$0.00

Servus Rewards #5

Beginning balance: \$202.19. Ending balance as at December 31/23: \$213.45

General Savings – Business High Yield Savings #0

Beginning balance: \$450,782.09. Ending balance as at December 31/22: \$106,356.05

Investments – Opening Balance \$494,622.86

- Small Local Assistance GIC #26 - \$76,387.50 maturing February 24, 2024.
- Arbitration GIC #27 - \$14,506.43 maturing June 3, 2024.
- Arbitration II GIC #28 - \$51,649.13 matured June 3, 2023. Cashed and deposit in general account.
- General GIC #29- \$156,753.62 maturing June 3, 2024.
- General GIC - #30 – \$155,239.25 maturing June 5, 2024.
- Small Local Assistance GIC #31 - \$14,723.08 maturing June 16, 2024.
- Fight Back GIC #32 - \$37,054.61 maturing June 16, 2024.

Investments – Ending Balance \$454,664.49

**Highlighted recommendations:**

- Need improvements on accounting processes in general (filing and backup)
- Personal purchases, although fully reimbursed to CUPE Alberta, must be avoided at all times
- All expenses must be approved by two people
- Standardize payroll deductions
- System issues were noticed with recording void cheques – return to a version of the accounting software that ensures all transactions are recorded appropriately
- Pay all bills on time and accurately (there should be no prepayments)
- Travel should be the most economical and reasonable rates
- Excessive attendance at some events – send only the positions that actually need to be there
- If booking members off to do CUPE Alberta work, proper motions must be made with rates of pay, length of book off, and members are to be paid on time
- Use CUPE Alberta mileage chart for all travel expenses
- Payments from Small Local Assistance bank account should be issued from that account
- Executive oversight on financials is critical
- No backup provided for Election Advertising account
- There are to be no advances on honorariums

This completes the report for the general audit of 2023 CUPE Alberta Division and its committees.



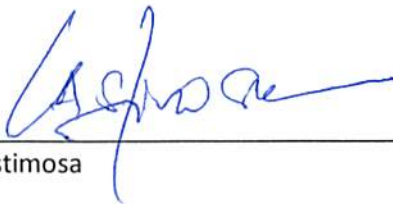
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Lise Comeau



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Elaine Moore



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Raul Lastimosa

# POLICY PAPER



**CUPE Alberta  
Convention 2024**

# CUPE AB Division Policy Paper

## Introduction

Over the course of 2023 and into 2024 the government of Alberta doubled down on their austerity plans. Continuing the starvation of public services is something we are noticing not just in our work, but in our communities. The cost of this starvation budget for operating our province have left workers in precarious positions. Our wages in the public and private sector are eroding against the onslaught of inflation, acutely impacting what workers rely on every day - our housing, our utilities, our food, and our insurance costs. Workers in Alberta deserve to see wages that keep them ahead of poverty, not hold them in poverty.

Seeing the pervasive and deep impacts that government policies are having on the daily lives of our members, the Alberta Division, in partnership with CUPE National is working on a plan with members to Wage Ahead. We need to bring to light the issues that workers are facing, and work with our co-workers, our families, and our communities to show the value of our work and to turn the page on austerity, working towards building a society and economy that benefits everyone.

The war on the working class is not only impacting our ability to survive economically but deteriorating the social fabric of our province. By promoting social discord, this government is unfairly targeting the people in our communities who are already vulnerable. They are also using issues that target people who are socially vulnerable to distract us from the real threats; the threats of privatization and contracting out, the threat of growing income inequality, and the rapid deterioration of our public services. As we Wage Ahead, we are building more than a movement for fair wages, but a movement for economic and social justice in our province.

CUPE Alberta will be the pillar of support in this province as we talk to our members, as we build our strength, as we continue our political action and as we build strong relationships between our own locals and within the labour movement. This policy paper will direct our action through the year as we lead and support the Waging Ahead Campaign, the Paint Alberta Purple Campaign, and our Health Care Campaign, as well as support our locals and support our members to make real change in their workplaces, their communities, and our province.

## Member Engagement

When we look back at the history of the union movement, it was never about having an executive that did all the work of the members. It was always about groups of workers banding together to take care of one another, fight against employer injustices and to change workplaces to make them safer, healthier, and fairer for all. We only make gains for workers when we work together, as groups of workers.

But doing this work is not as easy or straightforward as it should be. Locals are facing more and more challenges at the bargaining table, in labour management and fighting against employers who are determined to undermine the rights of workers.

Our members are complex people, with lives outside of work, a variety of opinions, and lived experiences. Their voices, stories and efforts are vital to our existence as a working class. Many members do not feel like their voice is heard; some members don't even know they are CUPE members. We have an opportunity through the Waging Ahead campaign, Paint Alberta Purple,



and our Healthcare campaigns to build our membership capacity and to engage members where they are now, instead of asking them to come to where we are.

We need to do better to support our locals in building and rebuilding structures that are member led and supported. Where and when we need to push back against an employer, the will of the members is firmly behind the leadership of the local, that the employer takes our demands seriously and backs down from whatever bad decision they are making, from risky privatization schemes to chronic understaffing.

### ***Member Engagement Commitments***

- Using the platforms of the Waging Ahead Campaign, Paint Alberta Purple, and Health Care Campaigns, support locals to meet their members where they are.
- Work with staff and locals to develop regional networks for connecting with members.
- Support locals to meet with their members by hosting provincial and regional meetings and events.

### **Locals Working Together**

Membership support is not the only way we can move the dial to a fairer and better province for everyone. We must build and rebuild relationships between our locals to improve our capacity to support one another.

At the executive level, we know that there is support, particularly when a local is facing a significant challenge. At a member-to-member level, between locals there is less knowledge about how workers can support one another. There are opportunities across this province to build worker to worker support networks.

Education about the issues that impact all workers, from every sector, will be a key part of this priority. CUPE Alberta will support the sector committees to bring in more member locals, and to develop their messages about issues that impact workers in their sectors and to share those messages broadly, to ensure that workers understand the challenges that we are facing at work and in our communities.

We will also work towards increasing the affiliation rate of CUPE Alberta. We are stronger when we work together, we have more in common with one another than we have differences.

### ***Locals Working Together Commitments***

- Find more avenues to connect members – including the Waging Ahead Campaign.
- Support sector groups to continue to draw in more member locals.
- Continue to build affiliation rates.

## **Political Action**

At a federal and provincial level, governments make policy and legislative decisions every day that impact us not just as workers but as Canadians, Albertans, and community members. We sometimes get lost in political discussions because we can't see past the rhetoric put in place by the governments in power. We need to do a better job at unpacking the policies and legislation, and analyze, educate, and empower our members to understand the real-life implications of decisions made by government.

Choices like actively undermining pension security by removing Alberta from the Canada Pension Plan or refusing to participate in a National PharmaCare program will only make life harder, not just for workers but also for our employers. We need to prepare ourselves for those conversations with our members.

This coming year we also need to put in place the tools that locals will need to help elect the level of government that is closest to us, municipal and school division elections in 2025. We know that far right-wing organizations are actively recruiting candidates to run for election that will actively undermine the human rights of our members, as well as moving us further into fiscal austerity.

We have a lot of power in our communities, and we need to exercise that power to make sure that our communities do not become the tool of the far right to persecute human beings and erode the collective agreements of our members.

### ***Political Action Commitments***

- Ensure there is a strategy in place for the local government elections in 2025.
- Work with the Pension and Benefits Committee on the Canadian Pension Plan fight.
- Develop a plan to link government policy choices to workers lives – engage in small “p” conversations.
- By providing solid research and communications, build the credibility of the CUPE AB Division as a source of information about policy.

## **Growing Alliances**

CUPE Alberta and CUPE members do not exist in isolation. We are part of a growing movement of labour activists that recognize that wage stagnation and growing inequality of the working class is having a significant impact on our communities.

We do need to continue to work with our labour allies to ensure that we are working in collaboration and solidarity to meet our members' needs. We need to not just work with our labour allies, but also increase the strength of our relationships. In the past, conflicts have prevented us from working together on the issues that unite us. We are at our strongest when we are working together. Any fragmentation allows harmful government policy and regressive ideas to take root in workers' lives and we must do our best to work together. A harm to any

worker is a harm to all. We need to embrace our traditional roots and make sure we are hearing and responding to our members with all the power of the labour movement.

CUPE Alberta will continue to support our traditional allies, particularly those moving forward with progressive policies that benefit workers, and providing resources that we can use to protect our members. We have long supported organizations in our community that are building on the foundations of our knowledge, building progressive policy alternatives, and supporting our most vulnerable community members.

### ***Growing Alliances Commitments***

- Work to build relationships with other community and labour groups that bring us closer together, in supporting our goals for better wages and working conditions for Alberta workers.
- Identify existing allies in organizations or employers

### **Finding New Allies**

CUPE Alberta understands that every local and each member have unique relationships in their communities. In some cases, these relationships could be new allies for us. The Waging Ahead campaign will give us more opportunities to learn how to communicate with community allies and how we advocate for our members.

It is time to think outside of the box, it is time to build our tent bigger and help our communities to understand the challenges our members are facing and how individuals, community organizations and even some of our employers can advocate on behalf of workers.

### ***Finding New Allies Commitments***

- Identify the organizations or employers that could become allies.
- Work with locals and members to build relationships with their communities.

JF:mem/cope491

# **YOUNG WORKERS' VICE PRESIDENT REPORT**



**CUPE Alberta  
Convention 2024**

## YWVP Report 2024

Hello everyone, and welcome to the 74th CUPE Alberta Division Convention. It's an honour to be in a room with such an incredible group of leaders and activists.

For those of you who don't know me, my name is Katey Schmidt, and I was voted in as Young Workers Vice President back in December 2023. Although my time has been short, it has been a wonderful experience filled with a lot of learning and meaningful experiences. I'm truly grateful for this opportunity, and I know that I have a lot more that I can offer this position if elected to continue.

Along with the Young Workers Vice President position, I am also a proud member of Local 1825, an education local in Lethbridge where I act as a steward, trustee, and sit on the bargaining committee. It was with them that I attended my first in-person convention last year in Fort McMurray. Since then, I've been given some incredible opportunities to learn and grow within the union, and I have taken so much away from those experiences.

In November, I was given the opportunity to travel to Montreal and stand with thousands of people on the picket lines as they fought a battle that is very similar to the one we are facing here in Alberta. It was an eye-opening experience that demonstrated what standing together in solidarity, and us as a union, are capable of. It was an experience that inspired me and truly fired me up for what has happened during my time as Young Workers Vice President.

Like many education locals, mine is currently going through bargaining. Over the last several months, I've gotten to see up close what that means and what it takes to be successful in this process.

Although I still have a lot to learn, it has become quite clear to me that the most important key to success is one thing: people. People like all of us here in this room. People who are passionate and driven to see a change in the way things currently are. They are the ones who work tirelessly on campaigns and behind the scenes to make everything run as it should. The people who show up to the rallies and aren't afraid to speak up and say that something needs to be done. People are what built this union, and people are what keep it going. People like you.

In the words of Margaret Mead, "Never doubt that a small group of thoughtful committed citizens can change the world. Indeed it's the only thing that ever has."

I'd also be a fool to talk about the importance of people without mentioning the amazing and dedicated ones I've met during my time as YWVP. I sincerely want to thank everyone who has helped me, guided, and inspired me along this journey. You all have my utmost gratitude and respect.

I'd like to thank everyone for the amazing honour of being the Young Workers Vice President these past couple of months, and I hope I'll be given the chance to continue on and bring more of myself, my passion, and my knowledge to the position.

Thank you everyone, and I hope you all have a great time at convention and a wonderful 2024.

In Solidarity,

Katey Schmidt

# DIVERSITY VICE PRESIDENT'S REPORT



**CUPE Alberta  
Convention 2024**

## **Diversity VP Report 2024 Division Convention**

We acknowledge that what we call Alberta is the traditional and ancestral territory of many peoples, presently subject to Treaties 6, 7, and 8. Namely: the Blackfoot Confederacy – Kainai, Piikani, and Siksika – the Cree, Dene, Saulteaux, Nakota Sioux, Stoney Nakoda, and the Tsuut'ina Nation and the Métis People of Alberta. This includes the Métis Settlements and the Six Regions of the Métis Nation of Alberta within the historical Northwest Metis Homeland. We acknowledge the many First Nations, Métis and Inuit who have lived in and cared for these lands for generations. We are grateful for the traditional Knowledge Keepers and Elders who are still with us today and those who have gone before us. We make this acknowledgement as an act of reconciliation and gratitude to those whose territory we reside on or are visiting.

CUPE Alberta Locals are made up of diverse individuals, each of us enriched with different stories, backgrounds, and perspectives. No matter our roles, we share the same purpose-driven desire to provide an inclusive, respectful, accessible, and healthy workplace environment that is equitable and fair at all levels.

We understand that tackling important areas of diversity and inclusion might sometimes make us uncomfortable—but we also know that temporary discomfort is key to permanently improving our Union at every level.

CUPE Alberta's 2024 vision is to work with locals to create safe, diverse, and inclusive Executive teams, because difficult work must start with us leaders. There isn't one easy fix. We need to start asking the difficult questions that should be asked and view challenging situations as opportunities for growth and meaningful improvement and empowerment.

We have made great strides in Alberta to support locals in creating diverse, inclusive, and equitable workplaces. This work started with securing Human Rights and Job Evaluations speciality representative positions in Alberta!

At our 73rd convention I was given the challenge to create a Women's Committee. I took on the challenge and began the good work. Division Executive was very supportive in creating an Ad Hoc Women's Committee shortly after Convention! Just like that we started the work with an amazing support from our Human Rights Representative from setting up the committee to creating a vision and taking steps towards making that vision a reality. As a team we hosted our first International Women's Day Webinar on March 08<sup>th</sup>, 2024.

The Women's Ad Hoc Committee has only come together a few short months ago but already some amazing work has been done. They have hosted workshops and started the work to create the W.I.L.D (Women In Leadership Development) program in Alberta. The committee has put forward some amazing resolutions to uplift and recognize the achievements of women in CUPE Alberta! The committee is also seeking support in getting pay equity legislation in Alberta, the only province that doesn't have it. The committee is also looking for your approval to become a standing committee of CUPE Alberta's Constitution to continue the amazing work they have started!

Raj Uppal. Diversity V.P., CUPE Alberta



# **ALBERTA LIBRARY EMPLOYEES COMMITTEE REPORT**



**CUPE Alberta  
Convention 2024**

## Report to Alberta Division Convention 2024

ALEC advocates for library workers around issues of Health and Wellness, violence in the workplace, attacks on intellectual freedom and works to educate the public on the impact of Volunteers on library service. Library workers are predominantly female and part time. We are precarious workers who work closely with the public. We experience high levels of harassment from the public around issues of inclusivity and library programming.

ALEC created a scholarship to support library worker's education It will be named after Marlene Balsler (Medicine Hat Public Library) who was instrumental in the creation and development of ALEC. Marlene is a tireless advocate for ALEC and for Library Workers. She attended SALC (Southern Alberta Library Conference) in the Spring. She spoke to a number of people about ALEC and encouraged CUPE Library Workers to attend a meeting. ALEC purchased a door prize which was also very popular with attendees.



The committee will continue to advocate on behalf of library workers specifically issues of violence in the workplace and staffless worksites. ALEC thanks Kathleen Brennan and Deena Kapacila for their support over the last year.

In Solidarity,  
Chair Terrill Budd L1169  
Treasurer Alexis Olinek L4510  
Secretary Karla Gaetz L46  
Vice Chair LeAnne Stock L46



# ALBERTA EDUCATION EMPLOYEES COMMITTEE REPORT



**CUPE Alberta  
Convention 2024**

## AEEC Report to Alberta Convention 2024

I acknowledge that I am in the traditional territories of Treaty 7 territory, home to the Blackfoot Confederacy: Siksika, Piikani, Kainai, the Tsuu T'ina Nation and Stoney Nakoda First Nation along with many others, and the Métis Nation of Alberta region 3 within the historical Northwest Métis homeland.

At the Alberta Convention last year in Fort McMurray, an emergency resolution was passed enthusiastically, demanding better wages for education support workers in Alberta – a demand for \$2.00 an hour increase each year for 4 years. A ridiculous mandate of the UCP government of -3% over 4 years, was changed to 2.75%, with a potential of an additional 0.5% over the same 4 years. With inflation at 24.3% over 10 years, the average increase for these workers was \$0.97% for these same 10 years. Coupled with this was a directive that Employers could not increase this offer, and that all dues were to be devoted only to “core union” business activities. The rights of union members to negotiate with their employers were stripped away.

All Collective Agreements must expire on August 31, 2024. Of the 41 education collective agreements in Alberta, 25 are still meeting with the Employer of which 10 are in mediation and 16 have settled. One is working on its first Collective Agreement! While some did settle for the government mandate some locals are standing firm and have achieved some success even if it only brought the lowest paid to the provincial average.

AEEC is comprised of about 10,500 education support workers in 41 locals. AEEC's objectives include uniting school employee locals, improving wages, benefits, job security and working conditions, supporting each other morally and financially in time of need and uniting through shared knowledge. This is done through setting common goals in collective bargaining – such as refuting the wage demand – communicating progress in negotiations and promoting Coordinated Bargaining.

These objectives and the emergency resolution set directions for AEEC, which started off a campaign that has seen significant actions in the past year. A Steering Committee comprised of members of education locals, liaison with CUPE Alberta Division Executive and support from CUPE National staff was established and a Strategic Action Plan was developed.

The strategic plan included, and includes these actions:

- Structure tests such as Days of Action with hue and cry and media prominent in messaging, photos on social media, tracking numbers of purple shirts on Wednesdays
- Petition to repeal the *Public Sector Employers Act*.
- Creation of a WhatsApp group for presidents to share bargaining status and other information

- Purple T-shirts on Wednesdays, *every* Wednesday for public awareness and to build solidarity. *#paintABpurple*. We now have teachers and other staff, parents and students wearing purple to support us.
- Frequent Town Halls for all education workers with guest speakers and an open forum (14 to date).
- Rallies in Edmonton, Red Deer, Calgary, and Lethbridge, with increasing numbers of participants
- Reports to Weeklong Schools and other Meetings
- Liaison with other unions and supporters such as AUPE, ATA, Faculty Associations, the AFL, District Labour Councils, etc.
- Working with community allies
- Public awareness through press releases, newspapers articles, social media
- Days of action like “Turkey Talk” action sheets that were printed and shared at Thanksgiving, “Paint your pumpkin purple” on Halloween, Valentine’s Day messages to members
- Talking points created for local leaders and members
- Development of Bargaining Support Committees in locals to work on one-on-one structured conversations with members using phone trees, CallHub, job actions, rallies, social media posts
- Social media and video support for locals in mediation
- Creation of a monthly newsletter with stories of actions and upcoming events
- Ongoing training – Bargaining for Mobilization, Strike Preparation, Picket Captain Training

We are working on the next AEEC mini conference to be held in May in Calgary as we continue on this path to decent wages, to working together and to being heard.

The most powerful effect is created through the stories of the members. More than half of us have more than one job; many use the food bank – weekly; some are faced with food, and housing insecurity. We face reduction of hours, layoffs, and increased workloads. Their stories are heartbreaking and they have an effect. They are posted on social media and the AFL website.

We are not only aware of the injustice of not being able to support ourselves while working full time for part time wages, but we are being left behind while top earners in our school divisions keep earning even more.

The wage issue has become a crisis in affordability and lifestyle.

In solidarity,  
 Joanne Lavkulich, Chair  
 Clay Gordon, Vice-Chair  
 Janet Riopel, Secretary-Treasurer  
 Joyce Baker, Recording-Secretary,  
 March, 2024

# ALBERTA MUNICIPAL EMPLOYEES COMMITTEE REPORT



**CUPE Alberta  
Convention 2024**

AMEC has grown in the last few years to include new affiliates throughout Alberta, many of which regularly attend our in-person meetings. Our biannual meetings are collaborative and educational. A guiding principle of AMEC is our belief that to be stronger together we need to learn from each others' experiences. Our meetings provide ample opportunity for each represented local to report on the goings on in their Local. Reports often include events the Local has hosted, grievance/arbitration wins, and bargaining updates. Sometimes the Local report includes posing a question to the group seeking assistance to resolve a problem. After each report there is a question-and-answer period for the presenter.

In 2022 AMEC hosted a weekend event to create a strategic plan for the Committee. One of the trends that we have recently heard about is our municipal locals requesting flat rate increases at the bargaining table. The move for this is to lessen the wage gap between top and bottom earners, with the reasoning that a loaf of bread costs the same for every member. A second theme recently is to encourage coalition building with other unions that bargain with employers. Employers do not like coalitions, they don't like that we share with each other and strategize. Our strength is our relationship building.



**ANTI-PRIVATIZATION  
POLITICAL ACTION COMMITTEE  
REPORT**



**CUPE Alberta  
Convention 2024**

APPAC committee has spent this year diving into what we consider to be a very large project. Coming out of our work last year surrounding provincial elections we identified that amongst our members there was a disconnect in understanding between what is happening in the communities they live in, what is important to members and ultimately where people are choosing to place their 'x' when voting. We found that members were more focused on whatever the headline of the day was or the clickbait was on social media versus what the actual policies were of whatever party they were thinking of backing and what that may mean for the members everyday lives.

With those parameters in mind, APPAC decided that we needed to develop toolkits and start engaging members in small 'P' political discussions, not focussing on party, but focussing on how policy decisions affect everything in everyday life. More importantly to us, we are trying to strategically set up the toolkit so that we ask key prodding questions, but members provide answers and clarification so instead of being talked at, members will actually be propelling this conversation forward.

When did a trial run of role playing this idea with the CUPE executive board to get a rough idea how this might play out we heard a lot of feedback on the basic question of what is most important to you. We heard healthcare, we heard education and opportunity, but almost everybody said family.

The committee started with the family concept, because it is huge and will in our opinion branch out to almost every other point, safety, security, opportunity, education, healthcare.

Where we are trying to get members to see is that what we all care about is not partisan. We all want the same things. Members need to realize that it is the decisions that we make at elections, be it municipal, provincial, federal, or school boards this is shaping what we are dealing with on a day-to-day basis.

The committee envisions this will be ready to roll out next year. We want it to be professional, and something locals can use. We did not want to rush the process, but to think things through strategically.

We anticipate the following needs from division to move this project into completion mode when committees reconvene after convention.

- 1) We need some help from research we think to help us silo and organize.
- 2) We think it would help to send the APPAC committee to Jean McAlevey training. It will help us with the engagement component in the presentation piece for our members.

- 3) Committee anticipates needing a weekend or perhaps 2 when we are closer to completion to pull all components together. A plan will be submitted to division at that time for the request.
- 4) We anticipate when we are ready next year submitting a cost share with national to be able to take this program to locals and members, start initiating these conversations with members and most importantly giving local executive the tools and confidence to continue to have these small 'p' conversations once we are gone,

# **PENSION AND BENEFITS COMMITTEE REPORT**



**CUPE Alberta  
Convention 2024**

## **Pension and Benefits Committee Report – March 2024**

### **Retirement Security in Alberta**

Alberta workers and CUPE members have a long road ahead to protect pensions for workers in Alberta.

In the fall of 2022, Danielle Smith, the leader of the United Conservative Party (UCP) announced that she wants to remove Alberta Workers from the Canadian Pension Plan (CPP) and create an Alberta Pension Plan (APP). Removing workers from a solvent, effective retirement security plan into a risky regional plan, which will duplicate the costs of administration, limit risk pooling and lower contribution and retirement income rates is not in the best interest of Alberta workers.

Since making this initial announcement, the UCP government contracted LifeWorks, a subsidiary of TELUS Health, to create an actuarial valuation of the “value” of Alberta workers contributions if they had never been in the CPP at all and had been contributing provincially this whole time. That “value” is \$334 billion - or 53% of the total assets of the entire CPP. Based on those numbers the government asked former MLA’s and friends to lead a consultation, where they held a few very small townhalls and conducted a very limited survey, with no question asking if Albertans actually want this change. The survey is so flawed that they will not release the complete data collected.

Currently, the province has put the consultation on hold while they await a response from the CPP about what they feel is the value of the plan that could be removed by Alberta. We will not be complacent though; the government has indicated in many forums that they are still dedicated to an Alberta Pension Plan and intend to follow through with pulling Alberta workers out of the CPP.

We continue to work with the Alberta Federation of Labour (AFL) and other allies across the province to resist this dangerous and risky gamble with our pensions.

On other fronts, many of our members are enrolled in the Local Authorities Pension Plan (LAPP). In 2023, the Plan Sponsor Board, made the decision to again lower contribution rates. This time the rates were only lowered for worker contributions which will, in a very small way, help with the significant cost increases that our members across the country are facing.

Far too many CUPE members do not have the security of retirement benefits beyond what is covered by CPP, which is at best a retirement close to poverty. It is the goal of this committee going forward to identify places where members do not have retirement security and work with those members to build retirement security.

Further - we commit to take on the challenges of a broken public retirement system, where far too many seniors live in extreme poverty on the public retirement security system of Old Age Security (OAS) and the Canada Pension Plan (CPP) which provides a maximum monthly income of \$1516 per month or \$18,192 a year, in 2023. We have a collective, public responsibility to care of seniors by ensuring decent standards of living. After a lifetime of work in this country, people should be able to retire with security and dignity and not fall into poverty.

## **Employer Paid Health Benefits in Alberta**

More workers than ever are unable to pay for health-related costs. More often than not, in CUPE locals, those members already have precarious, low-paying employment. In our bargaining surveys we ask if members are avoiding health related costs for themselves, or their families, due to out-of-pocket expenses. On average, 65% of our CUPE members are facing those tough decisions.

Employers are pushing back at bargaining tables against improving health benefits plans and trying to pressure our members into taking riskier health saving accounts instead. Our employers know that the health savings account doesn't meet the needs of workers, and they like the pay back at the end of each year when unused portions get returned to them.

The New Democratic Party (NDP) pushed the federal government to introduce a means tested, federal dental plan. This plan should have moved the burden of basic dental care into our public health system, and out of people's pockets and off of employer provided plans. The new dental care plan has fallen well short of what was hoped for, exempting almost everyone with any type of coverage from a private plan, workplace plan or even a health spending account, out of the system. This presents a new set of bargaining challenges for us at the table. A worker with a health savings account will be missing out on better coverage through the public system. This is a concern we will be working to raise awareness of and bring to bargaining tables across the province.

A national, single-payer federal pharmacare plan conceived of by health care advocates and negotiated for by the federal NDP was announced in February 2024. Two days later, without even seeing the plan or understanding the benefits for Albertans, the UCP announced it would not be signing on to the plan, that they would opt out. The National Pharmacare plan would provide to Alberta residents coverage for diabetic drugs and treatments, as well as pharmaceutical contraception supplies. If you, or anyone you know is paying an amount out of pocket for diabetes medication and birth control, it is not too late to add your voice to the CUPE Alberta call to action on pharmacare or to schedule a meeting with your MLA to tell them the importance of this coverage for all Alberta residents.

It is the goal of the committee to raise awareness about the problems with health savings accounts and build literacy at bargaining tables to ensure that our negotiated HSA's are not employer windfalls.

## **Committee Action Plan**

The Pension and Benefits Committee met three times since convention. They primarily worked on education and materials around fighting back against the attack on the CPP.

Finally, the committee, working with CUPE Education, made a plan to encourage and offer more pension training with more frequency.

## **Member Pension and Benefits Literacy and Training**

Members of the committee worked with their staff advisor and the CUPE Education Representative, to plan and deliver pension literacy training over the course of this term.

Members of the committee participated in facilitating '*Pensions for Stewards*' once in 2023. We are currently working to develop an add on to the '*Pensions for Stewards*' course that will include more details about LAPP and other pension plans that are available in the province. We will also be creating more material about insured benefits and negotiating fair and inclusive benefits plans in locals.

JF:mem/cope491

# ALBERTA INDIGENOUS COUNCIL REPORT



**CUPE Alberta  
Convention 2024**



## **CUPE Alberta Indigenous Council**

**March 2023 – March 2024**

**Dale White** - Local 30 – Senator

**Brenda Reid** – Liaison

**Angela Ross** - Local 4731– Senator

**Lisa Mason** – Staff

**Allison Sandilands** – Local 213

**Lindsay Poll** – Guest

### **The CUPE Alberta Indigenous Council’s Purpose**

- Promote and defend the rights of all Indigenous workers in our unions, communities and globally.
- Advise CUPE Alberta Division Executive Committee on all issues pertaining to racism, partnership agreements and employment equity, as it impacts workers.
- Periodically review, evaluate, monitor, and assist in developing CUPE policies on racism, discrimination, partnership agreements and employment equity to ensure our communities are progressing in society, our workplaces, and the union.
- Establish effective programs in conjunction and consultation with the union development department to increase Indigenous awareness and Indigenous issues directed at CUPE membership, staff, and leadership at all levels.
- Develop and promote a well throughout, comprehensive approach towards combating workplace racism and encouraging employment equity and representative workforce language through bargaining.
- Seek methods for greater, active participation of Indigenous workers in our movement through coalition building and community networking as well as, encouraging them to take a more active advisory role in the CUPE Alberta Division Executive Committee on Indigenous issues in CUPE.
- Report on the Alberta Indigenous Councils progress to CUPE Alberta Division Convention and make recommendations on actions for CUPE.
- Shall be charged with the planning and facilitation of the Indigenous Caucus at CUPE Alberta Division Convention.

## **Highlight of the 2023 – 2024 Alberta Indigenous Councils Collaborative Partnerships: Saskatchewan indigenous Conference.**

Senators Dale White and Angela Ross accepted an invitation from the Saskatchewan Indigenous Council to attend the Saskatchewan Indigenous Conference held at Wanuskewin Heritage Park and Museum from November 16<sup>th</sup>, 2023 – November 17<sup>th</sup>, 2023. The theme for this year's Conference was "Healing".

During this conference, there was a full list of speakers which included CUPE Human Rights Representative, Mira Lewis. Mira provided facts regarding dates Europeans arrived, treaties implemented, and efforts made to have Indigenous people enfranchise themselves. Important to note \* Only in Canada does the word enfranchise mean to strip one of everything they are. Look up the meaning in other countries.

We heard from a Potlitical Action panel consisting of:

- Tria Donaldson, Indigenous New Democrats of Saskatchewan
- Jordan McPhail, Saskatchewan NDP Candidate for Cumberland
- Betty Nippi-Albright, Saskatchewan NDP MLA for Saskatoon-Center.

It was a great honor for both Dale and I to be invited and to be approved by CUPE Alberta to attend the Saskatchewan Indigenous Peoples Conference this year. Not only did this conference serve as a cultural learning opportunity, but it also opened our eyes to what we could bring to the Alberta Indigenous Council. Great connections were made. Plans to meet and collaborate with the Saskatchewan and Manitoba Indigenous council are in the works. This is a very exciting opportunity for the Alberta Indigenous Council, and we look forward to great things to come! We can feel the support we have behind us!

### **Community Networking and additional Alberta Indigenous Council activities.**

- Dale has continued with his years long dedication in the City of Edmonton Indigenous Framework and participated in the City Operations Indigenous Framework Team.
- Angela, Dale and Lindsay have facilitated Cultural training in the community and within our partnerships with the City of Edmonton, Calgary Board of Education and Wood's Homes throughout the year, which include:

- Indigenous Awareness Training
  - Beading
  - Medicine Bag Workshops
  - Medicine Teachings
  - Drum Making and Teaching
  - Sweat Lodge Ceremonies
  - Volunteering at Pow Wow's
  - Spring Feast Ceremony, give away and Sweat Lodge
  - Ribbon Skirt Making
  - Round Dances
  - Tipi Pole making
  - Drum Awaking Ceremony
- Senator Dale and Lindsay flew out to Ottawa to be apart of the "Search The Landfill March"
  - Lindsay was apart of the 2<sup>nd</sup> Ever National Indigenous Lobby Day to help carry the Canadian Labour Congress message to Parliamentarians, call for greater investments in ensuring safe drinking water, as wee as justice for missing and murdered Indigenous Women, Girls, and Two Spirited people, and for residential school children and their families.
  - Following the Lobby Day, Senator Scott reached out to Lindsay and set up a private meeting. Lindsay was able to get two promises.
    1. Senator Scott will study and learn about the Red Dress Alert
    2. Senator Scott will contact Lindsay by the end of February to discuss a plan for implementation.

**Thank you for all your support and confidence in the CUPE Alberta Council to effectively serve the Councils purpose.**

**ENVIRONMENT  
AND HEALTH & SAFETY COMMITTEE  
REPORT**



**CUPE Alberta  
Convention 2024**

# **ENVIRONMENT AND HEALTH & SAFETY COMMITTEE**

## **Report to CUPE Alberta's 2024 Convention**

**Submitted January 30, 2024**

Derek Benson – CUPE 941 (Co-Chair)  
Jared Matsunaga-Turnbull – CUPE 474 (Co-Chair)  
Janice Kube – CUPE 3550 (Division Liaison)  
Tonya Baker – CUPE 2545  
Tiffany Balducci (National Rep)  
Sarah Clegg – CUPE 787 (Guest)

Regretfully, our committee has not been very active this past term, and our committee membership has shrunk. We thank our previous members Elaine Moore and Gigi Laforge for their commitment and input over the past term while they were members of this committee.

We have managed to virtually meet once since last convention, where we discussed and developed six (6) resolutions for the 2024 Convention (attached to this report). It is our hope that these resolutions will be passed and help form the work of this committee in the new term.

We strongly encourage all members who have an interest in the Environment and/or Health and Safety to consider putting their names forward to join this committee. The more voices we have, the stronger our work will be, and this work affects all our members and all our communities.

In Solidarity,

Members of the CUPE AB Environment and Health & Safety Committee

# ORGANIZING REPORT



**CUPE Alberta  
Convention 2024**

## **ORGANIZING REPORT – AB Convention 2024**

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The workplace can be a challenging environment for workers when they are not represented by a Union. It can become an even more challenging place when workers try to unionize.

Many workers remain fearful and anxious about a union certification campaign and for good reason. Despite workers in Alberta having the right to unionize without fear of intimidation, harassment or coercion, those rights are often not adhered to by employers.

Interference or violations by employers are difficult to prove and many workers too scared to complain or speak against their employer. This scares many workers away from continuing to support the union and in some cases, prevents on-looking workers from even trying. In a province short of workers in many public sectors, workers find it easier to leave a bad work environment than to organize a union.

Despite this, we continue to hear from workers who not only want to unionize but they specifically want to be CUPE members.

The organizing focus in Alberta continues to be on a Wall-to-Wall Organizing Strategy. This strategy is aimed at maximizing capacity and creating impact across our various sectors.

Key components of the Wall-to-Wall Organizing Strategy include:

1. Local Engagement:
  - Re-engage discussions with established locals about accepting new units – building worker power.
  - Encourage local leaders to identify activists and leaders within the membership that want to get more involved.
  
2. Building Member Organizer pool:
  - Training member organizers has the advantage of allowing the union to deploy organizers that mirror the composition of the workforce being organized.
  - Member organizers play a vital role in organizing campaigns by leveraging their firsthand experience as workers in the same field, thereby enhancing understanding and effectiveness in coordinating unionizing efforts.

If you or anyone you know is interested in becoming a member organizer or getting more information about being a member organizer, please contact Brigitte Benoit at [bbenoit@cupe.ca](mailto:bbenoit@cupe.ca)

### 3. Overt Public organizing:

- Organizing drives are often done quietly, away from the eyes and ears of an employer or the public. But I would argue that a secretive strategy hinders success.
  - a. Secrecy impedes the union's ability to defend themselves from employer misinformation or accusations, identify union supporters and build connections with workers and their communities.
  - b. Secrecy reinforces the myth and common employer tactic of unions as underhanded and deceitful; that union membership as something to be ashamed of.

Although secrecy in union organizing has been a response to the very real fear workers have of the employer retribution against workers active in a union organizing drive, operating in secret is not the solution. Instead, let's empower insider committees with resources, training and support from member organizers and established locals to counter this fear. Let's build the relationships with the workers and go public.

By organizing in public, we put employers on notice. We are telling them about the legal rights of workers, in particular their right to join a union without fear of reprisals or firing. We will be monitoring their behaviour, and we are willing to take action to defend workers involved in an organizing drive.

Since taking the role of organizer in Alberta, we have been successful in organizing these new members:

- Local 5543 – Parkland School Division – 400 members
- Local 5558 – Lynx Air – 250 members

Unfortunately, on February 22, 2024, Lynx Air unexpectedly announced the closure of operations and filed for CCAA protection. While the closure of operation was a significant blow to the Lynx Cabin Crew Members, their unionized status affords them certain rights and benefits. Even without a collective agreement in place, Lynx members are stronger as a union and CUPE continues to advocate on their behalf throughout the ongoing proceedings to ensure they receive whatever they are legally entitled to during this transition period.

There were a few decertification attempts this year, one where CUPE was not successful in maintaining bargaining rights and the certificate was revoked by the Board.

- L290-02 – Palliser School Division – representing approximately 45 custodial workers voted against the union.

Amid these setbacks however, we maintain our dedication to organizing because we know workers are better off when they are unionized.

Currently, we have several organizing campaigns underway, and we are hopeful that at next year's convention, we can welcome more members to CUPE Alberta.