

CONVENTION 2026

*OUR WORK*  
*OUR POWER*  
*OUR FUTURE*

## Reports

**CUPE**  
Alberta 

**TABLE OF CONTENTS**

2025 Resolutions Report .....	3
President .....	16
Secretary-Treasurer.....	21
Trustees .....	33
Policy Paper .....	38
Young Workers' Vice President .....	45
Diversity Vice President.....	48
Alberta Library Employees Committee (ALEC) .....	50
Alberta Health Care Employees Committee (AHEC) .....	53
Alberta Education Employees Committee (AEEC).....	57
Alberta Municipal Employees Committee (AMEC).....	59
Women's Committee .....	63
Pensions and Benefits Committee .....	65
Alberta Indigenous Council .....	68
Environment and Health & Safety Committee .....	71
Social Services Committee .....	74
Organizing .....	76
Regional Director's Report.....	79

CONVENTION 2026

*OUR WORK*  
*OUR POWER*  
*OUR FUTURE*

**2025 Resolutions Report**

**CUPE**  
Alberta 

## CUPE AB Division 2025 Convention Resolutions Report

Resolution	Report
Lobby the Provincial Government to keep healthcare in Alberta public.	<b>CUPE Alberta continues to actively lobby the Provincial Government to protect and strengthen publicly delivered healthcare. The Division has engaged directly with opposition representatives, while working in coalition with Friends of Medicare to advance coordinated campaigns defending public healthcare. The Alberta Healthcare Employees Committee is collaborating with NDP leaders to support training, education and member engagement initiatives focused on effective lobbying and public advocacy.</b>
Work to educating the public on the need for increased care hours in continuing care.	<b>CUPE Alberta has continued to advocate for increased care hours in continuing care through direct consultations with government representatives and ongoing dialogue with opposition members. The Alberta Healthcare and Employees Committee has met with opposition members to share firsthand stories as healthcare workers on the realities of working in continuing care with no minimum care hours. The Division is consistently raising concerns regarding inadequate care hours and their impact on residents, families and frontline workers. CUPE Alberta is amplifying these concerns through coordinated social media outreach, highlighting the need for improved staffing levels and sustainable funding. CUPE Alberta remains committed to ensuring that continuing care residents receive the quality and dignity of care they deserve.</b>
Work with all Alberta healthcare Unions and Friends of Medicare to fight the Alberta’s Government plan to “refocus health care in Alberta” with the restructuring of Alberta Health Services.	<b>CUPE Alberta has continued to work collaboratively with healthcare Unions across the province and with Friends of Medicare to respond to the government’s refocus on health care by restructuring of Alberta Health Services. The members of the Alberta Healthcare Employees Committee (AHEC) strengthened their lobbying skills this past year to better defend healthcare in Alberta. AHEC works closely with Friends of Medicare</b>

	<p>to amplify their campaigns and to share first-hand experiences. The Division is also coordinating with other Unions for a unified labour response. CUPE Alberta remains committed to defending public healthcare and protecting the integrity of Alberta’s health system.</p>
<p>Protecting Indigenous Representation on the Alberta Indigenous Council</p> <ol style="list-style-type: none"> <li>1. Support the Alberta Indigenous Council in ensuring that First Nations, Métis, and Inuit CUPE Alberta members hold representative and voting positions at all levels and limiting non-Indigenous CUPE members to non-voting ally and supporter positions.</li> <li>2. Further support the Alberta Indigenous Council in ensuring that eligibility for voting positions is based on self-identification with Indigenous communities.</li> </ol>	<p><b>CUPE Alberta and the CUPE Alberta Indigenous Council continue to work together to support Indigenous representation on the CUPE Alberta Indigenous Council and the National Indigenous Council.</b></p>
<p>Consult with the Alberta Municipal Employees Committee (AMEC) and municipal locals across the province to develop a strategic plan for the October 2025 municipal elections.</p> <p>Sufficient financial resources will be allocated to ensure the success of the strategic plan. This plan shall be developed and presented electronically to AMEC and all municipal locals in Alberta no later than June 1, 2025.</p>	<p><b>CUPE Alberta worked with the Alberta Municipal Employees Committee (AMEC) and municipal locals to support engagement in the October 2025 municipal elections. The Division hosted town halls and provided education sessions focused on municipal governance and the role of school board trustees, providing members with tools to better understand and participate in the election process. A municipal election workbook guide was developed and distributed to assist locals in planning their outreach and engagement activities. With the limited time between the close of Convention 2025 and the municipal election period, full consultation across the province was constrained. However, CUPE Alberta provided co-signed letters and relationship building resources to support locals in engaging candidates and community leaders. Work has already begun to develop a more comprehensive and coordinated strategy for the next municipal election.</b></p>

<p>Provide a list of resolutions of the prior year's convention and provide a detailed report on all actions taken for each resolution. This report shall be distributed to all Locals each year with the convention call.</p>	<p><b>In accordance with Convention direction, CUPE Alberta prepared and distributed a detailed report outlining the resolutions adopted at the previous year's Convention, along with detailed updates on actions taken in response to each resolution. While the report was not distributed with the initial Convention call, it was subsequently circulated to all Locals as part of the package containing the new resolutions for the 2026 CUPE Alberta Convention.</b></p>
<p>Engage in a benchmarking of municipal sector health and wellness plans and provide the detailed report to the Alberta Municipal Employees Committee (AMEC) and municipal locals to enable municipal locals to better bargain health and wellness plans. This benchmarking will occur at least once every three years, with the first report available for presentation to AMEC February 2026.</p>	<p><b>CUPE Alberta completed the initial benchmarking review of municipal sector health and wellness plans, with the report presented to the Alberta Municipal Employees Committee (AMEC) in January 2026 by CUPE Research. The benchmarking document provides municipal locals with comparative data and analysis to strengthen their bargaining strategies on health and wellness benefits. The report has been established as a living document, to be updated regularly to ensure that locals continue to have access to current and relevant information for negotiations.</b></p>
<p>Engage in meaningful consultation with all occupational groups and locals throughout the province to develop Alberta budget requests to CUPE National. The budget request shall be communicated to the aforementioned groups upon submission to CUPE National.</p>	<p><b>CUPE Alberta undertook consultations with a number of occupational groups and locals in 2025 to inform the development of Alberta's budget requests to CUPE National. Feedback received through these discussions helped shape the Division's priorities and funding requests. The Division recognizes the importance of broadening the consultation process to ensure more comprehensive engagement across sectors and regions. CUPE Alberta will continue to refine and enhance its consultation practices to support transparent, inclusive and timely input into future budget submissions.</b></p>
<p>Direct the CUPE Alberta Pension and Benefits Committee (the Pension Committee) to seek nominations from all LAPP participating Locals to fill any CUPE vacancy on the</p>	<p><b>There was no vacancy in 2025, however the CUPE Alberta Pension and Benefits Committee will seek nominations from all LAPP participating Locals to fill any CUPE vacancy on the LAPP Board of Directors as</b></p>

<p>LAPP Board of Directors. The Pension committee shall provide a recommendation for a candidate to the CUPE Alberta Executive.</p>	<p><b>they arise. At that time, the Pension committee shall also provide a recommendation for a candidate.</b></p>
<p>Prepare and distribute to CUPE locals a report on the activities, plans, and campaigns of the Alberta Federation of Labour (AFL). The report shall be distributed quarterly.</p>	<p><b>CUPE Alberta has enhanced communications with Locals regarding the work of the Alberta Federation of Labour (AFL) through the launch of a regular newsletter titled “Week in Review and a Week Ahead”. This weekly update is shared with Locals and includes information on AFL activities, campaigns, advocacy efforts and upcoming events / initiatives.</b></p>
<p>Environmentally Friendly Practices On Picket Lines</p> <ol style="list-style-type: none"> <li>1. Encourage locals to adopt environmentally friendly practices on picket lines, where practical including: but not limited to, <ul style="list-style-type: none"> <li>• Using reusable or compostable materials for food and beverages.</li> <li>• Providing water refill stations to reduce single-use plastics.</li> <li>• Establishing clear recycling and composting systems.</li> <li>• Prioritizing locally sourced and sustainably produced supplies.</li> <li>• Promoting carpooling, public transit, or active transportation to and from picket lines.</li> </ul> </li> <li>2. Provide educational resources and best practices to assist locals in implementing sustainable picket line practices.</li> <li>3. Advocate for CUPE National to allocate funding and logistical support to facilitate environmentally friendly practices on picket lines across the province.</li> </ol>	<p><b>CUPE Alberta continues to encourage Locals to adopt environmentally friendly practices on picket lines wherever practical. The CUPE National Environmental Committee is actively reviewing these practices. The Division’s Liaison to the CUPE National Environment Committee also sits on the CUPE Alberta’s Environment and Health and Safety Committee and advocating for further environmentally responsible picket line initiatives across Alberta.</b></p>
<p>Submit a resolution to the CUPE National Convention requesting that CUPE National: Annually report to members on its progress in meeting the climate and environmental goals</p>	<p><b>A resolution was submitted to CUPE National Convention. While the resolution was formally submitted, it was not presented on the Convention floor for debate. The resolution</b></p>

<p>outlined in the CUPE National Environment Policy.</p> <ul style="list-style-type: none"> <li>• Include measurable outcomes, benchmarks, and updates on initiatives related to climate action and sustainability.</li> <li>• Make these reports accessible to all members through digital platforms and presentations at the CUPE National Convention.</li> </ul>	<p><b>will be reviewed and debated through the CUPE National Executive Board in March 2026.</b></p>
<p>Working at home</p> <p>Advocate that CUPE National review and update OHS materials to ensure the specific needs of workers working from home are addressed.</p>	<p><b>CUPE Alberta continues to advocate for the health and safety of members working from home. CUPE National currently maintains an OHS document addressing working from home. CUPE Alberta will continue to follow up with CUPE National to request updates to ensure the guidance reflects the evolving needs of members, including ergonomics, mental health, and safety considerations to working remotely.</b></p>
<p>Temperature Thresholds/Climate Change</p> <p>Work with CUPE National and allies to lobby for regulations requiring employers to have strong programs and procedures in place to address extreme weather conditions, air quality (smoke), and other hazards caused by climate change, in consultation with workers through the Health and Safety Committees.</p>	<p><b>A resolution was submitted to CUPE National Convention. While the resolution was formally submitted, it was not presented on the Convention floor for debate. The resolution will be reviewed and debated through the CUPE National Executive Board.</b></p>
<p>Health and Safety Committee Training</p> <p>Advocate that CUPE National provide ongoing health and safety committee training to ensure members and locals are better able to protect members at the worksite.</p>	<p><b>CUPE Alberta continues to advocate for ongoing health and safety training for members and Locals to improve workplace protections. Union Education has been providing both in-person and virtual Health and Safety training. CUPE Alberta is further supporting this work by hosting a Health and Safety Conference scheduled in May 2026.</b></p>

<p>Advocate for a Full-Time CUPE National Health and Safety Staff Representative for Alberta Advocate and lobby to CUPE National for funding and budgeting for the assignment of a full-time Health and Safety Staff Representative exclusively dedicated to supporting the Province of Alberta.</p>	<p><b>CUPE Alberta continues to advocate for dedicated resources, including the establishment of a full time Health and Safety Staff Representative assigned to Alberta. The Division will continue to engage with CUPE National to obtain this position.</b></p>
<p>Advancing Access to Free Menstrual Hygiene Products</p> <ol style="list-style-type: none"> <li>1. Lobby the provincial government to provide menstrual hygiene products such as menstrual cups, washable pads, tampons, and sanitary napkins free of charge to anyone who needs them.</li> <li>2. Lead by example by ensuring menstrual hygiene products are available free of charge on CUPE Alberta premises and at all union events, including conventions, conferences, and schools.</li> <li>3. Support and encourage locals to advocate for their employers to provide free menstrual hygiene products in workplaces.</li> </ol>	<p><b>CUPE Alberta continues to champion access to free menstrual hygiene products. The Division has committed to ensuring that menstrual hygiene products are available free of charge at all CUPE Alberta events. CUPE Alberta continues to encourage Locals to advocate with their employers to provide free menstrual hygiene products in workplaces, supporting broader access and equity for all members.</b></p>
<p>Advocacy for a Pay Equity Coalition Advocate that the Alberta Federation of Labour (AFL) establish a Pay Equity Coalition to:</p> <ol style="list-style-type: none"> <li>1. Bring together unions, community organizations, and other partners to advance pay equity across Alberta.</li> <li>2. Develop strategies, resources, and campaigns to address wage gaps and systemic barriers to equitable pay.</li> <li>3. Lobby the provincial government for comprehensive pay equity legislation and enforcement mechanisms.</li> </ol>	<p><b>CUPE Alberta has successfully supported the establishment of a Pay Equity Coalition through the Alberta Federation of Labour. CUPE Alberta is actively co-chairing the Coalition’s Steering Committee, helping to bring together Unions, community organizations and other partners to advance pay equity across the province. The Coalition is also focused on engaging the provincial government to introduce legislation and ensure enforcement mechanisms are in place, reinforcing the shared goal of fair and equitable pay for all workers in Alberta.</b></p>

<p>Women in Leadership Development (WILD) in Alberta</p> <ol style="list-style-type: none"> <li>1. In collaboration with the Alberta Women’s Committee and CUPE National, develop and implement a Women in Leadership Development (WILD) program.</li> <li>2. Encourage local unions to support and promote WILD within their membership to work to remove obstacles to participation for interested/selected members.</li> </ol>	<p><b>CUPE Alberta continues to advance the Women in Leadership Development Program (WILD) in collaboration with the Women’s Committee. Efforts are ongoing to implement the program in Alberta, providing opportunities for members to build leadership skills and participate in Union decision making. CUPE Alberta continues to promote and support members in overcoming barriers to participation, helping to make sure that more women can access leadership development opportunities within the Union.</b></p>
<p>Create a divisional sectoral employee committee and provincial campaign dedicated to addressing issues facing the social services sector. The committee will focus on building solidarity amongst the social service locals, advocating for fair funding, job security, and improved working conditions for social services workers. The campaign will highlight the critical role of social services workers in supporting the most vulnerable populations, and the challenges they face due to changing government and funding mandates.</p>	<p><b>CUPE Alberta has established a Social Services sectoral Committee to build connections and collaboration among social services Locals and address the unique challenges faced by members in this sector. The Committee has represented the sector at the All Leaders Meeting in January 2026, highlighting important issues impacting social services workers. The Committee has also begun organizing province wide meetings to engage Locals across Alberta and coordinate efforts on a provincial campaign that brings attention to the effects of changing government policies and funding mandates on social services workers.</b></p>
<p>Using all resources available, stand in solidarity with the residents of Southern Alberta to protect the vital headwaters impacted by the Grassy Mountain Coal Project.</p> <p>Access National funding to support possible actions including working with community members and grassroots environmental advocates developing and launching public awareness campaigns, letter writing campaigns, and lobbying the UCP government and policy makers for stricter regulations for open pit coal mining.</p>	<p><b>The Indigenous Council has partnered with the Water Not Coal petition spearheaded by Corb Lund. The Council is actively promoting the petition, including outreach to Locals with information on how members can participate and sign. Information will be shared at upcoming events such as CUPE Alberta Convention 2026, to encourage engagement and signature collection. Discussions are also underway with Communications to feature petition details on the CUPE Alberta website. Through these efforts, CUPE Alberta continues to support Indigenous led initiatives and advance advocacy aligned with the priorities of Indigenous members.</b></p>

<ol style="list-style-type: none"> <li>1. Work collaboratively with our sister unions and allied organizations to organize coordinated campaigns against the ongoing legislative and policy attacks on the labour movement by the Danielle Smith/UCP government.</li> <li>2. Mobilize CUPE Alberta members and the broader labour community to engage in public awareness initiatives, advocacy efforts, and collective actions to defend workers' rights, and fair labour laws.</li> </ol>	<p><b>CUPE Alberta continues to work closely with the Alberta Federation of Labour, Canadian Labour Congress and other sister Unions to respond to ongoing legislative and policy attacks posed by the Danielle Smith/UCP government. The Division has strategically launched its own campaigns and collaborated on broader coordinated initiatives to raise public awareness, advocate for workers' rights and defend fair labour laws. The FIGHT BACK campaign remains as an active ongoing effort, engaging members and the broader labour community in collective actions to protect and advance the rights of workers across Alberta.</b></p>
<ol style="list-style-type: none"> <li>1. Oppose the UCP government's dismantling of Alberta Health Services (AHS) by advocating for a fully funded, healthcare system that prioritizes patient care.</li> <li>2. Work with healthcare unions, advocacy groups, and community organizations to mobilize CUPE members and the public in a campaign to protect healthcare jobs, and demand urgent investment in frontline services.</li> <li>3. Lobby the provincial government to address the healthcare staffing crisis, improve working conditions, and ensure fair wages for healthcare workers to retain and attract skilled professionals.</li> </ol>	<p><b>CUPE Alberta continues to challenge policies that compromise the stability of Alberta Health Services. In collaboration with healthcare Unions, advocacy groups and community partners including the Alberta Healthcare Employees Committee and Friends of Medicare the Division is engaging members and the public in campaigns protecting healthcare jobs and pressing for urgent investment in frontline services. CUPE Alberta launched an online campaign calling on the government to declare a health care state of emergency. The campaign collected thousands of stories highlighting the critical issues in the province's health care system, including delayed care, overcrowded emergency rooms and canceled healthcare projects.</b></p>
<ol style="list-style-type: none"> <li>1. Advocate for the implementation of mandated minimum care hours in Alberta's long term care facilities to ensure residents receive high-quality, consistent, and dignified care.</li> <li>2. Work with healthcare unions, seniors' advocacy groups, and community organizations to pressure the provincial government to legislate minimum direct care staffing levels that meet national and international best practices.</li> </ol>	<p><b>CUPE Alberta continues to support efforts to establish mandated minimum care hours in long term care facilities, ensuring residents receive consistent, high quality and dignified care. This work is ongoing in collaboration with the Alberta Federation of Labour and the Alberta NDP, who are actively pressing the provincial government to legislate minimum staffing levels that align with national and international best practices. The Alberta Healthcare Employees Committee (AHEC)</b></p>

<p>3. Lobby the Alberta government to increase funding for long-term care to improve staffing levels, wages, and working conditions for frontline care workers, ensuring better retention and recruitment in the sector.</p>	<p><b>participated in Lobbying training and met with opposition members to lobby around staffing levels, wages, and working conditions. AHEC has encouraged the opposition to include these important items in their platform for the next election. CUPE Alberta remains committed to advocating for increased funding, improved staffing, fair wages, and better working conditions for frontline care workers, supporting retention, recruitment and overall quality of care in the sector.</b></p>
<ol style="list-style-type: none"> <li>1. Advocate for significant wage increases for all workers to keep up with inflation and the rising cost of living in Alberta.</li> <li>2. Pressure the provincial government to raise the minimum wage and implement fair wage policies that reflect the true cost of housing, food, and essential services.</li> <li>3. Work with labour organizations and community allies to push for stronger collective bargaining rights, living wage standards, and policies that improve affordability for workers and their families.</li> </ol>	<p><b>CUPE Alberta successfully put forward a resolution at the Alberta NDP Convention, which was passed and will now inform the party's policy to advance wage increases. CUPE Alberta also aligns with the Alberta Federation of Labour workers' agenda, collaborating with labour organizations and community allies to advocate for stronger collective bargaining rights, living wage standards and policies that improve affordability for workers and their families, including fair minimum wage measures that reflect the true cost of housing, food, and essential services.</b></p>
<p>Submit a resolution to CUPE National Convention to amend the Strike Avert Guidelines so, funding can be accessed in cases where there is government interference or provincial labour laws delaying strikes.</p>	<p><b>A resolution was submitted to CUPE National Convention. While the resolution was formally submitted, it was not presented on the Convention floor for debate. The resolution will be reviewed and debated through the CUPE National Executive Board in March 2026.</b></p>
<p>Amending Strike Regulations to Ensure Access to Strike Pay submit a resolution to CUPE National Convention to amend strike regulations, allowing workers on strike to access strike pay in cases where Employment Insurance (EI) benefits are not available.</p>	<p><b>A resolution was submitted to CUPE National Convention. While the resolution was formally submitted, it was not presented on the Convention floor for debate. The resolution will be reviewed and debated through the CUPE National Executive Board in March 2026.</b></p>

<p>Reaffirm its support for the Alberta New Democratic Party (NDP) as a key ally in advancing workers’ rights, improving public services, and addressing social and economic inequities.</p>	<p><b>CUPE Alberta continues to affirm its support for the Alberta NDP as a partner in advancing workers’ rights, improving public services and addressing social and economic inequities. The Division maintains ongoing engagement with NDP MLA’s, the opposition leader and other elected officials, holding discussions to advocate for policies that benefit members and improve public services across Alberta.</b></p>
<p>Reinforcing Commitment to Waging Ahead Mobilization and Deep Organizing CUPE Alberta will reinforce its commitment to waging ahead mobilization and deep organizing as central strategies to strengthen the union, build solidarity, and advocate for workers’ rights across the province.</p>	<p><b>The Division remains committed to deep organizing and member mobilization as central strategies for strengthening the union and advocating for workers’ rights across the province. The Waging Ahead campaign has concluded, and its momentum continues under the We Work for Alberta initiative. Organizers are actively engaged with many ongoing drives, resulting in the addition of over 1,000 new members last year. CUPE Alberta will continue to prioritize outreach engagement and strategic organizing to expand union membership build solidarity and empower workers throughout Alberta.</b></p>
<p>Maintaining Full Support of the Education Workers Campaign for Fair Wages and Safe Working Conditions Maintain its full support of the Education Workers Campaign focused on fighting for fair wages and safe working conditions for education workers.</p>	<p><b>CUPE Alberta continues to provide full support to the Alberta Education Employees Committee (AEEC) campaign advocating for fair wages and safe working conditions. Work is currently underway to contribute to the development of AEEC’s strategic plans and directions for the 2027 Provincial Election and the 2028 round of bargaining. The Division remains committed in working with all education worker locals on effective coordinated efforts and responding to the needs of the escalating violence present in the classrooms.</b></p>
<p>Fighting Against an Alberta Pension Plan and Protecting the Canada Pension Plan (CPP) CUPE Alberta will stand firm in fighting against the establishment of an Alberta Pension Plan and will continue to advocate for the protection and enhancement of the Canada Pension Plan (CPP).</p>	<p><b>CUPE Alberta continues to oppose the creation of a separate Pension Plan and advocates for the protection and enhancement of the Canada Pension Plan (CPP). The Division has engaged members through the Don’t Touch CPP campaign and hosted townhalls to raise awareness of the</b></p>

	<p>potential risks associated with a provincial plan. CUPE Alberta is collaborating with the Public Interest Alberta and the Alberta Pensions Coalition to coordinate advocacy efforts. Efforts were also made to engage the Pension and Benefits Committee to align on strategies, reinforcing the Division’s commitment to safeguarding the retirement security of Albertans.</p>
<p>Continuing to Work with Locals to Encourage Affiliation to District Councils, Labour Councils, and Central Labour Bodies          CUPE Alberta will continue to work with locals to encourage and facilitate affiliation with district CUPE councils, labour councils, and central labour bodies.</p>	<p><b>CUPE Alberta continues to support Locals in affiliating with District CUPE Councils, Labour Councils, and Central Labour Bodies across the province. The Division is actively engaged in establishing CUPE District Councils and encourages Locals to participate where possible for stronger connections, collaboration and collective influence within the broader labour movement. Work to establishing an Edmonton Area CUPE District Council is currently underway.</b></p>
<p>Anti-Racism and Oppression Training CUPE Alberta will work with the new Human Rights Staff Specialist and Union Education to encourage and facilitate anti-racism and oppression training for locals and the division.</p>	<p><b>CUPE Alberta continues to prioritize anti-racism and oppression training for members and Locals. In collaboration with the Human Rights Staff and Union Education, the Division is promoting the newly developed online training series, providing accessible resources to support ongoing learning and awareness. CUPE Alberta remains committed to help facilitate this training and encouraging participation to improve equity, inclusivity and respectful workplaces throughout the province.</b></p>
<p>Continuing to Oppose the Aggressive and Archaic UCP Anti-Worker Policies and Laws          CUPE Alberta will continue to oppose the aggressive and archaic anti-worker policies and laws implemented by the UCP government</p>	<p><b>CUPE Alberta remains actively opposed to the anti-worker policies and legislation introduced by the Danielle Smith/UCP government. The Division has been engaging members through townhalls, education sessions and political action initiatives to raise awareness and mobilize participation. CUPE Alberta is also working with the Common Front through the Alberta Federation of Labour to provide provincial political training to ensure members are equipped to advocate effectively for workers’ rights. These efforts are ongoing, which reflect the Division’s commitment to</b></p>

	<p><b>protecting and advancing fair labour standards across Alberta.</b></p>
<p>In light of Israel breaking the ceasefire on March 17, 2025 and increase bombardment of Gaza that kicked over 400 Palestinians in less than 24 hours, we call on CUPE Alberta to:          Take urgent action to pressure the Canadian government, an elected government representatives in Alberta, to impose a full and immediate 2-way arms embargo on Israel          Promote CUPE member education in Alberta about why we need an arms embargo to challenge Canada's complicity and work as trade unionist to support a just and lasting peace.</p>	<p><b>CUPE Alberta has taken steps to share resources and organized educational opportunities to raise awareness about Canada's role and responsibility in supporting a just and lasting peace. CUPE Alberta also supported rallies, including attendance at the Draw the Line – For People. For Peace. For the Planet rally on September 20, 2025 and worked with CUPE National as part of broader national pressure efforts. These actions aim to empower members to engage as informed trade unionists and advocate for meaningful peace initiatives.</b></p> <p><b>(Emergency Resolution)</b></p>

CONVENTION 2026

*OUR WORK*  
*OUR POWER*  
*OUR FUTURE*

**President**

**CUPE**  
Alberta 

Delegates,

It is an honour to gather again on Treaty 6 territory and present this report to the delegates of CUPE Alberta's 76th Convention. Since our last convention, our division has navigated a period of significant challenges, transformation, and renewed resolve. The past year has tested our collective strength, but it has also demonstrated, clearly and unmistakably, the power of solidarity when workers stand together.

Last March marked a leadership transition that brought with it a renewed focus on strengthening the division. With change comes responsibility and opportunity. Over the past year, the division has undertaken a renewed focus on rebuilding, re-engaging, and rebranding our work to ensure that CUPE Alberta remains a strong, credible, and visible force for working people across this province.

We have worked consistently with the executive team to put comprehensive systems in place that ensure our union can flourish. CUPE Alberta now has a new, modern logo, an updated website, and an entirely refreshed brand that reflects the optimism we feel about our future. We have been running successful, hard-hitting campaigns across the province that have grown our movement and engaged our members. We have organized new workplaces, stood up for our members, won hard fights, and we can't wait to continue with that energy in 2026.

Our intention over these last twelve months has been clear: to strengthen trust with locals, improve communication, sharpen our political and organizing strategies, and ensure that our division reflects the diversity, urgency, and militancy of our membership. This renewal is ongoing, but the foundation has been firmly laid.

This report provides an overview of the major issues, campaigns, and strategic priorities that have shaped our work since April 2025, as well as the direction we are charting through the end of 2026.

## **Key Sectoral Issues and Campaigns**

The Air Canada flight attendant strike was a job action that will go down in Canadian history. Thousands of CUPE flight crew members in Alberta and across the country stood up against unfair labour practices and sub-minimum wage paychecks and demanded better. While there is still work to be done, the overwhelming support of the public is a heartening sign that Canadians know workers deserve to be paid fairly.

The education sector strikes came to a dramatic conclusion during last year's convention. CUPE education support workers fought the mandate and won, showing the province their strength and the power we hold when we stand together.

Unfortunately, we then faced further education sector challenges. The withdrawal of federal funding for Jordan's Principle meant that many schools no longer had the budget for much-needed educational assistants. The provincial government's refusal to address increasing classroom complexities finally became a crisis that could not be ignored any longer, and has resulted in the announcement of a few hundred complexity

teams. While a possible step in the right direction, it does nothing to address decades of chronic underfunding or the thousands of classrooms in Alberta that desperately need our members' support.

The ATA strike last fall that ended with the government enacting the Notwithstanding clause and stripping away workers' rights was a clear example of how this government feels about education workers. However, our members stood strong. We successfully fought against threats of educational assistant layoffs. We pushed back on ridiculous book bans in classrooms. And we will continue to stand up for our members and for students across our province and demand better.

During the 2025 Alberta municipal elections, CUPE members and locals helped to elect worker-friendly mayors, city councillors, and school board trustees. These wins will have far-reaching effects that will result in more permanent jobs, less privatization, and better working conditions for our members.

Workers' safety rights were paramount with us this year as we called for the introduction of legislation protecting workers following the inquiry into the death of our member Deborah Onwu. Sharing client history with support workers should be mandatory, not voluntary. At our press conference with CUPE National Health and Safety Director Troy Winters, we called for comprehensive safety precautions to be made law, so that more senseless deaths can be prevented in the future.

Our State of Emergency.ca campaign to draw attention to our health care crisis has gathered over 8,000 stories from Albertans across the province, and a staggering 26,000 signatures. Our health care support workers see the effects of the chaos in our health care system firsthand. They, and all of us, deserve better.

AxetheVaxTax.ca gained immediate momentum with the public and has likewise collected over 26,000 signatures. Albertans should never have to pay out-of-pocket for public health care. Easy access to vaccines that help prevent the spread of deadly viruses helps save lives. Vaccines not only help protect our families and us, but also help to protect the health of the tens of thousands of patients our members interact with over the course of a day's work.

The DontTouchCPP.ca campaign has gained over 22,000 signatures and sent a barrage of emails to the Premier and local MLAs demanding they stay with the stable, secure Canadian Pension Plan. We hosted a well-attended virtual town hall for members with CUPE National pension expert Sean Hayes, and implemented a robust social media and email campaign to further draw attention to this crucial matter.

## **New Members**

This year, we were thrilled to welcome over 850 new members to our CUPE Alberta family. These include:

- 21 ambulance attendants at Associated Ambulance in Red Deer
- 28 healthcare workers at Seasons Retirement communities in Olds

- 23 support workers at The Calgary Chinese Elderly Citizen's Society
- 574 education support workers at Northern Lights Public Schools
- 82 general support services workers at Compass Group AgeCare Midnapore
- 126 healthcare workers at Medicine Hat Care Community (Sienna Living)

We look forward to organizing even more workplaces in the coming year. Building our union makes us all stronger.

## **Strategic Initiatives**

Over the last year, CUPE members participated in Pride parades, Labour Day events, and countless forums, townhalls, and rallies across the province. Our Spring School last year was a great success, with a fantastic group of members receiving training and information to take back and share with their locals.

The division conducted a focused affiliation outreach effort that resulted in meaningful growth for CUPE Alberta. So far, we have seen our affiliation list go from 47 affiliates to 62 affiliates, which is an approximately 32% increase.

This was accomplished via one-on-one conversations connecting with local leadership and highlighting the tangible collective benefits of affiliating with the division. The division executive continues to do this work of connecting directly with local leaders with a value-driven approach to keep the momentum going and bring more locals into the division.

Our All Leaders meeting in January saw dozens of presidents and executives come together to discuss our wins, our challenges, and our goals for the future. This unique opportunity offers leaders the chance to celebrate, connect, and collaborate.

January also brought with it the ribbon cutting for our new CUPE Alberta Events Van. Locals will be able to borrow the van to facilitate barbecues, use in parades, and for member organizing events. Stay tuned for more information later this year!

One initiative that we are especially proud of this year required significant coordination, persistence, and partnership, but it has been well worth the effort. It is truly an honour to bring the first-ever National Women in Leadership Development (WILD) program to the Prairies.

WILD is a feminist leadership and skills-building union education program created specifically for Indigenous, Black, and racialized women and non-binary members. Developed by CUPE National, this groundbreaking program creates space for members who have historically faced systemic barriers within our workplaces and within the labour movement itself.

Bringing WILD to the Prairies represents a meaningful step forward in our commitment to equity, inclusion, and leadership development. When we invest intentionally in the leadership growth of Indigenous, Black, and racialized members, we strengthen not only individuals, but our entire union.

This work reflects who we strive to be as a division: bold, inclusive, and forward-looking. We are proud to help build a new generation of diverse labour leaders across Alberta and the Prairies.

## **Coming Up**

We're excited about what this next year will bring for CUPE members in Alberta.

Our Fight Back Campaign is powering up and will address head-on the challenges we are facing with privatization and public sector cuts. With a referendum this fall and a provincial election just around the corner, we are offering provincial election training to prepare members and leaders to take action in their communities.

CUPE National has declared 2026 the year of Health and Safety, and to that end we are proud to host an Alberta-based Health and Safety Conference in May. We will also host our first In-Person Standing Committees meeting in May and are preparing for our Think Tank, Spring School, and the Western Municipal's Conference.

We look forward to seeing you this year at even more trainings, conferences, pressers, town halls, parades, barbecues, and rallies.

Solidarity!

CONVENTION 2026

*OUR WORK*  
*OUR POWER*  
*OUR FUTURE*

**Secretary-Treasurer**



## **For the period ended December 31, 2025**

Prepared by: Secretary Treasurer – Clay Gordon

76th Annual Convention

March 18-20, 2026

### **TRUSTEE AUDIT(S)**

1. As per Article 6, section 8 of the CUPE Alberta Constitution the trustee audit was completed on January 31, 2026, in Fort McMurray.

As per recommendations from the 2025 trustee audit of The CUPE Alberta Division please find the Secretary-Treasurer's responses:

### **RESPONSES TO CUPE ALBERTA DIVISION TRUSTEE AUDIT 2025:**

1. Ensure all minutes and motions are included and noted with payments.
  - Will review this recommendation with the executive board.
2. The treasurer should include total strike fund donations received and total donations distributed to each local in the report.
  - This can be found at the end of the report.
3. Strike fund donation account should be created.
  - Will review this recommendation with the executive board.
4. Any credit card holder should provide the treasurer receipts in a timely manner, monthly.
  - This has been discussed with the credit card holders, and all receipts will be submitted prior to months end, this will enable the expenses to be coded properly and ensure all receipts are attached to the statements.
5. Motions pertaining to credit card purchases should be attached.
  - Will review this recommendation with the executive board.

6. No cash transactions to be made.
  - Will review this recommendation with the executive board.
7. Ensure motions are attached to invoices/payments.
  - Will review this recommendation with the executive board.

Email me at [treasurer@cupeab.org](mailto:treasurer@cupeab.org) if there are questions regarding the financial statements, trustee audit, or the forensic audit of the 2025 financials prior to the convention and they will be addressed on the convention floor.

#### **RESPONSES TO CUPE ALBERTA LIBRARY EMPLOYEES COMMITTEE TRUSTEE AUDIT 2025:**

1. Provide December 2025 monthly balance sheet or reconciliation report.
  - Recommending that ALEC provides these documents to the Trustees.
2. Provide details for cheque #0011 dated Oct 26,2025
  - Recommending that ALEC provides these details to the Trustees.

#### **RESPONSES TO CUPE ALBERTA MUNICIPAL EMPLOYEES COMMITTEE TRUSTEE AUDIT 2025:**

1. Provide December 2025 monthly balance sheet or reconciliation report.
  - Recommending that AMEC provides these documents to the Trustees.
2. Surplus money in chequing account should be invested.
  - Recommending that AMEC invests surplus money into a savings account.

#### **BANKING/ ACCOUNTS – As of December 31, 2025**

The CUPE Alberta Division maintains seven separate bank accounts at the Servus Credit Union, located at 9804 Morrison Street, Fort McMurray.

- Servus Credit Union – General \$51,485.05
- Arbitration Fund \$34,840.78

- Small Local Assistance \$18,237.88
- Fight Back Fund \$46,300.59
- General Savings Account \$223,596.11
- Political Advertising \$60,411.88
- Election Advertising \$2,447.31

### **INVESTMENTS – GIC’s – As of December 31, 2025**

As of December 31, 2024, CUPE Alberta Division held 5 term deposits with a maturity date of June 2025.

- Arbitration – GIC #27 \$15,886.86
- Servus Rewards - \$245.96

\*On February 9, 2026:

- 1 year redeemable GIC @ 2.05% from General Savings account, \$50K
- 18 month non redeemable GIC @ 2.90% from General Savings account, \$150K

### **SMALL LOCAL ASSISTANCE:**

2025 affiliation fees contributed \$19,265.59 to the small local assistance fund.

2025 the Division has contributed \$16,951.07 to small locals requesting assistance.

### **AFFILIATION UPDATE 2025**

2024 Affiliation Fees Received - \$234,600.25

2025 Affiliation Fees Received - \$367,617.77

### **DONATIONS 2025:**

- Public Interest Alberta \$10,000.00
- Alberta Workers’ Health Centre \$10,000.00
- Friends of Medicare \$10,000.00
- Calgary Climate Hub Association \$1,000.00
- Parkland Institute \$15,000.00
- Migrante \$1,000.00
- Donations to Striking Locals that could not attend Convention 2025
  - Local 2559 \$2,198.88
  - Local 3484 \$1,641.41

- Local 4625 \$823.68
- Local 5543 \$4,127.79

## **NATIONAL FUNDING 2026**

Current Funding in place for 2026:

Strengthening Divisions \$120,000.00

Anti- Privatization Fund \$150,000.00

Regional Strategic Initiatives \$210,000.00

Fight Back Campaign (Against Legislative Attacks) \$200,000.00

## **ACCOUNTING UPDATES FOR 2025**

All T4As for 2025 were distributed on February 27, 2026. The T4A summary was completed, and income tax remittance was issued to The Canada Revenue Agency on March 2, 2026.

The attached Balance Sheet shows **-\$125,065.81** for Net Income, but we did receive payment from National in January 2026 for invoices from 2025 for \$105,720.99, resulting in a Net Loss of **\$5,179.22** for 2025.

### **T4A – Summary:**

Total Fees for Service distributed \$64,394.00

Total Income Tax Deducted \$8,695.21

Total Remittance to the CRA \$8,695.21

## **RICK MALCOLM SCHOLARSHIP**

This year the Rick Malcolm Scholarship was awarded to Hayley Hofmann, her mother is a proud member of Local 3550. Haley is pursuing a Bachelor of Science in Nursing, she wrote an excellent paper titled “What Union Membership Means to Me.” We wish her the best in all her future endeavours.

## **Donations and Distribution of Donations for Striking Locals**

### **Donations Received:**

- Alberta Teachers Association - \$10,000.00 (for Locals 5543, 5040, 3484, 520, 40)

- CUPE Local 1461 - \$5,000.00 (for Local 4625)
- United Nurses of Alberta - \$6,000.00 (for Locals 4625, 5543, 40)
- CUPE Ontario Division - \$10,000.00 (for all striking locals – divided 9 ways)
- CUPE Local 4400 (Toronto Education Workers) - \$10,000.00 (for all striking locals – divided 9 ways)
- CUPE Local 4195 (Saskatchewan Rivers Public School Division Support Workers) \$1,310.00 (for all striking locals – divided 9 ways)
- CUPE Local 3742 (Prince George Education Workers) \$1,500.00 (for all striking locals – divided 9 ways)
- CUPE Local 4222 (Thames Valley District School Board Support Staff) \$150.00 (for all striking locals – divided 9 ways)
- CUPE Local 561 (Coquitlam) \$561.00 (for all striking locals – divided 9 ways)
- CUPE Local 2512 (Waterloo Catholic District School Board Support Workers) \$500.00 (for all striking locals – divided 9 ways)
- CUPE Local 728 (Surrey Schools Support Workers) \$5,000.00 (for all striking locals – divided 9 ways)

**Donations Distributed:**

- Local 40 - \$7,248.00
- Local 520 - \$5,248.00
- Local 2545 - \$3,248.00
- Local 2559 - \$3,248.00
- Local 3484 - \$5,248.00
- Local 3550 - \$3,248.00
- Local 4625 - \$10,248.00
- Local 5040 - \$5,248.00
- Local 5543 - \$7,248.00

# Balance Sheet

CUPE Alberta Division

As of December 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
<b>Assets</b>	
Current Assets	
Cash and Cash Equivalent	
1000 Servus Credit Union - General	\$51,485.05
1001 Arbitration Fund	\$34,840.78
1002 Small Local Assistance	\$18,237.88
1003 Fight Back Fund	\$46,300.59
1004 Political Action	\$0.00
1005 General Savings Account	\$223,596.11
1006 Political Advertising	\$60,411.88
1007 Election Advertising	\$2,447.31
1010 E-TRANSFERS	\$0.00
1011 Common Share	\$1.40
1015 GIC # 30 - 1 Yr.	\$0.00
1020 Fight Back GIC T-Bill #18	\$0.00
1090 Arbitration- GIC - #27 - 1 Yr.	\$15,886.86
1091 General GIC #36 - 1.5 Yr.	\$0.00
1092 Fight Back GIC - #32 - 1 Yr.	\$0.00
1094 Small Local Ass GIC #31 - 1 Yr.	\$0.00
1095 General GIC #35 - 1 Yr.	\$0.00
1096 Small Local Ass GIC #34	\$0.00
1097 Servus Rewards #5	\$245.96
1499 Undeposited Funds	\$0.00
<b>Total for Cash and Cash Equivalent</b>	<b>\$453,453.82</b>
Accounts Receivable (A/R)	
1200 Accounts receivable`	\$105,720.99
<b>Total for Accounts Receivable (A/R)</b>	<b>\$105,720.99</b>
1180 Loan to cost share	\$0.00
1210 Accrued Interest Receivables	\$10,919.34
1250 Inventory	\$6,863.72
<b>Total for Current Assets</b>	<b>\$576,957.87</b>
Non-current Assets	
Property, plant and equipment	
1540 Computers	\$0.00
1550 Accum Amort - Computers	\$0.00
<b>Total for 1540 Computers</b>	<b>\$0.00</b>
<b>Total for Property, plant and equipment</b>	<b>\$0.00</b>
<b>Total for Non-current Assets</b>	<b>\$0.00</b>
<b>Total for Assets</b>	<b>\$576,957.87</b>

# Balance Sheet

CUPE Alberta Division

As of December 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable (A/P)	
2000 Accounts Payable	\$0.00
<b>Total for Accounts Payable (A/P)</b>	<b>\$0.00</b>
1300 PREPAID EXPENSES	-\$8,752.22
2075 Arbitration Fund Payable	\$0.00
2150 Accounts Payable/Other	\$1,600.00
2200 GST/HST Payable	\$0.00
24000 Payroll Liabilities	
Deduction - CUPE Alberta Division	-\$13.61
Federal Taxes	\$8,228.56
<b>Total for 24000 Payroll Liabilities</b>	<b>\$8,214.95</b>
2725 Hosting Council Excess	\$0.00
2750 SLAF Loan	\$0.00
2775 Fight Back Campaign Fund	\$0.00
<b>Total for Current Liabilities</b>	<b>\$1,062.73</b>
<b>Total for Liabilities</b>	<b>\$1,062.73</b>
Equity	
1098 Common Share Account	-\$1.28
3000 Opening Bal Equity	\$0.00
3990 Prior Period Adjustment	\$0.00
3900 Retained Surplus	\$700,962.23
Net Income	-\$125,065.81
<b>Total for Equity</b>	<b>\$575,895.14</b>
<b>Total for Liabilities and Equity</b>	<b>\$576,957.87</b>

# Profit and Loss

CUPE Alberta Division

January 1-December 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
<b>Income</b>	
4000 Income	
4001 Affiliation Fees	\$367,617.77
4002 National Cost Share	
4004 National Strengthenin Divisions	\$110,000.00
<b>Total for 4002 National Cost Share</b>	<b>\$110,000.00</b>
4420 Donations	\$50,021.00
<b>Total for 4000 Income</b>	<b>\$527,638.77</b>
<b>4005 Bank</b>	
4007 Interest Income	\$3,369.60
4008 Interest - Term Deposits	\$14,944.10
4009 Shares/Dividends	\$21.80
<b>Total for 4005 Bank</b>	<b>\$18,335.50</b>
<b>4010 Convention Income</b>	
4010 Convention Income	\$186.27
4012 Registration Fees	\$75,670.00
4014 Banquet	\$100.00
4018 Education Day registration	\$690.00
<b>Total for 4010 Convention Income</b>	<b>\$76,646.27</b>
<b>4400 Other Income</b>	
4400 Other Income	
4480 Education Income	\$300.00
<b>Total for 4400 Other Income</b>	<b>\$300.00</b>
<b>4500 Insurance Credits G.D.A.G. Services</b>	
4500 Insurance Credits G.D.A.G. Services	\$32,356.01
	\$104,493.16
<b>Total for Income</b>	<b>\$759,769.71</b>
<b>Gross Profit</b>	<b>\$759,769.71</b>
<b>Expenses</b>	
<b>5000 Expenses</b>	
5100 Conference Exepenses	\$4,045.94
5110 All Leaders	\$5,561.46
5125 A.U.M.A.	\$207.30
5132 NDP - Political	\$225.00
<b>Total for 5100 Conference Exepenses</b>	<b>\$10,039.70</b>
<b>5211 Standing Committees</b>	
5211 Standing Committees	
5217 Parking	\$51.45
5222 Lost Wages	\$11,597.06
<b>Total for 5211 Standing Committees</b>	<b>\$11,648.51</b>

# Profit and Loss

## CUPE Alberta Division

January 1-December 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
5230 Executive Board Expenses	\$3,358.95
5232 President Expenses	\$67,134.83
5233 Wages	\$167,244.52
5234 Per Diems	\$3,708.00
5235 Vehicle Lease	\$6,408.32
5237 Vehicle Insurance	\$1,347.00
<b>Total for 5232 President Expenses</b>	<b>\$245,842.67</b>
5239 President Travel	
52371 Taxi & Bus	\$24.70
52372 Parking	\$87.50
52373 Airfare	\$303.11
52374 Hotel	\$769.13
<b>Total for 5239 President Travel</b>	<b>\$1,184.44</b>
5250 WCB Premiums - Exec. Board	\$594.44
5254 Executive Committee Travel	\$7,283.41
52541 Hotel	\$12,035.39
52542 Airfare	\$3,140.06
52543 Taxi & Bus	\$593.56
52544 Parking	\$1,015.62
52545 Travel - Mileage	\$11,571.73
<b>Total for 5254 Executive Committee Travel</b>	<b>\$35,639.77</b>
5255 Executive Committee Expenses	\$220.21
5259 Hotel Meeting Rooms	\$3,192.41
5261 Lost Wages	\$23,209.74
5262 Per Diems	\$7,507.00
<b>Total for 5255 Executive Committee Expenses</b>	<b>\$34,129.36</b>
<b>Total for 5230 Executive Board Expenses</b>	<b>\$320,749.63</b>
5300 Annual Convention	\$120,860.41
5304 Convention Committees Expenses	\$7,527.05
53041 Committees Per Diems	\$240.00
53042 Convention Comm Meeting Rooms	-\$10,851.60
53043 Committee Guest Room	\$216.62
<b>Total for 5304 Convention Committees Expenses</b>	<b>-\$2,867.93</b>
5305 Conv Hosting District Council	-\$5,796.00
5309 Guest Speakers Exp.	\$9,777.21
5310 Convention Office Supplies	\$94.47
5312 Child Care	\$5,291.03
5318 Conv. Small Local Reimbursement	\$16,951.07
5320 Audio Visual	\$81,128.58
5322 Merchandise	\$10,669.15
<b>Total for 5300 Annual Convention</b>	<b>\$236,107.99</b>
5600 Conventions	
5604 CONVENTION - CUPE National	-\$60.00
<b>Total for 5600 Conventions</b>	<b>-\$60.00</b>

# Profit and Loss

CUPE Alberta Division

January 1-December 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
5700 Campaigns	-\$14,999.28
5702 Campaign - Education	\$7,809.47
5709 Campaign- Health Care	\$10,000.00
<b>Total for 5700 Campaigns</b>	<b>\$2,810.19</b>
6300 Office Expenses	
6301 Bank Charges/ Fees	\$95.75
6304 Computer Expense	\$2,609.04
6306 Lease / Rent/ Storage	\$3,276.00
6308 Postage & Shipping	\$134.70
6310 Insurance Expense	\$24.00
6313 Subscriptions Online	\$1,759.00
6314 General Office Supplies	\$490.04
<b>Total for 6300 Office Expenses</b>	<b>\$8,388.53</b>
6500 Weeklong School	\$3,117.01
6600 Affiliation/ Subscription Fees	\$1,350.00
6700 Scholarships & Bursaries	\$1,000.00
6750 COMMUNITY EVENTS	\$70,750.19
6775 Donation Expenses	\$116,253.76
67755 Public Interest Alberta	\$10,000.00
<b>Total for 6775 Donation Expenses</b>	<b>\$126,253.76</b>
6780 CHILD CARE	\$1,160.00
6801 Accountant & Trustee Expenses	\$138.90
6805 Accountant	\$15,435.00
<b>Total for 6801 Accountant &amp; Trustee Expenses</b>	<b>\$15,573.90</b>
<b>Total for 5000 Expenses</b>	<b>\$808,889.41</b>
6870 Education Materials	\$400.00
6915 Promotional Expense	\$9,752.11
6955 Workshop Registration	\$1,000.00
79999 Payroll Expenses	
Fees for Services	\$64,794.00
<b>Total for 79999 Payroll Expenses</b>	<b>\$64,794.00</b>
<b>Total for Expenses</b>	<b>\$884,835.52</b>
<b>Profit</b>	<b>-\$125,065.81</b>

## CUPE ALBERTA – Proposed 2026 BUDGET

*(Based on 2025 End of Year Projections)*

<b>Category</b>	<b>Income</b>	<b>Expenses</b>	<b>Total</b>
<b>INCOME</b>			
Per Capita Contributions	\$360,000		
Strengthening Division Funding	\$110,000		
Other Income (Interest, Insurance Credits etc.)	\$15,000		
Regional Strategic Planning	\$60,000		
<b>Total Income</b>	<b>\$545,000</b>		<b>\$545,000</b>
<b>EXPENSES</b>			
Annual Convention		\$185,000	
Mini Conferences		\$20,000	
Executive Expenses (Strategic Planning and All Committees, etc.)		\$70,000	
Operating Expenses		\$10,000	
Spring School		\$5,000	
Pride		\$5,000	
Labour Day		\$5,000	
Tradeshows		\$8,000	
Vehicle		\$24,000	
Staff		\$205,000	
<b>Total Expenses</b>		<b>\$537,000</b>	<b>+\$8,000</b>
<b>NET TOTAL</b>			<b>\$8,000</b>

CONVENTION 2026

*OUR WORK*  
*OUR POWER*  
*OUR FUTURE*

**Trustee**

**CUPE**  
Alberta 

Trustees met on January 31, 2026, to perform the audit, in compliance with the CUPE Alberta Division Guidelines, Duties of Trustees, Section 1. Trustees found that the books were in good order; all deposit and cheque backup information was provided; bank statements and monthly reconciliations were balanced

### **AEEC**

Opening Ledger balance on **Jan 1/25- \$20,219.34**, ending balance on **Dec 31/25 - \$19,089.74**.

#### **Investments**

- **CIBC 00183- \$5,659.62 matures Jan 20/26**

#### **Comments**

- Cheque stub 118 and 119 were missing amounts

#### **Recommendations**

- Books were generally in good order- no recommendations

### **ALEC**

- Opening Ledger balance on **Jan 1/25 - \$10,334.34**, ending balance on **Nov 28/25- \$11,445.46**.

#### **Recommendations**

- Please provide December 2025 monthly balance sheet or reconciliation report.
- Please provide details for cheque #0011 dated Oct 26,2025
- No other recommendations

### **AHEC**

- Opening Ledger balance on **Jan 1/25 - \$55,146.21**, ending balance on **Dec 31/25 - \$55,922.44**

#### **Recommendations**

- Books were generally in good order- no recommendations

## **AMEC**

Opening Ledger Balance on **Jan 1/25-\$183,815.44**, ending balance on **November 12/25-\$206,610.68**(audit was only done up to November 12/25)

### **Recommendations**

- Please provide monthly balance sheet or reconciliation report for December 2025
- Surplus money in chequing account should be invested.
- No other recommendations

## **Alberta Division**

Trustees completed up to December 2025 during the auditing period.

### **Common Share account**

Beginning Balance **Jan 1/2025 \$1.34**. Ending Balance **Dec 31/2025 \$1.40**.

### **General Account – Community Plan #0**

Beginning Balance **Jan 1/25 \$98,624.02**, Ending Balance as of **Dec 31/25 \$115,029.80**

### **Arbitration Fund – Community Plan #1**

Beginning Balance **Jan 1/25 \$34,840.78**, Ending Balance as of **Dec 31/25 \$34,840.78**

### **Small Local Assistance-Community Plan #2**

Beginning Balance **Jan 1/25 \$20,656.02**, Ending Balance as of **Dec 31/25 \$24,851.39**.

### **Fight Back Fund-Community Plan #3**

Beginning Balance **Jan 1/25 \$46,300.59**, Ending Balance as of **Dec 31/25 \$46,300.59**

### **Political Action-Community Plan #4**

Beginning Balance **Jan 1/25 \$0.00**, Ending Balance as of **Dec 31/25 \$0.00**

### **Servus Rewards #5**

Beginning Balance **Jan 1/25 \$225.56**, Ending Balance as of **Dec 31/25 \$245.96**

### **Political AD-Community Plan #6**

Beginning Balance **Jan 1/25 \$30,411.88**, Ending Balance as of **Dec 31/25 \$60,411.88**

### **Election AD-Community Plan #7**

Beginning Balance **Jan 1/25 \$2,447.31**, Ending Balance as of **Dec 31/25 \$2,447.31**

### **General Savings-Business High Yield Savings #0**

Beginning Balance **Jan 1/25 \$27,613.37**, Ending Balance as of **Dec 31/25 \$223,596.11**

### **Investments-Opening Balance \$311,335.44**

### **Arbitration I-GIC-2 Year Non-redeemable #27**

Beginning Balance **Jan 1/25 \$15,159.22**, Ending Balance as of **Dec 31/25 \$15,886.86**

\*All other investments were moved to Savings

### **Investments-Closing Balance \$15,886.86**

### **Recommendations**

- Ensure all minutes and motions are included and noted with payments.
- The treasurer should include total strike fund donations received and total donations distributed to each local in the report.
- Strike fund donation account should be created.
- Any credit card holder should provide the treasurer receipts in a timely manner, monthly.
- Motions pertaining to credit card purchases should be attached.
- No cash transactions to be made.
- Ensure motions are attached to invoices/payments

This completes the report for the general audit of 2025 CUPE Alberta Division and its committees

**Raul Lastimosa (1 Year Trustee)**

**Nicole Spring (2 Year Trustee)**

**Ryan Lauder (3 Year Trustee)**

CONVENTION 2026

*OUR WORK*  
***OUR POWER***  
***OUR FUTURE***

**Policy Paper**

***CUPE***  
**Alberta** 

## Introduction

2025 represented one of the most regressive years for workers' rights in Alberta's history. We saw attacks on fundamental bargaining rights via the use of the notwithstanding clause against teachers and multiple attacks on trans youth, parental rights and the autonomy of medical professionals to provide care. We also saw the provincial government bringing in the most aggressive piece of privatization legislation in recent history with Bill 11, ushering in two-tier American-style private healthcare. At the federal level we have seen the announcement that the Government of Canada intends to reduce the public service by 40,000 workers, straining systems that have already seen growing demand and a lack of accessibility in recent years. Municipally, we see the continued threat of privatization and outsourcing for our utilities and essential services.

From funding cuts to mismanagement, the government is deteriorating the public services we rely on. Public education funding in Alberta is the lowest in the country and students are falling behind while classrooms become unsafe due to lack of supports. Ongoing investigations into political interference and procurement scandals in our healthcare system prove this government is using our tax dollars to line private pockets while patients and front-line staff suffer. Wait times are at the longest they have ever been and patients are dying while waiting for care. Our healthcare system is in a state of emergency.

While the government mishandles our provincial public services, it is also pushing to remove us from federal supports like the Canadian Pension Plan (CPP). Despite popular opinion being widely against the creation of an "Alberta Pension Plan", the Alberta Government put significant resources into advocating for it through last year's Alberta Next Panels. This has helped fuel misconceptions around Alberta's contributions to the CPP, which have been used as a talking-point for the Alberta separatist movement.

While life gets harder for workers in Alberta, the government continues to distract from their own track record. This has included scapegoating our most vulnerable populations: immigrants, people with disabilities, seniors, and trans youth. CUPE Alberta and CUPE National know that this cannot continue and we are building a movement to fight back. We are educating our members and empowering them with the tools to be politically engaged and to tackle difficult conversations with their neighbours and colleagues that will turn the tide.

*We will not manage decline. We will organize resistance, build power, and demand public services worthy of the people who deliver and rely on them.*

CUPE Alberta has established itself as a leader in the fight against a government that is attacking our fundamental rights in this province. This policy paper will direct our action through the year as we lead and support the Fight Back campaign. We will continue to build not just our own labour movement, but a collective movement for progress in Alberta with the power to make real change.

## **Defending Public Services**

The attacks on public service in Alberta are relentless. The government is aggressively pushing a privatization agenda that puts public money into private pockets to provide our services. We have seen time and time again that quality is reduced while costs increase, but our government continues down this path.

The numbers have been crunched on the use of P3s for building new schools, and it doesn't add up to savings. Despite this, the province is moving ahead with this model to build several new schools. While new schools are needed, promises of hiring new staff continue to fall short. We need to ensure we are building new schools in the most cost effective and responsible way but also ensure that we are hiring and retaining the staff to support the classrooms that already exist, the ones we know are bursting at the seams. We must ensure our CUPE workers in schools have a safe and healthy workplace, for them and for the generation of students they teach and support.

The government has almost entirely dismantled Alberta Health Services into four new departments. What was once a world-class model of integrated health is now abject chaos. Workers don't know who their employer will be and patient-care and outcomes are paying the price. Poor management of our healthcare system has manufactured consent for the doors to be blown wide open on privatization with Alberta's Bill 11, which will pull even more resources away from our public system.

After decades of cuts to the municipalities, Alberta's infrastructure debt is starting to show. The province continues to give less money, while expecting each municipality to handle more problems caused by years of underspending. After a second major water-main break in less than two years the blame is being laid on the city of Calgary instead of a history of funding cuts. Rumours are swirling about the privatization of Calgary's water services, taking accountability and control of this basic necessity out of public hands.

These public services are the fabric of our society and must be protected. Through coordinated efforts and our Fight Back campaign, CUPE Alberta will be leading a resistance to the dismantling of our public services.

### ***Commitments to Defending Public Services***

-  Create and maintain a Privatization Watch List with Public reporting.
-  Create public healthcare campaigns on the impacts of Bill 11 to public healthcare and connecting workers' conditions to patient outcomes.
-  Map out workers in the post-secondary sector and develop a strategy to grow CUPE Alberta's presence in the sector.
-  Prepare research and advocacy toolkits around funding cuts and workplace violence in social services and libraries.

## **Member Engagement & Building Trust**

In the last year, we have had wins and losses in the labour movement. The iconic image of CUPE President Mark Hancock tearing up the Air Canada flight attendants back-to-work order sparked optimism for the union movement in a province where optimism has been hard to find. However, the government's use of the Notwithstanding Clause against Alberta teachers was a stark reminder that our rights cannot be taken for granted.

In the next year, we must remind our members that CUPE is a union that will fight for them, because they *are* CUPE. When our members get involved, it makes our union stronger. However, the intense pressure that workers face just to make ends meet makes this a challenge. While members find themselves with little free-time to spare, we have still found ways to connect with them. CUPE Alberta's communications team is doing a tremendous job reaching out through social media and a contact database we can use to spread information and fight back against government misinformation. With a potential election—or possibly even separation referendum—on the horizon, it will be more important than ever to keep our members informed.

This year, CUPE Alberta will also keep building trust with our locals and increasing the supports we provide to them. Locals are the backbone of CUPE and we are committed to making them stronger. This means supporting and empowering local leadership that reflects the diversity of our workforce but also providing high-level support to give our locals all the tools they need to fight for a fairer, safer, and healthier workplaces.

### ***Commitments to Membership Engagement and Building Trust***

-  Increase visibility of social media campaigns by working with National Comms team and track CUPE membership interactions to build our organizing network.
-  Get boots on the ground within locals to facilitate leadership growth and deep internal organizing.
-  Develop information packets and education tools to support locals in enforcing safety and human rights protections for members.

### **Building Alliances inside and outside of CUPE Alberta**

To help the labour movement grow in Alberta we need unions working together. This year, we will be focusing on bringing different locals together along with other progressive allies with a common goal to Fight Back against the government's harmful policies.

The government's use of the Notwithstanding Clause has highlighted the importance of cross-union solidarity. Unions across the province were unanimous in their opposition to this attack on worker's rights, but we need to be *prepared* to prevent this from happening again. While

the outcome was a blow to the labour movement, new alliances have emerged and it's crucial that CUPE Alberta builds on this solidarity. Ahead of a potential provincial election, the coming year brings tremendous opportunity to unite a progressive movement.

It is also essential to identify and support important work being doing in the community by non-profits and non-governmental organizations that are standing up for our public services, our members and the future of our province.

### ***Commitments to Building Alliances inside and outside of CUPE Alberta***

- ▲ Coordinate with locals through Sectoral Committees to set province-wide bargaining benchmarks and to create and maintain a cross-sector “strike readiness” plan to ensure solidarity structures are in place to support other locals as needed.
- ▲ Collaborate and actively engage with other unions to mend cracks in the movement, including providing opportunities for joint training and mobilization actions.
- ▲ Strengthen our relationship with community-based organizations that share our values and amplify their work.
- ▲ Seek out new allies in organizations, employers, and movements with common goals and work together towards those goals.

### **Political Action**

After some very encouraging but also mixed results across from the October 2025 municipal elections it is essential we continue to foster relationships with politically allied representatives to push back against continued efforts of privatization, outsourcing and the erosion of our public services. Additionally, we must ensure that both municipal and education based locals have the training to create council and board watches, learn how to effectively lobby councillors, mayors and school trustees, and advocate for our members priorities. This will be essential to building continued political engagement and advocacy as we lay the foundation of electing more allied representatives in the fall 2029 municipal elections. Communications are being drafted in collaboration with our municipal and education leaders to go out to elected representatives across the province to advocate for CUPE’s priorities, provide education and encourage open lines of communication.

With the recent announcement of the anti-immigrant referendum questions we will be facing down in the fall, it is also essential we educate and mobilize members to push back against this regressive and divisive tactic by the Government. We will continue to offer our series through Human Rights educating members about their rights under the law and how we can support newcomers. In addition to this we will be offering political action and mobilization training for members on how to engage with the referendum campaigns in their workplace and the broader

community to fight back and refocus our efforts on holding the government to account for failing to fund and manage the public services we all rely on.

It is vital that we as workers continue to use our collective voice to fight for our charter rights and strong and sustainable funding for the public services we own together. 2026 will continue to present our union and the labour movement with many challenges and we must focus on educating and mobilizing our members to rise to the challenge.

Our first ongoing measure is the Week in Review Newsletter to keep all members up to date on news and legislation that impacts us and our province. We have already started a series of informational townhalls to educate and empower our members on pressing issues. These will provide a deeper understanding and ability to fight misinformation about topics like the CPP, utility privatization, healthcare privatization, the notwithstanding clause and more. We will also be providing political action and campaign workshops to ensure we have a core team of well trained and engaged members ready to mobilize for possible provincial and federal elections in 2026.

We know we have an uphill battle in Alberta right now. Fighting for our rights and our province is more important now than ever before. We look forward to a year of engaging, empowering and mobilizing our members.

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

-  Continue to provide members with timely and factual information about news and legislation via a weekly newsletter.
-  Hold an ongoing series of informational townhalls to provide education and empowerment on issues facing us as workers and how to fight back and share accurate information.
-  Develop and provide multiple training opportunities on campaigning and political engagement.
-  Create a sector-wide fightback campaign aligned with frontline workers voices.

### **Closing Remarks**

CUPE members in Alberta are facing unprecedented times. Tariff threats from the US continue to jeopardize the Canadian economy, putting public sector jobs at risk. Meanwhile, here in Alberta, a reckless government invites more economic upheaval by flirting with a separatist agenda. Instead of addressing growing income disparity and skyrocketing grocery prices, the Alberta Government used its fall legislature sitting to attack workers' rights and the basic human rights of our most marginalized populations. Danielle Smith has signalled that we should expect more of the same in 2026.

The actions taken by the Alberta Government have created tremendous uncertainty for all workers and citizens of Alberta. In addition to the commitments above, CUPE Alberta will closely monitor Danielle Smith's government in 2026; we will continue to fight against misinformation and push back on attacks on our members as workers and as people.

CONVENTION 2026

*OUR WORK*  
*OUR POWER*  
*OUR FUTURE*

**Young Workers  
Vice President**

**CUPE**  
Alberta 

Sisters, Brothers, and Friends,

It is an honor to submit my report to the 76th Annual CUPE Alberta Convention. As we gather in Edmonton under the theme “Our work. Our power. Our future,” we find ourselves at a critical juncture. For young workers in this province, these aren't just words in a program—they are a survival guide. In an era of rising costs, precarious contracts, and a provincial government that often prioritizes austerity over people, our role in this union has never been more vital.

### Our Work: The Foundation of Alberta

Young workers are the backbone of the public services Albertans rely on. We are in the classrooms, the hospitals, the municipalities, and the libraries. However, "our work" is increasingly defined by the struggle to make ends meet.

- **The Affordability Crisis:** Many of our young members are juggling multiple jobs or facing the reality that home ownership and financial stability feel further away than they did for the generations before us.
- **Fighting Precarity:** We have spent the last year advocating for a shift away from casual and temporary positions toward stable, permanent work with the benefits and pensions that young workers need to build a life in Alberta.

### Our Power: Solidarity in Action

Power is not given; it is built through collective action. This past year, I have been inspired by the surge in engagement from our younger members:

- **Picket Line Presence:** From rolling strikes to the rallies at the Legislature, young workers have been loud and proud. We aren't just the "future" of the labor movement; we are its current energy.
- **Mentorship & Education:** We have focused on breaking down the "alphabet soup" of union procedures. By making union spaces more accessible and less intimidating, we are ensuring that every young worker knows how to exercise their power at the bargaining table and on the shop floor.

### Our Future: Reclaiming the Narrative

The 2026 Provincial Budget has made it clear: if we don't fight for our future, no one will. With projected cuts to social services and a lack of investment in post-secondary education, the path forward requires a bold, worker-driven agenda.

- **Climate & Digital Transition:** We are pushing for "just transition" policies that ensure the jobs of tomorrow are high-quality, unionized public sector jobs.

- Leadership Development: My goal remains to ensure young workers aren't just "at the table" but are leading the conversation. We are the ones who will live with the long-term effects of today's policy decisions.

To the young workers of CUPE Alberta: Your voice is the most powerful tool you own.  
To our seasoned activists: Thank you for your mentorship and for holding the line so we have a foundation to build upon.

Our work is essential. Our power is collective. Our future is non-negotiable.

In Solidarity,

Katey Schmidt  
Young Workers Vice President, CUPE Alberta

CONVENTION 2026

*OUR WORK*  
*OUR POWER*  
*OUR FUTURE*

**Diversity**  
**Vice President**

**CUPE**  
**Alberta** 

Hello everyone,

This year has been filled with new and exciting beginnings for me. I have had the opportunity of meeting new people from across the province which provided lots of learning and networking. This has opened new avenues for working with communities that we need to support in order to make Alberta better. I recently had the opportunity to attend the Enchanted Network National Black 2SLGBTQAI+ Future Summit. This was a wonderful experience, and I obtained great insights into the community and was made aware of issues that we can undertake to make things better. In collaboration with others, I will be starting a contact list for us to have connection with all the diversity groups. To work together it is helpful to know who to call and contact to tackle the many issues that we face. There is a lot of work to be done and little by little if we work together things will get better.

I have also been working with the Women's Committee, and they have put in 3 resolutions for 2026 Convention. One of the things I have planned for the future is to hold a presence in the upcoming Calgary Stampede and the pride parades in Calgary and Edmonton. Also, in collaboration with others we have started back up the Human Rights series which will happen once a month, so I ask you to please keep it in your calendars as it is for everyone. Please continue to support all the events that are in your community and in Alberta. If you have any questions or any leads on places where we can help please reach out to me as I would love to get our message out and help where possible.

Thanks

Abbie

CONVENTION 2026

*OUR WORK*  
***OUR POWER***  
***OUR FUTURE***

**Alberta Library  
Employees Committee  
(ALEC)**

**CUPE**  
Alberta 

ALEC met twice in 2025. We met at the Red Deer Public Library in the spring and toured their Central Library and the Library in the Collicutt Centre. This is a great way to network with other Library workers and gain an even better understanding of the challenges they face in their daily work.

Most of the meeting was spent discussing how to support Library Workers dealing with daily incidents of verbal and physical violence. The impact on members' feeling of psychological safety is incalculable.

We also discussed how to support School Library Workers after the Provincial Government's book ban. Those Library workers working in schools already manage their collections and ensure that material is appropriate for patrons. It speaks to how little respect this government has for the professionals working in school and public libraries.

We are seeing many schools remove positions within libraries as well as hiring of unqualified employees. This is a problem that has been on the rise for many years now but is becoming worse as Union locals are voting to strike and the direct correlation of the political climate that we see in Alberta. Another area of concern is the rise of staffless libraries in public and school libraries. Which is also directly impacting the loss of library positions.

Terrill Budd (Chair of ALEC) attended the Southern Alberta Library Conference this year. She spoke to around 300 library workers and promoted CUPE and ALEC. Thanks to Karla Gaetz (L46 Medicine Hat Public Library) for creating a flyer to advertise the Marlene Balsler Bursary.

ALEC met again in the fall for our second meeting of the year. We were very excited that there were multiple applicants for the bursary. During this meeting we discussed the applications and chose our first recipient. Congratulations to Virginia Sanchez (L1015, Lloydminster Public Library) who was chosen to receive the bursary.

Also at our fall meeting we continued to discuss ongoing issues presented in the spring meeting as well as had a presentation by the CUPE Alberta Human Rights Specialist,

Lily Zhang. During her presentation she highlighted what CUPE is doing in regards to Human Rights and informed us on our worker rights and current campaigns to spread information to the different Locals.

We discussed and chose a new logo for the committee to use for promotional material and we look forward to being able to distribute these items in the future.

Elections were held for Chair and Treasurer positions. Kyla Maertz accepted her nomination and was voted in as Chair; Lisa Cutforth self-nominated and was voted in as Treasurer. We thank Terrill Budd and Jason Hlady for their amazing work and for being a part of ALEC.

For the remainder of the meeting, we reviewed our by-laws and prepared them for approval by CUPE Alberta. We then began work on our 2026 Resolutions, which we finalized at a virtual meeting in December 2025.

CONVENTION 2026

*OUR WORK*  
***OUR POWER***  
***OUR FUTURE***

**Alberta Health Care  
Employees Committee  
(AHEC)**

**CUPE**  
Alberta 

## **Strengthening Public Health Care Through Advocacy, Coordination, and Action**

The Alberta Health Care Employees Committee (AHEC) represents CUPE locals across acute care, continuing care, long-term care, laboratories, Blood Services, and community health settings throughout Alberta. Over the past year, AHEC has focused on coordinated sector advocacy, anti-privatization efforts, and strengthening our collective bargaining power during a period of significant restructuring and workforce instability.

### **Provincial Lobbying & Political Engagement**

In September and November 2025, AHEC participated in structured lobbying efforts with elected officials to advance unified healthcare priorities. The committee identified and presented three core lobbying priorities:

#### **Staff Attraction & Retention**

- Wages not keeping pace with inflation and cost of living
- Workforce instability caused by low entry wages
- The financial burden of HCA registration fees
- Risk of losing significant portions of the casual workforce
- Growing burnout and unsustainable workloads

AHEC emphasized that workforce sustainability is foundational to patient safety and system stability.

#### **Privatization & Contracting Out**

AHEC raised serious concerns regarding:

- Increased contracting out of ancillary services
- Public-Private Partnership (P3) models
- The risk of two-tier health care
- Higher long-term costs with reduced transparency
- In-house job loss and erosion of service quality

The committee signalled its intention to pursue coordinated anti-privatization education and campaigning in the year ahead.

## **Impacts on Patients**

Members reported systemic strain across facilities, including:

- Hallway medicine becoming normalized
- Increased patient acuity due to delayed access to care
- EMS downflow pressures creating unsafe transitions
- Residents entering continuing care with significantly higher complexity

AHEC stressed that staffing shortages and privatization trends directly impact patient outcomes.

## **2026 Resolutions Submitted**

This year, AHEC will submit two key resolutions to Convention:

### **Public Awareness on the Health Care Staffing Crisis**

This resolution calls on CUPE Alberta to develop a coordinated public campaign highlighting:

- Chronic understaffing
- Unsafe workloads
- Retention failures
- The impact of staffing shortages on patients and communities

The goal is to elevate staffing from an internal workplace issue to a province-wide public priority.

### **Opposition to Public-Private Partnerships (P3s) in Health Care**

This resolution calls on CUPE Alberta to strongly oppose all forms of P3s in health care and to educate members and the public on:

- Long-term financial costs
- Reduced transparency and accountability
- Workforce erosion
- Expansion of two-tier service models

### **Bargaining & Sector Coordination**

The committee has continued to provide a critical coordination forum for locals engaged in bargaining, including:

- Monitoring sector-wide negotiations

- Sharing updates on Essential Services Agreements
- Coordinating messaging around wage patterns
- Discussing impacts of health system restructuring

With multiple CUPE healthcare units bargaining concurrently, AHEC remains a key table for solidarity and strategic alignment.

### **Campaigning & Solidarity Efforts**

Over the past year, AHEC has:

- Supported advocacy campaigns defending public health care
- Participated in solidarity events across the sector
- Advanced cost-shared campaign initiatives
- Planned Healthcare Support Worker Appreciation Day (February 14, 2026)
- Explored development of a coordinated anti-privatization campaign
- Worked closely with Friends of Medicare

The committee continues to build internal capacity through communications planning, engagement strategies, and collaboration with allied organizations.

### **Looking Forward**

Health care in Alberta remains at a critical turning point.

Ongoing restructuring, expanding privatization, and deepening staffing shortages present serious challenges for workers and patients alike.

In the coming year, AHEC will focus on:

- Amplifying public education on staffing shortages
- Advancing anti-privatization advocacy
- Strengthening cross-local coordination
- Supporting sector-wide bargaining strategy
- Expanding affiliation and engagement across health care locals

AHEC remains committed to defending Health Care funding, safely delivered health care and to protecting the workers who sustain it.

In solidarity,

**Alberta Health Care Employees Committee (AHEC)**

CONVENTION 2026

*OUR WORK*  
*OUR POWER*  
*OUR FUTURE*

**Alberta Education  
Employees Committee  
(AEEC)**

**CUPE**  
Alberta 

The Alberta Education Employees Committee (AEEC) is in the early stages of preparing for the next round of bargaining in 2028. In November, the Committee held a planning meeting with local leaders in the sector to set the direction of the committee between now and Fall 2028. The leaders prioritized increasing participation in AEEC and affiliating more education locals. They also emphasized crafting well-researched common proposals, coordinated bargaining and ensuring that locals, regardless of geography, size, and classification, see themselves reflected in the proposals and overall bargaining strategy. The Executive used this discussion to craft a revised strategic plan that they will share with leaders for further input at the next AEEC meeting in Calgary on May 2nd and 3rd.

We encourage all Education locals to affiliate with AEEC so that you can lead our sector-wide push in the next round of bargaining.

CONVENTION 2026

*OUR WORK*  
*OUR POWER*  
*OUR FUTURE*

**Alberta Municipal  
Employees Committee  
(AMEC)**

**CUPE**  
Alberta 

The Alberta Municipal Employees Committee (AMEC) met twice in 2025, holding meetings in January and September. These meetings provided the opportunity for municipal locals from across the province to come together to discuss shared issues, exchange information, and collaborate on strategies impacting municipal workers.

In September, the Committee experienced a significant transition with the resignation of our long-serving and highly knowledgeable Treasurer. AMEC extends its sincere thanks and appreciation to Jason Fenske for his commitment, leadership, and dedication in helping move AMEC forward over the past several years. His contributions have been invaluable to the Committee's success. We look forward to his continued involvement and participation as a municipal member. A new Treasurer was elected at the September meeting, ensuring continuity in the Committee's work.

Throughout 2025, AMEC continued its ongoing discussions regarding local and provincial issues affecting municipalities. Members shared best practices that have proven effective within their respective municipal locals, raised common concerns, and collaborated on potential approaches and takeaways to support positive outcomes across the sector.

A key focus in 2025 was the importance of municipal elections and the impact these elections have on municipal governance, labour relations, and service delivery. The Committee also continued discussions related to privatization, recognizing its ongoing and evolving impact on municipal workers and services.

Additionally, AMEC discussed the potential for a Prairie Municipal Conference to be held in conjunction with the Federation of Canadian Municipalities (FCM) Conference in 2026, which will take place in Edmonton. A committee was struck to coordinate efforts and explore the feasibility and structure of this proposed conference.

AMEC remains committed to collaboration, shared learning, and advocacy on behalf of municipal employees, and looks forward to continuing this work in the coming year.

CONVENTION 2026

*OUR WORK*  
*OUR POWER*  
*OUR FUTURE*

**Womens Committee**

**CUPE**  
Alberta 

Our small but mighty committee of women has accomplished the following this year:

### **1. Pay Equity Research Study**

The Committee has developed a comprehensive **Pay Equity Research Study**. The questionnaire is now in its final phase of approval and will be distributed to the membership shortly.

We are encouraging Locals to circulate the survey electronically to all members, and to also make paper copies available at membership meetings and during member engagement activities to ensure broad participation.

### **2. Provincial Pay Equity Coalition**

Raj and Tiffany are active participants in the Provincial Pay Equity Coalition. Through this work, we are encouraging Locals to promote pay equity at conferences, conventions, and community events.

Canadian Union of Public Employees (CUPE) has also lobbied the Alberta New Democratic Party to support Pay Equity legislation.

### **3. Education**

The **Women Breaking Barriers** course will be held on March 30 and 31 in Edmonton. We are working toward expanding this important course to smaller communities and committees across Alberta to ensure greater access to leadership development opportunities for women.

### **4. Feminine Hygiene Products at CUPE Events**

Feminine hygiene products are now being made available at all CUPE events. This initiative supports dignity, accessibility, and inclusion for all members attending our meetings and functions.

### **5. WILD- Women in Leadership Development**

This program aims to empower Indigenous, Black, and racialized women by equipping them with leadership skills and fostering their participation in the labor movement. The Program is nine months long. Applications open in March.

CONVENTION 2026

*OUR WORK*  
*OUR POWER*  
*OUR FUTURE*

**Pension and Benefits  
Committee**

**CUPE**  
Alberta 

## **Retirement Security in Alberta**

CUPE members across the province will be called upon to uphold retirement security for all workers in the province. Although an Alberta Pension Plan is incredibly unpopular, this United Conservative Party (UCP), led by Danielle Smith, has remained committed to putting the question to referendum.

An Alberta Pension Plan (APP), removing workers from a solvent, effective retirement security plan into a risky regional plan that 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. In December of 2024, the Chief Actuary of the CPP responded to this threat to retirement security and although they did not give an actual number, they do not consider Alberta's claim to be valid under the legislation governing the CPP and any withdrawal of a Province would be calculated fairly to all plan members and not by political ideology.

We are facing increasing challenges at the bargaining table and building retirement security for members who do not already have a pension plan is proving to be a significant challenge. Many of the workers not covered under a pension plan in Alberta are workers who are women, people of colour or racialized workers, those in low-income work and those who work in service to the public through private and not for profit service providers. Employers who, under better funding arrangements, would be happy to support their workers, but who are in the fight of their lives to even keep their doors open.

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 working with those members to build retirement security for more members.

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. We have a collective, public responsibility to care for 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. Often, in CUPE locals, those members are those who already have precarious, low-paying employment. When we ask in bargaining surveys 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 the unused portions get returned to them.

To better understand the state of benefit coverage in the region, AMEC and CUPE National Research have started a research project to provide a comprehensive review of municipal plans and comparison of various coverages under employer plans. In 2026 the Pension and Benefits committee will work to extend this research to other sectors in our union.

Federal dental and pharmacare plans have not been accepted by the Alberta Government or have been implemented slowly or only partially. These types of plans would save workers paying out of pocket and would reduce the costs applied to employer sponsored plans. We commit to continue to build awareness of federal initiatives and to support their full implementation in Alberta.

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 Health Spending accounts 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.

The Committee worked on a comprehensive fight back plan and cost share application that has been approved and we have started work with an online campaign, building advocates inside and outside of CUPE that we can call on to escalate action when we know more about a potential referendum.

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

Members of the committee were all returning members in 2025-2026 and we did not conduct additional committee member training in this term.

We co-hosted a CPP Myths and Facts workshop in February of 2026 and we are planning more member outreach and training in June, September and November of 2026 to build pension literacy ahead of a public retirement referendum.

CONVENTION 2026

*OUR WORK*  
*OUR POWER*  
*OUR FUTURE*

**Alberta Indigenous  
Council**

**CUPE**  
Alberta 

## **The Journey So Far**

This year has been one of change, reflection and opportunity. As Indigenous peoples, we know and embrace the responsibility to ensure that future generations inherit a better world. As your CUPE Alberta Indigenous Council, we take that responsibility seriously and are excited to see what the future holds.

As we stand on the threshold of another year, we are recommitting to growing Indigenous representation in CUPE Locals and strengthening relationships with Elders, Knowledge Keepers and Indigenous-led groups throughout the Province. To growing mutual understanding and fostering allyship. To growing our communities and protecting what is sacred.

## **Where are we now**

### *Water Is Life: Our Fight to Protect the Headwaters*

If you've ever stood by a clear stream or heard the rush of a river, you understand why we say, "Water is life." Over the past year, the Council has continued the work of protecting from coal mining projects that threaten Alberta's headwaters and ecosystems. We know that clean water is not just an environmental issue—it's a sacred right and a matter of survival.

To support CUPE Alberta and the resolution passed at last years convention, the Council and our Senator Glenda Keating have partnered with Corb Lund to help gather signatures to petition the Alberta Government to Ban coal mining in the eastern slopes. This is an initiative that every Local can become involved in by volunteering to collect signatures and spreading the word on the dangers of coal mining. As this initiative continues, the Council will update members.

### *Cultural Engagement and Relationships*

Knowing and understanding culture is key to healing, learning, and uniting people. This year, we embraced opportunities to share our culture and educate others through events, workshops, and ceremonies.

Whether teaching beading, participating in a sweat or facilitating the smudging of our new events van, the Council members have worked to ensure cultural representation at CUPE events and workplaces across the province.

The National Convention also presented an opportunity to deepen relationships and partnerships with our brothers and sisters from across the country and support ongoing reconciliation here at home.

Importantly, many Locals were successful in adding the National Day for Truth and Reconciliation as a paid holiday, ensuring the participation of more members and increasing opportunities for healing and education.

### *Supporting Justice*

This past year we have watched as the discrimination has increased in our own backyard under the banner of Freedom – including the removal of required cultural Indigenous training for all Alberta lawyers. This backwards move risks increasing discriminatory actions in Indigenous communities and in the justice system. The Council and the Division spoke out against this, and has called on the Government to support reconciliation, and repeal this legislation.

### **Looking Ahead: Continuing the Journey**

Our work continues. We will continue advocating for clean water, supporting Indigenous representation, and fostering cultural awareness within CUPE.

Key focus areas for the coming year include:

- Developing a long term strategic plan
- Increasing the number of Council members and the Council presence at events across the Province
- Relationship building with our Indigenous CUPE members
- Annual reporting on the TRC calls to Action
- Supporting Locals in developing personalized Land Acknowledgements
- Continuing the work to protect our headwaters – including playing a part in a successful Citizen Initiative petition.
- Work with the Human Rights branch to expand partnerships with community organizations to tackle issues affecting Indigenous communities in Alberta.

To meet these goals, we invite all CUPE members to join us—on the Council or as allies. We must continue to work together and always seek to understand and respect each other, lest division infiltrate us.

Together, we protect what is sacred. Together, we move forward.

CONVENTION 2026

*OUR WORK*  
***OUR POWER***  
***OUR FUTURE***

**Environment and  
Health & Safety  
Committee**

***CUPE***  
**Alberta** 

This report provides an update on the activities, progress, and discussions of the CUPE Alberta Division Environment and Health and Safety Committee for March 2025-March 2026.

The committee notes with appreciation the adoption of its resolution at the 2025 CUPE Alberta Division Convention calling for CUPE Alberta to lobby for a full time Health and Safety staff representative in Alberta. While a full time Health and Safety position was later referenced as part of the budget approved by the National Executive Board, the role has not yet been established. The committee continues to advocate for this position and views it as an important step toward strengthening coordinated workplace safety support across the province.

On December 4, 2025, the committee hosted a well attended webinar on Identifying Psychosocial Hazards in the Workplace. Nearly forty members participated, and the presentation materials were shared with national representatives across the region. The committee extends its thanks to Troy Winters and assigned staff for their support in delivering this session.

With 2026 designated as the Year of Health and Safety, the committee looks forward to being included in the planning and delivery of Division initiatives related to this important focus.

### **Ongoing Projects and Priorities**

Work continues on the development of an Alberta specific Health and Safety Bargaining Language Guide. The committee is collecting language, practices, and examples from across the province. The guide is intended for release during the Year of Health and Safety in 2026. As content collection is still underway, no internal deadline has been set.

The committee is also pleased to report that its resolution on picketing in extreme temperatures was adopted at the 2025 CUPE National Convention.

There is interest in offering additional webinars early in the new year focused on environmental issues and their connection to worker health and safety. Planning for this work will begin once committee membership is confirmed following Convention.

As the All-Committee meeting was postponed, the committee agreed to delay formal strategic planning until after the new committee is established in March. This will allow incoming members and any newly assigned staff to participate in setting direction for the term ahead.

The committee is discussing the potential 2026 Health and Safety lobby day, paired with member lobbying training with it being the Year of Health and Safety. A resolution has been submitted to support this.

We want to invite everyone to the CUPE Human Rights Series programming, including the Environmental Justice session on April 8 from 7 to 8 PM.

The committee continues to make progress on education, advocacy, and project development. We have submitted several resolutions to support this work. We look forward to advancing this work in partnership with the incoming committee and contributing meaningfully to the Year of Health and Safety. Our members deserve safe working conditions and beyond.

The committee appreciates the ongoing support of CUPE Alberta, staff, and membership and remains committed to promoting safer, healthier, and more sustainable workplaces for all members.

### **Committee Members (Alphabetical Order)**

Tonya Baker, Local 2545  
Rhonda Breen, Local 2545  
Sarah Clegg, Local 787  
Trevor Craft, Local 941  
Janice Kube, Local 3550  
Jared Matsunaga-Turnbull, Local 474

### **Division Liaison**

Janet Riopel

CONVENTION 2026

*OUR WORK*  
*OUR POWER*  
*OUR FUTURE*

**Social Services  
Committee**

**CUPE**  
Alberta 

Over the past several months, work has been underway to formally establish the Committee's bylaws, which are currently undergoing the approval process with CUPE Alberta Division. Virtual information sessions for interested members were held in early March 2026, and we have seen strong engagement across the province, with committee applications submitted by members from multiple Locals. Once the bylaws are approved, meetings will be called to elect committee members and formally accept affiliated Locals. Please keep your eyes and ears open for further updates regarding the Social Services Sector Committee.

CONVENTION 2026

*OUR WORK*  
*OUR POWER*  
*OUR FUTURE*

**Organizing**

**CUPE**  
Alberta 

## **ORGANIZING PRESSURE AND OPPORTUNITY IN ALBERTA**

In 2025, Alberta made significant strides in growing CUPE's presence across key public service sectors. Over the past year, we welcomed just over 800 new members spanning education, health care, and social services. This growth reflects the hard work of our inside organizers, and the readiness of workers in Alberta to strengthen their voice at work through union membership.

The government of Alberta's aggressive anti-worker actions – including its use of the notwithstanding clause last fall – has had mixed effects as it relates to organizing. For many unorganized workers, it has fueled a movement, highlighting the urgent need for collective agreements and the protection and strength that CUPE provides. Others are questioning whether organizing a union can truly protect or benefit them under this government.

This sentiment has been particularly challenging in southern Alberta, where it led to the suspension of an active organizing campaign at Westwind School Division, halting momentum entirely.

Despite that hesitation, we are seeing an unprecedented surge in interest from workers wanting to join CUPE, and we have more leads than we have capacity to follow.

Our largest success in 2025 was the certification of 415 education support workers at Northern Lights School Division. Although the 2024 application was dismissed after falling just under the 40% support threshold by less than 1%, inside organizers quickly regrouped—rebuilding previous support and securing new cards beyond what had been achieved in the first campaign.

We also saw significant progress in health care. Workers at Seasons Olds recently ratified their first collective agreement, achieving major gains they did not have before. At AgeCare Midnapore in Calgary, the employer contracted out general support services, and we responded by hosting a BBQ to reconnect with those workers, an effort that led approximately 85 GSS workers to vote 97% in favour of joining CUPE in December.

Similarly, 130 workers at a Sienna Senior Living facility in Medicine Hat voted overwhelmingly to join CUPE in December. This site is the only one of the employer's four Alberta facilities not represented by AUPE, marking an important expansion of our presence in the continuing care sector.

Other 2025 successes include certifications at Associated Ambulance in Red Deer and the Calgary Chinese Elderly Citizen's Association.

Ongoing organizing continues in education across the province including at Rocky View School Division (RVS). Education support staff continue to sign and re-sign union cards. The goal is to be in a position to file an application for RVS before the end of the school year (June 2026). This would bring an estimated 1200 new CUPE members into the union.

The organizing work at Calgary Board of Education is ongoing. Education workers came to CUPE after years of deep frustration with their Staff Association. However, in late 2025, the Staff Association ratified a four-year collective agreement, which closed the open period and required the suspension of card collection until the next open window in July–August 2026.

Interest continues to grow in other school divisions, many of which are essential to closing the wall-to-wall structure in education. Past redrawing of school division boundaries has created

fragmented workplaces, where some schools within the same division are unionized while others remain unorganized underscoring the opportunity (and the urgency) to close these gaps.

We are now seeing significant interest from workers in these non-unionized schools who want to join their CUPE colleagues, including those in Golden Hills and Aspen View School Divisions.

A campaign is currently underway for immigration services staff at the YMCA of Northern Alberta in Fort McMurray. We see this campaign as an opportunity to establish a foothold within the broader YMCA structure, particularly as a pathway to future organizing projects at YMCA childcare sites.

Unfortunately, very shortly after organizing began, this employer terminated a key insider. We filed an unfair labour practice complaint in mid-January and are taking a more active and visible role in supporting the remaining insiders, to ensure the campaign can continue without placing them at undue risk. If the drive is successful, these workers will join Local 2559.

To support the surge of organizing activity in the region, we are planning to hold two in-person Member Organizer (MO) training sessions – one in Edmonton (May 11 – 12, 2026), and one in Calgary (May 13 – 14, 2026). If you are interested in becoming a Member Organizer, please speak to one of us or come visit the organizing table in CUPE Village.

Overall, the goal in organizing isn't just to certify new workers, but to build strong, confident union activists. Because we know that when workers feel genuinely connected and engaged in the campaign, they become stronger union leaders — both during an organizing drive and after they become certified as CUPE members.

Respectfully Submitted,

Brigitte Benoit & Amelia Philpott  
Organizers – Alberta Region

:dlw/cope491

CONVENTION 2026

*OUR WORK*  
*OUR POWER*  
*OUR FUTURE*

**Regional Director**

**CUPE**  
Alberta 

## Introduction and Provincial Overview

Our role as a public sector trade union in this province continues to become more challenging, we are not just working with a single school board, municipality, not-for-profit social service agency employer, we are working against a government that has decided working conditions and worker wages are the lowest priority and are holding funding levels down to ensure that public service sector employers are fighting over the scraps and constantly scrimping for savings.

CUPE members, and all Alberta residents, are facing similar challenges. An economy that has stopped working for the working class and a government determined to strip funding from publicly provided education, health care, social services, universities and municipal services. The legislation, regulations and policies of this government continue to do more harm than good and funnel public money into private corporate profits. Elected school boards, municipalities, crown corporations and other not-for-profit service providers who speak out against the government are punished with cruel funding changes, privatization or legislative changes that undermine their democratic capacity.

The Alberta Advantage that so many of us have come to understand as part of the economic benefit sharing that comes from living and working in Alberta has shifted away from residents of this province. We see this in many ways including:

- Alberta residents continue to experience rising inflation; in 2025 the annual inflation was 2%. These increases continue to be driven by food, shelter, utility and insurance costs. Expenses most households cannot avoid.
- Alberta food bank usage has increased 134% over the past five years (this includes a 21.5% increase from just last year, quadrupling the national average increase of 5.2%). Food insecurity persists even where there is low unemployment, highlighting the disparity between wages the market can bear (at or above the minimum legislated wage) and the wage required to live without accessing social assistance, food charity or subsidized housing. Of those accessing the food bank 33% are children and 40% are people on income assistance, 19% are working families.

These economic dynamics of rising inflation and interest rates, shrinking affordable housing stock, and a growing income divide, compound the challenges faced by workers and families across Alberta. In addition, decades of underfunding of these important services worsened by record-high inflation and unprecedented demand for services make it difficult to attract and retain staff. Increased workloads and more complicated issues are resulting in record levels of staff burnout. From childcare funding being ripped from the pockets of the most in need to shifts in funding for the most severely disabled members in our community to make sure they can't work...even just a little, we are facing unprecedented attacks to our members, friends and neighbours.

CUPE members are continuously being asked to do more with less and yet they remained steadfast in their commitment to community despite the adversity they face.

## **Impacts of the provincial budget on our members**

The public sector investments required for service and infrastructure does not come from wage restraint but from taxes and direct public spending, both of which the UCP government seems politically reluctant or opposed to.

Funding announcements seemed decent on paper, however when scrutinized, they yet again fail to even keep up with inflation and population growth. An announcement of an income tax break will amount to less than a cup of coffee a day and creates a false deficit budget, allowing for austerity and cuts to critical public services.

## **Legislative Attacks, Public Services Cuts, Privatization**

This past year we have seen significant attacks on the rights of workers in this province. This fall when teachers went on strike to fight for the right to have a say over class size and complexity the provincial government, instead of using other means of reopening schools, chose to use the Notwithstanding Clause to force a contract on the Alberta Teachers Association. Stripping bargaining rights from one group of workers has an immediate and dramatic impact on all other workers, they lose the will to fight for better wages and working conditions. It also impacts our ability to organize workers.

We speculated, when the government began to dismantle Alberta Health Services, that they were going ahead with a plan to significantly privatize public health care. This government has gone a step further through Bill 11 and has created a dual service thread, giving doctors and surgeons the right to work for profit and for private at the same time. This very distressing move will most certainly gut more resources out of an already broken health care system, meaning workers and CUPE members across the province will not be able to access the health care they need. Although very grudgingly, Alberta has signed an agreement on dental care, the government continues to block access to medications through the National Pharmacare Plan.

Despite announcing the construction of 52 new schools to be built by public private partnerships, there have been no announcements about a successful partner being found, further delaying essential infrastructure being built. Infrastructure that was in progress, like a hospital in Airdrie, has been postponed so a PPP contract can be bid. Additionally on the privatization agenda are public schools. This province also announced for the first time significant investments in capital funding for profit driven private schools, its bad enough we funnel much more funding into private schools than other provinces but now we are going to use tax money to build profits.

Legislation attacking the rights of transgender youth was passed into law in December of 2025. This legislation places government in between young people, their families and necessary medical support. When challenged in court, the United Conservative Party chose to double down with their favorite new tool and used the Notwithstanding Clause again to attempt to strip the rights of vulnerable Albertans. When governments begin to attack communities already struggling, it is a true test of their character. This dangerous step not only endangers young people it emboldens residents in our province who are fearful of what is different to them, to act out with hatred and violence. Our members in health care and education will be directly impacted by this legislation that violates human rights, and they may

find that taking care of a student or client in need places them at risk of violating employer policies that fall into line with the new legislation.

While this has been a year of stripping Albertans of rights, this year the Alberta government has also quietly supported the Alberta separatist movement using buzz words to play to their voters instead of standing up and defending Alberta as a province of Canada. With no real plan in place, they are also using tax dollars to promote an Alberta Pension Plan and an Alberta Police Force. CUPE members aren't fooled, we know that an Alberta independent from Canada will not be sustainable. CUPE staff and specialists are ready to work with the division, locals and members to fight to keep the Canada Pension Plan and to work with their communities to bring awareness of the pitfalls of a plan under the control of a government with a poor reputation in pension management.

The multi-faceted and broad ranging attacks on public services, human rights, working people and unions is meant to distract and divide us. If we are distracted from the real problems of eroding wages and steadily declining material conditions provided to our members in our collective agreements.

## **Wage Settlements**

Wage increases in the broader public sector in Alberta continue to significantly lag behind inflation despite the government's recognition of significant labour shortages in sectors such as healthcare, trades, education, and childcare. Public sector wage caps and mandates that are at or below inflation do nothing to make up for the years of below inflation wages our members have endured.

## **Fighting for fair wages**

Fueled by the job action taken by members in CUPE's K-12 Education sector, we have seen increases in organizing requests from unorganized workers in the sector who want to be able to achieve fair wages. Workers in CUPE's social services sector are also organizing internally and taking the first steps towards coordinated bargaining – pushing their employers to become advocates for funding.

Our staff have been working tirelessly with member activists and locals to build collective action to shed light on funding shortages and wage restraints in all our sectors. Our members bravery to stand up for what is right has been inspiring across the province.

## **Awareness Campaigns**

Over the past year, since last convention we have shifted our focused wage campaign to multiple issue-based campaigns highlighting the decisions of government that negatively impact workers and all Albertans.

We have shown one another that our union is strong and our members are unified around our goals, that we can organize, work in solidarity and make gains for our members and protect the fundamental elements of our society that makes us Albertan and Canadians.

We also want to take this time to thank all our members, locals and elected leaders for their passionate advocacy, relentless determination to secure gains for our members in very unpredictable and unstable times.

## **Sector Reports**

Here is a short roundup of reports from our various sectors. I would like to take this time to thank all the sector coordinators and all the regional specialist staff for their hard work to support our members/locals in their fight to improve wages and working conditions.

### **K-12 Education Sector**

After over a decade of wage erosion, the lowest paid education workers resisted concessions and fighting back to win gains at the table notwithstanding legislative attacks, public service cuts, concessionary bargaining, and privatization threats.

The unprecedented education sector strikes in 2024/2025 shed significant light on the issues of government underfunding and low wages. Our members fought back and have broken the government wage mandate and improved income through not only wage increases but creatively by demanding lowest pay steps be removed from collective agreements, fighting for paid professional development and demanding that their education and certification are acknowledged as career paths and not just part-time participants in their workplaces.

Demanding that the government use flat dollar amount increases in conjunction with percentage increases means that our lowest paid members get a fair share when general wage increases are calculated on their hourly rates.

Over the remainder of the 2025 we were able to settle all of the remaining open School Division collective agreements with the same wage and improvements, proving the action taken by education sector workers benefitted all of the members in that sector and took us a step closer to a provincial bargaining table where we can work directly with the people who hold the purse strings in the province. Solidarity and coordinated bargaining were the cornerstones of this success and we are building up plans to go further and achieve more in the 2028 round of negotiations.

### **Health Care**

Instead of funding health care and building a structure that will work for Alberta residents and the staff of the health care systems, this government has gone on a restructuring and privatizing rampage. This uncertainty in no way helps recruit new people into health care sector work or keep existing workers. Creating a system where privatization of public services is the norm means more taxpayer money goes into the pockets of the private corporations run by the friends of the government.

The long-term care sector is also facing recruitment and retention staffing issues. While the pandemic has painfully revealed the difficult challenges faced by front-line staff working in retirement and long-term care homes, these issues have not been resolved and continue to plague the underfunded and often ignored sector that serves our aging seniors.

Overall, the working conditions in these homes are extremely difficult, wages remain low with workers' morale decreasing every day. The continual decline of working conditions, increasing complex demands in the homes and lack of care and respect shown by both the employers and the provincial government compound the problems experienced by front-line workers and the residents that they care for in the long-term care sector.

Bargaining with for-profit long-term care providers has resulted in better wage and working condition improvements because they are able to leverage fee increases on residents. Employers with mostly public funding are facing funding freezes and in the face of inflationary pressures on their operations there is little or nothing left for improving working conditions and wages for our members.

We will continue to work with our healthcare locals and other unions to build worker power and solidarity to oppose the privatization of healthcare services, demand real wage increases and fight for hiring of much needed staffing.

### **Municipalities**

Wages in the municipal sector are trending slightly upward. Settlements in 2025 and 2026 thus far are averaging at or above 3%, many with market adjustments. However, inflation and higher interest rates are eroding the value of any wage and benefit gains. Based on our many bargaining surveys, economic and income insecurity are growing in the sector. We will work with our locals on lobbying efforts that target municipal politicians to secure proper funding and achieve a more sustainable funding model.

Local elections in 2025 gave us some wins in the municipal sector including progressive candidates elected in Edmonton and Calgary. More needs to be done in rural areas to build members' skills and confidence in participating in local governance.

### **Post secondary**

Usually at the heart of progressive movement in the province, Alberta's post-secondary system is facing critical challenges with funding restraints and government interference in the choices that university and college boards of directors generally make. Not only is funding under attack but critical independence in research is also being threatened by government and corporate interests.

Facing the same challenges as other provincially funded sectors, with wage caps and mandates, our members in this sector are facing job loss, stagnant wages and increasing workload.

## **Social Services**

The Social Services sector remains one of the most underfunded, overstretched, and understaffed sectors in Alberta. It is also one of our union's most diverse in terms of members' work. There is a wide spectrum of issues and needs facing this sector. Many employers have a revolving door of staff as low wages and poor working conditions combine to push workers away from this important work.

Recent government funding cuts feel arbitrary and seem to be attacking any agency that provides care for people that does not align with this government's priorities. With homelessness almost doubling in most urban areas of Alberta, we need more services delivered in a variety of ways, not fewer and less diverse services.

Members in Social Services are stepping up and working together to build solidarity in bargaining and to begin working on their shared concerns about safety in the workplace and low wages.

## **Emergency Services**

With the dismantling of AHS, EMS funding is unclear. Their contracts were with AHS and expire at the end of March this year. There has been no communication with them as to what happens this coming year. Concerns with the continuation of funding are not yet addressed by the province resulting in uncertainty on top of workload and recruitment issues. Bargaining in this sector has been challenging as private operators are also feeling the crunch of funding freezes and hiring problems.

## **Airlines**

Airline component members in Alberta have faced a very difficult year of bargaining. The Unpaid Work Won't Fly campaign supported bargaining demands that Air Canada workers went on strike to achieve this year, defying back to work orders and standing up for their rights to fair compensation.

WestJet workers are also fighting for their rights to fair compensation and are building on the partial successes of Air Canada flight staff and are continuing to build a strong and engaged membership.

## **Staffing Updates**

This year we welcome, through CUPE National's 2026 budget, One permanent staff member to our region. This year we received funding for a Mentor Representative that will support locals by building skills and competencies in our new servicing staff members. We also received supernumerary funding for two additional positions for the duration of 2026, the continuation of our political action representative and second organizing representative.

We continue to have significant change in our staffing as new staff are hired, some take leaves of absence and people change roles. We know this is difficult for locals and that many of you have seen several representatives over the past few years and we thank you for working with us as we work hard to make sure we have staff available to every local where

and when they are needed. As our membership grows, we hope we see increasing investments in staffing in the region to support our locals and build the kind of labour movement that is inclusive of everyone, safe and strong.

In closing, I want to thank all the CUPE staff who work so hard on behalf of our members. I also want to commend all our members who take on the roles of leaders in our movement, for their activism and support of our union. I wish our members a respectful and productive convention week as we continue to build, mobilize and organize to push back the UCP government's austerity agenda and the rise of the far-right across the country and the globe.

In solidarity,

Lisa Mason  
Acting Regional Director - Alberta

:mlv/cope491