

CONVENTION 2026

OUR WORK
OUR POWER
OUR FUTURE

**GENERAL
INFORMATION**

CUPE
Alberta

The logo graphic for CUPE Alberta features a stylized mountain peak composed of three overlapping triangles: a teal triangle at the top, an orange triangle at the bottom left, and a purple triangle at the bottom right.

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Welcome Delegates, Members, and Guests

We are honoured to welcome you to the 76th CUPE Alberta Division Convention in Edmonton!

Our convention is a time to come together, see old friends (and meet new ones), reflect on the year that has passed and plan for the year ahead. This week, we will build our union, defend our rights, and organize actions to strengthen public services and build power.

The convention theme, “Our work, our power, our future,” reminds us to keep the needs of Alberta workers at the front of our minds, and to do everything with an eye to making our members and our communities strong, healthy and prosperous.

Our challenges are many: Alberta’s municipal workers are fighting to protect public services, education workers need better wages and classroom conditions, and health care workers are swamped by hospitals and long-term care centres pushed to the limit due to underfunding. In social services, wages and funding haven’t kept pace, library workers are raising concerns about staffless worksites threats to access to information, and post-secondary workers are fighting to protect good jobs, quality education, and research from underfunding and corporatization.

CUPE’s strength comes from our members (now 800,000 strong across Canada) speaking out and making change happen. Across every sector, CUPE members are leading the charge for fairness and respect.

Inside this package, you’ll find information to participate in the convention and make the decisions that will shape our future. Make your voice heard on the issues that matter to you and your fellow members.

Thank you for your commitment, your activism, and your dedication to CUPE members and the people of Alberta. See you on the convention floor!

In solidarity,
CUPE Alberta Division

Agenda

TUESDAY MARCH 17, 2026

| TIME | AGENDA | LOCATION |
|-------------|-------------------------------------|--|
| 9:00 – 4:00 | General Resolutions Committee | Chairman |
| 9:00 – 4:00 | Constitutional Amendments Committee | Chancellor |
| 9:00 – 4:00 | Credentials Committee | Executive Boardroom |
| 9:00 – 4:00 | Registration Opens | Top of the Escalator on the Ballroom Level |

WEDNESDAY MARCH 18, 2026

| TIME | AGENDA | LOCATION |
|---------------|----------------------|--|
| 8:00 – 2:00 | Registration | Top of the Escalator on the Ballroom Level |
| 9:00 – 12:00 | Education | Chancellor, Leduc, Centennial, Strathcona, Athabasca, Chairman |
| 12:15 – 12:45 | New Delegate Session | Ballroom |
| 12:45 – 1:00 | Bystander Training | Ballroom |
| 2:00 – 4:30 | Convention | Ballroom |
| 7:00 – 10:00 | Reception (cash bar) | Ballroom Foyer |
| 7:00 – 10:00 | Fellowship Room | Leduc Room |

THURSDAY MARCH 19, 2026

| TIME | AGENDA | LOCATION |
|--------------|------------------------------------|----------|
| 7:30 – 8:30 | National Officers Breakfast | Ballroom |
| 9:00 – 12:00 | Convention | Ballroom |
| 12:00 – 1:00 | Speaker and Lunch (lunch provided) | Ballroom |
| 1:00 – 4:15 | Convention | Ballroom |
| 4:15 – 5:15 | Election Forum | Ballroom |
| 6:00 – 11:00 | Banquet (cash bar) | Ballroom |
| 7:30 – 11:00 | Fellowship Room | Leduc |

FRIDAY MARCH 20, 2026

| TIME | AGENDA | LOCATION |
|--------------|----------------------|----------|
| 9:00 – 12:00 | Convention/Elections | Ballroom |

Coffee Breaks: Wednesday - 3:00 pm, Thursday 10:15 am and 3:00 pm, Friday 10:15

Rules Of Order

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

Rule 9 A motion to reconsider shall not be entertained, unless made by a delegate who voted in the majority and shall receive a majority vote.

Rule 10 When a roll call vote has been ordered, no adjournment shall take place until the results have been announced.

Rule 11 A roll call vote shall require a demand, for same, by ten percent (10%) of the delegates present.

Rule 12 Bourinot's Rules of Order shall govern the debate on all questions of a parliamentary nature not provided for in the Constitution of the Canadian Union of Public Employees, Alberta Division.

Convention Green Space

Less paper has always been the goal of the affiliates of CUPE Alberta, and the 76th Convention will not be any different. The Convention documents will be provided in advance so that delegates can download or print copies for their own information and reference. Convention documents will be available at:

[CUPE Alberta Convention 2026 Documents](#)

The Convention Hall at the Westin Edmonton will have wireless internet connection for those of you who want to bring your laptops.

Delegates who are unable to print Convention Documents and are requesting paper copies of the documents, kindly let the Division know in advance by emailing ABConvention2026@cupeab.org.

If you have any questions regarding this initiative, please contact us via email: ABConvention2026@cupeab.org

Welcome to Edmonton

We are beyond excited to welcome you to Edmonton! This city is bursting with energy, creativity, and an unbeatable community spirit that makes it a must-visit destination. Our local businesses, artists, and makers have been hard at work, ensuring there's something incredible waiting for you around every corner.

Click the link below or use the QR code to access the visitor's guide.

[City of Edmonton Visitors Guide](#)



Convention Location

The Westin Edmonton
10135 – 100 Street NW, Edmonton, AB T5J 1P7
780-426-3636



*Gender Neutral Washrooms are available on the first floor

Fellowship Room

Leduc Room

For the duration of the Welcome Reception, and after dessert is served at the Banquet, there will be a Fellowship Room where delegates can enjoy a drug and alcohol-free space.

Come and play games and chat with other delegates. Members of CUPE Alberta executive, as well as National Representatives, will be on site as a resource and worthy game opponents.

The Leduc Room will be open to Fellowship:

- Wednesday, March 18, from 7:00 pm to 10:00 pm
- Thursday, March 19, from 7:30 pm to 11:00 pm

O Canada

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

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

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

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

O Canada, we stand on guard for thee.



Solidarity Forever

When the union's inspiration through the workers' blood shall run, There can be no power greater anywhere beneath the sun; Yet what force on earth is weaker than the feeble strength of one, But the union makes us strong.

Chorus:

Solidarity forever, Solidarity forever, Solidarity forever, For the union makes us strong.

Is there aught we hold in common with the greedy parasite, who would lash us into serfdom and would crush us with his might? Is there anything left to us but to organize and fight? For the union makes us strong.

Chorus:

Solidarity forever, Solidarity forever, Solidarity forever, For the union makes us strong.

It is we who plowed the prairies; built the cities where they trade; Dug the mines and built the workshops, endless miles of railroad laid; Now we stand outcast and starving midst the wonders we have made; But the union makes us strong.

Chorus:

Solidarity forever, Solidarity forever, Solidarity forever, For the union makes us strong.

All the world that's owned by idle drones is ours and ours alone. We have laid the wide foundations; built it skyward stone by stone. It is ours, not to slave in, but to master and to own. While the union makes us strong.

Chorus:

Solidarity forever, Solidarity forever, Solidarity forever, For the union makes us strong.

They have taken untold millions that they never toiled to earn, but without our brain and muscle, not a single wheel can turn. We can break their haughty power, gain our freedom when we learn that the union makes us strong.

Chorus:

Solidarity forever, Solidarity forever, Solidarity forever, For the union makes us strong.

In our hands is placed a power greater than their hoarded gold, Greater than the might of armies, multiplied a thousand-fold. We can bring to birth a new world from the ashes of the old. For the union makes us strong.

Chorus:

Solidarity forever, Solidarity forever, Solidarity forever, For the union makes us strong.

Raj Uppal **President, CUPE Alberta Division**

Healthcare worker Raj Uppal was elected President of CUPE Alberta and Regional VP for CUPE in March 2025. Prior to this, she served as President of CUPE 41 for six years, representing 1,400 members at Grey Nuns and Edmonton General Hospitals. She served two terms on CUPE Alberta's executive as the Diversity Vice President.

Raj is the first woman of colour to lead a major union in Alberta.

During her tenure at CUPE 41, Raj focused on health and safety improvements, with a successful push for better equipment and improved policies and practices to protect CUPE members.

Raj lives in Edmonton with her husband and two children.



Mark Hancock **CUPE National President**

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

Mark became a CUPE member in 1984 and served for fifteen years as President of Local 498 representing Port Coquitlam Municipal Employees.

Mark knows that our greatest asset as a union is the breadth and diversity of our members and the strength of our local unions.

Mark believes CUPE and the labour movement have a pivotal role to play in defending workers' rights and building a fairer and more inclusive economy for everyone in the post-pandemic world.



Candace Rennick

CUPE National Secretary-Treasurer

Candace Rennick has been fighting for better wages and working conditions for CUPE members her entire working life.

Elected our National Secretary-Treasurer in November 2021, Candace's CUPE history began long before that, when she began working at a long-term care facility in Peterborough, Ontario, at the age of 16, and swiftly got active in our union.

Candace was elected President of CUPE Local 2280 at just 22 years old and then went on to be elected Secretary-Treasurer of CUPE Ontario, a role she held for 12 years. She has served on our National Executive Board for over 20 years, first as a Regional Vice-President for Ontario and, since 2021, as National Secretary-Treasurer. Candace has served on numerous national committees, represented CUPE internationally through Public Services International, and is a member of the Canadian Council of the CLC.



Since her election to the role of National Secretary-Treasurer, Candace has prioritized several issues, including childcare, staffing, employment equity, enhanced fightback resources, support for smaller regions, and safer union spaces. Candace understands the importance of work-life balance and spends much of her personal time as a proud hockey and baseball mom.

A prudent steward of the union's finances, Candace is devoted to making sure our resources will always be in great shape so that CUPE members can campaign, organize, and win any battle we find ourselves in.

Andrew Knack, Mayor City of Edmonton

Andrew was born in Edmonton, raised in Spruce Grove, and has lived in the west end since 2002. A proud graduate of the University of Alberta, he earned his Bachelor of Commerce in 2006. Before running for City Council, Andrew managed a retail business in West Edmonton Mall and served on both the Meadowlark and Jasper Park Community League boards. These experiences shaped his approach to leadership: ambitious, collaborative and community-focused. Guided by dedication to public service and inspired by his community, he continued learning and connecting with Edmontonians a path that led him to City Council in 2013.



Since then, he's developed a reputation for listening deeply, engaging honestly and standing up for the everyday needs of residents. For three terms, Andrew represented the west end in Wards 1 and Nakota Isga on City Council. Known for his bright blue suits and equally bright outlook, Andrew brings a spirit of openness and optimism to his work. As a councillor, Andrew led many key initiatives including NextGen, Seniors, Public Engagement and Transportation Innovation. He has also served as the Council representative on the Accessibility Advisory Committee, the City of Edmonton Youth Council, the Edmonton Transit System Advisory Board, Edmonton Public Library Board and the Alberta Municipalities' Executive Committee. He is particularly proud of championing the Lewis Farms Recreation Centre and Library and pushing for more accessible transit for seniors and youth. Edmonton is a remarkable city with its best days ahead. Andrew is honoured to have the opportunity to serve Edmontonians as Mayor and to build a stronger city together.

Kim Siever Guest Speaker

Kim Siever is a labour journalist with The Alberta Worker, an independent, startup media outlet that focuses on labour and politics. He also uses his platform to advocate for the working class.

The Alberta Worker is an independent media outlet that focuses on labour and politics. It was founded in April 2020 by Kim.

Based in Lethbridge, Alberta, Kim Siever writes daily news stories, focusing on labour and politics and specializing in investigative journalism and critical analysis from a leftist political lens.



Equality Statement

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

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

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

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

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

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



MARK HANCOCK
National President



CANDACE RENNICK
National Secretary-Treasurer

UN International Decade for People of African Descent

In 2013, the United Nations declared 2015 to 2024 the International Decade for People of African Descent with the theme: "People of African descent: recognition, justice and development". The Decade called on us to acknowledge, celebrate and emphasize the important contributions people of African descent make in our workplaces, union and society.

It is also a call to the international community to promote sustainable and concrete ways to fight discrimination. This discrimination includes and is not limited to high rates of police violence, racial profiling, mass imprisonment, and structural racial discrimination in education, health, housing, and employment. The Decade acknowledged that people of African descent represent a distinct group whose human rights must be promoted and protected. This call for action is needed to ensure full inclusion in society.

We are far from achieving this and a second Decade has been adopted by the UN from January 2025 to December 2034. This next Decade has a theme of consideration, justice and development. This is an opportunity for us as union and community members to continue supporting people of African descent in their struggles for recognition, justice and development. We can do this by reading the recommendations made by the UN, having conversations about how the goals of the Decade are reflected in the lives of our members and organizing spaces where we discuss ways to dismantle anti-Black racism in our union, workplaces and communities.

CUPE·SCFP

Code of Conduct

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

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

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

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

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

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

- Abide by the provisions of the Equality Statement.

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

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

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

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

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

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

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

Combating any Harassment

CUPE's Ombudspersons

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

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

If you feel you have been harassed and need assistance, please scan the QR code to submit the form. Alternatively, call **587.215.9352**, and someone will be available to help. All reports will be treated confidentially.



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

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

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

Here is how the ombudsperson process works:

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

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

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

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

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

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

Pronouns and Gender Diversity

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

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

HOW TO USE PRONOUNS

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

I saw Alex at lunch, and *ze* looked tired. *Ze* said *hir* injury got worse with the speedup.

I encouraged *hir* to come to the union meeting. Workload is on the agenda.

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

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

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

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

What Does Caucus Mean

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

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

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

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

Purpose

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

How It Works

To request the use of a room for a caucus, representatives of an area or group can email: ABCONVENTION2026@CUPEAB.ORG

Election Forum

All candidates and delegates are advised that there is one scheduled candidate session: **March 19th upon adjournment**

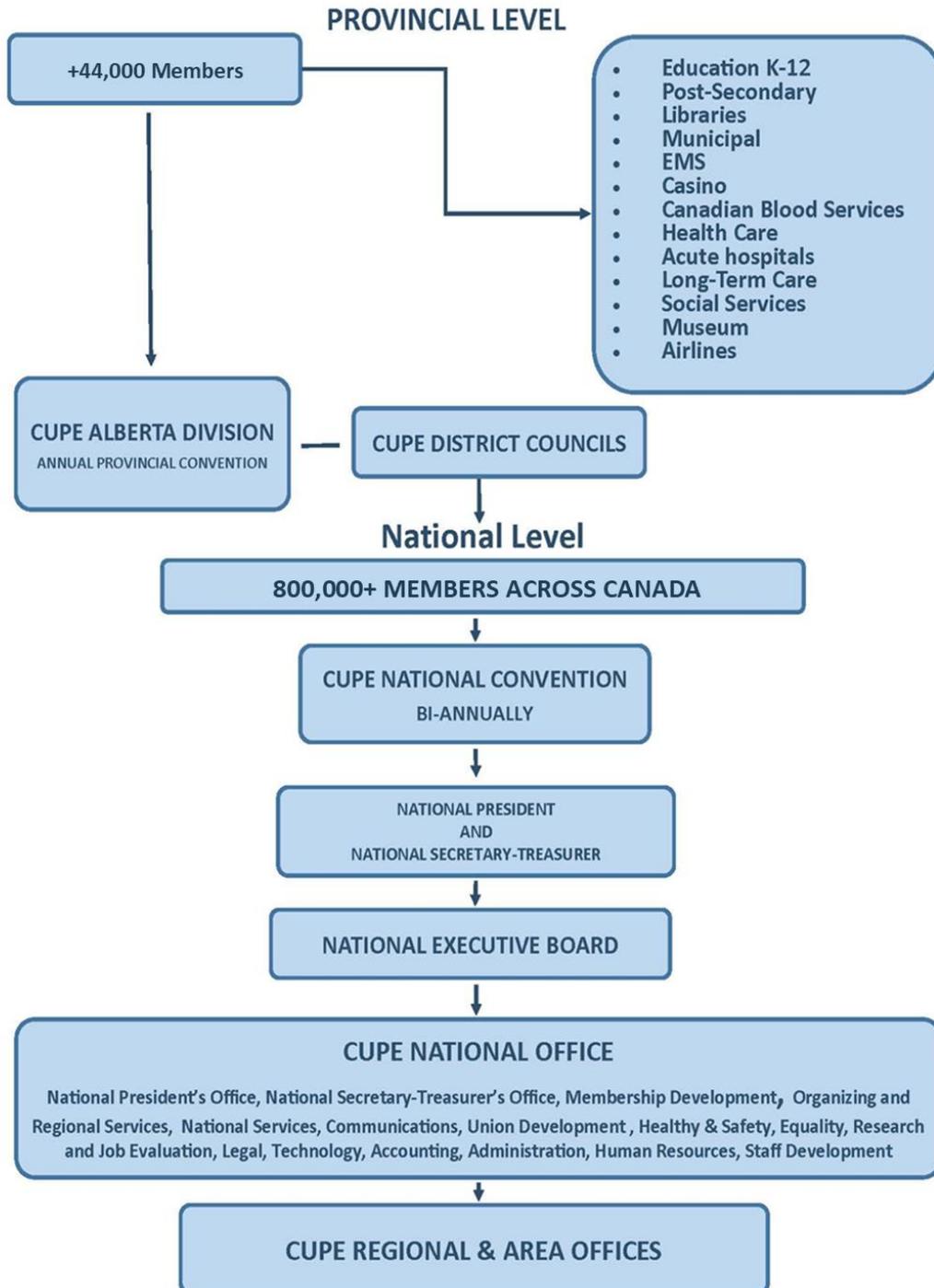
In accordance with the CUPE Alberta Division Constitution and (Guidelines), Article 5, Elections will be held on **Friday, March 20, 2026**, for the following positions:

- **Secretary-Treasurer**
- **General Vice President (North)**
- **Diversity Vice President**
- **Area Vice Presidents for:**
Peace River, Fort McMurray, North West, North East, Edmonton, Red Deer
Calgary, Medicine Hat and Lethbridge
- **Alternate Area Vice Presidents for:**
Calgary, North West, Peace River, Medicine Hat
- **Trustee** (one 3-year term)

And any other Alberta Division Executive Committee vacancies that may arise.

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

CUPE ALBERTA - HOW YOUR UNION WORKS



Alberta Division Executive Committee

Table Officers

| | | |
|------------------------------|----------------|------------|
| President | Raj Uppal | Local 41 |
| General Vice President North | Deborah Schaan | Local 417 |
| General Vice President South | Jason Fenske | Local 46 |
| Secretary-Treasurer | Clayton Gordon | Local 40 |
| Recording Secretary | Kelly Spence | Local 8 |
| Young Worker Vice-President | Katey Schmidt | Local 1825 |
| Diversity Vice President | Abbie Mitchell | Local 40 |

Area Vice Presidents

| | |
|------------------|------------|
| Cherise Stock | Local 38 |
| Janice Kube | Local 3550 |
| Danielle Danis | Local 2559 |
| Joyce Baker | Local 1606 |
| Brenda Reid | Local 4733 |
| Janet Riopel | Local 1661 |
| Kenda Jacklin | Local 787 |
| Joanne Lavkulich | Local 1825 |
| Angela Costley | Local 1032 |

Alternate Area Vice Presidents

| | |
|-----------------|------------|
| Vacant | |
| Shelly Lavallee | Local 3550 |
| Lynn Fleet | Local 2545 |
| Mary Morin | Local 2550 |
| Joan Keough | Local 838 |
| Vacant | |
| Vacant | |
| Lynda Easthope | Local 408 |
| Vacant | |

Location

| |
|---------------|
| Calgary |
| Edmonton |
| Fort McMurray |
| Northeast |
| Red Deer |
| Northwest |
| Peace River |
| Lethbridge |
| Medicine Hat |

Trustees

| | | |
|--------|----------------|------------|
| 1 Year | Elaine Moore | Local 2545 |
| 2 Year | Raul Lastimosa | Local 2545 |
| 3 Year | Ryan Lauder | Local 784 |

CUPE Alberta Division

Standing Committee/Council

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

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

Equality and Justice Committee

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

Environment and Health & Safety Committee

The Committee promotes the improvement of the conditions of Health and Safety at the 'workplace' and our 'environment', through education of the membership, all workers and future workers with respect to hazards pertaining to physical health, mental health, safety and lobbying for appropriate improvements in legislation at all levels of Government, through the applicable organizations. In addition, assessing and monitoring all environment issues, to act as liaison and coordination for CUPE Alberta Division with other labour and community groups, to advise, assist and provide direction to the CUPE Alberta locals and members on matters of environmental concern and to provide an Environmental forum that promotes the policies and principles of CUPE.

Anti-Privatization/Political Action Committee

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

Pensions and Benefits Committee

An on-going Committee who work to educate the membership and investigate ways of improving the Pensions and Benefits of CUPE Alberta members by identifying opportunities in collective bargaining.

Communication, Technology and Literacy Committee

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

Indigenous Council

Comprised of First Nations, Metis and Inuit members, the Alberta Indigenous Council promotes and defends the rights of all Indigenous workers in our Union, communities, locally, nationally, and internationally. The Council advises the CUPE Alberta Division Executive Committee on issues impacting Indigenous workers and actively seeks methods for greater and active participation of Indigenous workers in our movement and the Council through coalition building, community networking, and increasing Indigenous awareness of CUPE members, staff and leadership.

International Solidarity Committee

This Committee advocates for workers' rights globally, recognizing that as CUPE members we have a responsibility to learn about and support the struggles of our friends, comrades, sisters, and brothers throughout the world. Using our privilege of living in Alberta, the Committee works to support Unions and workers in other countries, while developing campaigns to educate members and lobby all levels of government on international labour issues and solidarity actions.

Women's Committee

This Committee promotes capacity building for women, works to eliminate barriers they face and educate members about those barriers. The committee will work to prioritize the active participation and leadership of diverse women in our union and our communities. This includes education and identifying opportunities for succession planning. The Committee will celebrate and recognize women's successes. It will also collaborate with coalitions, lobbies, non-profit organizations, and other political organizing activities that promote and defend women's rights.

Social Services Sector Committee

The Committee works to address shared challenges and opportunities across the province in the Social Services Sector. The Committee will focus on strengthening cooperation among Locals, supporting organizing efforts, promoting safe and equitable workplaces, and advocating for fair funding, job security, and improved working conditions.

In light of significant provincial policy shifts, including changes to funding models, service mandates, and sector restructuring, the Committee provides a coordinated space for members to respond collectively to government decisions that directly impact social service workers and the communities they serve.



Committee/Council Application Form

Name: _____

Member mailing address: _____

Telephone number: _____ Fax number: _____

E-mail address: _____

Committee Preferred: 1st Choice _____

2nd Choice _____

Local: _____ Sector: _____

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

President (Name and Signature): _____

Local mailing address: _____

Telephone number: _____ Fax number: _____

Any experience on this committee(s):

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

Return to:

CUPE Alberta Division
600 South, 10130 - 112 Street NW
Attention: CUPE AB Recording Secretary
Edmonton, Alberta
T5K 2K4
Email: secretary@cupeab.org

Standing Committees and Councils

Alberta Indigenous Council

Senator, Glenda Keating, Local 4731
Melody Provost, Local 4731

Kelly Spence, Division Liaison, Local 8
Jodi Learn, National Representative

Anti-Privatization/Political Action

Recruiting
Joyce Baker, Division Liaison, Local 1606
Lyndsey Henderson, Political Action Coordinator

Pension and Benefits

Deborah Schaan, Chair, Local 417
Lynda Easthope, Secretary, Local 408
Anna Marie Ronquilla, Local 8
Cherise Stock, Local 38
Derek Benson, Local 941
Frank Donegan, Local 709

Angela Costley, Division Liaison, Local 1032
Keira Gunn, National Representative

Environment and Health & Safety

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

Janet Riopel, Division Liaison, Local 1606
Tiffany Balducci, Job Evaluation Representative

**Communications, Technology
And Literacy** Recruiting
Lou Arab, Communications Representative

Equality and Justice Committee Recruiting
Lily Ziyue Zhang, Human Rights Representative

International Solidarity Committee Recruiting
Anita Labossiere, National Representative

Womens Committee
Marjorie Bain, Local 41
Abbie Mitchell, Local 40
Glynnis Lieb, Local 3911
Tanya Laplante, Local 4815

Lily Ziyue Zhang, National Representative

Social Services Sector Committee Recruiting
Colette Singh, National Representative
Natasha Lisun, National Representative

Sector Committees

Alberta Health Employees (AHEC)

Stacey White, Chair, Local 4815
Kelly Spence, Vice Chair, Local 8
Sandy Albrecht, Secretary Treasurer, Local 8
Tanya Laplante, Recording Secretary, Local 4815

Brenda Reid, Division Liaison, Local 4733
Stacy Durning, National Representative

Alberta Municipal Employees (AMEC)

Frank Donegan, Co-Chair South, Local 709
Deborah Schaan, Co-Chair North, Local 417
Troy Yeaman, Treasurer, Local 417
Matt Sjogren, Secretary, Local 37

Jennifer Chretien, National Representative
Angela Costley, Division Liaison

Alberta Library Employees (ALEC)

Kyla Maertz, Chairperson, Local 2157
Leanne Easton (Stock), Vice Chair, Local 46
Lisa Cutforth, Secretary Treasurer, Local 1169
Karla Gaetz, Recording Secretary, Local 46

Jennifer Cretien, National Representative
Kim Wentzell, National Representative

Alberta Education Employees (AEEC)

Nicole Spring, Chair, Local 2559
Kelly Salisbury, Vice Chair, Local 4625
Janet Riopel, Treasurer, Local 1661
Janna Bulicatin, Recording Secretary, Local 474
Shelly Lavallee, Member at Large, Local 3550

Brandon Stevens, National Representative

Alberta Staff

Alberta Regional Office

| | |
|-------------------|--------------------------------------|
| Lisa Mason | Acting Alberta Regional Director |
| Aiden Zaretski | National Representative |
| Carlos Capurro | National Representative |
| James Yang | National Representative |
| Jennifer Chretien | National Representative |
| Mark Brzezowski | National Representative |
| Brandon Stevens | National Representative |
| Jodi Learn | National Representative |
| Lee-Ann Kalen | National Representative |
| Kenda Jacklin | National Representative |
| Lily Zhang | Human Rights Representative |
| Lou Arab | Communications Representative |
| Sachia Longo | Legal and Legislative Representative |
| Ella Henry | Legal and Legislative Representative |
| Jordana Feist | Acting Education Representative |
| Lyndsey Henderson | Political Action Representative |
| Amelia Philpott | Organizing Representative |
| Jamy Brent | Administrative Support Professional |
| Carla Cooper | Administrative Support Professional |
| Lise Bettac | Administrative Support Professional |
| Mandy Mercer | Administrative Support Professional |
| Monica Zeniuk | Administrative Support Professional |

Calgary Area Office

| | |
|-------------------------|-------------------------------------|
| Colette Singh | National Representative |
| Dustin Withers | National Representative |
| Jackie (Jacqueline) Roe | National Representative |
| Jamie Loiselle | National Representative |
| Kim Wentzell | National Representative |
| Stacy Durning | National Representative |
| Chris Hill | National Representative |
| Keira Gunn | Acting Research Representative |
| Shelley Solomon | National Representative |
| Jeremy Charlesworth | National Representative |
| Carla Penhalagan | National Representative |
| Tiffany Balducci | Job Evaluation Representative |
| Brigitte Benoit | Organizing Representative |
| Matthew Kohut | Administrative Support Professional |

| | |
|-----------------|-------------------------------------|
| Dani Williamson | Administrative Support Professional |
| Kelly Bateman | Administrative Support Professional |
| Melody Voykin | Senior Administrative Assistant |

Fort McMurray Area Office

| | |
|------------------|-------------------------------------|
| Stephanie Lustig | National Representative |
| Karli Matthews | National Representative |
| Valorie Kenny | Administrative Support Professional |

Grande Prairie Area Office

| | |
|------------------|-------------------------------------|
| Anita Labossiere | National Representative |
| Darlene Frizzell | Administrative Support Professional |

Lethbridge Area Office

| | |
|----------------|-------------------------------------|
| Aaron Hiscock | National Representative |
| Sandra Walker | National Representative |
| Erin Rolfson | Communications Representative |
| Susan Kirchner | Administrative Support Professional |

Medicine Hat Area Office

| | |
|-----------------|-------------------------------------|
| Natasha Lisun | National Representative |
| Shelley Hassard | Administrative Support Professional |

Red Deer Area Office

| | |
|--------------|-------------------------------------|
| Daniel Talde | National Representative |
| Emily Gopal | Administrative Support Professional |

Alberta Office Locations

ALBERTA REGIONAL OFFICE

Suite 600 South
10130 – 112 Street
Edmonton, Alberta T5K 2K4
Phone: (780) 484-7644
Fax: (780) 489-2202
Toll Free: 1-877-937-2873

CALGARY AREA OFFICE

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

GRANDE PRAIRIE AREA OFFICE

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

LETHBRIDGE AREA OFFICE

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

MEDICINE HAT AREA OFFICE

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

RED DEER AREA OFFICE

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

FORT MCMURRAY AREA OFFICE

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

CUPE ALBERTA

Suite 600 South
10130 – 112 Street
Edmonton, Alberta T5K 2K4
Alberta.cupe.ca

CUPE AB Village

Union Proud Canada <https://www.unionproudcanada.ca/>

Cavan Advertising <https://www.cavanadv.com/about-us/>

Crystal Promotions <https://www.crystalpromotions.ca>

William Joseph Marketing Agency <https://www.williamjoseph.com/en/about>

LAPP <https://www.lapp.ca/page/lapp-home>

Public Interest Alberta <https://www.pialberta.org>

CAAT Pension <https://www.caatpension.ca/home>

Friends of Medicare <https://www.friendsofmedicare.org>

Alberta Labour History Institute <https://albertalabourhistory.org>

Grant MacEwen University <https://macewan.ca>

Alberta Workers' Health Centre <https://awhc.ca/>

Parkland Institute <https://www.parklandinstitute.ca/>

Alberta Education Employees Committee (AEEC)

CUPE Alberta Indigenous Council

CUPE Alberta Environment Health and Safety

CUPE Alberta Solidarity Committee

CUPE National Human Rights

CUPE National Health and Safety

CUPE National Research

CUPE National Education

CUPE National Job Evaluation

CUPE National Organizing

CUPE National Political Action

CUPE National Organizing and Regional Services Recruitment