



CONVENTION 2026

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

**GENERAL  
RESOLUTIONS  
&  
CONSTITUTIONAL  
AMENDMENTS**

**CUPE**  
Alberta 

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CONVENTION 2026

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

**GENERAL  
RESOLUTIONS**

**CUPE**  
**Alberta** 



**General Resolution 2026 - 01**

**Submitted by: AHEC**

**CUPE Alberta Division will:**

**Develop and implement a public awareness campaign focused on the health care staffing crisis in Alberta**, highlighting the lived experiences of front-line health care workers and the consequences of understaffing on patient care. This campaign will advocate for **safe staffing levels**, improved recruitment and retention strategies, and increased public investment in publicly funded, publicly delivered health care. CUPE Alberta will oppose policies and practices that contribute to staffing shortages, including privatization, contracting out, and reductions to public health care funding. CUPE Alberta will work collaboratively with locals, sector committees, and allied organizations to advance this campaign through coordinated communications, public education, and political advocacy.

**Because:**

- A. Alberta’s public health care system is experiencing a severe and ongoing staffing crisis that directly impacts patient safety, quality of care, and the working conditions of health care workers; and
- B. Chronic understaffing has led to unsafe workloads, increased burnout, higher rates of injury and illness, and the loss of experienced front-line staff across all sectors of health care; and
- C. Health care workers are regularly required to work short-staffed, perform unpaid overtime, or leave essential care tasks unfinished due to inadequate staffing levels; and

Committee Recommendation:            \_\_\_ concurrence            \_\_\_ non-concurrence  
Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed  
Referred Back:                            \_\_\_\_\_



- D. Underfunding of public health care and the expansion of privatization and contracting-out have further worsened staffing shortages and undermined workforce stability; and
  
- E. The public is often unaware of the true extent of the health care staffing crisis and how it directly affects access to care, wait times, and health outcomes for Albertans;

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

Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed

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



**General Resolution 2026 - 02**

**Submitted by: AHEC**

**CUPE Alberta Division will:**

Strongly and unequivocally oppose all forms of Public-Private Partnerships (P3s) in healthcare

**Because:**

- A. It weakens patient care, while placing corporate profit ahead of the needs of workers, patients, and communities
- B. Public-Private Partnerships (P3s) accelerate the privatization of healthcare by allowing for-profit corporations to control, operate, or profit from publicly funded healthcare services, resulting in higher long-term costs, reduces transparency and accountability
- C. Contracting out means job losses, lower wages and benefits, a two-tier healthcare workforce,

Committee Recommendation:	<input type="checkbox"/> concurrence	<input type="checkbox"/> non-concurrence
Delegate Decision:	<input type="checkbox"/> in favor	<input type="checkbox"/> opposed
Referred Back:	<hr/>	



**General Resolution 2026 - 03**

**Submitted by:** CUPE Alberta Environment and Health and Safety Committee

**CUPE Alberta Division will:**

Continue to 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, as passed at the 2025 CUPE Alberta Division Convention, since this position has not yet been created.

**Because:**

- A. CUPE National has declared 2026 as the “Year of Health and Safety.”
- B. Alberta currently does not have a dedicated CUPE National Health and Safety Staff Representative, which limits the capacity to address the specific health and safety needs of CUPE members in the province.
- C. Alberta has unique workplace health and safety regulations and challenges that require specialized expertise and consistent support.
- D. A full-time staff representative would ensure that CUPE locals in Alberta have access to timely, knowledgeable assistance and resources to tackle health and safety concerns.
- E. Strengthening health and safety advocacy directly contributes to safer workplaces, reduced injuries, and better outcomes for all CUPE members.
- F. This Resolution passed at the 2025 CUPE Alberta Division Convention.

Committee  
Recommendation:                    \_\_\_ concurrence                    \_\_\_ non-concurrence  
Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed  
Referred Back:                    \_\_\_\_\_



**General Resolution 2026 - 04**

**Submitted by: Indigenous Council**

**CUPE Alberta Division will:**

CUPE Alberta Division will continue to raise public awareness about the importance of protecting water and the risks posed by coal mining in Alberta. CUPE Alberta Division will oppose coal mining projects in Alberta that threaten water sources, Indigenous rights, environmental sustainability, and community health. CUPE Alberta Division will support Indigenous-led efforts and campaigns aimed at protecting water and preventing coal mining on Indigenous lands and throughout Alberta. CUPE Alberta Division will advocate publicly and politically for policies that prioritize clean water, environmental protection, and respect for Indigenous sovereignty. CUPE Alberta Division will encourage education, engagement, and solidarity actions among locals and members to support water protection and environmental justice initiatives.

**Because:**

- A. Water is a sacred and essential resource for all life, and Indigenous Peoples have inherent responsibilities to protect water for present and future generations;
- B. Indigenous Nations across Alberta have consistently raised serious concerns regarding coal mining projects, particularly open-pit coal mining, due to the irreversible impacts on water sources, land, ecosystems, and traditional territories;
- C. Coal mining in Alberta poses significant risks to drinking water, agricultural lands, and downstream communities, including increased selenium contamination and long-term environmental damage;

Committee Recommendation:            \_\_\_ concurrence            \_\_\_ non-concurrence  
Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed  
Referred Back:                            \_\_\_\_\_





**General Resolution 2026 - 05**

**Submitted by: International Solidarity Committee**

**CUPE Alberta Division will:**

1. Continue to support Palestinian trade unions who have issued an urgent call for all international unions and workers to stop arming Israel.
2. In light of Israel’s continued bombardment of Gaza, support the Arms Embargo Now campaign and pressure the Canadian government to impose a full and immediate 2-way arms embargo on Israel.
3. Support the “No Loopholes” campaign to close the longstanding loophole allowing Canadian arms exports to Israel through the U.S. and support legislative efforts to end Canada’s role in the ongoing genocide in Palestine.
4. In light of deteriorating living conditions for Palestinians in Gaza, support all efforts to end Israel’s blockade of Gaza, and allow the restoration of humanitarian aid and basic necessities of life.
5. Promote CUPE member education about the need for an effective arms embargo to challenge Canada’s complicity, and the need for trade unionists to support a just and lasting peace with self-determination for Palestinians.

**Because:**

- A. Canada is still sending arms connected to Israel through the United States, through a longstanding loophole.

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

Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed

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



B. Despite the supposed ceasefire agreement, Israel continues its bombardment of Gaza and blocks humanitarian relief efforts. Hundreds have been killed by the Israeli military in the past few months, added to the tens of thousands of Palestinians killed since 2023. There is consensus amongst international experts that this constitutes genocide.

Committee Recommendation: \_\_\_ concurrence \_\_\_ non-concurrence  
Delegate Decision: \_\_\_ in favor \_\_\_ opposed  
Referred Back: \_\_\_\_\_



**General Resolution 2026 - 06**

**Submitted by: International Solidarity Committee**

**CUPE Alberta Division will:**

- 1. Support the “Education 4 All” Campaign in Alberta, to ensure that all children in Alberta receive an education, regardless of the immigration status of their parents.
- 2. Organize to challenge the Alberta Education Act which denies some children access to education because of their parents’ precarious immigration status.

**Because:**

- A. CUPE represents workers with temporary work permits and precarious immigration status. The right to education should not be denied to any child based on where they were born or based on their parents’ immigration status.
- B. CUPE members know the importance of education for all children. In partnership with the International Migrants Alliance-Alberta, CUPE Alberta supports the Education 4 All Campaign: <https://albertaworkers.org/ed4all>

Committee Recommendation:	<input type="checkbox"/> concurrence	<input type="checkbox"/> non-concurrence
Delegate Decision:	<input type="checkbox"/> in favor	<input type="checkbox"/> opposed
Referred Back:	<hr/>	



**General Resolution 2026 - 07**

**Submitted by: International Solidarity Committee**

**CUPE Alberta Division will:**

1. Launch an education campaign to inform locals about the systemic barriers and exploitation faced by migrant workers, including the impacts of restrictive immigration policies;
2. Actively organize and support migrant workers as part of its broader unionizing strategy to improve their working conditions and ensure they are protected under collective agreements;
3. Work with locals to have our CUPE bargaining toolkit with contract language, strategies, and resources to strengthen protections for migrant workers and address their unique vulnerabilities in the workplace;
4. Collaborate with community organizations, advocacy groups, and labour allies to push for stronger labour protections, enforcement mechanisms, and policies that eliminate the systemic precarity faced by migrant workers.
5. Advocate for the federal government to grant all migrant workers permanent residency upon arrival, ensuring equal rights, job security, and access to public services.

**Because:**

- A. CUPE represents workers with temporary work permits and precarious immigration Status.

Committee Recommendation:            \_\_\_ concurrence            \_\_\_ non-concurrence  
Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed  
Referred Back:                            \_\_\_\_\_



- B. Workers with temporary immigration status face financial instability, employer abuse and exploitation, and fear of deportation if their circumstances and status changes, often at no fault of their own. Many are forced to leave their home countries and families in search of decent work, safety and security.
  
- C. We need an immigration system that supports migrants, refugees and all newcomers to Canada, and acknowledges the tremendous contribution they make to our society. Working people and their families should not face discrimination based on their country of origin or their immigration status.

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

Delegate Decision:                            \_\_\_ in favor                            \_\_\_ opposed

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



**General Resolution 2026 - 08**  
**Submitted by: CUPE Local 1661**

**CUPE Alberta Division will:**

Establish a small local fund for locals of 100 members or less, to allow for one delegate from the local to attend CUPE Alberta Division’s weeklong school.

**Because:**

Small locals cannot afford to send members to weeklong school, but the benefits, including solidarity building, skill development, and networking across locals– are multiplied when participation is representative of our diverse membership.

Committee Recommendation:	<input type="checkbox"/> concurrence	<input type="checkbox"/> non-concurrence
Delegate Decision:	<input type="checkbox"/> in favor	<input type="checkbox"/> opposed
Referred Back:	<hr/>	



**General Resolution 2026 - 09**

**Submitted by: CUPE Local 3550**

**CUPE Alberta Division will:**

- 1. Create a campaign to educate the public on the role the UCP government and their reduction in funding for early intervention, diagnosis and supports in primary schools played in increasing class complexity in classrooms.

**Because:**

- A. Starting in 2020, in Edmonton School Division alone, PUF funding decreased by roughly 70 percent and stayed at that level through 2024/25.
- B. In that same time period, funding for all supports has decreased by 22 percent while the division had a roughly 15 percent increase in students.
- C. Early intervention and diagnosis is proven to lead to better outcomes and emotional, social, and academic struggles in later years.

Committee	___ concurrence	___ non-concurrence
Recommendation:		
Delegate Decision:	___ in favor	___ opposed
Referred Back:	_____	



**General Resolution 2026 - 10**

**Submitted by: CUPE Local 3550**

**CUPE Alberta Division will:**

- 1. Create a campaign to educate the public and members of the Legislative Assembly on the negative impact of scab workers and ability to cross picket lines on labour disputes, workers rights and prevailing wages.
- 2. Lobby the Government to introduce anti-scab and picket line protection legislation.

**Because:**

- A. Allowing scab workers creates an unsafe working environment for untrained workers, and in some cases those they are providing services for, as was seen in 2025 where volunteers and parents took over the work of EAs in some classrooms.
- B. The ability to use scab workers and to allow the crossing of picket lines extends labour disputes.
- C. Anti-scab legislation respects workers rights.

Committee Recommendation:            \_\_\_ concurrence            \_\_\_ non-concurrence  
Delegate Decision:                    \_\_\_ in favor                \_\_\_ opposed  
Referred Back:                        \_\_\_\_\_



**General Resolution 2026 - 11**

**Submitted by: CUPE Local 3550**

**CUPE Alberta Division will:**

- 1. Work with CUPE National to increase supports available to Locals experiencing conflict between members.

**Because:**

- A. Member to member conflict diminishes our effectiveness as a Union.
- B. Member to member conflict often spreads if not resolved quickly, and is counter to the solidarity we seek.
- C. Existing supports could lead to the prolonging of conflict rather than timely resolution.

Committee Recommendation:	<input type="checkbox"/> concurrence	<input type="checkbox"/> non-concurrence
Delegate Decision:	<input type="checkbox"/> in favor	<input type="checkbox"/> opposed
Referred Back:	<hr/>	



**General Resolution 2026 - 12**

**Submitted by: CUPE Local 3550**

**CUPE Alberta Division will:**

1. Ensure there is a Division presence during a minimum of one major annual public event in each of the Areas as identified by the Area Vice Presidents.
2. Ensure the Division resources available to Locals, including the event van, are allotted equitable among the areas for Labour events.

**Because:**

- A. Annual major public events such as the Calgary Stampede, Whoop-Up Days, Westerner Days, and K-days are opportunities for CUPE Alberta and Locals to connect with the Community.
- B. Community connections will help to grow a positive view of CUPE in Alberta.

Committee	___ concurrence	___ non-concurrence
Recommendation:		
Delegate Decision:	___ in favor	___ opposed
Referred Back:	_____	



**General Resolution 2026 - 13**

**Submitted by: Local 3911 in Partnership with the Ad hoc Women’s Committee**

**CUPE Alberta Division will:**

1. Maintain and strengthen support for existing equity-focused campaigns;
2. Support efforts with equity seeking members in representation or participation;
3. Expand education opportunities on equity, diversity, inclusion, human rights and anti-oppression in all spaces where CUPE members and allies gather; and
4. Encourage and support locals in establishing equity committees, including but not limited to Women and Gender, Indigenous, Racialized Workers, and Workers with Disabilities committees.

**Because:**

- A. CUPE is strongest when all members are respected, represented, and empowered;
- B. Women, gender-diverse workers, Indigenous members, racialized workers, workers with disabilities, and other equity-seeking groups continue to face systemic barriers in both our workplaces and with union structures;
- C. Strong equity structures and intentional inclusion improve member engagement leadership development, and collective power.

Committee Recommendation:            \_\_\_ concurrence            \_\_\_ non-concurrence  
Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed  
Referred Back:                            \_\_\_\_\_



**General Resolution 2026 - 14**

**Submitted by: Local 3911 in Partnership with the Ad hoc Women’s Committee**

**CUPE Alberta Division will:**

1. Maintain and strengthen support for existing equity-focused campaigns;
2. Support efforts with equity seeking members in representation or participation;
3. Expand education opportunities on equity, diversity, inclusion, human rights, and anti-oppression in all spaces where CUPE members and allies gather; and
4. Encourage and support locals in establishing equity committees, including but not limited to Women and Gender, Indigenous, Racialized Workers, and Workers with Disabilities committees.

**Because:**

- A. CUPE is strongest when all members are respected, represented, and empowered;
- B. Women, gender-diverse workers, Indigenous members, racialized workers, workers with disabilities, and other equity-seeking groups continue to face systemic barriers in both our workplaces and within union structures;
- C. Strong equity structures and intentional inclusion improve member engagement, leadership development, and collective power

Committee Recommendation:            \_\_\_ concurrence            \_\_\_ non-concurrence  
Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed  
Referred Back:                            \_\_\_\_\_



**General Resolution 2026 - 15**

**Submitted by: Local 3911 in Partnership with the Ad hoc Women's Committee**

**CUPE Alberta Division will:**

1. Mobilize and support direct action to defend and advance Charter-protected rights, including the right to collectively bargain and the right to strike; and
2. Act whenever human rights are under attack as a result of a government's use of the notwithstanding clause; and
3. Work with CUPE locals, the Canadian Labour Congress, and allies to oppose the misuse of the notwithstanding clause and to hold governments Accountable.

**Because:**

- A. Section 33 of the Constitution, the notwithstanding clause, was intended to be used only in exceptional and limited circumstances; and
- B. Provincial and federal governments across Canada have increasingly used the notwithstanding clause to override and weaken Charter-protected rights, including the right to collectively bargain and the right to strike; and
- C. Governments are using the notwithstanding clause pre-emptively, rather than in response to court decisions, in order to shield Charter violations from judicial review; and
- D. Organized labour plays a critical role in civil society by defending human rights and holding governments accountable;

Committee Recommendation:            \_\_\_ concurrence            \_\_\_ non-concurrence  
Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed  
Referred Back:                            \_\_\_\_\_







**General Resolution 2026 - 17**

**Submitted by: Local 3911 co-submitted by the Women’s Committee**

**CUPE Alberta Division will:**

1. Maintain and strengthen support for existing equity-focused campaigns;
2. Support efforts with equity seeking members in representation or participation;
3. Expand education opportunities on equity, diversity, inclusion, human rights, and anti-oppression in all spaces where CUPE members and allies gather; and
4. Encourage and support locals in establishing equity committees, including but not limited to Women and Gender, Indigenous, Racialized Workers, and Workers with Disabilities committees.

**Because:**

- A. CUPE is strongest when all members are respected, represented, and empowered;
- B. Women, gender-diverse workers, Indigenous members, racialized workers, workers with disabilities, and other equity-seeking groups continue to face systemic barriers in both our workplaces and within union structures;
- C. Strong equity structures and intentional inclusion improve member engagement, leadership development, and collective power

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

Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed

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



**General Resolution 2026 - 18**

**Submitted by: Local 3911 co-submitted by the Women’s Committee**

**CUPE Alberta Division will:**

1. Mobilize and support **direct action** to defend and advance **Charter-protected rights**, including the right to collectively bargain and the right to strike; and
2. Act whenever **human rights are under attack** as a result of a government’s use of the notwithstanding clause; and
3. Work with CUPE locals, the Canadian Labour Congress, and allies to **oppose the misuse of the notwithstanding clause** and to hold governments accountable.

**Because:**

- A. Section 33 of the Constitution, the notwithstanding clause, was intended to be used only in **exceptional and limited circumstances**; and
- B. Provincial and federal governments across Canada have increasingly used the notwithstanding clause to **override and weaken Charter-protected rights**, including the **right to collectively bargain and the right to strike**; and
- C. Governments are using the notwithstanding clause **pre-emptively**, rather than in response to court decisions, in order to **shield Charter violations from judicial review**; and
- D. **Organized labour plays a critical role** in civil society by defending human rights and holding governments accountable;

Committee Recommendation:            \_\_\_ concurrence            \_\_\_ non-concurrence  
Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed  
Referred Back:                            \_\_\_\_\_





**General Resolution 2026 - 20**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE ALBERTA DIVISION WILL:**

1. Strike a Governance Review Task Force to assess the merits and feasibility of restructuring the Division Executive from a Regional (Geographic) model to a Sectoral (Occupational) or Hybrid model, to include:
  - a. A comparative analysis of governance structures across CUPE Divisions.
  - b. A thorough consultation process with Affiliates, District Councils, the Diversity Vice President and the Equality and Justice Committee to determine if the current structure meets the evolving needs of the membership.
  - c. An analysis of the financial and constitutional implications of dissolving positions and creating new positions.
  - d. A final recommendation and report to be provided to the Division Executive by October 30, 2026, with any resulting Constitutional Amendments to be brought to the 2027 CUPE Alberta Division Convention.
  
2. Appoint members to the Task Force to ensure a diversity of voices, comprised of:
  - a. The President (Ex-Officio)
  - b. One (1) General Vice President
  - c. The Diversity Vice President

Committee Recommendation:	<input type="checkbox"/> concurrence	<input type="checkbox"/> non-concurrence
Delegate Decision:	<input type="checkbox"/> in favor	<input type="checkbox"/> opposed
Referred Back:	_____	



- d. Five (5) Members at Large selected from different sectors (e.g., Education, Municipal, Health Care, Social Services, Libraries) to ensure the Task Force itself is representative.
- e. One (1) CUPE National Staff Advisor

**Because:**

- A. For Equity and inclusion purposes, the current geographical structure may unintentionally dilute the voices of smaller occupational groups (such as Libraries and Social Services) who struggle to get elected in large geographic regions dominated by major locals.
- B. Collective bargaining trends and privatization threats often attack specific sectors rather than specific regions. A governance structure focused on sectors may allow for more specialized leadership and advocacy.
- C. A constitutional change of this size requires robust data, financial analysis and membership consultation to ensure it strengthens the Division rather than dividing it.
- D. Other major CUPE Division, such as CUPE Saskatchewan and CUPE Ontario successfully utilize sectoral representation to ensure every classification of worker has a seat at the decision making table.
- E. The current regional structure was established effectively during a different era in the labour movement. As the Division grows and employers coordinate provincially, our governance model must evolve to match the sophistication of employers we face.

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

Delegate Decision:                            \_\_\_ in favor                            \_\_\_ opposed

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



**General Resolution 2026 - 21**

**Submitted by: Alberta Library Employee Committee (ALEC)**

**CUPE ALBERTA DIVISION WILL:**

1. Annual bursary for a library worker to attend Alberta Library Employee Committee or a Library related educational opportunity each year.
2. CUPE Alberta in partnership with ALEC will split the cost of the \$1000.00 Marlene Balsler Bursary.

**Because:**

- A. Library Workers are precarious workers and their hours of work are sporadic
- B. Smaller locals are unable to support their members attendance at ALEC
- C. Professional development funds aren't always sufficient

Committee	___ concurrence	___ non-concurrence
Recommendation:		
Delegate Decision:	___ in favor	___ opposed
Referred Back:	_____	



**General Resolution 2026 - 22**

**Submitted by: Alberta Library Employee Committee (ALEC)**

**CUPE ALBERTA DIVISION WILL:**

Create a survey similar to those done in other provinces (British Columbia, Ontario and Saskatchewan) focusing on physical and psychological health and safety within the Library Sector.

**Because:**

- A. Library workers face verbal, physical and sexual violence every day which is not always acknowledged by the Employer
- B. Rapid technological and social changes have had a disproportionate impact on Library Workers

Committee Recommendation:	<input type="checkbox"/> concurrence	<input type="checkbox"/> non-concurrence
Delegate Decision:	<input type="checkbox"/> in favor	<input type="checkbox"/> opposed
Referred Back:	<hr/>	



**General Resolution 2026 - 23**

**Submitted by: CUPE Alberta Environment and Health and Safety Committee**

**CUPE Alberta Will:**

1. Advocate to employers, regulators, and governments for policies and protections that reduce workers' exposure to smoke and poor air quality caused by climate related events, including wildfires. This includes workers who are outdoors, workers indoors affected by inadequate ventilation or HVAC systems, and workers in sectors such as education and childcare whose duties normally include outdoor activities but are forced indoors during poor air quality events.
2. Ensure CUPE locals have access to clear guidance, education, and resources to protect members' health when working in smoky or hazardous air conditions.
3. Equip locals with tools to hold employers accountable for providing appropriate personal protective equipment and other necessary protections.

**Because:**

- A. Climate related events, including wildfires, are increasing in frequency and severity in Alberta, leading to more frequent smoke exposure for workers.
- B. Exposure to smoke and poor air quality poses serious short- and long-term health risks, including respiratory and cardiovascular impacts.
- C. Employers have a legal duty to provide safe working conditions, and CUPE has a responsibility to advocate for strong health and safety protections for its members.
- D. Proactively supporting workers during climate emergencies promotes safer workplaces, reduces health risks, and reflects CUPE's commitment to worker health and safety.

Committee Recommendation:            \_\_\_ concurrence            \_\_\_ non-concurrence  
Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed  
Referred Back:                            \_\_\_\_\_



**General Resolution 2026 - 24**

**Submitted by: CUPE Alberta Environment and Health and Safety Committee**

**CUPE Alberta Will:**

1. Organize, plan, and deliver a Health and Safety Conference for CUPE members in Alberta.
2. Advocate to CUPE National for support and resources to ensure the Conference is accessible, well resourced, and effective.
3. Conduct outreach and invite broad participation, including members active in health and safety committees from affiliate and non-affiliate Locals.
4. Include practical education, training, and skill building opportunities as part of the Conference programming.
5. Include the CUPE Alberta Division Environment and Health and Safety Committee in Conference planning.

Committee	_____ concurrence	_____ non-concurrence
Recommendation:		
Delegate Decision:	_____ in favor	_____ opposed
Referred Back:	_____	



**Because:**

- A. 2026 is the “Year of Health and Safety.”
- B. Health and Safety Committees are at the heart of worker participation in making workplaces safer
- C. Health and Safety Committees require training to be effective
- D. CUPE has excellent education and resources to increase the effectiveness of worker members on the Joint Health and Safety Committees.
- E. Workers in Alberta face ongoing and emerging health and safety risks that require coordinated education and collective response.
- F. A Health and Safety Conference creates space for members to share experiences, build skills, and strengthen province wide solidarity.
- G. Providing dedicated health and safety education supports safer workplaces and better outcomes for CUPE members.
- H. Organizing a Conference demonstrates CUPE Alberta’s commitment to prioritizing health and safety as a core union value.
- I. CUPE Alberta should include Division Committees in organizing and planning as capacity building.

Committee	___ concurrence	___ non-concurrence
Recommendation:		
Delegate Decision:	___ in favor	___ opposed
Referred Back:	_____	



**General Resolution 2026 - 25**

**Submitted by: CUPE Alberta Environment and Health and Safety Committee**

**CUPE Alberta Will:**

Organize, train, support, and resource a coordinated lobbying event that enables CUPE members to meet with and lobby elected officials on health and safety issues affecting workers in Alberta.

**Because:**

- A. Alberta workers face ongoing and evolving health and safety risks that require strong political advocacy.
- B. CUPE members are best positioned to speak directly to decision makers about the realities of their workplaces.
- C. Providing training and resources ensures members are prepared, confident, and effective when engaging with politicians.
- D. Coordinated lobbying strengthens CUPE’s ability to influence public policy and advance safer workplaces for all members.

Committee Recommendation:	<input type="checkbox"/> concurrence	<input type="checkbox"/> non-concurrence
Delegate Decision:	<input type="checkbox"/> in favor	<input type="checkbox"/> opposed
Referred Back:	<hr/>	



**General Resolution 2026 - 26**

**Submitted by: CUPE Alberta Environment and Health and Safety Committee**

**CUPE Alberta Will:**

1. Conduct a membership survey on violence in the workplace and psychological health and safety, including but not limited to hazards, incidents, and impacts in the workplace and in union spaces, ensuring broad representation by sector and by equity deserving identities.
2. Collect stories from front-line workers on violence in the workplace to create a campaign on Violence is Not Part of the Job.
3. Advocate for a cross-sector strategy on violence.
4. Lobby the Provincial Government to develop a comprehensive Violence Prevention Strategy which includes input from CUPE members.
5. Promote measures to improve the health and safety of members in all sectors, including recommendations dealing specifically with the prevention of violence and harassment in the workplace.

Committee	___ concurrence	___ non-concurrence
Recommendation:		
Delegate Decision:	___ in favor	___ opposed
Referred Back:	_____	



**Because:**

- A. Violence against workers has carried on far too long and requires funding for a cross-sector effort to reduce violence across the province
- B. Violence in the workplace poses an actual health and safety problem;
- C. Staff shortages and chronic underfunding contribute to high rates of violence, sometimes with devastating consequences;
- D. Violence in the workplace, whether we are a witness or a victim of it, affects the physical and psychological health and well-being of CUPE members
- E. Various obstacles, such as a lack of support from management, fear of reprisals, judgment of one's professional abilities, prevent personnel from calling out this violence;
- F. Provincial governments have not always implemented concrete action plans to prevent violence in workplaces so that everyone is safe;
- G. Some collective agreements do not contain firm provisions to prevent violence and harassment in the workplace.

Committee		
Recommendation:	<input type="checkbox"/> concurrence	<input type="checkbox"/> non-concurrence
Delegate Decision:	<input type="checkbox"/> in favor	<input type="checkbox"/> opposed
Referred Back:	<hr/>	



**General Resolution 2026 - 27**

**Submitted by: CUPE Alberta Environment and Health and Safety Committee**

**CUPE Alberta Will:**

In collaboration with the CUPE Alberta Division Environment and Health and Safety Committee, organize and host a webinar that examines the climate emergency through a worker focused lens and highlights the role unions can play in protecting workers and advancing worker supported climate sustainability plans in Alberta.

**Because:**

- A. Workers in Alberta are already experiencing the impacts of the climate emergency, including extreme heat, wildfire smoke, flooding, and job disruption.
- B. Marginalized workers and communities bear a disproportionate share of the health, economic, and safety impacts of climate change.
- C. Economic pressures can make the climate emergency feel overwhelming or easy to push aside, despite its direct impact on workers' health and safety.
- D. Education builds awareness, confidence, and collective capacity to act on climate and workplace safety issues.
- E. Previous climate related education has been archived, making it critical to provide current, practical resources that support locals in responding to the crisis today and planning for more sustainable workplaces and communities.

Committee Recommendation:	<input type="checkbox"/> concurrence	<input type="checkbox"/> non-concurrence
Delegate Decision:	<input type="checkbox"/> in favor	<input type="checkbox"/> opposed
Referred Back:	<hr/>	



**General Resolution 2026 - 28**

**Submitted by: CUPE Alberta Environment and Health and Safety Committee**

**CUPE Alberta Will:**

1. Promote CUPE’s Mental Health Toolkit, including information on conducting psychological health and safety surveys, and ensure this information is shared with all Locals, affiliated and non-affiliated, along with clear guidance on how to access and use the survey tools.
2. Commit to hosting an additional mental health and safety webinar in Alberta, building on the success of the December 2025 Health and Safety webinar, and make it available to both affiliated and non affiliated locals.
3. Advocate to provincial and local governments in Alberta to establish collaborative frameworks that address psychological violence, mental injury, and mental health care in the workplace.

**Because:**

- A. Mental health and psychological safety are essential components of workplace health and safety, and injuries are not always visible.
- B. CUPE members face significant exposure to psychological violence, harassment, and mental injury at work.
- C. Reporting and data collection compel employers to act on their legal obligation to provide safe workplaces for workers and the public they serve.
- D. Access to timely, evidence informed mental health care remains limited, while workers continue to experience mental health impacts daily.
- E. 2026 has been identified as the Year of Health and Safety
- F. The strong participation and positive feedback from the December 2025 Health and Safety webinar demonstrate a clear need for continued education and support.

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

Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed

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



**General Resolution 2026 - 29**

**Submitted by: CUPE Alberta Environment and Health and Safety Committee**

**CUPE Alberta Will:**

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.

**Because:**

- A. Climate change is real
- B. The Climate Emergency is impacting workers' health and safety in ways we haven't previously thought of
- C. Higher temperatures and extreme weather events are increasingly prevalent
- D. Employers are responsible for protecting workers' health and safety
- E. CUPE members are at risk from short-term and long-term effects
- F. CUPE is a leader in the fight for safer and healthier workplaces.

Committee		
Recommendation:	<input type="checkbox"/> concurrence	<input type="checkbox"/> non-concurrence
Delegate Decision:	<input type="checkbox"/> in favor	<input type="checkbox"/> opposed
Referred Back:	<hr/>	



**General Resolution 2026 - 30**

**Submitted by: CUPE Alberta Environment and Health and Safety Committee**

**CUPE Alberta Will:**

1. Commit to surveying CUPE members across all sectors in Alberta to better understand the impact that substance use disorders, including the ongoing opioid crisis, are having on the health, safety, and wellbeing of front line workers.
2. Where the findings demonstrate significant impact, develop a public facing campaign and provide tools to support locals in advocating for appropriate employer resources, including mental health and wellbeing supports, training, and safety measures to protect workers.
3. Provide resources and support to Locals advocating for access to evidence informed harm reduction measures, including Consumption and Treatment Services, in their workplaces and communities.

**Because:**

- A. CUPE members across many sectors in Alberta are regularly exposed to the impacts of substance use disorders in their workplaces and communities.
- B. Workers experience trauma related to witnessing distress, overdoses, death, violence, and threats of violence, as well as risks of physical harm through workplace exposure.
- C. Employers have a responsibility to provide safe and healthy workplaces and to take meaningful steps to protect and support workers facing these risks.
- D. Consumption and Treatment Services have been shown to reduce harm, improve community safety, and lower risks for workers while supporting people who use substances.

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

Delegate Decision:                            \_\_\_ in favor                            \_\_\_ opposed

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



**General Resolution 2026 - 31**

**Submitted by: CUPE Alberta Environment and Health and Safety Committee**

**CUPE Alberta Will:**

1. Compile and maintain an Alberta focused, cross sector resource that includes model collective agreement language to support health and safety protections in CUPE workplaces, including provisions addressing psychosocial hazards, the prevention of violence and harassment at work, and workplace impacts related to environmental and climate change; and
2. Make this resource available to locals.

**Because:**

- A. Alberta workers across all sectors face increasing health and safety risks, including psychological injury, workplace violence, and climate related hazards.
- B. Many locals lack access to Alberta specific, up to date collective agreement language that reflects provincial legislation and emerging workplace risks.
- C. Strong, enforceable collective agreement language is a key tool in preventing injuries, protecting workers, and holding employers accountable.
- D. Providing a shared, Alberta focused resource strengthens locals' capacity and promotes consistency, equity, and safer workplaces across the province.
- E. 2026 is the "Year of Health and Safety."

Committee Recommendation:            \_\_\_ concurrence            \_\_\_ non-concurrence  
Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed  
Referred Back:                            \_\_\_\_\_

CONVENTION 2026

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

**CONSTITUTIONAL  
AMENDMENTS**

**CUPE**  
Alberta 



**Constitutional Amendment 2026 - 01**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Six to read:

**Section 9 – Miscellaneous Expense Recovery**

Members of the Division Executive shall be reimbursed for miscellaneous out-of-pocket expenses as the following:

**POSITION PER MONTH**

- Secretary-Treasurer \$550.00
- Recording Secretary \$550.00
- General Vice President \$250.00
- Diversity Vice President \$250.00
- Young Workers Vice President \$250.00
- Area Vice President \$200.00
- Alternate Area Vice President \$100.00

**POSITION PER AUDIT SESSION**

**Trustees \$50.00**

**Because:**

- A. Trustees perform a very important task and;
- B. Trustees often meet for extended times;
- C. Trustees realize out of pocket expenses when travelling and completing the task required by the annual audit

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

Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed

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



**Constitutional Amendment 2026 - 02**

**Submitted by: Local 3550**

**CUPE Alberta Division will:**

Amend Article 6, Section 5 to include Area Leaders meetings

**ARTICLE SIX – DUTIES OF THE DIVISION EXECUTIVE AND TRUSTEE(S)**

**Section 5 – Area Vice Presidents**

The Area Vice Presidents and their Alternates shall:

- (a) Maintain close liaison with CUPE Locals and District Councils in their area, keeping them informed of matters that may impact the general welfare of public employees in the Province;
- (b) Submit a written report to each Division Executive Meeting outlining the present position of each Local in their area regarding negotiations, grievances, classifications, and/or any other pertinent matters;
- (c) When possible, attend all meetings of the Executive and delegate their Alternate if unable to attend;
- (d) Serve on committees as required;
- (e) Have access to the contact information that is provided by the Locals for all Locals in their area.;

Committee Recommendation:	<input type="checkbox"/> concurrence	<input type="checkbox"/> non-concurrence
Delegate Decision:	<input type="checkbox"/> in favor	<input type="checkbox"/> opposed
Referred Back:	_____	



**(f) Convene area leaders meetings of CUPE Locals in the geographical area twice annually.**

**Because:**

- A. Not all leaders are able to attend the All-Leaders meetings.
- B. This is an opportunity to educate and connect with all Alberta CUPE Locals
- C. The Area VP will be able to invite all affiliated and non-affiliated leaders to attend and encourage affiliation with CUPE Alberta

Committee	___ concurrence	___ non-concurrence
Recommendation:		
Delegate Decision:	___ in favor	___ opposed
Referred Back:	_____	



**Constitutional Amendment 2026 - 03**

**Submitted by: Local 3550**

**CUPE Alberta Division will:**

Amend Article 17 to allow Locals involved in a strike or lockout to attend Division convention at no cost.

**ARTICLE SEVENTEEN – ~~SMALL~~ LOCAL ASSISTANCE FUND**

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

- (a) The Division shall reimburse affiliated Locals of 100 members or less, 100% of the Local’s cost for lost wages, hotel and transportation for two delegates to attend the Division Convention.
- (b) **The Division shall reimburse affiliated Locals involved in a strike or a lockout up to 100% of the Local’s cost for convention fees, hotel and transportation for two delegates to attend the Division Convention.**
- ~~(b)~~ (c) Upon approval of the Division Executive, the Division may reimburse affiliated Locals of 100 members or less, 100% of the Local's cost for lost wages, hotel and transportation for two delegates to Division sponsored functions other than the Convention.
- ~~(c)~~ (d) Locals wishing to access these funds must make an application, in writing, to the Division Secretary-Treasurer prior to adjournment of the final day of the Convention or other function.

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

Delegate Decision:                            \_\_\_ in favor                            \_\_\_ opposed

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



- ~~(d)~~ (e) Should the Local Assistance Fund be unable to meet its financial obligations, funds shall be accessed from the Division General accounts.
  
- ~~(e)~~ (f) To be eligible for Local Assistance to a Division function the Local must be in good standing and have their Division affiliation fees up to date and paid thirty (30) days prior to the Division Sponsored Event.

**Because:**

- A. Being on strike is expensive and dues are not being collected by the Local.
  
- B. An emergency resolution was passed at the last convention for up to 5 members to attend convention and waive the fees for the striking locals.
  
- C. Locals before they take strike action should know what their potential costs are.

Committee		
Recommendation:	<input type="checkbox"/> concurrence	<input type="checkbox"/> non-concurrence
Delegate Decision:	<input type="checkbox"/> in favor	<input type="checkbox"/> opposed
Referred Back:	_____	



**Constitutional Amendment 2026 – 04**

**Submitted by: Local 3550**

**CUPE Alberta Division will:**

Amend Article 7, Section 3 to include an automatic reduction in per capita tax for Locals involved in a strike or lockout.

***ARTICLE SEVEN – REVENUE***

**Section 3:**

- (a) All Local Unions that are in arrears for six (6) consecutive months in their per capita tax to CUPE Alberta shall be informed by a letter from the Secretary-Treasurer that they are in arrears.
- (b) Following this notification, should the dues not be paid by the end of the following month of notification of being in arrears, the Alberta Division Secretary-Treasurer and President will schedule a meeting with the Secretary-Treasurer and President of the Local and will advise the Division Executive Committee the outcome of this meeting.
- (c) Following notification of the Division Executive Committee, the Secretary-Treasurer shall notify both the President and the Secretary-Treasurer of the Local in arrears that they may be suspended from CUPE Alberta for failing to pay their per capita tax owed unless payment is made in full within fifteen (15) days of notification.
- (d) If payment is not made to CUPE Alberta within fifteen (15) days, the Local may be considered not in good standing and their membership may be suspended from CUPE Alberta.

Committee Recommendation:                    \_\_\_ concurrence                    \_\_\_ non-concurrence  
Delegate Decision:                            \_\_\_ in favor                            \_\_\_ opposed  
Referred Back:                                    \_\_\_\_\_



- (e) Should the Local Union wish to become a Local in good standing to CUPE Alberta following suspension, the terms and conditions shall be negotiated between the Division Executive Committee and the Local Union Executive Board.

~~Affiliated Locals involved in a strike or lockout may seek a prorated reduction of per capita tax from the Executive Committee based upon the number of days off work as a result of such strike or lockout.~~  
**Affiliated Locals involved in a strike or lockout shall have their per capita tax reduced based on the number of days off work as the result of such strike or lockout.**

**Because:**

- A. Being on strike is expensive and dues are not being collected by the Local.
- B. This will bring the Division constitution in line with the National Constitution.
- C. This will help Locals in budgeting before planning a strike.
- D. This will also help Division in budgeting when anticipating a strike or lockout.

Committee Recommendation:                    \_\_\_ concurrence                    \_\_\_ non-concurrence  
Delegate Decision:                            \_\_\_ in favor                            \_\_\_ opposed  
Referred Back:                                    \_\_\_\_\_



**Constitutional Amendment 2026 – 05**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Correct all typographical errors, spacing, formatting, and capitalization throughout the Constitution, adopt a consistent decimal numbering system (e.g., Article 1.1, 1.2) throughout, and update the Table of Contents and numbering to reflect all approved changes.

**Because:**

- A. Clarity is essential for a governing document,
- B. A consistent decimal numbering system makes the Constitution easier to navigate and reference without changing the intent of the provisions.

Committee		
Recommendation:	<input type="checkbox"/> concurrence	<input type="checkbox"/> non-concurrence
Delegate Decision:	<input type="checkbox"/> in favor	<input type="checkbox"/> opposed
Referred Back:	<hr/>	





**Constitutional Amendment 2026 – 07**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Two Goals, to explicitly include commitments to equity, diversity, inclusion, accessibility, anti-racism, gender-diverse representation, newcomer inclusion, and the removal of systemic barriers within the labour movement.

**Because:**

- A. Equity seeking members continue to face systemic barriers within workplaces and unions; and
- B. Embedding these commitments in the Constitution strengthens CUPE Alberta’s leadership role in social justice for safe and welcoming spaces for all.

Committee	___ concurrence	___ non-concurrence
Recommendation:		
Delegate Decision:	___ in favor	___ opposed
Referred Back:	_____	



**Constitutional Amendment 2026 – 08**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Four – Structure to read:

Section 2

The members of the Division Executive Committee are the President, General Vice Presidents, Secretary-Treasurer, Recording Secretary, Area Vice Presidents, one Young Workers Vice President and one Diversity Vice President. The Division Executive Committee shall govern this Division between Conventions. **Meetings of the Division Executive Committee may be held in-person, virtually, or in hybrid format at the discretion of the Executive Committee.**

**Because:**

- A. Virtual and hybrid options increase the flexibility and accessibility of executive meetings.
- B. Timely decision-making is essential between conventions.
- C. Virtual option allow for efficient governance without compromising accountability

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

Delegate Decision:                            \_\_\_ in favor                            \_\_\_ opposed

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



**Constitutional Amendment 2026 – 09**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Four – Structure to read:

Section 2

The members of the Division Executive Committee are the President, General Vice Presidents, Secretary-Treasurer, Recording Secretary, Area Vice Presidents, one Young Workers Vice President and one Diversity Vice President. The Division Executive Committee shall govern this Division between Conventions.

The Division Executive Committee’s quorum for the transaction of business shall be **more than** 50% ~~plus one~~.

**Because:**

- A. The term majority means more than 50% of the votes cast, not necessarily 50% plus one.

Committee		
Recommendation:	<input type="checkbox"/> concurrence	<input type="checkbox"/> non-concurrence
Delegate Decision:	<input type="checkbox"/> in favor	<input type="checkbox"/> opposed
Referred Back:	<hr/>	



**Constitutional Amendment 2026 – 10**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Five – Elections to read

Section 4

**The Division shall have three (3) Trustees.** One, three (3) year term Trustee shall be elected at each Convention and, in the event of a vacancy occurring, additional Trustees may be elected to fill the unexpired terms.

**Because:**

- A. Clarity in the Constitution on how many total Trustee positions exist will prevent confusion on interpretation.

Committee	___ concurrence	___ non-concurrence
Recommendation:		
Delegate Decision:	___ in favor	___ opposed
Referred Back:	_____	



**Constitutional Amendment 2026 – 11**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Five – Elections to read

Section 10

A candidate who is elected to office must ~~come forward to the front of the convention and clearly and audibly take clearly communicate or affirm~~ this oath:

“I \_\_\_\_\_, promise to perform the duties of my office, as set out in the Constitution and laws of the Canadian Union of Public Employees, faithfully and to the best of my ability for the term of office. As an officer of the Canadian Union of Public Employees I will always promote the harmony and dignity of its sessions by council and example. I also promise to turn over all property of the Canadian Union of Public Employees to my successor at the end of my term.”

**Because:**

- A. At the 2023 National Convention, delegates adopted an amendment to the oath of nomination and office to be more inclusive and not limited to one specific way of being sworn in.

Committee Recommendation:	___ concurrence	___ non-concurrence
Delegate Decision:	___ in favor	___ opposed
Referred Back:	_____	



**Constitutional Amendment 2026 – 12**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Six – Duties of the Division Executive and Trustee(s) to read:

**Section 1 – President**

**The President shall:**

- (a) Preside at all meetings of the Division;
- (b) Sign all cheques authorized by the Executive and transact any other business as may pertain to the office of the President;
- (c) Call four Executive meetings per year and such special meetings as are required. Meetings may be requested at any time by 50%, or more, of the Executive;
- (d) Appoint committees not provided for in this Constitution;
- (e) Ensure that all Division Executive perform their duties in accordance with the Constitution;
- (f) Endeavour to promote legislation favourable to public employees;
- (g) In case of emergency, select members to fill vacancies or unexpired terms of office;
- (h) Have automatic delegate status for all Conventions and Conferences of this Division and the National CUPE Convention at Division expense;

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

Delegate Decision:                            \_\_\_ in favor                            \_\_\_ opposed

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



- (i) Convene the Executive, in the shortest possible time, following a vacancy **of office for any table officer in the position of Secretary-Treasurer**, for the purpose of filling such vacancy.

Because:

- A. The current language is too restrictive by only addressing a vacancy in the Secretary- Treasurer position.
- B. Standardizing the process for all Table Officer positions ensures that the Division can remain operational and provide leadership continuity regardless of which office becomes vacant.

This amendment provides a democratic and timely process for filling leadership roles between conventions.

Committee	___ concurrence	___ non-concurrence
Recommendation:		
Delegate Decision:	___ in favor	___ opposed
Referred Back:	_____	



**Constitutional Amendment 2026 – 13**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Six – Duties of the Division Executive and Trustee(s) to read:

**Section 2 - General Vice Presidents (GVP)**

The General Vice Presidents shall:

- (a) Assist the President in the performance of their duties;
- (b) Preside at all meetings at the request of, or in the absence of, the President;
- (c) Perform such duties as are assigned, from time to time, by the Division Executive;
- (d) Have automatic delegate status at **the annual all Division Conventions and Conferences of this Division,** at Division expense;
- (e) Maintain close liaison with the Area Vice Presidents, and their alternates, in the area they represent.

At the first Division Executive Committee meeting following the Division Convention, an election shall be held to determine which General Vice President shall be "First GVP" and which will be "Second GVP". In the event that either the President's or Recording Secretary's position becomes vacant, the "First GVP" shall perform those duties until a successor is appointed or elected. In the event that the Secretary Treasurer's position becomes vacant, the "Second GVP" shall perform these duties until a successor is appointed or elected. In the event that a General Vice President's position becomes vacant, the Division Executive Committee shall, by majority vote, fill the position until the next Convention.

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

Delegate Decision:                            \_\_\_ in favor                            \_\_\_ opposed

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



**Because:**

- A. The Division should be cognisant of how many delegates are financially supported to attend conferences and what value it would provide to the Division
- B. Supporting all Table Officer members to attend all conferences is not common in other Divisions
- C. When funds are limited the Division needs to be able to show financial constraint and not be bound by mandatory attendance expenses
- D. Affiliated Locals should be providing some support for Local delegates to attend conferences as well

Committee		
Recommendation:	<input type="checkbox"/> concurrence	<input type="checkbox"/> non-concurrence
Delegate Decision:	<input type="checkbox"/> in favor	<input type="checkbox"/> opposed
Referred Back:	<hr/>	



**Constitutional Amendment 2026 – 14**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Six – Duties of the Division Executive and Trustee(s) to read:

**Section 3 – Secretary-Treasurer**

**The Secretary-Treasurer shall:**

- (a) Subject to Convention, Division Executive Committee and Presidential direction, be responsible for all financial matters and documentation;
- (b) Keep and maintain a correct record of Division receipts and disbursements;
- (c) Produce an up to date quarterly financial statement for each Executive meeting and a year-up-to-date financial statement for Convention;
- (d) ~~Keep no more than about \$100,000 in the Division General account with all funds in excess transferred and held in secure interest earning investments;~~**
- (e) Pay all bills authorized by the Executive, with a cheque signed by the President or in an emergency situation a General Vice President and themselves;

Committee Recommendation:                    \_\_\_ concurrence                    \_\_\_ non-concurrence  
 Delegate Decision:                            \_\_\_ in favor                            \_\_\_ opposed  
 Referred Back:                                    \_\_\_\_\_

- (f) Keep the President and Executive Committee informed of all vital financial matters, including per capita tax arrears;
- (g) Carry out the instructions of the Executive and, with the approval of the President, employ, direct, and fix compensation for all office help necessary for the proper functioning of the Division's goals and policies;
- (h) Have automatic delegate status for all Conferences and Conventions of the Division, at Division expense;
- (i) Be bonded, at Division expense, in such amount as may be determined from time to time by the Division Executive Committee.

**Because:**

- A. \$100,000 may not be a reasonable amount in all situations, especially in times of limited resources
- B. The Secretary Treasurer should have the ability to allocate funds as budget and need requires
- C. Mandatory investing based on set time and set trigger amounts may not be a sound financial decision
- D. The Secretary Treasurer needs to make decision based on the best outcome for the Division considering all scenarios

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

Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed

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



**Constitutional Amendment 2026 – 15**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Six – Duties of the Division Executive and Trustee(s) to read:

**Section 3 – Secretary-Treasurer**

**The Secretary-Treasurer shall:**

- (a) Subject to Convention, Division Executive Committee and Presidential direction, be responsible for all financial matters and documentation;
- (b) Keep and maintain a correct record of Division receipts and disbursements;
- (c) Produce an up to date quarterly financial statement for each Executive meeting and a year-up-to-date financial statement for Convention;
- (d) Keep no more than about \$100,000 in the Division General account with all funds in excess transferred and held in secure interest earning investments;
- (e) Pay all bills authorized by the Executive, with a cheque signed by the President or in an emergency situation a General Vice President and themselves;

Committee Recommendation:            \_\_\_ concurrence            \_\_\_ non-concurrence  
Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed  
Referred Back:                            \_\_\_\_\_







**Constitutional Amendment 2026 – 16**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Six – Duties of the Division Executive and Trustee(s) to read:

**Section 4 – Recording Secretary**

**The Recording Secretary shall:**

- (a) Keep a correct, full and impartial record of **Division Convention**, Division Executive and Table Officers meetings; **including a digital record of all motions, minutes and reports.**
- (b) Be responsible for all official Division correspondence;
- (c) Lead/assist in planning and organizing meetings, conferences and Conventions, including but not limited to sending out invitations, virtual meeting set up and booking rooms.**
- ~~(c)~~ **(d)** Perform any such other duties as the Executive Committee or this Constitution may direct;
- ~~(d)~~ **(e)** Have automatic delegate status at all Division Conventions and conferences at Division expense;
- ~~(e)~~ **(f)** Convene the Executive, in the shortest possible time, following a vacancy in the position of President, for the purpose of filling such vacancy.

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

Delegate Decision:                            \_\_\_ in favor                            \_\_\_ opposed

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



Because:

- A. Accurate records are important to uphold democratic governance; and
- B. Digital record keeping systems improve continuity, organization memory, and accessibility of important union history and decisions.

Committee		
Recommendation:	<input type="checkbox"/> concurrence	<input type="checkbox"/> non-concurrence
Delegate Decision:	<input type="checkbox"/> in favor	<input type="checkbox"/> opposed
Referred Back:	<hr/>	



**Constitutional Amendment 2026 – 17**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Six – Duties of the Division Executive and Trustee(s) to read:

**Section 6 – Diversity Vice President**

**The Diversity Vice President shall:**

- (a) Maintain close liaison with CUPE Locals and District Councils in Alberta, keeping them informed of matters that may impact the general welfare of public employees;
- (b) Submit a written report to each Executive meeting outlining the present position of issues impacting diversity groups and individuals in the Province regarding negotiations, grievances, classification, legislation, and/or pertinent matters;
- (c) When possible, attend all meetings of the Executive; **serve as a member of the Equality & Justice Committee**; and serve on **other** committees as required;

Committee Recommendation:                    \_\_\_ concurrence                    \_\_\_ non-concurrence  
Delegate Decision:                            \_\_\_ in favor                            \_\_\_ opposed  
Referred Back:                                    \_\_\_\_\_



**Because:**

- A. The Equality & Justice Committee is the primary Standing Committee responsible for advancing the principles of equality, fairness, justice, and dignity for all people impacted by but not limited to diversity groups, and those not achieving full potential because of bigotry, unfair treatment, or discrimination, making it the natural and most relevant body for the Diversity Vice President to participate directly;
- B. Formalizing the Diversity Vice President’s participation on the Equality & Justice Committee ensures structured coordination, strengthens equity focused work and improves the development of unified strategies on diversity related matters such as bargaining language, anti-discrimination policies, education campaigns, and advocacy;
- C. Formal links improve accountability and effectiveness, rather than leaving participation to ad hoc or discretionary appointment; and
- D. the Division should be cognisant of how many delegates are financially supported to attend conferences and what value it would provide to the Division
- E. Supporting all Executive Committee members to attend all conferences is not common in other Divisions
- F. When funds are limited the Division needs to be able to show financial constraint and not be bound by mandatory attendance expenses
- G. Affiliated Locals should be providing some support for Local delegates to attend conferences as well

Committee Recommendation:            \_\_\_ concurrence            \_\_\_ non-concurrence  
Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed  
Referred Back:                            \_\_\_\_\_



**Constitutional Amendment 2026 – 18**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Six – Duties of the Division Executive and Trustee(s) to read:

**Section 6 – Diversity Vice President**

**The Diversity Vice President shall:**

- (d) Have automatic delegate status at **the annual all** Division Conventions ~~and conferences~~ at Division expense;
- (e) Have access to the contact information that is provided by the Locals.

**Because:**

- A. the Division should be cognisant of how many delegates are financially supported to attend conferences and what value it would provide to the Division
- B. Supporting all Executive Committee members to attend all conferences is not common in other Divisions
- C. When funds are limited the Division needs to be able to show financial constraint and not be bound by mandatory attendance expenses
- D. Affiliated Locals should be providing some support for Local delegates to attend conferences as well

Committee Recommendation:            \_\_\_ concurrence            \_\_\_ non-concurrence  
Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed  
Referred Back:                            \_\_\_\_\_



**Constitutional Amendment 2026 – 19**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Six – Duties of the Division Executive and Trustee(s) to read:

**Section 7 – Young Workers Vice President**

**The Young Workers Vice President shall:**

- (a) Work with Area Vice Presidents to distribute information to the Locals/Councils affiliated with CUPE Alberta and visit ~~up to twelve (12)~~ **Locals per-year**, subject to the approval of the Executive Committee;

**Because:**

- A. The Division may be able to support attendance at more than 12 Locals per year in certain situations with combined travel time

Committee Recommendation:	<input type="checkbox"/> concurrence	<input type="checkbox"/> non-concurrence
Delegate Decision:	<input type="checkbox"/> in favor	<input type="checkbox"/> opposed
Referred Back:	_____	



**Constitutional Amendment 2026 – 20**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Six – Duties of the Division Executive and Trustee(s) to read:

**Section 7 – Young Workers Vice President**

**The Young Workers Vice President shall:**

- (b) **Serve as a member of the Young Workers Committee** and ~~W~~work on **other** committees as required;
- (c) Recruit young CUPE workers to become active in their Locals and CUPE Alberta;
- (d) Inform and create dialogue with young workers;
- (e) Submit a written report to each executive meeting outlining the current issues impacting young workers, steps to solve these issues and a general update on previous and future plans;
- (f) Attend all meetings of the Executive, when possible;
- (g) Have access to the contact information for all Local Presidents;

Committee Recommendation:            \_\_\_ concurrence            \_\_\_ non-concurrence  
Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed  
Referred Back:                            \_\_\_\_\_



**Because:**

- A. The Young Workers Vice President is the elected officer specifically responsible for representing and advocating for young CUPE members across Alberta;
- B. Formal participation on the Young Workers Committee ensures they are directly embedded in the Committee with youth focused organizing, education, events, campaigns, and policy development
- C. Formal links improve accountability and effectiveness, rather than leaving participation to ad hoc or discretionary appointment

Committee Recommendation:	<input type="checkbox"/> concurrence	<input type="checkbox"/> non-concurrence
Delegate Decision:	<input type="checkbox"/> in favor	<input type="checkbox"/> opposed
Referred Back:	<hr/>	



**Constitutional Amendment 2026 – 21**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Six – Duties of the Division Executive and Trustee(s) to read:

**Section 7 – Young Workers Vice President**

**The Young Workers Vice President shall:**

- (h) Have automatic delegate status at **all the annual** Division Conventions **and conferences** at Division expense.

**Because:**

- A. the Division should be cognisant of how many delegates are financially supported to attend conferences and what value it would provide to the Division
- B. Supporting all Table Officers to attend all conferences is not common in other Divisions
- C. When funds are limited the Division needs to be able to show financial constraint and not be bound by mandatory attendance expenses
- D. Affiliated Locals should be providing some support for Local delegates to attend conferences as well

Committee Recommendation:	<input type="checkbox"/> concurrence	<input type="checkbox"/> non-concurrence
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Delegate Decision:	<input type="checkbox"/> in favor	<input type="checkbox"/> opposed
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Referred Back:	<input type="checkbox"/> _____
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**Constitutional Amendment 2026 – 22**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

**Amend Article Seven – Revenue to read:**

**Section 1**

Revenue of the Division shall be derived from per capita, using the “Rand” formula, paid monthly, no later than the last day of the following month. ~~The Division per capita will be \$1.30 per member per month effective January 1, 2020. The Division per capita will be \$1.40 per member per month effective April 1, 2026. Thereafter, the per capita rate shall increase by two percent (2%) per year, effective January 1 of each subsequent year, with the new amount rounded to the nearest whole cent (\$0.01).~~ District Councils shall pay an annual per capita of ~~\$50.00~~ **seventy-five dollars (\$75.00)** on the first of January of each year.

**Because:**

- A. Revenue must keep pace with inflation to maintain Union operations
- B. Modest annual increases prevent the need for large, sudden spikes in per capita fees in the future
- C. There has been no increase to the monthly per capita for approximately 5 years, and it remained optional between 2020 – 2025, which has limited the Division’s revenue stability and ability to budget effectively.**
- D. The rounding to the nearest cent keeps the rate clean, easy to administer, and transparent for per capita calculations and reporting.**

Committee Recommendation:            \_\_\_ concurrence            \_\_\_ non-concurrence  
Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed  
Referred Back:                            \_\_\_\_\_



**Constitutional Amendment 2026 – 23**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Seven – Revenue to read:

**~~Section 2~~**

- ~~(a) \$0.95 of each per capita dollar collected shall be placed into General Revenue;~~**
- ~~(b) \$0.05 of each dollar collected shall be placed into all Arbitration Accounts when that fund falls below \$50,000;~~**
- ~~(c) \$0.05 of each dollar collected shall be placed into the Small Local's Assistance Account when the Arbitration Account reaches \$50,000.~~**
- ~~(d) Interest revenue generated from these accounts (Arbitration and Small Local Assistance) shall be allocated as follows: first to the Arbitration Account when below \$50,000, and thereafter to the Small Local Assistance Account.~~**

**~~Any revenue in the Arbitration Account over \$50,000 will be transferred into the General Revenue Account.~~**

Committee Recommendation:                    \_\_\_ concurrence                    \_\_\_ non-concurrence  
Delegate Decision:                            \_\_\_ in favor                            \_\_\_ opposed  
Referred Back:                                    \_\_\_\_\_



**Because:**

- A. These accounts were created for specific campaigns and are no longer relevant
- B. There are no guidelines addressing how these funds are accessed or used
- C. The amounts may not be a reasonable amount in all situations, especially in times of limited resources
- D. The Division expenditures are directed by the adopted resolutions of affiliates and the Constitution
- E. The Secretary Treasurer should have the ability to allocate funds as budget and need requires
- F. Multiple physical accounts create extra expense for the Division and work for the Secretary Treasurer

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

Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed

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



**Constitutional Amendment 2026 – 24**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Seven – Revenue to read:

**Section 3**

- (a) All Local Unions that are in arrears for six (6) consecutive months in their per capita tax to **CUPE Alberta the Division** shall be informed by a letter from the Secretary-Treasurer that they are in arrears.
- (b) Following this notification, should the dues not be paid by the end of the following month of notification of being in arrears, the Alberta Division Secretary-Treasurer and President will schedule a meeting with the Secretary-Treasurer and President of the Local and will advise the Division Executive Committee the outcome of this meeting.
- (c) Following notification of the Division Executive Committee, the Secretary-Treasurer shall notify both the President and the Secretary-Treasurer of the Local in arrears that they may be suspended from CUPE Alberta for failing to pay their per capita tax owed unless payment is made in full within fifteen (15) days of notification.
- (d) If payment is not made to **CUPE Alberta the Division** within fifteen (15) days, the Local may be considered not in good standing and their membership may be suspended from **CUPE Alberta the Division**.

Committee Recommendation:                    \_\_\_ concurrence                    \_\_\_ non-concurrence  
Delegate Decision:                            \_\_\_ in favor                            \_\_\_ opposed  
Referred Back:                                    \_\_\_\_\_



- (e) Should the Local Union wish to become a Local in good standing to **CUPE Alberta-the Divison** following suspension, the terms and conditions shall be negotiated between the Division Executive Committee and the Local Union Executive Board.

Affiliated Locals involved in a strike or lockout may seek a prorated reduction of per capita tax from the Executive Committee based upon the number of days off work as a result of such strike or lockout.

**Because:**

- A. These amendments are housekeeping changes and do not alter the meaning, intent or procedures of Section 3;
- B. Article One officially names the organization the “Canadian Union of Public Employees Alberta Division,” hereinafter referred to as the “Division”; and
- C. Aligns the Constitution with the defined short form in Article One.

Committee	___ concurrence	___ non-concurrence
Recommendation:		
Delegate Decision:	___ in favor	___ opposed
Referred Back:	_____	



**Constitutional Amendment 2026 – 25**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Nine – Convention to read:

**Section 3**

The Division President shall, in consultation with the Division Executive, appoint such committees as are necessary to conduct the affairs of the Convention. Those committees may be requested, by the Executive Committee, to meet, ~~at Division expense,~~ prior to the Convention, **. Where such meetings are held in person, the Division may reimburse reasonable and approved expenses. to consider those matters placed before them.**

**Because:**

- A. The Division needs to be cognisant of all expenditures and the current wording is overly broad and may be misinterpreted.
- B. The intent of this Section is to ensure that necessary out of pocket costs associated with in-person meetings may be covered
- C. Virtual meetings allow meetings to be conducted without cost to the Division, supporting responsible and efficient use of members' dues
- D. Delegates are already supported by their Locals and registered as delegates to Convention

Committee Recommendation:                    \_\_\_ concurrence                    \_\_\_ non-concurrence  
Delegate Decision:                            \_\_\_ in favor                            \_\_\_ opposed  
Referred Back:                                    \_\_\_\_\_



**Constitutional Amendment 2026 – 26**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Nine – Convention to read:

**Section 4**

- (a) Resolutions to be introduced for consideration at Convention shall be signed by the President and Recording Secretary of the affiliate and sent to the Division Recording Secretary no less than forty-five (45) days prior to the Convention.
- (b) CUPE Alberta Division Occupational Groups and Standing Committees are also eligible to submit Resolutions for consideration at Convention- **and sent to the Division Recording Secretary no less than forty-five (45) days prior to the Convention. ~~Date for submission of the resolutions will be determined by the Division Executive.~~**
- (c) Emergency resolutions can be submitted to the Division Convention Committees only if the resolution submitted is deemed by the Committee to be a new threat less than forty-five (45) days prior to Convention.
- (d) Division Convention Committees may submit resolutions, at any time, for consideration with the concurrence of a majority of Convention delegates.

**Because:**

Applying the same 45-day timeline to Occupational Groups and Standing Committee ensures predictability and adequate time for review, compilation and distribution of all resolutions prior to Convention, while maintaining the same orderly process already required of affiliates.

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

Delegate Decision:                                \_\_\_ in favor                                \_\_\_ opposed

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



**Constitutional Amendment 2026 – 27**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Nine – Convention to read:

**Section 4**

- (a) Resolutions to be introduced for consideration at Convention shall be signed by the President and Recording Secretary of the affiliate and sent to the Division Recording Secretary no less than forty-five (45) days prior to the Convention.
- (b) CUPE Alberta Division Occupational Groups and Standing Committees are also eligible to submit Resolutions for consideration at Convention. Date for submission of the resolutions will be determined by the Division Executive.
- (c) Emergency resolutions can be submitted to the Division Convention Committees **(including but not limited to the General Resolutions Committee, Constitution Committee, Credentials Committee, Sergeant of Arms Committee, and Balloting Committee)** only if the resolution submitted is deemed by the Committee to be a new threat less than forty-five (45) days prior to Convention.
- (d) Division Convention Committees may submit resolutions, at any time, for consideration with the concurrence of a majority of Convention delegates.

**Because:**

- A. Including the names of the Division Convention Committees provides greater transparency and clarity by identifying the Committees, aligning with best practices for transparent Union governance.

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

Delegate Decision:                                \_\_\_ in favor                                \_\_\_ opposed

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



B. Delegates, Locals and members benefit from knowing which Committees handle emergency resolution submissions.

Committee	___ concurrence	___ non-concurrence
Recommendation:	___ in favor	___ opposed
Delegate Decision:	_____	
Referred Back:	_____	





B. Calgary and Edmonton are the only locations in Alberta with sufficient large scale convention facilities to accommodate the current and projected number of delegates, staff, guests and required services without compromising delegate experience, accessibility or safety.

Committee	___ concurrence	___ non-concurrence
Recommendation:		
Delegate Decision:	___ in favor	___ opposed
Referred Back:	_____	



**Constitutional Amendment 2026 – 29**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Nine – Convention to read:

**Section 8**

Representation to all Division Conventions shall be based upon the average membership over the preceding calendar year prior to the Convention as determined by per capita fees paid during that period. ~~As of August 1, 2022, if Local Unions are not paying voluntary affiliation fees, representation to Division Convention shall be based upon the average membership over the preceding year prior to Convention as determined by the CUPE National per capita tax paid by the Local Union during that period.~~

**Because:**

- A. At the CUPE Alberta Convention 2025, the Constitution was amended to remove the language making affiliation fees voluntary, thereby making payment mandatory for all affiliated Locals, which makes this section inaccurate, and no longer reflects the current mandatory affiliation and payment structure.
- B. Removing this language cleans up the Constitution, eliminating confusing or misleading references.

Committee Recommendation:                    \_\_\_ concurrence                    \_\_\_ non-concurrence  
Delegate Decision:                            \_\_\_ in favor                            \_\_\_ opposed  
Referred Back:                                    \_\_\_\_\_



**Constitutional Amendment 2026 – 30**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Nine – Convention to read:

**Section 11**

~~The registration fee for the Alberta Division Convention is set by the Division Executive. Twenty dollars (\$20.00) of this fee shall be made available to the hosting District Council to cover Convention expenses.~~

**Because:**

- A. District Councils are not actively involved in hosting Convention

Committee Recommendation:	<input type="checkbox"/> concurrence	<input type="checkbox"/> non-concurrence
Delegate Decision:	<input type="checkbox"/> in favor	<input type="checkbox"/> opposed
Referred Back:	_____	



**Constitutional Amendment 2026 – 31**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Eleven – Traveling Expenses to read:

**Section 2**

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

**Section 3**

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

**Because:**

- A. Many important actions have minimal notice
- B. The Division may not have enough notice to present travel to the next Executive Committee meeting
- C. The Division needs to be able to support CUPE members when they need it most

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

Delegate Decision:                            \_\_\_ in favor                            \_\_\_ opposed

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



**Constitutional Amendment 2026 – 32**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Fourteen – Education Funding to read:

**Pat Lenihan Bursary**

- (a) One scholarship not exceeding \$1000.00, ~~maintained from the General Revenue account of the Division~~, may be awarded each calendar year for assistance to a CUPE member of an affiliated Alberta Local in good standing with CUPE Alberta Division to attend Labour College.
- (b) Applications shall be submitted to the Secretary-Treasurer of the Division prior to the Labour College Program.
- (c) A letter of endorsement from their Local must accompany the application.
- (d) Any individual who has previously received this bursary from CUPE Alberta is exempt.
- (e) The amount of any financial assistance for recipient shall be decided by the Executive Committee and all decisions will be final.

**Because:**

- A. The Division is bound by the Constitution to support this scholarship
- B. The Secretary Treasurer should not be forced to maintain multiple accounts if not necessary
- C. Multiple accounts may have added expenses

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

Delegate Decision:                            \_\_\_ in favor                            \_\_\_ opposed

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



**Constitutional Amendment 2026 – 33**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Fourteen – Education Funding to read:

**Rick Malcolm Education Scholarship**

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

Committee Recommendation:                    \_\_\_ concurrence                    \_\_\_ non-concurrence  
Delegate Decision:                            \_\_\_ in favor                            \_\_\_ opposed  
Referred Back:                                    \_\_\_\_\_



**Because:**

- A. The Division is bound by the Constitution to support this scholarship
- B. The Secretary Treasurer should not be forced to maintain multiple accounts if not necessary
- C. Multiple accounts may have added expenses

Committee Recommendation:            \_\_\_ concurrence            \_\_\_ non-concurrence  
Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed  
Referred Back:                            \_\_\_\_\_



**Constitutional Amendment 2026 – 34**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Fifteen – Committees to read:

**Section 1**

The Division Executive Committee has the power to establish committees as they deem necessary. Committees shall be informed as to their duties and shall, upon request, report to the Division Executive. Committee members must be bona fide members of the Division and shall be appointed by the Executive. **Unless the Division Executive decides otherwise in exceptional circumstances, a Committee member may serve on only one Standing committee at a time.**

**Because:**

- A. Multiple committee assignments can lead to scheduling conflicts, reduced effectiveness, divided attention, and challenges in fulfilling duties.
- B. The proposed language includes necessary flexibility, allowing the Executive to approve additional service when required.

Committee Recommendation:	___ concurrence	___ non-concurrence
Delegate Decision:	___ in favor	___ opposed
Referred Back:	_____	



**Constitutional Amendment 2026 – 35**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Fifteen – Committees to read:

**Section 2**

The Chair of any Committee may request approval from the Table Officers to attend a Division Executive Meeting to discuss matters arising out of their Committee; such attendance ~~shall~~ **may** be at the expense of the Division.

**Because:**

- A. The Division must be fiscally responsible
- B. Not all Division Executive Meetings are in person meetings and if there is a need for a Committee Chair to attend an in person Division Executive Meeting, there is also a hybrid option available

Committee Recommendation:	<input type="checkbox"/> concurrence	<input type="checkbox"/> non-concurrence
Delegate Decision:	<input type="checkbox"/> in favor	<input type="checkbox"/> opposed
Referred Back:	<hr/>	



## Constitutional Amendment 2026 – 36

Submitted by: CUPE Alberta Division Constitution Committee

### CUPE Alberta Division will:

Amend Article Fifteen – Committees to read:

#### Section 3

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

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

Committee		
Recommendation:	<input type="checkbox"/> concurrence	<input type="checkbox"/> non-concurrence
Delegate Decision:	<input type="checkbox"/> in favor	<input type="checkbox"/> opposed
Referred Back:	<hr/>	



**Because:**

- A. Young workers represent a growing and important segment of CUPE Alberta's membership, bringing new energy, perspectives, and long-term sustainability to our Union;
- B. Establishing a Young Workers Committee elevates the focus on youth engagement, recruitment, leadership development, and addressing issues specific to young members (e.g., precarious work, student debt, mental health, digital organizing, and barriers to participation);
- C. A Young Workers Committee reflects a union-wide priority on youth organizing and intergenerational equity, which strengthens solidarity across the Union;
- D. Formal recognition ensures consistent resources, budget consideration, Terms of Reference, and Executive Liaison support, preventing the work from being ad hoc and helping to build a pipeline of diverse, active young leaders for future Division and local roles; and
- E. The Young Workers Vice President role requires structured support to be effective, where a formal Standing Committee provides the necessary framework for ongoing work, member input, policy development, and reporting to the Division Executive.

Committee Recommendation:            \_\_\_ concurrence            \_\_\_ non-concurrence  
Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed  
Referred Back:                            \_\_\_\_\_



**Constitutional Amendment 2026 – 37**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Fifteen – Committees to read:

**Section 4**

CUPE Alberta Standing Committee meetings, **whether in-person, virtual, or hybrid,** shall be approved by the Division Executive. Any other meetings shall be called through the CUPE Alberta Secretary-Treasurer.

Each Committee shall submit copies of their minutes to the Recording Secretary of CUPE Alberta.

**Because:**

- A. Explicitly stating that meetings may be held in-person, virtual or hybrid clarifies that all formats are valid and removes any ambiguity regarding the format of the meeting;
- B. Province wide participation is important for effective committee work;
- C. Virtual options reduce barriers to participation; and
- D. These formats reflect current and ongoing best practices, supports equity and inclusion by accommodating diverse member circumstances.

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

Delegate Decision:                            \_\_\_ in favor                            \_\_\_ opposed

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



**Constitutional Amendment 2026 – 38**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Seventeen – Small Local Assistance Fund to read:

**ARTICLE SEVENTEEN – SMALL LOCAL ASSISTANCE FUND**

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

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

Committee  
Recommendation:                    \_\_\_ concurrence                    \_\_\_ non-concurrence  
Delegate Decision:                    \_\_\_ in favor                    \_\_\_ opposed  
Referred Back:                    \_\_\_\_\_



**Because:**

- A. Locals may not be requesting reimbursement
- B. May and Shall have different meanings

Committee	___ concurrence	___ non-concurrence
Recommendation:		
Delegate Decision:	___ in favor	___ opposed
Referred Back:	_____	



**Constitutional Amendment 2026 – 39**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Seventeen – Small Local Assistance Fund to read:

**ARTICLE SEVENTEEN – SMALL LOCAL ASSISTANCE FUND**

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

- (a) The Division shall reimburse affiliated Locals of 100 members or less, 100% of the Local's cost for lost wages, hotel and transportation for two delegates to attend the Division Convention.
- (b) Upon approval of the Division Executive, the Division may reimburse affiliated Locals of 100 members or less, 100% of the Local's cost for lost wages, hotel and transportation for two delegates to Division sponsored functions other than the Convention.
- (c) Locals wishing to access these funds must make an application, in writing, to the Division Secretary-Treasurer prior to adjournment of the final day of the Convention or other function.
- (d) ~~Should the Small Local Assistance Fund be unable to meet its financial obligations, funds shall be accessed from the Division General accounts.~~

Committee Recommendation:                    \_\_\_ concurrence                    \_\_\_ non-concurrence  
Delegate Decision:                            \_\_\_ in favor                            \_\_\_ opposed  
Referred Back:                                    \_\_\_\_\_





**Constitutional Amendment 2026 – 40**

**Submitted by: CUPE Alberta Division Constitution Committee**

**CUPE Alberta Division will:**

Amend Article Eighteen – Executive Meeting Attendance to read:

Should any Executive Committee member fail to attend ~~two (2)~~ **three (3)** consecutive scheduled Executive Committee meetings which they are eligible to attend, without having submitted good and sufficient cause, their position shall be declared vacant and filled at the earliest convenience.

**Because:**

- A.** Article B.2.5 of the National Constitution provides that if an Officer fails to attend three consecutive meetings without good and sufficient reasons, their office will be declared vacant and filled at the next meeting. This amendment should be applied to conform with the National Constitution

Committee Recommendation:	<input type="checkbox"/> concurrence	<input type="checkbox"/> non-concurrence
Delegate Decision:	<input type="checkbox"/> in favor	<input type="checkbox"/> opposed
Referred Back:	<hr/>	