

**MINUTES of the PROVINCIAL EXECUTIVE MEETING held on
June 17, 2006 At A.U.P.E. Headquarters, Edmonton, Alberta**

The meeting was called to order at 9:05 A.M. with President MacLennan in the Chair.

ROLLCALL:

Present:

D. MacLennan, President	D. Peterson, Loc. 047
B. Dechant, Exec. Sec-Treas.	G. Raby, Loc. 095
J. Heistad, Vice-President	A. Randall, Loc. 001
K. Koroluk, Vice-President	L. Reid, Loc. 050
G. Robinson, Vice-President	M. Savic, Loc. 043
B. Smith, Vice-President	S. Slade, Loc. 045
B. Brown, Loc. 003	J. Slezina, Loc. 053
M. Ellis, Loc. 012	J. Spencer, Loc. 046 (for part of mtg.)
B. Gibbons, Loc. 010	J. Spink, Loc. 044
M. Heil, Loc. 054	K. Sputek, Loc. 118
D. Knight, Loc. 005	B. Stewart, Loc. 009
S. Maki, Loc. 052	H. Stocking, Loc. 056
M. Metcalf, Loc. 005	S. Veldhoen, Loc. 048
B. Nahornick, Loc. 069	L. Webster, Loc. 020
Y. Nielsen, Loc. 059	M. Weleschuk, Loc. 071
D. Niven, Loc. 004	J. Wilson, Loc. 060
L. Pestano, Loc. 049	D. Worley, Loc. 039

Alternates:

G. Arnold	S. Warrilow, Loc. 46 (for part of mtg.)
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**Absent with
Regrets:**

J. Noel, Loc. 057	M. Sekuloff, Loc. 038
M. Steele, Loc. 002	

Staff:

R. Hodgins, Executive Director
R. Howatt, Director, Finance & Administration
M. Guido, Administrative Assistant

ADOPTION OF AGENDA:

- (1) **MOTION:** To adopt the Agenda as amended.
Properly moved and seconded.

CARRIED

The President advised at future meetings first preference will be given to observers who have not attended PE before in the prior twelve months.

ADOPTION OF PREVIOUS MINUTES:

The observers left the room as the PE moved in-camera. The President was requested to remain present for the discussion regarding the Minutes of the previous PE meeting. The members of PE stated they would not be debating the specific salary remuneration for Executive positions as that had been decided at the previous meeting by the Provincial Executive.

- (2) **MOTION:** To move in-camera.
Properly moved and seconded. **CARRIED**
- (3) **MOTION:** To move out-of-camera.
Properly moved and seconded. **CARRIED**
- (4) **MOTION:** To rescind and refer back to Convention the increase awarded to the President and Executive Secretary-Treasurer.
Properly moved and seconded. **DEFEATED**
- (5) **MOTION:** To accept for information the Provincial Executive Minutes of February 11, 2006.
Properly moved and seconded. **CARRIED**

Vice-President Koroluk was in the Chair.

The President asked that any Locals wishing to order 'The Bottom Line' (Parkland Institute publication) on healthcare are to send their requests in to the Executive Office as soon as possible.

PRESIDENT'S REPORT:

The President noted changes made to his itinerary since printing. He also advised that long time AUPE employee Denise Lashuk from St. Paul had passed away this earlier this week after a lengthy illness.

- (6) **MOTION:** To accept for information the President's Report of April 08, 2006.
Properly moved and seconded. **CARRIED**

President MacLennan was in the Chair.

Executive Secretary-Treasurer Dechant advised that 30th Anniversary jackets are being purchased for the staff and if PE was in favour, jackets would be provided for them to promote these jackets to the membership, the Union is hoping to sell a number of these style jackets.

- (7) **MOTION:** That AUPE purchase a 30th Anniversary jacket for each Provincial Executive member in celebration of our anniversary and as a thank you for their hard work and dedication.
Properly moved and seconded.

CARRIED

The observers to PE introduced themselves at this time.

VICE-PRESIDENTS' REPORTS

Vice-President Heistad briefed the PE on the recent CAW Human Rights Conference he attended.

- (8) **MOTION:** To accept for information the Report of Vice-President Heistad of June 17, 2006.
Properly moved and seconded.

CARRIED

Vice-President Koroluk advised she attended a Friends of Medicare Board meeting as well as a number of barbeques and other events.

- (9) **MOTION:** To accept for information the Report of Vice-President Koroluk of June 17, 2006.
Properly moved and seconded.

CARRIED

Vice-President Robinson advised he had attended the Lac La Biche Area Council barbeque as well as numerous other events.

- (10) **MOTION:** To accept for information the Report of Vice-President Robinson of June 17, 2006.
Properly moved and seconded.

CARRIED

Vice-President Smith thanked all health care workers at the University of Alberta Hospital for the excellent care his father was receiving there. As well, he advised that at the end of July his Employer was cutting his hours.

- (11) **MOTION:** To accept for information the Report of Vice-President Smith of June 17, 2006.
Properly moved and seconded.

CARRIED

Executive Secretary-Treasurer Dechant was in the Chair.

COMMITTEE REPORTS

EXECUTIVE COMMITTEE

Much discussion occurred with respect to holding barbeques to celebrate AUPE's 30th Anniversary. A friendly amendment was made to cover the period from June 1 to November 1st as some barbeques have already been held. It was also discussed whether to hold Grandparent's Day at the legislature or replace this with barbeques at long term

care facilities on Grandparent's Day. Vice-President Heistad stated the Women's Committee would like to proceed with the Grandparent's Day picnic at the Legislature.

MOTION: That AUPE highlight the 30th Anniversary Festivities as per the following:
Properly moved and seconded.

AUPE 30th Anniversary Festivities

In order to highlight this milestone with the overall membership of AUPE, AUPE will encourage all Locals to sponsor worksite/community barbeques for the period June 19 to November 1, 2006.

The following principles will apply:

1. All barbeques must be organized and co-ordinated by Locals.
2. Worksite/Community barbeques will be open to all AUPE members and expenses incurred for barbeque supplies (i.e. food, napkins, barbeque equipment rentals, etc.) will be pro-rated on a percentage basis to all Locals based on their Provincial membership count.
3. All Locals must participate in the events and cost sharing arrangement.
4. Any other costs such as novelty items, time off's, etc. are totally at the expense of the Locals.
5. Based on the previous principles AUPE Headquarters will pay one-half (1/2) the actual cost for barbeques as specified in Principle #2.

Long term care Locals will be encouraged to hold their BBQ;s on Grandparent's Day across the Province. A list of those BBQ's will be part of AUPE's press release on Grandparent's Day.

- (12) **MOTION TO AMEND:** To delete the last two (2) sentences of the 'AUPE 30th Anniversary Festivities':
~~Long term care Locals will be encouraged to hold their BBQ;s on Grandparent's Day across the Province. A list of those BBQ's will be part of AUPE's press release on Grandparent's Day.~~
Properly moved and seconded.

CARRIED

MOTION TO AMEND: To amend by changing Point #3 to:
*All Locals must **be encouraged** to participate in the events and cost sharing arrangement.*

Motion **RULED OUT OF ORDER** as it changes the intent.

- (13) **MOTION TO REFER:** To refer back to the Executive Committee.
Properly moved and seconded.

CARRIED

- (14) **MOTION:** That AUPE hold a Grandparent's Day picnic at the Legislature grounds and a picnic be held in Calgary.
Properly moved and seconded.

CARRIED

The regularly scheduled Grandparent's Day picnic sponsored by the Women's Committee will proceed as usual. The Calgary Area Council is holding an event already scheduled for September.

All information pertaining to Convention including Local contact information will be posted on the AUPE website for Locals and delegates to refer to. As well, discussed was the Union outgrowing the current facilities in years to come and possibly holding Convention at a convention facility rather than hotel based and/or the need to change the current delegate entitlement. No decision was made at this meeting, however the PE should keep this in mind for booking Conventions in the future.

Vice-President Smith indicated there was a vacancy on the Pay Equity Committee and if anyone was interested to submit their resume.

The issue of years of service being transferred when a member moves from one Union to another was discussed in regards to mergers, transfers, etc.

Vice-President Hesitad was in the Chair.

- (15) **MOTION:** That accept for information the Report of the Executive Committee of May 17, 2006.
Properly moved and seconded.

CARRIED

LEGISLATIVE COMMITTEE

The President advised of changes being made to the following Policies:

- (16) **MOTION:** To amend Policy 10-11
Properly moved and seconded.

CARRIED

10-11 Policy on Confidentiality of Membership Lists

- 1) The membership list is the property of AUPE and may be recalled at any time by the President. It is to be used by the Local or Chapter ONLY for the purposes of AUPE representing its members. It is to be used for no other purposes.
- 2) The membership list cannot be copied or distributed without the prior authorization of AUPE Headquarters.
- 3) Unauthorized use or distribution of the AUPE membership list is prohibited by law. Any breach of the Personal Information Protection Act could result in a person being found guilty of an offence, liable for a fine up to \$10,000, and liable for damages arising from the breach of the Act or other claims in law.
- 4) The Local Chair, with the approval of the Local Executive, is allowed to request and receive a membership list of their own respective Local. **The list must be returned to the issuing Staff member in 30 days, unless authorization is extended by the issuing Staff member.**
- 5) The Chapter Chair, with the approval of the Chapter Executive, is allowed to request and receive a membership list of their own respective Chapter. **The list must be returned to the issuing Staff member in 30 days, unless authorization is extended by the issuing Staff member.**

- 6) All requests from Component Officers for any AUPE membership listings must go through a Union Representative/Membership Services Officer. Once the Union Representative/Membership Services Officer receives the listing, they will provide it to the Component Officer who requested the listing. The Component Officer MUST sign the Privacy Disclaimer and Legal Advisory form, and then the Union Representative/Membership Services Officer MUST sign the form as well. Any costs incurred are to be charged back to the Local.
- 7) When the need for the membership list has been completed, this list must be returned to the Union Representative/Membership Services Officer from whom the list was obtained.
- 8) Once the listing is returned to the Union Representative/Membership Services Officer, the membership listing as well as the original signed Privacy Disclaimer and Legal Advisory form will be sent back to the Records Department at Headquarters, where the listing will be destroyed.

MOTION: To amend Policy 2-23.
Properly moved and seconded.

2-23 Policy on Convention Election Campaigns

Nothing in this policy is intended to restrict in any way a member's right to be nominated for office at Convention in accordance with our Constitution nor does this policy require any candidate to announce his/her candidacy in advance of the final call for nominations at Conventions.

- A) Candidates, wishing to take advantage of the provisions outlined in B or C below, must make a deposit of \$100.00 which will be refunded upon their acceptance of nomination at Convention. A candidate shall announce his/her candidacy in writing delivered to the Secretary-Treasurer by hand or registered mail.
- B) Candidates announcing their intention to seek an office on the Executive Committee, who make their announcement over 45 days prior to the Convention, shall be entitled to place a statement not exceeding 500 words in a pre-Convention publication, providing the statement is available in time for publication.
- C) Announced candidates shall be provided with a delegates list containing prior to Convention, provided they pledge not to use the list for any purpose other than campaigning; not to release the list to anyone for other than campaign purposes; and to return the list together with any copies made to the Union for destruction following the Convention.
- D) No election material outside of the Convention Hall or in the Hospitality Suites before the first full day of convention.**
- E) No campaigning activity shall occur during the registration.**

It was suggested a friendly amendment be made to include *no campaigning activity shall occur within the registration area and no campaign material shall be posted in the registration area.*

- (17) **MOTION TO REFER:** To refer back to the Legislative Committee and bring back to the next Provincial Executive meeting.
Properly moved and seconded.

CARRIED

- (18) **MOTION:** To amend Policy 2-34.
Properly moved and seconded.

CARRIED

2-34 Voting Procedure

RULES TO BE FOLLOWED FOR COUNTED VOTES

(Standing, roll call or ballot)

Prior to any vote being taken, if a member requests that a standing, counted vote; roll call vote or ballot vote be taken, the Convention Chair shall ~~give adequate notice of the vote to be taken so as to allow delegates in the smoking room to make their way to the Convention Floor before having~~ direct the Sergeant-At-Arms Committee will close and secure the doors. (The rules of order state that to require a standing, counted vote 10 members or 10%, whichever is least, of those present and entitled to vote, must stand to concur with the request; to require a roll call vote 50 members or 20%, whichever is least, of those present and entitled to vote, must stand to concur with the request; to require a ballot vote requires a motion to be put to the floor).

If, through a show of hands, the Chair is unable to determine the outcome of the vote and calls for a standing, counted vote to determine the outcome, then the doors shall be secured immediately. ~~there shall be no call to the smoking room for delegates to return to the room since they were not part of the vote.~~ The rationale for this is that the question has been put to a vote but since no outcome has been determined, the Convention is in the middle of taking a vote and in accordance with Rule 16 "No member shall enter or leave a meeting during the taking of a vote..."

All delegates **and candidates** must be seated and remain seated during the balloting process, with the exception of the standing vote.

This same rule shall be used in the event that immediately following a declaration of any result; delegates request that a standing, roll call or ballot vote be taken. (In this case the delegate(s) are disputing the results of the original vote and requesting that it be taken again. In order to ensure the integrity of the vote, only those members who participated in the original vote shall be permitted to vote in the requested fashion.)

- (19) **MOTION:** To accept for information the Report of the Legislative Committee of June 17, 2006.
Properly moved and seconded.

CARRIED

The meeting recessed at 12:14 P.M. for lunch and reconvened at 1:03 P.M.

FINANCE COMMITTEE

A representative from ATB Investors Services provided a brief presentation with respect to AUPE's investment portfolio followed by questions and answers.

- (20) **MOTION:** To accept the Financial Statements for the months of March and April 2006.
Properly moved and seconded.

CARRIED

- (21) **MOTION:** That One million (\$1,000,000.) dollars be transferred from the General Revenue account to a special fund set up for "Change the Labour Law" Campaign.
Properly moved and seconded.
CARRIED
- (22) **MOTION:** That One million (\$1,000,000.) dollars be transferred from the General Revenue account to the Defense Fund.
Properly moved and seconded.
CARRIED
- (23) **MOTION:** To forward the Proposed Budget for 2006/2007 to Convention (attached).
Properly moved and seconded.
CARRIED
- (24) **MOTION:** To accept Investment Policy (as attached).
Properly moved and seconded.
CARRIED
- (25) **MOTION:** To delete Policy 4-8 – Travel Expenses to NUPGE.
Properly moved and seconded.

EXECUTIVE OFFICERS*Provincial Executive – Amended March 13, 1993*4-8 Travel Expenses to NUPGE

~~The Union shall bear the costs associated with sending its NUPGE Vice President to meetings of the National Executive Board and costs of properly approved members serving on National committees.~~

- (26) **MOTION:** To amend Policy 4-10, Gifts
Properly moved and seconded.
CARRIED

FINANCES 4-10*Amended – Provincial Executive, March 13, 1993*4-10 Gifts – Outgoing Executive Officers

At the end of the respective term(s), the out-going Executive Officers shall receive ~~a gift limited to~~ a plaque honoring their service to the Union, **and may also receive a gift up to a maximum value of five hundred (\$500.00) dollars upon recommendation of the Executive Committee.**

- MOTION:** To amend Policy 5-2.1, Definition of Single-Site Local, be amended by deleting "Local(s) with 90% of the members within a 100 kilometer radius of the main Worksite shall be considered a Single site Local" and inserting "Locals with the majority of the members, who work in the main worksite, shall be considered a single site local. The main worksite shall be deemed to be worksite with the most members".
Properly moved and seconded.

FINANCES 5-2.1*Provincial Executive – June 22, 2002*5-2.1 Definition of Single-Site Local

Single Site-Locals

Locals with the majority of the members, who work in the main worksite, shall be considered a single site local.

The main worksite shall be deemed to be worksite with the most members.

~~Local(s) with 90% of the members within a 100 kilometer radius of the main Worksite shall be considered a Single-site Local.~~

Travel and subsistence costs for members living outside the 100 kilometer radius attending Single-site Local meetings shall be paid by Headquarters.

Some concern was expressed on behalf of Local 050 with respect to these amendments and the Motion was referred back to the Finance Committee for clarification.

- (27) **MOTION TO REFER:** To refer back to the Finance Committee.
Properly moved and seconded.

CARRIED

- (28) **MOTION:** That Policy 5-9 Disposal of Financial Records be amended by inserting "Component records need to be maintained for seven (7) years. No general ledger shall be destroyed".
Properly moved and seconded.

CARRIED

FINANCES 5-9

Provincial Executive, Updated September 19, 1992
5-9 Disposal of Financial Records

Component records need to be maintained for seven (7) years. No general ledgers shall be destroyed.

Component financial records requiring disposal are to be submitted to Headquarters on an annual basis for ultimate disposal as appropriate.

- (29) **MOTION:** That Policy 5-11, Component Annual Audits be amended.
Properly moved and seconded.

CARRIED

FINANCES 5-11

Provincial Executive, Amended - June 14, 1991
5-11 Component Annual Audits

By ~~August~~ **October** 1st of each fiscal year, the Executive Secretary-Treasurer shall forward to each component Treasurer a schedule for the audit of component financial records, with a copy to the component Chair.

NOTE: In the event the Treasurer is unable to meet the deadline as specified in the schedule, he/she will immediately, upon receipt of the audit schedule, contact the Accounting Department with a view to arranging a more convenient time.

The Audit Review will be conducted by the accounting staff member as designated by the ~~Controller~~ **Director of Finance**.

Upon completion of the review, the following procedure will apply:

- All documents are to be reviewed by the ~~Controller~~ **Executive Secretary-Treasurer** prior to their release from the Accounting Department.
- The Treasurer's Notes will be prepared by the staff member, including detail notes for adjusting journal entries and copies of financial statements. The Treasurer's Notes, along with the Local's books, will be released to the Treasurer.
- Summary notes will be prepared in ~~triplicate~~ **duplicate**: one copy for the Accounting file and one copy ~~each~~ for the ~~President and Executive Secretary~~ **Local** Treasurer.
- A Management (summary) letter will be drafted by the Executive Secretary-Treasurer, along with the **Financial Records Examiner**, detailing the results of the Review, outlining any non-compliance with the Constitution, Policies, Guidelines or standard accounting practices, with direction where applicable.
- ~~A package will be prepared for review by the Executive Committee as follows:~~
 - a) ~~The Executive Committee will review and determine the final version of the Management Letter to be forwarded to the component Treasurer with copies to the component Executive Committee. (The Controller and Assistant Accountant, if deemed necessary, will be available to meet with the Executive Committee).~~
 - b) ~~A copy of the Management Letter is to be forwarded to the Accounting Department to complete the file.~~

MOTION: That Policy 5-13, Remuneration to Local Executive be amended.
Properly moved and seconded.

FINANCES 5-13

Amended Provincial Executive - February 08, 2003

5-13 Remuneration to ~~Component Officers~~ **Local Executive** (Honorariums)

Effective January 1, 1991, the honorarium amounts to be paid to the ~~component officers~~ **Local Executive** as approved by the Annual General Component Meeting, (along with the names, ~~and~~ addresses ~~and Social Insurance Number~~ of each ~~officer~~ **Executive position**) must be sent to Headquarters **Accounting department**. ~~Notification of the method of payment (eg. cheque or rebate) is to be provided as well.~~

T-4 and T-4a forms will be provided by Headquarters.

Effective July 1, 2006, the following guidelines shall apply:

Honorariums for Local Executive positions per year:

0	-	750	up to a maximum of	\$	500.00
751	-	1500	up to a maximum of	\$	1,000.00
1501	-	2250	up to a maximum of	\$	1,500.00
2251	-	3000	up to a maximum of	\$	2,000.00
3001	-	3750	up to a maximum of	\$	2,500.00
3751	+		up to a maximum of	\$	3,000.00

Concerns were raised with respect to these amendments. Some comments were made that it was too restrictive and only addressed Local Executives, not Chapters and should have some guidelines.

- (30) **MOTION TO REFER:** To refer back to the Finance Committee with direction.
Properly moved and seconded.

CARRIED

- (31) **MOTION:** That Policy 5-24, Expenses of Union Stewards, be amended by deleting "away from their normal workplace" and inserting "and with approval from their Local Membership Services Officer or Union Representative".
Properly moved and seconded.

CARRIED

FINANCES 5-24

Provincial Executive, February 23, 1991

5-24 Expenses of Union Stewards

Where Union Stewards are requested by fellow workers to conduct Union Steward business ~~away from their normal workplace~~, which may involve travel and other expenses such as meals, etc., the Union will reimburse the Union Stewards for expenses incurred in the performance of their official duties, **with approval from their Membership Services Officer or Union Representative assigned to their Component.**

- (32) **MOTION:** That new Policy 5-33, Capitalization Policy, be amended.
Properly moved and seconded.

CARRIED

FINANCES 5-33

Provincial Executive - March 15, 1997

5-33 Capitalization Policy

Capital Assets having ~~a~~ **an individual cost per item** of \$1,000. or more are to be capitalized. All other ~~capital assets items~~ are to be ~~expensed~~ **expensed** in the year of acquisition.

- MOTION:** That new Policy 5-36, Per Diems & Payment of Money to attend Meeting(s). *There shall be no monies paid by Locals/Chapters to members attending any meetings, schools, conferences, committee meetings or convention. (This contravenes the guidelines set by Canada Revenue Agency).*
Properly moved and seconded.

Much discussion ensued with respect to per diems and why union pays them but Local/Chapter can't; issues on wording of Policy; and suggestion to add the word 'town' after convention.

- (33) **MOTION TO REFER:** To refer back to the Finance Committee with direction.
Properly moved and seconded.

CARRIED

- (34) **MOTION:** To recommend to the Provincial Executive that AUPE donate \$5,000 to Local 052, University of Calgary, to match funds that are

being contributed by Local 052. To be given out as scholarships in recognition of the University of Calgary's 40th Anniversary.
Properly moved and seconded.

CARRIED

- (35) **MOTION:** To accept for information the Reports of the Finance Committee of May 31, June 1 and 2, 2006.
Properly moved and seconded.

CARRIED

Vice-President Smith was in the Chair.

COMMITTEE ON POLITICAL ACTION

The President, Chair of COPA updated the PE on the 'Change the Labour Law' Campaign which they hope to have next spring.

- (36) **MOTION:** To accept for information the Report of the Committee on Political Action of May 25, 2006.
Properly moved and seconded.

CARRIED

HUMAN RIGHTS COMMITTEE

Vice-President Heistad explained the proposed changes to the current Human Rights, Equity & Pay Equity Policy 22-4.

- (37) **MOTION:** To amend Policy 22-4.
Properly moved and seconded.

CARRIED

HUMAN RIGHTS, EQUITY & PAY EQUITY 22-4

Amended - Provincial Executive - June 26, 1992

Moved from Health & Safety and divided- September 09 and 10, 2005

New Policy Adopted - June 17, 2006

22-4 Policy Statement & Definitions on Harassment and Discrimination

PREAMBLE

AUPE believes that every member has a right to be treated with dignity, respect and to be free from discrimination and harassment at work, in their union and in their community. AUPE also believes that every member has an obligation to treat others with respect and dignity and to not discriminate against nor harass others at work, in their union or in their community.

Recognizing the diversity of our union and working to ensure fairness in all our structures and activities results in a stronger union. It means creating a union:

Where all members can become active knowing that their rights will be respected;

Where all members see themselves reflected in their leadership and in the activities of the Union;

Where all members committed to the union can aspire to leadership;

And where, when members call each other brother and sister, and when we claim solidarity we know that this is truly so.

Application:

This policy applies to all members of the AUPE and all persons employed by the AUPE and all persons participating in AUPE sponsored events.

Section I: Harassment

Harassment, whether it is sexual, discriminatory or personal, must not be tolerated at any union function or in any other circumstances.

Harassment violates the spirit of the labour movement where we are supposed to be working to achieve justice and equality for working people, as it undermines their dignity and worth.

1. Definition

Harassment is any behaviour that demeans, humiliates or embarrasses a person and that a reasonable person should have known would be unwelcome. It includes actions (e.g. touching, pushing), comments (e.g. jokes, name-calling), or displays (e.g. posters, cartoons). AUPE does not tolerate harassment related to race, national or ethnic origin, colour, religion, age, sex, marital status, disability, sexual orientation, political affiliation, disability or any other grounds.

Although disrespectful behaviour and harassment can be individually defined, in practice they overlap. The following definitions, although not inclusive, have been designed to accommodate the different types of concerns that may arise:

- a) disrespectful behaviour is improper behaviour that is unwelcome and inappropriate at union activities or functions. It may happen once or continue over time. It can include:
 - rude comments and swearing as well as spreading information and rumours that damage people's reputations;
 - actions that invade privacy or personal property or unwelcome gestures; and
 - displays or distribution of printed or electronic material that offends.
- b) Harassment is any behaviour that demeans, humiliates, embarrasses, a person and that a reasonable person should have known would be unwelcome. It may be a single incident or several incidents that continue over time.

Harassment includes;

- verbal abuse;
- actions such as touching or pushing;
- comments such as jokes and name calling;
- displays such as posters and cartoons; or
- abuses of power such as threats or coercion.

AUPE does not condone any of these types of behaviour at union functions or activities.

2. Examples of Harassment:

i. Sexual Harassment

Types of behaviour, which constitute sexual harassment, include, but are not limited to:

- Unwelcome attention, remarks, jokes, innuendoes or taunting of a sexual nature, which causes awkwardness or embarrassment.
- Suggestive remarks or compromising invitations.
- Display of pornographic, offensive or derogatory material.
- Leering, suggestive staring, whistling, or other inappropriate or insulting gestures.
- Unnecessary and unwanted physical contact such as touching, patting, pinching, hugging or punching.
- Sexual solicitation or advances which imply consequences if rejected.
- Physical assault.
- Conduct that creates an intimidating, hostile or offensive environment at any union functions (e.g. meetings, convention, hospitality rooms).

Sexual harassment may occur between individuals of the same sex or between members of the opposite sex.

ii. Ethnic Harassment

Types of behaviour which constitute ethnic harassment include but are not limited to:

- Slurs, gestures, name-calling, innuendoes or taunts about a racial group an individual's racial or ethnic background, colour or ancestry.
- Any banter, teasing or jokes that are racially insulting or present stereotypical portrayals of racial or ethnic groups.
- Displaying racist, derogatory or offensive pictures, materials or graffiti.
- Refusing to work with or even have contact with an individual because of his or her racial or ethnic background, colour or descent.
- Threats, intimidation, assaults or any use of physical force or violence because of an individual's racial or ethnic background, colour or descent.
- Any conduct that creates an intimidating or offensive environment at any union function (e.g. meetings, convention, hospitality rooms).

iii. Sexual Orientation

Types of behaviour which constitute harassment based on sexual orientation include but are not limited to:

- Slurs, gestures, name-calling, innuendoes or taunts about an individual's sexual orientation.

- Any banter, teasing or jokes that set apart people on the basis of their sexual orientation.
- Displaying derogatory or offensive material against any sexual orientation.
- Refusing to have contact with a person because of their sexual orientation (e.g. lesbian, gay or bisexuals).
- Threats, intimidation, assaults or any use of force or violence because of a person's sexual orientation.
- Any conduct that creates an intimidating or offensive environment at any union function (e.g. meetings, convention, hospitality rooms).

iv. Disabilities

Types of behaviour which constitute harassment of a person with a disability include but are not limited to:

- Slurs, gestures, name-calling, innuendoes or taunts about an individual's physical or mental ability.
- Slurs, gestures, name-calling, innuendoes or taunts about a person with a disability.
- Any banter, teasing or jokes that are insulting or present stereotypical portrayals of a person with a disability.
- Displaying humiliating, derogatory or offensive materials, pictures or graffiti of persons with a disability.
- Refusing to have contact with a person because of their disability.
- Threats, intimidation, assaults or any use of force or violence because of a person's disability.
- Any conduct that creates an intimidating or offensive environment at any union function (e.g. meetings, convention, hospitality rooms).

v. Personal Harassment

Types of behaviour which constitute personal harassment include but are not limited to:

- Verbal abuse.
- Unwelcome gestures.
- Actions that invade the privacy or personal space of a fellow member or participant.
- Spreading any information that unjustly damages an individual's reputation.
- Condescension or paternalism that undermines a person's ability to participate in Union functions.
- Any conduct that creates an intimidating or offensive environment at any union function (e.g. meetings, convention, hospitality rooms).

Section II: Discrimination

Discrimination must not be tolerated at union functions or activities.

1. Definition

One of the best definitions of harassment was set out by the Supreme Court of Canada when it said:

.... That discrimination may be described as a distinction, whether intentional or not but based on grounds relating to personal characteristics of the individual or group, which has the effect of imposing burdens, obligations, or disadvantages on such individual or group not imposed upon others, or which withholds or limits access to opportunities, benefits, and advantages available to other members of society. Distinctions based on personal characteristics attributed to an individual solely on the basis of association with a group will rarely escape the charge of discrimination, while those based on an individual's merits and capacities will rarely be so classed.

Andrews v. Law Society of British Columbia, [1989] 1 S.C.R. 143;

The Alberta Human Rights, Citizenship and Multiculturalism Act prohibits discrimination on the grounds of:

Race, religious beliefs, colour, gender, physical disability, mental disability, age, ancestry, place of origin, marital status, sexual orientation, source of income or family status of that person or class of persons.

2. Examples of Discrimination:

- Campaigning against someone because of his or her race, colour or religion;
- Not accommodating a person with a disability when scheduling meeting locations;
- Campaigning against someone within the union strictly on the basis of their local affiliation;
- Unreasonably scheduling union meetings when you know or ought reasonably to have known that such a meeting would coincide with a member's or group of members' religious observance.
- Unreasonably scheduling union meetings, functions or other activities when you know or ought reasonably to have known that such scheduling would adversely affect a member's or group of members in those union meetings, functions or activities.

MOTION: To amend Policy 22-5.
Properly moved and seconded.

Concerns were noted with the investigative procedure and discipline.

(38) **MOTION TO REFER:** To refer the Policy back to the Human Rights Committee.
Properly moved and seconded.

DEFEATED

(39) **VOTING ON MAIN MOTION** (to amend Policy 22-5).

DEFEATED

(40) **MOTION:** To delete current Policy 22-5 in its entirety.
Properly moved and seconded.

CARRIED

- (41) **MOTION:** To accept for information the Report of the Human Rights Committee of May 12, 2006.
Properly moved and seconded.

CARRIED

WOMENS COMMITTEE

Vice-President Heistad advised the Women's Committee will be hosting AUPE's 70's Show and Silent Auction on the Thursday evening of Convention.

- MOTION:** To accept for information the Report of the Women's Committee of May 5, 2006.
Properly moved and seconded.

Some concerns were noted with respect to a \$250 donation to the AUPE Golf Tournament and the need for a donations policy and some guidelines to follow.

- (42) **CALL THE QUESTION:**

CARRIED

- (43) **VOTING ON MAIN MOTION:** To accept the report of May 5, 2006.

CARRIED

MEMBERS' BENEFITS COMMITTEE

- (44) **MOTION:** To accept for information the Reports of the Members Benefits' Committee of March 24 and May 5, 2006.
Properly moved and seconded.

CARRIED

President MacLennan was in the Chair.

PENSION COMMITTEE

Executive Secretary-Treasurer Dechant, Chair of the Pension Committee advised that members under the Public Service Pension Plan will have an increase in contribution rate effective January 2007.

- (45) **MOTION:** To accept for information the verbal Report of the Pension Committee.
Properly moved and seconded.

CARRIED

ANTI-PRIVATIZATION COMMITTEE

Vice-President Smith, Chair of the Anti-Privatization Committee advised if anyone has a slogan/logo to submit to do so as soon as possible. As well, not many ideas have been submitted with respect to the Resolution submitted through Convention for a Public Relations Campaign and to submit ideas so the Committee may submit a plan to the Executive Committee. The President reiterated that this is a Union driven campaign and not solely from the Anti-Privatization Committee.

Vice-President Koroluk was in the Chair.

- (46) **MOTION:** To accept for information the Report of the Anti-Privatization Committee of April 27, 2006.
Properly moved and seconded.

CARRIED

President MacLennan was in the Chair.

MEMBERSHIP SERVICES' COMMITTEE

Vice-President Robinson, Chair of the Membership Services' Committee noted a correction to the Minutes listing Brian Fegan from Local 002. At this date, the Committee has only received two Life Membership applications. If anyone is submitting applications, please do so as soon as possible. As well, proposed courses for the Labour Education School in Jasper for 2007 have been selected.

- (47) **MOTION:** To accept for information the Report of the Membership Services' Committee of May 29, 2006.
Properly moved and seconded.

CARRIED

YOUNG ACTIVISTS COMMITTEE

Vice-President Koroluk, Chair of the Young Activists' Committee, advised they were attempting to put together a list of mentors for young members.

- (48) **MOTION:** To accept for information the Report of the Young Activists' Committee of May 08, 2006.
Properly moved and seconded.

CARRIED

NEW/UNFINISHED BUSINESS

- (49) **MOTION:** That AUPE highlight the 30th Anniversary Festivities as per the following:
Properly moved and seconded.

CARRIED

AUPE 30th Anniversary Festivities

In order to highlight this milestone with the overall membership of AUPE, AUPE Headquarters will encourage all Locals to sponsor worksite/community barbeques for the period June 1 to November 1, 2006.

The following principles will apply:

1. All barbeques must be organized by chapters in conjunction with their Locals or organized by the Locals themselves on behalf of their members.
2. Worksite/Community barbeques will be open to all AUPE members and expenses incurred for barbeque supplies (i.e. food, napkins, barbeque equipments rentals, etc.) will be pro-rated on a percentage to all Locals participating based on their Provincial membership count.
3. All Locals are strongly encouraged to participate in the events and cost sharing arrangements.
4. Any other costs such as novelty items, time off's, etc, are totally at the expense of the Locals.
5. Based on the previous principles AUPE Headquarters will pay one-half (1/2) the actual cost for barbeques as specified in Principle #2.

Some concerns were noted with staff confirming with Locals whether time off was approved. Local Chairs should be advised that they're approving time off for members requesting it at Local Expense.

Any PE members wishing to receive hard copies of the PE package in the mail prior to the meeting are to contact Cheryl.

A question was raised whether PE reps should be reporting to PE once a year verbally or by written report as per the Policy. The President responded that anyone wishing to give a report at PE may do so although this Policy has not been followed regularly. It was suggested that everyone should be communicating with their fellow PE reps anyway.

K. Sputek, Local 118, provided information on the Home Program entering into partnership with Vibrant Communities to bring about a home ownership incentive program for employees through employers to make use of Canada's assets to reduce poverty.

A question was raised with respect to Policy 10-14 Area Council Activities and whether the Legislative Committee would be reviewing it. The President responded that the Committee had looked at it and didn't understand what the concern was and may look at it again.

- (50) **MOTION:** To purchase a copy of 'The Bottom Line' for each Provincial Executive member.
Properly moved and seconded.

CARRIED

- (51) **MOTION:** That all of the long term care Locals outside of Edmonton and Calgary attempt to hold a barbecue on Grandparent's Day and the

cost share will be based on the AUPE 30th Anniversary festivity guidelines.
Properly moved and seconded.

CARRIED

The President advised that AUPE will not be participating in the 100th Anniversary of the Edmonton District Labour Council/Alberta Building Trades Council. This coalition for the formal celebrations is no longer in place with the Building Trades planning separate activities at a later date. An accounting of the monies spent so far as well as the monies we expect refunded will be provided at a later date.

DATE OF NEXT MEETING

The next meeting is scheduled for Friday and Saturday, September 08 (afternoon) and September 09, 2006 at AUPE Headquarters, Edmonton, Alberta.

ADJOURNMENT

(52) **MOTION TO ADJOURN:**
Properly moved and seconded.

CARRIED

The meeting adjourned at 4:58 P.M.

Respectfully submitted,

Dan MacLennan,
President

RECORDING SECRETARY:

Cheryl Austin

PROVINCIAL EXECUTIVE MEETING

ACTION SHEET

June 17, 2006

BY WHOM	ACTION
PE	Send book order requests for 'The Bottom Line' to Executive Office.
Dechant	Ensure 30 th Anniversary jackets are purchased for PE.
Heistad	Ensure Grandparent's Day picnic held at Legislature.
MacLennan	<p>Policies to be amended:</p> <p>10-11 Policy on Confidentiality of Membership Lists</p> <p>2-34 Voting Procedure</p> <p>4-10 Gifts- Outgoing Executive Officers</p> <p>5-9 Disposal of Financial Records</p> <p>5-10 Component Annual Audits</p> <p>5-24 Expenses of Union Stewards</p> <p>5-33 Capitalization Policy</p> <p>Policy to be deleted:</p> <p>Policy 4-8 – Travel Expenses to NUPGE.</p>
MacLennan	Ensure Policy 2-23 reviewed by Legislative Committee and brought back to next PE meeting.
Dechant	<p>Transfer \$1,000,000 from the General Revenue account to a special fund set up for "Change the Labour Law' Campaign</p> <p>Transfer \$1,000,000 from the General Revenue account to the Defense Fund.</p>
Dechant	Forward Proposed Budget for 2006/2007 to Convention.
Dechant	Ensure Investment Policy adopted.
Dechant	Policy 5-21; 5-13 and 5-36 referred back to Finance Committee.
Dechant	Forward \$5,000 to Local 052 re scholarships in recognition of University of Calgary's 40 th Anniversary.

	#34		
	YES	NO	ABST
MACLENNAN			
DECHANT	✓		
HEISTAD	✓		
KOROLUK	✓		
ROBINSON	✓		
SMITH	✓		
BROWN	✓		
ELLIS	✓		
GIBBONS	✓		
HEIL	✓		
KNIGHT	✓		
MAKI	✓		
METCALF	✓		
NAHORNICK	✓		
NIELSEN	✓		
NIVEN	✓		
PESTANO	✓		
PETERSON	✓		
RABY	✓		
RANDALL	✓		
REID	✓		
SAVIC	✓		
SLADE	✓		
SLEZINA	✓		
SPENCER	✓		
SPINK	✓		
SPUTEK	✓		
STEWART	✓		
STOCKING	✓		
VELDHOEN	✓		
WEBSTER	✓		
WELESCHUK	✓		
WILSON	✓		
WORLEY	✓		
Alternates:			
ARNOLD	✓		