

MINUTES of the PROVINCIAL EXECUTIVE MEETING held on
December 5 and 6, 2008, AUPE Headquarters Edmonton, Alberta

The meeting was called to order at 9:08 A.M. with President Knight in the Chair.

ROLLCALL:

Present:

D. Knight, President	L. Pestano, Loc. 049
B. Dechant, Exec. Sec-Treas.	D. Peterson, Loc. 047
S. Azocar, Vice-President	A. Randall, Loc. 001
L. Ellis, Vice-President	L. Reid, Loc. 050
J. Heistad, Vice-President	B. Rovensky, Loc. 071
E. Raz, Vice-President	S. Slade, Loc. 045
B. Brown, Loc. 003	B. Smith, Loc. 004
B. Collins, Loc. 039	J. Spencer, Loc. 046
R. Feland, Loc. 038	K. Sputek, Loc. 118 (Sat)
B. Gibbons, Loc. 010	M. Steele, Loc. 002
L. Hansen, Loc. 056	C. Stefaniszyn, Loc. 057
M. Heil, Loc. 054	R. Stewart, Loc. 005
J. LeBlanc, Loc 044	B. Thacker, Loc. 043
D. Mason, Loc. 009	S. Veldhoen, Loc. 048
M. Metcalf, Loc. 006	K. Weiers, Loc. 095
B. Nahornick, Loc. 069 (Sat)	J. Wilson, Loc. 060
L. Nemirsky, Loc. 020	M. Wright, Loc. 041

Alternates:

M. Day, Loc. 012	D. Milutinovic, Loc. 095 (Sat PM)
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Absent with
Regrets:

M. Ellis, Loc. 012	B. Ruff, Loc. 053
Y. Nielsen, Loc. 059	D. Tilleman, Loc. 052

Staff:

R. Hodgins, Executive Director
M. Guido, Administrative Assistant
J. Keller, Financial Services (for a portion of the meeting)
M. Soderberg, Financial Services (for a portion of the meeting)

Vice-President Azocar began the meeting with the reading of the 'Statement of Equality'.

ADOPTION OF AGENDA

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

CARRIED

The President advised he has to leave in the afternoon to attend a meeting with the Premier in Fort Saskatchewan dealing with issues with long term health care, etc.

ADOPTION OF PREVIOUS MINUTES

- (2) **MOTION:** To accept for information the Provincial Executive Minutes of October 22 - 24, 2008.
Properly moved and seconded.

CARRIED

R. Feland, PE, Local 038 provided an update on bargaining with NAIT and the compulsory arbitration board.

Vice-President Ellis was in the Chair.

PRESIDENT'S REPORT

A comment was made with respect to courses being cancelled due to a lack of registrants and the need for core courses to still be offered.

A question was raised with respect to why the Advanced Steward Training is only offered at the Labour Education School as this limits members from moving higher as they can only take the course if they are accepted to attend the School. Vice-President Ellis indicated the Membership Services Committee is reviewing the whole steward program.

Kudos were extended to the Communications/Education Department in the preparation of the handbook that was provided at Convention for the new delegates.

The President advised of some changes to his itinerary having not been able to attend the Locals 009, 045 and 047 meetings as listed in his itinerary as he attended the Governance Summit in Calgary.

- (3) **MOTION:** To accept for information the President's Report of December 5 and 6, 2008.
Properly moved and seconded.

CARRIED

COMMITTEE REPORTS

EXECUTIVE COMMITTEE

President Knight was in the Chair.

The Provincial Executive reviewed the proposed Policy to recognize a Union Steward from each Sector at Convention.

- (4) **MOTION:** To adopt the Union Steward Recognition Awards draft and recommend to the Provincial Executive to adopt the same.
Properly moved and seconded.

CARRIED



**A.U.P.E. UNION STEWARD RECOGNITION AWARDS
CONVENTION**

WHAT IS A UNION STEWARD?

"The industrial Union steward is a rank and file leader in shop society, not only internalized the attitudes of rank and file workers, but also functions as an opinion maker in their own right. If there is anyone in the union structure who is aware of the feelings, concerns of industrial workers then it must surely be the union steward. And if there is any one person in industrial Leadership who can influence the thinking of organized industrial laborers on a workday basis it is most certainly the ".....Sidney M. Peck author of "The Rank and File Leader"

- ◆ Stewards are a link between the members of the Union and the leaders of the Union.
- ◆ Stewards relay important information about the union activities and encourage all members to participate.
- ◆ Stewards are an advisor to provide advice addressing members issues, so our members know the union is working for them.
- ◆ Stewards are investigators of complaints, identify concerns by listening to the members, taking notes, asking questions.
- ◆ Stewards must be discreet as their role is to clarify a problem and seek possible solutions ensuring confidentiality for our members.
- ◆ Stewards are problem solvers, by bringing managements views and members views together to find a resolution to a problem.
- ◆ Stewards are an advocate or a "watch dog" of our collective agreements, and can meet informally with supervisors resolving concerns, submitting grievances or referring a problem to another area of the Union.
- ◆ Stewards represent the Union on the front lines of our work places.
- ◆ Stewards are a resource and provides members with information on occupational health and safety, political action, harassment, job competitions or refers them to appropriate resources to assist members in resolving their problems.
- ◆ Stewards are dues paying union members who volunteer their time to help others in our Union.
- ◆ Stewards are the cornerstone of the Union.

UNION STEWARDS HAVE RIGHTS!

- ◆ A Steward has rights:
 - Right to be recognized by the employer as a representative of the union and equal with management when acting in their capacity as a steward
 - Right to take time off from regular duties to investigate, process and settle grievances as outlined in their collective agreements
 - Right to educate themselves with courses to assist in carrying out their duties effectively.

UNION STEWARDS CREED

A shop steward knocked at the heavenly gate,
His face was scarred and old
He stood before the man of fate
For admission to the fold
“What have you done, Saint Peter said,
To gain admission here?
“I’ve been a shop steward, Sir he said
For many and many a year”
The Pearly gate swung open wide
Saint Peter touched the bell...
“Come in and choose your harp, he said,
You’ve had your share of hell “
...Author unknown

RECOGNIZING UNION STEWARDS AT CONVENTION: PROCESS

- ◆ President will send a invitation to all Locals and Chapters and staff of AUPE requesting nomination of a Union Stewards meeting criteria set by Executive Committee.
- ◆ Nominations forwarded to President no later than mid September, each year
- ◆ Nominations brought to the AUPE Executive Committee for review of nominees, meeting criteria.
- ◆ Executive Committee to select 1 nominee from each of the four (4) sectors of AUPE
- ◆ Presentation of top 4 Union Stewards to Convention and presented with a gift selected by the Executive Committee.

UNION STEWARD CRITERIA:

- ◆ Nominees must be known as a leader and active Union Steward within Union, Local, Chapter
- ◆ Nominations must be made through Locals, Chapters or staff and signed and submitted on the appropriate Nomination form.
- ◆ Nominees must be actively involved in Union chapters, locals, activities, identifying issues, and finding resolutions to member concern, issues concerns regarding the collective agreement, occupational health and safety, member benefits, member education and ensure active member participation at their worksite.
- ◆ Nominees must be involved at the Chapter, Local and or Union levels
- ◆ Nominees must have taken at least Level 1 and 2 Union Steward courses.
- ◆ Union Steward nominees must have respect and support of their chapters, locals or union staff whom they have worked with.



UNION STEWARD NOMINATION FORM for Union Steward Recognition Award

NOMINEE INFORMATION:

NAME: _____ **LOCAL** _____ **CHAPTER** _____

ADDRESS: _____

POSTAL CODE: _____

DATE BECAME UNION STEWARD: _____ **STEWARD LEVEL** _____

UNION ACTIVITIES:

<p style="text-align: center;"><u>WORKSITE ACTIVITIES</u></p> <input type="checkbox"/> Worksite Contact <input type="checkbox"/> Attends chapter meetings <input type="checkbox"/> Handles worksite complaints <input type="checkbox"/> Union Steward <input type="checkbox"/> Represents members on grievances	<p style="text-align: center;"><u>CHAPTER ACTIVITIES</u></p> <input type="checkbox"/> Chair <input type="checkbox"/> Vice Chair <input type="checkbox"/> Secretary/Treasurer <input type="checkbox"/> Council Representative <input type="checkbox"/> Health and Safety
<p style="text-align: center;"><u>LOCAL ACTIVITIES</u></p> <input type="checkbox"/> Chair <input type="checkbox"/> Vice Chair <input type="checkbox"/> Secretary/Treasurer <input type="checkbox"/> Provincial Executive <input type="checkbox"/> Convention Attendance	<p style="text-align: center;"><u>UNION ACTIVITIES</u></p> <input type="checkbox"/> President <input type="checkbox"/> Vice President <input type="checkbox"/> Executive Secretary Treasurer <input type="checkbox"/> MSO Secondment <input type="checkbox"/>
<p style="text-align: center;"><u>PARTICIPATED IN</u></p> <input type="checkbox"/> Information Pickets <input type="checkbox"/> Strike preparation, job action <input type="checkbox"/> AUPE campaigns <input type="checkbox"/> Union Steward Education Level <input type="checkbox"/> Union Education Courses	<p style="text-align: center;"><u>COMMITTEES</u></p> <input type="checkbox"/> AUPE Committees <input type="checkbox"/> Chapter Committees <input type="checkbox"/> Local Committees <input type="checkbox"/> Union Steward <input type="checkbox"/> Union Management Committees

REASON FOR NOMINATION: Please provide as much information as possible listing all activities and reason for nomination. (If more space required, attach separate sheet)

NOMINATOR INFORMATION:

NAME: _____ **OFFICE HELD AUPE IF ANY:** _____

CHAPTER LOCAL STAFF

SIGNATURE OF NOMINATOR: _____ **DATE:** _____

*Nomination to be forwarded to D. KNIGHT, AUPE PRESIDENT
10451 – 170 STREET, EDMONTON, AB T5P 4S7*

DATE RECEIVED AUPE PRESIDENT OFFICE: _____

DATE OF EXECUTIVE COMMITTEE DECISION: _____

Vice-President Ellis provided a verbal report on the Industrial Areas Foundation seminar that 12 members including the four Vice-Presidents attended in November in Seattle, Washington. A written report will be provided in the future. Vice-President Ellis advised the group received great training and hope to keep the members who participated, actively involved.

A request was made from the health care Local representatives on PE to hold meetings on Thursday/Friday as opposed to Friday/Saturday as they only get one weekend off in a six week stretch. Much discussion ensued and it was noted that many of the other members would then have to take two days off work which also causes a problem so a compromise was reached to alternate between Thursday/Friday and Friday/Saturday.

MOTION: To recommend to the Provincial Executive that the 2009 meeting dates be scheduled as follows:
February 13&14 (Edmonton); April 3&4 (Edmonton); June 12&13 (Calgary); September 11&12 (Edmonton); October 21 (Edmonton); and December 4&5 (Edmonton).
Properly moved and seconded.

MOTION TO AMEND: To change every other PE meeting to a Thursday/Friday commencing February 13/14, 2009.
Properly moved and seconded.

As the proposed date in February conflicts with the Family Day weekend an amendment was made to move it up a week.

(5) **MOTION TO AMEND:** To amend the February PE date to Thursday/Friday, February 5 and 6, 2009.
Properly moved and seconded.

CARRIED

(6) **VOTING ON MAIN AMENDMENT:** To amend the PE dates to Thursday/Friday, February 5 and 6; Friday/Saturday April 3 and 4; Thursday/Friday June 11 and 12; Friday/Saturday September 11 and 12; Wednesday October 21 (pre-convention); and Thursday/Friday December 3 and 4, 2009.
Properly moved and seconded.

CARRIED

(7) **VOTING ON MAIN MOTION:** (as amended)
Properly moved and seconded.

CARRIED

(8) **MOTION:** To accept for information the Reports of the Executive Committee of September 23 and October 15, 2008.
Properly moved and seconded.

CARRIED

Much discussion occurred with respect to the Task Force, Terms of Reference and Questionnaire arising from the Special Provincial Executive meeting and the need to proceed. If there are any proposed constitutional changes arising from the Task Force they will have to be submitted prior to the deadline for Constitutional Resolutions in June. The President advised he had thought discussion would ensue at this meeting with respect to the Questionnaire which was to be discussed with each Local prior to this meeting. However, he understood that not everyone had received feedback from their Locals and this issue will have to be brought up at the next PE meeting.

A plan was proposed as follows with deadlines to get this matter moving.

MOTION: To adopt a four point plan on this matter:
Step 1 - Establish a deadline of Local feedback of January 7, 2009;
Step 2 - Discuss the matter at PE at the meeting of February 5 and 6, 2009;
Step 3 - Circulate results of discussion back to Locals to look at over next months (February/March/April) and deadline of May 8, 2009 to have feedback back to the PE;
Step 4 - On June 11/12 discuss at PE to give recommendation to Legislative Committee so they can establish resolutions.
Properly moved and seconded.

Since the Executive Committee had already approved at their meeting to establish a Task Force with one Chair and one Provincial Executive member from each Sector, it was asked of the mover of the above motion whether he was agreeable to withdrawing and he was.

(9) **MOTION TO WITHDRAW:**
Properly moved and seconded.

CARRIED

Discussion went back to selecting the Task Force. It was noted that the Local Chairs had put forward their selections but two of the people no longer are Local Chairs. The President will advise the Local Chairs to confirm their selection of one representative from each Sector.

The Provincial Executive selected the following from each Sector to sit on the Task Force:

Milo Steele, General Service
Lori Nemirsky, Boards & Agencies
Margaret Heil, Healthcare
Brianna Collins, Education

The Locals are to compile their responses to the Questionnaire and have that in to the representative from each Sector on the Task Force by January 9, 2009. The Task Force is to report to each Provincial Executive meeting and provide a final report to the June

meeting to ensure Resolutions are submitted to the Legislative Committee for Convention.

The President referred to a notation in the Executive Committee report of November 27th referring to Article 15 in the Constitution when establishing the new Environmental Committee:

- 15.01 A Convention may direct the President to establish a committee for such purpose as that Convention deems necessary. It shall appoint members to the committee and establish appropriate terms of reference. It may require that committee to report back to it or a subsequent Convention.

When reading Article 15.01 and interpreting it to the letter it says 'A Convention may ... It shall appoint' which would refer to Convention appointing the members to the Committee. Elsewhere in Article 15.03 it says the President and the Executive shall appointment members to Standing Committees. Based on past practice the President's interpretation at the Executive Committee meeting was that the Executive Committee shall appoint them.

MOTION: To support the interpretation of the Constitution by the President where the Executive Committee can appoint the Committee members to the new Environmental Committee.
Properly moved and seconded.

Some discussion ensued as to whether this Motion was in order as the Provincial Executive is the appeal body and therefore they should not be making this Motion.

On a POINT OF ORDER a CHALLENGE was made putting this Motion on the floor.

Vice-President Ellis was in the Chair.

The Motion has been challenged. The President says the motion is NOT IN ORDER.

A straw poll was taken whether the Provincial Executive agrees with the decision of the interpretation and it was unanimous in favour.

The President pointed out that Motion #6 contained in the Executive Committee report should be amended to read 'Tracy Menchenton' and not 'Wendy Tracy Menchenton'.

The issue re honorariums to Committee members was discussed. Executive Secretary-Treasurer Dechant advised the Pay Equity Committee paid an honorarium to a member out of their \$5,000 budget. The PE expressed concerns about paying an honorarium and the precedent this would set. The Finance Committee is to develop a Policy as to what can or cannot be done with this money.

Motion #3 contained in the Executive Committee Minutes asks that Vice-President Raz be placed on secondment immediately. The PE went in-camera for this discussion.

- (9) **MOTION:** To move 'in-camera'.
Properly moved and seconded.

CARRIED

- (10) **MOTION:** To move 'out-of-camera'.
Properly moved and seconded.

CARRIED

The meeting recessed at 12:48 PM and reconvened at 2:00 PM with Vice-President Heistad in the Chair.

- (11) **MOTION TO TABLE:** To table the Executive Committee Report of November 27th, 2008 until Saturday morning.
Properly moved and seconded.

CARRIED

LEGISLATIVE COMMITTEE

Vice-Chair of the Legislative Committee, Rod Feland, presented the reports as written.

- (12) **MOTION:** To accept for information the Reports of the Legislative Committee of September 10 and 30, 2008.
Properly moved and seconded.

CARRIED

Vice-President Raz was in the Chair.

COMMITTEE ON POLITICAL ACTION

Vice-President Heistad, Chair of the Committee presented the report as written.

- (13) **MOTION:** To accept for information the Report of the Committee on Political Action on September 04, 2008.
Properly moved and seconded.

CARRIED

YOUNG ACTIVISTS' COMMITTEE

Vice-President Heistad, Chair of the Committee advised they are preparing for the Young Activists' Conference at Camp HeHoHa.

- (14) **MOTION:** To accept for information the Report of the Young Activists' Committee of September 10, 2008.
Properly moved and seconded.

CARRIED

Vice-President Heistad was in the Chair.

FINANCE COMMITTEE

Executive Secretary-Treasurer Dechant reviewed the financial statements with the PE. A query was made whether members could access the on-line service with Brown & Beatty and access case statutes. It was noted that government employees can access through the government library however other members do not have access to that service. Executive Secretary-Treasurer Dechant will check into the accessibility

Brother Dechant introduced Marvin Soderberg, Acting Supervisor, Financial Services. He is replacing Janine Keller during her maternity leave.

- (14) **MOTION:** To accept the attached Financial Statements for the months of July, August & September 2008.
Properly moved and seconded.

CARRIED

Friends of Medicare

- MOTION:** To recommend to the Provincial Executive that AUPE donate \$30,000 towards the Friends of Medicare.
Properly moved and seconded.

Vice-President Azocar who sits on the Board of the Friends of Medicare advised they are actually asking for \$1.00 per member as they need to be vigilant and proactive and put pressure on the Government to have some level of transparency.

Executive Secretary-Treasurer Dechant advised the Finance Committee had reviewed this request and felt that other groups are asking for the same thing and if they require more funds in the future, they can approach AUPE at that time.

- (15) **MOTION TO AMEND:** To pay \$1.00 per member for the year to Friends of Medicare.
Properly moved and seconded.

DEFEATED

- (16) **VOTING ON MAIN MOTION:**

CARRIED

Vice-President Raz in the Chair.

Public Interest Alberta

MOTION: To recommend to the Provincial Executive that AUPE donate \$10,000 towards Public Interest Alberta.
Properly moved and seconded.

Vice-President Heistad advised it would be preferable to give them \$20,000 to they know what money they have to work with.

Brother Dechant stated if they wish additional money to come back at that time as he would rather see money being directed specifically to a project and definitely benefiting AUPE members.

(17) **MOTION TO AMEND:** To donate \$20,000 to the Public Interest Alberta.
Properly moved and seconded.

DEFEATED

(18) **VOTING ON MAIN MOTION:**

CARRIED

Vice-President Heistad was in the Chair.

Alberta/Northwest Territories Command/The Royal Canadian Legion

MOTION: That AUPE donate \$1,595.00 towards the Alberta/Northwest Territories Command/Royal Canadian Legion "Military Service Recognition Book".
Properly moved and seconded.

(19)_ **MOTION TO AMEND:** To increase to the largest advertising space available up to \$1795.
Properly moved and seconded.

CARRIED

(20) **VOTING ON MAIN MOTION:** (as amended)

CARRIED

Special Olympics

(21) **MOTION:** That AUPE donate \$10,000 to support the Special Olympics 2009 Provincial Games in St. Albert, Alberta.
Properly moved and seconded.

CARRIED

The PE reviewed the Estimate Project Sheet to be used by the Standing Committees for Conferences, etc. A number of suggestions were made to add 'proposed time-off' and 'proposed outcome'.

(22) **MOTION:** To adopt the 'Estimate Projection Sheet' as amended.
Properly moved and seconded.

CARRIED

ESTIMATE PROJECTION SHEET

Standing Committee/Component:

Name of Function – Reference Policy 3-6
(attached Policy 3-6)
Seminar/Conference/or AD Hoc

Proposed Event Dates(s):

Proposed Number of Attendees:

Proposed Location (other than Union Headquarters):

Proposed Guest Speakers(s) - (if applicable)
Approximate Cost

Proposed Materials for Seminar/Conference/or Ad Hoc
(Novelty Items, bags, pens etc.)

Proposed Time-Off:

Proposed Outcome:

Committee Information – Staff Advisor and/or Chair

Contact Person:
Phone:
Cell:
Fax:
Email:

Executive Secretary-Treasurer Dechant advised the Finance Committee has developed a 'Standing Committee Budget Guideline'. They will track the expenditures of the Committees for a year to determine what things are needed.

(23) **MOTION:** To accept the Standing Committee Budget Guideline as amended.
Properly moved and accepted.

CARRIED

Standing Committee Budget Guideline

The Finance Committee had a lengthy discussion on same. The Committee recommends the following as guidelines:

- Each Committee will have a \$5,000 – line budget item each fiscal year.
- This budget will follow the AUPE Fiscal Year
- Any funds remaining at the end of each fiscal year will not be accrued into the next budget year.

- All expenditures have to be passed by motion of the appropriate standing committee
- All approved expenditures shall be reported to the Executive Secretary-Treasurer in writing, who will track and report to PE
- Funds to be spent on items such as: hall rentals, courses, promotional items, etc.

Executive Secretary-Treasurer Dechant advised the Member Benefits bank account was seriously eroded the past months as the funds were not generating any interest and as per the Constitution only interest funds may be used. Secondly, the number of applications have increased.

- (24) **MOTION:** That a lump sum of \$100,000 be deposited into the Members' Benefits Committee Operating Fund from General Revenue.
Properly moved and seconded.

CARRIED

It was suggested that Executive Secretary-Treasurer Dechant contact the Locals for funding, however, he indicated that some Locals do already give generously.

- MOTION:** That AUPE directs \$0.15 (of current dues received) per member per month into the operating bank account of Members' Benefits.
Properly moved and seconded.

Much discussion ensued whether to increase the amount to twenty-five cents to build the fund up. It was felt the amount may be revisited at any time and to stick with the fifteen cent allotment at this time.

- (25) **MOTION TO AMEND:** That AUPE direct \$0.25 per member per month into the operating bank account of Members' Benefits.
Properly moved and seconded.

DEFEATED

- (26) **VOTING ON MAIN MOTION:**

CARRIED

- (27) **MOTION:** To recommend to the Provincial Executive that Policy 5-3, Area Council Rebates and Accountability, be amended as follows. The amended increase will be effective as of July 1, 2008.
Properly moved and seconded.

CARRIED

FINANCES 5-3

Amended – Provincial Executive – June 22 and 23, 2007

5-3 Area Council Rebates and Accountability

- 1) *Area Councils will be funded, upon written request to Headquarters, by a budget, submitted annually to the Finance Committee for approval. In the absence of a budget, no funds shall be remitted or expended on behalf of the Area Council.*

2) *Funding for Area Councils shall follow the following formula:*

<u>COUNT</u>	<u>REBATE</u>
0 to 25	16.50 15.00 per member per year
26 to 49	1.46 1.30 per member per month
50 to 99	1.10 1.00 per member per month min \$858.00 \$764.00 per year
100 to 149	99 90 cents per member per month min \$1,306.00 \$1,188.00 per year
150 to 199	88 80 cents per member per month min \$1,770.00 \$1,609.00 per year
200 to 249	77 70 cents per member per month min \$2,101.00 \$1,910.00 per year
250 to 299	66 60 cents per member per month min \$2,300.00 \$2,091.00 per year
300 to 499	60 55 cents per member per month min \$2,368.00 \$2,152.00 per year
500 to 699	55 50 cents per member per month min \$3,592.00 \$3,293.00 per year
700 to 999	50 45 cents per member per month min \$4,613.00 \$4,194.00 per year
1000 to 1249	44 40 cents per member per month min \$5,594.00 \$5,394.00 per year
1250 to 1499	38 35 cents per member per month min \$6,594.00 \$5,995.00 per year
1500 to 1999	33 30 cents per member per month min \$6,835.00 \$6,295.00 per year
2000 + 4999	27 25 cents per member per month min \$7,916.00 \$7,196.00 per year
5000 +	22 20 cents per member per month min \$16,196.00 \$14,997 per year

- 3) *Amounts due in the current year may be accrued to the following year with approval of the Executive Secretary-Treasurer by way of making a request in writing.*
- 4) *The Treasurer shall have custody of all financial and accounting documents and shall be responsible for all accounting and financial records. The Treasurer shall prepare and have reviewed by AUPE Accounting, an annual financial statement of the component and shall prepare an annual budget for presentation to the component.*
- 5) *If a separate chequing account is maintained for the Area Council, all funds of the component shall be disbursed by cheque and shall be signed by the Treasurer and one other member of the Executive Board. A third member may be designated signing authority in the absence of the Treasurer.*
- 6) *The objectives of an Area Council shall be to promote and provide for the social and general welfare of its membership. Typical expenditures would be BBQs, Christmas Socials, etc. to which all members of the Area Council are invited.*
- 7) *Any Area Council that is inactive for a period of two (2) years shall have their Affiliation fees suspended until such time as a request is made to Headquarters to be reactivated.*

(28) **MOTION:** To accept for information the Reports of the Finance Committee of September 11 and November 14, 2008.
 Properly moved and seconded.

CARRIED

A question was raised with respect to the request for an Education Seminar and whether the Finance Committee had reviewed the request. Brother Dechant indicated they had and if the Education Sector wished to proceed with a Conference they could.

PENSION COMMITTEE

Executive Secretary-Treasurer Dechant, Chair of the Pension Committee, highlighted some areas of the Pension report for the Provincial Executive.

(29) **MOTION:** To accept for information the Report of the Pension Committee of October 10, 2008.
 Properly moved and seconded.

CARRIED

MEMBERS' BENEFITS COMMITTEE

The essay written and awarded on behalf of the Brent Gawne Memorial Scholarship was again noted to be excellently written and perhaps should be published in Impact.

- (30) **MOTION:** To accept for information the Reports of the Members' Benefits Committee of September 05 and October 21, 2008.
Properly moved and seconded.

CARRIED

HUMAN RIGHTS COMMITTEE

Vice-President Azocar, Chair of the Committee, hoped that everyone that attended Convention had enjoyed the cultural diversity night. Copies of a video of the event will be shown for those that weren't able to attend. Any Locals that wish a copy are to request one.

The Committee hopes to have the Ambassador Program running before the next Convention.

The Translator training has been delayed and the Committee will have to decide how many people to actually hold the training for and possibly only having one training session and combining Edmonton and Calgary.

The Committee is also working on the Essential Skills Program to ensure AUPE members have the necessary skills to participate in union activities.

- (31) **MOTION:** To accept for information the Reports of the Human Rights Committee of August 28 and October 17, 2008.
Properly moved and seconded.

CARRIED

WOMENS COMMITTEE

Everyone was encouraged to check out the AUPE website for details on the upcoming Women's Conference. Speakers have been listed and quite a few applications have already been received and the Committee encouraged more members to attend.

Sales of the Cookbook have been very successful and the Committee hopes to have all books sold by March.

- (32) **MOTION:** To accept for information the Report of the Women's Committee (Grandparents Day Picnic) and October 02, 2008.
Properly moved and seconded.

CARRIED

PAY & SOCIAL EQUITY COMMITTEE

A correction to the Minutes was made to delete Judy Mayer's name as Staff Rep.

Lots of discussion ensued with respect to the Pay Equity report circulated at Convention. Local 046 noted a lot of sensitivities to wage comparators with certain classification.

- (33) **MOTION:** To accept for information the Report of the Pay Equity Committee of October 01, 2008.
Properly moved and seconded.

CARRIED

ANTI-PRIVATIZATION COMMITTEE

Vice-President Raz, Chair of the Anti-Privatization Committee advised the Anti-Privatization Seminar was cancelled due to low registration and they were looking at rescheduling.

- (34) **MOTION:** To accept for information the Report of the Anti-Privatization Committee of October 17, 2008.
Properly moved and seconded.

CARRIED

Executive Secretary-Dechant requested some input with respect to the request to put the Scholarship Essay into the next Impact and whether it could be featured on the website rather than extra sheets required in Impact. It was noted that it will be featured on-line.

The meeting recessed at 4:34 P.M.

Saturday, December 06, 2008

The meeting commenced at 9:10 A.M. with President Knight in the Chair.

Vice-President Azocar commemorated the National Day of Remembrance on Violence Against Women by inviting the Provincial Executive to come to a moment of silence in memory of women who have been victims of violence.

The President noted that he would like to continue with the Agenda and the Executive Committee Minutes that were tabled yesterday proceed when the Questionnaire was to be discussed in the afternoon.

The Provincial Executive decided to continue with the Agenda.

COMMITTEE REPORTS (cont.)MEMBERSHIP SERVICES COMMITTEE

Vice-President Ellis advised the Committee met after the deadline to submit their Report and therefore no written Report was available for this meeting.

She further advised that the Provincial Union Boutique had been delayed in opening as City Zoning Bylaws do not permit AUPE to open up a store. Some suggestions were noted to possibly have a little store up on the 3rd floor or an on-line store, if an appeal to zoning is not granted.

Much discussion ensued with respect to a proposed Union Steward Gala and concerns that members who are not active or have never taken the courses should not be invited to this gala. Vice-President Ellis indicated they will be vetting out the stewards who are not active.

Vice-President Ellis also indicated the Committee is redrafting and putting together a proposal for a Union Steward Education process and Union Steward Education courses similar to the program being implemented for Health and Safety courses.

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

CARRIED

Some concerns were noted with respect to the Union Steward Gala and the need to provide information as soon as possible so members may book time off work, etc. A proposal is to be e-mailed out to the Provincial Executive as soon as possible for approval. The tentative dates being looked at are April 21, 22 and traveling home on April 23, 2009.

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

Vice-President Ellis, Chair of the Occupational Health and Safety Committee highlighted the Committee's report. She advised that she received comments from Convention and the presentation of the Rolyn Sumlak Award and members being very impressed with the Local 003 Honour Guards.

The major issue for the Committee right now is the rewrite of the Occupational Health and Safety program.

As well, Vice-President Ellis requested that the current staff rep for OH&S be assigned full time to the OH&S program. The President advised that a further staff rep had been assigned as back-up, however he will again review the workload.

Vice-President Ellis advised she wished further discussion on this issue.

- (36) **MOTION:** To move in-camera.
Properly moved and seconded.

DEFEATED

It was decided this item would be placed on the next Agenda for the PE meeting with a view to seeing how the program was working with back-up to the OH&S staff rep in 2 months. Vice-President Ellis asked that it be recorded in the Minutes that she has the utmost respect for staff that work for the Union however, as Chair of the OH&S Committee she knows the amount of work required of the one full time OH&S staff member.

Some comments were made that MSO's are also advocates in Health and Safety and other staff participate as well.

Further comments were made with respect to the political activity of Vice-Presidents going on at Headquarters and the need for it to discontinue.

- (37) **MOTION:** To accept for information the Reports of the Occupational Health and Safety Committee of September 10 and October 10, 2008.
Properly moved and seconded.

CARRIED

OFFICERS' REPORTS

Executive Secretary-Treasurer Dechant updated the PE on his search for new office space for some of the Regional offices including Calgary in which he was still looking.

- (38) **MOTION:** To accept for information the Report of Executive Secretary-Treasurer Dechant of December 2008.
Properly moved and seconded.

CARRIED

Vice-President Raz highlighted recent Seminars he had attended.

- (39) **MOTION:** To accept for information the Report of Vice-President Raz of October - November 2008
Properly moved and seconded.

CARRIED

Vice-President Heistad advised the second phase of the Change the Law Campaign will be proceeding as well as highlighting portions of his report.

- (40) **MOTION:** To accept for information the Report of Vice-President Heistad of November-December 2008.
Properly moved and seconded.

CARRIED

Vice-President Ellis highlighted portions of her report as well.

- (41) **MOTION:** To accept for information the Reports of Vice-President Ellis of September, October and November 2008.
Properly moved and seconded.

CARRIED

Vice-President Azocar highlighted portions of her Vice-President Report and noted that her report should have referred to 'Brother Bruce McDonald' and not 'Campbell'.

- (42) **MOTION:** To accept for information the Report of Vice-President Azocar of December 5 and 6, 2008.
Properly moved and seconded.

CARRIED

REVIEW OF SPECIAL PE MEETING AUGUST 25 and 26, 2008

As this issue was already discussed yesterday, the President just had everyone in the room give an update as to where their Local was at with respect to completed Questionnaires.

A request was made to have the Questionnaire placed on the website.

The PE recessed for lunch at 12:01 P.M. and reconvened at 1:09 P.M. with President Knight in the Chair.

NEW AND/OR UNFINISHED BUSINESS

A number of concerns were noted from Convention that the delegates travelling on the buses from Cold Lake were told to drive to Camrose and the people from Grande Prairie traveled for 9 hours as opposed to the 4 hours it would take to drive. Someone also inquired why the President did not hand out the Life Member certificates. He advised that he introduced the Life Member but the presenter/nominator speak about the new life member and to hand out the certificate.

Locals were requesting that registration for Convention begin at 3:00 PM once the buses begin arriving. If anyone has any further feedback, they are to forward their suggestions to b.dechant@aupe.org

Concerns were also noted that the United Nurses of Alberta are meeting with the LPN's.

It was noted that Committee meeting minutes should be placed on the website. The President advised if anything on the website looks out of sorts to forward an email advising of the same.

Vice-President Azocar advised the Women's Committee will be celebrating 20 years and would like to do a historical review and if anyone has any pictures or stories to please submit them.

EXECUTIVE COMMITTEE (cont.)

(43) **MOTION:** To lift from the table the Executive Committee Report of November 27, 2008.
Properly moved and seconded.

CARRIED

(44) **MOTION:** To move in-camera.
Properly moved and seconded.

CARRIED

(45) **MOTION:** To move out-of-camera.
Properly moved and seconded.

CARRIED

(46) **MOTION:** To accept for information the Report of the Executive Committee of November 27, 2008.
Properly moved and seconded.

CARRIED

DATE OF NEXT MEETING

The next meeting is scheduled for Thursday/Friday, February 5 and 6, 2008 at AUPE Headquarters, Edmonton, Alberta.

ADJOURNMENT

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

CARRIED

The meeting adjourned at 3:25 P.M.

Respectfully submitted,

Doug Knight
President

RECORDING SECRETARY:

Cheryl Austin

**PROVINCIAL EXECUTIVE MEETING
ACTION SHEET**

BY WHOM	ACTION
President	Advise Local Chairs at their meeting to select their 4 representatives (one from each Sector) to the Task Force.
PE	Advise respective Locals to have Questionnaires completed and forwarded to the Task Force by January 9, 2009.
Exec Sec-Treasurer	Checking into accessibility to on-line service with Brown & Beatty for members.
Exec Sec-Treasurer	<p>Ensure:</p> <ol style="list-style-type: none"> 1. \$30,000 donated to Friends of Medicare; 2. \$10,000 donated to Public Interest Alberta; 3. Donate the largest advertising space available up to \$1795 to Alberta/Northwest Territories Command/Royal Canadian Legion Military Service Recognition Book; 4. \$10,000 to support the Special Olympics 2009 Provincial Games in St. Albert. 5. Committees are to use 'Estimate Projection Sheet' for functions, etc. 6. Track expenditures of the Committees for a year to determine if 'Standing Committee Budget Guideline' needs amending; 7. Lump sum of \$100,000 be deposited into the Members' Benefits Committee Operating Fund from General Revenue; 8. \$0.15 (of current dues received) per member per month into the operating bank account of Members' Benefits; 9. Policy 5-3 is amended.
VP Ellis	Provide proposal for Union Steward Gala.
President	Ensure Questionnaire Re: Union Structure is placed on Website.

	#27		
	YES	NO	ABST
KNIGHT			
DECHANT	4		
AZOCAR	4		
ELLIS	4		
HEISTAD			
RAZ	4		
BROWN	4		
COLLINS	4		
FELAND	4		
GIBBONS	4		
HANSEN	4		
HEIL	4		
LEBLANC	4		
MASON	4		
METCALF	4		
NAHORNICK			
NEMIRSKY	4		
PESTANO	4		
PETERSON	4		
RANDALL	4		
REID	4		
ROVENSKY	4		
SLADE	4		
SMITH	4		
SPENCER	4		
SPUTEK			
STEELE	4		
STEFANISZYN	4		
STEWART, R.	4		
THACKER	4		
VELDHOEN	4		
WEIERS	4		
WILSON	4		
WRIGHT	4		
Alternates:			
DAY	4		