

**ALBERTA UNION OF PROVINCIAL EMPLOYEES**  
**Minutes of the PROVINCIAL EXECUTIVE**  
**April 14 and 15, 2011**

Time: Thursday and Friday, April 14 and 15, at 9:00 AM.

Place: Sheraton Cavalier, Calgary, Alberta

**1. CALL TO ORDER**

President Guy Smith, Chairperson called the meeting to order at 9: 14 AM.

**2. ROLL CALL, INTRODUCTIONS AND ANNOUNCEMENTS**

The President welcomed the alternates and observers in attendance as well as the Acting Supervisor in Financial Services, Corey Battrick.

Present:

G. Smith, President	A. McDonald, Loc. 004
B. Dechant, Exec. Sec-Treas.	M. Metcalf, Loc. 006
S. Azocar, Vice-President	B. Nahornick, Loc. 069 (Fri.)
P. Bates Renouf, Vice-President	L. Nemirsky, Loc. 020
J. Heistad, Vice-President	K. Noble, Loc. 039 (Fri.)
S. Kyle, Vice-President	J. Noel, Loc. 057
E. Raz, Vice-President	L. Pestano, Loc. 049
G. Scott, Vice-President	A. Randall, Loc. 001
C. Bittman, Loc. 071	L. Reid, Loc. 050
K. Brzezicki, Loc. 043	M. Sabo, Loc. 053
S. Christensen, Loc. 042	J. Spencer, Loc. 046
M. Dempsey, Loc. 005	K. Sputek, Loc. 118
M. Ellis, Loc. 012	M. Steele, Loc. 002
R. Feland, Loc. 038	D. Tilleman, Loc. 052
L. Hansen, Loc. 056	S. Veldhoen, Loc. 048
M. Heil, Loc. 054	K. Weiers, Loc. 095
J. Jacques, Loc. 047	J. Wilson, Loc. 060
D. Karbasheski, Loc. 003	M. Wright, Loc. 041
J. Leblanc, Loc. 044	J. Zawada, Loc. 045
D. Mason, Loc. 009	

Alternates:

P. Currie, Loc. 001 (portion of Friday)  
K. Olenick, Loc. 039 (Thurs.)

Staff:

R. Hodgins, Executive Director  
C. Soderstrom, Director of Labour Relations (portion of meeting)  
C. Battrick, Supervisor, Financial Services  
M. Guido, Administrative Assistant

**3. STATEMENT OF EQUALITY**

Read by Vice-President Sandra Azocar.

**4. APPROVAL OF THE AGENDA**

A number of items were added to the Agenda:

Comments from individual PE reps attending their final PE meeting, Education, Motions from Local 012, Proposed Young Activists Policy, Governance reports.

4.1 MOVED, SECONDED and CARRIED to approve the agenda as amended.

**5. APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING** of February 4 and 5, 2011.

It was noted that the numbering in the Roll Call, Pages 12 and 13 needs amending and should read as follows:

read #8.8 should now read #8.4, #8.9 should now read #8.5, #8.10 should now read #8.6, #8.16 should now read #8.11 and #8.18 should now read #8.12.2

5.1 MOVED, SECONDED and CARRIED to approve the minutes of the meeting of February 4 and 5, 2011.

**6. PRESENTATION BY MIKE MOSKALUK**, Manager, Information Technology provided a power point on the proposed electronic balloting at Convention 2011. A copy of the power point is to be forwarded to the Provincial Executive.

6.1 MOTION: To proceed with the process to have the electronic vote tabulations system in place for AUPE 2011 elections.  
MOVED, SECONDED and CARRIED.

**7. PRESIDENT’S & OFFICERS’ REPORTS**

The reports were presented individually allowing for questions and answers as well as any amendments or additions.

7.1 MOVED, SECONDED and CARRIED to approve the reports of the President and Officers as contained on the PE Portal for April 14 and 15, 2011.

**8. COMMITTEE RECOMMENDATIONS**

The Committee recommendations with action required by the Provincial Executive were dealt with.

**Executive Committee:**

8.1 MOTION: To adopt Policy 11-2 Policy on Negotiating Team Size as amended (formerly Policy 5-32).  
MOVED, SECONDED and CARRIED.

**NEGOTIATIONS**

**11-2**

Provincial Executive Amended – June 23, 2007  
Provincial Executive Amended – April 14 & 15, 2011

11-2 Policy on Negotiating Team Size

In accordance with Article 16, Union Bargaining, and after consultation with the Component whose contract renewal time is approaching, AUPE Headquarters will pay for time off and expenses;

1. For a maximum of one (1) member for each Local of the General Services (Provincial Government) and one (1) member for each Local of the Auxiliary Nursing Multi-Agreement (Alberta Health Services) and one (1) member for each Local of the General Support Services (Alberta Health Services) when each are negotiating at single (1) tables.
2. For all other negotiating teams, when negotiating separately, up to a maximum of three (3) members.

Negotiating Team size must be flexible to facilitate the complexity of size, geographic work/locations and other relevant criteria, therefore up to an additional three (3) team members at Local expense for a maximum of six (6) total.

A Component may apply to the AUPE Executive if they require additional team members beyond these allotments.

If the affected Component is not satisfied by the decision of the AUPE Executive Committee they may appeal to the Provincial Executive.

8.1.2 MOTION: To adopt new Policy 11-3 - Policy on Bargaining Team Conferences.  
 MOVED, SECONDED

8.1.3 MOTION TO AMEND:

1. Meals, accommodation, ~~mileage~~ **transportation costs** and time off, for up to three (3) members per bargaining unit/units or Locals.
5. In the event that there are any peculiarities that are unique to any bargaining unit or Local that may ~~be in~~ conflict with this Policy, such request shall be forwarded to the ~~Executive Director~~ **AUPE Executive Committee** for resolution.
6. **If the affected component is not satisfied by the decision of the AUPE Executive Committee they may appeal to the Provincial Executive.**

MOVED, SECONDED and CARRIED.

8.1.4 VOTING on MAIN MOTION (as amended):  
 MOVED, SECONDED and CARRIED

**NEGOTIATIONS**

**11-3**

11-3 Policy on Bargaining Conferences

- Bargaining Conferences, as required, for appropriate groups shall be held to co-ordinate, develop and recommend bargaining priorities and co-ordination for affected bargaining units.

- Headquarters shall pay for:
  1. Meals, accommodation, transportation costs and time off, for up to three (3) members per bargaining unit/units or Locals.
  2. The venue, speakers and other related costs.
  3. Bargaining units or Locals may send additional delegates, subject to Local approval and expense up to the levels that the bargaining conference facility can accommodate and which does not adversely affect the goals and objectives of the conference.
  4. The negotiators that are assigned to the bargaining units for collective bargaining and the negotiations secretary, shall work with the respective components to provide notice of the conference and assist with registration, time off, and other requirements.
  5. In the event that there are any peculiarities that are unique to any bargaining unit or Local that may conflict with this Policy, such request shall be forwarded to the AUPE Executive Committee for resolution.
  6. If the affected component is not satisfied by the decision of the AUPE Executive Committee they may appeal to the Provincial Executive.

8.1.5 MOTION: To adopt Policy 3-6 – Policy on Seminars, Conferences and Ad Hoc Courses as amended (formerly Policy 5-40).  
 MOVED, SECONDED and CARRIED.

## **EDUCATION**

**3-6**

Provincial Executive April 12, 2008  
 Provincial Executive Amended – April 14 & 15, 2011

### 3-6 Policy on Seminars, Conferences and Ad Hoc Courses

**Seminars:** a one-day meeting devoted to presentations or discussions of a particular topic.

- The component proposing the Seminar shall provide information on the purpose of the Seminar, the date and venue.
- Headquarters shall pay for:
  - 1 member per Local: their meals, accommodation, transportation costs and time off; and may pay for further participants as approved by the Executive Committee.
  - Meals, accommodation, transportation costs and time off for members of the Conference/Seminar Steering Committee. This committee shall not exceed a total of nine (9) members (similar to the total number of members on any of the Standing Committee of the Union as referenced

in Article 15.07 of the Constitution). These members shall not be included in the member entitlement count for each Local (above).

- The venue, speakers and related costs,
- Additional costs shall be the responsibility of the component(s) submitting the proposal, or as determined by the Executive Committee.
- Locals may send additional delegates, at Local expense, up to levels that the seminar can accommodate.

**Conferences:** a 1 or more day meeting in which members with common interests participate in discussions or listen to lectures to obtain information, energize, invigorate and mobilize the participants in furthering the causes of AUPE.

\* The component proposing the Conference shall provide information on the purpose of the Conference, the date and venue.

- Headquarters shall pay for:
  - 1 Local delegate for each 500 members or portion thereof: their meals, accommodation, transportation costs and time off.
  - Meals, accommodation, transportation costs and time off for members of the Conference/Seminar Steering Committee. This committee shall not exceed a total of nine (9) members (similar to the total number of members on any other Standing Committee of the Union as referenced in Article 15.07 of the Constitution). These members shall not be included in the member entitlement count for each Local (above).
  - The venue, speakers and related costs.
  - Additional costs shall be the responsibility of the component(s) submitting the proposal, or as determined by the Executive Committee.
  - Locals may send additional delegates, at Local expense, up to levels that the conference can accommodate.

**Seminar or Conference Approval Process:**

- The proposal for a Seminar or Conference shall be sent to the Executive Committee who shall forward it to the Finance Committee for their recommendation to the Provincial Executive.
- Once approved by the Provincial Executive, the proposal shall be sent to the Director of Labour Relations, who shall assign Staff as required for the Seminar or Conferences.
- If the Provincial Executive denies the proposal, the President shall send a letter to the component that submitted the proposal, giving the rationale for the denial.

- In any calendar year only one conference per Sector will be approved (either a Sector Conference or Sector Bargaining Conference, not both).
- Any Headquarters paid for members/delegates that are no shows shall be billed back to their respective Locals, except in extenuating circumstances.

**Ad Hoc Courses:** are courses that are requested by a component that are not part of AUPE's core courses or advances courses.

- The component proposing the Ad Hoc Course shall provide information on the purpose of the course, the length of the course (eg. 2 hours, 1/2 day, or 1 day), the date and venue.
- Ad Hoc courses are normally at Local expense.

**Ad Hoc Course Approval Process:**

- The proposal for the Ad Hoc course shall be sent to the Director of Labour Relations for an approval decision based on the Director's evaluation of the proposal and the costs to AUPE and the Local(s) involved.

**Finance Committee:**

- 8.2 MOTION: That AUPE purchase a Gold Level Sponsor for \$5000 for the Home Program.  
MOVED, SECONDED and CARRIED.
- 8.2.1 MOTION: That AUPE purchase the Partner Level which is \$10,000 towards the Job Safety Skills Society.  
MOVED, SECONDED and CARRIED.
- 8.2.2 MOTION: To accept the Financial Statements for the months of December 2010 and January 2011.  
MOVED, SECONDED and CARRIED.
- 8.2.3 MOTION: That AUPE hold 2 one day Pension seminars on May 30, 2011 in Calgary and June 6, 2011 in Edmonton.  
MOVED, SECONDED and CARRIED.
- 8.2.4 MOTION: That Three million dollars be moved from General Revenue to the Defence Fund.  
MOVED, SECONDED and CARRIED.
- 8.2.5 MOTION: That Three million dollars be moved from General Revenue to the Contingency Fund.  
MOVED, SECONDED and CARRIED.
- 8.2.6 MOTION: That Headquarters double the strike pay if required for Local 047/021 (Michener Hill Extencicare, Red Deer).

MOVED, SECONDED

- 8.2.7 MOTION TO REFER:  
To refer to the Finance Committee to review the strike pay policy and bring back recommended changes.  
MOVED, SECONDED and DEFEATED.

- 8.2.8 MOTION TO TABLE:  
MOVED, SECONDED and CARRIED.

LUNCH Recessed at 11:58 AM and reconvened at 1:12 PM.

- 8.2.9 MOTION: To amend present Strike Policy 20-1 by adding:  
6.  
d. Upon approval of the Provincial Executive, strike/lockout pay may be increased up to double the amounts shown in 6 a. and 6 b. for components bargaining for their initial AUPE contract.  
MOVED, SECONDED and CARRIED UNANIMOUSLY.

- 8.2.10 MOTION TO LIFT FROM THE TABLE (8.2.6).  
MOVED, SECONDED and CARRIED

- 8.2.11 VOTING ON MOTION: (8.2.6).  
MOVED, SECONDED and CARRIED UNANIMOUSLY

- 8.2.12 MOTION: That the Grandparent's Day Picnic be held on Wednesday, September 14, 2011 at the Legislative Grounds.  
MOVED, SECONDED and CARRIED

- 8.2.13 MOTION: That AUPE sponsor one member from the Women's Committee to attend the Prairie School in Waskesiu Lake Saskatchewan from June 12 - 16, 2011.  
MOVED, SECONDED and DEFEATED

- 8.2.14 MOTION: That the Women's Committee hold a seminar focusing on "Domestic Violence" on September 15, 2011, venue to be confirmed.  
MOVED, SECONDED and CARRIED

#### **Human Rights Committee:**

The two (2) Motions that were forwarded to the Provincial Executive will not be presented.

#### **Legislative Committee:**

- 8.3 MOTION: To support and forward a motion to Convention that the mandate of the Pay and Social Equity Committee be separated and combine the Social Equity mandate with the Human Rights Committee and the Pay Equity

mandate with the Women's Committee, thereby eliminating the Pay and Social Equity Committee.

MOVED, SECONDED

8.3.1 MOTION TO TABLE:

Until all the affected Committees can have a discussion on the matter and be brought back to PE well before the 2012 Convention.

MOVED, SECONDED and CARRIED

8.3.2 MOTION: To support and forward a motion to Convention that changes Article 4.17 in the Constitution to read:

4.17 Notwithstanding the provisions of this Article, a regular member who ~~holds~~ ~~fills~~ a ~~permanent Union staff position, a staff position with an affiliate body or a~~ temporary Union staff position for more than six (6) months ~~consecutive~~ duration in any ~~two (2) years~~ **twelve (12) month** period shall not ~~hold~~ **perform the duties of** an elected position, except for steward, in any component in the Union, nor be a member of the Union's Executive Committee.

MOVED, SECONDED and CARRIED.

**Membership Services:**

8.4 MOTION: To have AUPE clothing available for sale at all AUPE Annual conventions and Labour Schools.

MOVED, SECONDED

8.4.1 MOTION TO AMEND: To add the wording after labour schools, **conference week 2011.**

MOVED, SECONDED and DEFEATED.

8.4.2 VOTING ON ORIGINAL MOTION:

CARRIED

8.4.3 MOTION: That AUPE clothing be made available to conference week 2011.

MOVED, SECONDED

8.4.4 MOTION TO AMEND: That a full selection of AUPE clothing samples be made available during conference week 2011.

MOVED, SECONDED and DEFEATED.

8.4.5 VOTING ON ORIGINAL MOTION:

DEFEATED

8.4.6 MOTION: That \$10,000 be allocated for the restoration of historical memorabilia collected to be displayed in AUPE office. All monies not used to be returned to AUPE Headquarters.

MOVED, SECONDED

- 8.4.7 MOTION TO REFER to Finance Committee.  
MOVED, SECONDED and CARRIED.
- 8.4.8 MOTION: To accept Mortgage Centre as an AUPE discount.  
MOVED, SECONDED and CARRIED.
- 8.4.9 MOTION: To accept Discovery Group (Edmonton) as an AUPE discount.  
MOVED, SECONDED and CARRIED
- 8.4.10 MOTION: To accept Princess Spa Birthday Parties as an AUPE discount.  
MOVED, SECONDED and CARRIED
- 8.4.11 MOTION: To accept Shillelagh's Pub (Calgary) as an AUPE discount.  
MOVED, SECONDED and CARRIED
- 8.4.12 MOTION: To accept Tipperary's Pub (Calgary) as an AUPE discount.  
MOVED, SECONDED and CARRIED
- 8.4.13 MOTION: To accept Bootleggers Sports Bar & Karaoke (Calgary) as an AUPE discount.  
MOVED, SECONDED and CARRIED
- 8.4.14 MOTION: To accept Le's Nails (Lethbridge) as an AUPE discount.  
MOVED, SECONDED and CARRIED

**Women's Committee:**

- 8.5 MOTION: That future Women's Committees be strongly encouraged to have a yearly event around International Women's Day.  
MOVED, SECONDED and CARRIED

**9. STANDING COMMITTEE REPORTS**

The President advised that all Standing Committee reports contained on the PE portal would be passed together. Each Committee Chair was given the opportunity to provide comments followed by questions and answers from the PE.

MOTION TO RECESS:  
MOVED, SECONDED AND CARRIED

RECESSED AT 4:45 PM.

**FRIDAY, April 15, 2011****10. CALL TO ORDER**

President Guy Smith, Chairperson called the meeting to order at 9:02 AM.

**STANDING COMMITTEE REPORTS (Cont.)**

- 9.1 MOTION: To accept the Executive and Standing Committee Reports as contained on the PE Portal for April 14 and 15, 2011.  
MOVED, SECONDED, and CARRIED.

It was proposed that Governance Training be provided as a refresher every year and the Committee summaries and minutes are to be placed on the portal for all to read. Reports are to be in the same format and Committee Chairs are to ensure Minutes are forwarded to the respective AUPE staff secretaries for the Committees.

**11. PRESENTATION by WILD RIDE**

Political pollsters Janet Brown and Paul McLaughlin provided insight and their perspective on the next provincial election.

**12. NEW AND/OR UNFINISHED BUSINESS**

Vice-President Glen Scott provided a status report on their recent trip to Wisconsin to offer support in the state's labour struggles.

Table Seating per Local was drawn for the upcoming AUPE Convention 2011:

038,052, 042, 041, 049, 043, 071, 050, 001, 048, 046, 045, 069, 020, 118, 003, 002, 060, 095, 044, 039, 004, 012, 005, 053, 006., 047, 057, 009, 056, 054,

Three Motions were forwarded on behalf of Local 012 who was contacted by members expressing concern about the Environmental Committee's campaign on water.

- 12.1 MOTION: That AUPE withdraw itself as a supporter of the "Our Water Is Not For Sale" campaign and remove their name from the open letter published on the Campaign's website.  
MOVED, SECONDED

- 12.2 MOTION: That the AUPE Environment Committee contact AUPE members with relevant expertise and the professional scientific community prior to publishing information to ensure the information is factual.  
MOVED, SECONDED

- 12.3 MOTION: That the article "Environment Committee joins fight for fairer water allocation in Alberta" on page 8 in the Winter 2011 issue of Direct Impact be retracted due to misinformation.  
MOVED, SECONDED
- 12.4 MOTION: To move into Committee of the Whole in order to discuss three (3) motions forwarded from Local 012.  
MOVED, SECONDED, and CARRIED.
- 12.5 MOTION: To move out of Committee of the Whole.  
MOVED, SECONDED, and CARRIED.
- 12.6 VOTING ON FIRST MOTION (12.1):
- 12.7 MOTION TO TABLE:  
MOVED, SECONDED and CARRIED
- 12.8 VOTING ON SECOND MOTION (12.2):
- 12.9 MOTION TO AMEND:  
"That the AUPE Environment Committee contact AUPE members with relevant expertise and the professional scientific community prior to publishing ~~information~~ **a follow-up article in Direct Impact** to ensure the information is factual.  
MOVED, SECONDED and DEFEATED
- 12.10 VOTING ON ORIGINAL MOTION:  
DEFEATED
- 12.11 VOTING ON THIRD MOTION (12.3):
- 12.12 MOTION TO AMEND:  
To write a follow-up article and take out the retraction.  
MOVED, SECONDED and DEFEATED
- 12.13 MOTION TO TABLE:  
MOVED, SECONDED and CARRIED
- One last issue arising from these Three (3) motions was a request that the Chair of the Environmental Committee contact the members that wrote letters of concern.
- 12.14 MOTION: To adopt new Policy 24.1 - Recognition of Activism for Leadership Award.  
MOVED, SECONDED

- 12.14 MOTION TO AMEND by changing 'youth' to 'young activist', 'worker' to 'member', '150' to '250' and remove 2011.  
MOVED, SECONDED and CARRIED

- 12.15 VOTING ON ORIGINAL MOTION (as amended):  
CARRIED

**24-1 Policy on Recognition of Activism Leadership Award**

**24.1**

The young activist award provides an opportunity for members to recognize the work and contributions made by young activists within AUPE.

This award was created to highlight the next generation of leaders and the essential role young activists play within the labour movement. As a union, we need to advance the full and effective participation of young activists within our organization. They are the future of this union, equipped with power, energy and resources.

The award is to honour a young member 30 years or under who has made significant contributions to the development and advancement of young activists participation within our union and communities, through demonstrated leadership which has inspired others.

The Young Activist Committee created this award to spotlight our young activists and the leadership they present. The committee will present the first award on August 12, - International Youth Day - and each subsequent year. International Youth Day is a day designated by the United Nations to bring awareness to young activist issues worldwide. The day is to recognize the efforts of the world's young activists in enhancing global society. It aims to promote ways to engage young activists in becoming more actively involved in making positive contributions to their communities.

Any AUPE member 30 years or under may be nominated for this award. Nominations will be accepted until July 1st. Members must be 30 years or under at the time of nomination. Nominations should be approximately 250 words and outline the significant contribution the member has made to the young activists' movement and AUPE.

Nominations may be submitted by any member or group of members. Nominations do not have to be passed by an AUPE Local Council, but the committee encourages the discussion at Local Council.

Members can look around their worksites to identify a young member whose union work has inspired others, and made a real difference for young activists and all members of AUPE.

On August 12 of each year, the Young Activist Award recipient will be presented an award and have their name mounted on a plaque at Headquarters.



Award Nomination Form

Name of Nominee: \_\_\_\_\_

Address of Nominee: \_\_\_\_\_

Phone: \_\_\_\_\_

Local: \_\_\_\_\_

Profile: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Nomination Submitted By**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Local: \_\_\_\_\_

**Notes**

- ✓ To recognize the contribution of an AUPE member who is 30 years or younger who has made a significant contributions to young activists' involvement within AUPE and our community.
- ✓ Nominations should be submitted to the Young Activists Committee Chair. All completed forms can be emailed to [yac@aupe.com](mailto:yac@aupe.com) or faxed to 1-780-930-3392.

Nomination should be 250 words or less and describe the contribution of the member.

**13. DATE OF NEXT MEETING**

The next meeting is scheduled for June 10 and 11, 2011 at AUPE Headquarters.

**14. ADJOURNMENT**

- 14.1 MOTION TO ADJOURN:  
MOVED, SECONDED and CARRIED

The meeting adjourned at 2:33 PM.

Respectfully submitted,

Guy Smith  
President

RECORDING SECRETARY:

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Cheryl Austin

**PROVINCIAL EXECUTIVE MEETING**  
**April 14 and 15, 2011**

BY WHOM	ACTION
President	Power point to be forwarded to PE.
President	Amended/New Policies to be circulated: 3-6, 5-40, 11-2, 11-3, 20-1 and 24-1
Executive Sec-Treas.	1. \$5000 to Home Program; 2. \$10,000 to Job Safety Skills Society.
Executive Sec-Treas.	2 - 1 Day Pension Seminars to be held on May 30, 2011 in Calgary and June 6, 2011 in Edmonton.
Executive Sec-Treas.	Move Three Million Dollars from General Revenue to the Contingency Fund.
Executive Sec-Treas.	Move Three Million Dollars from General Revenue to the Defence Fund.
Executive Sec-Treas.	Strike Pay for Local 047/021 be doubled in necessary.
VP Azocar	Women's Committee to hold a seminar on "Domestic Violence" on September 15, 2011.
Chair, Legislative Co.	Motion re Combining/Merging/Eliminating Committees (Pay & Social Equity, Human Rights, Women's) to be discussed further with Committees.  Take Changes to Article 4.17 in Constitution to Convention 2011.
Executive Sec-Treas.	Ensure clothing available for sale at AUPE Convention & Labour Schools.
Executive Sec-Treas.	Motion re \$10,000 be allocated for restoration of historical Memorabilia forwarded to Finance Committee.
VP Azocar	Women's Committee strongly encouraged to have yearly event around International Women's Day.
Committee Chairs	Ensure AUPE staff secretaries receive the Minutes from the meetings to they may be placed in the proper format before being

submitted to C. Austin in the Executive Office for placement on the PE Portal.

President

Check on feasibility of forwarding Alberta Scan to all PE.

VP Kyle

To contact members that wrote letters with respect to concerns on the water allocation campaign.



