

*MINUTES of the PROVINCIAL EXECUTIVE MEETING held on  
February 05 and 06, 2009, AUPE Headquarters, Edmonton*

The meeting was called to order at 9:10 A.M. with President Knight in the Chair. Regular roll call was taken by member introductions, including the observers in attendance. Vice-President Heistad advised that members of the Young Activists' Committee were in attendance to observe as well as to present a cheque to the Edmonton Youth Shelter.

**ROLL CALL:**

**Present:**

D. Knight, President	D. Niven, Loc. 004 (Feb 5 <sup>th</sup> only)
B. Dechant, Exec. Sec-Treas.	L. Pestano, Loc. 049
S. Azocar, Vice-President	D. Peterson, Loc. 047
L. Ellis, Vice-President	A. Randall, Loc. 001
J. Heistad, Vice-President	L. Reid, Loc. 050
E. Raz, Vice-President	B. Rovensky, Loc. 071
B. Brown, Loc. 003	B. Ruff, Loc. 053
B. Collins, Loc. 039	S. Slade, Loc. 045
M. Ellis, Loc. 012	J. Spencer, Loc. 046
R. Feland, Loc. 038	K. Sputek, Loc. 118
B. Gibbons, Loc. 010	M. Steele, Loc. 002
L. Hansen, Loc. 056	R. Stewart, Loc. 005
M. Heil, Loc. 054	B. Thacker, Loc. 043
J. Leblanc, Loc. 044	D. Tilleman, Loc. 052
D. Mason, Loc. 009	S. Veldhoen, Loc. 048
M. Metcalf, Loc. 006	K. Weiers, Loc. 095
L. Nemirsky, Loc. 020	J. Wilson, Loc. 060
Y. Nielsen, Loc. 059	M. Wright, Loc. 041

**Alternates:**

A. MacArthur, Loc. 057	S. Stahl, Loc. 069
A. McDonald, Loc. 004 (Feb 6 <sup>th</sup> only)	

**Absent with**

**Regrets:**

B. Nahornick, Loc. 069	C. Stefaniszyn, Loc. 057
------------------------	--------------------------

**Staff:**

J. Oyarzun, Director of Labour Relations  
C. Soderstrom, Director of Labour Relations  
M. Soderberg, A/Supervisor, Financial Services  
M. Guido, Administrative Assistant

**ADOPTION OF AGENDA**

Some of the Vice-Presidents' late reports that did not make the mailing deadline of the PE package will be added to the Agenda.

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

*CARRIED*

**ADOPTION OF PREVIOUS MINUTES**

A PE member enquired of Executive Secretary-Treasurer Dechant whether members may have access to the on-line Brown and Beatty. This information will be provided later in the meeting.

- (2) **MOTION:** To accept for information the Provincial Executive Minutes of December 05 and 06, 2008.  
Properly moved and seconded.

*CARRIED*

Vice-President Ellis was in the Chair.

**PRESIDENT'S REPORT**

It was noted that the President's Report should be dated February 2009 and not the date of December 2007.

The President advised the Labour Relations Board has dismissed five of the eight applications filed by UNA for the LPN's. Since then, UNA has filed for reconsideration and judicial review.

- (3) **MOTION:** To accept for information the President's Report of February 5, 2009.  
Properly moved and seconded.

*CARRIED*

**COMMITTEE REPORTS**

**EXECUTIVE COMMITTEE**

The President advised that he has met with legal counsel with respect to the two Resolutions passed at Convention re legal services for members. The legal opinion received raises a lot of questions and has been circulated to the PE along with the current policy. Input is needed from the Locals as to how they see it applying to them, as well as examples of how this will effect them. The issue will be further discussed tomorrow so everyone has had a chance to read the legal opinion.

- (4) **MOTION:** To accept for information the Report of the Executive Committee of January 07, 2009.  
Properly moved and seconded.

*CARRIED*

President Knight was in the Chair.

Vice-President Ellis stated that the Occupational Health and Safety Minutes and Membership Services Committee were being photocopied at this time and she therefore requested they be tabled. Some discussion arose as to whether Minutes that were submitted after the deadline be presented at this meeting as this contravened a motion made some years ago that any reports not in by the mailing deadline would not be heard at the PE meeting.

#### MEMBERSHIP SERVICES' COMMITTEE

Much discussion ensued with respect to the survey sent out to all Union Stewards and the controversy it has caused as many members feel they should not have to provide this information once again. As well, many felt that if they did not complete and return this form they would be deleted from the AUPE Union Steward list which was unfair.

Vice-President Ellis indicated the intent was to clean up the union steward list and determine what levels stewards were at as well as inviting the active stewards to the Gala (Union Steward recognition event).

The PUB clothing room's grand opening will be held this afternoon. The clothing room will be open three days per week (Monday/Wednesday/Friday) from approximately 12:30 - 3:30. Two days notice for opening at any other time to accommodate meetings at Headquarters will be required.

Executive Secretary-Treasurer Dechant expressed a concern with controls in who purchases the stock for the clothing room and the need to involve staff such as the Buyer, as well as having some financial controls in place.

**MOTION:** That the Membership Services Committee be responsible for design and control of merchandise and decision on ordering merchandise for: PUB with orders going through Bill and the employee assigned to Purchasing role.  
Properly moved and seconded.

**MOTION TO AMEND:** To delete the word 'responsible' and insert 'consulted on'.  
Properly moved and seconded.

(5) **MOTION TO AMEND:** That the Membership Services Committee be consulted on design, control of merchandise, and the decision on ordering merchandise for the PUB with orders to go through the Executive Secretary-Treasurer and the staff member assigned to the Purchasing role within a Provincial Executive approved budget.  
Properly moved and seconded.

**CARRIED**

(6) **VOTING ON FIRST AMENDMENT:**

*CARRIED*

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

*CARRIED*

A question was raised whether families would be able to attend the Gala as well, and it was noted that families may make arrangements to attend prior or following the Gala.

Orders for the PUB are to follow the rule of 'union made' where possible.

Discussion referred back to the proposed Union Steward Gala. Vice-President Ellis advised that she had a 'Request for Approval' on the Gala for the PE to review however, it was not submitted on time and was available as a handout.

(8) **MOTION:** To allow the Membership Services Committee report of January 22 and 23, 2009 to be brought to the floor.

*CARRIED*

The PE will discuss the above Minutes after having had an opportunity to review them together with the 'Request for Approval' for the Gala.

The Local 006 PE rep rose on a Point of Personal Privilege and asked to address the PE on issues within Local 006, specifically with child and youth care counselors. She asked for the indulgence of the PE to allow Guy Smith to speak about the crisis.

Brother Smith advised that members at the Yellowhead Youth Centre in Edmonton have been in a pay dispute with their employer since negotiations and have unresolved issues with job classifications, etc.. He was asking that he be able to return to the members and announce at their meeting that they have the support of the Provincial Executive and AUPE in whatever action they decide to take. Following this, he thanked the PE for their support.

Discussion resumed on the Membership Services Committee report of November 24 and 25, 2008.

**MOTION:** That a revolving account of \$40,000 to purchase merchandise and clothing for the PUB to be approved by the Membership Services Committee with final requests going through the Executive Secretary-Treasurer.  
Properly moved and seconded.

(9) **MOTION TO TABLE:**

To table until the budget is approved.  
Properly moved and seconded.

*CARRIED*

Concerns were noted in Local Chairs obtaining Union Stewards lists and a previous request to receive them every three months. The two Directors of Labour Relations in

attendance at the meeting will check into the process and advised that, if someone is not receiving the list to contact them directly.

From the report discussion ensued with respect to a request for the President to review potentially implementing a Classification Unit. It was noted that classifications are not part of the Collective Agreement and therefore AUPE does not have ownership in the process and does not get involved until an official appeal/arbitration process begins.

- (10) **MOTION:** To request the President review Resolution 6-2 for the potential of implementing a Classification Unit due to the fact it never got discussed on the Convention floor.  
Properly moved and seconded.

**CARRIED**

**Resolution 6-2**

THEREFORE BE IT RESOLVED Convention 2008 endorse the concept of a separate Classification Unit within AUPE; and

FURTHER BE IT RESOLVED the Classification Unit deliver training for our membership in classification issues, including providing documentation to each Local Bargaining Committee for language in the Collective Agreements; and

FURTHER BE IT RESOLVED Convention 2008 request the President create a Classification Unit within 6 months after this resolution is adopted.

- (11) **MOTION:** To accept for information the Reports of the Membership Services' Committee of November 24 and 25, 2009.  
Properly moved and seconded.

**CARRIED**

Discussion at this time resumed on the Membership Services Committee Minutes of January 22 and 23, 2009 and specifically recognizing Union Stewards as per Resolution 6-2 from Convention 2008:

THEREFORE BE IT RESOLVED AUPE hold AUPE UNION STEWARD in-service training and awards in the North, Edmonton, Central, Calgary and South Areas of the provinces celebrating our Union Stewards in April of each year; and

THEREFORE BE IT FURTHER RESOLVED AUPE HQs pay all costs of hosting these recognition events for Union Stewards; and

BE IT FURTHER RESOLVED AUPE MEMBERSHIP SERVICES COMMITTEE develop a Request for Proposal for the Provincial Executive approval outlining the details of the functions of Union Steward Recognition events for 2009.

**MOTION:** To approve the Request for Approval as follows for the Union Steward Gala as updated.  
Properly moved and seconded.



**REQUEST FOR APPROVAL -  
UNION STEWARD RECOGNITION GALA**

**NAME OF COMMITTEE:** MEMBERSHIP SERVICES COMMITTEE

**ISSUE:**

Implement Resolution 6-3 passed at October 2008 Convention the Membership Services Committee was given direction "To hold AUPE Union Steward in service training and awards in North, Edmonton, Central, Calgary and South Areas of the province celebrating our Union Stewards in April of each year, with AUPE HQ;s pay all costs of hosting these Union Steward events.

**BACKGROUND:**

Union Stewards are recognized as the Cornerstone of the Union and Convention 2005 approve April Union Steward Month, as union stewards get little or no recognition for all the day to day work they do on behalf of the membership. As no events have been held the above resolution had been submitted to the 2008 Convention for further direction and was passed.

The Membership Services Committee has been researching ways to recognize our Union Stewards.

Effective December, 2008 AUPE has the following members registered under the AUPE Union Steward program:

- ❖ **Total 1,445 members – 1,121 letters sent out**
- ❖ **400 members are listed as Nominated**
- ❖ **545 members listed as Level 1**
- ❖ **353 members listed as Level 2**
- ❖ **147 members listed as Level 3**

**PURPOSE OF SEMINAR:**

The purpose of the Union Steward Gala will be as follows:

- ❖ Educate the Union Stewards on a yearly basis on topical issues facing our membership.
- ❖ Build a stronger Union Steward network, relationships, interact with other stewards, share ideas, solutions, and resolutions to issues impacting our worksites.
- ❖ Recognize the value and role of Union Stewards within the Union, Local, Chapters and labour movement in Alberta.
- ❖ Fulfill Convention mandates from 2005 and 2008.

**RECOMMENDATION:**

Membership Services Committee recommends to the Provincial Executive :

- a) An in service educational session be held at the Banff Fairmont Hotel and Chateau Lake Louise if required on April 21-23, 2008
- b) All Union Stewards from level 1, 2, 3 be invited to the Union Steward Gala
- c) 400 members listed as Nominated may only attend if they have completed the Level 1 course, as they are not Union Stewards until at least Level 1 is complete.
- d) Education Seminar focus on topical issues affecting Union Stewards in today's workplace.
- e) A Union Steward Dinner and Dance be held on the Wednesday evening of the seminar

- f) MS Committee make arrangements to have families attend the weekend prior or weekend after the event at a special rate.
- g) No families will be included during the dates of the events.
- h) Transportation arrangements for bus transportation from each Region will be provided
- i) Time off and all costs paid by Union Headquarters as per Resolution passed at 2008 Convention.
- j) Any special arrangements must be made as per the Financial Policies and with the approval Membership Services Committee and the Secretary-Treasurer of the Union.

**PROCESS:**

The Membership Services Committee complete the following:

- a) Develop a Union Steward Update form to send to all AUPE members listed on the AUPE Union Steward to ensure all Stewards listed are at appropriate level and Want to continue to remain as an active Steward within AUPE.
- b) Complete this process prior to sending out the official invitations to the event to be held in mid-April 2009 .
- c) Ensure adequate/appropriate resources are in place via President's office ensuring Mandate of the Union Steward Gala is successful.
- d) Completion of an evaluation at the end of the event by participants.

**ESTIMATED BUDGET/ OTHER :**

Please see attached form completed for estimation of cost of the Union Steward Gala.

Respectfully submitted

Lorraine Ellis, VP  
 Chair Membership Services Committee

**APPROVED BY THE AUPE MSC COMMITTEE:**  
**DATE: Jan 23/09**  
**DECISION OF THE PROVINCIAL EXECUTIVE**  
**APPROVED:**  
**NOT APPROVED: \_\_\_\_\_**  
**DATE:**

Many comments were made with respect to the Gala with different suggestions noted as to whether this Union Steward Recognition could be:

- 1. Amalgamated with Convention and recognize stewards then;
- 2. To provide regional training and awards events, which would reduce travel and accommodations;
- 3. Held at a different time rather than during AGM season;
- 4. Held in conjunction with Labour Education School.

**MOTION TO REFER:**

To refer back to the Membership Services Committee.  
 Properly moved and seconded.

(12) **CALL THE QUESTION:**

**CARRIED**

(13) **VOTING ON REFERRAL:**

**DEFEATED**

Suggestions were made that something regional would be very beneficial for people to meet others in their own region. The Gala is too big in magnitude for this year. As well, it was noted that the Gala should instead be referred to as Union Steward recognition.

(14) **CALL THE QUESTION:**

*CARRIED*

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

*DEFEATED*

Vice-President Ellis asked the PE to provide her with suggestions for honouring the union stewards which she will take back to the Membership Services Committee over the lunch hour.

(16) **MOTION:** To accept for information the Membership Services Committee Report of January 22 and 23, 2009.

*CARRIED*

The meeting recessed for lunch at 12:40 PM and reconvened at 1:38 PM with Vice-President Heistad in the Chair.

#### LEGISLATIVE COMMITTEE

President Knight, Chair of the Legislative Committee, advised that the Environmental Committee has been established and will be meeting in the near future.

The President brought forward proposed Policy 3-11, Union Steward Expectations. Some changes to #4 were suggested in that the MSO should not be the one deciding the future of a Steward.

**MOTION:** To accept Policy 3-11 Union Steward Expectations.  
Properly moved and seconded.

The President noted that the incorrect Policy was in the package and in fact the Legislative Committee had revised the proposed Policy.

**MOTION TO REFER:**  
To refer back to the Legislative Committee.  
Properly moved and seconded.

Vice-Presidents Azocar and Ellis each expressed a desire for the Human Rights and Membership Services Committees to also have some input into this Policy.

(17) **CALL THE QUESTION:**

*CARRIED*

(18) **VOTING ON REFERRAL:**

*CARRIED*

- (19) **MOTION:** To accept for information the Report of the Legislative Committee of December 17, 2008.  
Properly moved and seconded.

**CARRIED**

#### HUMAN RIGHTS' COMMITTEE

Vice-President Azocar advised the Committee wished to attend an Alberta Federation of Labour Human Rights Conference with a cost of \$175.00 per person. They would like to take this out of their budget but wanted the extras such as time off, etc. to be approved by PE. As they did not have time to forward this through the Finance Committee they were bringing it directly to PE for approval.

Executive Secretary-Treasurer Dechant advised he thought the Finance Committee would approve half of the Committee attending.

- MOTION:** That the Human Rights Committee attend the Alberta Federation of Labour Human Rights Conference on February 27 and 28, 2009.  
Properly moved and seconded.

Vice-President Azocar will bring a total cost breakdown of the above conference.

- (20) **MOTION TO TABLE:**  
To table until tomorrow.  
Properly moved and seconded.

**CARRIED**

Vice-President Azocar advised that the translator training is still proceeding as is the Essential Skills Program and the Ambassador Program.

As well, the Committee is working on a strategic plan for 2009 concerning workers' rights being violated in Alberta and Canada and making a presentation to the ILO in Geneva. It was suggested that the Committee submit a plan and budget before proceeding any further on this topic.

- (21) **MOTION:** To accept for information the Report of the Human Rights Committee of December 10, 2008.  
Properly moved and seconded.

**CARRIED**

#### WOMENS' COMMITTEE

Vice-President Azocar advised that the Women's Committee will be celebrating their 20<sup>th</sup> Anniversary as a Committee this year. They are asking Locals and Chapters for any

old pictures or write-ups they can share to create a document which shares the history within AUPE.

There are still some cookbooks for sale.

The deadline for submissions for the DOVE Award is February 20. This year's presentation will be made at the Women's Conference.

- (22) **MOTION:** To accept for information the Reports of the Women's Committee of November 24, 2008.  
Properly moved and seconded.

*CARRIED*

- MOTION:** That the Women's Committee attend the PIA Conference on April 3, 4 and 5, 2009 as they are part of the Child Care Task Force.  
Properly move and seconded.

Executive Secretary-Treasurer Dechant advised that he will deal with this Motion during the Finance Committee report.

- (23) **MOTION TO TABLE:**  
To table to deal with during the Finance Committee report.  
Properly moved and seconded.

*CARRIED*

- MOTION:** That AUPE cover the cost of the printing of 3,000 'Pink' books for a total of \$1,485.00.  
Properly moved and seconded.

- MOTION TO REFER:**  
To the Finance Committee to present with their report.  
Properly moved and seconded.

- (24) **MOTION TO WITHDRAW REFERRAL:**

*CARRIED*

- (25) **VOTING ON ORIGINAL MOTION:**

*CARRIED*

It was requested of Vice-President Azocar that the 'Pink' books be printed in time to distribute at Annual General Meetings.

- (26) **MOTION:** To accept for information the Reports of the Women's Committee of December 18, 2008.  
Properly moved and seconded.

*CARRIED*

President Knight was in the Chair.

FINANCE COMMITTEE

Executive Secretary-Treasurer Dechant, Chair of the Finance Committee advised that Wendy Gummesson, Local 043 was now on the Committee.

He also advised that it was very costly to access on-line the Brown & Beatty case law, and as well was quite complicated. If there is a certain case that someone would like to see, it could be made available at the next meeting.

- (27) **MOTION:** To accept the Financial Statements for the months of October 2008 and November 2008.  
Properly moved and seconded.

*CARRIED*

- (28) **MOTION:** That BDO Dunwoody LLP, Chartered Accountants be retained as auditors for the 2008/2009 budget year.  
Properly moved and seconded.

*CARRIED*

- MOTION:** That \$25,000 be applied to the Ambassador for Youth Program.  
Properly moved and seconded.

Executive Secretary-Treasurer Dechant advised the above motion was defeated by the Finance Committee as it would open up too many requests from other organizations, etc.

Discussion ensued as to how the selection of attendees is made, etc. and whether the Area Council should be involved. As well, what about programs in other cities.

- (29) **MOTION TO REFER:**  
To refer back to the Young Activists Committee for further information.  
Properly moved and seconded.

*DEFEATED*

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

*CARRIED*

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

*DEFEATED*

- (32) **MOTION:** That \$2,500 be donated to the May Week Arts Festival, April 28 - May 2, 2009.  
Properly moved and seconded.

*CARRIED*

- MOTION:** That Policy 5-17 - Reimbursement for Transportation Expenses be

amended as follows:

**FINANCES 5-17**

*Amended Provincial Executive February 11, 2006*

*Amended Provincial Executive June 14, 2008*

*5-17 Reimbursement for Transportation Expenses*

*Effective immediately, where a member is required to use his/her car for Union business, he/she may claim for mileage at the rate of ~~52¢~~ **45¢** per kilometer **and implement the floating scale.***

*Up to \$1.00 per litre = .45¢ per kilometer*

*\$1.01 to \$1.15 per litre = .48¢ per kilometer*

*\$1.16 to \$1.30 per litre = .52¢ per kilometer*

*Gas price change must be in place for a month to reflect adjustment based on Capital City prices. Email vote of PE will adjust the change.*

*Where members travel by air, economy air fare will be paid, plus transportation to and from airports, plus parking fees if car is parked at the airport. Members are encouraged to use the least expensive mode of transportation.*

*All claims for taxi fares, air fares and bus fares must be accompanied by a receipt.*

*Parking costs will be reimbursed upon production of receipt.*

*All travel on union business must be authorized by the Executive Secretary-Treasurer or his/her designate or by the Component Treasurer whichever is appropriate. Expenses for unauthorized travel and/or stopovers will not be reimbursed.*

**Properly moved and seconded.**

It was noted that the Government will be coming out with their new transportation rates in April and perhaps the Union should wait to see what figure they have. As well, there are a lot of additional costs other than gas, such as repairs, insurance, etc.

**(33) MOTION TO REFER:**

To refer back to the Finance Committee for consideration.

Properly moved and seconded.

**DEFEATED**

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

Properly moved and seconded.

**DEFEATED**

**MOTION:** To purchase a table for the Public Interest Alberta Conference in the amount of \$1,050.00.

Properly moved and seconded.

Some suggestions were made that seating preference be given first to members of the Anti-Privatization Committee; secondly to the Committee on Political Action and then representatives from Locals with Anti-Privatization Committees. As well, Vice-President

Azocar indicated that the Women's Committee are part of the Child Care Task Force at PIA and should attend.

(35) **MOTION TO AMEND:**

To contribute \$5,000 towards the PIA Conference as well purchase two (2) tables for a total of \$7,100.00.  
Properly moved and seconded.

*CARRIED*

(36) **VOTING ON ORIGINAL MOTION:** (as amended)

*CARRIED*

Executive Secretary-Treasurer Dechant advised that Local 048/019, Age Care Ltd. - Vallevue - Medicine Hat are having difficulties in reaching a Collective Agreement with the Employer for about 55 members. These members may be taking a strike vote on February 19<sup>th</sup> and would like to let them know that AUPE is behind them and would double their strike pay. This would be a legal strike with a vote conducted through the Labour Relations Board.

**MOTION:** That Headquarters double the strike pay, if required, for Local 048/019.  
Properly moved and seconded.

(37) **CALL THE QUESTION:**

*CARRIED*

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

*CARRIED*

(39) **MOTION:** To accept for information the Report of the Finance Committee of January 16, 2009.  
Properly moved and seconded.

*CARRIED*

MEMBERS' BENEFITS COMMITTEE

(40) **MOTION:** To accept for information the Report of the Members' Benefits Committee of November 28, 2008.  
Properly moved and seconded.

*CARRIED*

(41) **MOTION:** To accept for information the Report of the Members' Benefits Committee of January 09, 2009.  
Properly moved and seconded.

*CARRIED*

(42) **MOTION TO RECESS:**

*CARRIED*

The meeting recessed at 4:35 PM and reconvened at 9:05 A.M. on Friday, February 06, 2009 with President Knight in the Chair.

#### PAY & SOCIAL EQUITY COMMITTEE

Vice-President Raz, Chair of the Committee advised that the Committee was volunteering at the Mustard Seed Church in Edmonton on February 24<sup>th</sup>, preparing food, serving and cleaning up and possibly having a film crew there to create a DVD.

He further advised that if any Locals wished to contribute to the Mustard Seed Church or anyone wishes to volunteer they are more than welcome. They are looking at doing the same thing in Calgary in the fall.

- (43) **MOTION:** To accept for information the Report of the Pay & Social Equity Committee of December 8, 2008.  
Properly moved and seconded.

**CARRIED**

#### COMMITTEE ON POLITICAL ACTION

Vice-President Heistad, Chair of the Committee on Political Action advised that they were meeting on February 11<sup>th</sup> and will be looking at the next phase in the 'Change the Law' Campaign. They will be meeting with the Alberta Building Trades and the Alberta Federation of Labour to discuss ideas with respect to the second phase.

As well, Vice-President Heistad indicated he will be meeting with M. Walters from Greater Edmonton Alliance to discuss their seminar.

- (44) **MOTION:** To accept for information the Report of the Committee on Political Action of December 10, 2008.  
Properly moved and seconded.

**CARRIED**

#### YOUNG ACTIVISTS' COMMITTEE

Vice-President Heistad, Chair of the Committee advised they met this week at the Royal Alex Hospital and are preparing for their ball tournament scheduled for June 6 and 7, 2009 and a conference in September.

As well, the Committee has prepared a brochure for young activists to be included in the AUPE orientation package.

- (45) **MOTION:** To accept for information the Report of the Young Activists' Committee of December 1, 2008.  
Properly moved and seconded.

**CARRIED**

The Health Care Local Executives recently had a meeting with guest speakers representing the Health Care Superboard. Unfortunately, no further information was gained as to the intentions of the Superboard. It was felt by some members of the PE, that more media attention should be drawn to the lack of information and planning coming from the Superboard.

### OFFICERS' REPORTS

Vice-President Raz thanked the Locals who had made contributions to his family during his job situation.

He also advised that he is the Chair of the new Environmental Committee which will be meeting on February 23<sup>rd</sup>.

- (46) **MOTION:** To accept for information the Report of Vice-President Raz of December 08, 2008 - January 09, 2009.  
Properly moved and seconded.

**CARRIED**

Vice-President Heistad cautioned the PE to drive with caution and to stop and take a rest if tired.

- (47) **MOTION:** To accept for information the Report of Vice-President Heistad of December 2009 - February 09, 2009.  
Properly moved and seconded.

**CARRIED**

Executive Secretary-Treasurer Dechant advised he did not attend the Local 053 meeting when he was in Lethbridge as he was not aware it was scheduled.

He is still attempting to find office space in Calgary and parking remains an issue. The office space in Athabasca is being renovated and AUPE hopes to move in by March 1<sup>st</sup>.

The Guild building lease is up on April 30<sup>th</sup> and hopefully in discussions with the owner, AUPE will be able to get out of the lease. As for the Peace River office, Brother Dechant plans on going up there by the end of the month.

The clothing store sales totaled \$862.00 last night. Vice-President Ellis thanked the Provincial Executive for their support in attending the clothing store grand opening. She also thanked the Membership Services Committee, the ladies that ran the clothing store and the caretaker, Austin Paige for cleaning up.

- (48) **MOTION:** To accept for information the Report of Executive Secretary-Treasurer Dechant of February 2009.  
Properly moved and seconded.

**CARRIED**

Vice President Azocar advised that the Friends of Medicare is very involved with health care issues at this time. As well, the Women's Committee are part of the Public Interest Alberta - Child Care Task Force. Anyone wishing to attend any of the meetings for Friends of Medicare and Public Interest Alberta are welcome.

- (49) **MOTION:** To accept for information the Vice-President Azocar of February 5 and 6, 2009.  
Properly moved and seconded.

*CARRIED*

Vice-President Ellis advised that the Vice-Presidents and President attended a Governance Summit and recommended that the Provincial Executive go through a similar one day education course.

- (50) **MOTION:** To accept for information the Vice-President Ellis of December 2008 and January 2009.  
Properly moved and seconded.

*CARRIED*

- (51) **MOTION TO LIFT FROM TABLE:**  
To lift Motion re AFL Seminar.  
Properly moved and seconded.

*CARRIED*

#### HUMAN RIGHTS COMMITTEE

Vice-President Azocar advised that the AFL Seminar which the Committee wished to attend would cost approximately \$3,000 to \$3,500.

Some suggestions were made that two people per Committee should attend Conferences. Vice-President Azocar advised that not all members of the Committee would be able to attend this Conference.

- MOTION:** That the Human Rights Committee attend the Alberta Federation of Labour Human Rights Conference on February 27 and 28, 2009 at a cost of \$3,000 to \$3,500.  
Properly moved and seconded.

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

*CARRIED*

- ((53) **VOTING ON ORIGINAL MOTION:**

*CARRIED*

It was suggested that guidelines could be developed possibly through the Legislative Committee and brought back to PE as to how many people out of Committees should attend Conferences.

Discussion returned to who from the Women's Committee would attend the PIA Conference in which two tables were approved through the Finance Committee. As the PIA Conference conflicts with the April PE meeting, it was felt that the Executive Committee could decide who attend this Conference.

Training was discussed for the PE. Some concerns were noted in that new PE members could be elected and therefore group training not possibly necessary. However, if anyone has an interest in any courses that they think would be beneficial, to submit them to the President by the next Executive Committee Meeting on February 12, 2009 so the Executive may develop a plan.

- (54) **MOTION:** To look at a plan of training for the members on the Provincial Executive and appropriate conferences that PE members should attend.

Properly moved and seconded.

**CARRIED**

### **NEW AND/OR UNFINISHED BUSINESS**

#### **Discussion re Questionnaire arising from Special PE Meeting**

M. Steele, Local 002, member of the Task Force advised that the four appointed members from PE had met. They anticipate receiving the names of the four representatives from the Sectors following their Local Chairs meeting on February 20<sup>th</sup>. As well, it is anticipated that more questionnaires will be returned following more scheduled council meetings. The Task Force will report back to the next PE meeting.

Discussion as to whether a member of the Executive Committee should Chair the meeting was ensued. It was felt that it would be inappropriate for someone from the Executive to be involved and that the four representatives from PE and the four from the Sectors select their own Chair.

#### **Report from Legal Counsel re Two Resolutions on Legal Services**

The President advised that a legal opinion had been obtained from the law firm McGown Johnson, independent lawyers who represent the City of Calgary Police. Legal counsel had been asked to review the Resolutions and come up with recommendations. The 'therefore be it resolved' leaves a huge interpretation problem as to who is covered and what should be covered.

As the Resolutions says to develop Policy, the President asked whether the PE felt an independent ad hoc committee should develop policy or whether the Legislative Committee do so with input from all those affected, including the health care sector.

After much discussion, the President said that he will strike an ad hoc committee to work with the Director(s) of Labour Relations to develop Policy.

Vice-President Ellis advised that the Occupational Health and Safety Committee report of January 26 and 27, 2009 was not submitted in time to be sent with the PE package mailout. However, she needs a response on a request for the Day of Mourning monument to proceed.

**MOTION:** To support the cost up to \$55,000 to build a Day of Mourning monument.  
Properly moved and seconded.

(55) **MOTION TO TABLE:**  
To table until after lunchtime.  
Properly moved and seconded.

*CARRIED*

The meeting reconvened at 1:20 PM with President Knight in the Chair.

(56) **MOTION TO LIFT FROM THE TABLE:**  
Properly moved and seconded.

*CARRIED*

(57) **VOTING ON ORIGINAL MOTION:**

*CARRIED*

#### OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

Vice-President Ellis updated the PE on the rewrite of the Government/AUPE Occupational Health and Safety program. Once the rewrite is complete the Government would like to have an official signing ceremony at Government House with the President and the Public Service Commissioner.

As Vice-President Ellis discussed most of the OH&S Report, it was felt it should be presented to this PE meeting so it does not have to be brought back at the next PE meeting.

(58) **MOTION:** To consider the Report of the Occupational Health & Safety Committee of January 26 and 27, 2009.  
Properly moved and seconded.

*CARRIED*

It was requested that the reports which were not submitted in the PE package be sent out via e-mail to the PE. As well, it was further noted that for the next PE meeting all reports are to be in on time to make the PE mailing, otherwise they will not be dealt with.

Vice-President Ellis indicated that a letter was being sent to each Local re the Rolyn Sumlak Award, as well as an invitation to the April 28<sup>th</sup> Day of Mourning Ceremony.

Discussion resumed on a Union Stewards recognition event for 2009.

- (59) **MOTION TO RECONSIDER:**  
Properly moved and seconded.

*CARRIED*

The following recommendation is only for 2009. The Membership Services Committee feels that there is not enough time to plan multiple steward recognition events.

- MOTION:** The Membership Services Committee proposes that a combination of a \$50.00 PUB gift certificate and a \$100.00 VISA gift card be given to all the Union Stewards as per the existing AUPE Union Steward list of December 2008.  
Properly moved and seconded.

- MOTION TO AMEND:**  
That a \$300 Visa gift card be given to all Union Stewards as per the existing AUPE Union Steward list.  
Properly moved and seconded.

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

*CARRIED*

- (61) **VOTING ON AMENDMENT:**

*DEFEATED*

- (62) **VOTING ON ORIGINAL MOTION:**

*CARRIED*

- MOTION:** That the Membership Services Committee be directed to organize a Steward Education Retreat to run in conjunction with the Labour Education School.  
Properly moved and seconded.

C. Soderstrom, Director of Labour Relations advised that the contract for next year's school had already been signed and they would not be able to accommodate any more people.

- (63) **MOTION TO AMEND:**  
To delete 'to run in conjunction with the Labour Education School'.  
Properly moved and seconded.

*CARRIED*

- (64) **VOTING ON ORIGINAL MOTION: (as amended)**

*CARRIED*

Any reasons/suggestions as to why/when the Union Steward Recognition event not be held in April should be forwarded to the Membership Services Committee.

**DATE OF NEXT MEETING**

The next meeting is scheduled for Friday and Saturday, April 3 and 4, 2009 at AUPE Headquarters, Edmonton, Alberta.

**ADJOURNMENT**

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

**CARRIED**

The meeting adjourned at 2:05 P.M.

Respectfully submitted,

Doug Knight  
President

RECORDING SECRETARY:

---

Cheryl Austin

**PROVINCIAL EXECUTIVE MEETING  
ACTION SHEET  
February 05 and 06, 2009**

BY WHOM	ACTION
President	To review Resolutions 6-2 re: potential of implement a Classification Unit.
President	Policy 3-11 Union Steward Expectations was referred back to Legislative Committee. Get input from Membership Services & Human Rights Committees.
Vice-President Azocar	Have Human Rights Committee submit a plan and budget to PE re ILO proposal.
Vice-President Azocar	Ensure Pink Books are printed and submitted for distribution at AGM's.
Executive Secretary-Treasurer Dechant	Ensure BDO Dunwoody is retained as auditors for 2008/2009.
Executive Secretary-Treasurer Dechant	\$2,500 to be donated to the May Week Arts Festival.
Executive Secretary-Treasurer Dechant	\$5,000 to be forwarded to PIA Conference & 2 tables purchased for a total of \$7,100.00
Executive Committee	Selection members of Committees to attend PIA Conference to fill 2 tables (7 at each)
Executive Secretary-Treasurer Dechant	Strike pay for Local 048/019 doubled if necessary.
President	To thank staff involved in the clothing room for the grand opening on behalf of Membership Services Committee for the work they did.
Vice-President Azocar	Ensure members of Human Rights Committee attending AFL Conference be registered.
Provincial Executive	Submit to President ideas for training for PE by Executive Committee meeting date of February 12.
Executive Comm.	To look at training for PE.

President	To strike ad hoc Committee to develop Policy on 2 Resolutions re legal services.
Executive	All reports to be in on time for the PE package deadline for mailing.
Executive Secretary -Treasurer Dechant & Vice-President Ellis	Combination of \$50.00 PUB Gift Certificate & \$100.00 VISA gift card be given to all Union Stewards as per existing AUPE Union Steward List as at December 2008.
Vice-President Ellis	Membership Services Committee to organize a Steward Education Retreat.



	#32			#34			#35		
	YES	NO	ABST	YES	NO	ABST	YES	NO	ABST
KNIGHT									
DECHANT	4			4			4		
AZOCAR	4				4		4		
ELLIS	4						4		
HEISTAD	4				4		4		
RAZ	4				4		4		
BROWN	4				4		4		
COLLINS	4				4		4		
ELLIS	4			4			4		
FELAND	4				4		4		
GIBBONS		4			4		4		
HANSEN		4			4		4		
HEIL	4				4		4		
LEBLANC		4			4		4		
MASON	4				4		4		
METCALF	4				4		4		
NEMIRSKY									
NIELSEN	4			4			4		
NIVEN (5 <sup>th</sup> only)	4			4			4		
PESTANO	4			4			4		
PETERSON	4			4			4		
RANDALL	4			4			4		
REID	4			4			4		
ROVENSKY	4			4			4		
RUFF	4			4			4		
SLADE	4			4			4		
SPENCER.	4			4			4		
SPUTEK	4			4			4		
STEELE	4			4			4		
STEWART		4		4			4		
THACKER	4			4			4		
TILLEMAN		4		4			4		
VELDHOEN	4			4			4		
WEIERS		4		4			4		
WILSON	4			4			4		
WRIGHT	4			4			4		
Alternates:									
MACARTHUR	4			4			4		
McDONALD (6 <sup>th</sup> )									
STAHL	4			4			4		



	#38			#53			#57		
	YES	NO	ABST	YES	NO	ABST	YES	NO	ABST
KNIGHT									
DECHANT	4				4		4		
AZOCAR	4			4			4		
ELLIS	4			4			4		
HEISTAD	4			4			4		
RAZ	4			4			4		
BROWN	4			4			4		
COLLINS	4			4			4		
ELLIS	4			4					
FELAND	4				4		4		
GIBBONS	4			4			4		
HANSEN	4			4			4		
HEIL	4			4			4		
LEBLANC				4			4		
MASON	4				4		4		
METCALF	4			4			4		
NEMIRSKY					4		4		
NIELSEN	4			4			4		
NIVEN (5 <sup>th</sup> only)	4						4		
PESTANO	4			4			4		
PETERSON	4			4			4		
RANDALL	4			4			4		
REID	4			4			4		
ROVENSKY	4			4			4		
RUFF	4			4			4		
SLADE	4			4			4		
SPENCER.		4			4		4		
SPUTEK	4			4			4		
STEELE	4			4			4		
STEWART	4			4			4		
THACKER	4			4			4		
TILLEMAN	4			4			4		
VELDHOEN	4			4			4		
WEIERS	4			4			4		
WILSON	4			4					
WRIGHT	4			4			4		
Alternates:									
MACARTHUR	4			4			4		
McDONALD (6 <sup>th</sup> )					4				
STAHL				4			4		

	#62		
	YES	NO	ABST
KNIGHT			
DECHANT		4	
AZOCAR	4		
ELLIS	4		
HEISTAD	4		
RAZ	4		
BROWN	4		
COLLINS	4		
ELLIS	4		
FELAND		4	
GIBBONS		4	
HANSEN		4	
HEIL	4		
LEBLANC	4		
MASON		4	
METCALF			
NEMIRSKY	4		
NIELSEN	4		
NIVEN (5 <sup>th</sup> only)			
PESTANO			4
PETERSON		4	
RANDALL	4		
REID		4	
ROVENSKY	4		
RUFF		4	
SLADE	4		
SPENCER.	4		
SPUTEK		4	
STEELE		4	
STEWART		4	
THACKER		4	
TILLEMAN	4		
VELDHOEN		4	
WEIERS		4	
WILSON			
WRIGHT	4		
Alternates:			
MACARTHUR	4		
McDONALD (6 <sup>th</sup> )		4	
STAHL	4		