

*MINUTES of the PROVINCIAL EXECUTIVE MEETING held on
September 08 and 09, 2006, Solidarity Place, AUPE Headquarters, Edmonton*

The meeting was called to order at 1:02 P.M. with President MacLennan in the Chair.

ROLLCALL:

Present:

D. MacLennan, President	L. Nordholt, Loc. 020
B. Dechant, Exec. Sec-Treas.	L. Pestano, Loc. 049
K. Koroluk, Vice-President	D. Peterson, Loc. 047
J. Heistad, Vice-President	G. Raby, Loc. 095
G. Robinson, Vice-President	L. Reid, Loc. 050
B. Smith, Vice-President	M. Savic, Loc. 043
B. Brown, Loc. 003	S. Slade, Loc. 045
M. Ellis, Loc. 012	J. Slezina, Loc. 053
D. Knight, Loc. 005	J. Spencer, Loc. 046
S. Maki, Loc. 052	M. Steele, Loc. 002
M. Metcalf, Loc. 006	B. Stewart, Loc. 009
B. Nahornick, Loc. 069	H. Stocking, Loc.056
Y. Nielsen, Loc. 059	S. Veldhoen, Loc. 048
D. Niven, Loc. 004	J. Wilson, Loc. 060
J. Noel, Loc. 057	D. Worley, Loc. 039

Alternates:

M. Corrigan, Loc. 010	T. Malo, Loc. 054
A. Green, Loc. 001	B. Spitzig, Loc. 071
B. Hill, Loc. 044	B. Trumbley, Loc. 038

Absent with

Regrets:

A. Randall, Loc. 001	J. Spink, Loc. 044
B. Gibbons, Loc. 010	K. Sputek, Loc. 118
M. Heil, Loc. 054	M. Weleschuk, Loc. 071
M. Sekuloff, Loc. 038	

Staff:

R. Hodgins, Executive Director
R. Howatt, Director, Finance & Administration (Friday only)
M. Guido, Administrative Assistant

The Provincial Executive introduced themselves as did the observers in attendance.

FINANCE COMMITTEE

Executive Secretary-Treasurer B. Dechant welcomed Don Courchesne, from the auditing firm of Gardiner Karbani Audy & Partners.

Mr. Courchesne reviewed the audited financial statements with the Provincial Executive and answered any questions they had.

Vice-President Robinson was in the Chair.

- (1) **MOTION:** To forward the Audited Financial Statements to Convention 2006.
Properly moved and seconded.

CARRIED

President MacLennan was in the Chair.

ADOPTION OF AGENDA:

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

CARRIED

Regular rollcall was taken at this time.

FINANCE COMMITTEE (cont.)

The Executive Secretary-Treasurer advised a person has not been chosen yet to attend the Family Violence Conference.

- (3) **MOTION:** That AUPE donate \$3,100 towards the Family Violence Conference.
Properly moved and seconded.

CARRIED

Vice-President Heistad asked if one person from the Women's Committee could be sent to the Family Violence Conference as well.

- (4) **MOTION:** That AUPE send one Women's Committee member to the Diverse Voices Family Violence Conference on November 19-21, 2006.
Properly moved and seconded.

CARRIED

- (5) **MOTION:** To accept the Financial Statements for the month of May 2006.
Properly moved and seconded.

CARRIED

- MOTION:** That a donation of \$10,000 be donated to the Aspen Foundation to assist with the Labour Education curriculum. To be reviewed each year if requested.
Properly moved and seconded.

A friendly amendment was made to delete "to be reviewed each year if requested" and insert "Additional donation to be reviewed as requested".

A question was raised with respect to the Aspen Foundation and what they do. D. Climenhaga, Communications Director and AUPE representative on the Aspen Foundation will be asked to provide some details later in the meeting.

- (6) **MOTION TO TABLE:** To table until further information is provided by D. Climenhaga.
Properly moved and seconded.

CARRIED

MOTION: That Policy 5-2.1, Definition of Single Site Local, be amended by deleting "Local(s) with 90% of the members within a 100 kilometer radius of the main Worksite shall be considered a Single site Local" and inserting "Where the members of the Local's Chapter/Chapters work at one site".
Properly moved and seconded.

FINANCES 5-2.1

Provincial Executive – June 22, 2002

5-2.1 Definition of Single-Site Local

Single Site-Locals

Where the members of the Local's Chapter/Chapters work at one site.

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

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

Vice-President Robinson was in the Chair.

Much discussion ensued with respect to single v. multi-site Locals, the rebate structure, and travel costs in relation to location in province. Any input should be sent to Brother Dechant to take to the Finance Committee for further review.

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

CARRIED

At this time David Climenhaga provided the PE with information on the Aspen Foundation whose mission is to inspire and educate young Albertans to value the social contribution of labour; to understand labour unions; to be knowledgeable about social and economic issues affecting workers; and to develop participatory and leadership skills.

(8) **MOTION TO LIFE FROM THE TABLE** To lift from the table Motion #6 contained with the Finance Committee Minutes and amended as per friendly amendment.
That a donation of \$10,000 be donated to the Aspen Foundation to assist with the Labour Education curriculum. ~~To be reviewed each year if requested.~~ Additional donation to be reviewed as requested.
Properly moved and seconded.

CARRIED

(9) **VOTING ON MAIN MOTION:** As amended.
Properly moved and seconded.

CARRIED

President MacLennan was in the Chair.

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

FINANCES 5-13

Amended Provincial Executive - February 08, 2003

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

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

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

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

Honorariums for Local Executive positions per year:

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

Locals shall set their own policy on Chapter Honorariums.

A number of concerns were noted with honorariums, per diems, the effective date, and putting a cap on them, etc.

Vice-President Robinson was in the Chair.

(10) **MOTION TO AMEND:** To include the word 'members' after 0-250 and on and change the word position to individual.
Properly moved and seconded.

DEFEATED

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

CARRIED

The following motion was amended by friendly amendment.

- (12) **MOTION:** To accept new Policy 5-36, Per Diems & Payment of Money to attend Meeting(s). *There shall be no monies paid other than normal reimbursement of expenses as outlined on the AUPE member Expense Claim form by Locals/Chapters to members attending any meetings, schools, conferences, and committee meetings. (This contravenes the guidelines set by Canada Revenue Agency).*
Properly moved and seconded.

CARRIED

FINANCES 5-36

New Policy – Policy 5-36 – Per Diems & Payment of Money to attend Meeting(s)

There shall be no monies paid other than normal reimbursement of expenses as **outlined on the AUPE member Expense Claim form** by Locals/Chapters to members attending any meetings, schools, conferences, and committee meetings.

- (13) **MOTION:** To accept the Finance Committee Minutes of August 18, 2006.
Properly moved and seconded.

CARRIED

- (14) **MOTION:** To accept for information only the Finance Committee Minutes of September 05, 2006.
Properly moved and seconded.

CARRIED

Vice-President Robinson was in the Chair.

ADOPTION OF PREVIOUS MINUTES:

A correction was made to the Minutes showing Melanie Metcalf from Local 006. The President indicated AUPE would be receiving a refund of \$7000 to \$8000 from the Edmonton District & Labour Council.

- (15) **MOTION:** To accept the Provincial Executive Minutes of June 17, 2006.
Properly moved and seconded.

CARRIED

PRESIDENT'S REPORT:

- (16) **MOTION:** To accept the President's Report of September 08 and 09, 2006.
Properly moved and seconded.

CARRIED

The President noted some changes to his itinerary having been on the Rutherford Radio Show, attended a farewell for a Local 001 member in Calgary, and visited at the Sturgeon Hospital.

President MacLennan was in the Chair.

VICE-PRESIDENTS' REPORTS

Vice-President Heistad thanked all the volunteers who helped with the Grandparent's Day picnic. He also advised he'd stopped at the Medicine Hat College when he was in the south and the Human Rights Committee attended Aboriginal Day in Calgary.

- (17) **MOTION:** To accept the Report of Vice-President Heistad of September 8 and 9, 2006.
Properly moved and seconded.

CARRIED

Vice-President Heistad was in the Chair.

Vice-President Koroluk advised she had attended the AUPE Golf Tournament and is now participating in an office orientation with the President.

- (18) **MOTION:** To accept the Report of Vice-President Koroluk of September 08 and 09, 2006.
Properly moved and seconded.

CARRIED

Vice-President Robinson advised he was unable to attend the Local 052 barbeque or the Multi-Health Care meeting, however he did attend the Alberta Labour History event.

- (19) **MOTION:** To accept the Report of Vice-President Robinson of September 08 and 09, 2006.
Properly moved and seconded.

CARRIED

Vice-President Smith advised he had attended the Grandparent's Day picnic and advised he was attending school and working on a casual basis.

- (20) **MOTION:** To accept the Report of Vice-President Smith of September 08 and 09, 2006.
Properly moved and seconded.

CARRIED

The President advised membership cards to be mailed out on September 21, 2006.

Vice-President Robinson was in the Chair.

COMMITTEE REPORTS**EXECUTIVE COMMITTEE**

- (21) **MOTION:** To accept the Report of the Executive Committee of July 04, 2005.
Properly moved and seconded.

CARRIED

- (22) **MOTION:** To accept the Report of the Executive Committee of August 08, 2005.
Properly moved and seconded.

CARRIED

The President encouraged Locals to send members to the Alberta Congress Board Conference scheduled November 2-5, 2006 on Leadership.

Some discussion ensued with respect to the number of observers in attendance at PE meetings. The goal was to have different executive members attend and learn, however, quite often the same people attend and following the last meeting the President had received complaints that some observers were very disruptive.. Some questions arose as to whether there should be restrictions on the number and having different people attend each meeting. The President requested PE reps get back to him with suggestions on acceptable number of observers, should they be allowed on a rotational basis, etc. Members are to respond before the next regular PE meeting following convention, but suggestions are welcome at anytime.

(23) **MOTION TO RECESS:**

Properly moved and seconded.

CARRIED

The meeting recessed at 4:40 P.M.

Saturday, September 09, 2006

The meeting commenced at 9:08 A.M. with Vice-President Heistad in the Chair.

Regular roll call was taken.

Vice-President Smith was in the Chair.

HUMAN RIGHTS COMMITTEE

Vice-President Heistad the Committee would like to provide training to PE, Local Chairs, AUPE Executive and all interested AUPE members through the Human Rights Citizenship Commission. The Committee proposed training after the PE meeting prior to Convention. Much discussion ensued and a number of problems were recognized as people would be arriving by bus, other Local meetings have been scheduled, etc.

- (24) **MOTION:** To refer the training by the Human Rights Citizenship Commission to the Executive Committee.
Properly moved and seconded.

CARRIED

- (25) **MOTION:** To accept the Report of the Human Rights Committee of June 21, 2006.
Properly moved and seconded.

CARRIED

WOMEN'S COMMITTEE

Vice-President Heistad advised the Women's Committee would be sponsoring 'That 70's Show' at Convention with an auction and donations going to a Women's Shelter.

- (26) **MOTION:** To accept the Report of the Women's Committee of July 20, 2006.

Properly moved and seconded.

CARRIED

President MacLennan was in the Chair. The President apologized for arriving late due to an emergency arising on his travel enroute to the PE meeting.

Vice-President Heistad was in the Chair.

LEGISLATIVE COMMITTEE

The President advised the Committee met to review Constitutional Resolutions and that a job description was being developed for one full-time Vice-President.

- (27) **MOTION:** To accept the Report of the Legislative Committee of August 22, 2006.
Properly moved and seconded.

CARRIED

COMMITTEE ON POLITICAL ACTION

The President advised a letter with respect to the 'Labour Law Campaign' was mailed to activists and so far only 80 people have volunteered. Please forward information out to Councils to have members register.

- (28) **MOTION:** To accept the Report of the Committee on Political Action of July 19, 2006.
Properly moved and seconded.

CARRIED

President MacLennan was in the Chair.

MEMBERS' BENEFITS COMMITTEE

- (29) **MOTION:** To accept the Reports of the Members' Benefits Committee of June 9, July 11, 12 and 13 and July 14, 2006.
Properly moved and seconded.

CARRIED

Vice-President Heistad was in the Chair.

ANTI-PRIVATIZATION COMMITTEE

Vice-President Smith advised the Committee had received very little response to the Logo and Slogan contests and would still be accepting any ideas.

- (30) **MOTION:** To accept the Report of the Anti-Privatization Committee of June 20, 2006.
Properly moved and seconded.

CARRIED

Vice-President Smith advised a member had resigned from the Committee. A long discussion occurred with respect to Committee duties and functions, their mandate, budgets, etc.

- (31) **MOTION:** To accept the Report of the Anti-Privatization Committee of August 23, 2006.
Properly moved and seconded.

CARRIED

PAY EQUITY COMMITTEE

Vice-President Smith, Chair of the Committee advised the following Resolution had been submitted to Convention:

WHEREAS pay equity is restricted in its scope to one specific issue; and

WHEREAS pay equity can be encompassed in the larger issue of social justice (i.e. poverty, housing, living wages and pay inequity); and

WHEREAS AUPE needs to address these issues in the interest of its members and fellow Albertans;

THEREFORE BE IT RESOLVED that the Pay Equity Committee change its name to the Poverty Action Committee and the terms of reference be changed as well.

Some discussion occurred with respect to changing the name but it was felt this should be debated at Convention.

- (32) **MOTION:** To accept the Report of the Pay Equity Committee of June 23, 2006.
Properly moved and seconded.

CARRIED

The statistics contained within the report with respect to LICO (low income cut off) were discussed and Vice-President Smith was asked to provide further information and explanation for Convention delegates as this was being presented to them as well.

- (33) **MOTION:** To accept the Report of the Pay Equity Committee of July 27, 2006.
Properly moved and seconded.

CARRIED

MEMBERSHIP SERVICES' COMMITTEE

Vice-President Robinson, Chair of the Committee advised two new discounters were added to the Discount brochure. As well, complaints with respect to AIL were noted and a request to contact the representative of the Company as some people are exceptionally happy with their service and others not.

- (34) **MOTION:** To grant AUPE Life Membership to:

Michael Kennedy, Local 054
Ollie Yachyshyn, Local 052
Dale Konschuk, Local 004
Gloria Surr ridge, Local 046
Kathie Milne, Local 054
Iris Bruening, Local 002
Earl Thompson, Local 003
Don Sloan, Local 003

Properly moved and seconded.

CARRIED

- (35) **MOTION:** That Policy 10-10 be amended to read:
"AUPE Retirement pins and a letter from the President are to be made available for presentation to a retiring member upon request by a Local Executive member. All costs shall be borne by the Local.

Properly moved and seconded.

CARRIED

MEMBERSHIP SERVICES - GENERAL 10-10

Provincial Executive - September 18 & 19, 1993 (Updated)

10-10 Retirement Pin

AUPE Retirement Pins and a letter from the President are to be made available for presentation to a retiring members upon request by a Local Executive member. **All costs shall be borne by the Local.**

- (36) **MOTION:** To accept the Reports of the Membership Services Committee of June 23 and August 28, 2006.
Properly moved and seconded.

CARRIED

YOUNG ACTIVISTS' COMMITTEE

- (37) **MOTION:** To accept the Report of the Young Activists' Committee of June 23 2006.
Properly moved and seconded.

CARRIED

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

Vice-President Koroluk apologized for the incorrect date to receive nominations for the Rolyn Sumlak award. The recipient has already been chosen. Any applications received will be considered next year.

- (38) **MOTION:** To accept the Report of the Occupational Health and Safety Committee of June 19, 2006.
Properly moved and seconded.

CARRIED

The President advised the PE that Stephanie Stewart, a Local 005 member was missing from the Hinton forestry tower. The President has been in contact with the Government and the Local and AUPE may be involved in setting up a reward and has offered any assistance required.

PENSION COMMITTEE

- (39) **MOTION:** To accept the Report of the Pension Committee of June 13, 2006.
Properly moved and seconded.

CARRIED

NEW/UNFINISHED BUSINESS

It was noted that when requesting time off forms from the Union, the time off required is to be requested in hours and PE to advise their Locals of this change.

It was also noted with respect to time off forms that an explanation is not always included on the time off forms and the Locals would appreciate this information. R. Hodgins advised he will look into this.

Local 052 advised a letter with respect to the 40th Anniversary award will be sent out in the near future and is open to anyone as long as registered as a fulltime student with the University of Calgary. S. Maki thanked the PE for their \$5000 donation.

A request was made to have the index of the Policy and Procedure Manual include the date it was updated.

A question was raised whether AUPE was looking at any wage increases outside of bargaining while the economy is doing well. The President advised they could mention it however, as contracts already negotiated are closed there is no legal impetus forcing the employer to bargain.

G. Raby, Local 095 requested further input on the observers attending PE. The President advised PE is to e-mail him with their ideas whether they would like unlimited observers, a cap, once per year, etc. and advise him what they think is fair.

It was noted that members on long term disability have been approached to obtain private health services rather than wait for the public system or they will lose their coverage, as another area where we are seeing private health care emerge.

A request was made to recognize people from other Unions which came to AUPE especially through Bill 27. Vice-President Robinson responded the Membership Services Committee was reviewing the process and any ideas should be submitted to the Committee.

A question was raised whether AUPE would look into the feasibility of having AUPE jewelery such as rings for purchase.

DATE OF NEXT MEETING

The next meeting is scheduled for Wednesday, October 25, 2006 at the Coast Terrace Inn, Edmonton, Alberta.

ADJOURNMENT

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

CARRIED

The meeting adjourned at 12:13 p.m.

Respectfully submitted,

Dan MacLennan,
President

RECORDING SECRETARY:

Cheryl Austin

PROVINCIAL EXECUTIVE MEETING

ACTION SHEET

September 08 and 09, 2006

<u>BY WHOM</u>	<u>ACTION</u>
Exec Sec-Treasurer	Forwarded Audited Financial Statements to Convention.
Exec Sec-Treasurer	Forward \$3100 to the Family Violence Conference.
VP Heistad	Ensure one Women's Committee member is sent to Family Violence Conference.
Exec Sec-Treasurer	Forward \$10,000 to the Aspen Foundation.
Exec Sec-Treasurer	Policy 5-2.1 forwarded to Finance Committee.
Exec Sec-Treasurer	Policy 5-13 forwarded to Finance Committee.
President	Ensure Policy 5-36 and 10-10 are updated and placed in Policy & Procedure Manual.
President	Ensure Executive Committee discusses Human Rights Citizenship Training at next meeting.
PE	Advise Locals of 'Change the Law' Campaign and need for volunteers.
PE	Advise members of slogan and logo campaigns and to submit ideas to the Anti-Privatization Committee.
President	Ensure life memberships are given to: Michael Kennedy, Local 054 Ollie Yachyshyn, Local 052 Dale Korschuk, Local 004 Gloria Surridge, Local 046 Kathie Milne, Local 054 Iris Bruening, Local 002 Earl Thompson, Local 003 Don Sloan, Local 003
Executive Director	To review Time Off form with view to including reason for time off being given to assist Locals when approving this expenditure.
PE	To e-mail suggestions to President re observer attendance.
PE	Submit suggestions to the Membership Services Committee re recognition of service from members coming from other Unions.
Executive Director	Check into feasibility of AUPE jewelery.

	#3			#9		
	YES	NO	ABST	YES	NO	ABST
MACLENNAN						
DECHANT	✓			✓		
HEISTAD	✓			✓		
KOROLUK	✓			✓		
ROBINSON	✓			✓		
SMITH	✓			✓		
BROWN	✓			✓		
ELLIS	✓			✓		
KNIGHT	✓			✓		
MAKI	✓			✓		
METCALF	✓			✓		
NAHORNICK	✓			✓		
NIELSEN	✓			✓		
NIVEN	✓			✓		
NOEL	✓			✓		
PESTANO	✓			✓		
PETERSON	✓			✓		
RABY	✓			✓		
REID						
SAVIC	✓			✓		
SLADE	✓			✓		
SLEZINA	✓			✓		
SPENCER	✓			✓		
STEELE	✓			✓		
STEWART	✓			✓		
STOCKING	✓			✓		
VELDHOEN	✓			✓		
WILSON	✓			✓		
WORLEY	✓			✓		
Alternates:						
CORRIGAN	✓			✓		
GREEN	✓			✓		
HILL	✓			✓		
MALO	✓			✓		
SPITZIG	✓			✓		
TRUMBLY	✓			✓		