

***SPECIAL PROVINCIAL EXECUTIVE MEETING held on  
August 25 and 26, 2008 at Sherwood Park, Alberta***

The meeting was called to order at 9:11 A.M. with President Knight in the Chair. The President asked the members in attendance to introduce themselves at which time roll call was observed.

**ROLLCALL:**

**Present:**

D. Knight, President	A. Randall, Loc. 001
B. Dechant, Exec. Sec-Treas.	L. Reid, Loc. 050
S. Azocar, Vice-President	B. Rovensky, Loc. 071
L. Ellis, Vice-President	B. Ruff, Loc. 053
J. Heistad, Vice-President	S. Slade, Loc. 045
E. Raz, Vice-President	B. Smith, Loc. 004
B. Brown, Loc. 003	J. Spencer, Loc. 046
B. Collins, Loc. 039	K. Sputek, Loc. 118
M. Ellis, Loc. 012	M. Steele, Loc. 002
R. Feland, Loc. 038	C. Stefaniszyn, Loc. 057
B. Gibbons, Loc. 010	B. Stewart, Loc. 009
L. Hansen, Loc. 056	R. Stewart, Loc. 005
J. Leblanc, Loc. 044	B. Thacker, Loc. 043
L. Nemirsky, Loc. 020	D. Tilleman, Loc. 052
Y. Nielsen, Loc. 059	S. Veldhoen, Loc. 048
L. Pestano, Loc. 049	K. Weiers, Loc. 095
D. Peterson, Loc. 047	M. Wright, Loc. 041

**Alternates:**

T. Malo, Loc. 054

**Absent with**

**Regrets:**

M. Heil, Loc. 054	B. Nahornick, Loc. 069
M. Metcalf, Loc. 006	J. Wilson, Loc. 060

**ADOPTION OF AGENDA**

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

***CARRIED***

The floor was turned over to Executive Secretary-Treasurer Dechant who advised that the auditors will wrap-up their annual audit this week. He responded to a question from the last Provincial Executive whether strike pay includes health benefits. He advised that the Union does pay both.

As well, a handout was provided listing the expenditures for the Public Services Public Relations Campaign to date. This does not include all the expenditures as the invoices have not come in yet for the second phase of the campaign.

Executive Secretary-Treasurer Dechant provided the revised proposed Budget. The Finance Committee is recommending to the Provincial Executive's next meeting that the Standing Committee's be allotted a \$5,000. budget.

The President introduced Winston Gereluk who will be moderating the special Provincial Executive meeting. Brother Gereluk is with the Alberta Labour History Institute, as well is currently teaching at Athabasca University, a former AUPE staff member.

Gereluk began by saying that, as an outsider, he sees that AUPE has grown into an extremely robust and attractive trade union, contradicting the popular notion that trade unions are 'on their way out' in Alberta and Canada. He made a brief powerpoint presentation portraying some of the historical developments that led AUPE to this rather envious position, and went on to remind them of the many functions and services the Union is able to offer its members and to society-at-large by virtue of its size and energy.

Like all organizations, however, AUPE must periodically analyze and re-evaluate its structure and operations, particularly in light of the phenomenal changes in its economic and labour relations environment in the recent past. An assessment, if done step-by-step, could point directly to changes that the Provincial Executive (PE) should be considering. Even where it does not lead to concrete results, such discussion is still beneficial in that it gives PE members an opportunity to express concerns and proposals that cannot be accommodated in normal business meetings.

## **PART ONE: OUR CURRENT CONDITION**

**Group Discussions** - A strategic approach begins with an assessment of the current situation. Groups were therefore asked to consider the following questions in order to identify major threats and opportunities, as well as deficiencies and potentials in the Unions current structure and operation? Groups were asked to identify:

- *The 3-5 biggest threats facing the union today or in the distant future.*
- *The 3-5 biggest opportunities facing the union today in near or distant future.*
- *The areas in which AUPE may be failing to meet its full potential as a union.*

### **The following were identified as the main threats or challenges facing AUPE:**

Privatization/contracting out

Anti-union legislation and administration

Changes to labour law, as well as changes in governments (with new policies)

Change in administrative structures (like Super Health Board)

Membership apathy (referring to extent of union involvement)

Inability to accommodate shift work and locations; could do better job of accommodating members/schedules/situations

Criteria for education of activists may be too tight or restrictive and discourages future activists (e.g., must have a certain amount of experience in order to be eligible)

Rapid growth, huge size  
Internal problems (e.g., sectors competing with each other)  
Members that want to leave; competition from other unions  
Ongoing and new difficulties in providing adequate services to members  
Difficulty/lack of attention to organizing existing members  
New challenges to Union's ability to provide for adequate bargaining;  
Leadership involvement in union politics (e.g., political process of getting re-elected)  
Difficulty keeping abreast of new communication/technology; e.g., TV, internet, cell phones

**The following were identified as main opportunities for the Union:**

Recent growth and current size provide strength and resources  
Strong financial base  
A strong Alberta economy  
Success in organizing a basis for continued success  
Access to more people with talents, particularly young, active people  
A great education program, with labour schools & conferences  
Ability to join/merge/organize with other organizations  
Good potential in Area Councils and local organizations  
Sector-based organization allows for action appropriate to groups of members  
Diversity and focus in union membership  
New opportunities for greater member involvement  
Union positioned to provide strong, visible leadership in Alberta

**The following were identified as deficiencies or 'areas of improvements' if the Union is to respond effectively to identified threats and opportunities:**

Challenge presented by the four different sectors; blanket solutions not necessarily right for members in all Sectors  
Existence of 'have' and 'have not' locals with respect to finances and other resources  
A failure to deal effectively and accommodate divisions within Locals  
Understaffing and inappropriate allocation of staff  
Treatment of some active members (e.g., discouraged from repeated attendance in schools)  
Inadequate servicing/contact with membership; too few meetings, loss of continuity  
Inadequate accommodation of 24 hour operations, when servicing is from 8:30 – 4:30 PM  
Failure to generate interest; members not coming to meetings  
Lack of 2-way communication between members and AUPE staff/Officers  
Continuing damage from internal politics; lack of unity and cohesiveness  
Lack of clear position descriptions for elected persons; including Executive Officers; clarification of roles to provide policy and administrative leadership to active members  
Failures in communication – could be doing much more to raise public profile  
Perceived lack of equity, fairness and transparency  
Ongoing tendency to be reactive, not proactive  
Disproportionate representation between small & large Locals and areas  
Failure to communicate with and use the skills of life members and retirees  
Shuffling of staff results in incomplete assignments and disruption  
Inadequate recognition for Stewards; and need for more and better training

Failure to utilize technology fully and effectively

Continued difficulty in getting members to meetings or to recruit activists for jobs in Local, especially when not reimbursed

Changing demographics

Failure in mentorship, from VPs to leadership in Chapters and Locals

Membership unhappy with Union as a whole (disputed; new members to AUPE are happy with their new Union as AUPE has gone to the limits for them)

Too few worksite visits by executive members; particularly to worksites on periphery

**Plenary Discussion** – Ideas, disagreements and challenges emerged from the plenary discussion that followed the identification exercise:

Some disagreement with idea that Union is getting too big; the bigger AUPE is the more the public is aware of us; if smaller, public doesn't know who we are.

Everybody needs to be treated fairly and with equal attention, no matter the sector or local

No problem with being too big, but need to be able to service the membership, if Union doesn't have the resources, it could become a problem. Must be scalability of services and structure, the ability to provide services that match expansion in size

Position descriptions for VP's is a pressing problem. VP's don't always know what they will be assigned; each come with strengths and weaknesses and President needs to gauge these; 'politics' cannot be the basis of assignments. Position descriptions will allow for election campaigns based on qualifications. Currently delegates electing VPs don't know much about the position they are voting for

Inequities in financial condition revisited; some unions have investments and contingency funds; others are poor. A better balance must be found.

Agreement that AUPE doing things quite well; at this point; just need to 'tweak' things

## **PART TWO – GENERAL DIRECTIONS FOR CHANGE**

What are some of the implications of the above for the Union's structure and operation?

**Group Discussion:** Groups were asked to look for answers to the the general question facing them in this Retreat; Does AUPE structure reflect the needs of members today as it did in 1976 when the Union was formed? What changes, if any, are needed to meet the threats, make the most of opportunities and correct problems identified above?

- *What do we need to start doing that we are not doing now?*
- *What must we stop doing that we are doing now?*
- *What must we improve or redesign?*

### **The following suggestions arose out of the Groups:**

The key is grass-root involvement; with it, we can combat privatization, bad labour laws and all would evolve from a strong membership base

Much better use could be made of today's technology to improve communications; more regular updates; even more PE meetings. Communication must be initiated by elected people; members need to hear more of the good news stories as they are happening; Union must be more visible in worksites

There is need to change perception of members who don't want to be involved unless personally affected, based on fears that their careers could be in jeopardy

Union should allow/encourage spouses/families to attend some union functions and events  
 Steps should be taken to move away from union activism being totally volunteer, as people are working full time during the week and then using weekends for union activity  
 Union would benefit from full-time VPs; possibly 2 full time ones, as would be better than 4 part time; as well regional VP's should be considered (pros and cons were voiced)  
 More investments and expertise is needed for communication, technology and infrastructure  
 Must move immediately to raise our profile, to get back into the news; perhaps through more paid advertising, as well as in the public school system  
 More must be done to accommodate diversity, to become more flexible  
 The role of Executive needs to be differentiated from the role of staff?  
 Sectoral conferences should be expanded as they are important  
 Internal politics must stop; may need conflict resolution/conflict management  
 'Reinventing of the wheel' must stop; should focus on successful methods and strategies of the past  
 Concentrate on fixing the small things; not everything has to become a big problem  
 More attention paid to risk management; e.g., costs/benefits of campaigning at election time

**Plenary Discussion** –It was suggested that the above should be conveyed to PE as ideas. The following ideas, disagreements and suggestions arose in cross-discussion.

In response to reducing numbers of VP's: if 4 are pretty much doing full time work on time off for union business, reducing the number would result in not as many visits to worksites. At present, they are not able to visit all of them. (An informal vote was taken as to whether need to keep number at four, and the response was 'yes').

If volunteer involvement moves to member being paid an incentive with financial gain could change the people you have involved in a negative way. An informal vote taken as to whether in agreement and response was 'yes'

Clarification is needed of the roles and responsibilities of staff vs. roles and responsibilities of union stewards. In some cases some union stewards end up doing all the work on their worksite and may be over-worked. A clear distinction between roles of the steward and MSO  
 Families don't belong at union conferences; disagreement about bringing families or not.

**Group Discussion: 'Good Ideas'** Gereluk asked the groups to cap this Section with some 'good ideas' that could be a basis for answers to the general questions facing them in this Retreat. Groups responded with the following:

Move away from total volunteer involvement of activists  
 Initiate more communication; more ICT; more investment / expert infrastructure  
 Clarify role of Executive and other leaders  
 Provide regular and punctual updates  
 Schedule more PE Meetings, other gatherings; more Sectoral Conferences  
 Ask for more communication from staff  
 Move to Fulltime and/or Regional VPs to allow more communication and visits  
 Profile the cultural diversity in our Union  
 Respond to apathy by getting grass-roots actively involved; more replacement more time off; police employers  
 Involve/Allow spouses/families to participate in Union events  
 Get message of 'value of unionism' to members; personalize it; address threat of red-circling

Clarify roles of staff to members; differentiate, explain 'who to count on for what ...'  
Raise our profile: get back into the news; publicize our size, scope & diversity; get into the public schools  
Increase staff numbers; maintain staff/member ratio  
Engage in conflict resolution to solve internal politics  
Run meetings effectively to avoid repetition  
Engage in risk analysis for new ventures

### **PART THREE: DISCUSSION OF 'RE-TOOLING OUR HOUSE'**

President Knight took charge of this Section, and began with a Question & Answer on points arising in issue identification (above). Most discussion concerned the number of staff and the allocation of duties; e.g., education, bargaining, etc. The President took note of concerns that were raised about the treatment and regard for staff, and suggestions for increasing morale and effectiveness. He suggested the following steps:

Step One - PE to identify priority issues to be addressed if restructuring is considered and to resolve them with the points raised in the first part of this meeting;

Step Two - A package will be presented to Local Chairs/Locals for feedback, which will then,

Step Three - Be taken to PE to be dealt with there. At some point it will have to be taken to Convention, possibly through a Task Force

**Group Discussion:** Knight asked the groups to identify the Priority Issues that need to be addressed in assessing 'Retooling Our House' (See Annex)

- *What issue areas need to be taken into account when assessing the resolution and recommendations in Retooling our House*

Provincial Executive; communication transparency, exposure to members

Communications Roles of players, access to information, database management

Technological media, more use of; updating capacity

Election of Executive Officers, staggering of terms

Roles and numbers of Vice-Presidents; their role with grass-root members (as opposed to administration); whether full-time or part-time; role of other Officers

Financing for components; redistribution of money

Membership involvement issues and access; meetings and access 24/7, regional meetings; ways to adapt process to members

Education & orientation; effective use of bulletin boards, other forms of education

Increasing member access; 24/7 hotline and other ways to accommodate shift workers

Improved handling of member issues; e.g. confirming role of worksite representatives

Treatment and effective deployment of staff; #s of staff and assignments (Gereluk repeatedly reminded that general staffing issues are a legitimate concern for PE, but that specific assignments and handling are a management function.)

**Plenary Assessment of ‘Retooling our House’** Referring to the Resolution on Page 13 of ‘Retooling our House’, Knight asked groups discuss the 6 points, identifying pros and costs as if it were a debate; the same to happen with following 12 recommendations (see Annex). Asked that they try to address resolution and recommendations in light of issues discussed earlier, and seek better wording or changes to recommendation. While it is too late to take recommendations to the upcoming Convention, he was open to discussion as to where we should go from here. Before breaking into groups, he allowed general discussion in which the following concerns, ideas and suggestions emerged.

Document was put together in response to many of above issues as well as financial concerns.

Headquarters is good in stepping in when money is needed; we just have to contact them

Unless it is broken, why try to fix it?

A lot of the issues identified are the same as Local Chairs identified. Is it a matter of co-ordination? Or the services volunteers are expected to provide? Volunteer face more expectations. Should focus on a bit of restructuring and redefining roles.

The structure itself does not need to be revamped. We need ideas for MSOs/Stewards roles to increase our capacity to accommodate members’ needs

Headquarters is very accommodating even with small numbers in Locals

This is a healthy discussion, suggestions must come to Executive Committee; keep it on track

As members and union change, Union must allow flexible flow in structure of Locals

Structure works really well, so we would be reinventing the wheel; ‘tweaking is more in order

Fantasy of Rail & Transport Workers Union is very much like AUPE is now

Issues are identified; now must find how to address through process, not changes in structure.

**Group Discussion of ‘Re-Tooling Resolution’** Gereluk asked groups to consider the Resolution first, before considering Recommendations. What are some of the reasons for and against moving forward with the Resolution?

- *What do you think about the Resolution? Provide arguments for and against it..*

Reduction in costs and travel time

Greater sense of community from organizing around geographic centres

Easier to organize site activities if members are in one geographic area

Enforcement of collective agreement may be improved

Disenfranchisement of members may occur by grouping different job classifications; may be no voice left in small groups

Isolation; members lose touch with bigger pictures

Members do actually want to communicate and deal with people involved in same occupations; seek representation by and with people they know

**Geographic organization may make bargaining/enforcement of CA’s more difficult**

May disenfranchise members in certain occupational categories and small ‘pods’; isolated rural areas may be further isolated

May make it easier to organize worksites when members not segregated from each other; greater opportunity for joint meetings and revamped Area Councils

Politicking and division may creep in to the geographic areas; e.g., in any small town, health care will account for most of members

PE will not get more democratic, as some groups would get more reps than others

Concern if Locals were put into Regions would be hard for PE to represent members from health care to education

Financing in general would have to be seriously revamped

**Plenary Discussion of Resolution** The President opened discussion by clarifying that Resolution was not shot down because of disagreement at Convention, but because it contained too many words. This request for today's restructuring discussion came out of a Chairs meeting; the idea being that if it has already been done, why do again? - the same questions came out 14 years ago and keep coming back. He was hopeful that answers would come out of discussions at this Retreat. The Chairs also asked for a review of the roles and responsibilities of the Executive. The idea of reviewing the 'restructure' came up when the Executive Committee decided that the duties of Vice-Presidents could not be discussed separately from the union structure. VP Ellis noted that, as the Union now has 70,000 members as opposed to 40,000), a discussion of the roles and responsibilities now creates a many new issues. She has written Terms of Reference for another Task Force to get ideas from members, as well as Local Chairs and PE.

Is it really structure or is it other issues that we look at? A straw vote was called and about 50% felt that structure was an issue. Knight again called for a certain number of questions to be answered through discussion of Recommendations; e.g., are we cohesive or are we fractured because Locals are every which way across the province? He personally did not think the structure was 'broken, but that certain issues needed to be discussed. Support was not there for this Resolution. However, questions arose out of the General Service Local Chairs meetings, and since then, a couple of the Resolutions have gone through and the Constitution has been tweaked. Now that the union has expanded, these issues have to be looked at again.

**General Discussion on 'Re-Tooling our House' Recommendations** Before breaking into groups, a plenary discussion produced the following suggestions and information:

We went through a period of joint AGM's which worked well; look at these again

Much goes back to the Communication issue, which was why the Local Chairs met in the first place. Members feel they do not hear back enough from PE

Area Councils have been largely ineffective, drawing a very small percentage of members; money should go to events like worksite parties to allow gatherings of people who work together and know each other; strength comes from union members in own community

Found beneficial and to share information was through joint meetings; VP's might do this Joint events in community could raise Union profile and solve communication problems

What's wrong with MSO/Reps go to worksite for tour and visit for the day? Maybe need extra people in rural offices so MSOs could rotate and every week someone go to a worksite

If MSO/Rep are in office, they are not visible on worksite; a disconnect from the membership, who only see Union when they have a problem. Worksite visits may build a relationship

Discussion on how staff treated and suggestion to senior management to make appropriate decisions as what were made/have been made

Getting information out to Area Councils is a huge issues, some staff don't have computers

A PE rep who covers off for staff advised that she is continually on the worksite for grievances, interviews, etc. Questioned whether employers would allow MSOs to visit Has not been contacted by the present Executive to set up a worksite tour.

Union should get permission from employers to send out e-mails; those that don't have access to computers can have other members pass on the word to them

Reference to Policy on Regional Meetings 9-1

**Group Discussion on Recommendations** Groups were asked to respond positively or negatively to specific Recommendations in Retooling Our House. Comments included:

Recommendation #7 – general approval; Area Councils could be renamed Social Committees

Recommendation #9 - Co-ordinating Committees to be retained, but must be strengthened

Recommendation #12 – President and Secretary-Treasurer elected in odd years to move Convention along faster and ensure continuity

General agreement with Recommendations #7 and #12

Recommendation #12 – considerable support for; time frame of elected officials; consider terms of 3 years instead of 2

Recommendation #1 – could open up 'can of worms'; perhaps change wording so that components need 151 to get 2<sup>nd</sup> delegate instead of 101; 'major portion' would clear it up; does not allow for flexibility of Locals

Recommendation #3 – no consensus on key roles of permanent staff; the role of stewards has already been changed

Recommendation #2 – moot point if structure is not changed

Recommendation #9 – Co-ordinating Committees on bargaining; members may be brought together into one group to talk about trends; has merit, so don't discontinue practice

Recommendation #5 – Convention being held every other year – strongly disagreed with

Recommendation #3 – Some support for idea of regional VPs; unsure about full-time status

**Plenary Discussion on Recommendations** Gereluk urged group to talk about the main issues and suggestions that need to be brought forward. Cross discussion produced the following major questions regarding the recommendations and issues arising out of them.

1<sup>st</sup> Question - Moving into structural territory – Local/Chapter structure – should it be changed? Group felt this was pretty well answered.

2<sup>nd</sup> Question – What is the proper role and function of the Provincial Executive? Is there a better form of representation? Has been addressed; largely satisfied with *status quo*.

3<sup>rd</sup> Question – The role and responsibilities of the President/Secretary-Treasurer and those of VPs; this seems to be one question that requires more discussion

## **PART FOUR PRIORITIES FOR ACTION**

**Priority Issues** It was agreed that PE has a lot of work to do to bring a proposal forward. Groups were asked to examine issues raised to this point to see which ones should be carried forward as a priority for future discussion. The following were identified:

- PE; work to be done to increase communication and Transparency as are not exposed sufficiently to members
- Election of Executive Committee; possibility of 2 fulltime VPs, with staggered elections, including for president and secretary-treasurer.
- Management access and involvement; how to enhance and allow members access, particularly to accommodate shifts and locations

- Need to improve processes to better serve membership; e.g., through regional meetings
- More education and orientation, complemented by increased communications
- Handling of member issues: are we doing justice with the members or is there something that we could do to handle issues more expeditiously and efficiently (e.g., 24/7)
- Staff issues, including numbers and functions, from Director down; PE must be satisfied that these are being addressed (management issue)
- Better communications; perhaps through regional meetings
- Funding; redistribution of funds, rather than simply more in Defense fund, etc.

**Where to from here?** It was generally agreed that issues and proposals raised in this meeting should be carried forward for discussion at various levels in the Union. Discussion led to the following proposals. As this review arose as a request from Local Chairs, should all this information be taken back to the Local Chairs for validation (as it cannot go to Convention this year)? There was some disagreement as to whether this process should involve Local Chairs directly, as the proposal came from them. Some suggested that, just because it came from Local Chairs, doesn't mean that PE needs to report back to them.

It was agreed that results should be taken back to the Locals to solicit feedback, which could be brought back to PE, which should find process to elicit membership involvement. From there, it should be discussed by PE on an ongoing basis, in order to arrive at a proposal that could be presented to Convention in the following year. The new policy or policy change should deal specifically with those matters that can be dealt with by Headquarters and those that need to go to Convention.

VP Ellis, noted that this Step in the right direction that everyone is communicating. Local Chairs and PE Reps can use all of this information to make sure every Local and region gets involved, so we can put together a process for an actual resolution that will be reported back to the PE and then to Convention . .

It was agreed that the President and Gereluk will review the notes and prepare a summary for the PE meeting on September 12-13 of September. This feedback can also be provided to the Local Chairs meeting scheduled for October 03<sup>rd</sup>.

## **ANNEX ONE: Retooling Our House**

### **The Resolution**

*BE IT RESOLVED that pursuant to their power under Section V, Article 14.06(d), the Executive Committee and Provincial Executive be directed to:*

*Dissolve and merge existing Locals to create Regionally-based Locals, initially using the existing staff servicing regions; and*

*BE IT FURTHER RESOLVED that pursuant to their power under Section V, Article 14.06 (d) of the Constitution the Executive Committee and Provincial Executive be directed to:*

*Dissolve and merge existing Chapters of Locals to create Chapters based on the following criteria:*

- a) 100 or more members in a community or group of communities (i.e. all members in St. Paul; or all members working at Grand Center and Cold Lake); or
- b) All members in a Department or group of Departments (i.e. All members in Edmonton working within FIGA, Public Affairs and Executive Council; or all members in Edmonton working within Agriculture); or
- c) 100 or more members in a worksite (i.e. Alberta Vocational Center- Lac La Biche; or Lethbridge Correctional Center; or Commerce Place, Edmonton); or
- d) Separate Employer, normally 100 or more members, within a region (i.e. Lakeland College or the University of Calgary); or
- e) A geographically isolated group of members (i.e. Fort Chipewyan – five members); or
- f) A group of members who, as assessed by the Executive Committee, exhibit needs not contemplated or dealt with by a) through e).

**Recommendation #1** – The Committee recommends that Chapters elect convention delegates directly.

**Recommendation #2** – The Committee recommends that the formula for Local PE representation should change. The Committee recommends that each Local be entitled to one (1) PE member for up to the first 4,000 members and one (1) additional PE member for each 4,000 or major portion thereof.

**Recommendation #3-** The Committee recommends that PE members from each Regional Local be considered Vice-Presidents of the Union and that they be titled Regional Vice-President.

**Recommendation #4** - The Committee recommends that AUPE cease electing Vice-Presidents at large at the Convention. The Committee further recommends that the duties of the Executive Committee be assigned to those of the Provincial Executive and that the Executive Committee be abolished.

**Recommendation #5** – The Committee recommends that AUPE holds its convention in every other year.

**Recommendation #6** – The Committee recommends that Chapters elect a Chief Steward to be a member of the Executive Board and that the Regional Local, through their Executive Board, have the responsibility to ensure that within the region a network of stewards is developed.

**Recommendation #7** – The Committee recommends that objectives of Area Councils be fulfilled by committees created by the Locals and that they be renamed “Social Committees”.

**Recommendation #8** – The Committee recommends that financing of union activities be done through a budgeting process requiring Provincial Executive approval. The Committee further recommends that a minimum funding formula be developed based on a per capita rebate to Chapters and that this be considered a minimum funding level in the budgeting process. The Committee further recommends that all bargaining be funded through Headquarters by way of budgets prepared by Negotiating Teams.

**Recommendation #9** – The Committee recommends that the existing Coordinating Committees, as presently defined in the Constitution, be retained and the Union should encourage and strengthen bargaining unit access to this forum.

**Recommendation #10** – The Committee recommends that the Constitutional Articles on Bargaining be revised and be relocated to existing Section VI – Bargaining.

**Recommendation #11** – The Committee recommends that we change the terms we apply to groups within the Union. The Committee recommends that all references to “Locals” be changed to “Regional Councils”,; that Chapters be changed to “Locals”, and that “bargaining units” continue to be used to describe bargaining units.

***Recommendation #12*** – *The Committee recommends that the President and Executive Secretary-Treasurer be elected in odd numbered years and that all other component officers be elected in even numbered years.*

Winston will also be in attendance at the next PE meeting. Also on the agenda will be the Alberta Labour History Institution.

The President thanked Winston for moderating the meeting.

**ADJOURNMENT**

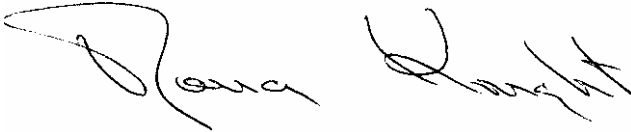
(2) **MOTION TO ADJOURN:**

Properly moved and seconded.

**CARRIED**

The meeting adjourned on Tuesday, August 26, 2008 at 1:56 P.M.

Respectfully submitted,

Two handwritten signatures in black ink. The first signature is 'Doug Knight' and the second is 'Cheryl Austin'.

Doug Knight  
President

RECORDING SECRETARY:

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Cheryl Austin

