



Local 071 Council Meeting Minutes

Friday, October 22, 2021

9:00am – 5:00 pm

Via MS Teams

1. Call to Order

- 9:05am

2. Statement of Equality and Land Acknowledgement

3. Introductions & Welcome

Chair & PE Rep- Peter Steward (Bow Valley College- 011)

Vice Chair- Jill Siewert-Lemieux (Lethbridge College- 001)

Secretary- Jenn Carkner (Bow Valley College- 011)

Treasurer- Karl Marten (Lethbridge College- 001)

OH&S Liaison- Michael Doughty (Lethbridge College- 001)

Staff Rep- Susan Anderson

Guests- Paulette Harrison (OH&S); Karen Weiers (VP); Mike Dempsey (VP); Bonnie Gostola (VP); Kevin Barry (VP); Jason Heisted (Secretary/Treasurer); Bobby-Joe Borodey (VP); Susan Slade (VP)

4. Roll Call

- 5 absences
- Amanda Howlett (Ch.2) is no longer a member; Kym Brown (Ch. 11) sent regrets. Three no shows.

5. Adoption of Agenda

(M/S/C)

5.1. Additions:

5.1.1. Moment of Silence in memory of those who have been injured or died on the job.

5.1.2. OH&S Convention Resolutions- Paulette Harrison.

- Peter moved agenda; Nadine Penalagan seconded; Carried.

6. Adoption of Minutes- June 18, 2021 (attached)

(M/S/C)

- Peter Steward moved; Karl Marten seconded; Carried.

7. Business Arising from Minutes

7.1. Delegate training for Convention 2021

- Convention will be held Dec 1-4, 2021;
- Training/orientation will be held virtually 1-4pm, Friday, November 19th
 - Irina Gaudet will provide training.

8. Reports of the Officers (attached)

- 8.1. Chair & PE Rep (M/S/C)
 - Peter Steward moved; Melissa Reed Boogaart seconded; Carried.
- 8.2. Vice-Chair (M/S/C)
 - Jill Siewert-Lemieux moved; Karl Marten seconded; Carried
- 8.3. Secretary (M/S/C)
 - Jenn Carkner moved; Melissa Reed Boogaart seconded; Carried
- 8.4. Treasurer (M/S/C)
 - Karl Marten moved; Jenn Carkner seconded; Carried
- 8.5. OH&S Liaison (M/S/C)
 - Michael Doughty moved; Karl Marten seconded; Carried

9. Committee Reports & Recommendations

- 9.1. Local Executive Committee
 - No recommendations
- 9.2. Finance Sub-Committee
 - 9.2.1. Motions to be considered (attached)
 - **Action- Peter will contact Justin Huseby to find out where to send donation, and will contact Karl regarding the cheque.**
 - **Action- Jenn to send swag options out to Council members and Convention delegates.**
- 9.3. Collective Agreement Sub-committee (attached) (M/S/C)
 - Moved by Melissa Reed Boogaart; seconded by Leslie Marquardt. Carried.

10. OH&S Convention Motions

10.1. Constitutional Resolution #1:

Whereas Occupational Health and Safety is one of the foundational collective rights of all workers; and
Whereas Education and open communication is key to our member’s safety; and
Whereas Coordination of responses to specific issues on worksite, by profession, and or by sector is necessary to keep workers safe; and
Whereas information shared to a larger group is key to putting issues at the forefront of member safety.

Therefore, be it resolved; new article 21.07b and 22.07b be created to state:
Article 21.07b and Article 22.07b There will be established a local Occupational Health and Safety committee either in a Local Council meeting, a local executive board meeting, or a general meeting of the Local. The terms of reference of this committee shall be established by the convening meeting. Therefore, be it further resolved; that all subsequent Articles will be renumbered.

10.2. Constitutional Resolution #2
OHS Standing Committee:

Option 1: to be presented if the Constitutional Resolution for mandatory Local OHS subcommittee passes.

Whereas the Local Occupational Health and Safety Liaison plays an important role in the affairs of the Local; and,

Whereas, the Local Occupational Health and Safety Liaison has a constitutional obligation to report to both the Local Council and the AUPE OHS Committee; and,

Whereas the Local Occupational Health and Safety Liaison needs to be the lead in the coordination of OHS issues that face the members of the Local;

Therefore, be it resolved, Article 18.03 (d) i) be amended to read; Attend Will chair the meetings of the Occupational Health and Safety Sub-Committee, if such exists;

Rationale: Chairing the sub-committee is If the previous resolution is carried is as detailed in the Whereas', a Sub-Committee would exist.

Option 2: to be presented if the Constitutional Resolution for mandatory Local OHS subcommittee does not pass.

Whereas the Local Occupational Health and Safety Liaison plays an important role in the affairs of the Local; and,

Whereas, the Local Occupational Health and Safety Liaison has a constitutional obligation to report to both the Local Council and the AUPE OHS Committee; and,

Whereas, the Local Occupational Health and Safety Liaison needs to be the lead in the coordination of OHS issues that face the members of the Local;

Therefore, be it resolved, Article 18.03 (d) i) be amended to read; Attend Will chair the meetings of the Occupational Health and Safety sub-committee, if such exists.

- **Action-** Jenn to include establishing an OH&S Sub-committee on agenda for 2022 January meeting (regardless of whether these motions pass at Convention).

11. Old Business

11.1. Review Local 071 Actions and Decisions Log

- o **Action-** Jenn to include link to log when she sends out the Local Council Meeting minutes.

12. New Business

12.1. Election of Young Activist Liaison

- o Susan Slade (VP) to run election.
- o Nominations: Colin Taylor (Ch.2)- declined; Melissa Reed Boogaart (Ch. 1)- declined; Aboubakrine Mbaye (Ch.9)- accepted.
- o Aboubakrine Mbaye is elected by acclamation.

12.2. 2022 Labour School Recommendations

- o Local 071 has been allotted 3.85 spots- confirming if this means 4 or 3.

- Colin Taylor (Ch. 2); Jill Siewert-Lemieux (Ch.1); Lisa Cerny (Ch.6); Peter Steward (Ch.11).

13. Round Table

- Ch. 1
 - Bargaining is stalled; ESA is stalled. Hopefully will resume once GOA ratifies.
 - Member engagement- gift certificates for on campus food services.
- Ch. 2
 - Bargaining is stalled; hoping to move forward once GOA ratifies.
 - Employer is going for Overtime and vacation liabilities language.
 - Employer would not discuss pay ranges.
 - Engagement- Chapter Exec is working on having coffee meet and greets with Exec members.
- Ch. 4
 - Bargaining- sent out a survey; first employer meeting will be in January.
 - College has awarded additional 4 paid days off over Christmas.
 - Did not have Sept. 30th off.
- Ch. 5
 - No reps present
- Ch. 6
 - Lots of Exec turnover within the Institution.
 - Heavy and increasing workload
 - Leading to safety concerns
 - Bargaining is suspended until December 2021.
- Ch. 9
 - Waiting for the third bargaining meeting
 - Bargaining team is down one member due to retirement- no alternates at this point, so working to find a replacement.
 - Did not have Sept. 30th off.
 - Complaints have been filed.
 - Did awareness curriculum instead, but not everyone could attend.
- Ch. 10
 - Met for bargaining on the 14th- agreed to suspend bargaining until January (i.e., once GOA ratifies).
 - Looking at job opportunities and seniority.
 - Did have Sept. 30th off.
 - One bargaining member retired, and another is on leave, so using alternates.
 - Secretary/Treasurer stepped down, but have elected replacements.
- Ch. 12
 - What is the procedure to ensure that delegates are participating in Convention?
 - We're not sure, but hoping that this information will be provided in platform training.
 - Vaccine requirements are in place at the board level, but nothing for the schools yet.
- Ch. 13

- Schools need to declare vaccination status. Board will pay for testing twice per week until Christmas. After Christmas, you need to pay for your own tests twice per week.
 - No decision yet re discipline for those who don't get vaccinated.

14. Date of Next Meetings

- Friday, January 28th (virtual)
- Friday, May 27th & Saturday, May 28th – AGM and social (Location TBD)
- Saturday, October 15th (Edmonton)
- **Action- Jenn will send a separate save-the-date email with all of these dates.**
- What do people prefer for in-person meetings? Friday or Saturday?
 - Saturday- simply for the reason that travel requires requesting additional days off, and not everyone will be able to do this.
 - Virtual meetings will continue to be held on Fridays.

15. Adjournment

- 2:41 pm

9.2.1 Recommendations to Local Council from Finance Sub-committee

1. AUPE Union Executive Election Campaign Funding Request (M/S/C)

To recommend to Local 071 Council that Local 071 provide Bobby-Joe Borodey, who has declared their intention to run for re-election for the AUPE Union Executive at the 2021 AUPE Convention, be provided funding for campaign expenses as per Local Policy 10.1(i).

Rationale: Bobby-Joe has been a committed member of Local 071 and strong advocate for the education sector in the many roles she has held as a member of AUPE as well as her term as AUPE Vice President.

- Karl Marten moved; Jenn Carkner seconded; Carried.

2. Donation to AUPE Members' Benefits Education Bursaries & Scholarship Fund (M/S/C)

To recommend to Local Council that Local 071 donate \$5,738.00 to the AUPE Members' Benefits Education Bursaries and Scholarships Fund."

Rationale: [See letter](#). Since Local 071 is an education local, donating \$2/member for a total of \$5738, based on our 2020 numbers seems appropriate.

- Karl Marten moved; Melissa Reed Boogaart seconded; Carried.

3. Convention Delegate Survival Kits (M/S/C)

To recommend the Local 071 Council that Local 071 purchase 'Survival Kits' for Local 071 Convention Delegates, not to exceed \$1,250.00.

Rationale: In previous years, delegates were provided a package for convention which included snacks, etc. As convention is virtual this year, and there long days in front of a computer screen, packages would include fidget toys, snacks, etc. to help delegates maintain focus.

- Karl Marten moved; Jenn Carkner seconded; Carried.

4. Local Swag Gift (M/S/A)

To recommend to Local 071 Council to purchase a Local 071 branded swag gift for each Local 071 Council Member and Local 071 2021 Convention Delegates, not to exceed \$10,000.00.

Rationale: Each year, Local 071 has purchased a Local 071 Swag item for Local Council members and Convention Delegates as an appreciation for stepping up and taking on these volunteer roles.

- Karl Marten moved; Leslie Marquardt seconded; Amendment proposed.
- Michael Doughty proposed amendment: (M/S/C)
 - o *To recommend to Local 071 Council to purchase a Local 071 branded swag gift or gift in kind for each Local 071 Council Member and Local 071 2021 Convention Delegate,*

not to exceed \$10,000.00. Gifts in kind would be donated to the AUPE Members' Benefits Education Bursaries & Scholarship Fund.

- Karl Marten seconded; Carried.
- Motion carried as amended (20 in favour, 3 opposed).

Local Chair/Provincial Executive Report to Local 071

Prepared by: Peter Steward

INTRODUCTION

Hello Local Council Members,

Hopefully you all got some time over the summer to relax and get away (at least from work), I know it is challenging to travel anywhere currently. The new school year has started so I am sure you have all been busy as September seems to be the high time in education.

It is with disappointment that we are not able to meet once again in person, the Local Executive met on August 24 and made the decision to not hold this upcoming council meeting in person as at that time cases were rising and there was a lot of uncertainty. I believe now, seeing the explosion of the fourth wave that this was the right call. While it is disappointing; we need to ensure the health and safety of ourselves, and members remain top priority. AUPE has not renewed its directive at this time restricting in-person meetings/gatherings, but the current health restrictions/limitations implemented by the Government of Alberta does not allow for large gathers, so at this time we ask that you please ensure you are following the restrictions and not holding in-person meetings/gatherings. The GOA also advised this past week that these restrictions are likely to remain in place until at least the beginning of 2022. A proposal and discussion on future Local Council meetings will be added to the Local Council agenda.

We continue to see challenges at the bargaining table but this past week, AUPE and GOA reached a tentative agreement through mediation which has been recommended for ratification by the AUPE Government Services Bargaining Committee. As always, the members have the final say so we are waiting to see what the decision of the members which should be by end of November beginning of December. This should be welcoming news to our bargaining tables as we usually don't see a lot of significant movement at our tables until the GOA table has ratified. The GOA withdrew a lot of concessions and hopefully this will follow suit at our bargaining tables where it is likely the GOA will revise their mandate to PSIs once and if the GOA tentative agreement is ratified. We will see what happens. I do not get updates on the Local 071 bargaining tables aside from the bargaining updates that are posted to the AUPE website. I am hoping all Local Council members will come prepared to the Local Council meeting and provide a brief update on what is happening at their bargaining tables.

Additional updates and information follow. I Look forward to seeing you all virtually on the 22nd.

LOCAL CHAIR REPORT

LOCAL 071 TOWN HALL

Local 071 held their first ever town hall on October 6. We did have quite a few members register but not as many attended. While the attendance was not as great as I had hoped, it was a great opportunity to hear from members about what concerns they have and the questions they brought forward. All in all, I would say it was a success, we are always looking for feedback so if you had an opportunity to attend, or have hear from members about their thoughts, please share with your Local Executive Team.

CHAPTER CHAIRS MEETING

Chapter Chairs met on October 1, 2021. The Chapter Chairs meeting is an opportunity for the Local to connect with the Chapters and for the Chapters to connect with one another. A lot of good discussion and ideas were shared around member engagement and the things that each Chapter is doing at their worksites to connect with members while not being able to meet in person. I hope that the Chapter Chairs will share this and that you all, as part of your Chapter Executive Teams are working to keep up that Chapter engagement at your worksites.

LOCAL EFFICIENCIES

This Local Executive Team has been working hard over the last couple months to improve the efficiencies in managing the Local administration. Some of these include:

- Moving from ZOOM to M365 which includes MS Teams which allows us to host larger meetings/events online such as the Local 071 Town Hall without incurring additional costs. It also allows for more collaboration, file access/sharing, etc. specifically for our Local 071 Committees. We are currently in transition to moving all files and communications through this new system. Local Executive emails will also be standardized and easily transferable to successors of Local Executive positions.
- To ensure Local Council members are getting meeting packages in advance of Local Council meetings, both the Local Executive and Local Sub-Finance Committee will hold their meetings virtually going forward at least 1 week prior to the Local Council meeting including when we are able to return to in-person meetings. Meeting packages will be sent the Monday prior to a Local Council meeting (assuming the Local Council meeting takes place on a Friday/Saturday). I will not that for this meeting, the meeting package was a bit delayed due to prior planned vacation and availability but going forward this should not be an issue. The Local Executive will be proposing dates for all 2022 Local Council Dates, so everyone has sufficient notice and are able to mark their calendars.

- Local 071 has adopted an Actions and Decisions Log to ensure accountability of decisions made by Local Executive, Local Committees, and Local Council and that all are properly documented and actioned accordingly. This also provides a quick reference to historical data and decisions for future Local Council members. This will be a standing agenda item at all future council meetings.
- As a reminder, going forward, as Chair, once Karl receives a Chapter funding disbursement request, he will send the cheque to me, and I will deposit cheques directly into Chapter bank accounts. We are hoping this will result in a total processing time of a ten-business day turn around from the time Chapters request funds to when those funds will be available in their account to access. This will include AGM reimbursements and any Chapter funding distributions.

MONTHLY UPDATES TO CHAPTERS

I do want to apologize as over the last couple months I have fallen behind on my monthly communications to Chapter Executives. I will resume these monthly updates this month following the Local Council meeting to ensure communication of important AUPE and Local information is being received by Chapters to share with their memberships. My target is to have these out on the first week of each month going forward. I would like to include initiatives/issues that Chapters are doing/having at their worksites to share with other Chapters so please feel free to share what is happening at your with me so I can include these also.

PROVINCIAL EXECUTIVE REPORT – MEETING DATE: SEPTEMBER 9 & 10, 2021

KEY UPDATES TO LOCAL COUNCIL

- Robyn Eason, CPA from KPMG explained the auditing process and reviewed in detail the Audited Financial Statements of the full year ending June 30, 2021. This year's audit and financial statements presented fairly, in all material respects, the financial position of the entity as of June 30, 2021, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organization. [Click here to view the 2020/2021 Audited Financial Statement.](#)
- PE Elections Committee was elected as per policy 2-9. The Elections Committee is elected by PE from PE members. The members that were elected to this committee are Justin Huseby, Local 052, Lauren Wood, Local 039, and Peter Steward, Local 071.
- AUPE has selected Encore as the vendor to provide and operationalize the platform for the 2021 Virtual Convention.

EXECUTIVE REPORTS AND COMMITTEE SUMMARIES

- [President & Executive Officer Reports](#)
- [AUPE Standing Committee Summaries](#)

MOTIONS CARRIED

Executive Committee

- MOTION: To recommend to Provincial Executive to adopt the proposed AUPE Provincial Executive Decisions and Action Log
 - At the June PE meeting, a motion was presented to implement a Decisions and Action Log for PE to ensure accountability that all recommendations that have been approved or rejected by the Provincial Executive are documented and can be easily accessed to review and so members are not required to sift through all previous meeting minutes and allows new PE members to see the history of decisions and outstanding items. This has since been adopted and implemented.
- MOTION: To recommend to Provincial Executive that all financial policies be accessible to members through the AUPE login process, and all other policies be requested from the Executive Secretary Treasurer.
 - All AUPE financial policies will now be available to all members who log in to the AUPE website using their MyAUPE account. This is a first step in making policies easily accessible to all members.
- MOTION: To recommend to Provincial Executive that AUPE register as a Third-Party Advertiser with Elections Alberta in order to incur political advertising expenses in accordance with the Election Finances and Contributions Act.
 - This is risk mitigation moving forward to follow advertising guidelines and compliance with the act as blanket protection for our campaigns.

- MOTION: To recommend to Provincial Executive that all Local 2021 AGMS continue to be completed in a virtual manor. As per the motion that was carried at the December 3, 2021, PE Meeting and the results of elections or motions during in-person AGMs will not be recognized by AUPE.
 - This motion was put forth because some Locals were challenging the decision of the PE motion and additional action was necessary.
- Motion: To recommend to Provincial Executive that AUPE donate \$12,500 to the research project of performance of AIMCo.
 - University Professor Bob Ascah is working with Parkland Institute to conduct and extensive research project into the financial performance of AIMCo. The project budget is \$25,000, the ATA is donating \$12,500.

Finance Committee

- MOTION: To recommend to Provincial Executive to allocate the return on investments back to the investments.
 - This will help to keep us in line with the goals set out in the Strategic Plan and Risk Management in taking on this government.

Membership Services Committee

- MOTION: To recommend to Provincial Executive that Policy 10-1 be accepted.
 - Policy 10-1 is the Policy on Honorary Membership. The Honorary Membership was brought in 1974 and nobody us yet listed as honorary membership. The changes would be a membership that could be used for anyone who has demonstrated that their beliefs and their values as well as the philosophical approach to the labour movement.

Visit the AUPE website <http://www.aupe.org> for the most up-to-date union news, bargaining updates and campaign information. Always ensure your personal contact information is up to date by using the [Member Information Update Form](#). For Local specific information visit www.aupelocal071.com.

Thank you for taking the time to read my report, I hope you have an opportunity to review the additional reports and documents linked throughout. Should you have any questions or would like additional information please feel free to contact me. This report will be presented for discussion at our October 22, 2021 Local Council AGM.

In Solidarity,

Peter Steward

Local 071

Local Chair/Provincial Executive Rep

P: 403-650-7678

E: chair@aupelocal071.com

Local 071 Vice-Chair Report

Welcome to our Local Council Meeting! I appreciate that we all still living in a mainly virtual world, but I am hopeful that we will be back to a time of in-person meetings soon!

I am the newly elected Vice-Chair for Local 71. I am also the Vice-Chair for our Chapter 01 at Lethbridge College. In addition, I sit on the Bargaining Committee. Although we are currently at a stand-still there, I anticipate we will be back up and running in the near future. I am working my way to becoming a Union Steward at Lethbridge College.

I have been able to attend all meetings that I have been invited to.

I am looking forward to getting to know you all and am always happy to answer any questions you may have.

Thank you for your continued support.

In Solidarity

Jill Siewert-Lemieux



Secretary's Report to Local 071 Council Meeting

October 19, 2021

Prepared by: Jenn Carkner

Hello Council Reps:

As you know, I was re-elected to the position of Secretary at our AGM in June, 2021. Since then, your Executive has met twice- on August 24th and October 18th. Unfortunately, I was unable to participate in the Collective Agreement Sub-committee on July 9th.

Currently, I am working on transitioning our Local files to the MS Teams environment, and preparing for Convention 2021.

You can contact me at secretary@aupelocal071.com, or via our website at <https://www.aupelocal071.com/>.

Thank you so much for the opportunity to serve as Local Secretary. I look forward to hopefully seeing you all in person someday soon, and virtually on Friday!

In Solidarity,
Jenn Carkner

Local 071 Secretary

P: 403-617-9097

E: secretary@aupelocal071.com



Treasurer's Report – October 2021

Financial Reporting

Attached are the financial reports up to October 18, 2021 – no financial activity has taken place since then. We are slowly getting requests for Chapter funding for the 2021/2022 fiscal year, which is great to see.

Below is my spreadsheet on Chapter disbursements – how much each Chapter is entitled to, how much they actually qualify for, and what is held in abeyance for them.

Chapter Disbursements for 2021/2022									
Chptr	Members	Funding	30 Jun 2021	2021 AGM	Actual	People at	Additional	Total	Amount in
(Average 2020-2021)			Bank Balance	Reimbursement	Funding	Multiple Sites	Funding	Eligible Funding	Abayance
1	327	3,810.00	\$4,486.47	1,230.00	553.53	3	250.00	803.53	3,256.47
2	157	3,080.00	3,543.48	630.00	166.52	0	0.00	166.52	2,913.48
4	277	3,440.00	4,775.89	600.00	0.00	25	1,000.00	1,000.00	3,440.00
5	155	3,080.00	682.96	450.00	2,847.04	8	250.00	3,097.04	232.96
6	81	2,720.00	2,134.87	1,110.00	1,695.13	0	0.00	1,695.13	1,024.87
7	52	2,720.00	1,142.53	300.00	1,877.47	0	0.00	1,877.47	842.53
8	107	3,080.00	1,363.55	1,140.00	2,856.45	25	1,000.00	3,856.45	223.55
9	112	3,080.00	4,533.95	990.00	0.00	25	1,000.00	1,000.00	3,080.00
10	386	3,810.00	3,213.66	690.00	1,286.34	25	1,000.00	2,286.34	2,523.66
11	331	3,810.00	1,980.31	2,010.00	3,810.00	8	250.00	4,060.00	0.00
12	75	2,720.00	882.25	570.00	2,407.75	25	1,000.00	3,407.75	312.25
13	352	3,810.00	2,837.59	750.00	1,722.41	25	1,000.00	2,722.41	2,087.59
14	263	3,440.00	2,134.87	1,410.00	2,715.13	0	0.00	2,715.13	724.87
	2674	42,600.00			21,937.77		6,750.00	\$28,687.77	\$20,662.23

Respectfully submitted,

Karl Marten

Karl Marten

Local 71 Treasurer

AUPE Local 071
Balance Sheet
As of October 18, 2021

	Total
Assets	
Current Assets	
Cash and Cash Equivalent	
1111 Bank Chequing	314,287.78
1116 Bank Savings	16,131.09
Total Cash and Cash Equivalent	\$ 330,418.87
1134 A/R - Member	0.00
1136 A/R - Member Expense Advances	0.00
1212 Investment - AUPE HQ	200,000.00
Total Current Assets	\$ 530,418.87
Non-current Assets	
1328 Capital Assets	6,855.94
1329 Accumulated Amortization - Capital Assets	-4,113.57
Total Non Current Assets	\$ 2,742.37
Total Assets	\$ 533,161.24
Liabilities and Equity	
Liabilities	
Current Liabilities	
3111 Accounts Payable - AUPE HQ	0.00
3112 Accounts Payable - Member	0.00
Total Current Liabilities	\$ 0.00
Total Liabilities	\$ 0.00
Equity	
Opening Balance Equity	351,807.86
Retained Earnings	144,185.96
Profit for the year	37,167.42
Total Equity	\$ 533,161.24
Total Liabilities and Equity	\$ 533,161.24

AUPE Local 071
Income & Expense Statement
 July 1 - October 18, 2021

	Total
INCOME	
5111 Revenue - Rebate	46,359.24
5211 Revenue - Interest	3,938.50
Total Income	\$ 50,297.74
GROSS INCOME	\$ 50,297.74
EXPENSES	
7256 Time-Off	5,973.28
7272 Chapter Financing	
Chapter 001	0.00
Chapter 002	0.00
Chapter 004	0.00
Chapter 005	3,097.04
Chapter 006	0.00
Chapter 007	0.00
Chapter 008	0.00
Chapter 009	0.00
Chapter 010	0.00
Chapter 011	4,060.00
Chapter 012	0.00
Chapter 013	0.00
Chapter 014	0.00
Total 7272 Chapter Financing	\$ 7,157.04
Total Expenses	\$ 13,130.32
INCOME	\$ 37,167.42

Local 71 OHS Liaison Report – Oct 22, 2021

Michael Doughty

While the summer months are usually quieter in the education sector, this summer and early fall have seen rapid and deeply divisive developments as our institutions and boards have grappled with the fallout of the government's careless mismanagement of the COVID-19 pandemic. Our worksites have become frontline battlegrounds over vaccination mandates and safe school re-openings. This period has crystallized, in my mind, the critical role that Occupational Health and Safety legislation and regulations play on our worksites. I would like to recognize all our members for their ongoing collective efforts to keep our members, students, and communities safe and operational.

In that spirit, I am asking for member feedback on your worksite's experiences with ongoing COVID-19 rule changes and restrictions. What are your members saying about vaccine mandates? How are they feeling about workplace safety in general? I encourage you, as chapter executives, to have these conversations with your members, and bring that feedback forward. With the amount of misinformation circulating, it is important that members know where they stand, and how their Union can assist them.

Occupational Health and Safety Committee

Standing Committee – Occupational Health and Safety

AUPE's Constitution sets out the duties of the Occupational Health & Safety Committee as follows: The Occupational Health & Safety Committee shall:

1. Review the practices and procedures relating to the Occupational Health and Safety of the members of the Union;
2. Promote the Occupational Health and Safety education of the union members;
3. Ensure that the membership is informed of all relevant information on Occupational Health and Safety;
4. Promote any policy on Occupational Health and Safety as adopted by Convention;
5. Review and spearhead occupational health and safety legislation and regulations and lobby for positive change;

6. Draft policies, briefs, and other presentations on issues of concern;
7. Initiate action and participate in meetings, conferences, conventions and education courses on issues of concern relating to Occupational Health and Safety and co-ordinate these with other committees and organizations; and
8. Regularly communicate with each Local's elected Occupational Health and Safety liaison.
9. [JWHSC TOR Guidelines](#) – Terms of Reference (TOR), also known as Rules of Procedure, are a critical and legally required component of a health and safety committee. They provide the framework that guides the committee members in how to carry out their duties in their workplace. In a way, they are like a mini collective agreement for the health and safety committee. A TOR document is required under the Alberta Occupational Health and Safety Legislation, OH&S Code-Part 13.

Committee Meeting - June 22, 2021

Reporting Forms

Members are encouraged to use the online [AUPE Health and Safety Issue \(OHS\) Reporting Form](#) to report workplace safety issues. This form should be in addition to reporting incidents to your supervisor/employer as well as your Joint Worksite Health and Safety Committee (JWHSC). Information submitted is confidential and will only be shared with your Member Services Officer.

Members are also encouraged to submit the online [Working Short Reporting Form](#) to document instances when they are required, due to staffing shortages or cutbacks, to work additional hours without compensation, work through breaks or lunches, or complete out-of-scope tasks.

Worksite Committees (JWHSC)

It is important for AUPE Locals and Chapters to fill vacancies on JWHSCs. If we don't, the employers will as they must comply with labour standards. If elected members are not engaged or not attending scheduled meetings, what obstacles are preventing them from fulfilling their duties? What opportunities exist to give elected members the support and/or

training they may need to be effective in these important roles? If you are in bargaining, make sure that your collective agreement contains language around participation in JWHSCs.

[Committee Meeting - Oct 12, 2021](#)

[OHS Activist Training \(Online Only\)](#)

This course is for: Members who have completed "Intro to OHS" and who want to join a joint OHS committee, learn how to deal with OHS issues, or bargain and organize for safety. AUPE encourages all members interested in taking OHS for Union Activists to also take Foundations for Union Stewards and become a Steward. Pre-requisite Introduction to OHS

AUPE Executive Committee Statement on Vaccinations (Sept 2, 2021, Attachment 1)

Facebook Safety Minutes

This is a way for the Committee to communicate important OHS information to members via social media channels. A request was put forward at the June 22 meeting for ideas to include. On behalf of Local 71, I requested that one of these Safety Minute segments be devoted to the impact the pandemic has had on worker's mental health. While we don't all work on the front lines like our brothers and sisters in other sectors, our members have had to face other challenges that have put equal strain on our work-life balance and personal relationships. Working remotely or in isolation can have serious negative impacts on our mental health. It is important that the struggles all AUPE members face is recognized and supported.

[Lunch N Learn - Oct 13, 2021](#)

OHS Liaison Training

This session was a review of the updated OHS Liaison orientation materials that will be a central component of the Local OHS Liaison training on Nov. 16, 2021.

AUPE Executive Committee Statement on Vaccinations

AUPE encourages members to be vaccinated against COVID-19 to protect themselves, their families, their colleagues, and vulnerable members of the public. Not only are vaccines a critical tool for protecting individual Albertans from the ongoing COVID-19 pandemic, but they are also important to prevent the overextension of Alberta's health care services. COVID-19 vaccines have been demonstrated to be safe and effective by numerous large-scale scientific studies. AUPE believes that any risk associated with the vaccines is outweighed by the benefit to AUPE members and the general public in being protected from COVID-19.

Employers across Canada have begun announcing policies requiring workers to get vaccinated against COVID-19. While labour arbitrators have not yet had the chance to consider these COVID-19 vaccination policies specifically, historically arbitrators have found employers are entitled to implement vaccination policies. In particular, labour arbitrators have found that employers are justified in requiring front-line workers who deal with the public, including vulnerable and immunocompromised individuals, to be vaccinated. Additionally, a policy requiring workers to be vaccinated against COVID-19 is consistent with the Alberta Occupational Health and Safety Act which places legal obligations on employers, workers, and unions to ensure that all workers are protected from workplace hazards such as COVID-19.

For the protection of AUPE members and the general public, AUPE will support a policy requiring members to be vaccinated against COVID-19 provided the policy:

- Respects the terms and conditions of applicable collective agreements.
- Complies with Human Rights legislation. When an individual is not able to be vaccinated on the basis of a medical condition, or other protected ground under the Alberta Human Rights Act, employers must accommodate the individual to the point of undue hardship.
- Complies with the Occupational Health and Safety Act and its regulations.
- Does not impose discipline on members for non-compliance but provides non-disciplinary alternatives to vaccination (work from home or reassignment where possible and leave of absence without pay as a last resort).

AUPE encourages members who cannot receive a COVID-19 vaccine due to a medical condition, or other protected ground under the **Alberta Human Rights Act**, to contact their **Membership Services Officer (MSO)** via the **Member Resource Centre 1-800-232-7284**.

Finally, while vaccination plays a role in preventing workplace infection and the transmission of airborne disease, it is only one component of a larger plan. As such, AUPE continues to support comprehensive disease prevention plans including work from home arrangements, access to handwashing stations and PPE suitable for COVID-19.

For more information contact **Vice-president Bonnie Gostola** at b.gostola@aupe.org or **Vice-President Mike Dempsey** at m.dempsey@aupe.org

In Solidarity,
Your AUPE Executive

9.2.1 Recommendations to Local Council from Finance Sub-committee

1. AUPE Union Executive Election Campaign Funding Request

To recommend to Local 071 Council that Local 071 provide Bobby-Joe Borodey, who has declared their intention to run for re-election for the AUPE Union Executive at the 2021 AUPE Convention, be provided funding for campaign expenses as per Local Policy 10.1(i).

Rationale: Bobby-Joe has been a committed member of Local 071 and strong advocate for the education sector in the many roles she has held as a member of AUPE as well as her term as AUPE Vice President.

2. Donation to AUPE Members' Benefits Education Bursaries and Scholarship Fund

To recommend to Local Council that Local 071 donate \$5,738.00 to the AUPE Members' Benefits Education Bursaries and Scholarships Fund."

Rationale: [See letter](#). Since Local 071 is an education local, donating \$2/member for a total of \$5738, based on our 2020 numbers seems appropriate.

3. Convention Delegate Survival Kits

To recommend the Local 071 Council that Local 071 purchase 'Survival Kits' for Local 071 Convention Delegates, not to exceed \$1,250.00.

Rationale: In previous years, delegates were provided a package for convention which included snacks, etc. As convention is virtual this year, and there long days in front of a computer screen, packages would include fidget toys, snacks, etc. to help delegates maintain focus.

4. Local Swag Gift

To recommend to Local 071 Council to purchase a Local 071 branded swag gift for each Local 071 Council Member and Local 071 2021 Convention Delegates, not to exceed \$10,000.00.

Rationale: Each year, Local 071 has purchased a Local 071 Swag item for Local Council members and Convention Delegates as an appreciation for stepping up and taking on these volunteer roles.

Local Council Meeting CASC Update – October 22nd, 2021

Previous Committee Work

For our first couple of meetings, we read through some of the collective agreements for our Chapters and discussed any interesting articles we noticed. We looked at how things compared between different institutions and made some comparison charts. So far, we have brought forth one recommendation to Local Council, passed at the June 18th, 2021 meeting.

In the spirit of inclusivity, all Chapters within Local 071 will commit to working towards replacing gendered language in their Collective Agreements with gender-neutral language.

We met most recently on July 9th, 2021, where we welcomed some new members and reviewed the purpose of the committee. We talked about the upcoming Contract Interpretation course and how this course would be helpful to the committee members. We reviewed several the clauses to compare the difference between the language in several areas including Shift Differentials, Pay Grids, Special Leave, Time Off for Appointments, Health and Wellness Accounts, and Overtime. There is quite a range between different institutions, and we want to explore these differences further. One of the clauses we thought was interesting was those related to evening or weekend shift differentials. Several institutions don't have any clauses around shift differentials, while those that include it vary widely on when it applies and how much extra is paid to employees working non-standard hours. We will continue this analysis at future meetings.

Next Meeting

We originally planned our next meeting for October 1st, but I cancelled the meeting after discussion with Peter. Between personal, union, and work demands, there was not enough time to prepare, so we decided to postpone to later in this year. We will be meeting sometime in November or early December for our next meeting. The focus at this meeting will be identifying specific clauses of interest and noting interesting details about each clause. Our goal will be to develop a resource to share with bargaining committees with key points to consider when negotiating that clause. We will look to include examples of good and bad language and provide information on which collective agreements contain those clauses. We think this will give bargaining committees specific information they can use when negotiating with their employers. If you have any clauses that you would like information on, please let your representative on the committee know so we can focus our efforts. Our next meeting will occur in Microsoft Teams, since Local Council has moved to that platform for meetings.

Committee Membership

Each chapter can have one or two members on this subcommittee, so if there is someone else from your chapter who wants to be involved, please have them contact me to add them to the committee. Currently, Chapters 5 (Medicine Hat College), 7 (Grand Prairie Regional College), and 10 (NorQuest College) are not represented on the committee. We would appreciate you putting forth at least 1

member for the CASC, so we can ensure all Chapters are represented. Chapters 6, 9, and 11 each have two reps on the committee, and the rest of the Chapters have 1 representative.

Members do not have to be part of Local Council to be part of this committee. It would be great to have members of the Chapter Bargaining team on the committee, but any Local 071 member is welcome. If there is someone at your work site you think would be interested, please have them contact either the chair, Melissa Reed Boogaart (melissa.reed.boogaart@gmail.com), Peter Steward, or Jenn Carkner to join the committee.

About the Collective Agreement Sub-Committee

Our committee mandate is to identify opportunities for improvement and consistency in Local 071 Chapter Collective Agreements and develop an education strategy for members about the articles and their rights under their Collective Agreement.

For more information, please see our Committee Terms of Reference, https://drive.google.com/file/d/1UxwHoyk6atPjoPWmnRqoYb3_UvoXyOx/view?usp=sharing