

General Meeting
Virtual
4:15 pm
February 27, 2024

1. Call Meeting to Order
2. Land Acknowledgment
3. Equality Statement
4. Roll Call of Officers
5. January General Meeting minutes
6. Treasurer's report
7. New Business
 - a. Waging Ahead Campaign
 - b. All Leader's Conference Report - Included
 - c. CUPE 1099 Logo
 - d. Swag
 - e. Zoom
 - f. **Executive Recommendation:** Local 1099 provide lunch for the 3 trustees doing the audit of the local's financials, cost not to exceed \$150.
 - g. **Executive Recommendation:** Local 1099 cancel the March General Membership Meeting.
8. Unit Business
 - a. St. Albert Public Schools
 - i. Bargaining update
 - ii. Site Visits - Facility Reps
 - iii. PD Feedback
 - iv. **Executive Recommendation** - CUPE Local 1099 continues to offer a Scholarship to graduating seniors but increases the amount from \$500 to \$1000 for two students.
 1. To be eligible for the CUPE Local 1099 scholarship: The student must be a recent high school graduate from one of the 3 St. Albert Public High Schools, provide proof of enrollment in any post-secondary program in the fall, and submit an original essay, at least 750 words, answering the question "What does a Union mean to me?" Submissions must be received no later than 11:59 PM on July 30th.
 - b. Holy Child After School Care
 - i. Bargaining
 - c. WJS Vegreville
 - i. Bargaining update
 - ii. **Executive Recommendation:** Local 1099 provide refreshments for the WJS Collective Agreement Ratification meeting.
 - d. Bike Edmonton
 - i. Bargaining update
 - ii. Financial
 - e. Revera/Cogir
 - i. Bargaining update
 - f. Pro Vita Care Management Vegreville
 - i. Meeting
9. Next Meeting- April 23, 2024
10. Adjournment



General Meeting Minutes
Virtual
4:15 pm
January 23, 2024

1. Call Meeting to Order - 4:17pm
2. Land Acknowledgement - Read by Heidi Hovis
3. Equality Statement - Read by Craig Arnold
4. Roll Call of Officers - Heidi Hovis-President, Craig Arnold-Vice President, Heather Hansen-Head Steward, Karen Balog-Recording Secretary, Carlos Capurro-National Representative.
5. November General Meeting minutes - Motion - Heather Hansen, Seconded - Kim Parnwell, Carried.
6. Treasurer's report - Presented by Craig Arnold for November and December. Affiliation fees, conferences, visits to Vegreville, Members In Need, mobilization costs. Motion - Craig Arnold, Seconded - Heather Hansen, Carried.
7. New Business
 - a. Nominations for Vice President Carlos Capurro performed the nomination process -
Nominations - First Call (Heather Hansen nominates Craig Arnold) Second Call (none), Third and Final Call (None). Craig Arnold stands. Congratulations Craig Arnold has been acclaimed to the position of Local 1099 Vice President.
 - b. Nominations for Secretary Treasurer
Nominations - First Call (Heather Hansen nominates Karen Balog) Second Call (none), Third and Final Call (None). Karen Balog stands. Congratulations Karen Balog has been acclaimed to the position of Local 1099 Secretary Treasurer.
 - c. Nominations for Membership Officer
Nominations - First Call (Craig Arnold nominates Kim Parnwell), Second Call (Karen Keels nominates Thuy Arbour), Third and Final Call (None). Thuy Arbour stands. Kim Parnwell stands. First Vote 50/50 tie. In order to be successful, we need a majority vote. Second Vote 47% Kim Parnwell, 53% Thuy Arbour. Thuy Arbour has been elected to the position of Membership Officer.
Craig Arnold, Karen Balog, & Thuy Arbour took the Oath of Office.
Bank signing authorities will be updated to remove Jenn Switzer and add Karen Balog.
 - d. **Executive Recommendation:** Local 1099 send 2 executive members to the CUPE Alberta All Leaders Meeting in Calgary on February 2, 2024. Local 1099 to cover cost of registration, book off, travel, hotel, and per diem. Motion - Alison Hofstede, Seconded - Kim Parnwell, Carried.
 - e. **Executive Recommendation:** Local 1099 send 4 members to CUPE Alberta Convention, March 20-22nd 2024, Medicine Hat. Local 1099 to cover cost of registration, book off, travel, hotel, and per diem. Motion - Joan Misner, Seconded - Zena Harris, Carried. We are entitled to have 4 delegates. There is an education day on the 19th that will also be covered by the Union.
 - f. **Executive Recommendation:** Local 1099 send a card and flowers to a member who has suffered a close personal loss. Cost not to exceed \$100.00. Motion - Zena Harris, Seconded - Heather Hansen, Carried.



- g. AFL Weeklong School Report - Heidi attended Weeklong School in Jasper. The report was included in the Agenda. Thank you to our members for supporting our education.

8. Unit Business

a. St. Albert Public Schools

i. PD Day Committee Update

You should have received a registration package on January 12th. Registrations have filled up. Please ensure you read through the package carefully. We look forward to seeing you there and want to extend a big thank you to the PD committee for working hard to organize some great sessions.

- ii. **Executive Recommendation:** Local 1099 purchase twenty \$50 gift cards for door prizes for the PD conference. Cost will be \$1000. Motion - Zena Harris, Seconded - Joan Misner, Carried.

- iii. **Executive Recommendation:** Local 1099 provide 2 electronics door prizes - cost not to exceed \$1300. Motion - Joan Misner, Seconded - Zena Harris, Carried.

- iv. **Executive Recommendation:** Local 1099 donate the proceeds of the 50/50 draw at PD day to the St. Albert Food Bank. Motion - Craig Arnold, Seconded - Zena Harris, Carried.

v. Bargaining Update

If you would like to receive the bargaining updates, please contact Craig Arnold (<https://cupe1099.ca/mailling-list>) to be added to the mailing list. Heidi will be sending out a test email, if you don't receive an email from me in your personal email inbox, please provide me with an updated personal email address. This will be important when we get to the ratification part of bargaining.

Heidi has been calling members over the past weeks and will continue to do so until all 417 members have been contacted. Expect a call from her, the call display says 'CUPE Union'.

We have a single bargaining date on January 25th as well as February 22 & 23.

We have decided to hold off on any active or targeted campaign or mobilization at this point as these efforts have hurt our bargaining at the table. We are looking into best ways to approach a local campaign that would be beneficial to us and garner community support.

I appreciate those of you who sent letters to the Trustees, they have heard our concerns and are aware of them.

Any further mobilization efforts will come directly from myself or an Executive Officer. Anything coming from any other source will be considered rogue activity and will not be encouraged by our Union.

We understand the frustrations and impatience in getting this bargaining done and are eager for better wages. These feelings are shared with your bargaining team and we are doing the best we can to fight for all of our members at the table. We appreciate your faith and trust in us and your continued support in wearing the purple shirts on Wednesdays. By



continuing to wear the shirts we show our dedication to bargaining and our determination to win this fight.

b. Holy Child After School Care

i. Bargaining - Discussions have begun to determine what we will bargain for as their Collective Agreement expires in May of this year.

c. WJS

i. Bargaining update - We are very close to finalising their first Collective Agreement.

d. Bike Edmonton

i. Bargaining update - Both sides are eager to get back to the table and complete their first Collective Agreement.

e. Revera (name changed)

i. No news

f. ProVita

i. No news - We are looking to provide an education day for this unit to help familiarise them with their Collective Agreement and to meet as many of the members as we can.

8. Next Meeting- February 27th, 2024

9. Adjournment - Motion - Joan Misner, Seconded - Kim Parnwell, Carried. Meeting adjourned at 5:19pm.

All Leaders Conference, February 2, 2024
Report for Membership

The All Leaders Conference was held on February 2, 2024 in Calgary. It was attended by Local Presidents and Executive Officers from Locals across Alberta. There were panel discussions, presentations, local reports, and a kick off of a new province and local wide campaign.

National President's Report - Mark Hancock

- Spoke about how CUPE is the largest Union across Canada and we continue to grow. We are up against a formidable enemy in all levels of government. That these governments have encouraged and facilitated 'in-fighting' amongst unions and locals and against the general public by putting the focus on a 2 tier system, blaming migrant workers, claiming 'they have no money' despite budget surplus and tax breaks that were given to 'rich' friends and now attacking the LGBTQ community. These are all tactics to keep us divided, distracted, and disheartened.
- Workers across the country are saying 'Enough is enough.' Members are speaking up by turning down and voting down tentative agreements that are 'just not enough'. Our members deserve and demand more.
- 55,000 Education Support workers in Ontario said loudly and clearly that they couldn't support themselves, were forced to use food banks, sell their houses, couldn't afford medical needs, couldn't afford adequate housing. They were willing to break the law/risk their jobs and were not going to accept the terms that were presented to them in any capacity. 55,000 members and their families, allies, and Union Leaders made Doug Ford back down! We want to see this in Alberta and across the country.
- He committed the resources and help from CUPE National to help Alberta in our ongoing campaigns.
- **National Secretary-Treasurer Candice Rennick** - backed his claims with resources being allocated for investing in CUPE Alberta Campaigns, Increase to the Defense Fund, and increase to Staffing positions within CUPE Alberta to help all Locals in their fights.

Panels

- **Building Power & Solidarity** - *presented by Clay Gordon(40), D'arcy Lenovaz(38), and Kelly Spence(8).* They spoke on the importance of developing relationships with other Locals within our area, including non CUPE Locals, to show solidarity for all unionized workers and our struggles against our current Government. Finding Key issues of importance and relevance for members to rally behind. Engaging members by providing training and education, ie; Organizing for Power. They all agreed that one on one conversations or small group conversations were the most important, effective, and best way to engage members.
- **Raising Up Alberta** - *Lesley Cole(5040), Matt Sjogren(37), Amanda Missler(1606), Wendy Harmon(5543).* Lesley spoke about the importance of membership engagement and campaign. Steps they took were; Community Public Awareness of PaintABPurple Campaign, AEEC organized a training workshop, visible in Parade Days, Volunteered at the Food Bank/Hockey Games selling 50/50 tickets, and sponsored a Radio Advertisement. Matt spoke about the struggles his local had in Chestermere. How the employer was withholding member information from the local, anti-union and decertifying tactics done by their HR department. A series of

'no-cause' terminations. All of which put the members in a state of fear and uncertainty. There was an investigation by the Labour Minister, it was very publicly reported on by the Media, but he didn't let any of this stop them and pushed forward hard with his executive to get their deal. Amanda spoke about the excellent deal they were able to garner from the Buffalo Trail School Division. They were the lowest paid education workers in the province. Their negotiations shut down after a day and half when the employer was not willing to look at anything other than monetary. It went to mediation almost immediately and they were able to secure for their members a \$3/hour increase for all classifications (15-25% increase), 2 extra stat holidays, 2 extra personal leave days, language surrounding workplace violence, and a 1.5% increase in the coming year. They had an 86% vote in favour. Wendy spoke of her fight to decertify from CAMSEES and join CUPE after discovering that their current Union was not operating in the best interests of the membership. It took her 6 years to make this change and we are happy to welcome them as the newest Local of CUPE.

Local Reports

- Each local was asked to submit a report prior to the conference and these reports were delivered by the Presidents.
- The general feeling throughout these reports was the frustration, the bad tactics, the fights that we are all having with employers and the realities of our jobs, the dangers, the burnout, the lack of respect and recognition. There were some stories of triumph and securing better wages and conditions for workers but the work on this has just begun. All Leaders are working hard to engage membership, campaign when feasible, and fight at the bargaining table, through grievances, and in every day Union business to represent and make gains for our members.

New Campaign - Waging Ahead

A new campaign has come from CUPE Alberta targeted for All Sectors.

Mission

- Living Wage for Everyone
- Bridging the Wage Gap
- Empowering Workers

A PLAN TO RAISE WAGES AND BUILD BARGAINING POWER

Years of zeros and the government's wage directives have set our members back. A decade of 0%, 1% or 2% has meant going backwards in real dollars, since cost of living increases have been significantly higher.

Most public-sector workers in Alberta have a weaker purchasing power and lower real wages now than they did 10 years ago. Workers are finding it harder and harder to make ends meet and it is not sustainable. Recent high inflation of 6.4% in 2022 and 3.3% in 2023 has only made the situation worse.

Join us in taking a stand to raise wages and increase the collective purchasing power of workers.

www.wagingahead.ca

- Focus on creating a New Blueprint for Raising Wages and Building Strength.
- First Action was distributing Magnetic Car Decals.
 - They are embarking on a Campaign Tour starting on March 4 in Peace River, travelling down through Alberta, and ending on March 16 - on Zoom. Also ending just in time for the CUPE Alberta Convention. They will be in Edmonton on March 6 & 13.
 - Look for more information coming soon.

Presidents Message

- I am always impressed and somewhat awed by the people who have stepped up to represent their members and fight hard everyday for better conditions for all. I am humbled to be counted among them and am working to follow in their footsteps as well as find my own path amongst them. Seeing and feeling the passion that these leaders have for what they do and how hard they fight against legislation, public opinion, poor government, and even their own members' anti-union ideals and tactics, not to mention coming up against employers time and again that they still have to work with everyday is truly awe inspiring and amazing.
- I continue to learn more and more about union work at every opportunity and truly hope to return to the next event with a report that speaks to our successes and triumphs for all of our Bargaining Units and our Local as a whole. I am committed to doing my absolute best to represent the membership at these functions and at the table at every opportunity that is presented to me.
- I look forward to working with the Executive in strengthening our Union, our Local, and our membership in every aspect that we can. Thank you for the opportunity and support in attending these events. It is truly a privilege and I am truly grateful to you all.