



April Meeting Highlights

Union Business

We are looking for members to be part of the Bylaw Committee. Our Bylaws need to be updated. The requirements are a few meetings to discuss changes, finalize those changes, and bring them to the GMM to vote on. Our existing Bylaws do not envelope the growing needs of our multi-unit local anymore. This needs to be an elected committee. If you are interested, please let me know, we will have elections at the next GMM.

We are looking for members to join the executive board. We are in need of a Recording Secretary, Head Steward for the Executive, Head Steward for SAPS, and Shop Stewards (responsible for their own classification of members, ie: EA's, AA's, Custodian/Maintenance, Health Care Workers, LPN's, DSW(from WJS), and any others). If you are interested or have questions about what it entails, please contact Heidi Hovis (president@cupe1099.ca)

If you would like to join the mailing list, or know members who do, please use the link below.

<https://www.cupe1099.ca/mailing-list/>

St. Albert Public Schools (SAPS)

Bargaining Update; we are in the Mediation process. Our Mediation dates are May 17 & 22. We have met with the Mediator and explained our concerns, events and issues at the bargaining table, our outstanding non-monetary and monetary items still on the table, and expressed what our members are asking for. Your bargaining committee is hopeful that we can come to terms through this process.

Rally Information; We will be hosting a rally on May 11th from 11:00 - 2:00pm, details, information and posters will be coming out soon. There will also be a poster making party on May 8th in the evening - details TBA. There are 4 other Locals that will be joining us. Invites will go out to all Education Locals in the province once details have been finalized.

Article 14 - Hours of Work

I will be discussing different Articles in the CA in future meetings to ensure that they are understood and give you tools to empower you to stand up for our rights, respectively.

14.3 Full-time Employees shall be entitled to a one (1) hour unpaid lunch per day. Part-time Employees, who work a minimum of four (4) hours per day, shall be entitled to a one-half (1/2) hour unpaid lunch.

14.4 Educational Assistants and Rehabilitation Assistants who work a minimum of **six** (6) hours per day will be considered full-time employees for the purpose of this Article only and will be entitled to one-half (1/2) hour unpaid lunch.

14.6 All Employees shall be entitled to one (1) paid fifteen (15) minutes break in each half day worked, of not less than three (3) hours, at a time scheduled by the Principal/designate or Supervisor.

These articles outline the requirements for our breaks. Please check with your schedules, double check your pay statements and ensure that you are getting paid for your 15 minute breaks and unpaid for your 30 minute lunch break. I do understand that many members/sites have made long standing arrangements to accommodate their needs. I don't want to file an official grievance that would impede these arrangements however I do want to make sure that your breaks are being honoured, implemented, and used. It is up to you to ensure that your breaks are included in your schedules. Our work is demanding and mentally hard at times and it is important to have time during your work day to take a break for your own mental health. If you need help when speaking to admin or have any questions, don't hesitate to ask.

Holy Child ASC

We have filed our notice to bargain.

WJS Vegreville

WJS ratified their Collective Agreement on February 25, 2024. They are officially part of Local 1099. I will be travelling there to deliver their copies of the CA soon.

Bike Edmonton

We are moving forward with bargaining their first collective agreement. We are hopeful that we will be able to conclude bargaining and get to a

ratification vote soon. They are a not-for profit organization that relies heavily on public donations - I am looking for ideas of how to support them through fundraising within St. Albert's bike community, if you have any ideas, please let me know.

Cogir (aka Revera) Glenora Park

We are back on track to continue bargaining their first collective agreement.

ProVita Vegreville

I am finalizing a termination grievance with them. I did a site visit to distribute their printed CA's and get an idea of their work environment.

Next Meeting - May 28, 2024, 4:15 PM, Zoom

CUPE Alberta Convention Report (March 2024, Medicine Hat, AB)

The prevailing theme to this year's convention was the fight ahead of us for fair wages. Resolutions focused on a lot on lobbying the government for changes for fair wages, safety in the workplace, human rights, and equity. Reports from different groups pointed out the realities of their sectors and limitations being pressed upon them by new and existing legislation. The Waging Ahead campaign had just finished their first tour around the province and we are getting a clear image that workers across Alberta are suffering, in need, and fed up with the current state of affairs and the foreseeable future.

Panel Discussions focused on building workers' power. Unions have to fight harder. We have to talk, share our stories, and start telling our communities the realities of the work we do and the importance of it in the face of the unfair wages and conditions we are forced to face everyday. Governments push back hard on Unions because they know that we have the power, resources, support, and intent to hold them accountable and to fight for human rights and workers rights.

Discussions geared towards working together, with other locals within CUPE, with other Unions, and with each other. We do outnumber them. Shared stories about how roads, liquor, and medical labs were privatized by the province and has led to nothing but lost revenue. The government seems to be working on a 'how to get rid of the public sector' plan that will only lead to more suffering and higher costs of everything for those who live here. They are setting up the public sectors (all sectors) to fail in order to privatize. Mental Health and Addictions centres will be next on the chopping block and they are already suffering while the government criminalises poverty and demonises addictions in order to sway public opinion on how they will *fix* the problem. Their *fixes* to date have only hurt and further marginalized these people and caused nothing but trouble for those trying to help them. People are getting fed up with this government not listening, a change needs to happen, and it will be hard to wait another four years for that change.

Rachel Notley gave her (last as Opposition Leader) speech. Key points were how we deserve more from our government. She is deeply worried about the direction of the UCP leadership and it's effects on Workers and all Albertans. There is so much at stake and we have to stay strong, work together, and fight against the privatisation of our province and our public services. Seven out of ten Albertans are struggling to meet basic needs and there is no help coming from the UCP other than more cuts that will lead to more suffering. Life is going to get more expensive with new fees coming our way and the budget lacks the foundation to fix anything. They are creating a broken system. The plans coming from the UCP include privatized hospitals, planned attacks on the healthcare system that will directly impact workers as they will be coming after our workplace services. All while they spend millions on off brand tylenol that makes kids sicker, millions to restructure middle management, patients sent to motels after surgeries with no care. We deserve better. In the education system there is 28,000 students coming into the system in the next few years with no new staff and no new schools. Calgary and Edmonton need more schools but were granted only one and two. After they cut \$60 million from PUF funding they budgeted only \$6 million back into the programs. They are spending more money on private schools than any other province in history or the country. NDP promises a choice we can make to increase funding for education, build new schools, hire and retain staff, and provide real relief to

families. With the current government we are going to be tested with poor working conditions and wage decreases if we don't fight for a change now.

CUPE's National President Mark Hancock addressed convention delegates with a rallying cry to fight inflation, the cost of living and rightwing politicians. "We are fighting our way through an enormous cost-of-living crisis, workers are feeling desperate and anxious," said Hancock. "Most people can't remember a time when it was this difficult to put a roof over their head, put gas in their car, and put food on their table." But Hancock also noted that as the largest union in Canada, CUPE has the power to fight for workers against the impacts of inflation. "We have proven time and time again that we are up for anything. Across the country in the past few years, we have shown how much we can accomplish when we stand together." Hancock took aim at Alberta Premier Danielle Smith, saying she is ignoring the key issues of workers in the province. "Instead of working to rebuild health care, instead of addressing the cost-of-living crisis, Danielle Smith is attacking some of the most vulnerable young people in our society," Hancock said. "She's fanning the flames of hate and making schools less safe for trans kids." With three-quarters of the Alberta public service in bargaining, Hancock said 2024 is a key moment to fight for better wages and benefits. "My friends, we have the power and the responsibility to fight inflation and help our members put food on the table. We have the power and responsibility to build better communities by protecting and strengthening public services."

A new CUPE AB Secretary-Treasurer was elected, congratulations to Clay Gordon from Local 40. Deborah Shaan from Local 417 is our new General Vice President North. Many other positions were acclaimed by previous members.

My take away from convention is that the future of Alberta is in our hands as unionists fighting for our members and workers. We need to show everyone that we are strong, we are willing to fight, and we will stand up for all Albertans.

Thank you for providing me with the opportunity to attend. I look forward to the next convention and will hopefully have good news to share about our bargaining wins, rally, and ways that we can help all Albertans and all workers get back on our feet and thrive in our province.

NEWSLETTER

Okotoks Rally



Over 100 public employees from across Alberta gathered in Okotoks to rally for better wages.

I was part of the rally in Okotoks on April 13 and so was my daughter, Bellamee, who wanted to come along to support her EAs for all they do to support her at school.

The support they show is way more than just education; they boost her confidence and show her she's capable. Teaching her more than just a curriculum, they teach resilience, respect and so much more.

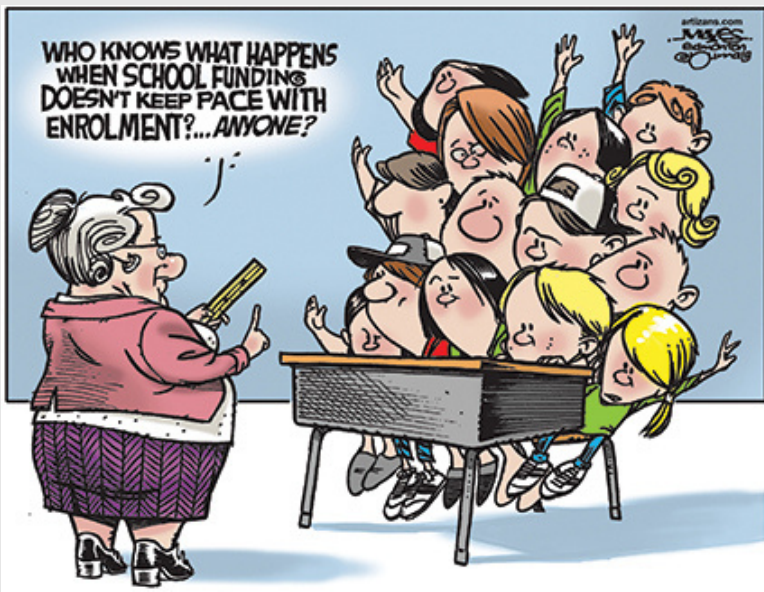
I'm a firm believer in the saying "it takes a village to raise a child" and they absolutely help to support and raise Bellamee and other children in their care.

EAs play a vital role within the school system and while we equally appreciate teachers and other support staff within the school system, EAs help children to fit in and be inclusive with their peers, teaching other children empathy and respect to those that may appear "different" within the community around them.

I don't believe any person deserves to struggle with basic needs in life. Given the effort members of the school team pour into our children on a daily basis, they definitely should not have to feel the pressure of not knowing where their families' meals are going to come from each day/week/month.

The government should absolutely be doing more to support its people.

**Letter to the Editor of the Western Wheel
By Heather Tossell**



Upcoming Events

- NATIONAL DAY OF MOURNING - APRIL 28TH
- INTERNATIONAL WORKERS' DAY - MAY 1ST
- WORLD PRESS FREEDOM DAY - MAY 3RD
- RED DRESS DAY - MAY 5TH
- MENTAL ILLNESS AWARENESS WEEK - MAY 6TH
- TEACHER APPRECIATION DAY - MAY 7TH
- LOCAL 1099 RALLY IN ST. ALBERT - MAY 11TH
- MOTHER'S DAY - MAY 12TH
- VICTORIA DAY - MAY 20TH
- NATIONAL WINE DAY - MAY 25TH
- AEEC MINI CONFERENCE - MAY 24-26 IN CALGARY
- BARGAINING CONFERENCE - JUNE 21 & 22

Member's Corner

Although I knew about the right to refuse work, our employer strongly implies that we do not have a choice and we should expect and tolerate violent behaviour.

-CUPE Alberta Education Worker

Continue to Wear your **Purple** on
Wednesdays and your Local's
Bargaining Days



Local 2550 members who walked the picket lines for 2.5 months back in 1986, small but mighty!

AEEC MINI-CONFERENCE MAY 24-26, 2024

Sessions

- Reaching your members
- Collective agreements
 1. Common language, common goals
 2. Better wages, safe workplaces
- Using media – What is a hashtag anyway??
- Strike Preparation Training

Who: All education support workers in Alberta are welcome and encouraged to attend

What: Mini-conference and AGM

When: May 24-25, 9:00 - 4:30, May 26, 9:00 - 12:00

Where: Local 37 Hall at 5112 - 3 Street SE, Calgary

Accommodation at the Blackfoot Hotel, 5940 Blackfoot Trail SE, Calgary

Why: Because we have power and will be successful

AEEC Stands in Solidarity with the following

Locals/Bargaining Units that are in Mediation or heading into Mediation

Local 474 Edmonton Public

Local 2545 Fort McMurray Public

Local 2550 Greater St. Albert Roman Catholic

Local 2559 Fort McMurray

Local 3484 Black Gold Regional School Division

Local 1825 Holy Spirit School Division

Local 3203 Horizon School Division

Local 3705 Northern Gateway

Local 4625 Sturgeon School Division

Local 5829 Prairie Land School Division

Local 5040 Foothills School Division

Local 1099 St. Albert Public

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