



2013 Annual General Membership Meeting

AUPE Local 69

Annual General Membership Meeting Agenda



Date: May 2, 2013
Location: Athabasca - Governing Council Chambers
Calgary – Large Boardroom
Edmonton - Room 1222
St. Albert – Main Boardroom
Teleconference Phone number: 1-877-385-4099
Information: Participant Code: 27501

1. Call Meeting to Order

2. Statement of Equality

AUPE is committed that our functions will be protective of individuals' rights to contribute. Participants are expected to challenge and debate issues and not individuals. Participants shall engage in behaviors that are respectful of others race, gender, sexuality, ethnicity or occupation. Behaviours that undermine participation such as harassment; racism; sexism; rude or crude remarks, take away from the rights of individuals to play a part in AUPE activities. We encourage members to call each other "brother" and "sister". In doing so we promote our own solidarity and equality.

If you feel your rights are being violated, please deal with it, or talk to one of the staff or officers to assist you in dealing with your concerns.

3. Introductions

4. Adoption of Agenda

5. Adoption of Previous Minutes (pg 17-21)

6. Chair's Report (pg 4-5) – Wendy Jewell

7. Treasurer's Report (pg 6-8) – Ken Krawec

8. 2013/2014 Budget (pg 9) – Ken Krawec

9. Committee Reports

- a. Provincial Executive (P.E.) Report – Bonnie Nahornick
- b. Calgary Area Council – Bonnie Nahornick
- c. Occupational Health and Safety (pg 10-12) – Heath Bowen / Aretha Smith
- d. Athabasca Area Council – Susan Stahl
- e. Joint AUFA/AUPE/CUPE Benefits Committee (pg 13-14) – Dawn Lewis

10. Other Reports

- a. Finance Budget Committee – Heath Bowen
- b. Pension Report (pg 15) – Wendy Jewell
- c. Support Staff Professional Development Fund (pg 16) – Dawn Lewis
- d. AU Board of Governors – no current representative

11. Elections

- a. Chair
- b. Vice-Chair
- c. Treasurer
- d. Secretary
- e. Provincial Executive Representative & Alternate
- f. Benefits Committee Representatives (2)
- g. Occupational Health and Safety Representatives (2)
- h. Athabasca Area Council Representative

12. Election of Convention Delegates

- a. 37th Annual AUPE Convention will be held on October 17th to 19th at the Shaw Conference Centre.
- b. Election of three members and three alternates; Provincial Executive representative goes automatically

13. Introduction to Your Union Course – Ken Krawec

14. Local 69 Website – Bonnie Nahornick

- a. <http://local069.aupe.ca/>

15. Long Service Pins

16. Other Business

17. Adjournment

Hello Brothers and Sisters,

Well, I have served my first term in the capacity of Chair, Local 069 and it has been anything but uneventful. It has been an extremely difficult and stressful term for the Local 69 executive and the membership as a whole. The atmosphere at AU is at an extreme low, the institution is facing continual fiscal challenges, but most damaging of all, we have experienced lay-offs. We are left with fear. We must not let this fear consume us. We will get nowhere with fear. We need to speak up for our rights as Albertans and Canadians, and defend our stand in society, and particularly in this community. We need our jobs!

The low morale and fear has taken its toll and caused unrest among us. We need to respect one another, regardless whether we agree or disagree on the future of Athabasca University. We need to stand strong together to send a message to the province that they are hurting communities and families, creating economic despair, and impacting the delivery of education to our students. The message has to reach outside the walls of Athabasca University. I for one am concerned about the silence in our town. Is this news not impacting the community? Of course it is! Shop owners and bank employees are asking, "Do you still have a job at Athabasca University?" and saying, "What took place at Athabasca University is terrible, it's devastating." Yes, it is devastating to our community, so why the silence from our MLA, the local newspaper, the Town of Athabasca, and the County of Athabasca? After all, the existing government was lobbied to move Athabasca University to the Town of Athabasca, do we forget?

Campus Alberta

Let me draw your attention to Campus Alberta, which was initiated in 2002. I suggest you familiarize yourself with the concept behind Campus Alberta and envision how it will change the education system in Alberta. This evolution has impacted us, the working class people in Alberta communities. Please visit: <http://eae.alberta.ca/post-secondary/policy/campusab.aspx>

You will note that Campus Alberta has adopted some of Athabasca University's principles, e.g., accessible and affordable education. Will Athabasca University lose autonomy and integrity in the regime of Campus Alberta? It is suspect. Alberta is proclaiming that it is a world leader in providing quality educational opportunities (see, for instance, <http://www.studyinalberta.ca/post-secondary/>). Is government capable of delivering or managing education? Well, a strong political push from government seems to be directing the future of education in Alberta under the umbrella of Campus Alberta.

Hence, the lack of funding for post-secondary education in Alberta—not one institution stands alone. I let you be the judge of where we are headed and what the future holds for working class people working in the education sector. We need to communicate that we are tired of the continued cutbacks. We can start by wearing blue on Blue Thursdays if you are unhappy about government cuts. Please visit the following website for more information www.aupe.org/news/bringing-back-blue-thursdays-wear-blue-to-show-how-you-feel-about-cutbacks/

Article 35

Many members ask that we define “bumping” as described in Article 35. I thank Gloria Rein for providing the following definition:

Bumping is the displacement of a Junior Employee’s position by a Senior Employee.

It doesn’t get any simpler than that.

On April 29, the AUPE Executive met with the AUGSA (Athabasca University’s Graduate Student Association) executive. The meeting was to provide an overview about AUPE’s role in the AU community, who the union represents and the role of support staff in the institution. They have met with all of the stakeholders in the AU community.

I continue to sit on the Education Sector Conference committee for AUPE.

Negotiations

Your bargaining team attended the Education Sector Bargaining Conference 2013 held in Calgary February 20-21, 2013. At this event the Locals share their concerns, challenges and potential solutions. There were speakers addressing concerns related to benefits, pensions, bargaining and political lobbying. I have attached my previous summary of the Pension presentation to my report.

I thank all of you that took the time to participate in the online survey to assist your team in the next round of bargaining.

In closing, decision-making involves communication with the entire Local executive, ensuring that common goals are obtained. This involves listening to our members and using strategic thinking before making decisions. The union associations continue their communication, focusing on common objectives for the betterment of staff and students within Athabasca University. By coming together, change can happen.

In solidarity,

Wendy Jewell
Chair, AUPE Local 69

AUPE Local 69 Treasurer Report

Submitted April 18, 2013

Dear Brothers and Sisters,

Another year has gone by and I am happy to report that we are doing well financially.

As we are preparing to go into a new round of negotiations, I have adjusted our proposed budget accordingly.

I have attached the following for your review and approval.

- 1) Cash Flow Sheet (As of April 16/2013)
- 2) Net Worth Statement (Bank Accounts) (As of April 16/2013)
- 3) Proposed Budget (As of April 16/2013)

Note: The “Current yr. proposed budget” will stay the same, but the “Current Yr. Actual” will change as the year spending will continue until year end, June 30/13.

Also, on the “Cash Flow” report, I have manually added 2 payments that have been after the preparation of our budget, but I felt should be included for proper planning.

I will be meeting with Maricris (Cris) Apura and Bill Dechant at AUPE Headquarters at the end of June for our annual audit of our financial books.

Any questions, concerns, or suggestions please do hesitate to contact me by phone (6323) or email (kenk@athabascau.ca).

Respectfully Submitted,

Ken Krawec

AUPE Local 69 Treasurer

Cash Flow - YTD

7/1/2012 through 4/16/2013 (in Canadian Dollars)

4/16/2013

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Category Description	7/1/2012- 4/16/2013
INFLOWS	
5111 Revenue - Rebate	23,245.72
5219 Revenue - Sundry	1,523.75
TOTAL INFLOWS	24,769.47
OUTFLOWS	
7145 Printing & Reproduction	31.50
7154 Office Supplies	46.18
7252 Mileage	1,300.00
7252A Parking	385.00
7252B Taxi	20.00
7253 Accommodation	5,190.87
7254 Meals	2,609.96
7256 Time off	3,174.92
7259 Per Diem	180.00
7262 Social Activities	402.25
7265 Promotion	4,138.03
7352 Gifts & Awards	155.00
7354 Donations	1,116.73
7395 Purchases	615.48
7502 Void Cheques	0.00
TOTAL OUTFLOWS	19,365.92
OVERALL TOTAL	5,403.55

PLEASE NOTE:

ABOVE CASH FLOW DOES NOT INCLUDE
THE FOLLOWING LATE EXPENSES

OUTFLOWS (FROM ABOVE) \$ 19,365.92

HONORARIUMS \$ 2495.00

LAPTOP SOFTWARE \$ 125.20

TOTAL EXPENSES \$ 21,986.12

Net Worth - As of 4/16/2013
As of 4/16/2013 (in Canadian Dollars)

4/16/2013

Page 1

Account	4/16/2013 Balance
ASSETS	
Cash and Bank Accounts	
1111 Bank Chequing	68,059.37
1211 Term Deposits	45,151.16
TOTAL Cash and Bank Accounts	113,210.53
TOTAL ASSETS	113,210.53
LIABILITIES	
Other Liabilities	
3111 Accounts Payable	0.00
TOTAL Other Liabilities	0.00
TOTAL LIABILITIES	0.00
OVERALL TOTAL	113,210.53

ATHABASCA UNIVERSITY
AUPE LOCAL 69
Occupational Health & Safety Report
2013/14

As AUPE Local 69 representatives to Athabasca University Occupational Health and Safety Committee here are things that went on this year.

Primary focus has been on the following items:

1. Hazard Identification, Assessment and Control (Creating Policy and Procedures Handbook)
2. Workplace Health, Environmental Sensitivity (Includes “Scent Free” work place.)
3. Recreating/instituting WHMIS online training for AU staff and possibly onsite students.

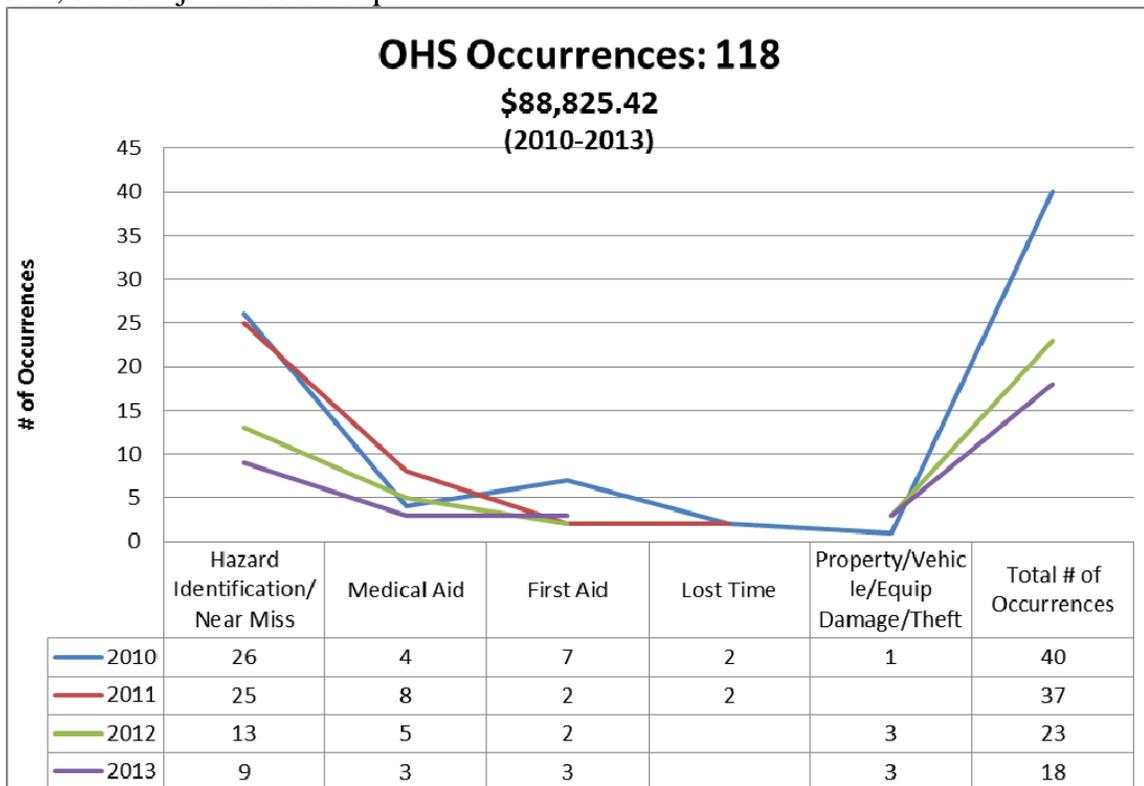
First Aid Training was resumed; sessions were run in AU Central, AUE, and AUC.

Emergency Preparedness and Response, Fire Wardens/Marshalls, has been put on hold from the OHSC side for now as it being reviewed by VPFA.

* Follow up from last year – this is being handled by Facilities

Incidents from the Incident Report form are reviewed. Only Nichole, and the Incident Investigator see names of those involved. The committee reviews the “what happened”, and discuss how to prevent it from happening again and make recommendations. Safety concerns brought to the committee have also been discussed.

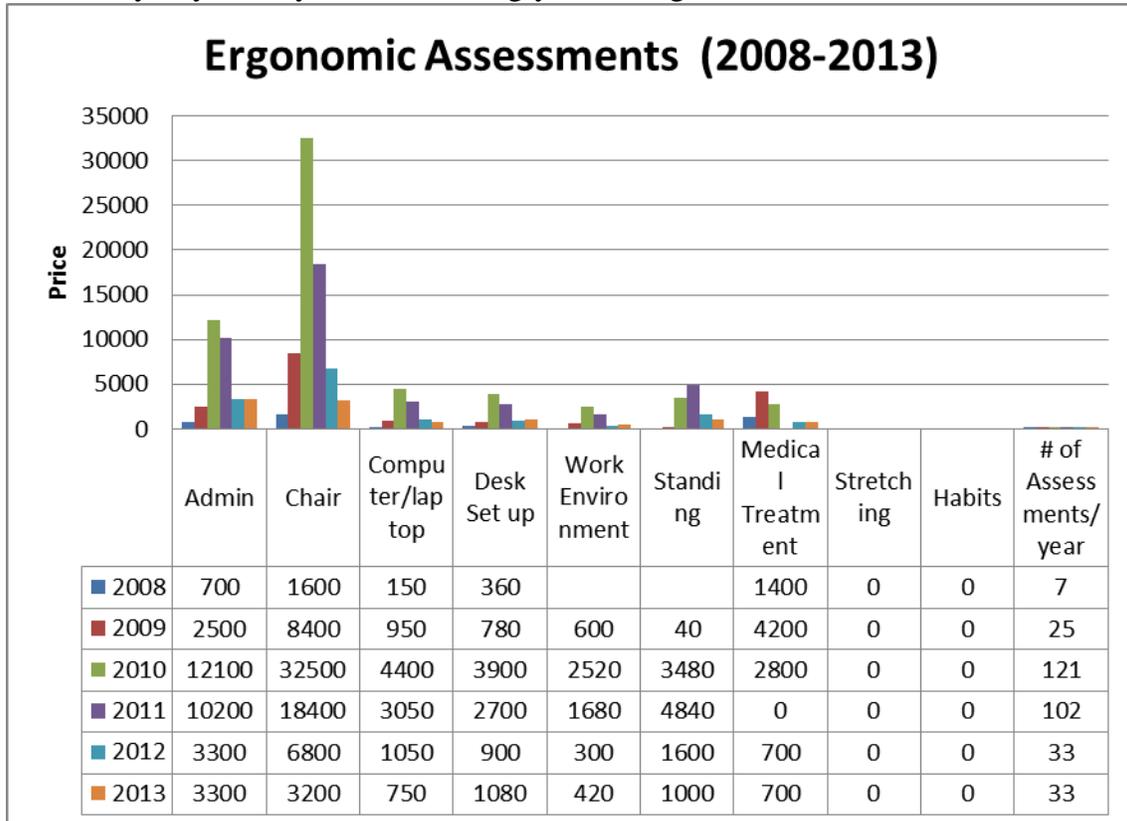
The graph portion of this chart, really didn’t work out as intended, the important part is the amount of claims institution wide is decreasing. This January was a “bad month” province wide for slip/fall incidents due to the thaw/freeze cycles we had, it’s not just an AU blip.



Ergonomic Assessments, as of April 18th, only 1 assessment which has been scheduled is pending. There are 63 open cases, which are open for follow up, waiting for equipment, etc. These numbers are institution wide, I can get reports/numbers for just AUPE members if requested.

This chart shows the costs to AU in regards to ergonomics, the “Admin” section covers man hours to do the assessments, follow ups and paperwork. One of the purposes of this chart was to illustrate that doing Ergo assessments in house is cheaper than “contracting it out”, it works out to \$200 on average for the admin costs per assessment, vs bringing in somebody for \$600 for a 1 hour session.

Stretching and habits such as taking breaks show a \$0 value as they don’t cost the University any money, and are strongly encouraged.



Please remember that all incidents and injuries need to be reported. This can be done by going to the OH&S website: <http://intra.athabascau.ca/hr/ohs/incidentform.htm> (the form is being upgraded, so right now it’s via e-mail)

If you have any questions regarding any health and safety matters, please do not be afraid to ask as our member safety is what’s important.

Have a great day,

Heath Bowen / Aretha Smith

Joint AUFA / AUPE / CUPE Benefits Committee Report

This committee hasn't met since the last report I sent out so I include my most recent report below:

--- Original Message -----

From: "Dawn Lewis" <dawnl@athabascau.ca>

To: "supstaff" <supstaff@athabascau.ca>

Sent: Wednesday, March 6, 2013 12:32:55 PM GMT -07:00 US/Canada Mountain

Subject: [Supstaff] Joint AUFA / AUPE / CUPE Benefits Committee Meeting update

Good day everyone, this committee met on February 27th. Kim Anderson and I attended as your AUPE reps and here are the highlights as I see it:

Wellness

There are a couple of wellness sessions in the works under our Shepell employee and family assistance program. We are allowed a couple sessions a year and all staff are welcome to come to them. Nichole Collins arranges the sessions and there will be one on April 17th which is the 3rd of a 3 part series (this one is conflict resolution in the workplace). There is also going to be a session on care for the caregiver sometime in May.

Seniors and Retiree Benefits

You may recall that HR now has information on benefits on retirement on their site at:

<http://www1.athabascau.ca/hr/benefits/Retiree%20Benefits> HR indicated that they are regularly referring staff to this information (particularly for the Career Transition Program). HR tends to get the most questions around coverage when there is a pre-existing health condition. Blue Cross will cover a retiree regardless of health condition if they apply for coverage within 31 days of leaving the group plan. In comparison, if you go to another company they may not cover you or may limit your coverage.

Questions on the role of this committee

I've asked a lot of questions about the role of this committee and many of them were answered at this meeting. We do not have a mandate, we do not have any measurables, we do not report to the executive or the board and we do not have the authority to make any changes. We can make recommendations for change to our respective bargaining committees and it is up to us as reps to report back to our own members. I am still left wondering how we are supposed to fulfill the AUPE letter of agreement that states we are to "review all plans with respect to experience, administration, adequacy of coverage, rates, plan design, and comparison to similar institutions, and recommend to their principals such alterations to any plan(s) it deems necessary or desirable" or how we "maintain a strategy and implementation program for cost containment". As far as I can see at this point we really just review all plans with respect to experience and the rates. In the end though I guess it is better to be in the loop than not.

When I attended the benefits session Blue Cross put on last fall it was apparent that some of our benefits are over industry standard and some are below. I suggested that we review this as a committee and possibly hire a researcher to do some of the comparison work for us (since we all have full time jobs already). There didn't seem to be any takers on that idea but HR did offer a few comparisons (specifically on on charges for paramedical services like podiatrist, massage, speech therapist etc.). Since we have no power as a committee though it felt like an exercise in futility. In the end I feel it safer to deal with benefit changes / protection of our benefits through negotiations as that is the only place this can really be dealt with. Time will tell but it may not be the year to try to get favorable benefit plan changes in the current climate.

AU typically takes our benefit plans to market about every 5 years or so to make sure we are getting value for our money. Leasa is looking at the cost of doing this and, at this time, it looks like the request will be submitted through the budget process for the 14/15 fiscal year. It is viewed as a useful exercise.

Projected rate changes for Blue Cross Benefits:

We are 3/4's of the way through the benefit year so the reports AON Hewitt provides on the status of the plans start to mean a little more. Art (from AON Hewitt) indicated that the following projections are accurate within a couple percent. Art is going to get back to us shortly on the reason why our Health benefit has increased but he indicated that this is likely due to prescription use.

Health - AUPE 7% increase, AUFA 9% decrease, CUPE 8% decrease

Vision - AUPE 8% decrease, AUFA no change, CUPE 5% increase

Dental - AUPE no change, AUFA 10% increase, CUPE 25% increase

Shepell Employee and Family Assistance Program

HR has requested a 2 year renewal of this contract which would take us to March 2015. No word on whether or not rates could increase but we seem to be consistently well within the usage they budget for.

That brings me to the end of the meeting, if you have any questions or concerns either Kim or I would be happy to assist. If we don't know we can always find out or redirect you to someone who does know.

Sincerely,

Dawn Lewis
AUPE Benefits Committee Rep

Good day brothers and sisters!

I am providing a short summation of the Pension presentation at the Ed Sector Bargaining Conference.

Tom Fuller spoke to Pensions at the conference on February 20. The member cost to pension is increasing due to equity markets being poor with poor returns and that the interest rate is at a historic low rate, therefore higher contributions are necessitated.

For years AUPE tried to head off cuts to the plan with the government by shifting risks, liabilities and by setting up governance, which met every month for 2.5 years, but there was no willingness to adjust the plan to benefit the members. Governance in reality was a board with no power. The Minister of Finance and ministries ran the pension reform and made the decisions.

The governance indicated that employees would chip in to protect the PPSP and in return the plan would be jointly administered later (employer/employee). 22 years later, Doug Horner, Minister of Finance is in charge of the plan again.

Tom reported that we have gone through 2 major recessions and are facing another. If equity and interest goes up, the contribution rate would go down. Increasing interest by as little as 1% would reduce the cost to pension significantly. Of the 25% of payroll, 90% goes to unfunded liabilities and 16% to service costs.

An important note, is that an employee who was under PPSP, then moved to management will be recognized under PSPP for benefit purposes. The average salary for PSPP members is \$61,461 and the average salary for a CPS member is \$100,125. In turn the PSPP active members are paying the cost of the higher earnings for non-paying members.

I am also including a resolution that was passed at the 2012 Convention for your information.

A resolution was passed at the 2012 Convention that the AUPE President would request the Standing Pension Committee to lobby the Government of Alberta (GOA) to increase the contributor rate of the Public Service Pension Plan to 2%. The rationale was due to the Federal legislation increasing the eligibility rate of old age security pension to 67 years of age. This lessens the burden on future social programs and allows AUPE members to live a quality of life in retirement. The present contribution rate is 1.4% of gross salary. (see pg. 51 of the 2012 Convention minutes at: <http://www.aupe.org/events/convention/minutes/>)

You will also find an Important Public Service Pension Update at:

<http://www.aupe.org/news/important-public-service-pension-update/>

Yours in Solidarity!

Wendy Jewell

**Support Staff Professional Development Fund (SSPD)
Activity April 1, 2012 to March 15, 2013**

Information provided by Human Resources

Benefit Value

Effective April 1/12 funding is set at \$17,500 per quarter / \$70,000 per year.
This was an increase from \$50,000 per year.

Benefit Usage

1st Quarter (Apr 2012 - Jun 2012)

Number of approved Applicants: 41
Training: \$5,733.49
Hardware/Software: \$12,029.94
Training & Development Material: \$395.11

2nd Quarter (Jul 2012 - Sep 2012)

Number of approved Applicants: 30
Training: \$4,637.30
Hardware/Software: \$8,979.67
Training & Development Material: \$25.00

3rd Quarter (Oct 2012 - Dec 2012)

Number of approved Applicants: 9
Training: \$297.25
Hardware/Software: \$2,753.54
Training & Development Material: \$0

4th Quarter (Jan 2013 - Mar 2013)

Number of approved Applicants: 22
Training: \$2,720.70
Hardware/Software: \$4,639.85
Training & Development Material: \$104.18

Annual Totals:

Number of approved Applicants 102
Training \$13,388.74
Hardware/Software \$28,403.00
Training & Development Material \$524.29
Combined Total \$42,316.03

AUPE Local 69

Annual General Membership Meeting Minutes



Date: May 23, 2012
Location: Athabasca - Governing Council Chambers
Calgary – Large Boardroom
Edmonton - Room 1222
St. Albert – Main Boardroom
Teleconference Phone number: 1-877-385-4099
Information: Participant Code: 27501

1. Call Meeting to Order

- a. The meeting was called to order by Wendy Jewell, Chair of Local 069 at 2:30 p.m.

2. Statement of Equality

- a. The statement was read by Wendy Jewell.

3. Introductions

- a. Wendy Jewell – Chair
- b. Linda Soluk – Vice Chair
- c. Ken Krawec – Treasurer
- d. Dawn Lewis – Secretary
- e. Gloria Rein – AUPE Member Services Officer (MSO)

4. Adoption of Agenda

- a. **Motion to adopt new agenda**
 - i. Moved by: Heath Bowen 2nd by: Duane McCallum Motion: **Carried**

5. Adoption of Previous Minutes

- a. **Motion to adopt previous minutes**
 - i. Moved by: Heath Bowen 2nd by: Jackie Terrien Motion: **Carried**

6. Chair's Report – Wendy Jewell

- a. **Motion to adopt Chair's report.**
 - i. Moved by: Heath Bowen 2nd by: Kim Anderson Motion: **Carried**

7. Treasurer's Report – Ken Krawec

- a. Ken reviewed his report consisting of the Balance Sheet and Profit and Loss Statement for the past year as well as the Proposed Budget for 2012/2013 (attached to agenda).
- b. Questions:
 - i. What was purchased for \$1,907 as promotional expenses?
 1. Local 069 t-shirts for the 100th Anniversary parade and for every member that wanted one
 - ii. Why is the proposed budget higher at \$3,000?
 1. The Executive discussed the fact that when members attend convention and other functions we have little to offer to promote our union. We are purchasing a bunch of smaller items like coffee mugs and pens. If anyone has other ideas, we are open to discuss them.

- iii. As the amount in the chequing account is very high (\$66,247) and our budget is only \$23,000, can we move the remainder into a term deposit or a savings account?
 - 1. We are thinking about putting some in a term deposit but, as we have negotiations coming up and as AUFA's negotiations are not going well, we are going to do very little at this point. We can move it any time though if our negotiations go well.
 - 2. Proposed motion to discuss this again in the fall, however we only meet once a year in the spring.

c. **Motion to adopt Treasurer's Report**

- i. Moved by: Janice Green 2nd by: Bonnie Nahornick Motion: **Carried**

8. Committee Reports

a. **Provincial Executive (P.E.) Report – Bonnie Nahornick**

- i. Was an election year at convention and almost all the executive were elected again. Main discussion about the fact that the exec positions are not full time and perhaps they should be. There is a task force examining this.
- ii. AUPE is looking at providing information to our provincial government with regard to the Alberta labour laws
- iii. AUPE is looking at mobilizing members
- iv. We need to get members to take the courses AUPE offers. To find out what courses are available and when they are scheduled visit aupe.org and click on "Events"
 - 1. You are paid your regular salary and there are no registration fees; time off, meals, accommodation and travel expenses are all covered.
- v. Provincial Executive is the governing body in between conventions. They meet six times a year. All members are welcome to attend as an observer (you have to apply). Bonnie can provide information on how to apply.
- vi. Jerry Nolan was granted lifetime membership and will receive this at Convention

b. **Calgary Council – Bonnie Nahornick**

- i. Bonnie sends email when there are ticket sales.
- ii. Calloway Park and Calgary Zoo tickets sales are done
- iii. Heritage Park tickets are available until June 15th or sold out
- iv. We will be offering Empire and Cineplex movie tickets and Jubilations Theatre tickets in November.
- v. **Motion to adopt P.E. Report and Calgary Area Council**
 - 1. Moved by: Ken Krawec 2nd by: James Walker Motion: **Carried**

c. **Occupational Health and Safety – Heath Bowen**

- i. There were four reps but Duane McCallum and Carla Trudeau both stepped down.
- ii. Please note that the OH&S form is not working, for now send an email to Joelle Jackson.
 - 1. Normally the form goes to Nichole Collins who would then assign an investigator.
- iii. Emergency Preparedness and Response re. fire marshals was on the agenda, however, as Facilities is doing this we will review their results.
- iv. First Aid training for all staff has been put on hold except to fulfill legislated requirements (have to have a defined number depending on number of staff members).
 - 1. We were short in Edmonton and Calgary so HR did approve training for enough to meet requirements.
- v. Questions:
 - 1. How many incidents were reviewed in the past year?
 - a. Approximately five new issues and a few ongoing from 2006 and 2007.
 - 2. In general, what types of issues do we have?

- a. Slip and fall, mechanical issues and training issues
- 3. Any complaints due to emissions from photocopiers?
 - a. No, but this is listed as a potential issue under environmental sensitivities.
 - b. There should be risk management and assessments; we don't want to wait until people are going home.
- vi. Primary focus is hazard assessments. Hoping to start training around in the fall, walk departments through first year and after that they do them on their own.
- vii. There is an air quality concern as well as mold at CIM and this issue has been outstanding since 2007. Members indicated that the problem has not been resolved and some have developed respiratory issues which is contrary to the understanding of the OH&S committee which was expecting to wrap this up on receipt of Wayne Ferguson's report.
 - 1. Delay due to change of management; Greg Wiens investigated, then Rob Koons, and recently Wayne Ferguson but the committee has not received his report.
 - 2. Members were advised that for their health and protection they should seek medical advice as well as file a WCB claim.
 - 3. Gloria will be in contact with Facilities tomorrow and ensure that this is followed up on and that we have a qualified external professional do testing.
- viii. **Motion to adopt Occupational Health and Safety Report**
 - 1. Moved by: Heath Bowen 2nd by: Linda Soluk Motion: **Carried**

d. **Benefits – Linda Soluk / Carla Yeaman**

- i. Questions:
 - 1. What does the increase mean to us? Do we have to absorb the whole amount?
 - a. At this point just projections; current agreement is shared benefits
- ii. **Motion to adopt Benefits Report**
 - 1. Moved by: Duane McCallum 2nd by: Ken Krawec Motion: **Carried**

e. **Athabasca Area Council – Gloria Rein**

- i. Was a pretty successful year last year, great participation from Athabasca University at the parade; Halloween party was a hit but lots of work for the volunteers; also sponsored a family through Santa's Anonymous and sold River Rat's tickets.
- ii. Are considering selling Heartwood Folk tickets and are hoping to sponsor one Saturday a month at the pool for the whole community and will donate to Santa's Anonymous.
- iii. River Rats executive have not approached us to date, not too sure what is happening.
- iv. We would be happy to have Pat Duperron and her daughter carry AUPE flags at the parade this year
- v. **Motion to adopt Athabasca Area Council Report**
 - 1. Moved by: Gloria Rein 2nd by: Linda Soluk Motion: **Carried**

9. **Other Reports**

a. **Support Staff Professional Development Fund (SSPD)**

- i. The fund was increased effective April 1, 2012 from \$50,000 per year to \$70,000 as negotiated. This increases the fund but not the award amounts. The fund is allocated quarterly so if you are denied in one quarter, please reapply in the next quarter. Applications for education are processed first then hardware.
- ii. Report accepted as information

b. **Finance Budget Committee – Brenda Richards**

- i. Report accepted as information

c. **AU Board of Governors – Carla Yeaman**

- i. No report in the past, this is new and is a highlight to describe the subcommittees at a board level
- ii. Biggest question from members is about our pay and about HR but Carla doesn't hear anything about HR, pay or benefits as those discussions are held in camera and it is not a committee she is allowed to sit on.
 - 1. Bring concerns about pay through your bargaining committee and your executive
- iii. Approve the AU budget – by the time it reaches that level it is pretty much set
 - 1. Direct questions on the budget and process through our rep on the budget committee
- iv. **Motion to adopt AU Board of Governors Report**
 - 1. Moved by: Heath Bowen 2nd by: Linda Soluk Motion: **Carried**

10. Election Benefits Committee Representative

- a. Both Linda Soluk and Carla Yeaman have indicated that they wish to step down from the Benefits Committee.

Nominations:	Stand / Decline	Elected # (alternate)
Dawn Lewis	Stand	Elected
Jackie Terrien	Decline	
Kim Anderson	Stand	Elected
Adam Tuttle	Stand	

11. Election of Convention Delegates

- a. 36th Annual AUPE Convention will be held on October 18th to 20th at the Shaw Conference Centre.
- b. Election of four members and four alternates; Bonnie goes automatically as P.E.

Nominations:	Stand / Decline	Elected # (alternate)
Heath Bowen	Stand	Elected
Kathy Lux	Decline	
<i>Les Hatherley</i>	Stand	1 st alternate
Kim Anderson	Stand	Elected
Adam Tuttle	Stand	Elected
Bryan MacNeil	Stand	Elected
<i>Andy Delorme</i>	Stand	2 nd alternate

c. **Motion to destroy the ballots**

- i. Moved by: Linda Soluk 2nd by: Bonnie Nahornick Motion: **Carried**

12. Election of Bargaining Team

- a. Wendy Jewell automatically sits on the bargaining team as Chair of Local 69.
- b. Election of three members and two alternates

Nominations:	Stand / Decline	Elected # (alternate)
Dawn Lewis	Stand	Elected
<i>Les Hatherley</i>	Stand	1 st alternate
Ken Krawec	Stand	Elected
Kim Anderson	Stand	3 rd alternate
Linda Soluk	Stand	Elected
Heath Bowen	Stand	
<i>Adam Tuttle</i>	Stand	2 nd alternate

c. Motion to destroy the ballots

- i. Moved by: Wendy Jewell 2nd by: Heath Bowen Motion: **Carried**

13. Union Membership Cards

- a. This is your membership number for life, if you leave the university and work elsewhere your number will remain the same so keep your membership card.
- b. If you lost your card or have an older style, you can apply to AUPE headquarters for a replacement or update your information online at aupe.org .

14. Introduction to Your Union Course

- a. If we have 10 or 12 people interested, AUPE can hold the course here in Athabasca. Ken is thinking of taking the Intro to Your Union and the Level One Union Steward.
- i. Speak to Ken or send him an email if you are interested

15. Long Service Pins

- a. Gloria and Wendy handed out the long service pins.

16. Other Business

17. Adjournment

- a. **Motion to adjourn at 4:08 p.m.**
- i. Moved by: Wendy Jewell 2nd by: Donna Dunn Hart Motion: **Carried**