

# Canadian Union of Public Employees Local 3550

Membership Meeting November 4, 2025

Treaty 6 territory, is a traditional meeting ground, gathering place, and travelling route used by Indigenous peoples. This territory provided a home to the Cree, Dene, Blackfoot, Saulteaux, Nakota Sioux and many others.

The lands of Treaty 6 Territory are located within the Metis settlements and Metis Nation of Alberta regions 2, 3 and 4. Treaty 6 territory provides sites of natural abundance, ceremony, culture, travel, rest, and relationships of all Indigenous people.

Reading of CUPE National Equality Statement.

## SWEAR IN NEW MEMBERS

### 1. Roll Call of Officers

QUORUM:  Yes  No

**President:** Mandy Lamoureux (June 2027)  
**1<sup>st</sup> Vice President:** Janice Kube (June 2026)  
**2<sup>nd</sup> Vice President:** Wafa Soaadi (June 2027)  
**Recording Secretary:** Marianne Andresen (June 2026)  
**Treasurer:** Amy Bernier (June 2027)  
**Chief Steward:** Shelly Lavallee (June 2026)

**Sergeant-At-Arms/Executive:** Nicole Semchuk (June 2027)  
**Executive Board Member:** Lindsay Willemse (June 2027)  
**Executive Board Member:** Michelle Bilodeau (June 2027)  
**Executive Board Member:** Deanne Ruel (June 2026)  
**Executive Board Member:** Mabel Ong (June 2026)  
**Exempt SLS Board Member:** Charlene Chamberlain

**CUPE National Representative :** Carlos Capurro, Jodi Learn

**Trustees:** 1 Year Trustee: Dagmar Harvey    2 Year Trustee: Gina Rose    3 Year Trustee: Jennifer Boutilier

**Excused:** Carlos Capurro

**Absent:** Mable Ong

### Housekeeping

CUPE 3550 Bylaws

Appendix "A" – Rules of Order

- 12. Members are not allowed to speak about an issue for more than five minutes. Members can only speak to an issue once unless there is agreement by the members at a meeting, or where all those wishing to speak have had the opportunity to speak.
- 14. A member, while speaking, will speak only to the issue under debate. Members shall not personally attack other members. Members will refrain from using language that is offensive or in poor taste. Members will generally not speak in a manner that reflects poorly on the Local Union or other members.
- 15. A member that is called to order will stop speaking until the point of order is determined. If it is decided that the member is in order, then the member may continue speaking.
- All speakers must use a microphone when addressing the chair or have a question.

Members who do not adhere to the established rules of order shall receive a formal warning. Continued noncompliance may result in the member's removal from the meeting.

### 2. Welcome to CUPE Local 3550

#### CUPE National Constitution 2017 B.8.2: Approval of Application

The names of applicants are read out at the first regular membership meeting after the application for membership has been submitted. Unless there is an objection supported by a majority of members present, the applicants are accepted. If an applicant is rejected, any fee will be returned to the applicant.

a) Reading of new member(s) names



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<b>Awareness</b>		
Solidarity (gift basket items for donation for a fundraiser)	\$30.55	
<b>Total</b>		<b>\$30.55</b>
<b>Bargaining</b>		
SLS Bargaining	\$100.00	
<b>Total</b>		<b>\$100.00</b>
<b>Building Expenses</b>		
Building Cleaning service	\$550.00	
Direct Energy	\$49.91	
EPCOR	\$1,141.84	
Floor Mats	\$155.82	
HVAC replacement	\$21,012.76	
Lawn Maintenance	\$1,046.90	
Rent	\$3,550.00	
Renovations (moving stored furniture to office and set up)	\$3,003.00	
Security	\$126.00	
Waste Management	\$869.46	
<b>Total</b>		<b>\$31,505.69</b>
<b>Committees:</b>		
Acknowledgements(4 bereavements)	\$293.25	
Building Society	\$80.00	
Edmonton District Labour Council	\$140.00	
Education	\$100.00	
Job Evaluation Joint Committee	\$525.00	
GSA	\$100.00	
Social	\$648.92	
<b>Total</b>		<b>\$1,887.17</b>
<b>Education/Conferences/Convention</b>		
CUPE Alberta Education	\$1584.16	
CUPE National Convention (1 delegate refund)	-\$3884.86	
<b>Total</b>		<b>-\$2300.70</b>

<b>Executive Board</b>		
Meals (3x 12 executives)	\$970.24	
Honorariums	\$5,540.04	
Parking	\$293.32	
Mileage	\$194.11	

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<b>Total</b>		<b>\$6,997.71</b>
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<b>Financial Review</b>		
Trustees	\$103.51	
<b>Total</b>		<b>\$103.51</b>

<b>Job Action</b>		
Generator return	-\$787.49	
		<b>-\$787.49</b>
<b>Meetings – Membership</b>		
Book-offs (Table Officers)	\$85,601.25	
Captioner/Interpreter (3 meetings )	\$2,504.00	
Child/Elder Care	\$170.00	
Deposit for October in person meeting	\$1,000.00	
Door Prizes (year)	\$1,119.25	
Drinks for membership meeting	\$197.12	
<b>Total</b>		<b>\$90,591.62</b>
<b>Office Operations</b>		
EPSB division mail (annually)	\$1,585.50	
Cell Phones	\$1,240.53	
Library	\$388.63	
Phone/Internet/Fax	\$1,206.60	
Software/Licences(Zoom/Labourware/Union365/Adobe/Google suites/Microsoft/Domain fee/Quickbooks)	\$8,689.03	
Shredding	\$30.35	
Xerox lease	\$210.00	
Xerox/Division Printing	\$90.39	
Office Supplies	\$1,441.15	
<b>Total</b>		<b>\$14,882.33</b>
<b>Payroll Expenses</b>		
Administrative Assistant	\$3,474.69	
Taxes	\$364.00	
Company Contributions (Employee Retirement)	\$134.23	
<b>Total</b>		<b>\$3,972.92</b>

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<b>Cleared Bank Expenses: Cheques/Payments Total</b>		<b>\$233,853.58</b>
<b>Cleared Cheques and Payments – BMO Operating</b>		<b>\$238,363.25</b>
<b>Uncleared Transactions</b>		<b>-\$61,815.50</b>
<b>Dues from EPSB</b>		<b>\$196,899.69</b>
<b>Total Deposits/Credits</b>		<b>\$302,211.37</b>
<b>Bank Ending Balance</b>		<b>\$253,725.41</b>

Bank of Montreal Savings as of Sept. 30, 2025	\$244,937.97
Bank of Montreal Operating as of Sept. 30, 2025	\$253,725.41
Bank of Montreal National Strike as of Sept. 30, 2025	\$679,504.84
WFG as of June 30, 2025	\$78,551.92

**MOTION:** That September’s report be accepted as presented.

Moved by Amy Bernier/Seconded \_\_\_\_\_/\_\_\_\_\_

**8. Communications & Correspondence**

**Treasurer**

From	Description	Amount
Scotiabank	Business Account Statement: Jul 31, 2025 - Aug 29, 2025	\$13,193.60
Scotiabank	BUILDING SOCIETY Business Account Statement Jul 31, 2025 - Aug 29, 2025	\$38,793.87
Canada Revenue Agency	Notice of Penalty for late payments and future payments not sent; Sept. 12, 2025	N/A
Bank of Montreal	Compensation Statement: Notice of Closure on Tuesday, September 30, 2025; Sept. 11, 2025	\$0.00

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<b>Canada Revenue Agency</b>	Notice of Penalty for late payments and future payments not sent; Sept. 16, 2025	N/A
<b>Telus</b>	Business Security Service for Aug 27 - Sept 26, 2025 (Cameras, motion sensors, smoke alarms, etc)	\$174.75
<b>Edmonton Public Schools</b>	Statement of Account; Aug 31, 2025	\$54,592.24
<b>Union Proud</b>	Invoice: (100) CUPE 3550 branded cotton totes	\$1,014.56
<b>CUPE National</b>	Per Capita Remittance Form for July 2025	N/A
<b>DNN4Less</b>	Invoice: Hosting for 3550.cupe.ca for period of Oct 1, 2025 to Sep 30, 2026; Sept 26, 2025	\$150.00
<b>Austin Security Ltd.</b>	Invoice: Alarm Monitoring and GSM Cellular back-up communication fee; Aug 15, 2025	\$126.00
<b>Limitless Security Solutions</b>	Invoice: Security Services for Oct 14, 2025 (2 Guards for 4 hours); Oct 03, 2025	\$262.00
<b>Canada Revenue Agency</b>	Notice of Pensionable and Insurable Earnings Review (PIER); Sep 26, 2025	\$344.98

**General:**

From	Description	Amount
<b>Members</b>	28 Membership Applications	Janice
<b>Members</b>	118 Communicator Forms	Office
<b>CUPE National</b>	(11) Gold-coloured CUPE Pins	Mandy
<b>Union Proud</b>	(100) CUPE 3550 branded navy tote bags.	Janice
<b>Staples</b>	(2) Bugattie Suitcase for Social Committee Prizes	Janice

**MOTION: That correspondence be accepted as presented.**

**Moved by Amy Bernier/Seconded \_\_\_\_\_/\_\_\_\_\_**

**Canadian Union of Public Employees Local 3550**  
**Membership Meeting November 4, 2025**

<b>Prize Draw: Bag of Goodies</b>	<b>Winner:</b>
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**9.Executive Committee Report**

MOTION: M/S/RECOMMENDED  
 The following Motion(s) as recommended by your Executive Board are brought forward for the membership’s discussion and vote:  
  
 The following motion is an FYI for the membership, no vote is required as this will be presented to membership after the bylaw amendments are complete.  
  
 Motion: FYI  
 The membership meeting will be held in person moving forward, except for the months of December, January, and February, where the meeting will be virtual. A live stream via Zoom will be made available to members who cannot attend in-person meetings. Members attending via live stream

<b>Prize Draw: Basket of Goodies</b>	<b>Winner:</b>
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**10.Reports of CUPE Local 3550 Committees**

Social  
 Building Society (Elected)  
 Acknowledgement  
 Awareness/Public Relations  
 Bylaws  
 Communicators  
 Education  
 OH&S  
 Membership  
 Political Action  
 Resolutions  
 Awareness  
 Steward  
 Young Workers  
 GSA  
 Indigenous Council  
 Job Action

If you would like to join a committee please email  
**committees@cupe3550.ca**

- **Social:** Michelle Bilodeau (Chair), Mabel Ong, Shelly Lavallee, Janice Kube, Mandy Lamoureux
- **Retirement Party**
  - The retirement party in June was a great success.
- **Elk’s Football Game**
  - Labour Day classic was great
- **Contest Launch**
  - We will be launching a new contest page on our website

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	<p><b>Prizes to be won:</b></p> <ul style="list-style-type: none"> <li>• The Telus World of Science</li> <li>• Pumpkins After Dark</li> <li>• Edmonton Corn Maze</li> <li>• Dark at Ft Edmonton</li> </ul> <p>Email your answers to: <a href="mailto:contest@cupe3550.ca">contest@cupe3550.ca</a></p> <p><b><u>2025/2026 Social Events:</u></b></p> <ul style="list-style-type: none"> <li>➤ Watch for up and coming events</li> </ul> <p><b>Next Meeting:</b> TBD</p>			
•	<p><b>Membership:</b> Sergeant-At-Arms: Nicole Semchuck (Chair), Janice Kube, Mandy Lamoureux</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; padding: 5px;">                 Total Active: 3278                  Card Carrying: 3278                  Membership Application Received: 92                  Rand: 143  <b>Next Meeting:</b> TBD             </td> <td style="width: 50%; padding: 5px;">                 ➤ # Of total members in attendance:                   ➤ # Of new members in attendance:             </td> </tr> </table>		Total Active: 3278 Card Carrying: 3278 Membership Application Received: 92 Rand: 143 <b>Next Meeting:</b> TBD	➤ # Of total members in attendance:  ➤ # Of new members in attendance:
Total Active: 3278 Card Carrying: 3278 Membership Application Received: 92 Rand: 143 <b>Next Meeting:</b> TBD	➤ # Of total members in attendance:  ➤ # Of new members in attendance:			
•	<p><b>Acknowledgement:</b> Marianne Andresen (chair) Mandy Lamoureux</p> <p>7- acknowledgements                  0 - arrangement                  0 – donations</p> <ul style="list-style-type: none"> <li>• Donations to a registered charities of their choice only. (no religious organizations)</li> </ul> <p><a href="mailto:3550wecare@gmail.com">3550wecare@gmail.com</a></p>			
•	<p><b>Awareness/Public Relations:</b> Janice Kube (Chair), Shelly Lavallee, Amy Bernier, Mandy Lamoureux</p> <ul style="list-style-type: none"> <li>➤ No report</li> </ul> <p><b>Next Meeting:</b> TBD</p>			
•	<p><b>Budget/Audit:</b></p> <ul style="list-style-type: none"> <li>➤ No Report</li> </ul>			
•	<p><b>Building Society:</b> Amy Bernier (President), Nicole Semchuk (Recording Secretary), Dagmar Harvey (Treasurer) Loreen Holenko, Heather Jones (Executive Board Member); Mandy Lamoureux (Member at Large)</p> <ul style="list-style-type: none"> <li>➤ The committee met on October 19, 2025 for a renovation update</li> <li>➤ The signing authorities will be meeting with the bank for the loan</li> </ul> <p><b>Next Meeting:</b> November 17, 2025</p>			
•	<p><b>Bylaws:</b> Deanne Ruel (Chair), Wafa Soadi, Janice Kube, Shelly Lavallee, Mandy Lamoureux, Michelle Bilodeau, Amy Bernier, Charlene Chamberlain</p> <ul style="list-style-type: none"> <li>➤ Working on reviewing and possible amendments</li> </ul> <p><b>Next Meeting:</b> TBD</p>			

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	<ul style="list-style-type: none"> <li>• <b>CUPE Communicators:</b> Nicole Semchuk (Chair), Shelly Lavallee, Mandy Lamoureux  <b>Communicator Procurement:</b> Shelly Lavallee  <b>Communicator Stuffing:</b> Deanne Ruel, Shelly Lavallee, Mandy Lamoureux <ul style="list-style-type: none"> <li>➤ No report</li> </ul> <b>Next meeting date with all Communicators:</b> TBD  <b>Next meeting for stuffing:</b> TBD</li> </ul>
	<ul style="list-style-type: none"> <li>• <b>CUPE Education-Union Development/Conventions/Conferences/Special Committee:</b>  Amy Bernier (Chair), Mabel Ong (Co-Chair), Marianne Andresen, Mandy Lamoureux, Shelly Lavallee, Wafa Soadi   <i>***If you wish to apply to take any courses, please go to the CUPE 3550 website, 3550.cupe.ca. Go to Member Information – Education Development, complete the Education Funding Form with all of the required information, and either FAX to the office at 780-452-1462, scan and email to <a href="mailto:3550education@gmail.com">3550education@gmail.com</a> or mail the form to the office.</i>   <b>Upcoming Education:</b>  <b>Education committee has approved the following applications:</b>   Deanne Ruel - CLC/AFL winter school - Communication for union activists  Mandy Lamoureux - CLC/AFL Winter School - Labour Law I  Amy Bernier - CLC-AFL Winter School - Domestic Violence in the Workplace   <b>More Educational opportunities have been shared to post online.</b> <ul style="list-style-type: none"> <li>• Skillpath</li> <li>• More education on CUPE Nation Website</li> </ul> Steps on how to apply for education is on our website  <b>Upcoming Education:</b>  If you take any education classes, please email Janice as they are recorded in Labourware:  <b>1vpr3550@telus.net</b>   <b>REPORTS Below:</b>  Social Media Training – Janice Kube  National Convention – Amy Bernier</li> </ul>
	<ul style="list-style-type: none"> <li>• <b>Grievance/Stewards:</b> Shelly Lavallee (Chief Steward), Janice Kube, Mandy Lamoureux <ul style="list-style-type: none"> <li>➤ Verbal Report</li> </ul> <b>Next Meeting:</b> November 25, 2025</li> </ul>
	<ul style="list-style-type: none"> <li>• <b>Resolutions: <b>NEW</b></b> Mandy Lamoureux, Janice Kube, Shelly Lavallee, Marianne Andresen <ul style="list-style-type: none"> <li>➤ Resolutions have passed at CUPE National</li> </ul> <b>Next Meeting:</b> TBD</li> </ul>
	<ul style="list-style-type: none"> <li>• <b>Political Action/Social Justice/Pensions:</b> Wafa Soadi (Chair), Janice Kube, Shelly Lavallee <ul style="list-style-type: none"> <li>➤ No report</li> </ul> <b>Next Meeting:</b> TBD</li> </ul>

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•	<p><b>3550 Health and Safety (OH&amp;S):</b> Wes Kube (Chair), Janice Kube (Co-Chair), Shelly Lavallee, Michelle Bilodeau, Amy Bernier, Mandy Lamoureux</p> <p>➤ If there are any incidents at your job site, please let Janice know.</p> <p><b>Next Joint Meeting:</b> TBD <b>Next Meeting:</b> TBD</p>
•	<p><b>Young Workers:</b> Justine Lowery (Chair), Mandy Lamoureux</p> <p>➤ No Report</p> <p><b>Next Meeting:</b> TBD</p>
•	<p><b>GSA:</b> Charlene Chamberlain (Chair), Mandy Lamoureux</p> <p>➤ No report</p> <p><b>Next Meeting:</b> TBD</p>
•	<p><b>Indigenous Council:</b> Lindsay Willemse (Chair), Mandy Lamoureux, Shelly Lavallee</p> <p>➤ No report</p> <p><b>Next Meeting:</b> TBD</p>
•	<p><b>Job Action Committee:</b> Wafa Soadi (Chair), Mandy Lamoureux (Co-Chair)</p> <p>➤ No report</p> <p><b>Next Meeting:</b> TBD</p>
<p><b>Motion to accept CUPE Local 3550 committee reports as presented.</b></p> <p style="text-align: center;">Moved by _____/Seconded _____/_____</p>	

<b>Prize Draw: Bag of goodies</b>	<b>Winner:</b>
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<b>11. Reports of Joint/Advisory Committees with Edmonton Public Schools Administration</b>	
a)	<p><b>Job Evaluation: NEW</b></p> <p>➤ Verbal Report</p> <p><b>Next Joint Meeting:</b> November 17, 2025 <b>Next Meeting:</b> TBD</p>
b)	<p><b>Division Health and Safety:</b> Division OH&amp;S Meeting: Shelly Lavallee</p> <p>➤ Michelle Bilodeau and Pam Fistric will sit on this committee with the Division</p> <p><b>Next Meeting:</b> TBD</p>
c)	<p><b>Liaison:</b> Mandy Lamoureux, Janice Kube, Wafa Soadi, Shelly Lavallee, Amy Bernier, Marianne Andresen</p> <p>➤ No report</p> <p><b>Next Joint Meeting:</b> TBD <b>Next Meeting:</b> TBD</p>
d)	<p><b>Workplace Violence:</b> Mandy Lamoureux, Janice Kube, Carlos Capurro</p> <p>➤ No report</p> <p><b>Next Meeting:</b> TBD</p>
e)	<p><b>Joint Support Staff Training and Advisory Committee:</b> Mandy Lamoureux, Janice Kube, Shelly Lavallee,</p> <p><b>Next Joint Meeting:</b> TBD</p>
f)	<p><b>Negotiations SLS:</b> Mandy Lamoureux (co-spokesperson), Carlos Capurro (CUPE National Representative and co-chair)</p>

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	<p>The Local met with the Employer on October 15 and 16, 2025.</p> <p>Over the past two days, we have engaged in productive discussions and are making progress toward reaching agreement on several key articles. Topics under negotiation include:</p> <ul style="list-style-type: none"> <li>• Hours of work</li> <li>• On-call provisions</li> <li>• Overtime</li> <li>• Earned Days Off (EDOs)</li> <li>• Flexible work hours and locations</li> <li>• Professional autonomy</li> </ul> <p>We are encouraged by the constructive tone of the conversations and will continue working toward a fair and equitable agreement.</p> <p>A town hall will be held November 6, 2025 for SLS staff group only</p> <p><b>Next Committee Meeting:</b> Nov. 21 &amp; Nov. 27</p>
g)	<p><b>Certification: NEW</b></p> <ul style="list-style-type: none"> <li>➤ No report</li> </ul> <p><b>Next Joint Meeting:</b> TBD</p> <p><b>Next Meeting:</b> TBD</p>
h)	<p><b>Staffing of Bargaining Unit Vacancies and Parent/Community Involvement: NEW</b></p> <ul style="list-style-type: none"> <li>➤ No report, gathering information provided by members</li> </ul> <p><b>Next Joint Meeting:</b> TBD</p> <p><b>Next Meeting:</b> TBD</p>
i)	<p><b>PUBLIC BOARD MEETINGS</b> (Meeting is Webcast and archived on EPS website)</p> <ul style="list-style-type: none"> <li>➤ Verbal Report</li> </ul> <p><b>Next Board Meeting:</b> November 4 (Cancelled) November 25, 2025</p>
j)	<p><b>Working Together/DLM:</b> Mandy Lamoureux</p> <p><b>Working Together (staff group representatives meet with Division):</b> Verbal Report - Shelly</p> <p><b>DLM (District Leadership Meeting):</b> DLM cancelled because of ATA Strike.</p> <p><b>Next Working Together Meeting:</b> December 5, 2025</p> <p><b>Next DLM Meeting:</b> Nov. 5, 2025</p>
<p><b>Motion to accept Joint CUPE Local 3550 committee reports as presented.</b></p> <p style="text-align: center;">Moved by _____/Seconded _____/_____</p>	

<b>Prize Draw: Bag of Goodies</b>	<b>Winner:</b>
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<b>12. Reports of AEEC/CUPE Alberta/EDLC/ALEC</b>	
a)	<p><b>Alberta Education Employee Committee (AEEC):</b> Wafa Soadi(liaison), Shelly Lavallee, Michelle Bilodeau, Heather Jones, Mandy Lamoureux, Daniel Campbell (Alternate)</p> <ul style="list-style-type: none"> <li>➤ No Report</li> </ul> <p><b>Next Meeting:</b> TBD</p>

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	<b>Next Meeting: CUPE AB AEEC:</b> November 1&2, 2025 <b>3550 AEEC Delegates:</b> October 22, 2025
b)	<b>CUPE Alberta Division Executive</b> – Janice Kube (Edmonton and Area VP), Shelly Lavallee (Edmonton and Area VP) ➤ No Report <b>Next Meeting:</b> TBD
c)	<b>Edmonton District Labour Council (EDLC):</b> Wafa Soaadi (liaison), Lynn Davis, Shelly Lavallee, Tara Clelland, Deanne Ruel, Tamara Hodgess, Michelle Bilodeau, Daniel Campbell (alternate), Mandy Lamoureux ➤ Report below <b>Next Meeting:</b> November 17, 2025
d)	<b>Alberta Library Employee Committee (ALEC)</b> ➤ No report <b>Next Meeting:</b> TBD
e)	<b>Public Interest Alberta (PIA)</b> ➤ No report <b>Next Meeting:</b> TBD

13. New Business	
a)	➤ Member safety and transparency -Tara
b)	➤ Diversity Committee – Looking for a chair
c)	➤
d)	➤

14. Good of the Union
➤

<b>Draw:</b> CUPE 3550 Jacket & 4 Telus World of Science	<b>Winner:</b>
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Motion to adjourn @ pm: Moved by \_\_\_\_\_/Seconded \_\_\_\_\_/\_\_\_\_\_

## MEETING DATE INFORMATION

Membership	Executive	EDLC	Public Board
<b>Tuesdays – 6:30 PM</b>	<b>Tuesdays – 5:00 PM</b>	<b>Mondays – 7:00 PM</b>	<b>Tuesdays – 1:30 PM</b>
<b>Tentative</b>	<b>Tentative</b>	<b>(Usually 3<sup>rd</sup> Monday)</b>	
December 2	November 18	November 17	November 25
January 13	December 16	December 15	December 9
February 3	January 20	January 19	January 20
March 3	February 17	February 17	February 10
			March 3

**Canadian Union of Public Employees Local 3550**  
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April 7 May 5 June 2 Elections June 9	March 17 April 21 May 19 June 16	March 16 April 20 May 19 June 15	March 17 April 14 April 28 May 12 May 26 June 9 June 23
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**Reports:**

**September 18, 2025, Education Committee Meeting**

**Attendees:** Amy Bernier (Chair) Janice Kube Wafa Soaadi Shelly Lavallee Patti Yachimec

Agenda

Topic

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Next Meeting/Expectations

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Application review/approval for Union Education

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Up Coming Union Education

Summary

- Nicole Semchuk - education to McMasters University was denied and she will be given course suggestions from the CUPE website that are comparable.
- Kyla Maertz - approved to attend ALEC meeting October 25-26, 2025. The cost is approx \$700.00 and we have allotted \$3500.00 for this education which happens twice a year.
- Jennifer Boutilier - approved to attend CUPE Trustee Orientation October 19, 2025 online. There is no cost to the Local
- Amy Bernier - approved to attend CUPE Cost-Sharing Course November 4, 2025. The only cost will be if a book off is required. Details on times of course have not been released.

Details

Budget

- Each category that was effected for request of education was discussed and reviewed

Education

- Upcoming education was shared and will ask the office to post onto website
- We have decided to remove McMasters University courses from the website due to excellent education offered through CUPE

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**Edmonton District Labour Council**

**September 15, 2025**

**Wafa Soadi**

- Congratulations to Michelle Bilodeau on her election to the EDLC executive board.
- Missing Person Case: The search for Samuel Bird, an indigenous youth missing since June 2025, has seen little progress. EDLC and Local 3550 member Lynn Davies graciously feed search volunteers on Sept. 20 & 21. If you have any information on this missing youth, please contact your local authorities.
- Municipal Election Endorsements:  
  
The EDLC has vetted and endorsed a slate of progressive, labour-friendly candidates for the upcoming municipal election. The full list of endorsed candidates is available on the EDLC website. <https://edmontonlabour.ca/>
- Upcoming events and Actions:  
  
Take Back the Night Rally – Thursday September 25, 7pm at Gazebo Park.  
  
Annual event to raise awareness about gender-based violence, support survivors, and demand safety for women all people. The rally also calls for justice for Missing and Murdered Indigenous Woman and Girls (MMIWG) and an end to state violence against Indigenous peoples.
- No Queens Rally – Saturday September 20, 10am at the Alberta Legislature.  
  
Political protest against Danielle Smith and the UCP’s harmful policies.
- Amalgamated Transit Union ATU Local 569 -Rally for Respect – Thursday October 2, 1:30-2:30pm at Strathcona County Hall East Plaza. Fighting for a fair contract after 18 months of unionizing.

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**Advanced Social Media**

**September 26 & 27, 2025**

**Janice Kube**

This was an excellent course to attend. We have really come a long way with our social media but there is always something new to learn.

Where do our members hang out? Times and days members are online? Are they scrolling past our post or clicking on it, sharing it, commenting.

Surveying the members is a great way to find out what they want to see.

Consistency-post each day.

Be accessible for all using alt text on pictures.

Using Canva and having a photo library of our own staff. Use graphics with purpose.

Videos 3 seconds to sustain attention, up to 1 minute long but 30 seconds better

Check links regularly as they may change.

Respond to comments on posts

Find your core message and use it over and over.

Direct messages to allies and members. Frame members issues to the audience. What we do helps everyone. Why should the public care? Education workers are dedicated and care about our kids.

Clear posts, 1 main idea. Use plain language. Post pictures of our members. Action and then the details. Supportive, proud collective, celebrate wins. Make posts engaging so it stops the scrolling. Facts, urgent warnings, secrets, tease the outcome.

Using hooks sparks curiosity, grabs attention immediately, relatable.

Engaging posts, ask questions, ask for stories, create real community, invite them in, make it shareable.

Reliable source of information.

Thank you for the opportunity to take this course.

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CUPE National 2025 Convention

October 6-10, 2-25

Amy Bernier

The convention was held at the Toronto Convention Centre. CUPE is the largest union with 800,000 members and in 10 years the membership has grown 170,000 strong. As our membership grows, so do our staff positions. Over the past two years, 126 new staff positions have been created. This comes to a total of 1086 staff.

The National is in good financial health. The finances are organized in three areas. General Expenses, Defence Fund and Strike Fund. The priority remains strong in organizing new members and better salaries for our workers. General expenses include CUPE staff, opening of Safe Spaces as well as more than 525,000 Sq Ft of office space that is leased, rented or owned.

The Defence Fund supports members to respond to our jobs, on the ground efforts, political actions and much more. In this fund, there is a surplus of 20 million dollars. Nations have spent wisely and respectfully.

Our Strike Fund is healthy with 135 million dollars. Locals have used this fund to fight for their members and the next two years, we will face challenges but we are resilient, strong and a fair union must not stop organizing.

I attended the 2SLGBTQI+ Workers Caucus. The caucus has played a key role in helping to support members with ensuring the code of conduct is in place within Locals. The National's Pink Triangle discusses the work that was done over the past two years, supporting and empowering members is ongoing. They have worked with the Rainbow Rail in Alberta and educating committees and members on creating a better work place.

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The following Resolutions here are just some passed during the Convention:

2SLGBTQI+ Rights

Resolution 1

CUPE WILL

Updated educational materials and workshops on understanding and defending Two Spirit, trans, and gender diverse worker issues, and

Update model language and terms in materials such as the Bargaining Beyond the Binary guide to reflect the growing need for workplace benefits to protect Two Spirit, trans, and nonbinary members, including gender divers workers legislative rights.

Child Care

Resolution 24

CUPE WILL

Support provincial divisions, district councils and locals to campaign for universal, public school-aged child care integrated in our public school system.

Health and Safety

Resolution 67

CUPE WILL Develop and implement a clear set of inclement weather policies and safety protocols for locals striking in extreme weather.

Develop and activate specific protocols for striking in extreme cold

Develop and activate an extreme heat response protocol when temperatures are forecasted to reach specific thresholds for multiple consecutive days.

Reelected for National president is Mark Hancock and National Secretary Treasurer is Candace Rennick.