

Introduction

Land Acknowledgement

CUPE Local 3550 respectfully acknowledges that we are gathered on Treaty 6 territory, the traditional lands and meeting grounds of many Indigenous peoples, including the Inuit, Cree, Dene, Blackfoot, Saulteaux, Nakota Sioux, and the Métis Nations.

These lands continue to provide places of natural abundance, ceremony, culture, travel, connection, and community. As trade unionists we recognize that we are all Treaty people and share a responsibility to learn from the past including honouring Indigenous voices, support meaningful action toward truth, respect and reconciliation. We honour the Elders, Knowledge Keepers, and Indigenous communities who continue to guide and strengthen the path forward for future generations.

We recognize that education is not only about learning skills and knowledge, but also about understanding truth, history, and our shared responsibilities. Through education, dialogue, and solidarity, we strive to create more inclusive and equitable workplace for all.

Reading of the CUPE National Equality Statement

Swearing-in of New Members

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. Please introduce yourself with your name and job title.

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.

The content of membership meetings are confidential to the membership of CUPE Local 3550, and are not to be shared with non-members.

The unsanctioned audio and/or video recording of a membership meeting is strictly prohibited.

Canadian Union of Public Employees Local 3550

Membership Meeting Agenda June 02, 2026

1) Roll Call of Officers

Quorum ☐ Yes ☐ No

President: Mandy Lamoureux (June 2027)
1st Vice President: Janice Kube (June 2026)
2nd Vice President: Michelle Bilodeau (June 2027)
Recording Secretary: Deanne Ruel- Interim (June 2026)
Treasurer: Amy Bernier (June 2027)
Chief Steward: Shelly Lavallee (June 2026)

Sergeant-At-Arms: Nicole Semchuk (June 2026)
Executive Board Member: Lindsay Willemse (June 2027)
Executive Board Member: Kyla Maertz (June 2026)
Executive Board Member: Patti Yachimec (June 2027)
Executive Board Member: Vacant (June 2026)
SLS Board Member: Charlene Chamberlain (June 2027)

1 Year Trustee: Dagmar Harvey | **2 Year Trustee:** Gina Rose | **3 Year Trustee:** Vacant

CUPE National Representative: Carlos Capurro/ Jodi Learn

Excused	Carlos Capurro
Absent	

2) Welcoming New Members 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.

➤ Reading of new member(s) names

Objections	
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3) Additions to New Business & Approval of the Agenda

Additions to New Business	
a)	
b)	
c)	

Motion		Carried: ☐
Moved by: Deanne Ruel	Seconded:	Defeated: ☐

4) Minutes of Previous Meeting

Motion	That the May 05, 2026, minutes be accepted as presented.	Carried: ☐
Moved by: Deanne Ruel	Seconded:	Defeated: ☐

5) Matters Arising from the Minutes

Items of Discussion	
a)	
b)	
c)	

6) President's Report

Report Items	
a)	Special Guests – Heather Quinn and Jay Procktor ATA
b)	Local Executive 3-day training
c)	Election Meeting June 9, 2026, online
d)	Election Committee appointments
e)	Resignation of a Trustee Jennifer Boutilier – Position will be up and next meeting
f)	Resignation of Recording Secretary Marianne Andresen – Position will be up and next meeting
g)	New Logo/ slogan

MEMBER PRIZE DRAW

Winner

7) Treasurer's Report

Items of Notice	
a)	Strike Account update. This has been all accounted for and the account is closed. The amount we had left over was \$5,000 and that money was put into our saving account
b)	

Bank of Montreal Operating Beginning Balance	April 2026	\$452,604.97
Bank of Montreal Savings Beginning Balance	247,041.20	
Bank of Montreal Savings Interest Earned	340.13	
Bank Service Charges for BMO Operating Account	\$254.08	
Affiliations		
CUPE National Per Capita Tax	\$68,893.10	
Total		\$68,893.10

Building Expenses		
Building Cleaning service (2 services)	\$900.00	
Direct Energy	\$310.29	
EPCOR	\$881.33	
Rent	\$10,400.00	
Renovations	-\$2,910.18	
Snow Removal	\$741.30	

Canadian Union of Public Employees Local 3550

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Waste Management	\$1,482.05	
Total		\$11,804.79
Committees:		
Acknowledgements	\$218.25	
Awareness (pens)	\$6,321.00	
Bargaining (SLS)	\$517.58	
Building Society	\$288.00	
Communicator	\$2,112.00	
Edmonton District Labour Council (EDLC)	\$192.00	
Education	\$64.00	
Gender Sexuality Alliance (GSA)	\$320.00	
Indigenous	\$160.00	
Social (Committee/Bowling/New Year's Cheer/Zoo/Retirement)	\$1,630.45	
Total		\$11,823.28
Education/Conferences/Convention		
Alberta Federal Labour (AFL)	\$2,075.00	
CUPE AB Convention	\$770.30	
CUPE AB Education	\$846.00	
Lancaster House (4 Executives)	\$1,757.62	
Total		\$5,448.92

Executive Board		
Meals (2x12 Executive Members)	\$531.04	
Per Diems (12 Executive Members)	\$3,910.61	
Book offs for Seconded full time executives	\$44,713.03	
Parking during member meetings	\$10.50	
Meeting materials	\$54.00	
Total		\$49,219.08

Financials		
Trustee (3)	\$80.00	
Total		\$80.00

Meetings – Membership		
Hall Rental/Door Prizes	\$193.47	
Membership Book Offs	\$1,182.34	
Total		\$1,375.81
Office Operations		
Phones/Internet	\$333.94	
Cell Phones	\$595.14	
Shredding	\$159.63	
Software and Licenses (QB/Microsoft/Zoom/Union 365)	\$1,045.36	
Supplies	\$149.42	

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Technical Support	\$409.50	
Xerox/Division Printing	\$390.96	
Total		\$3,083.95
Payroll Expenses		
Administrative Assistant (2 pay periods includes all deductions)	\$7,174.17	
Total		\$7,174.17
Cleared Bank Expenses: Cheques/Payments Total		
Cleared Cheques and Payments – BMO Operating		-\$213,752.57
Uncleared Transactions		-\$78,653.30
Dues from EPSB		\$197,011.89
Bank Ending Balance		\$517,043.93

Bank of Montreal Savings as of April 30, 2026	\$247,381.33
Bank of Montreal Operating as of April 30, 2026	\$517,043.93
WFG as of December 2025	\$79,335.91

Motion That the April Treasurer's report be accepted as presented

Moved by: Amy Bernier

Seconded:

Carried: ☐
Defeated: ☐

8) Communication and Correspondence

Treasurer:

From	Description	Amount
Bank of Montreal	Compensation Statement: Treasury Services and Domestic Payments; Apr 11, 2026	\$ 254.08
Bank of Montreal	BUILDING SOCIETY Compensation Statement: Treasury Services and Domestic Payments; Apr 11, 2026	\$ 20.00
Edmonton Public Schools	Statement of Account; Mar 31, 2026	\$ 52,393.12
Canadian Cancer Society	Receipt: Official receipt for tax purposes (for member donation); April 22, 2026	\$ 75.00
Telus	Monthly Bill for Account: Business Security Services for period of Apr 27 to May 26, 2026 (NOT APPLICABLE. BILLING CANCELLED ON APR 19, 2026)	N/A
Workers' Compensation Board of Alberta	Premium Invoice: (No Payment Required); May 05, 2026	\$ -

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MLT Aikins (on behalf of Scotiabank)	Notice of Default for Credit Agreement, Notice of Intention to Enforce Security	\$ 14,580.57
WFG Securities	Account Statement For Period of Jan 1, 2026 to Mar 31, 2026	\$ 324.56
Northeast BC Community Foundation	Thank-you Note and Receipt: Official Receipt for Tax Purposes; April 30, 2026	\$ 500.00

General:

From	Description	Addressee
Vistaprint	(25) CUPE 3550 Logo Stickers	Mandy
Hillberg & Berk	Shipment: (5) Slider Box Chain - Silver, (2) Slider Box Chain - Gold, (5) Sparkle Rondell - White;	Office
Hillberg & Berk	Shipment: (2) Sparkle Rondelle - Soft Gold	Office
Hillberg & Berk	Shipment: (13) Triple Chain Bracelet	Office
Hillberg & Berk	Shipment: (12) Always On Hoop + 6mm Stud Gift Set - White	Office
Member	61 Membership Applications	Office
Member	1 Communicator Form	Office

9) Executive Board Report

Report Items	
a)	GSA additional funds
b)	

The following Motion(s) as recommended by your Executive Board are brought forward for the membership's discussion and vote:

Local 3550 Executive recommends:

Motion	That the GSA receive additional \$1500 for upcoming costs	Carried: ☐
Moved by:	Seconded:	Defeated: ☐

MEMBER PRIZE DRAW	Winner
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10) Local Committee Reports

Reports by Committee

Canadian Union of Public Employees Local 3550

Membership Meeting Agenda June 02, 2026

a) Membership

Chair	Members
Nicole Semchuk (Sergeant-At-Arms)	Janice Kube, Mandy Lamoureux

- Total Active: 3612
- Card Carrying: 3432
- Rand: 177
- Membership Application received: 2

Member in attendance tonight:

b) Acknowledgment

Chair	Members
Vacant	Mandy Lamoureux

- 1 acknowledgement
- 0 arrangement
- 1 donation made.

➤ 3550wecare@gmail.com

Next Meeting: TBD

c) Awareness/Public Relations

Chair	Members
Janice Kube	Shelly Lavallee, Amy Bernier, Mandy Lamoureux

➤ No report

Next Meeting: TBD

d) Building Society

Chair	Members
Amy Bernier (President)	Dawn Mullen (Recording Secretary), Patti Yacimec (Treasurer), Cheryl Quintero (Executive Board Member), Heather Jones (Executive Board Member), Mandy Lamoureux (Member at Large)

Meeting May 1, 20265

➤ **Roof** - Quote for repair is approx. \$98,000.00. Discussed the importance of this repair to maintain the building and prevent water damage and insect infestation. The leaking has created major concerns on the north boardroom wall. This will also be repaired

Next Meeting: TBD

e) Bylaws

Chair	Members
Deanne Ruel	Janice Kube, Shelly Lavallee, Michelle Bilodeau, Amy Bernier, Patti Yachimec, Nicole Semchuk, Mandy Lamoureux, Jodi Learn

Meeting April 27, 2026

Canadian Union of Public Employees Local 3550

Membership Meeting Agenda June 02, 2026

- We worked through cleaning up some language in Section 14. We will spend more time developing clearer language around the education piece and will revisit that at the next meeting.

Next meeting: June 22, 2026 @ 6:30

f) CUPE Communicators

Chair	Members
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Nicole Semchuk	Shelly Lavallee, Mandy Lamoureux
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- We will be having information sessions

Next meeting date with all Communicators/Stewards: TBD

g) CUPE Education-Union Development/Conventions/Conferences/Special Committee

Chair	Members
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Amy Bernier	Shelly Lavallee, Mandy Lamoureux
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Information Regarding Education Funding Applications

[Access the Education Funding Form here!](#)

- Members are encouraged to participate in workshops hosted through CUPE National. You can view available online workshops at cupe.ca/mrm-union-education/events.

Meeting May 13, 2026 @ 6:00pm

1 application received

0 approved

1 education application was reviewed and denied.

We reviewed and agreed on new criteria for the Dollar and Sen\$e conference in the fall.

Available Education:

[SLS - Creating harassment-free workplaces](#)

Learn how to recognize harassment, educate members about harassment, and represent members who are involved in harassment complaints.

May 27, 2026 | ONLINE

[Alberta Treasurers Network Meeting \(OLS\)](#)

These sessions are for Alberta Treasurers only. Each online session will include 20 minutes of instruction on common financial management processes and then time to ask questions on the instruction or about other issues you are facing.

May 28, 2026 | ONLINE

[SLS - Notetaking \(OLS\)](#)

Why do I have to take notes? What kind of notes should I take? Are my notes private? Learn answers to important questions like these, and practice notetaking in this online workshop.

July 22, 2026 | ONLINE, Alberta

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Go to <https://3550.cupe.ca/> for any available education.

If you take any education classes, please email Janice as they are recorded in Union365:

1vpr@cupe3550.ca

The following Education is available for members.

REPORTS:

Amy Bernier – Lancaster House

Nicole Semchuk - AFL Midterm

Shelly Lavallee – Lancaster House

Michelle Bilodeau/ AEEC Committee – AEEC Report

Michelle Bilodeau – Weeklong School

Shelly Lavallee – Labour Law Conference

Charlene Chamberlain – AFL Midterm

Next Meeting: TBD

h) Grievance/Stewards

Chair	Members
Shelly Lavallee	Janice Kube, Mandy Lamoureux, Amy Bernier, Michelle Bilodeau

Meeting May 6, 2026

- 10 Investigations
- 4 school visits
- Grievance #1 - we will be moving to the next step, which is the arbitration process.
- 3 grievances were filed Wednesday May 13, 2026 Complexity teams, EA G, postings

Next Meeting: TBD

i) Political Action/Social Justice/Pensions

Chair	Members
Mandy Lamoureux	Janice Kube, Shelly Lavallee

- No report

Next Meeting: TBD

j) Resolutions

Chair	Members
Mandy Lamoureux	Janice Kube, Shelly Lavallee, Michelle Bilodeau, Nicole Semchuk, Amy Bernier, Kyla Maertz

- No report

Next Meeting: TBD

k) Social

Chair	Members
Michelle Bilodeau	Shelly Lavallee, Janice Kube, Mandy Lamoureux, Patti Yachimec, Nicole Semchuk

Meeting May 14, 2026

- Zoo Recap- event was a huge success, over 600 attended. Everyone enjoyed themselves.

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- Edmonton Oiler Corporate Ticket program- Great success, will be working with them again next year.
- Edmonton Stingers Basketball Saturday, July 11, 2026 @ 7pm. Flyers will be out in the schools ASAP and will go live by Friday May 22, 2026. Only 75 tickets are available. Tickets are \$10 and it includes a free drink ticket. Using Sign up Genius to sell tickets
- Edmonton Elks Football Saturday, Aug 15, 2026 @ 1pm. Kids get in free with the purchase of an adult ticket. Purchasing 25 adult @ \$10 each to get 25 kid tickets. More information to come on distribution
- Retirement- June 5, 2026 @ 5pm

Next meeting: June 10, 2026 in person next year's planning

l) 3550 Health and Safety (OH&S)

Chair	Members
Wesley Kube	Janice Kube (Co-Chair), Shelly Lavallee, Michelle Bilodeau, Amy Bernier

Meeting May 6, 2026

- Climate control in classrooms, buses: classrooms are hot starting May 1, affecting students and staff.
- Bus rides can be 1 ½ hours: Hot on the bus, kids are dysregulated when they get to school.
- Biohazards clean up. Support staff respond to the issue and look after the students or staff. The cleanup is not Support staff work. Staff have the right to refuse unsafe work.
- OHS training in schools: AA or department heads are in partnership with staff tracking certificates and courses. Discussed some schools have a first aider that fill out the incident forms. In this case support staff would assess the incident and apply basic first aid or if more serious call 911.
- Flight risk students: brief discussion on ideas to prevent incidents at the school level.

Next Joint Meeting: June 4, 2026 2:30

Next Meeting: TBD

m) GSA

Chair	Members
Justine Lowery	Shelly Lavallee, Mandy Lamoureux

- Additional funds request

Next Meeting: TBD

n) Indigenous Committee

Chair	Members
Lindsay Willemse	Mandy Lamoureux, Shelly Lavallee

- We have a new land acknowledgement

Next Meeting: TBD

o) Job Action Committee

Chair	Members
Vacant (Chair), Mandy Lamoureux (Co-Chair)	

- No report

Next Meeting: TBD

MEMBER PRIZE DRAW

Winner

11) Joint/Advisory Committee Reports

Reports by Joint/Advisory Committee

a) Job Evaluation

Members

Mandy Lamoureux, Shelly Lavallee, Michelle Bilodeau, Carlos Capurro

Meeting April 22, 2025

- We reviewed the updates to draft Job Evaluation Fact Sheet that will go out to all staff on connect
- We further explored Physical Sensory Demands and Working Conditions in current context
- We reviewed more job clusters finishing up the EAs, AA mentors and began the LPNs

Next Meeting: June 18, 2026

b) Division Joint Health and Safety

Members

Michelle Bilodeau, Tracey Neufeld, Mandy Lamoureux (Observer)

- No report

Next Meeting: TBD

c) Certification

Members

Mandy Lamoureux, Janice Kube, Shelly Lavallee, Michelle Bilodeau, Jodi Learn

Meeting May 11, 2026

- The committee has made progress and continues to move the work forward.
- A joint communication update will be issued via email to all support staff.
- Additional meetings are being scheduled to support next steps.
- A survey will be conducted that will include a sample of all support staff working titles to help inform this work.
- The committee is looking forward to analyzing the survey data and results.

Next Meeting: June 15, 2026

d) Workplace Safety Committee

Members

Mandy Lamoureux, Janice Kube, Michelle Bilodeau, Jodi Learn

Meeting May 4, 2026

- We looked at the strategic plan.

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Membership Meeting Agenda June 02, 2026

- We had some positive open conversations about the current issues in the classrooms.
- We are focused on collecting data from employees voiced lived experiences.

Next Meeting: June 8, 2026

e) **Joint Support Staff Training and Advisory Committee**

Members

Mandy Lamoureux, Janice Kube, Shelly Lavallee, Michelle Bilodeau (alternate) Jodi Learn

Meeting April 22, 2026

- We reviewed the professional training offered for the rest of this year
- 3 EAs are transitioning into AA D/E roles and are currently in training, we ask many questions on the criteria for this transition and how the program works.
- 5 EAs transitioned into Lead AA training

EA Internship

- February 4 - June 5
 - Originally hired 75
 - 71 participants actively participated
- February 23 - June 23
 - Originally hired 151
 - 148 are still participating

Next Meeting: TBD

f) **Community Involvement in Schools**

Members

Mandy Lamoureux

- No report

Next Meeting: TBD

g) **Negotiations SLS**

Members

Mandy Lamoureux (co-spokesperson), Carlos Capurro (CUPE National Representative and spokesperson)

- No update

Next Bargaining Dates: June 3, 5, 12, 17 & 19, 2026

h) **PUBLIC BOARD MEETINGS** (Meeting is Webcast and archived on EPS website)

Members

- No report

Next Board Meeting: June 9, 2026

i) Working Together/District Leadership Meeting (DLM)

Members

Mandy Lamoureux

Working Together (staff groups meet with Division):

Meeting May 15, 2026

- Approx. 30 support staff have been IDFT
- Unfilled EA vacancies are approximately 120 to 150 jobs a day
- EAs had access of PowerSchool removed, but since has been restored

DLM (District Leadership Meeting):

- No report

Next Working Together: TBD

Next DLM: TBD

MEMBER PRIZE DRAW

Winner

12) Affiliate and External Reports

Reports by Affiliate or External Body (AEEC/CUPE Alberta/EDLC/PIA)

a) Alberta Education Employee Committee (AEEC)

Members

Michelle Bilodeau (liaison), Shelly Lavallee, Mandy Lamoureux, Beth Rasmussen, Deanne Ruel, Nicole Semchuck (alternate)

- Report below

Next Meeting: CUPE AB AEEC: TBD

AEEC Delegates: TBD

b) Alberta Library Education Committee (ALEC)

Delegates

Kyla Maertz, Mandy Lamoureux

- No report

Next Meeting: TBD

c) CUPE Alberta Division Executive

Members

Shelly Lavallee (Edmonton and Area VP), Amy Bernier (Secretary Treasurer)

Meeting April 15, 2026

- At the meeting, we discussed the upcoming AFL Midterm in April 2026, including the week-long school in Canmore. CUPE AB will be sponsoring the event by providing swag bags for participants, along with prizes.
- Committee reports were also discussed, with an emphasis on the importance of submitting them regularly to ensure everyone remains informed and connected.
- We reviewed the Event Van driver roles and the application process moving forward. Executive members were assigned liaison roles and/or appointed to specific committees to support ongoing work.

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	➤ We also discussed the upcoming OHS Conference in Edmonton over the May long weekend (May 23–25, 2026). The conference will begin with committee meetings, and all members are expected to attend their assigned committees. ➤ A new task force initiative was introduced, which will be led by Jason, GVP. ➤ Additionally, we discussed the Dollars and Cents Conference scheduled for September 2026. Amy Bernier, our new Treasurer, will be attending on behalf of CUPE AB. Next Meeting: TBD
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d)	Edmonton District Labour Council (EDLC) <table><tr><th>Members</th></tr><tr><td>Deanne Ruel (Liaison), Lynn Davis, Justine Lowery, Emily Hammett, Beth Rasmussen, Michelle Bilodeau, Mandy Lamoureux</td></tr></table> ➤ No report Next Meeting: June 15, 2026	Members	Deanne Ruel (Liaison), Lynn Davis, Justine Lowery, Emily Hammett, Beth Rasmussen, Michelle Bilodeau, Mandy Lamoureux
Members			
Deanne Ruel (Liaison), Lynn Davis, Justine Lowery, Emily Hammett, Beth Rasmussen, Michelle Bilodeau, Mandy Lamoureux			

e)	Public Interest Alberta (PIA)
	Members
	Mandy Lamoureux
	➤ No report

13) New Business

Items to be Addressed	
a)	CUPE Council
b)	
c)	

14) Good of the Union

Items of Notice and/or Feedback	
a)	AFL Day of action, Mandy, Michelle, Amy, Shelly and Joseph attended
b)	
c)	

DOOR PRIZE DRAW	Winner
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Motion	To adjourn at	Carried: ☐
Moved by:	Seconded:	Defeated: ☐

UPCOMING MEETING INFORMATION

Membership	Executive	EDLC	Public Board
Tuesdays – 6:30 PM	Tuesdays – 5:00 PM	Mondays – 7:00 PM (Usually 3 rd Monday)	Tuesdays – 1:30 PM

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Membership Meeting Agenda June 02, 2026

<u>Upcoming dates:</u> Elections June 9	<u>Upcoming dates:</u> June 16	<u>Upcoming dates:</u> June 15	<u>Upcoming dates:</u> June 9 June 23
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Reports

B.C Human Rights and Accommodation Conference Lancaster House 2026 Amy Bernier's Report April 15-16, 2026

I attended the B.C. Human Rights and Accommodation Conference in Vancouver, B.C. I found all aspects of the Conference interesting and important. I wanted to highlight parts of the Conference that I feel are important and relate to our union and members.

Decolonization and Accountability in the Workplace

Decolonization is a vital and ongoing process that involves the systemic dismantling of colonial ideologies, inherent power structures, and historical practices. The ultimate objective is the complete restoration of Indigenous sovereignty, culture, and traditional connection to the land. Moving beyond mere legal compliance, true accountability requires a meaningful, relational approach to address historical and ongoing injustices.

A fundamental aspect of this accountability is acknowledging that the organization operates on Indigenous territory. It necessitates a critical examination of how the organization genuinely engages and builds relationships with the host Nations whose unceded or traditional lands it occupies.

The concepts of incommensurability (recognizing that Indigenous worldviews, knowledge systems, and governance structures may not be directly translatable or comparable to Western ones), relationality (the ethical obligation to maintain respectful relationships with all beings and the land), and accountability must be actively woven into the fabric of the workplace. This includes:

- **Shared Decision-Making:** Implementing processes for genuine shared decision-making, particularly concerning issues that impact host Nations.
- **Data Transparency and Reporting:** Committing to tracking and publicly reporting on Indigenous-specific data related to pay equity, emotional job security, and overall quality of work. This transparency is crucial for identifying systemic disparities and holding the organization responsible for addressing them.

Furthermore, it is critical to recognize and accommodate cultural relations surrounding life events, particularly those related to death and grieving. Unlike practices recognized by many Western organizations, the cultural requirements for individuals to process the death of a loved one or to meet the ceremonial needs of their ancestors are not simply requests for "time off." These are fundamental cultural necessities that must be respected and accommodated within the workplace policy

Addressing Bias and Discrimination - Unconscious Bias and the Moment of Employment

Bias refers to a tendency, inclination, or prejudice toward or against something or someone. Unconscious bias comprises the automatic, unintentional stereotypes or prejudices that profoundly influence an individual's judgments, decisions, and observable behaviors.

The moment of employment—the hiring process—represents a critical gatekeeping time. Organizations have an ethical and legal duty to ensure that hiring practices are free from unconscious bias, as such bias not only harms individual prospective workers but also ultimately damages the employer by limiting the talent pool and inviting legal risk.

Artificial Intelligence (AI) poses a new challenge. AI systems are created by human developers who may possess unconscious biases, which can be inadvertently encoded into the AI's algorithms. Since AI operates based on the vast data it is trained on, and if that input information contains existing biases, the AI will perpetuate and potentially amplify those biases. Ultimately, bias is bias, and if it is linked to protected characteristics (such as race, gender, disability, etc.), it constitutes illegal discrimination.

Employer Responsibility and Workplace Conduct

Employers bear the primary responsibility for creating and maintaining a truly discrimination-free working environment. This requires not just policy, but a deep, proper understanding of what constitutes discrimination under human rights legislation.

When concerns are raised, the nature and thoroughness of the investigations conducted by the employer are paramount. Furthermore, organizations must recognize that complaints may not always be brought forward due to fear of reprisal or lack of trust in the system, and that discrimination or harassment can occur off-site and on-site.

Crucially, an employer has a duty to look into conduct that occurs off-site if that conduct has the potential to impact the workplace or the work environment once the employees return on-site. Once an employer becomes aware of harassment, it is their immediate, non-delegable responsibility to address and handle it promptly and effectively. Failing to act on these issues is a serious dereliction of duty that causes significant harm to the workplace culture, individual employees, and the organization's legal standing.

Finally, maintaining an up-to-date code of conduct is essential. This document sets the standard for acceptable behavior and clarifies expectations. It must be developed with an understanding of the Charter of Rights and Freedoms, which protects fundamental rights such as the freedom of expression, while balancing this with the right to a harassment-free workplace.-----Duty to Accommodate Disabilities

The Duty to Accommodate requires employers to adjust the working conditions or environment to allow an employee to perform the essential duties of their job, up to the point of undue hardship.

When establishing what constitutes undue hardship for the employer, factors considered include significant financial costs, the impact on employee morale, or serious health and safety risks. Importantly, the complainant (employee) also has a duty to actively participate in the search for accommodations and not create unnecessary barriers to the process. Accommodation is not a single event but a process where alternatives must be genuinely and seriously considered in good faith and must be thoroughly well documented. Family Obligations

Laws around the duty to accommodate family obligations are continuously evolving, and failure to accommodate these responsibilities can constitute discrimination. Employees may require accommodations related to care for children, elderly parents, or other family members.

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In these circumstances, the employee may be asked to provide reasonable proof that they are meeting their own obligations to secure appropriate care. While an employee may request accommodation, not all requests will necessarily be accommodated if a reasonable alternative exists or if the request results in undue hardship.

Employment Surveillance and Monitoring

The increasing use of employment surveillance and monitoring of employees raises serious privacy and human rights concerns. Under privacy legislation, such as the Personal Information Protection Act (PIPA), the collection, use, and disclosure of an employee's personal information must be demonstrably reasonable in the circumstances.

Crucially, monitoring and surveillance should not be used as a substitute for effective management of employees. In fact, aggressive monitoring practices can dangerously accentuate existing workplace discrimination by targeting certain groups disproportionately. Any collection of personal information that impacts a worker raises human rights grounds, particularly if it is subsequently used as a basis for discipline or adverse employment action. The justification for surveillance must be compelling and must respect the employee's fundamental right to privacy and human rights protections.

Human Rights with Hybrid Workplaces-Giving effect to employee accommodations in the context of return to office mandate.

The evolution of the workplace necessitates understanding fundamental legal considerations for adapting the work environment. It is crucial to negotiate specific, defined language when establishing remote working arrangements.

Ensure both parties comply with their respective obligations, prioritizing consistent language throughout agreements.. When considering mandatory returns to the office, clearly define the valid operational reasons. Furthermore, any such decisions must properly account for human rights and disability accommodations.

How has the requirements of a return to workplace mandate impact on employees? From a medical stand point, it is difficult from a psychologist point of view. Client reports are a lot of betrayal, chronic frustration, chronic burnout, caregiving, burn in commuting stress and this is justification. Also factors of mental health and psychological perspective. Current functional capacity is to be considered.

Hybrid work arrangements, initially perceived as potentially stressful, have surprisingly resulted in positive outcomes for some individuals. A key observation is the absence of a standardized assessment tool for diverse types of work, suggesting that employers should adopt an individualized strategy when implementing and managing hybrid work models.

AFL Midterm Report - Nicole Semchuk

This was my first time ever attending a conference for the Union, and what an informative, impactful, way to be introduced to the many different unions that are affiliated with AFL, and all of the different causes that fall within it.

I had the opportunity to sit within five of the six Caucasus, and what a valuable learning experience from each of them. There was a very impactful main message from each of the Caucasus that was brought forward, and that is to change the wording from "Equity Seeking" to "Equity Demanding".

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The Caucuses I attended were the following; Youth Caucus - they want to learn more about being part of the board and having a voice by watching, mentorship and succession planning. They also talked about engaging social media to give reasons why they would want youth workers involved. Ethnically Diverse Workers Caucus - Inclusion through all cultures with writings and pamphlets in workers' mother tongues. To lessen the stigma of unions in Canada, work for the workers. Pride and Solidarity Workers - The purpose of their seats is equality for all. They shared how this council shows up for many pride events, and is using their voice, even though the government is trying to silence them due to bias. They know that labour is the ally for equity groups. Women's Caucus - To support many women's groups and bring equality to women in the workforce. Also supporting several communities such as shelters, and a women's program of No Period Without. Indigenous Workers - They want to band together to fight against separation. This group has a mission statement they want to create, and wants to be thoughtful and meaningful to all sovereign peoples. Identify statements to create a new treaty or land acknowledgement, and see what others have created, and take some ideas to create their own.

Day 2 of AFL was met with wonderful guest speakers, such as Elder Irene Morin from Enoch Cree Nation, and then to a panel that discussed about what misinformation is, and how it's being shared, and how to know when you're getting truths and when you're being led astray.

The big theme of this event was the "Fight Back Now!" Campaign. There are 2 major campaigns to this, one being the Worker Agenda, and the second being the Fight Back

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Now platform with a day of action. What did all of the unions within that room have in common; united, compassion, angry, spicy, fight what's right, ready to stand up, transparent, leaders, strong, and give a f%#k. These and more are what we as union workers have in common, and with this we have the understanding of working together, and the understanding on how to push back. These two barrelled campaigns have two key ideas. A) Collective Action, collective power, and many voices. "We are the ones we've been waiting for". Power comes from collective action. B) Change will happen through Bargaining and Negotiations (surveys, proposals, and mapping workplace).

In this action, there was reference to The Calgary Laundry Worker's Strike of 1996, where then Premier Ralph Klein tried to privatize hospital laundry service by giving his friend the business. This action of the Fight Back Now has the semblance of a 1-2 punch. The reasons for Optimism and Building something beyond. Reason 1 is the downfall of society, people seizing collective power. Reason 2 for optimism in a moment of urgency leads up to the referendum.

The Fight Back Initiative is looking at a united day of action. First thing to do is to register on the [FightBackNow.ca](https://fightbacknow.ca) platform. Then stay tuned to the messaging board as to what is the plan for May 29th's day of action. All unions had dispersed into groups to chat about what this day would look like. How to send a message out in unison. There were many great ideas like having a scheduled post go out on all member's social media outlets at the same time. Meeting at the Legislative Grounds under dark, as this is symbolic as to how the government wants to keep union workers. To have a piece of tape with the words "Silent" over our mouths, as that's what the government wants to do to union workers, the example was the teachers who were forced back to work due to the "Not Withstanding Clause". They also shared that a "Rally in a Box" will be delivered to all unions. And that more information is to come.

This was definitely an impactful conference as I've learned more about the how and where we get our information, and the how and what we use to bring forward to our bargaining tables when we bargain in good faith. And fairness

for all unions in banding together. I have met some very wonderful people from this, and some amazing friendships I'll be taking forward with me. Thank you for this opportunity!

Weeklong School – Patti Yachimec

I was fortunate to attend the CUPE weeklong school from April 26- May 1 in Canmore. The Leadership Essential Training offered a well rounded introduction to the knowledge and skills required to serve effectively. The sessions combined theory, practical exercises, and real examples to help us all understand both the responsibilities and the impact of strong leadership within a union setting.

1. Leadership Essentials:

This portion of the training focused on the foundational qualities of effective leaders. Key topics included:

- Good leaders
- Strategies for avoiding burnout.

This part of the training helped me understand what being a good leader looks like in a practical everyday way. We talked about how good leaders listen, communicate clearly, and show up for the people they represent. We looked at different leadership approaches like leading by example, sharing responsibility and working as a team instead of trying to carry everything alone. Leadership isn't a one size fits all. Different situations call for different styles and the real skill is knowing when to step up, when to step back, and when to collaborate. We talked about avoiding burnout which is something we all struggle with. A big part of the discussion was about setting boundaries, taking breaks, and remembering it is ok to ask for help. Taking care of your own well being is part of being an effective leader.

2. Parliamentary Procedures:

The training introduced the principles of Parliamentary Procedure as a tool for running efficient, democratic, and transparent meetings. I learned how structured rules such as motions, amendments, voting process and debate guidelines help ensure that all members have an equal opportunity to participate.

3. Financial Essentials:

This section highlighted the importance of responsible financial management within unions. The topics we discussed were - -The role of budgets and financial reports

- Accountability and transparency
- How financial decisions align with union goals and members needs

The session reinforced that financial stewardship is essential for maintaining trust and ensuring long term organizational stability.

4. Inclusive Unions:

The final component focused on building unions that are equitable, diverse and inclusive. Key learning areas included

- Recognizing and addressing barriers to participation
- Encouraging diverse perspectives in decision making
- Creating welcoming environment for all members
- Understanding how inclusive practices strengthen solidarity and effectiveness

This section emphasized that inclusive leadership is not optional it is central to a strong and representative union.

Overall, the Leadership Essential Training deepened my understanding of what it means to lead with integrity, transparency, and inclusivity. The experience was not only educational but also inspiring and energizing. I left

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feeling more confident, and it connected me with others who share the same commitment to build strong and inclusive unions. I am really thankful for the opportunity to learn, grow, and meet so many great people!

Lancaster House
April 15, to 18, 2026 Shelly Lavallee

Core Themes

Human rights work in the workplace requires ongoing accountability, action, and meaningful inclusion—not symbolic efforts or one-time initiatives. Fairness is achieved through intentional practices that address systemic barriers, bias, accommodation, psychological safety, and workplace culture.

Indigenizing & Decolonizing the Workplace (Patricia Barkaskas)

Meaningful reconciliation requires organizations to move beyond compliance and symbolic gestures by increasing Indigenous representation, involving Indigenous voices in decision-making, and recognizing Indigenous cultural practices within workplace policies. Accountability for equity and inclusion should be shared across all levels of an organization.

Bias, Fairness & EDI

Conscious and unconscious bias can affect hiring, promotions, discipline, and workplace decisions. Employers can reduce discrimination by standardizing hiring practices, training leaders on bias, and ensuring equitable access regardless of identity.

Equity, Diversity, and Inclusion (EDI) are distinct but connected:

- Equity: Fairness based on need
- Diversity: Representation
- Inclusion: Belonging and participation

Effective EDI requires measurable outcomes, employee feedback, and action-based accountability. Collecting diversity data without meaningful change undermines trust.

Accommodation & Employer Responsibilities

Accommodation is individualized and collaborative. Employers have a duty to accommodate employees to the point of undue hardship, considering cost, operational impact, and effects on others. Employees are also expected to participate in the process in good faith.

Key principles:

- Accommodation addresses needs, not preferences
- Medical information should focus on functional limitations
- Employers determine accommodations, not medical providers
- Disability-related absenteeism and substance use issues require case-by-case assessment
- Neurodiverse employees may benefit from clear communication, structure, and regular check-ins

The duty to inquire may arise when changes in attendance, performance, or behaviour are observed.

Trust, Communication & Psychological Safety

Workplace culture strongly influences outcomes. Poor communication and lack of trust often escalate conflict, while psychological safety encourages early disclosure of concerns, including mental health and accommodation needs.

Employers should:

- Address issues early
- Conduct fair and thorough investigations
- Avoid retaliation
- Use trauma-informed and respectful approaches
- Provide support resources when appropriate

Privacy, Surveillance & Off-Duty Conduct

Employee privacy must be balanced with employer management rights. Surveillance should only be used when reasonable, necessary, and proportionate. Excessive monitoring can violate privacy rights and weaken disciplinary cases.

Off-duty conduct may justify discipline if it causes reputational harm or workplace disruption; however, termination requires a high threshold and consideration of mitigating factors such as accountability and willingness to repair harm.

Restorative & Human-Centered Approaches

Restorative justice focuses on healing, accountability, and repairing relationships while recognizing lived experiences and workplace culture. Human rights work should move beyond blaming individuals and instead address systemic issues.

Key Takeaways

- Human rights and EDI work require continuous effort and accountability
- Bias and discrimination are often subtle and must be actively addressed
- Accommodation is collaborative, individualized, and grounded in functional needs
- Psychological safety, trust, and communication are essential to healthy workplaces
- Fairness must be intentional, measurable, and embedded in workplace culture

AEEC Report

Submitted by Michelle Bilodeau Liaison on behalf of the Committee

The weekend was very informative and supportive for Education Workers. There was a strong focus on organizing and bringing CUPE members together to work as one united group. We saw great value in reaching out to memberships and strengthening connections between locals.

The speakers and organizers did an excellent job presenting valuable information and a strong strategic plan that members worked together to strengthen for the coming year. There was a great deal of discussion surrounding concerns about Complexity Teams, including the lack of job postings and the assignment of inexperienced E.A.'s to support complex students. There were also shared concerns about the ongoing underfunding of schools and the impact this has on students and staff. Mandy has called for an All Leaders meeting, which will take place in the coming weeks.

There are also upcoming events and opportunities, including the June 3 Day of Purple Shirt Revival and future Member Organizing Training sessions planned for spring and fall. Many people showed interest in attending and helping organize

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and support future members. You too can help in this area, please reach out to us at the office and we will help to direct you to the right place.

Overall, the two days were positive, engaging, and collaborative. It was encouraging to see strong participation, new members attending, and a shared commitment to continuing this work together moving forward.

Weeklong school

Michelle Bilodeau

CUPE Weeklong School 2026 was a great experience. I was able to complete the full CUPE Stewarding courses offered. During this year's weeklong school, I gained more knowledge in representing members, grievance handling, note-taking, mental health, and mobilizing power.

The facilitators made many of these topics feel very real by putting us to the test through role-playing exercises, which helped prepare us to represent members to the best of our abilities. It was also great to have stewards from all sectors attending, as we were able to discuss what they do in their locals and what strategies work with their employers. I gained many valuable ideas through this process.

The days were very intense, but I know the new knowledge and skills I have gained will help me better serve and support our members.

Labour Law Conference – The Westin Edmonton

May 13–14, 2026

Shelly Lavallee

- Attended a two-day Labour Law conference focused on case law, union representation, employer obligations, and current labour relations issues.
- Gained a better understanding of both the union's role and the employer's role in workplace matters, helping us provide stronger support and representation for members.
- Reviewed several case law examples related to drug and alcohol policies in the workplace. One key takeaway was that employees must follow workplace substance limits and policies, not simply appear fit for work.
- Participated in detailed discussions regarding duty to accommodate case law, including employer responsibilities, medical documentation, and the accommodation process.
- Spent a full morning focused on accommodation cases and legal decisions, which was especially valuable as we continue to support many members requiring workplace accommodations.
- Learned more about how arbitrators review accommodation disputes and the importance of clear communication and proper documentation throughout the process.
- Discussed progressive discipline, employer investigations, and how case law impacts grievance handling and workplace representation.
- The conference provided practical knowledge and real-life examples that will assist in representing and advocating for members more effectively.
- Overall, the conference was very informative, engaging, and fast-paced, with many valuable takeaways that can be applied in our day-to-day union work.

AFL Midterm Forum Report (April 24/25, 2026, Edmonton, AB)

Charlene Chamberlain

The Forum took place over Friday afternoon and Saturday. The Friday agenda included Caucus Meetings from 1 to 5 pm, and the banquet and Awards Ceremony, followed by a dance. The Saturday agenda included presentations and

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workshops about the Fight Back Now! Campaign, a Misinformation and Disinformation Panel, and Executive Council Report.

Friday

Caucus Meetings included Young Workers, Ethnically Diverse Workers, Pride & Solidarity Workers, Women Workers, Indigenous Workers, Triple 9 (which are all unions with less than 1000 members), and the Equity Reps. At the caucuses that I attended passed motions to become, “equity demanding” vs “equity seeking” as they are referred to currently. *Pride & Solidarity Worker Caucus* - the representatives reviewed the controversy of last year’s Edmonton Pride Parade 2025 and assured us that the issues have been resolved, and they are planning participation at a list of events for Pride 2026 in various locations in province, including Edmonton’s parade, Aug 22/26

Women’s Caucus – the representatives reviewed various initiatives that are key for the caucus, such women’s shelters, reproductive rights/health, menstruation products in the workplace, pay equity, and writing a letter to demand that Premier Smith appoint a Minister for Women’s Issue, as there not currently one in this government.

Indigenous Caucus – the biggest issue discussed at this caucus was the threat of Alberta separation and the violation of Treaty rights that this represents, including the violation of international law, as per the United Nations Declaration of the Rights of Indigenous People (UNDRIP). Other union representatives, e.g., United Nurses of Alberta (UNA) reported starting an Indigenous Caucus.

Saturday

The main theme of Saturday’s presentations was the campaign called Fight Back Now! **Fight Back Now! (Fightbacknow.ca)**. A launch was announced of a companion campaign to the Worker Agenda called Fight Back Now! It’s to plan for a province-wide **Day of Protest, May 29, 2026**. The tag line is “When they don’t listen, we get louder!” They are mobilizing through face-to-face interactions with all union members, as well as a brand-new digital platform to connect and plan for the different types of protest for that day –(fightbacknow.civicdeeds.com). There are weekly planning meetings online (Wed @ 7 pm) to plan for the types of protest that can be undertaken. No one is being asked to take off work time but show of support can be made through wearing shirts, flags, buttons.

Misinformation & Disinformation Panel

Renowned speakers, Frank Graves, Rachel Gilmore, and Dr. Ahmed Al-Rawi presented on the dangers of mis and disinformation to divide and distract workers from the important issues that affect our lives. Statistics show that Alberta is the “epicenter” of disinformation, which is intentional false information. No one group can combat this enormous problem; it will take both a national and multinational effort. At the heart of this is Artificial Intelligence (AI). 90% of Canadians think that AI generated information needs to be flagged so that we know what can be trusted and what can’t. Men under 50 years old appear to be the most misinformed group, and 5 times more that women in the same age group. Higher education level helps combat mis/disinformation. They all commented that the perils of social media that has no regulations in perpetuating mis/disinformation.