

Canadian Union of Public Employees Local 3550

Membership Meeting Minutes May 5, 2026

Introduction

Land Acknowledgement

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 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 is 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 Minutes May 5, 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: Marianne Andresen (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: Deanne Ruel (June 2026)

SLS Board Member: Charlene Chamberlain (June 2027)

CUPE National Representative : Carlos Capurro/ Jodi Learn

Trustees : 1st Year Trustee: Dagmar Harvey

2nd Year Trustee: Gina Rose

3rd Year Trustee: Jennifer Boutilier

Excused	Carlos Capurro
Absent	Dagmar Harvey

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	That the May 5, 2026, agenda be accepted as presented.	Carried: ☒
Moved by:	Marianne Andresen	Seconded: Patti Yachimec
		Defeated: ☐

4) Minutes of Previous Meeting

Motion	That the April 07, 2026, minutes be accepted as presented.	Carried: ☒
Moved by:	Marianne Andresen	Seconded: Dawn Mullen
		Defeated: ☐

Canadian Union of Public Employees Local 3550

Membership Meeting Agenda May 5, 2026

5) Matters Arising from the Minutes

Items of Discussion	
a)	
b)	
c)	

6) President's Report

Report Items	
a)	MLA Peggy Wright - Shadow Minister of Labor - Lots going on in the Government right now - PUFF funding has not been set up again since before 2020. - Everyone has to be become incredibly loud! - Big issues right now are the Boundary Commission and Data Breach
b)	Complexity Team Update - We're not happy with the way it is set up and handled. - EA's must shadow an EA and cannot be in a classroom alone until they graduate - Budget for this project has only been set up for this year
c)	EA Interns Two sessions per year – one in September and one in January (3 sessions this year)
d)	

MEMBER PRIZE DRAW	New black pen, portfolio, teas, bag	Winner	Beritt Moysa
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7) Treasurer's Report

Items of Notice	
a)	
b)	
c)	

Bank of Montreal Operating Beginning Balance	March 2026	\$488,219.70
Bank of Montreal Savings Beginning Balance		\$246,690.26
Bank of Montreal National Strike Fund Beginning Balance		\$678,187.84
Bank of Montreal Savings Interest Earned		\$350.94
Bank Service Charges for BMO Operating Account		\$303.11
Affiliations		
Alberta Federal Labour (AFL)	\$18,580.72	
Alberta Library Employee Committee (ALEC)	\$724.10	
Alberta Education Employee Committee (AEEC)	\$2,172.30	

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CUPE Alberta	\$3,325.40	
CUPE National Per Capita Tax	\$68,120.82	
Edmonton District Labour Council (EDLC)	\$2,716.56	
Total		\$95,639.90

Building Expenses		
Building Cleaning service (2 services)	\$900.00	
Direct Energy	\$329.54	
EPCOR	\$809.89	
Maintenance/Repairs (exterior door lock replacement)	\$406.57	
Rent	\$10,400.00	
Renovations	\$77,679.81	
Snow Removal	\$1,257.38	
Security	\$126.00	
Waste Management	\$1,926.37	
Total		\$93,835.56

Committees:		
Acknowledgements (3)	\$211.50	
Bargaining (SLS)	\$160.65	
Building Society	\$128.00	
Bylaws	\$480.00	
Edmonton District Labour Council (EDLC)	\$128.00	
Gender Sexuality Alliance (GSA)	\$64.00	
Indigenous	\$128.00	
Social (Committee/Bowling/New Year's Cheer/Zoo/Retirement)	\$3,199.07	
Total		\$4,499.22

Donations:		
Public Interest Alberta and Tumbler Ridge Community Fund	\$1,150.00	
Total		\$1,150.00

Education/Conferences/Convention		
Alberta Federal Labour (AFL)	\$50.00	
CUPE AB All Leaders (2 Executive Members)	\$878.06	
CUPE AB Convention	\$1,656.59	
Lancaster House (4 Executives)	\$2,863.80	
Total		\$5,448.45

Executive Board		
Meals (2x12 Executive Members)	\$607.00	
Per Diems (12 Executive Members)	\$3,085.11	
Book offs for Seconded full time executives	\$31,806.57	
Parking during member meetings	\$198.86	
Total		\$35,697.54

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Financials		
Trustee (3)	\$60.00	
Total		\$60.00
Meetings – Membership		
Hall Rental/Door Prizes	\$421.14	
Total		\$421.14
Office Operations		
Phones/Internet	\$560.48	
Cell Phones	\$1,029.26	
Software and Licenses (QB/Microsoft/Zoom/Union 365) 2 months	\$4,298.84	
Supplies (2 months)	\$970.07	
Technical Support (2 months)	\$1,433.56	
Xerox/Division Printing	\$433.47	
Total		\$8,725.68
Payroll Expenses		
Administrative Assistant (2 pay periods includes all deductions)	\$6,113.24	
Total		\$6,113.24
Cleared Bank Expenses: Cheques/Payments Total		
Cleared Cheques and Payments – BMO Operating		
Uncleared Transactions		-\$53,874.95
Dues from EPSB		\$202,328.72
Bank Ending Balance		

Bank of Montreal Savings as of March 31, 2026	\$247,041.20
Bank of Montreal Operating as of March 31, 2026	\$452,704.97
Bank of Montreal National Strike as of March 31, 2026	\$678,187.84
WFG as of December 2025	\$79,335.91

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

Moved by: Amy Bernier

Seconded: Avery Kok

Carried: ☒

Defeated: ☐

8) Communication and Correspondence

Treasurer:

From	Description	Amount
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Edmonton Public Schools	Invoice: Distribution Centre Order (File boxes, copy paper, black foldback clips, Writing pads); Mar 10, 2026	\$ 293.62
Bank of Montreal	Compensation Statement: Treasury Services and Domestic Payments; Mar 11, 2026	\$ 303.11
Edmonton & District Labour Council	Receipt: Per Capita for January 2026; Per Capita Remittance Form	\$ 1,533.00
Bank of Montreal	New Commercial Mastercard (ending in 2712)	N/A
Heart & Stroke	Official Receipt for Tax Purposes: Mar 10, 2026	\$ 75.00
Edmonton Public Schools	Invoice: Cost of Recovery of Jan 2026 Release Time for CUPE 3550 meetings; Mar 23, 2026	\$ 6,234.13
CUPE National	Statement Bonding Invoice: for period of Jan 01, 2026 to Dec 31, 2026	\$ 240.00
Workers' Compensation Board of Alberta	Notification of access granted to myWCB Online Services Portal; April 09, 2026	N/A
Telus	Monthly Bill for Account: Business Security Services for period of Mar 27 to Apr 26, 2026	\$ 132.75
Edmonton Public Schools	Invoice: Cost Recovery of Release time in Feb 2026 as per attached list; Mar 31, 2026	\$ 4,836.83
Scotiabank	Statement of Business Account: Feb 27, 2026 to Mar 31, 2026	\$ (14,695.39)
Scotiabank	BUILDING SOCIETY Statement of Business Account: Feb 27, 2026 to Mar 31, 2026	\$ 13,416.04

General:

From	Description	Addressee
CUPE 474	Invitation and RSVP form for CUPE Local 474 Spring party (May 23); RSVP by May 04, 2026	Mandy
Edmonton & District Labour Council	Document Package for Apr. 20th Monthly General Meeting; April 13, 2026	Office
Member	30 Membership Applications	Office
Member	1 EFT Authorization Form	Amy
Member	1 Communicator Form	Office

9) Executive Board Report

Report Items	
a)	

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b)	
c)	

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

Motion

Moved by:

Seconded:

Carried: ☐

Defeated: ☐

MEMBER PRIZE DRAW

Portfolio, chocolates & bag

Winner

Megan Mendez

10) Local Committee Reports

Reports by Committee

a) Membership

Chair

Nicole Semchuk (Sergeant-At-Arms)

Members

Janice Kube, Mandy Lamoureux

- Total Active: 3575
- Card Carrying: 3323
- Rand: 190
- Membership Application received: 61
- Members in attendance: 44 and 1 guest

b) Acknowledgment

Chair

Marianne Andresen

Members

Mandy Lamoureux

- 17 acknowledgements
- 3 arrangements
- 8 donations made

➤ 3550wecare@gmail.com

c) Awareness/Public Relations

Chair

Janice Kube

Members

Shelly Lavalley, Amy Bernier, Mandy Lamoureux

- We purchased new CUPE Local 3550 Pens

Next Meeting: TBD

d) Building Society

Chair

Amy Bernier (President)

Members

Dawn Mullen (Recording Secretary), Patti Yachimec (Treasurer), Cheryl Quintero (Executive Board Member), Heather Jones (Executive Board Member), Mandy Lamoureux (Member at Large)

April 8, 2026, Meeting Report:

- Renovations
 - Updates and completion

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- Quote and design for Logo in reception area being worked on
- Budget - the Local has been reimbursed for all renos paid to date
- **Grand Re-Opening of Union Office - Patti and Team**
 - June 6, 1pm-3pm

Next Meeting: May 7, 2026

e) Bylaws

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

Meeting April 23, 2026

- We worked through sections 11, 12, 13 and started 14.
- Charlene Chamberlain has resigned from the committee. We thank her for her contributions and wish her well moving forward.

Next meeting: May 27, 2026 @ 6:30pm

f) CUPE Communicators

Chair	Members
Nicole Semchuk	Shelly Lavallee, Mandy Lamoureux, Janice Kube

March 24, 2026 meeting

- 83 Communicators in attendance
- Topics of discussion were Job Descriptions, Job Titles, Vacation

Next meeting date with all Communicators/Stewards: May 26, 2026 @ 5:30pm (online)

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

Chair	Members
Amy Bernier	Marianne Andresen, Shelly Lavallee, Mandy Lamoureux

Information Regarding Education Funding Applications

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

Education Committee met on April 8, 2026 @ 7:00pm

National Secretary Conference (Western Dollar & Sense) – September 11 – 13, 2026 in Winnipeg

19 applications received

9 approved

- Discussed old criteria for members attending education.

Reviewed bylaw language regarding education and positions help with the local. These recommendations will be sent to the bylaw committee to be reviewed.

Available Education:

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

REPORTS:

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Patti Yachimec – CUPE Alberta Convention
Justine Lowery – CUPE Alberta Convention
Marianne Andresen – CUPE Alberta Convention
Shelly Lavallee – CUPE Alberta Convention
Michelle Bilodeau – CUPE Alberta Convention
Michelle Bilodeau – Lancaster House Vancouver
Next Meeting: May 13, 2026

h) Grievance/Stewards

Chair	Members
Shelly Lavallee	Janice Kube, Mandy Lamoureux, Amy Bernier, Marianne Andresen, Michelle Bilodeau
- Some members going through the complaint process - Member inquiring about missing vacation time, burn out, medical leave - Inquiring about EI and enough hours for the summer - Probation process - Lots of investigations - Lots of school meetings – Union needs to be invited - Gradual Return to Work meetings	

Next Meeting: As needed

i) Political Action/Social Justice/Pensions

Chair	Members
Mandy Lamoureux	Janice Kube, Shelly Lavallee
➤ Mandy has been appointed to the CUPE Alberta Political Action Committee	

Next Meeting: TBD

j) Resolutions

Chair	Members
Mandy Lamoureux	Janice Kube, Marianne Andresen, 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, Marianne Andresen, Patti Yachimec, Nicole Semchuk, Janice Kube
Social Committee Meeting– April 9, 2026 Zoo – May 8, 2026 Stingers Basketball - Expo Centre Saturday, July 11 at 7:00 pm Labour Appreciation Retirement - June 5, 2026 (cut off is May 8 for retirees to respond) Next meeting: May 14, 2026 @ 6:30 pm virtual, Wednesday, May 20 @ 4:30 pm in person	

l) 3550 Health and Safety (OH&S)

Chair	Members
Wesley Kube	Janice Kube (Co-Chair), Shelly Lavallee, Michelle Bilodeau, Amy Bernier
➤ No Report	

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➤ Janice Kube was appointed to the CUPE AB Health & Safety Committee
Next Joint Meeting: May 20, 2026
Next Meeting: May 6, 2026

m) **GSA**

Chair	Members
Justine Lowery	Shelly Lavallee, Mandy Lamoureux

Meeting April 13, 2026 - 7:30pm

The GSA committee discussed several things for the upcoming months.

- The Pride Parade is August 22, 2026.
- There will be a google form going out in the 2nd week of May asking the general membership if they would like to walk in the parade with us

➤ June 11th @ 4:30 we are holding a button making evening.

Next Meeting: May 11, 2026 & May 21, 2026 & 6:30 pm (online)

n) **Indigenous Committee**

Chair	Members
Lindsay Willemse	Mandy Lamoureux, Shelly Lavallee

Meeting April 20, 2026

- Land Acknowledgement - - research on land (meeting at the office on May 22 @ 4:30 pm to get started)
- Shelly to share from workshop/training
- Indigenous Peoples Experience - each person to share from their experience
- Feedback - where do we go from here? Do we continue to meet via zoom, in person, monthly
- Would like to send 3 – 4 people on walk.
- Shelly Lavallee appointed to the Alberta Liaison to the Indigenous Committee

Next Meeting: May 22, 2026 & 4:30 pm in the office

o)	Job Action Committee	
	Chair	Members
	Vacant (Chair), Mandy Lamoureux (Co-Chair)	
	➤ No Report	
	Next Meeting: TBD	

MEMBER PRIZE DRAW	Tea, portfolio, pen and bag	Winner	Jason Millican
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11) Joint/Advisory Committee Reports

Reports by Joint/Advisory Committee

a) Job Evaluation		
<table> <tr> <th>Members</th></tr> <tr> <td>Mandy Lamoureux, Shelly Lavallee, Michelle Bilodeau, Jodi Learn</td></tr> </table> Meeting March 31, 2026 ➤ We recapped the Feb. 24, 2026, meeting ➤ Reviewed draft Job Evaluation Fact Sheet, further explored Physical Sensory Demands and Working Conditions in current context. Will be available on Connect	Members	Mandy Lamoureux, Shelly Lavallee, Michelle Bilodeau, Jodi Learn
Members		
Mandy Lamoureux, Shelly Lavallee, Michelle Bilodeau, Jodi Learn		

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- Every EA can toilet, but it depends how many times this happens per day
- Every job description is unique to you only
- Reviewed more job clusters
- A Job Evaluation Specialist from CUPE AB has been attending all meetings

Next Meeting: April 22, 2026

b) Division Joint Health and Safety

Members

Michelle Bilodeau, Tracey Neuman, Mandy Lamoureux (Observer)

Meeting April 16, 2026

- Gov of AB OHS inspections (from Tumbler Ridge)-going into schools, want to see certificates for OH&S training from all staff, interviewing staff.
- AHS Food inspections-go to schools and inspect programs. May write orders on how food management handled.
- OH&S Terms of Reference will be discussed at May meeting

Next Meeting: TBD

c) Certification

Members

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

Meeting April 7, 2026

- The committee's work is progressing.
- A scan of institutions shows many programs relevant to support staff are available in educational institutions.
- Data will be collected via survey from a randomly selected sample of members across all working titles (not all staff) to help define an eligibility criteria.
- Additional half-day meetings are planned to advance the work.
- Alberta does not have an Education standard for support staff

Next Meeting: May 11, 2026

d) Workplace Safety Committee

Members

Mandy Lamoureux, Janice Kube, Michelle Bilodeau, Jodi Learn

Meeting March 23, 2026

The Team actively participated in a productive meeting where it:

- reviewed and provided feedback on joint communications regarding the workplace safety project
- engaged in meaningful and collaborative discussions to
 - identify what additional information we need to gather and questions that need to be asked
 - begin to determine how best to gather that information.
 - Studio Three training phasing in vs NVCI phasing out

Next Meeting: May 4, 2026

e) Joint Support Staff Training and Advisory Committee

Members

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

Canadian Union of Public Employees Local 3550

Membership Meeting Agenda May 5, 2026

	➤ No report Next Meeting: April 21, 2026
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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)
	Met on March 25 and 27, making steady progress on several key articles.
	We advanced discussions on <i>Job Posting, Job Selection, and Temporary Vacancies</i> , with a focus on strengthening fairness, transparency, and equitable access to opportunities for all members.
	On <i>Salary Administration</i> we reached agreement on several provisions, including:
	• Voluntary Demotion • Upward Reclassification • Lateral Transfer • Promotion • Market Supplement • Over Payment/Under Payment
	These agreements support clearer pathways for movement within the workplace and help ensure compensation is applied more consistently and fairly.
	There are still outstanding items to address. Further discussion is needed regarding the number of pay periods, as well as language related to <i>New or Changed Positions</i> . These remain important priorities, and your committee will continue to advocate improvements that reflect the needs of the membership.
	Next Bargaining Dates: May 2026.

h)	PUBLIC BOARD MEETINGS (Meeting is Webcast and archived on EPS website)
	Members
	Mandy Lamoureux
	Meeting April 14, 2026
	➤ Bill 25 funding coming with announcement ➤ Possible reduction in SLS ➤ Decrease in pre-K enrolment ➤ Autism Academy did not pass, school will not be built (would only support 101 students) ➤ 30 modular classrooms will be added for the 2026-2027 school year
	Next Board Meeting: May 2026

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i) Working Together/District Leadership Meeting (DLM)

Members

Mandy Lamoureux

Working Together (staff groups meet with Division):

- Interviews and Selection: New equitable and inclusive hiring practices, can be found on connect

DLM (District Leadership Meeting):

- Class size and complexity grant we received in March was to fund 101 complexity teams for the remainder of this year and the entire upcoming school year. 85 teachers and 195 EAs have been placed into these positions. Schools that have a complexity team will receive a budget allocation to cover the cost of the team.
- The Division plans to hire 8 SLS team members to provide additional support in conjunction with the complexity team under this grant.
- The Government of Alberta tabled legislation that, if passed, will amend the Education Act.
 - Expectations for neutrality, impartiality and respecting diverse viewpoints
 - Mandating that school codes of conduct prohibit violence
 - Removing language around “welcoming, caring, respectful and safe learning environments” and replacing it with language that ensures “a safe and caring environment that fosters and maintains respectful and responsible behaviours”
 - Moving diploma exams and PATs to an online format
 - Rules around flags and the playing of the National Anthem.
- Unit costs for staff are going up 0.3 per cent to 2.6 per cent, Teachers will be going up by 10.1 per cent (up \$10,000 per teacher)

Next DLM: May

MEMBER PRIZE DRAW

Bag, portfolio & pen, chocolates

Winner

Jessi Northan

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)

➤ No Report

Next Meeting: CUPE AB AEEC: May 2 & 3, 2026

AEEC Delegates:

b) Alberta Library Education Committee (ALEC)

Delegates

Kyla Maertz, Mandy Lamoureux

➤ No Report

Next Meeting: May 23 & 24, 2026 in Red Deer

c) CUPE Alberta Division Executive

Members

Canadian Union of Public Employees Local 3550

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	Shelly Lavallee (Edmonton and Area VP) ➤ All Committees Meeting May 23, 2026 ➤ Health and Safety Conference May 24 & 25, 2026 Next Meeting: TBD
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d)	Edmonton District Labour Council (EDLC) Members Deanne Ruel (Liaison), Lynn Davis, Justine Lowery, Emily Hammett, Beth Rasmussen, Michelle Bilodeau, Mandy Lamoureux Meeting April 20, 2026 • New Delegates from CUPE 3550, big welcome to Beth Rasmussen, Emily Hammett and Justine Lowery! • CLC Report - May 11-15 CLC Convention in Winnipeg. Their weeklong school is next week in Moosejaw. Listing what is happening with labour movements AFL and PIA events. EDLC Elections • EDLC Elections: Secretary/Treasurer - until March 2027 Nominations - Leigh McCabe ATU 569 acclaimed Trustee Nominations: Jennifer Cormier CSU 52 - acclaimed Next Month there will be an executive board election. • Delegate Reports: Len Legault talked about his projects he has on the go. • HSAA - some shifting in their executive and will be doing some bi-elections. • UNA 196 - Privatization pushed into homecare. Pilot project at Royal Alex in ER. Its got a bigger pilot project, now engaged outside company CBI they are outsourcing care. CBI was purchased by Extended Care business. More private for profit in homecare and public health care. Very concerning. • Stabbing on Apr 3 at the hospital - now UNA is taking on the workplace safety issues that arose from this incident, 8 peace officers per team at the Royal Alex and at UNA 301 3 peace Officers per team. Weapons detection at the Royal Alex - HSAA and ASA and UNA and AUPE 2 chapters are credited to getting this protocol and extra staff • CUPW Postal workers are starting to tally votes on new collective agreements over the next few weeks. It will see about 100 post offices closing. They are trying to stop door to door delivery and if the company gets what they want, they will lose ½ of their workforce by 2035. Ironically Canada Post announced they lost 1.75 billion dollars on the day they start voting on this agreement. Workers are very divided. The result is anyone's game. • May's meeting will be online only on Tuesday May 19 due to the holiday. • EDLC - guest policy has been created and moved. Some rules around guests attending. • Relay in June Next Meeting: May 19, 2026
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e)	Public Interest Alberta (PIA) Members Mandy Lamoureux ➤ No Report Conference May 8 & 9, 2026
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13) New Business

Canadian Union of Public Employees Local 3550

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Items to be Addressed	
a)	AFL - Day of action May 29, 2026 12pm
b)	Election Call – Elections June 9 @ 6:30pm – Election Forum @ 6:00pm Virtually Positions up for election: 1 st Vice President: Incumbent Janice Kube Lead Steward: Incumbent Shelly Lavallee Recording Secretary: Incumbent Marianne Andresen Sergeant at Arms: Incumbent Nicole Semchuk Executive Board Member: Incumbent Deanne Ruel Executive Board Member: Incumbent Kyla Maertz
c)	Trial Complaint results: Verbal Report Case number: 3550-12-2025 Case number: 3550-26-2025 Case number: 3550-15-2025
d)	Strike Fund Update - Finally reconciled - Now in a surplus of over \$4,000.00
e)	Number of new hires
f)	
g)	

14) Good of the Union

Items of Notice and/or Feedback	
a)	Day of Mourning – April 28, 2026, at the Grant Notley Park @10:30 am Janice and Shelly Attended
b)	Mandy Lamoureux was awarded the May Day award at the AFL Banquet
c)	Ingenuous committee members, Lindsay, Nicole, Almera and Norma attended Red Dress Day Events

MEMBER PRIZE DRAW	Oilers Jersey and Swag	Winner	Lee Speed
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Motion	To adjourn at 8:10 pm	Carried: ☒
Moved by:	Colleen Cooper	Seconded: Megan Mendez
		Defeated: ☐

UPCOMING MEETING INFORMATION

Membership	Executive	EDLC	Public Board
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Canadian Union of Public Employees Local 3550

Membership Meeting Agenda May 5, 2026

Tuesdays – 6:30 PM <u>Upcoming dates:</u> May 5 June 2 Elections June 9	Tuesdays – 5:00 PM <u>Upcoming dates:</u> May 19 June 16	Mondays – 7:00 PM (Usually 3rd Monday) <u>Upcoming dates:</u> May 19 June 15	Tuesdays – 1:30 PM <u>Upcoming dates:</u> May 12 May 26 June 9 June 23
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Reports

Submitted by Amy Bernier:

Annual CUPE AB Convention March 17-20, 2026, I had the opportunity to attend the Annual CUPE AB Convention from March 17 to 20, 2026, in Edmonton. Additionally, I was part of the General Resolution Committee that convened on March 16.

On March 16, the General Resolution Committee gathered to review all resolutions submitted for the convention. A total of 32 resolutions were presented.

On March 17, the day began with a half-day educational session. I attended a workshop on Financial Officers Collaboration, where treasurers from across Alberta learned vital updates and information relevant to our roles. The convention officially commenced in the afternoon.

The business of the convention included a review of all resolutions and constitutional amendments. I am pleased to report that all resolutions and amendments submitted by our Local were successfully passed.

The convention featured distinguished guests, including our National President, National Secretary-Treasurer, the Mayor of Edmonton, and several NDP members.

The event concluded with elections, and I am honored to share that I have been elected as the new Secretary-Treasurer of CUPE AB.

Submitted by Patti Yachimec:

The purpose of the convention is a time for members to reconnect, reflect on the past year, and plan collective action for the future. Emphasizing the theme “Our work, our power, our future,” the message underscores the importance of advocating for Alberta workers and strengthening communities. It outlines key challenges facing various sectors, including underfunding in healthcare, education, social services, as well as concerns about wages, working conditions, and access to public services. The union’s strength lies in its members, who play a vital role in pushing for fairness and respect, and encourages active participation in shaping decisions that will impact the union’s future.

At the CUPE Alberta Convention in 2026, I listened to a resolution brought forward by CUPE Local 3550 that focused on protecting and improving funding for early intervention programs in schools. The speakers made it clear that this issue is about making sure the provincial government truly understands how critical these supports are, especially when it comes to early diagnosis and helping students in their first years of school. It felt like a strong call to action, grounded in real experiences from the classroom.

They shared how things have become more difficult in the Edmonton School Division over the past few years. Since 2020, Program Unit Funding (PUF) has dropped significantly—by about 70 percent—while student enrollment has continued to grow. Hearing this, it was clear that schools are being stretched thin. There are more students who need support, but fewer resources available, which has made classrooms more complex and increased the pressure on staff.

What stood out most to me was the emphasis on how important early intervention is. The presenters explained that when students receive support early, they are far more likely to succeed later on, both in school and in life. Without that support,

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small challenges can grow into much bigger issues. The resolution ultimately called for stable and increased funding, and after hearing the discussion, it was hard not to see how essential that is to making sure no students are left behind. Congratulations to three of our Local 3550 members on their recent achievements. Amy Bernier is our new Secretary-Treasurer, Shelly Lavallée is now the Edmonton Area Vice President, and Wesley Kube has received an OHS award. We're proud to have you representing our local, great work!

Submitted by Justine Lowery:

CUPE AB Convention 2026

I had the privilege to attend this year's convention held here in Edmonton. I enjoyed going and I feel like I was able to learn and connect with lots of other Cupe members and activists. I was able to learn how resolutions are put forward, and passed or opposed.

One of the resolutions that I learned more about and also was proud to speak on was on a resolution for CUPE Alberta to support the Education 4 All campaign. This is a campaign to advocate for all children's right to an education regardless of their parents' immigration status.

I'm so proud as a CUPE member and as an educational assistant to know that we as a large union of front line workers are backing such an important cause and initiative. I know that already in the few days since the convention, many of us in the education sector don't know about this and so already I'm sharing what I've learned with fellow 3550 members. Hearing from other public service sectors within the Alberta CUPE world was also extremely valuable. During an education session on mental health, I was able to listen to and learn from nurses, social workers, city workers and others about things they are experiencing in their careers and circles. I always value hearing from others who have different career and life paths but there was something that really stuck out to me. Even though these people have different jobs than me, the mental stressors were largely the same across the public sectors: underpaid/funded, spread thin and overworked, concerns brushed off by either the public and/or higher ups (bosses, government, etc). Although this was disheartening, it was, for lack of a better word, nice, to hear that it isn't just the education sector dealing with these issues and concerns. Overall I really enjoyed attending the CUPE AB Convention and feel like I learned a number of things that will help me become a better union member and a better activist.

76th Annual CUPE Alberta Convention
Edmonton, AB, March 18 – 20, 2026
by Marianne Andresen

March 18

Education Day Training - AM – Recording Secretary Session led by National and Local leaders. Everyone networked and shared best practices and experiences in this position.

Ruby Eaglechild, an Elder from the Blood Tribe opened the convention with a tobacco offering followed by a smudge. Four times around with sweetgrass for your eyes (to see good things), ears (to hear good things), nose (to smell good things) and mouth (to say kind words/honesty). She stated that the most important thing is integrity. She smudged the floor to give back to Mother Earth. You are your own unique person. Most important is the greater. The mountains are the grandfather and represent the breath of life. The dirt is Mother Earth.

Convention Opening - Our Work, Our Power, Our Future

- **Welcomed by our CUPE AB President, Raj Uppal.** Some of her key issues were last years Air Canada flight attendant job action, Education sector strike and enacting the Notwithstanding clause which strips away workers rights. Some strategic issues were the purchase of a CUPE AB events van that Locals can borrow. The introduction of the WILD program. (National Women in Leadership Development) It is a feminist leadership and skills-building union education program created specifically for Indigenous, Black and racialized women and non-binary members who have historically faced systemic barriers within our workplaces and within the labour movement itself. It is a commitment to equity, inclusion and leadership development.

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- **Credentials Committee** indicated daily that the total in attendance were approximately 200 people, which included delegates, Locals, National staff, guests etc. There are 64 affiliated Locals with CUPE AB
- **Treasurers and Trustee** reports were given.
- **Policy Paper Report** indicated that 2025 was the most regressive years for worker's rights in Alberta history. Bill 11 brought in a two-tiered American style private healthcare. Public education funding in Alberta is the lowest in the country. Our health care system is at a state of emergency. The AB Government is pushing to remove us from federal supports like the CPP. They are putting resources in advocating for it through the Alberta Next Panels which has helped fuel misconceptions around Alberta's contributions to the CPP. The government is aggressively pushing a privatization agenda that puts public money into private pockets to provide our services. It is essential that we mobilize members to push back against their regressive and divisive tactic.
- **Other committee reports** were given by: Young Workers, Diversity, AB Library Workers, AB Health Care Workers, AB Education and Municipal Employee workers, Women's and Pensions and Benefits Committees, Indigenous Council, Environmental and Health & Safety, Social Services Committees, Organizing and the Regional Director's Report. All reports are available for viewing on the CUPE AB website under Convention reports
- Mayor Andrew Knack spoke briefly to all delegates and offered his support to all members.

March 19

Breakfast with CUPE National President, Mark Hancock and CUPE National Secretary-Treasurer, Candace Rennick

- **Safer Union Spaces Committee** spoke and advised that 30% of our members have experienced harassment in CUPE, 20% experienced discrimination and 40% witnessed harassment. 41% did not feel respected during the process after reporting the incident. 50% were not satisfied with the outcome. This impacts the lack of trust and meaningful consequences, discourages people from moving into or continuing leadership roles. We need to create a cultural change.
- **Mark Hancock, CUPE National President** reported on the work National has been doing and where we are at currently. He indicated that there are 850 new CUPE members this year in CUPE AB.
- **Candace Rennick, CUPE National Secretary Treasurer** reported
- **Kim Siever**, a labour journalist, was a guest speaker over lunch hour
- **Health and Safety Committee Award went to Wesley Kube from Local 3550.**
- **Naheed Nenski, AB NDP Leader** spoke of the tough battle they have keeping the UCP Govt. accountable for their actions. He spoke about all the issues facing everyday Albertans from healthcare issues & privatization, education underfunding, immigration & CPP issues and the AB Separation movement which is trying to distract us all from the real issues at hand. He said he could speak to us for a couple of hours if time allotted! Many other NDP MLAs were also in attendance.
- **Women's Committee Leader of Distinction Award went to Ronny Jay Leah**

Constitutional Amendments - addressed. Most discussed were passed.

- Amendment our Local put forward was for 2026-03 Article 17 which was voted for CUPE AB to reimburse affiliated Locals involved in a strike or lockout to attend Conventions with all costs for delegates attending. Also, Amendment 2026-04 Article 7, Section 3 to include an automatic reduction in per capita tax for Locals involved in a strike or lockout.

Resolutions Committee – passed many new or updated motions

March 20

- **Report from the Regional Director**
- **Election Forum Alberta Division**
- **CUPE AB Secretary/Treasurer – Amy Bernier, Treasurer from Local 3550 was elected**
- **Area Vice President – Shelly Lavallee, Chief Steward from Local 3550 was elected for Edmonton**
- **Alternate Area Vice President – Ryan Lauder, President of Local 784 was elected for Edmonton**

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Thanks to the membership for the opportunity to attend the convention.

**CUPE Alberta Convention
March 18–20, 2026
Submitted by Shelly Lavallee**

This was a short but very worthwhile convention held in Edmonton. I truly enjoyed connecting and networking with members from other locals, and it was great to see so many informative tables and resources available.

Congratulations to our Local 3550 members on their achievements:

- Amy Bernier, who was acclaimed as CUPE Alberta Treasurer
- Ryan Lauder (Local 784 Maintenance), who was elected as the Edmonton Area Alternate
- Myself, elected as Edmonton Area Vice President
- Wesley Kube, who received the OHS Award and a well-deserved standing ovation

Day 1 was Education Day, where I had the opportunity to shadow Tiffany B while facilitating the Member Mobilizing course. This was a valuable experience, and I look forward to participating in more opportunities like this in the future. During the convention, resolutions were brought to the floor, and I am proud to share that the resolution submitted by CUPE 3550 was presented and passed. This was wonderful to see. I also had the opportunity to speak in support of a resolution, as did our President, Mandy, along with several other members from our local. It was great to see such strong involvement from our group.

On Thursday evening, there was a western-themed banquet. It was enjoyable to see so many attendees embracing the theme and taking part in the event.

Overall, it was a great few days, and I appreciate being selected to attend and represent our local at this convention.

**CUPE Alberta ConventionM
Submitted by Michelle Bilodeau**

The CUPE Alberta convention was held over 3 days which gave us great opportunities to network with members from many different sectors. The days were long, but it was very worthwhile.

I attended the Mental Health education session. It was very informative and gave us a lot of useful information. We talked about the stigma around mental health and how to recognize signs that someone may be struggling. As stewards, we learned what we can do if members come to us for help or if we notice signs ourselves.

The workshop included hands-on activities where we practiced observation skills, how to start supportive conversations, and ways to help members.

We also talked about the importance of taking care of our own mental health so we can better support others. We were given different resources to use if members need help.

Back on the convention floor, we heard updates from CUPE Alberta President Raj Uppal about her work since being elected last March and her vision moving forward. We also heard from National President Mark Hancock and Secretary-Treasurer Candace Rennick. Their messages were strong. Mark was very energizing, while Candace brought a calm and steady approach.

Throughout the convention, we discussed and voted on resolutions brought forward by CUPE Alberta locals. Some had a lot of debate. All of our Local's resolutions made it to the floor and were approved. Our delegates spoke in support of them, which helped move them forward. This is great news for our Local.

Our Local also had several successes. Wesley Kube, our OH&S committee chair, won the OH&S Award for his work fighting to get proper protective gear for our classrooms. Amy Bernier was elected Secretary-Treasurer by acclamation, and Shelly Lavallee was elected Vice President for the Edmonton area.

I know I will take what I have learned and heard over the 3 days to help make our Local Stronger. As we are all STRONGER TOGETHER.

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~ Solidarity

Lancaster House Human Rights and Accommodations Conference **Submitted by Michelle Bilodeau**

Lancaster House Human Rights and Accommodations conference is very beneficial for our union to attend. There was a lot of information, and at times it made me think about situations we deal with at work. The days and sessions were intense, and during breaks there were many discussions with colleagues and others I knew from other locals present. Some of the topics they focused on were workplace issues like mediation, the duty to inquire, trauma-informed investigations, and medical issues in employment. The information gave practical ideas on how employers, unions, and workers can work together to keep workplaces fair, respectful, and safe. Here is some brief information about the topics.

Mediation in workplace disputes was a topic. Many conflicts can be handled in ways that lower stress and help people feel safer. Small changes can make a difference, like using separate entrances, allowing a support person, or joining meetings online without video. Sometimes training, changes at work, or extra support can help more. All agreements should be clear and detailed so there is no confusion later.

Another topic was the duty to inquire. I learned that employers must ask questions when they know, or should reasonably know, that a disability may be affecting an employee's work. This can come up if there are changes like attendance issues, changes in performance, or changes in behavior. Employees may not always share this information because of stigma or other reasons. Employers cannot always wait for employees to speak up. They may need to ask respectful questions and consider accommodation. This depends on the situation and is not required in every case. Not acting when there are clear signs can lead to larger issues.

The conference also covered trauma-informed investigations. I learned that people who have experienced trauma may react in different ways. Some may feel overwhelmed, shut down emotionally, or have trouble remembering details. This does not always mean they are not telling the truth. Investigations should be done in a way that feels safe and respectful. This includes explaining the process, allowing breaks, and offering a support person when needed. It is also important that everyone involved is treated fairly, including complainants, respondents, and witnesses. Privacy, clear communication, and follow-up support were also discussed as important parts of the process.

The last topic was medical issues in the workplace. This focused on accommodations and medical assessments. Employers should only be asking for medical information that is necessary. Decisions about accommodation or returning to work should be based on medical information that relates to the job. The roles of healthcare providers and the need for proper communication between employers, unions, and medical professionals were also discussed. The discussion was very insightful.

The conference focused on fairness, communication, and respect when dealing with workplace issues. This includes conflict resolution, medical situations, and investigations. The overall message was about finding balanced ways to meet workplace needs while also supporting workers.

Attending this conference gives us more knowledge that is needed when we are holding the employer accountable. Whether we are taking calls, attending meetings or doing school visits we always want to make sure we are representing you in the best way possible. This is always the end goal.