



THE POLICIES OF THE CUPE ALBERTA DIVISION

MARCH 2010

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THE CUPE ALBERTA DIVISION

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SECTION 1 - REPRESENTATION

1. One member of the CUPE Alberta Division Executive and the Chair (or designate) of the Anti-Privatization/Political Action Committee attend the Alberta New Democrat Provincial Council quarterly meetings.
Grande Prairie 1998
2. The CUPE Alberta Division provide funding for one (1) member of the Occupational Health and Safety Committee, as selected by the Committee, to attend CUPE National Health and Safety Conferences.
Grande Prairie 1998
3. CUPE Alberta Division does not subsidize the AFL by paying the expenses of Division appointees to the AFL or AFL committees with the exception of CUPE Alberta Division Executive members being fully compensated from Division funds for attending AFL Executive Council meetings.
Grande Prairie 1998
4. President of the CUPE Alberta Division and the members of the Political Action Committee have automatic Delegates status to the Provincial NDP Convention with all expenses paid as per financial policies of the CUPE Alberta Division.
Fort McMurray 1993
5. One member of the Political Action Committee be an automatic delegate to the Federal NDP Convention with all expenses paid as per the financial policies of CUPE Alberta Division.
Fort McMurray 1993

SECTION 2 - EDUCATION

1. CUPE Alberta will host an Education Workers Conference no later than 2008 and host an Education Workers at least every three years thereafter.
Medicine Hat 2007
2. Provide funding for all interested members to attend Labour College, support through financial assistance the education of its members of labour based initiatives.
Fort McMurray 2006
3. CUPE Alberta develop an educational workshop with comprehensive materials for locals and staff in dealing with employment insurance issues specifically in relations to School Board Locals in Alberta and how to represent members in the appeals process.
Red Deer 2005
4. Develop an education plan aimed at our young members on the value of union membership and encourage union activism among our young members.
Edmonton 2003
5. Promote education of young workers through workshops and education specifically targeted to young workers.
Edmonton 2003

SECTION 3 – GENERAL

1. Contact all locals to determine whether their contact information can be distributed when requested by other locals.
Lethbridge 2010

2. Develop an opportunity for CUPE members to sign up on the CUPE Alberta website to receive correspondence pertaining to current National campaigns and Alberta initiatives.
Lethbridge 2010
3. Continue to oppose public funding of private schools and continue to work for better education.
Lethbridge 2010
4. Work to achieve review and revision of *The Alberta Post Secondary Learning Act* to allow post secondary academic workers the right to unionize.
Lethbridge 2010
5. Work to revise s. 1(s) of The Alberta Occupational Health and Safety Act to include all workers excluded from the Act.
Lethbridge 2010
6. Continue its opposition to the leasing of school buildings by school districts and call upon the Stelmach government to stop pressuring school districts to adopt expensive leasing arrangements over conventional financing of school construction and continue to work with the NDP MLAs and supportive school board trustees to fight leasing arrangements wherever they are suggested.
Lethbridge 2010
7. CUPE Alberta Division establishes a Retired CUPE Alberta Alumni Society, complete with bylaws that will support CUPE principles, initiatives and union solidarity.
Red Deer 2005
8. Equality Award Sculpture be offered to the award recipient's Employer for display in a prominent and secure display area and the Equal Opportunities Committee be responsible for retrieving the Award each year so it can be presented at subsequent Division Conventions.
Fort McMurray 2000
9. Division provide quarterly reports on Division Campaigns.
Medicine Hat 1994
10. Full accounting of Heritage Trust Fund, how it is invested and what criteria was used to loan funds.
Medicine Hat 1994
11. Publish a Newsletter on a regular basis.
Red Deer 1992
12. Ensure that the Equality Statement be read at the beginning of every Convention, Conference and at all schools.
Red Deer 1992
13. Set up a Small Locals Assistance fund to send a member from a small Local to the CUPE National Convention.
Grande Prairie 1991

SECTION 4 - STRUCTURE

1. Hold Executive meetings on a rotational basis in various municipalities throughout the province of Alberta with the evening prior to the Executive meeting to be used for an open house to facilitate communications and networking with the Locals within that municipality.
Edmonton 2009

2. Only send provincial committee delegates to national and provincial conferences and educational workshops when ratified by the Alberta Division Executive and the Alberta Division Executive will take into consideration the costs involved and the financial resources available to the Division.
Edmonton 2009
3. An Ad Hoc Committee be formed to examine and rewrite the CUPE Alberta Constitution in a clear language format.
Red Deer 2005
4. Youth workers Caucus be held at CUPE Alberta Conventions and Conferences, when applicable.
Medicine Hat 2001
5. CUPE Alberta upon written request will provide a mailing list of affiliated locals to members wishing to run for Alberta Division office or office with CUPE National within ten days of receiving a written request.
Fort McMurray 2000
6. Union Agreement Conference only held in Edmonton and Calgary.
Lethbridge 1997
7. CUPE Alberta hosts our Division Convention in Union Facilities and CUPE organizations where possible even if there are minor inconveniences.
Lethbridge 1997
8. CUPE Alberta Committees elect Chairperson from Committee Members and each Committee have an Executive member to act as a reporting liaison to the Division Executive.
Lethbridge 1997

SECTION 5 - SUPPORT

1. CUPE Alberta Division encourage each committee to submit a written article to the newsletter chair at the end of each of the committee's meetings.
Calgary 2008
2. CUPE Alberta reduce effective this year their donation/contribution to the Parkland Institute to \$2000.00 a year.
Red Deer 2005
3. CUPE Alberta support the Council of Canadians through a yearly donation of not less than \$500 and CUPE Locals also be encouraged to contribute monetarily or through participation in local chapters.
Fort McMurray 2000
4. CUPE Alberta hold a ½ day Blood Donor Clinic at every CUPE Alberta Annual Convention.
Fort McMurray 2000
5. CUPE Alberta become a Parkland Institute Sponsor member at \$500.00 per month or \$5000.00 per year.
Fort McMurray 2000

SECTION 6 - ABORIGINAL COUNCIL

1. Encourage Locals to participate in the Aboriginal Day of Action wherever possible.
Edmonton 2009

2. CUPE Alberta in conjunction with CUPE Alberta Aboriginal Council send a letter of support to Aboriginal organizations who are trying to resolve the Clean Water crisis the Aboriginal people are facing today.
Calgary 2008
3. CUPE Alberta write CUPE National and request that an Aboriginal workshop be incorporated into CUPE National Workshops at the weeklong school in the Province of Alberta.
Calgary 2008

SECTION 7 - ANTI-PRIVATIZATION & POLITICAL ACTION

1. Promote and educate all CUPE members on the importance of getting out to the polling stations on Election Day whether it is a civic, provincial or federal election.
Lethbridge 2010
2. Continue to educate members on the dangers of Public Private Partnerships more commonly known as P3's and develop a booklet/educational pm the ramifications of P3's including failed examples from across the country and get it out to all CUPE members across the Province.
Lethbridge 2010
3. Continue to lobby the Government to properly fund and maintain the education system including appropriate staffing and facility maintenance.
Lethbridge 2010
4. Continue to lobby and pressure the government to keep Health Care public and continue to lobby the government in providing full funding to mental health, long term health and Extended care.
Lethbridge 2010
5. Continue lobbying the government to disband the super health boards in favour of regional elected health boards.
Lethbridge 2010
6. CUPE Alberta continues their support of Public Interest Alberta.
Medicine Hat 2007
7. CUPE Alberta lobby the provincial government, work with the New Democrats and Friends of Medicare to re-establish elected positions.
Fort McMurray 2006
8. CUPE Alberta and CUPE National allocate time and resources for members of this committee to allow for presentations to municipal councils, initiate public awareness campaigns and mobilize of members to challenge the privatization of water systems across Alberta.
Fort McMurray 2006
9. CUPE Alberta and the AFL continue to lobby the provincial government to enact legislative changes to the Labour Relations Code providing for first collective agreement arbitration.
Fort McMurray 2006
10. CUPE Alberta formulate an Action Plan in consultation with the Alberta New Democrat Party to encourage CUPE members to learn the value of becoming members of the Alberta New Democrats and of donating to the Party in support of their great work, and CUPE Alberta reduce their affiliation to the Alberta New Democrats to 5% of the affiliated CUPE Alberta membership in Alberta.
Red Deer 2005

11. CUPE Alberta support the work of the Council of Canadian and strongly encourage CUPE National and through them the Canadian Labour Congress to take any actions necessary to ensure that International Agreements negotiated on behalf of Canada protect our sovereignty and our ability to make decisions in the best interests of all Canadians.
Red Deer 2005
12. Continue to actively support the Alberta Federation of Labour's on-going campaign to improve the Alberta Labour Code.
Edmonton 2003
13. Denounce Minister of Infrastructure declaration of a freeze on funding for new school construction and renovations in the province and government support for Private Public Partnerships instead of providing adequate funding and maintaining public ownership and control of public education.
Edmonton 2003
14. Demand sufficient funding for public primary, secondary and post-secondary education in Alberta.
Lethbridge 2004
15. Condemn the provincial government's plans to consider any "voucher" system for funding education and expose the real threat to accessible quality public education in Alberta.
Edmonton 2003
16. Fight Bill 27 with whatever means we have available.
Edmonton 2003
17. Strongly condemns the illegal and destructive war against Iraq.
Edmonton 2003
18. Condemn any actions by any provinces that would gut the Canada Health Act and/or promote private for profit healthcare.
Calgary 2002
19. Lobby provincial and federal governments to have a "Living Wage" rate that includes a Benefits program for all workers paid for by employers.
Medicine Hat 2001
20. Lobby provincial and federal governments to provide adequate funding to municipalities to ensure infrastructure repairs and adequate maintenance for such things as roads, sewers and water systems throughout Canada.
Medicine Hat 2001
21. Labour legislation not subject to negotiations in the Agreement on Internal Trade.
Medicine Hat 2001
22. 100% of the membership of Regional Health Board elected.
Medicine Hat 2001
23. Stop deregulating utilities and bring Electrical services back under Provincial jurisdiction.
Medicine Hat 2001
24. Cultural Awareness and Acceptance Education within all Alberta schools.
Medicine Hat 2001

25. Opposition to Genetically Modified Foods and provide its' affiliates with available information on the dangers of genetically modified foods and its impact on farmers and consumers locally and globally.
Medicine Hat 2001, Lethbridge 2004
26. Oppose Genetically Engineered Foods and ensure checks on the Genetically Engineered industry research be done independent from that industry and products containing GE foods be clearly labelled prior to consumer sale.
Fort McMurray 2000
27. Locals are encouraged to respond to proposed revisions to all Health and Safety regulations being reviewed by the provincial government.
Fort McMurray 2000
28. Income earned by members of first nations is tax-exempt whether earned on reserve or not.
Fort McMurray 2000
29. Selection system for immigration be reviewed and changed to eliminate, red tape, speeds up the process and allows immigration of people to Canada who demonstrate good character and desire to become Canadian citizens.
Fort McMurray 2000
30. Rejection of amendments that would remove the WCB from the Financial Administration Act and the Government Accountability Act, which would permit WCB to create private health care facilities and instead review what steps that, should be taken to make WCB more accountable to Albertans.
Fort McMurray 2000
31. Federal government allocate some of the surpluses in the Federal budgets to building affordable housing in this country.
Fort McMurray 2000
32. All Employment Insurance funds are used for the purpose for which they were intended - the support of unemployed workers and only the training programs specifically agreed upon by Labour be funded through EI money.
Edmonton 1999
33. Opposition to the continued sanctions and military attacks against Iraq and the immediate supplying of humanitarian aid to the citizens of Iraq.
Edmonton 1999
34. Public inquiries into any situation where a private internal investigation by Regional Health Authorities leave pertinent questions unanswered.
Grande Prairie 1998
35. Opposition to any reduction/elimination of minimum wages and labour standards and raise minimum wage to \$7.00 or more per hour.
Grande Prairie 1998
36. Condemn anti-union and anti-worker actions of the Alberta School Board Association (ASBA).
Grande Prairie 1998
37. Opposition to Alberta Labour Relations Board decision affecting the Northern Lights Regional Health Authority and work to organize all similar General Support Services certificates in the hospital sector as identified in the NLRHA decision.
Grande Prairie 1998

38. Lobby Alberta School Employees Benefit Plan to accept physician's "no substitution" order on a drug prescription without necessity of an appeal.
Grande Prairie 1998
39. Undertake a review of the reduced levels of funding from federal and provincial government to municipalities, school boards and hospitals.
Grande Prairie 1998
40. Restoration of adequate levels of provincial and federal government funding necessary to properly maintain the important services provided by municipal, school board and hospital workers.
Grande Prairie 1998, Edmonton 1999
41. Full funding of services for Special Needs Children.
Lethbridge 1997
42. Lobby Government so Bill 211 (Persons in Care Act) not proclaimed and present brief on its' detrimental effects on Health Care workers and submit recommendations on changes in legislation if it is proclaimed.
Lethbridge 1997
43. Lobby Government for fully elected Regional Health Authority Boards at same time as Alberta Municipal Elections and eliminate all rules restricting Health Care workers from running.
Lethbridge 1997
44. Provincial Child Tax Credit.
Lethbridge 1997
45. When Budget reallocations take place, funds and criteria for funding of education, health care and senior and social services are weighed in favour of front line workers.
Lethbridge 1997
46. Regional Health Authorities re-open Acute Care Beds in hospitals.
Lethbridge 1997
47. System of Proportional Representation (where all parties have representation in the legislature consistent with the percentage of votes gained during an election).
Lethbridge 1997
48. Adequate social assistance benefits.
Lethbridge 1997
49. Section 74(2) Labour relations code change to make Board of Directors of the employer vote on lockouts.
Lethbridge 1997
50. Proper staffing of employment Insurance Offices and fight reductions in Employment Insurance services.
Lethbridge 1997
51. Support for Sisters and Brothers in Manitoba in their fight against Anti-Union legislation.
Lethbridge 1997
52. Regional Health Authority subject to Freedom of Information Act.
Lethbridge 1997

53. Opposition to and produce brief to show detrimental effects of Private/Public Partnerships in Laboratory Services.
Lethbridge 1997
54. CUPE Alberta Division present brief outlining why there should be a major increase in Homecare funding.
Lethbridge 1997
55. Highway Maintenance Services in Alberta returned to public sector.
Lethbridge 1997
56. Lobby Alberta government for Whistle Blower Protection Legislation
Lethbridge 1997
57. Guidelines for adequate staff/resident ratio in Long Term Care facilities.
Lethbridge 1997
58. Formation of a National Standing Committee on Political Action.
Lethbridge 1997
59. Public Campaign requesting end to abuse of Alberta Government Subsidies to the private sector, a published detailed annual report containing all spending on industrial development and private sector subsidies and a commission of ordinary Albertans with the mandate to review and report annually on private sector spending.
Lethbridge 1997
60. Endorse NIKE Boycott Campaign distribute information about Nike's Corporate practices to all affiliates and apply pressure to School Boards and Municipal Governments who may have community projects where NIKE is a Corporate Sponsor.
Lethbridge 1997
61. Work with other labour and coalition partners and groups to ensure the protection of our Health Care System.
Lethbridge 1997
62. Condemn creation of publicly funded private schools (charter schools) and Locals negotiate Contract language to provide protection from Charter Schools.
Lethbridge 1997
63. Opposition to "Right to Work" Legislation and in conjunction with other Labour Organizations organize and participate in a province-wide strike if Government or majority of anti-Labour MLA's decide to pass Right to Work Legislation.
Lethbridge 1997
64. Recommend CUPE Alberta Locals affiliate with the New Democrats.
Lethbridge 1997
65. CUPE Alberta Division educate, motivate and mobilize members and General Public about Political Action involvement in all its' aspects.
Edmonton 1996
66. Provincial Government to restore Health Care Funding to ensure proper staffing levels.
Edmonton 1996
67. Lobby the provincial government to increase Education Funding including Post-Secondary Education.
Edmonton 1996

68. Opposition to Federal Budget and changes to funding of health, education, municipalities, post-secondary education and social services (Canada Health and Social Transfer).
Edmonton 1996
69. Encourage all members to make a firm commitment to honour the following pledge:
"I pledge that in the next provincial election I will not vote for any conservative politician!"
Calgary 1995
70. The unequivocal ban on the use of scabs by employers in any labour dispute provincially or federally.
Calgary 1995
71. Positions on Regional Health Authority/Boards be elected for three-year terms.
Calgary 1995
72. Political Action number one priority in 1995 at local government levels and request CUPE national to cost share on any monetary expenses.
Calgary 1995
73. Continued funding for the "I'm On Your Side Alberta" Campaign until after the next provincial election.
Calgary 1995
74. Actively participate and support run candidates for municipal and school board elections.
Calgary 1995
75. Condemn School based School Councils.
Calgary 1995
76. Support CUPE Local 30 in their appeals of the decisions of Public Health advisory and Appeal Board with respect to the expansion of the West End Landfill Site in Edmonton.
Medicine Hat 1994
77. Encourage and assist affiliates to support and participate in community and ethnic festivities.
Medicine Hat 1994
78. Restore provincial funding for pre and postnatal care.
Medicine Hat 1994
79. Lobby the Alberta Government to ensure financial and other incentives to encourage Workplace Training by employers, organizations and individuals.
Fort McMurray 1993
80. Fight for pro-rata employee benefits for all part time workers.
Fort McMurray 1993
81. Actively participate in the affairs and administration of the New Democratic Party.
Fort McMurray 1993
82. Recognition of part time workers as valued employees and have their hours count as job losses when they lose hours.
Fort McMurray 1993

83. Condemn governments both provincially and federally for perpetuating the big business agenda and decreased funding for social and economic support programs.
Fort McMurray 1993
84. Lobby Alberta Government to enact Pay Equity and Employment Equity Legislation.
Fort McMurray 1993
85. Support Alberta New Democrats in their quest for anti-scab legislation.
Fort McMurray 1993
86. Affiliation to the New Democrats on the basis of 10% of the membership of the CUPE Alberta Division.
Red Deer 1992
87. Alberta government initiate programs to get Albertans back to work.
Red Deer 1992
88. Lobby the provincial government to establish meaningful legislation providing for and ensuring that employers provide for the reasonable accommodation of injured workers.
Red Deer 1992
89. The Provincial Government enact Ethic Guidelines for MLA's.
Grande Prairie 1991
90. Lobby the government of Alberta to amend the Local Authorities Election Act to allow Municipal Employees to seek Municipal Office without resigning their jobs.
Grande Prairie 1991
91. Publicly denounce Merit Shop Contractors and Maxam Contracting Ltd.
Grande Prairie 1991
92. Lobby the Prime Minister and the chairman of the CBC to reopen closed CBC stations and rehire its' laid off union members.
Grande Prairie 1991
93. Present a Brief to the government to remove Bill 44 from the Labour Code.
Grande Prairie 1991
94. Stop privatization of Long Term Health Centres.
Grande Prairie 1991
95. Government to allocate adequate funds to permit meaningful and necessary programs and facilities for our seniors.
Grande Prairie 1991
96. Oppose the regressive changes and amendments in the Manpower Development Act affecting Alberta Tradesmen.
Grande Prairie 1991
97. Call on the leadership of CUPE and the CLC to consider a General Strike to bring pressure to bear on the General Strike to bring pressure to bear on the Federal and Provincial Governments to rescind all regressive action against public sector workers.
Grande Prairie 1991

98. Lobby the provincial government to ensure that the Employees in PEP or STEP Programs receive the full rates in Union Collective Agreements.
Edmonton 1989
99. Opposition to extra billing above Alberta Health Care Plan by doctors.
Fort McMurray 1986

CONTRACTING OUT/ANTI-PRIVATIZATION – now Anti-Privatization Political Action

1. Continue to lobby the provincial government to reverse their decision on contracting out of hospital laundries and kitchens.
Edmonton 2003
2. Denounce provincial government support for Private Public Partnerships.
Edmonton 2003
3. Opposition to the privatization of water supplies.
Edmonton 1999
4. Continued opposition to Bill 37 and private for-profit hospitals.
Edmonton 1999
5. Opposition to the privatization of the Alberta Treasury Branch.
Edmonton 1999
6. Opposition to the deregulation of electricity in Alberta and to any attempt to privatize municipal power and water utilities.
Edmonton 1999
7. Opposition to the sale of EPCOR and reasserts that the public is best served when they retain ownership of utility services.
Edmonton 1999
8. Work to destroy myth of private sector superiority and efficiency and keep all governments responsible for the funding and delivery of necessary government services.
Grande Prairie 1998
9. Set up Task Force to compile information on privatization of government owned utilities and use information to help Locals across Canada to counteract this privatization movement and educate governments about perils of privatization.
Grande Prairie 1998
10. Members use family doctor rather than private clinic for Worker Compensation Board injury claims.
Lethbridge 1997
11. (Private Registry Services) Stop flow of confidential personal information into private contractor's hands.
Lethbridge 1997
12. Develop a list of all companies and their subsidiaries that have contracted the work from CUPE members and what type of work that these companies have contracted from which Local.
Calgary 1995

13. Ensure the Ways of Winning Course is revised.
Calgary 1995
14. CUPE National to undertake an extensive study on Lease Back Schools.
Calgary 1995
15. CUPE National set aside a night for Provincial Contracting Out and Cutback Committees to meet at the 1995 CUPE National Convention.
Calgary 1995
16. Alberta Locals and their memberships send examples of the devastating effects of Provincial Government cuts to the Division so they can be distributed to Locals.
Calgary 1995
17. Adequate funding for Contracting Out and Privatization.
Medicine Hat 1994
18. Procedure Manual containing information that will enable Locals to start the fight against Contracting Out immediately.
Red Deer 1992
19. Encourage all Locals and Occupational Committees to make anti-contracting language a priority in negotiations and to utilize coordinated bargaining in this process.
Red Deer 1992
20. Encourage Locals to appoint a liaison person to the Alberta Division Contracting Out and Cutback Committee.
Red Deer 1992
21. CUPE National to call a National Contracting Out Conference.
Red Deer 1992
22. Provincial government to continue to provide inspection services (Boilers, Elevators, etc.) under the present system.
Grande Prairie 1991
23. Opposition to contracting out of management services.
Red Deer 1985

SECTION 8 - ANTI-RACISM

1. Commit to continue the Multicultural Luncheon/Banquet which should be held in conjunction with the International Day for the Elimination of Racial Discrimination on March 21 of each year and the Luncheon/Banquet should be held in other areas such as, but not limited to: Red Deer, Calgary, Lethbridge, Fort McMurray, Medicine Hat and Edmonton.
Lethbridge 2010
2. Develop a "CUPE Culture Watch"
Lethbridge 2010
3. CUPE Alberta Division in conjunction with the Anti-Racism Committee send a letter to CUPE National requesting that CUPE National hold a second Human Rights Conference prior to the 2009 CUPE National Convention.
Calgary 2008

4. CUPE Alberta encourage the provincial governments to declare National Aboriginal day as a statutory paid holiday that CUPE Alberta encourage both the Alberta Federation of Labour and the Canadian Labour Congress and CUPE National to support this lobbying effort.
Medicine Hat 2007
5. CUPE Alberta allow presentation of the Representative Workforce Strategy and Partnership Agreements which CUPE National will supply and the CUPE Alberta analyzes the benefits of signing a Partnership Agreement in their respective Division and that CUPE Alberta signs a Partnership Agreement if the analysis is to the benefit of the Division.
Medicine Hat 2007
6. CUPE Alberta establish an Aboriginal Council as an Ad Hoc Committee and that the Aboriginal Council be established utilizing the terms of reference of the CUPE National Aboriginal Council.
Medicine Hat 2007
7. CUPE Alberta continue to make our members aware of racism and the affects it has on the community and workplace and that and Anti-Racism conference be held on the affects of racism prior to CUPE Alberta's 2009 Convention.
Medicine Hat 2007
8. CUPE Alberta continues to encourage CUPE National to integrate diversity workshops and cultural programs into week-long schools and workshops.
Medicine Hat 2007
9. CUPE Alberta in conjunction with the Alberta Federation of Labour lobbies the Federal Government to eliminate the landing fees and implement a process for recognition of education and credentials.
Fort McMurray 2006
10. CUPE Alberta in conjunction with the Anti-Racism Committee send a letter to the Alberta Federation of Labour encouraging them to hold a Human Rights Conference prior to 2008 in an effort to keep up with increasing diversity and workplace changes.
Fort McMurray 2006
11. CUPE Alberta in conjunction with the Anti-Racism Committee at their first Executive meeting after each Convention incorporates an information session on Racism.
Fort McMurray 2006
12. CUPE Alberta, in conjunction with the Anti-racism committee, encourage CUPE National, Alberta Locals and Alberta District Councils to have a Culture Awareness event and that CUPE Alberta continue to recognize these events at CUPE Alberta Division Conventions.
Red Deer 2005
13. CUPE Alberta encourages CUPE National to integrate diversity workshops and cultural programs into weeklong schools and weekend workshops not only for the members but for the executive and the leaders within CUPE to raise awareness to combat racism by creating stronger alliances.
Red Deer 2005
14. CUPE Alberta Division lobbies CUPE National along with the National Rainbow Committee to host a National Anti-racism Conference in the province of Alberta in 2006.
Red Deer 2005
15. In years that March 21 falls on a day of the CUPE Alberta Convention that the Executive in conjunction with the CUPE Alberta Anti-Racism committee organize something special to recognize this day.
Edmonton 2003

16. In conjunction with the Anti-Racism committee hold an Anti-Racism Conference in the year 2004.
Calgary 2002
17. Elimination of the Application Fee imposed on immigrants to Canada.
Fort McMurray 2000
18. Locals negotiate Collective Agreement Language to mandate employers to hire visible minorities to meet the same percentage as the general population.
Grande Prairie 1998
19. CUPE National to allocate funds to make Anti-Racism work a priority in research, education, Organizing the Organized, organizing and hiring practices.
Grande Prairie 1998
20. Accept the Report of the CLC Task Force "Challenging Racism Going Beyond Recommendations" and work towards implementing its' recommendations.
Grande Prairie 1998
21. Sponsor workshops on Employment Equity and lobby CUPE.
Lethbridge 1997
22. CUPE National to offer Employment Equity as a CUPE Education course.
Lethbridge 1997
23. Lobby the government to have Aboriginal Claims heard and their rights restored.
Lethbridge 1997
24. Anti-Racism Clauses in Collective Agreements.
Edmonton 1996
25. Educate members on all positive aspects of working in a multi-cultural workplace.
Edmonton 1996
26. Opposition to Head Taxes being imposed on immigrants moving to Canada.
Edmonton 1996
27. Condemn in writing the Government for not adopting all recommendations of the Human Rights Review Panel.
Calgary 1995
28. Condemn the government for proposing to merge the Human Rights Commission and other agencies.
Calgary 1995
29. Endorses the Principles of Employment Equity.
Calgary 1995
30. Formation of the Anti-Racism Committee as a Standing Committee of the CUPE Alberta Division.
Medicine Hat 1994

SECTION 9 - ENVIRONMENTAL RESOURCES AND PROTECTION

1. Direct all facilities contracted to host Union events to discontinue the provision of free bottled water in their guest rooms.
Edmonton 2009
2. Design and support an Environmental information window on the CUPE Alberta website providing current information on environmental issues in the province of Alberta. This information to include but not be limited to a glossary of environmental terms.
Edmonton 2009
3. Encourage all Locals to recognize and participate in Earth day April 22, 2008 by car pooling, riding a bike or walking to work, planting a tree, cleaning up litter or initiating a recycling program in job sites or Local, CUPE Area and the CUPE Regional Office.
Calgary 2008
4. CUPE Alberta develop a reusable all purpose grocery/tote that can be distributed to both members and throughout our communities to promote CUPE's commitment to environmental initiatives. This "tote" will bear the CUPE Alberta and the CUPE National Environment Logo to promote the commitment by CUPE to the lowering of green house gases.
Calgary 2008
5. CUPE Alberta will recycle all paper and recyclables (i.e.: cans, water bottles, etc) at all CUPE AB sponsored meetings, schools, conferences and conventions where possible and provide adequate containers to collect such recyclables at all CUPE AB sponsored events. That this endeavour takes place immediately.
Calgary 2008
6. Lobby the provincial government to enact a plan that will see Alberta meet greenhouse gas reduction targets in the amount of 6% below 1990 levels by 2012 and to agree to long-term absolute emission reduction targets of 25% below 1990 levels by 2050.
Medicine Hat 2007
7. Encourage Provincial locals without Environment Committees to support the creation of these committees to educate and enlighten the union membership and public in general about water, alternate energy, the Kyoto Protocol and other emerging environmental concerns which will have an impact on our world.
Fort McMurray 2006
8. Provide recycling brochures and/or pamphlets at each CUPE Alberta function.
Lethbridge 2004
9. Reaffirm its commitment to the Environment.
Edmonton 2003
10. Reiterate support of the bat as an environmentally friendly creature.
Edmonton 2003
11. Reiterate support of the Environment Committee and its adoption of the BAT as its official symbol and mascot.
Edmonton 2003
12. Endorse and promote a comprehensive REDUCE, REUSE, RECYCLE Campaign in an effort to achieve a fifty (50%) percent reduction in solid waste, targeted initially in our local communities.
Calgary 2002

13. Endorse the following principles of sustainability:
 - Value and protect other species, biodiversity and ecosystem vitality,
 - Live within our quality of life, not “our standard of living”,
 - Live within the limits of natural systems,
 - Ensure just use and distribution of resources, and
 - Create conditions for broad participation by a knowledgeable workforce and the public.Calgary 2002
14. Commit to embrace and endorse the CUPE Water Watch Campaign.
Calgary 2002
15. Municipal governments adopt and promote recycling and composting programs in order to reduce the waste stream while creating “green jobs”.
Medicine Hat 2001
16. Promote the assessment, regulation and enforcement of abandoned wells, shafts and similar structures as a “green job” creation program.
Medicine Hat 2001
17. Legislation and regulations be enacted to ensure a sustainable environment as well as public control of our water and mineral resources.
Medicine Hat 2001
18. Declare events such as Earth Day and Environment Week Alberta as key and significant events to promote environmental awareness.
Medicine Hat 2001
19. Legislation be enacted to ensure maximum quality and accountability of pure potable water.
Medicine Hat 2001
20. Enforcement by employers of all regulations, codes of practice and safe work conditions to protect the health and safety of workers in the use of toxic chemicals and pesticides.
Fort McMurray 2000
21. In conjunction with Alberta Learning develop and distribute a survey to Alberta’s youth gauging their understanding and commitment to the environment and environmental issues and CUPE Alberta and the environment committee use the results as a guide for future endeavours.
Fort McMurray 2000
22. Endorse Earth Day 2000, identify various events in Alberta and encourage CUPE members and their families to participate.
Fort McMurray 2000
23. Adoption of CLC Policy Paper “Just Transitions” and work with CUPE National to implement its’ principles.
Fort McMurray 2000
24. Work with other Labour organizations to oppose “genetically altered” foods, join the Canadian Health Coalition Campaign for Safer Foods and continue to distribute information on GE foods to Alberta CUPE members.
Fort McMurray 2000

25. Provincial Government live up to its public responsibility by retrieving and maintaining, under public ownership, all Parks and campgrounds that were previously privatized.
Edmonton 1999
26. Condemn the move to privatize Alberta's parks and work to reverse the process.
Grande Prairie 1998
27. Condemn Multilateral Agreement on Investment (MAI) and work to oppose government attempts to adopt it.
Grande Prairie 1998
28. Ban on toxic chemicals and educate Union members on the dangers of exposure to toxic chemicals.
Grande Prairie 1998
29. Facilitate a workshop conference that would serve to assist Union members to recognize that the factors that impact the well being of the workers are generally the same ones as those that affect the well being of the earth.
Grande Prairie 1998
30. Lobby provincial government to become a proper steward of the environment to bring under control urban smog, groundwater contamination, loss of soil productivity, depletion of the ozone layer, the increasing use of fossil fuels, depletion of essential forestation, loss of vital habitat areas for both wild life and plant life (both endangered and basic food sources), and the cleanup of contaminated waste sites.
Grande Prairie 1998
31. Opposition to exportation of our water resources.
Lethbridge 1997
32. Regulation of Car Dumps and Junkyards and Provincial Regulations to return affected lands to their natural state and aesthetic beauty.
Lethbridge 1997
33. Creation of measuring stick, a code of ethics for Corporate responsibility for a sustainable environment that will serve to track the environmental record of Companies and Corporations and a list be published annually for members and public of the good, the bad and the ugly in terms of the track record of Companies and Corporations as it relates to the environment.
Lethbridge 1997
34. Totally publicly owned, managed and for public use Park System.
Lethbridge 1997
35. Campaign promoting re-regulation as opposed to deregulation for our governments in order to protect our environment.
Lethbridge 1997
36. Formation of a Coalition Building Framework for environmental issues and join the Alberta Environmental Network.
Edmonton 1996
37. Provincial Government to provide a reasonable level of funding to get composting and like endeavours underway in it's municipalities.
Edmonton 1996
38. Job Creation Program for public sector jobs in the environmental field.
Edmonton 1996

39. Public ownership and control of all landfills and recycling facilities in the province.
Calgary 1995
40. Develop and utilize an Environmental Quality Index that will fairly weight environmental factors when considering projects and developments in Alberta.
Calgary 1995
41. Condemnation of the practice of clear cutting.
Calgary 1995
42. Adopt the theme of the environment committee namely, "Controlling our Environmental Destiny".
Calgary 1995
43. Petition the Alberta Government to aggressively pursue new markets for environmental products.
Calgary 1995
44. Declare tire burning as a non-bonfire recycling practice and develop and promote bonafide-recycling endeavours.
Calgary 1995
45. Province of Alberta explore the possibility of alternative renewable fuels.
Calgary 1995
46. Lobby for National Standing Committee on the Environment.
Calgary 1995
47. Endorse and support the Environment Committee efforts to adopt the Bat as its symbol and mascot.
Calgary 1995
48. Development of a Forest Tent Caterpillar worker-safe program.
Medicine Hat 1994
49. Petition Alberta government to develop a broad based set of incentive for business and citizens alike to spur innovative and workable solutions to our recycling problems and report on success stories in the recycling field.
Fort McMurray 1993
50. Environmental audits in all CUPE offices.
Fort McMurray 1993
51. Encourage Recycling Programs in Schools.
Red Deer 1992
52. Encourage all Locals to form Environment Committees.
Red Deer 1992

SECTION 10 - EQUAL OPPORTUNITIES

1. Reinstate the Ad-Hoc Committee to review all committee mandates.
Lethbridge 2010
2. Encourage CUPE Alberta locals to provide training on Duty to Accommodate in all workplaces.
Lethbridge 2010

3. Hold a rally at a place to be determined by the Division Executive to lobby the present Alberta government and raise awareness with the public on the need for Pay Equity Legislation.
Lethbridge 2010
4. Lobby all levels of Governments to provide and fully fund all life sustaining medical resources for Albertans who have a disability to improve their quality of life.
Calgary 2008
5. Continue to seek Young Worker members to actively participate on each Alberta Division Committee and at all levels of our Union.
Calgary 2008
6. Lobby CUPE National for additional resources specifically for Alberta for facilitator training in the “Up with Women’s Wages” program.
Calgary 2008
7. Provide the resources that will enable Committee Chairs to meet as a group prior to the commencement of the Committee meetings to coordinate the work of the committees.
Calgary 2008
8. Lobby the AFL and CUPE National to continue to keep issues of equality on the forefront in our union and for our members.
Calgary 2008
9. Amend guideline # three (3) of the Equal Opportunity Committee Guidelines to read, “This committee will place emphasis on the rights of women, gay, lesbian, bisexual, two spirited, transgendered, intersex individuals, people with disabilities, issues of aging and youth and any other group requiring equality rights.”
Calgary 2008
10. Publish a quarterly newsletter to be distributed to all CUPE Locals in the province; and publish Standing Committee updates in the newsletter.
Medicine Hat 2007
11. Adopt the *Vancouver Declaration* that was presented at the historic human rights conference in Vancouver, BC on November 23-26, 2006. Develop actions and initiatives based on the Vancouver Declaration.
Medicine Hat 2007
12. Lobby CUPE National to commit resources towards a campaign that will be put in place before the next National Convention to ensure that Women’s Rights, specifically the Right to Choose in regards to abortion will be implemented.
Fort McMurray 2006
13. Initiate a campaign and lobby the federal and provincial governments for pay equity legislation.
Fort McMurray 2006
14. Lobby members of Parliament to amend the equality provisions of the Canadian Charter of rights and Freedoms to explicitly include freedom from discrimination on the basis of gender identity and expression, and support a charter challenge if necessary
Fort McMurray 2006
15. Support the mainstreaming of equality issues into all areas of the union’s work; and suggest that union development incorporate equality issues into all educational activities of the union
Fort McMurray 2006

16. Lobby the Provincial government to ensure that workers who take compassionate leave under Employment Insurance provisions have their jobs guaranteed when they return in accordance with Federal Legislation. Encourage all CUPE locals to add Companionate Care language to their collective agreements.
Fort McMurray 2006
17. Encourage all local unions to include discrimination and harassment language into their collective agreements.
Fort McMurray 2006
18. Encourage CUPE National join with its health care locals to produce a campaign for full funding for health care and support to persons with HIV/AIDS in Canada; and encourage CUPE National demand that the federal government increase the amount of foreign aid to developing nations for the treatment of HIV/AIDS.
Fort McMurray 2006
19. Lobby CUPE National to commit resources towards a campaign that will be put in place before the next National Convention to ensure that Women's Rights, specifically the Right to Choose in regards to abortion will be implemented.
Fort McMurray 2006
20. Lobby the Provincial government to ensure that workers who take compassionate leave under Employment Insurance provisions have their jobs guaranteed when they return in accordance with Federal Legislation. Encourage all CUPE locals to add Companionate Care language to their collective agreements.
Fort McMurray 2006
21. Encourage all local unions to include discrimination and harassment language into their collective agreements.
Fort McMurray 2006
22. Encourage CUPE National join with its health care locals to produce a campaign for full funding for health care and support to persons with HIV/AIDS in Canada; and encourage CUPE National demand that the federal government increase the amount of foreign aid to developing nations for the treatment of HIV/AIDS.
Fort McMurray 2006
23. Equality for Gays, Lesbians, Bisexuals and Transgender members by publicly calling for equal access to civil marriage.
Lethbridge 2004
24. Opposition to racial profiling, criminalization of dissent and all other attacks on the people on the basis of defending the rights of all.
Edmonton 2003
25. Use "Equality Screens" to ensure that all materials, policy papers, resolutions, conferences, conventions and all other materials, events and communications do not have unseen barriers and address equal rights and treatment for all members of CUPE Alberta.
Calgary 2002
26. Locals encouraged to hold and participate in Up With Women's Wages Workshops.
Calgary 2002
27. Develop a Plan to educate our young members on the value of union membership and encourage union activism among our young members.
Calgary 2002
28. Encourage CUPE Locals to undertake Workplace Equity Policy initiatives.
Calgary 2002

29. Sponsor a conference on understanding Pride in CUPE in June 2003 in conjunction with Pride events in the province.
Calgary 2002
30. Locals be encouraged to address the issue of violence in the workplace and ensure their employers are held responsible for a safe workplace free from harassment, verbal abuse and violence and CUPE National provide information, sample policies and contract language to address this issue.
Fort McMurray 2000
31. CUPE Locals and members be encouraged to actively participate in Women's 2000 planning and events and CUPE Alberta be visible at these events.
Fort McMurray 2000
32. Recognize World Aids Day in December and all Locals and affiliates be strongly encouraged to participate in World AIDS Day by distributing red ribbons, putting in writing their support to increase awareness on issues surrounding HIV and AIDS.
Medicine Hat 2001, Fort McMurray 2000
33. CUPE Locals and CUPE Alberta ensure their presence and visibility at all Gay Pride Day events across Alberta.
Medicine Hat 2001, Fort McMurray 2000
34. Have an active role in the year 2000 Global Women's March Against Poverty in Alberta including possible financial support.
Edmonton 1999
35. CUPE Locals and their members support the White Ribbon Campaign, actively challenge violence against women and take part in "Take Back the Night" marches and events in their communities.
Edmonton 1999
36. Creation of an Equality Recognition Award to be awarded annually at the CUPE Alberta Convention.
Edmonton 1999
37. Continue to encourage dissemination of educational materials and information relating to disabilities among members.
Lethbridge 1997
38. Elimination of violence in our society and congratulate affiliates who have initiated campaigns in this regard and encourage other affiliates to also work on this issue.
Lethbridge 1997
39. Amend Individual Rights Protection Act to include discrimination based on sexual orientation and encourage Locals to educate members on destruction caused by discrimination on any grounds.
Lethbridge 1997
40. Provide leadership in developing a strategy to assist Locals in eliminating harassment of any kind in both the workplace and the union.
Calgary 1995
41. Distribute CUPE Alberta Harassment Policy and Anti-Racism materials to all affiliated locals.
Calgary 1995
42. Make employers aware of the availability of CUPE's Cross Cultural and Combating Workplace Racism Courses.
Calgary 1995

43. Lobby provincial and federal governments to include in their Human Rights Legislation discrimination on the basis of Native spirituality and tribal beliefs.
Calgary 1995
44. Mandatory Employment Equity Legislation (provincially and federally) and in public and private sector workplaces.
Calgary 1995
45. Reaffirm solidarity with the struggle of aboriginal peoples including visible support and actions including Press Releases.
Calgary 1995
46. Sponsor an Equal Opportunity Conference in 1995.
Calgary 1995
47. Encourage all Locals to form Equal Opportunities and Anti-Racism Committees.
Calgary 1995
48. Annual recognition of CUPE woman activist of the year.
Medicine Hat 1994
49. Lobby government to include sexual orientation as a prohibited ground of discrimination under the Individual Rights Protection Act.
Lethbridge 1997
50. Accessibility for disabled members at meetings and encourage Locals with property to make the appropriate renovations.
Medicine Hat 1994
51. Encourage members with disabilities to participate on the Equal Opportunities Committee.
Medicine Hat 1994
52. Reinstatement of funding for Women's' Emergency Shelters.
Medicine Hat 1994
53. City of Calgary to reinstate Pay Equity Program.
Medicine Hat 1994
54. Lobby to add type of occupation as a prohibitive ground of discrimination in Individual Rights Protection Act and Canadian Human Rights Act.
Medicine Hat 1994
55. Rights for rehabilitated offender and Employee's right to be presumed innocent be included in Bonafide Occupational requirements in the Human Rights Legislation.
Fort McMurray 1993
56. Lobby for Child Rights Act.
Fort McMurray 1993
57. Work toward elimination of barriers to employment of foreign trained professionals.
Fort McMurray 1993

58. Enhance Human Rights Legislation with respect to age.
Fort McMurray 1993
59. Offer support with the women workers of Mexico.
Fort McMurray 1993
60. Alberta government to immediately reinstate programs providing counselling for abusers and to build, manage and properly fund shelter facilities for victims of abuse.
Red Deer 1992
61. Alberta Government to institute a program to build sufficient low-income housing to meet the current demand.
Red Deer 1992
62. Make a commitment to do all in its power to eliminate child poverty and educate our members on the effects of child poverty.
Red Deer 1992
63. Lobby the Alberta Government for Pay Equity Legislation.
Grande Prairie 1991

SECTION 11 - GLOBAL JUSTICE

1. CUPE will work with CUPE National to identify suitable, international projects for Alberta targeting working people that are reciprocal in nature.
Calgary 2008
2. CUPE Alberta will ensure that there is representation from the Division Global Justice Committee at all CUPE National Human Rights Conferences.
Medicine Hat 2007
3. CUPE Alberta lobbies the Alberta Federation of Labour and Canadian Labour Congress to also support fair trade practices at AFL/CLC sponsored events.
Fort McMurray 2006
4. CUPE Alberta Division seeks to raise awareness of migrant workers in Canada.
Fort McMurray 2006
5. Encourage Alberta Locals to negotiate \$0.01/ member/month with their employers with the funds to go to Union Aid and if Locals are unable to negotiate with their employers for such deductions they should consider paying a monthly donation on behalf of their members in support of solidarity work and union aid and Locals encourage their members to donate to Union Aid through the United Way.
Edmonton 2003
6. Affirm support of citizens and workers right to protest, demonstrate and mobilize in opposition to global trade agreements.
Medicine Hat 2001
7. Call for release of Leonard Peltier and support solidarity campaigns organized by the AFL, CLC and the Leonard Peltier Defence Committee.
Medicine Hat 2001

8. Condemn killings and declare that crimes against humanity by dictatorships such as Pinochet are international in scope and must be brought to justice.
Edmonton 1999
9. Local provide an International Solidarity contact person to the International Solidarity Committee to promote communications and actions around the need for working class solidarity.
Grande Prairie 1998
10. Locals be encouraged to make direct partnerships with Cuban public sector unions and to help bring political and social change.
Grande Prairie 1998
11. Endorse and mobilize around the CLC No Sweat Campaign and call for a boycott of Nike products and Nike agrees to paying a living wage, independent third party monitoring of its' plants and the rights of its' workers to unionize.
Grande Prairie 1998
12. Develop education course to teach our members, their families and friends of the detrimental and unethical effects of sweatshop labour and to help them plan courses or action to eradicate sweatshop labour.
Grande Prairie 1998
13. Support organizations/coalitions who have taken action against sweatshop labour.
Grande Prairie 1998
14. Lobby Governments to oppose reductions in Labour Standards and Wages in all areas Provincially and Federally.
Lethbridge 1997
15. Formation of the International Solidarity Committee as a Standing Committee of the CUPE Alberta Division.
Calgary 1995
16. Support the struggles of the Chilean working class and its organizations that oppose Chile joining NAFTA in 1996.
Calgary 1995
17. Support for Amnesty International.
Medicine Hat 1994
18. Support for Brothers and Sisters in Central America.
Medicine Hat 1994
19. Lobby CUPE National to use its National and International influence to fight EBOLA Virus.
Medicine Hat 1994
20. Condemn the FTA, NAFTA and IMF in its intervention to Canadian Social Programs and quality of life.
Medicine Hat 1994
21. Training to staff and committee members dealing with working with international unions and issues.
Medicine Hat 1994
22. Broaden and extend Canada's cultural, diplomatic and commercial relations with Cuba and its working people.
Medicine Hat 1994
23. Reaffirm opposition to NAFTA and efforts to have it repealed.
Medicine Hat 1994

24. Lobby and negotiate funds for Union Aid.
Medicine Hat 1994
25. Support for Labour World training for Change Exchange Program.
Medicine Hat 1994
26. Lobby CUPE National Research Department to keep Division abreast of all legislative changes both in Canada and abroad in labour laws, health, education and fiscal policies.
Medicine Hat 1994

SECTION 12 - OCCUPATIONAL HEALTH AND SAFETY

1. Pressure the Alberta Government to add a new section on shift work to the Occupational Health and Safety Code that is similar to the violence and working alone sections.
Calgary 2008
2. CUPE Alberta pressure the provincial government to include worker and employer rights and obligations under the Occupational Health and Safety Act and Code in the curriculum of Post Secondary Schools.
Medicine Hat 2007
3. CUPE Alberta pressure the provincial government to develop a reporting mechanism that ensures all employers have complied with Part 2 of the Occupational Health and Safety Code.
Medicine Hat 2007
4. Alberta Division lobby CUPE National to offer funding for young worker delegates to attend Occupational Health and Safety Training.
Medicine Hat 2007
5. CUPE Alberta develop a format for all Provincial Divisions to forward their information to National for the compilation of a National Data Base.
Medicine Hat 2007
6. CUPE Alberta develop a strategy to ensure that employers to recognize CUPE training in their Health and Safety programs.
Medicine Hat 2007
7. CUPE Alberta Division Lobby the Provincial Government to ensure that these workers are properly trained and supported in working within the legislated safety guidelines of the province and that mechanisms be put in place that ensure they are aware of their rights and obligations under the Alberta Occupational Health and Safety Code.
Medicine Hat 2007
8. CUPE Alberta Division obtain a copy of CUPE National's pandemic plan for National Staff and develop a sub-plan to share with Local's so that they will know how to access staffing support in the event of such an emergency on or before March 2008.
Medicine Hat 2007
9. CUPE Alberta Division through the Alberta Department of Labour develop a campaign that educates the media, public, employers and workers to properly place the blame on the Employer and their responsibility to properly train and support workers in workplace health and safety.
Medicine Hat 2007

10. CUPE Alberta Division develop a plan for a 2008 Occupational Health & Safety conference.
Medicine Hat 2007
11. Lobby the Alberta Government for legislation protecting library workers and all workers from violence in the workplace.
Medicine Hat 2007
12. CUPE Alberta Division work to achieve review and revision of as.1(s) of The Alberta Occupational Health and Safety Act.
Medicine Hat 2007
13. CUPE Alberta pressure the provincial government to develop a reporting mechanism that ensures all employers have complied with Part 2 of the Occupational Health and Safety Code.
Fort McMurray 2006
14. CUPE Alberta lobby the provincial government to amend the Act to compel Employers found to be in violation of the Act to financially assist in the development and delivery of workplace health and safety programs.
Fort McMurray 2006
15. Encourage all locals to negotiate “no working alone” language in their collective agreements and further to educate their members regarding the working alone legislation.
Fort McMurray 2006
16. Strengthen efforts in lobbying the federal and provincial governments in the establishment of ergonomic regulations that ensure the prevention of ergonomic injuries in libraries and all workplaces to ensure the health and safety of all CUPE members.
Fort McMurray 2006
17. Request CUPE National research into the emotional effect on Library workers and all workers of attendance management programs.
Fort McMurray 2006
18. CUPE Locals be urged to negotiate language into their Collective Agreements’ to insure that potential CUPE members and current CUPE members are not subjected to random drug and alcohol testing.
Red Deer 2005
19. Encourage and assist all Locals to have their Employers recognize April 28th as a Day of Mourning.
Edmonton 2003
20. If possible, coordinate a provincial Occupational Health and Safety Conference within twelve months of any National CUPE Health and Safety Conference.
Calgary 2002
21. Encourage Locals to include health and safety information for all new members in any orientation sessions or kits.
Calgary 2002
22. Work with the CUPE Alberta Occupational Health and Safety Committee to establish Local Union Health and Safety Committees and lobby the provincial government to make joint Workplace Health and Safety Committees mandatory in all Alberta workplaces.
Medicine Hat 2001
23. Lobby the Workers Compensation Board and the Provincial government to ensure that employer premiums are set at an amount that covers the true cost of workplace injuries.
Medicine Hat 2001

24. Inform Locals on a regular basis when legislation that affects the workplace is passed or changed.
Medicine Hat 2001
25. Prohibition on use of cellular phones by the operator of a moving vehicle or equipment.
Fort McMurray 2000
26. Recognition by Workers Compensation Boards of health risks associated with cell phones and their use be deemed a workplace hazard allowing compensation for their injuries.
Fort McMurray 2000
27. Recognize workers injured or killed on the International Day of Mourning commencing in the year 2000.
Edmonton 1999
28. Continued support for a fully funded Canadian Centre for Occupational Health and Safety.
Edmonton 1999
29. Mandatory periodic indoor air quality monitoring and testing included in the Provincial Health and Safety legislation.
Edmonton 1999
30. Minutes and Reports of Division Occupational Health and Safety Committee submitted to CUPE National Health and Safety Branch.
Edmonton 1999
31. CUPE Locals' Joint Occupational Health and Safety Committee members be encouraged to take as a minimum the 30-hour OH&S course.
Edmonton 1999
32. Workplace stress recognized as a compensable occupational injury/illness.
Edmonton 1999
33. Employers must report all injuries and illness as required by law to the Workers' Compensation Board and failure to comply must result in substantial fines to the employer.
Edmonton 1999
34. Pro-actively promote Health and Safety education at Local and District Council Schools and the CUPE Annual Week-long School.
Edmonton 1999
35. Work aggressively for more effective methods of enforcing Health and Safety Act and Regulations, increase number of Health and Safety enforcement personnel and lobby employers to create and maintain safe and healthy workplaces.
Grande Prairie 1998
36. Network with Saskatchewan and British Columbia Health and Safety Committees to share on an ongoing basis information and Division Health and Safety Committee report to Annual Convention progress from networking.
Grande Prairie 1998
37. Introduction of Health and Safety education, rights awareness, obligations and hazard elimination into Organizing the Organized Campaign to make Health and Safety a number one issue with Alberta CUPE members.
Grande Prairie 1998

38. Proper Collective Agreement language to ensure properly structured Health and Safety Committees, accurate reporting of all injuries and proper return to work programs and workplace audits.
Lethbridge 1997
39. Public Awareness Campaign to make public aware of need for enforcement by Government of all Health and Safety Legislation.
Lethbridge 1997
40. Provincial Government to establish a mandatory framework for Partnership Programs and proper training of members.
Edmonton 1996
41. Equal employee participation in Health and Safety Programs and Loss Control Program Audits.
Edmonton 1996
42. District Council Schools have regular Asbestos Courses.
Calgary 1995
43. Correspondence that corresponds to matters within a committee scope be sent to committees.
Calgary 1995
44. Information package on all forms of Hepatitis be gathered and distributed to all affiliates.
Calgary 1995
45. CUPE National to develop standard guidelines for negotiating purposes addressing Aids in the Workplace and include the Canadian Standards Association Standards.
Calgary 1995
46. Provincial government to legislate effective ergonomic regulations.
Calgary 1995
47. Legislation prohibiting employers from have employees working alone.
Calgary 1995
48. To provide employees with a safe and secure work environment free from violence in public schools.
Calgary 1995
49. Immunization of all school based workers for Hepatitis B Virus.
Calgary 1995
50. Legislation to ensure the level of care in hospitals and nursing homes is appropriate.
Calgary 1995
51. Wholesale Review of Public Health Act and formation of an Appeal Board for Environmental issues.
Medicine Hat 1994
52. Pressure on Alberta government to enforce Occupational Health and Safety Legislation and increase staffing in the Occupational Health and Safety Department.
Lethbridge 1997
53. Health and Safety Instructor Training a priority.
Fort McMurray 1993

54. Produce a public information campaign around asbestos dangers in Edmonton Public School Board buildings.
Fort McMurray 1993
55. Administer and provide drugs to patients be carried out by licensed trained personnel only.
Fort McMurray 1993
56. Supply of proper safety equipment to protect against Hepatitis B, Herpes, Aids and all other infectious diseases.
Fort McMurray 1993
57. Opposition to the “Windows of Opportunities” Program.
Red Deer 1992
58. Workplace Exposure limits now in place are inadequate and should be revised.
Red Deer 1992
59. Denounce the funding cuts, which could result in the closure of the Canadian Centre for Occupational Health and Safety.
Red Deer 1992
60. Procedure Manual that will detail the procedures workers must follow when Asbestos is suspected or confirm to be in their workplace.
Red Deer 1992
61. Lobby provincial government to have all violent and potentially violent residents in Nursing Homes removed from the system.
Red Deer 1992

SECTION 13 - PENSIONS AND BENEFITS

1. Facilitate and provide necessary resources to ensure that there is a proper networking system in place to educate and communicate with CUPE pension activists that sit on registered pension’s plans as either a trustee or a member of a pension advisory board.
Edmonton 2009
2. CUPE Alberta Division document the increases in pension participation for Alberta CUPE workers in defined benefit plans, with specific information about pensions for low income workers, in order to assess our achievements and target efforts for future support for negotiating strategies and campaigns to improve pension benefits.
Medicine Hat 2007
3. CUPE Alberta Division lobby the CUPE National Officers and the CUPE National Executive Board to allow current members identified by the CUPE Alberta Division Ad Hoc Pension & Benefits Committee to attend all the Trustee training courses.
Fort McMurray 2006
4. CUPE Albert Division lobby the Government of Alberta (Department of Finance) to have one seat designated specifically for CUPE on LAPP Board of Directors.
Fort McMurray 2006
5. CUPE Locals in the province meet with and encourage their employers to support the establishment of an independent jointly trustee LAPP.
Red Deer 2005.

6. Educate our members about ethical investments of our pension plans.
Lethbridge 2004
7. The Alberta Ad Hoc Committee on Pensions and Benefits continue to support and promote education and information sharing on defined benefit pension plans for CUPE members not participating in the LAPP.
Edmonton 2003
8. Endorse the principle of moving to independence in accordance with CUPE's established priorities and objectives for jointly trusted pension plans and work actively through the Labour Coalition to pursue these goals and objectives.
Edmonton 2003
9. CUPE Alberta members support local negotiations for the inclusion of part-time members in accordance with the LAPP participation criteria.
Edmonton 2003

SECTION 14 - YOUNG WORKERS

1. Support the Young Workers in the planning of a conference to be held in 2007 for local presidents and young workers to attend on a cost recovery basis.
Fort McMurray 2006
2. Develop and implement with Locals a mentoring and training program for new young members.
Lethbridge 2004
3. Produce and distribute a pamphlet developed and designed by the Young Workers Group.
Lethbridge 2004
4. Create ten (10) \$100 scholarships for young members to attend CUPE educationals each year.
Edmonton 2003
5. Develop an education plan aimed at our young members on the value of union membership and encourage union activism among our young members.
Edmonton 2003
6. Encourage young workers to become involved in the union and encourage all Locals to send at least one young worker to future Division conventions, workshops, courses, conferences and committees.
Edmonton 2003
7. Promote education of young workers through workshops and education specifically targeted to young workers.
Edmonton 2003
8. Encourage Local Union Health and Safety Committees also include at least one Youth Worker, where possible, in order to have Youth workers perspectives and concerns addressed on these committees.
Edmonton 2003