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March 11, 2022

TO: ALL CHARTERED ORGANIZATIONS IN ALBERTA

Re: Bill 32 and CUPE's National Per Capita Tax

As you prepare for the implementation of Alberta's Bill 32 (the so-called *Restoring Balance in Alberta's Workplaces Act, 2020*), you will be required to determine whether the activities your local engages in are either "core" or "non-core" as defined in the *Act* and the accompanying *Election of Union Dues Regulation*.

We are writing to formally advise you on the treatment of the per capita tax as provided for in our National Constitution at Article 14.2 (d).

The *Election of Dues Regulation* for Bill 32 contains a list of activities that are core as they "directly benefit dues payers in the workplace", including:

- (a) advocating for workplace goals by creating public awareness and lobbying;
- (b) participating in legal proceedings;
- (c) representing members in legal proceedings, investigations or hearings;
- (d) educating and training members;
- (e) providing benefits, establishing funds and providing money to members;
- (f) negotiating and administering collective agreements;
- (g) engaging in activities that relate to the operation and governance of the trade union, including administration of the trade union, recruiting new members and educating and training the staff of the trade union.

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MARK HANCOCK

National President/Président national

CANDACE RENNICK

National Secretary-Treasurer/Secrétaire-trésorière nationale

PATRICK GLOUTNEY, FRED HAHN, JUDY HENLEY, SHERRY HILLIER, LEE-ANN KALEN

General Vice-Presidents/Vice-présidences générales

Payment of the per capita tax ensures that Local Unions have full access to the entire range of resources and services of the National Union, which include most if not all of the "core" activities listed in the Regulation. Payment of per capita is also a requirement of all Local Unions chartered by CUPE.

Following a thorough legal review of both the *Act* and the accompanying regulation, we confirm that the per capita tax is properly considered to be core for the purposes of Bill 32.

The fact that the national per capita tax is core means it is not optional and therefore is not something that can be the subject of an election under the *Act*.

We trust you will find this information helpful as you prepare to communicate with your members.

We acknowledge that this work is an additional burden on your local, and thank you for your continued leadership and dedication to our union and our members.

We are dismayed that the provincial government has decided to target unions and their members in this way. CUPE will continue to work with you to ensure you have the tools you need to meet the challenges of Bill 32 head on. And we will continue to coordinate with CUPE Alberta, the Alberta Federation of Labour, and the broader labour movement in this work.

In solidarity,



MARK HANCOCK
National President



CANDACE RENNICK
National Secretary-Treasurer