

Revenue Shortfall

The City has recently announced a revenue shortfall in the water utilities. This is a result of several factors. For the first time in six years, Calgary has seen a net negative migration in Calgary. This means more people moved away from Calgary than to the City. This loss was partially offset with a natural increase in the population through more births, but this left Calgary with very low population growth in relation to prior years.

Secondly, revenue from new developments has dropped to record low levels. New developments have eased over the past year, and this results in lower offsite levy revenue.

These factors are likely a result of the economic turmoil that Calgary has seen in 2015 – 2016. Although all indicators seem to point to an improvement in the overall economy, the lag from the last two years has impacted the water utilities revenue.

The water utilities are completely funded through their earned revenue. In short, residential water bills and development levies pay for the services. Given the shortfall, the Business Unit is looking at all areas of the budget to address the shortfall. Simply looking at staffing levels will not be sufficient. Operational budgets, capital budgets and services levels will have to be reviewed to account for the losses.

Once possible way is for the City to address the problem is to look at placing a short-term moratorium on dividend payments and franchise fees. This would enable the Business Unit to do a reasoned assessment of the operations rather be forced into hasty decisions. Given the optimism expressed about the economy for 2017, hasty decisions are not in the best interests of Calgarians.

Endangered

Trained zoo staff are at risk to be replaced with untrained and outsourced hires.

You may have seen a recent news release by the Calgary Zoo indicating their new “partnership” with the Strathmore Animal Care Centre (SACC). It appears that the Zoo has engaged in a contract to have the SACC provide veterinary and animal care services at the Zoo.

This has resulted in our members at the Zoo being informed of their impending lay-offs. Two Animal Health Technologists were informed an hour before the news release was issued to the public. At no time did the Zoo provide information to Local 38 of the contract, nor does there appear to be any normal procurement process followed to establish this contract.

In an emotional meeting, one member who has provided over 33 years of service was abruptly told their services would no longer be required. When pressed for a timeframe, the Zoo was unable to provide answers. When pressed for reasons as to how Strathmore can provide as good a service as a 33 year employee, again the Zoo Management team was unable to provide any answers.

This move appears to be motivated more by eliminating good jobs with benefits rather than the welfare of the animals. The Zoo has admitted that the SACC does not have Zoo related experience, and that the SACC does not currently have staff to fill the AHT roles. In fact, the Zoo acknowledged that the SACC will have to recruit from outside Alberta, and in all likelihood have to recruit from outside the country.

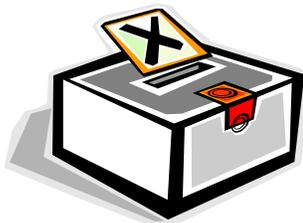
Rather than use highly experienced staff who have decades of experience with the Zoo animals, the Calgary Zoo made a decision to seek what amounts to be workers with little to no experience at our Zoo to care for the animals. There is no way this is in the best interest of the animals!

It is time to send a message to the Zoo --- treat your staff humanely.

Advance Notice of CUPE Local 38 Elections

At the Regular General Meeting on April 25, the following positions will be open for a two (2) year term:

1. **Business Agent (full time)**
2. **Vice President**
3. **Recording Secretary**
4. **Five (5) Executive Members-At-Large**
5. **Trustee (3 year term)**



To be eligible for nominations for any of the offices, members must have attended at least 50% of the Regular General Meetings in the twelve (12) months immediately prior to the election. The member must be present at the April meeting, or indicate in writing to the Recording Secretary a willingness to stand for nomination.

In accordance with the CUPE Local 38 bylaws, in order to be eligible for the office of Business Agent, Vice President and Recording Secretary, a member shall declare their intention to run at the March Regular Meeting. This declaration can be made verbally at the March meeting or by submitting a written declaration witnessed by another member which is to be read at the March meeting.

THOUGHT FOR THE MONTH



The great thing in the world is not so much where you stand, as in what direction you are moving.

~ Oliver Wendell Holmes

Kronos Timekeeping

In February, the City presented to the Unions a new time keeping system to be implemented in Roads. This system, known as Kronos, is a combination key card swipe system, and a back-up fingerprint system.

The City's position is that this new system is needed for "positive time capture". In other words, the City does not believe that their employees are arriving to work when they say they are. Rather than a manager walk around to see if people are at work, they feel compelled to install the modern day version of the punch clock.

The most interesting aspect of this system, however, is the addition of the fingerprint system. As an "option", employees may provide their fingerprints to the employer, which would then be converted into mathematical symbols and stored in the Kronos system. The Roads management group has indicated that the card is the primary system, but should someone forget their card, then they would be able to use the fingerprint scanner. When the Unions asked why the City did not install a keypad and utilize the unique employee number assigned to everyone at the City, they were unable to provide any rationale. In other words, rather than use existing employee numbers, the employer would rather have you willingly offer your fingerprints.

While Roads has not divulged the cost of this system, we have estimated that this system is likely in the range of over \$1 million. In a time of extremely tight budgets, falling revenues, hiring delays, cuts to growth positions, Roads has embarked on an expensive technological system to monitor the arrival times of staff.

Since the input of fingerprints is completely optional, it will be a decision of each employee whether they feel confident that such information will be held and used in the manner indicated by the employer. However, once such data is provided, it is almost impossible to confirm how and when this data is accessed.

Ultimately, the choice of privacy is yours.

A Not So Happy Birthday!

Birthdays for most people are a time to celebrate with family and friends. A dinner out, a vacation, maybe receiving the sought after gift that eluded you over the holiday season. The City of Calgary may also have something to give, if you have forgotten to renew your driver's license. After the announcement by the Provincial Government that the practice of sending out reminders for license renewals will cease in April 2016, some Local 38 members have found themselves in this unfortunate position.

Is a valid driver's license a requirement of your job? Are you required to drive to fulfill the duties of your job? The City has a Policy outlining severity of discipline for those with an expired license in different scenarios. Although the Policy states that "specific circumstances of each case need to be considered", it appears that the only "consideration" the City is giving to these situations is how to expand on discipline issued to Local 38 members.

If you have a City Operator's permit and your license has expired, an email from Fleet Services will be sent to your Supervisor the day after your birthday advising of such. The City has chosen a reactive disciplinary approach, an "aha, got ya!", as opposed to one of support and prevention.

Recently, we have seen the lengthiest and most severe suspensions ever imposed on a Local 38 member. These suspensions are starting at two weeks without pay. Local 38 opposes these suspensions and views the City's actions as an excessive form of discipline that does not follow the progressive discipline model. The Local is not in agreement with the Employer's egregious policy, therefore, we will be challenging the City in their administration and enforcement of such.

Local 38 is closely watching these situations and reacting accordingly. Please do not subject yourself to being a recipient of the "gift" from the City by ensuring you are signed up to receive the reminder from the Province at e-registry.ca.

Connect with CUPE 38

Email: office@cupe38.org

Phone: 403-233-2700

In-person: 1439 - 9th AVE SE, Calgary, AB T2G 0T4

Online: cupe38.org

Bill C-27

Canada's unions are organizing against Bill C-27, a new piece of federal legislation that enables Crown corporations and federal private-sector employers to back out of defined-benefit pension commitments.

This bill was announced without consultation or advance notice, though it directly contradicts election promises to stabilize and improve retirement security.

Currently, defined-benefit (DB) pensions provide stability and security to employees because employers are legally obliged to fund employees' earned benefits. Already earned benefits are legally protected. Bill C-27 removes employers' legal requirements to fund plan benefits, which means that benefits could be reduced going forward or even retroactively. People already retired could find their existing benefits affected, after paying into the plan their entire working lives.

The bill would also invite employers to establish inferior, less-secure target-benefit (TB) plans, and persuade individual members to give up their DB benefits in exchange for the new plan.

Bill C-27 invites employers and other plan sponsors to abandon their pension promises to employees and retirees, downloading virtually all plan risks brought on by market volatility from employers to workers and retirees. This is an unconscionable betrayal of the legal rights and protections of plan members.

In 2014 Stephen Harper's Conservatives launched public consultations on a similar framework, but after overwhelmingly negative feedback from unions, retirees and other stakeholders, they scuttled the idea.

The federal Bill C-27 has serious implications for DB pension plans and for unions. Federal legislation would set an example across the country that provinces may follow. Private and public sector employers would push for similar changes in all jurisdictions, and the attack on DB plans would likely intensify everywhere. Permitting employers to encourage individual DB plan members to surrender their benefits has the potential to split the bargaining unit, and divide retirees against active members. Even if the DB plan survives in the short run, individual transfers may alter the plan's demographics, and eventually jeopardize the stability and sustainability of the DB plan.

While this does not have an immediate impact on our pensions in the municipal sector, we need to look out for all pension benefits and fight against all attacks on pensions. This type of legislation benefits no one.

Get involved!

REGULAR MEMBERSHIP MEETING

All CUPE 38 Members Invited to Attend



**When: Tuesday, March 28, 2017
at 7:00 p.m.**

**Where: CUPE 38 Office,
1439-9 Avenue SE**

Business: Regular & Elections

Elections:

- 1. Six (6) eligible Delegates to the CUPE Alberta 51st Annual Weeklong School in Red Deer, May 1-6, 2017.**

**Declaration of Intention to run for Officer Elections: Please see Page 2 for
“Advance Notice of Elections” information**