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# CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38  
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March 2017

## Workplace rudeness takes surprisingly heavy toll, says researcher

Bill Kaufmann, Calgary Sun

The fruits of nasty office politics and rudeness can linger for an average of three days and even negatively impact productivity, said Sandy Hershovis, an associate professor of organizational behaviour at the U of C's Haskayne School of Business.

*That's especially true when that rudeness is coming from the boss, she said.*

"It is bad management ... when it was the boss, the effect was stronger than if it was from a co-worker," said Hershovis, adding it infects other workers. "It adds to the embarrassment and people look to the powerful for understanding on how others belong."

Hershovis and her colleagues conducted two separate studies on the issue, one involving 50 people who claim to be suffering abuse at work who filled out a short survey every three days for three months. The other one involved 300 people who were asked to recall workplace rudeness over the past three months. Of those 300, "60 per cent had recalled an incident of incivility over the past six months. "It's definitely prevalent, nearly 100 per cent of workers have experienced it sometime in their lives," said Hershovis.

What shocked her was the deep and lingering impact that rudeness has on those at its receiving end.

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## Alberta Labour Minister Announces changes coming to labour laws

In Alberta, two key pieces of legislation govern the working conditions of employees throughout the province. Both the Employment Standards Code and Labour Relations Code came into effect in 1988.

The Employment Standards Code and Regulation establish the minimum standards for all employment relationships under provincial jurisdiction and apply to the majority of workers in Alberta. This Code provides working Albertans with rights and protections through standards on hours of work, overtime, general holidays, special leaves, vacation and more.

The Labour Relations Code is the main piece of legislation that applies to union-management relationships.

Alberta has some of the oldest workplace legislation in Canada. Both the Employment Standards and Labour Relations Codes have not been significantly updated in almost 30 years. The nature of work and family life has changed a lot since then.

A review is needed to ensure Alberta has fair, modern and family-friendly workplaces that support a growing economy. Albertans should be able to go to work and contribute to our economy while still being able to care for themselves and their families.

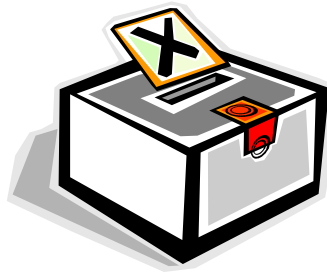
This review will cover workplace legislation that governs the minimum standards for employers and the collective bargaining system.

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# Advance Notice of CUPE Local 38 Elections

At the Regular General Meeting on April 25, 2017 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.

## Connect with CUPE 38

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## Alberta Labour Minister Announces changes coming to labour laws

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The survey on employment standards will seek feedback on the following topics:

- Maternity, parental and compassionate care leaves
- Introducing leave for the care of critically ill children
- Other job-protected leaves in relation to the federal Employment Insurance program
- Improving enforcement and administration

On labour relations, the review will focus on mainstreaming the Labour Relations Code, which may include collective bargaining processes and rules, and the functions of the Labour Relations Board.

CUPE will be participating in this review to highlight other critical areas that we believe need to be addressed. Significant change has long been overdue in Alberta.



## Honours our 2016 Retirees

on

**Saturday, June 17<sup>th</sup>, 2017**

**6:00 pm – 12:30 AM**

at the

**Calgary Winter Club**

**4611 – 14 Street NW**

**Tickets \$25.00 each**

**And will be on sale soon**

## Workplace rudeness takes surprisingly heavy toll, says researcher

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It resulted in symptoms like sleeplessness, headaches and stomach problems that would often last three days or more. “People were still ruminating on things like job security along with health effects, still feeling embarrassment because they felt they didn’t belong,” said Hershovis. “They took it home to their families and it affected their partners.”

That effect is magnified when that incivility is delivered in front of co-workers, she added.

And it’s more likely to occur in work environments that tend to be more stressful and competitive, said Hershovis. It’s important for managers to regulate those situations, she said. “Negative feedback is not the same thing as incivility, it’s how that feedback is delivered,” said Hershovis, adding supervisors can reinforce employees’ sense of worth. “Managers really need to be attentive to how they treat employees and they can do a lot to counter-act that.”

The study was done through collaboration with the [London School of Economics](#) and Wilfrid Laurier University and published in the Journal of Organizational Behaviour.

## 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. Even people already retired could find their existing benefits affected, after paying in 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. Converting defined benefit pensions to a target benefit model shifts virtually all risk onto workers and retirees. Bill C-27 would essentially allow employers to walk away from pension commitments to their workers, and leave thousands of Canadians abandoned in retirement.

CUPE is strongly opposed to Bill C-27. While it only applies to federally-regulated employers, it will set a dangerous precedent for other jurisdictions, and put more pressure on defined benefit pension plans. Private and public sector employers would likely push for similar changes in all jurisdictions, and the attack on DB plans would likely intensify everywhere.

Bill C-27 was introduced in Parliament late in 2016, but it has not been debated. There is still time to push back against this regressive legislation. CUPE is working with other unions and pension allies to stop this short-sighted and ill-conceived attack on the retirement security of Canadian workers.

More information on Bill C-27 and the threat it poses to workers can be found at [cupe.ca/pensions](http://cupe.ca/pensions).

## 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

# 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**