

Bargaining

2017 marks the final year of the current collective agreement. The agreement covers 2014 – 2017, so Local 38 established the new Bargaining Committee at the May regular general meeting. At the beginning of each round of collective bargaining, we prepare a survey for distribution to all Local 38 members. The survey has been developed and is contained in this newsletter. For greater access and convenience, the survey can also be accessed on our website at www.cupe38.org

This survey is a very important tool to assist the Bargaining Committee in identifying common issues and themes to be addressed at the negotiating table. In addition to the survey, the Committee will review files from grievances and arbitrations to determine if there are trends that have arisen over the last four years. Finally, the Committee will also review economic data from both Calgary and across the Province. While the current economic conditions have an impact, just as important is identifying the economic trends moving into the next two years. These trends will provide direction and guidance to the Committee when determining proposed wage increases.

In early September, the Committee will review all surveys, collate the data, and develop bargaining proposals, which will be presented for ratification to the September regular general membership meeting.

The Alberta Labour Relations Code requires that parties serve notice of intent to bargain. This notice must be served no earlier than 120 days, and no later than 60 days, prior to the expiration of the current contract. Once the notice is served, both parties are required to come to the negotiations table and exchange proposals.

While every round of bargaining is important, this round will be significant. Bargaining is about looking towards the future, not the past --- and given the economic forecasts, the future looks positive for Calgary.

City Elections Affect You

October 2017 is the next round of municipal elections. This round will have several open contests, with Councillors Pincott, Stevenson, Chabot, and Pootmans all declaring they will not seek re-election in their respective Wards.

For Local 38 members, this election will have significant impact on our economic future. City Council constantly debates contracting-out of City services. Even though the data is overwhelming that contracting out rarely saves money over the life of a contract, some Councillors have taken an ideological approach to this issue.

Council also has a direct impact on our working conditions and wages. While recently there has been focus by some Councillors on our 2017 negotiated increase, this Council conveniently forgets that we settled for 1.8% in the first year of this contract. This was below the consumer price index for that year.

It is almost unquestioned that any election will have a direct and lasting impact on our overall work environment. Groups such as Canadian Taxpayers Federation, Progressive Group for Independent Business, and the Manning Foundation are open about running right-wing slates of candidates for City Council and School Boards. Their intent seems clear --- reduce staffing levels, cutting wages, contracting out work and off-loading services.

Local 38 is working with the other City unions to determine where candidates stand on providing quality public services to Calgarians. In the time between now and the October election, it is critical that we educate ourselves, our families, and our friends and neighbours on the benefits of public

Continued of Page 3

Improving Alberta Economy

The current outlook for the Alberta economy seems upbeat. According to sources such as the Royal Bank of Canada, there are signs of optimism for 2017 and beyond. The following is a reprint from their June 2017 provincial outlook.

Alberta's economy is on the path of recovery. Signs of a turnaround are accumulating in so many corners of the economy, in fact, that we have boosted our growth forecast for the province in 2017 from 2.1% in our March Provincial Outlook report to 2.9%. This recovery, at its core, will be an energy story—and therefore dependent on oil prices resuming an upward trajectory. But other factors will play important roles as well, including improving confidence. While clearly representing welcome news, we don't expect the recovery to bring quick relief to all: it will be gradual and uneven. The recession drilled a deep hole into the provincial economy—now looking deeper than we previously thought because we have revised last year's contraction from -3.3% to -3.6%. It will take several years to climb out of it. We expect this climb to continue in 2018 with a growth rate of 3.4%.

We're happy to report that the 'green shoots' of economic recovery we noted in our March Provincial Outlook have grown taller. Provincial employment has increased by more than 40,000 since last summer. The unemployment rate is now trending lower after reaching a cyclical peak of 9.0% in November. The energy sector has turned a corner and roughly doubled its drilling activity relative to the historical lows recorded last year. Alberta retailers enjoy rising sales again after two years of decline. Business at motor vehicle dealerships in particular has picked up quite noticeably. The Calgary and Edmonton housing markets are on the mend with home resales well ahead of year-ago levels. And even manufacturers who were hammered by the recession are showing double-digit sales gains in recent months. In short, we see clear, broad-based evidence that an economic upturn has taken root in Alberta.

These positive signs ultimately rest on an improved outlook for oil prices. There's a general view by now that OPEC countries' supply management has put a high enough floor on global oil prices to restore confidence in the viability of Alberta oil operations. The fact that production costs have

Continued of Page 3

Scholarships Available

CUPE Local 38 offers two scholarships in the amount of \$1,000.00 each, to be awarded in October of each year. These scholarships are open to card carrying members or their eligible dependents. Each applicant must be enrolled in full-time, post secondary studies, and they must submit a one thousand (1,000) word essay on *one* of the following topics:



- 1) The challenges facing unions in Alberta over the next 20 years; or
- 2) The relevance of unions in Canadian society; or
- 3) The role of the labour movement in the global environment.

The essays will be assessed on the following criteria: quality of research, degree of analysis, and adherence to the chosen topic. Submissions will be evaluated by CUPE Local 38's Public Relations and Education Committee. Please note that all submissions must clearly indicate the chosen topic.

Entries can be submitted by email or fax. Email attachments should be in Microsoft Word format. Proof of enrollment must also be provided at the time of submission as well as the name and relationship of the card carrying member.

The deadline for submission is August 25, 2017. Successful applicants will be advised by letter and CUPE Local 38 reserves the right to publish the names and essays of the winners.

For further information, please contact Local 38 at 403-233-2700 or by email to office@cupe38.org

City Elections Affect You

Continued of Page 3

services to our community. It will be equally important for every member to engage and participate in this election --- support a candidate that supports you! Get involved by volunteering for a campaign, put up a lawn sign, help a candidate door knock in your neighbourhood. There are countless ways to get involved.

As an employee of the City, we all can see the value of the services we provide. But we are more than just employees; we are also all Calgarians. We do more than just work here; as Calgarians, we live here, raise our families here, and we help to build a community. We have a stake in public services, and we want and deserve a say in the decisions that affect our neighbours, friends and family.

THOUGHT FOR THE MONTH



Life is too short to stress yourself. Sometimes you need to stop worrying, planning and just relax, release and let go.

~Lessons Learned in Life

Improving Alberta Economy

Continued from Page 2

been reduced noticeably in the province in the past couple of years also helps. The industry's cash flow situation has improved since early 2016, and increasingly oil producers put this money to work by boosting their capital plans in the province. We expect Alberta's oil and gas extraction industry sector to boost its capital expenditures—albeit modestly—in 2017 for the first time since 2014.

We are entering into bargaining later this year. It is always important to remember that bargaining is about the future, not the past. And the future is looking up!

CUPE in the Community

Summer....the sun is shining and many of us have visions of vacations in our minds. While we look forward to BBQ's, Stampede, and spending time with friends, family, and neighbours, our labour activists will also be focusing on community.

Calgary's 27th Annual Pride Festival will be taking place August 25th to September 4th. There is a variety of events going on across the city, you can visit www.calgarypride.ca for more information. The Pride Parade will be held downtown on September 3, 2017 and our CUPE Calgary District Council will be entering a float to support this event. We are looking for volunteers to assist in decorating and walking along with the float on parade day. Dress mild, dress wild, just dress and come out to show your support!

Calgary & District Labour Council will be hosting the 9th Annual Labour Day BBQ at Olympic Plaza on Mon., September 4, 2017 from 11am to 2pm. This event is for everyone but the focus is on helping the unemployed and under-employed people of our community. There will be free food, books, music and entertainment. This event is possible because of the tireless volunteers from the labour community and their supporters, please consider volunteering a couple hours of your time for this event.

If you are interested in volunteering for these events, please contact the CUPE Local 38 office at 403-233-2700. Let's show our community what CUPE members can do.

There are no meetings in July and August

The Executive of Local 38 would like to wish everyone a safe and enjoyable summer!

Watch for the next issue of the
CUPE Connection September 2017

Get involved!

REGULAR MEMBERSHIP MEETING

All CUPE 38 Members Invited to Attend



**When: Tuesday, June 27, 2017
at 7:00 p.m.**

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

Business: Regular & Elections

Elections:

1. Two (2) Members to Occupational Health & Safety Committee
2. One (1) Member to Equal Opportunities Committee
3. One (1) Member to Social Committee
4. One (1) Eligible Member to Executive Board—2 year term