

# CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38  
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## Introduction to Local 38's President & Business Agent

Local 38 would like to announce D'Arcy Lanovaz as the newly elected President, replacing the retiring Peter Marsden. Many of you will know D'Arcy from his position as Local 38 Business Agent, which he occupied since 2009.

D'Arcy first became involved in Union activity while employed as a casual worker at SAIT. Hired initially as a summer hire while completing his degree at the University of Calgary, D'Arcy began to advocate for stronger rights for the casual workers. As a member of AUPE Local 39, D'Arcy was elected as a steward for his work area. Upon completing University, D'Arcy gained full time employment at SAIT and occupied several positions throughout the organization.



During his time at AUPE, D'Arcy served on his Local executive and represented his Local on the AUPE Provincial Executive Council. At the same time, he became active in the Calgary and District Labour Council, an umbrella organization that brings together different unions from across the City. Throughout the 1990s, D'Arcy served on a number of committees for the CDLC, and was eventually elected as a Vice President. Similarly, D'Arcy became involved in provincial politics, serving on New Democrat constituency associations, engaging in election campaigns and serving as a Provincial Vice President of the Party.

In 2001, D'Arcy joined City of Calgary Parks as the Facilities Administrator for the Inglewood Bird Sanctuary. Already active in progressive politics, D'Arcy immediately became involved in CUPE Local 38. From 2001 to 2004, D'Arcy worked on behalf of the membership as a steward and Executive Board member. At the March, 2004 CUPE Alberta Convention, D'Arcy was elected as the General Vice President – South for the CUPE Alberta Division. In November, D'Arcy assumed the Acting position of CUPE Alberta President, and upon being elected at the 2005 Convention, he assumed a full time position as the Provincial CUPE President.

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Sasha Wallis was elected Business Agent at the April regular meeting to fill the vacant term left when D'Arcy Lanovaz assumed the position of President. Sasha has been with the City of Calgary for 14 years in Urban Development and most recently Traffic Detours. Sasha started her union activism while working for Canadian Forces Base Suffield as an active member of Public Service Alliance of Canada (PSAC) in the late 1990's. Upon her employment with the City of Calgary in 2002, she became a card carrying member of CUPE Local 38. In 2009, she started noticing some issues in her work area that were causing concern for her and co-workers. This motivated Sasha to start attending General Membership Meetings to learn more about the Collective Agreement.



Sasha became a Job Steward and Executive Committee member for Local 38 in 2010 and since then, has taken every opportunity to learn more and obtain more experience in labour and social activism. She was elected into the position of Recording Secretary in 2012 and has fulfilled that role until being elected into the Business Agent position in April 2016. During this time she has twice sat on the Negotiating Committee for City of Calgary negotiations, represented Local 38 as a delegate to CUPE Calgary District Council, Calgary District Labour Council, Alberta Federation of Labour and Canadian Labour Congress meetings, conventions and various educational events.

In 2014, Sasha explored an opportunity with CUPE National as a Temporary National Servicing Representative. She was accepted in May 2014 and completed in-residence training program in Vancouver in June 2014. Upon completion of her training, she was assigned to a various temporary positions in Edmonton servicing CUPE Locals in the Education and Healthcare sectors. In the fall of 2014, she completed in-residence Arbitration training in Burnaby. This training has served her well as she filled in for the past National Representative at Local 38 for vacation and retirement coverage. This allowed her to successfully

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## 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 24, 2016. 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 at [office@cupe38.org](mailto:office@cupe38.org)

## BYLAW AMENDMENTS

As a chartered local under the Canadian Union of Public Employees, we are governed by the CUPE National Constitution. In addition to this, we are encouraged to implement Bylaws that reflect our unique membership needs. The CUPE 38 Bylaws contain information and standards specific to our local. For example, our Bylaws list the meeting schedule for our local; "Regular General Membership meetings every 4<sup>th</sup> Tuesday of the month except July and August." It also outlines the duties of the Officers, Executive Members and special and standing committees, as well as how these committees are comprised.

Last spring, a Bylaw Committee was established to review the Bylaws, given that the last review had been in 2010. Most of the changes were "housekeeping" type corrections and there were duties rearranged for the Chief Steward and the Business Agent to eliminate overlap. There was also a standing motion added for Local 38 to purchase a wreath annually for the National Day of Mourning Ceremony at City Hall.

The committee presented these proposed changes to the membership in 2015 at the Regular meeting in April and they were approved at the May Regular meeting. The document was then forwarded to CUPE National for final approval.

Local bylaws must not conflict with the National Constitution. While CUPE National has accepted the proposed changes voted on at the general membership meeting, they have outlined additional changes that must be adopted in order to properly conform to the Constitution. As such, a notice of motion was made at the May general meeting to accept the additional changes. This will take place at the June general meeting.

Should any member wish to see the proposed changes, please contact the office and we will be happy to review the information with you.

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 Wire in September 2016

### Connect with CUPE 38

Email: [office@cupe38.org](mailto:office@cupe38.org)

Phone: 403-233-2700

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

Online: [cupe38.org](http://cupe38.org)

### ***Time for Negotiations***

Included in this edition of the newsletter you will find a survey on negotiations. Prior to every round of negotiations, Local 38 uses a number of ways to consult the members on issues most important to them. This survey is an extremely important tool for the Local to determine proposals for the upcoming round of negotiations this fall with the Enmax.

Throughout the year, members have made suggestions to the Union regarding possible issues for negotiations. These suggestions are recorded and brought forward for consideration. However, it is important for us to ensure that all members have an opportunity to provide input in the negotiation process.

The survey identifies specific issues of importance to Local 38 members. As well, to ensure that we gather all issues, we have included an open section at the end of the survey for members to highlight issues specific to their work area.

It is important to complete the enclosed survey and submit it to Local 38 by the end of July. This enables the appropriate committee to review all submissions and make recommendations for proposals.

### **GET A QUOTE,**

#### **ENTER TO WIN A TV.\***

As a member of the Canadian Union of Public Employees, Local 38 (CUPE), you could save on your insurance with Brokerlink.

Enter to win a TV by calling or emailing today for your free, no obligation quote on your home and auto insurance.

Contest closes September 1, 2016.



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\* Conditions and restrictions apply to all offers. For full contest rules visit, [www.brokerlink.ca/cupe38-contestrules](http://www.brokerlink.ca/cupe38-contestrules). Offers may change without notice. No purchase necessary. TV valued at approximately \$400. Contest closes September 1, 2016. Insurance products provided by Novex Group Insurance. Services available in Alberta through Canada Brokerlink Inc. TM Brokerlink & Design is a trademark of Canada Brokerlink Inc. © Copyright 2016 Canada Brokerlink Inc. All rights reserved.

## ***THOUGHT FOR THE MONTH***



**When one door of happiness closes, another opens, but often we look so long at the closed door that we do not see the one that has been opened for us.**

**~Helen Keller**

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### ***D'Arcy Lanovaz***

As the Alberta President, D'Arcy assumed the role of Regional Vice President, representing Alberta at the CUPE National Executive Board. He also represented Alberta CUPE members as a Vice President for the Alberta Federation of Labour.

In 2009, D'Arcy was elected as CUPE Local 38 Business Agent, replacing the retiring Brian Koski.

During the past 20 years, D'Arcy has fought campaigns to strengthen the rights of workers across the province, including campaigns that opposed contracting out and Public Private Partnerships. D'Arcy was also an active supporter on the picket line in the Safeway Strike, ATU strike, Calgary Herald strike, Calgary Casino strike, and Lakeside Packers strike, among others.

"I have spent most of my working career advocating for the rights of those in the workplace. I look forward to serving our members as we face new challenges."

Please join us in welcoming D'Arcy as the new President for CUPE Local 38.

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### ***Sasha Wallis***

participate in arbitrations that Local 38 filed against the City of Calgary.

"I remind myself all the time, that we should never stop seeking information, as we grow with every new idea. Studying the history of Labour is just as important as looking at the new trends and practices, as it gives you a better perspective of where we came from as a movement and where we need to go."

Sasha celebrates her favorite seasons, summer and fall, by camping, gardening and attending Calgary Stampeders football games. She looks forward to meeting more of the members of Local 38 over the coming year.

# Get involved!

## REGULAR MEMBERSHIP MEETING

*All CUPE 38 Members Invited to Attend*



**When: Tuesday, June 28, 2016  
at 7:00 p.m.**

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

**Business: Regular & Committee Elections**

***Notice of Motion to approve amendments of the CUPE Local 38 Bylaws will take place at this meeting.***

#### Elections:

1. Five (5) members to the Occupational Health & Safety Committee
2. Five (5) members to the Public Relations & Education Committee
3. Five (5) members to the Social Committee
4. Five (5) members to the Equal Opportunities Committee
5. Seven (7) delegates to CUPE Calgary District Council
6. Delegates to Calgary & District Labour Council

**A by-election will be held for 1 Executive Member—2 Year Term**