

THE CUPE CONNECTION

Official Publication of the Canadian Union of Public Employees, Local 38
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Safety Boots

We have received numerous calls at the office regarding the current reimbursement level for safety boots. The main complaint is that the current maximum \$140.00 fails to provide adequate reimbursement for a reasonable pair of steel toed boots. Based on these concerns, a Local 38 Officer went to Mark's Work Wearhouse and confirmed that there is a very limited selection available within the price limit.



The Local contacted Human Resources to discuss adjusting the limit, given that this amount has remained unchanged for 10 years. The response from the City was that they are unwilling to address this matter, due to concerns that other civic unions would want a similar increase in their boot allowance.

There is a significant difference between our collective agreement and many of the other Civic Union's agreements. Article 206.02 of our collective agreement requires the City to provide all permanent employees with safety equipment at no cost. The fact that this includes safety boots was affirmed by an arbitration award in the early 1980's. For ease of administration and to provide member's choice in footwear, Local 38 agreed to a cap of \$140.00. It was our understanding that this cap would be reviewed over time.

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Calgary Crush!

In an amazing election upset, the Alberta New Democrats swept the majority of Calgary seats, and have formed the new majority government in Alberta. In the initial opening of the election in Calgary, Joe Ceci was the acknowledged front runner in Calgary Fort. Joe represented many Calgary Fort communities as an Alderman for 15 years, and is widely respected throughout the riding. At the outset, Joe was considered to be a star candidate, set to make a breakthrough in Calgary for the New Democrats.

And in the end, Joe took half the vote in Fort. With significant experience in elected office, Joe is best positioned to represent members of Calgary Fort in the Legislature.

What is surprising to many was the overwhelming support of Calgarians for the New Democrats. It became apparent late in the election period that frustration and anger of Calgarians towards the governing Conservatives was reaching a boiling point. The result is that over a dozen NDP MLAs will now be joining Joe in the Legislature to represent Calgary in the new majority government.

This election victory is a tribute to the New Democrats and their clear message that it is time for change in Alberta. Support for the New Democrats spanned the entire province, with NDP MLAs heading to the Legislature from Medicine Hat, Lethbridge, Red Deer, Peace River, Hinton, Banff, Calgary and Edmonton.



Scholarships Reminder

In the last two issues of the CUPE Connection we advertised the two \$1,000.00 scholarships that Local 38 will be awarding.

Reminder to get your 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.

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. The deadline for submission is August 21, 2015. 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 or check the March or April issues of the CUPE Connection on our website at www.cupe38.org



Meet the Local 38 Executive

At the April General meeting, elections were held for Executive positions. Your Executive Board is:

(Names in bold were elected at April General Meeting.)

President:	Peter Marsden
Vice President:	Leslie Stern
Recording Secretary:	Sasha Wallis
Treasurer:	Kelley Shinnie
Business Agent:	D'Arcy Lanovaz
Chief Shop Steward:	Kim Jaedicke
Warden:	George Beally
Board Members:	Paul Cardiff
	Jason Cormier
	Ernie Duffy
	John Larsen
	Dee Lawrence
	RoseLynn Moen
	Michael Nguyen
	Cherise Stock
	Kevin Watson
	Ken Weaver

Trustees:	Roxanne Wales
	Dawn Nason
	Maggie Byrne

Congratulations!

THOUGHT FOR THE MONTH



Change is the law of life. And those who look only to the past or present are certain to miss the future.

~ John F. Kennedy

Safety Boots**Continued from Page 1**

The City may decide to have Supply Management establish an inventory of safety boots or set up a contract with a retail supplier. Regardless of their decision, safety boots will need to be provided at no cost to you the member. It is also our view that to purchase or pick up boots is work and, therefore, we encourage all members to get their boots during their normal work hours.

Local 38 has picked up discount cards for Mark's Work Wearhouse to help offset the reimbursement shortfall during the notice period. If you require boots, or just want a discount card, call the office at 403-233-2700 and we will provide one to you.

Given the City's refusal to provide appropriate reimbursement, there will be a motion brought forward at the May Regular Meeting to end the current practice and revert to requiring the City to provide employees with safety boots at no cost. We are required to provide reasonable notice, which will allow the City to decide how they are going to deal with this issue.

Send your kid to camp!

The Alberta Federation of Labour is holding its 19th Annual Kids' Camp August 3-7, 2015 at the Goldeye Centre near Nordegg on Goldeye Lake.

The camp is open to kids ages **eight to fifteen** years. The camp goals are for kids to have fun in a positive and safe environment. As well, kids will develop problem solving skills and learn to work with others. Recreational activities are: canoeing, wall climbing, horseback riding, rappelling, group challenges, crafts and swimming.



The cost is \$450.00 per child. A motion to sponsor three (3) children will be going to our May Regular meeting. If you are a member of CUPE Local 38 and wish to have your child sponsored, please send a letter to the union office stating why you would like to send your child.

You can send your letter by internal mail to mail code #132, email to office@cupe38.org or fax to (403) 290-1757. We will decide who should receive the sponsorship by **June 5th**, so get your letters in soon.

If you don't wish to have your child sponsored but would like to make enquiries to send your child, contact the Alberta Federation of Labour at 780-483-3021.

**MEETING!!**

The Annual General Meeting of the Municipal Employees Benefits Association of Calgary (MEBAC) will take place at Fort Calgary (750—9th Av SE) at 5:00 pm, Wednesday, June 17th, 2015.

City or photo ID is required for this meeting

Notice of Amendments to MEBAC Bylaws

REGULAR MEETING



Tuesday, May 26, 2015

7:00 p.m.

Union Office

1439—9th Avenue South East

BUSINESS: Notice of Motion & Elections

Motion to amend 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
7. Delegates to the CUPE National Convention, November 2-6, 2015