

CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38
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Zoom Into the General Meeting

The Executive of Local 38 has made the decision to continue with on-line meetings for the near future.

The November 29, 2022 Regular Membership meeting will be held through an on-line Zoom meeting. We encourage every *card-carrying member* to contact the office for the specific details to attend the meeting.

In an attempt to balance the confidentiality of the meeting with access for our members, we are asking the following:

1. Contact the Union Office at 403-233-2700 or office@cupe38.org to obtain the access code for the meeting.
2. When entering the Zoom meeting, please ensure your camera is on and that you identify yourself. We will need to confirm and record the name of all attendees. If a participant cannot be identified, they will be removed from the meeting.
3. Once the meeting starts, attendees will be given the instruction to turn off their camera if they desire to improve bandwidth.
4. If speaking, please activate your camera so other delegates can see who is speaking.

I want to thank everyone for their understanding. While we prefer in-person meetings, to ensure the health and safety of our members, on-line meetings are needed to continue the democratic operations of our Local.

BARGAINING UPDATE

We have a limited update at this time. Your bargaining committee has established a series of dates in December and January. Given the number of dates agreed upon, our goal is to achieve a fair and equitable settlement on behalf of our members.

National Day of Remembrance on Violence Against Women

Every year on December 6th, women and men and families gather across the country to commemorate the 14 young women who were murdered by a gunman chanting “I hate feminists” on December 6, 1989 at École Polytechnique in Montreal.

In 1991 the Parliament of Canada established the National Day of Remembrance and Action on Violence Against Women in Canada as an annual day of mourning and remembrance for those 14 young women and all the other victims of gender based violence.

The statistics are horrifying:

- Half of all women in Canada have experienced at least one incident of physical or sexual violence since the age of 16.
- Approximately every six days, a woman in Canada is killed by her intimate partner. Out of the 107,810 police-reported intimate partner violent incidents in 2019, —over 79%—of the victims were women.
- On any given night in Canada, 3,491 women and their 2,724 children sleep in shelters
- because it isn’t safe at home.
- On any given night, about 300 women and children are turned away because shelters are already full.
- There were 1,181 cases of missing or murdered Aboriginal women in Canada between 1980 and 2012, according to the RCMP. However, according to grassroots organizations and the Minister of the Status of Women the number is much higher, closer to 4,000.
- Aboriginal women are killed at six times the rate of non-aboriginal women.

Cyber violence, which includes online threats, harassment, and stalking, has emerged as an extension of violence against women. Young women are most likely to experience online harassment in its most severe forms, including stalking, sexual harassment and physical threats.

This year the Calgary District Labour Council will be hosting a Remembrance and Lobbying event to recognize this ongoing issue. The event will be held December 6, 2022 at the Hilton Garden Inn.

CUPE is committed to recognizing and combatting gender based violence in all its forms. We ask you to do what you can as well.

Reminder: Children's Christmas Party on December 10

Get ready, Santa's coming to town for the annual Children's Christmas Party!

The Children's Christmas Party has been a cherished Local 38 tradition for more than 25 years. The festive annual event was first introduced as a way for the Local to show appreciation to members and their families, while providing an opportunity to meet and connect with fellow members. Over the years, as Local 38 has grown, the event has continually expanded to larger venues to include new entertainment, activities and treats for the hundreds of children who attend. While the event has evolved since its humble beginnings, the spirit has remained the same, with members and their children coming together to enjoy holiday cheer.



While the Children's Christmas Party was cancelled in 2020 and 2021 due to public health restrictions, the spirit of the event continued to prevail. Local 38 organized a socially distanced gift distribution to continue the tradition in some small way, and make holiday season a bit brighter during a challenging time.

This year, as we are once again able to safely gather in-person, we are delighted to return to hosting the Children's Christmas Party for 2022. Thank you to all members who have registered for the event – we look forward to seeing you at the Genesis Centre from 9 – 11 a.m. on December 10!

Note: Registration closed on November 14. Regretfully, we are unable to accept registration forms past this deadline due to event logistics.

Gift pick-up

For those members who registered their children by the November 14 deadline and will be unable to attend the party, gift pick-up will be held at the Local 38 Office on the following days:

Monday, December 12: 8:00 a.m. - 4:00 p.m.

Tuesday, December 13: 8:00 a.m. - 4:00 p.m.

Wednesday, December 14: 8:00 a.m. - noon

We are unable to accommodate gift pick-ups after this time due to office renovations.

FLEX DAYS 101

At ENMAX, time off is an important benefit to support the health and wellbeing of employees by encouraging a healthy work-life balance.

Employees who work 80 hours bi-weekly, while being paid for 76.3 hours bi-weekly, are entitled to twelve flex days per year.

Each January, 80 hours (10 days) are awarded to each employee's flex day bank in Workday. Employees are expected to schedule their time through the normal approval process which varies in each department.

Two of the twelve earned flex days must be used during the annual Christmas Shutdown. The annual Christmas shutdown period will be determined and communicated to employees in the first quarter of each year. Should the annual shutdown period contain more than two working days, ENMAX will give employees the additional days within the Christmas Shutdown period off, with pay, on a complimentary basis. The remaining 10 flex days are to be used at any time during the year.

If an employee is required by the company to work any days during the Christmas Shutdown, the equivalent number of days worked can be banked for use in the upcoming year.

It is intended for employees to take their allotted flex days within the year they are awarded and to not save them. Employees and work leaders should be working together to ensure this occurs. If an employee has not scheduled all their flex days the remaining flex days can be used in the first quarter of the upcoming year. The Collective Bargaining Agreement does provide the protection to members to have their flex days paid out if they have been denied the ability to take their flex days but this option is seldom called upon.

Since flex days are actually time you have technically worked and earned you can never "lose" your flex days if they are not taken.

In some departments scheduling flex days are not a challenge but in Customer Care it can be a daunting task. That is why in the last bargaining round the Negotiating Committee secured the ability to take three (3) unplanned, unscheduled flex days each year. This allows our members the flexibility to attend to personal responsibilities and balance the demands of both professional and private lives.

If you are unclear on the use of flex days additional information can be found in the Collective Bargaining Agreement in the Intent Document Article 13.0. Please also feel free to contact one of our many Shop Stewards at ENMAX who would be happy to answer any questions you may have.

REGULAR MEMBERSHIP MEETING

*All CUPE 38 Card Carrying Members
Invited to Attend*



**When: Tuesday, November 29, 2022
at 7:00 p.m.**
Where: Via ZOOM
(SEE FRONT PAGE FOR DETAILS)
Business: Regular & Elections

ELECTIONS:

1. Eight (8) Delegates to the CLC/AFL Winter School, January 9-13, 2023 in Jasper.

ADVANCE NOTICE

Due to the holiday season the December Regular Meeting has been rescheduled to Tuesday, December 20, 2022.

The meeting will be held via the Zoom platform at 7:00 pm and is open to all card carrying members. To receive the link for the meeting please contact the Union Office at 403-233-2700 or office@cupe38.org