

# CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38  
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CUPE Local 38 | CALGARY, AB

## 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 September 26, 2023 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](mailto: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.



## The top three reasons you should attend a Local 38 Regular Meeting

For many, September signals the end of summer vacation and the return to the routine of school, work and... union meetings.

Whether you are a new or seasoned Local 38 member, you may have seen regular membership meetings advertised in the monthly CUPE Wire and wondered – should I bother to attend?

While it can be difficult to find extra time in your schedule, here's why Regular Meetings are a valuable investment:

### Connect with fellow Local 38 members

There are over 5,500 Local 38 members spanning The City of Calgary and Enmax. With such a diverse and widespread membership base, it can be difficult to meet colleagues and stay in the know about what's happening across different work areas.

Membership meetings are a great way to connect with fellow Local 38 members – who you might otherwise not have met – and learn about issues from across the corporation.

And, who knows - as you continue to learn more about these issues and the work of the union, you may be inspired to become a shop steward, or a member of one of Local 38's committees.

### Have your voice heard

Have you ever wondered – how are my union dues used and how are these decisions made?

There's no better way to have your say and stay engaged in the work of the union than to attend regular membership meetings.

Attending union meetings allows your voice to be heard on important issues that affect members and is an opportunity to vote on union matters such as financial expenditures. You'll also have an opportunity to ask questions of the union officers and raise any items of new business that you would like to discuss.

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## ***The top three reasons you should attend a Local 38 Regular Meeting***

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### **Be the first to know about important updates**

By attending meetings, you'll receive first-hand information about key issues, such as Collective Agreement negotiations.

During every regular meeting, the union officers provide updates on their activities over the past month. This includes active grievances, investigations and arbitrations, as well as any other issues of note. With the diversity of work areas and jobs across Enmax and The City, it can be a truly eye-opening experience to learn about the types of issues affecting fellow Local 38 members.

There's no better way to stay connected with union colleagues, have your voice heard and keep up to date with important issues than to attend general membership meetings.

Membership meetings are open to all card-carrying members of Local 38. They are held virtually via Zoom, typically on the fourth Tuesday of the month, from September to June.

To join our email list for future meetings, or to sign up for your membership card, contact the Local 38 office at [office@cupe38.org](mailto:office@cupe38.org).

## **New Collective Agreements Available!**

The new Collective Bargaining Agreement between ENMAX and CUPE 38 is now available. This agreement is in effect from 2023 to 2025. The electronic copy can be located on Intramax under the Union information section and will also be added to the CUPE 38 Website this week. If you would prefer a physical book please reach out to your Shop Steward to make arrangements to receive a copy.

The Collective Agreement is an important reference tool and represents countless hours of bargaining to protect members rights. Inside you will find valuable information on rates of pay, working conditions, terms and conditions of employment, and leave provisions. If you have a question about General Holidays or Step Increases or want to know what an Averaging Agreement is, this is the book for you!

## **Queen Elizabeth II Day of Mourning Update**

On September 8, 2022, Queen Elizabeth II passed away at the age of 96, after reigning 70 years. The Queen was the longest-serving monarch in British history, and was the only Canadian Head of State for over three generations. On September 13<sup>th</sup>, the Federal government declared a Day of Mourning and encouraged all Canadians to take time to reflect and honour the passing of the Queen.

ENMAX immediately announced that they would not align with the declaration of the Federal government on the Day of Mourning, and instead left it to Supervisors to determine if members could "watch the ceremonies" while at work.

CUPE Local 38, along with all of the municipal unions, challenged this decision. It is our view that the collective agreement language required ENMAX to treat September 19<sup>th</sup> like any other general holiday. The language in the City of Calgary agreement is the same in this respect.

As we know, ENMAX did not relent on this, and all employees were required to attend work. Few, if any, were able to watch the ceremonies. In other words, ENMAX viewed this as another day at the office.

Since ENMAX required staff to attend work on September 19<sup>th</sup>, it is our view that they are obligated to compensate every employee as they would any other legal holiday.

This grievance is being heard on September 20<sup>th</sup> before an external Arbitrator. The substance of the case will turn upon the interpretation of the language of Article 34.01. We have been able to trace the language in this Article as far back as 1965. It is language from the City of Calgary contract and it has been modified for the August Civic holiday, Family Day, Easter Sunday and the ½ working day before Christmas Day in the years between 1965 and 2022.

Ultimately, the grievance will likely turn on an interpretation by the Arbitrator on the definitions of "proclaimed", "and/or", and statutory holiday vs. legal holiday vs. general holiday.

We expect that the decision on this case should be coming within the next two months.

# National Day for Truth and Reconciliation Day – Events

With the end of the month fast approaching, we are coming up to National Day for Truth and Reconciliation Day on September 30. While some folks see this as another stat holiday, the intent of the proclamation of this day becoming a national holiday was to honour the lost children and survivors of the residential school system. It is intended to provide a time for focused reflection and learning about the struggles of a dark time in our country's history. The impacts of these events on the Indigenous Peoples is ongoing, and as a society we need to understand these impacts and learn how to work toward a better, more equitable future for all members of society.

There are many events that are happening in and around the City of Calgary, and the list grows larger each year. Here is a brief summary of events you can participate in to acknowledge Truth and Reconciliation Day. These are a small fraction of events, check your community newsletter for events near you. Many events occur all through the year, and we encourage all our members to reach out to the organizers to find out how you can get involved, meet the community and provide support.

**Calgary Public Library - Presentation Event with Cadmus Delorme: What We Inherited and Better Understanding Our Role in Truth and Reconciliation Calls to Action.**

**Friday, September 29, 2023 from 12:30pm to 1:30pm - Film Screening of *Beans***

Free viewing of the film *Beans*, directed by Tracey Deer with special remarks from Calgary Public Library CEO Sarah Meilleur and University of Calgary's Dr. Shawna Cunningham, Director of the University's Indigenous Strategy. A discussion with director, Shawna Deer, Kelli Morning Bull and Autumn Eaglespeaker will follow the film. **Friday, September 29, 2023 from 6:30pm to 9:00pm**

**City Hall to Shaw Millennium Park - Pokaiks – The Children Commemorative Walk and Gathering 2023**

A tribute to survivors of the Residential School System and Sixties Scoop, held annually. The walk will begin at City Hall at 11:00am and will follow a route along Stephen Avenue and conclude at Shaw Millennium Park. This will be followed by traditional drumming and dancing performances, remarks from members of the Indigenous community, artisan and community booths, as well as food and beverage offerings. Wear your orange t-shirt! **Saturday, September 30, 2023 from 11:00am to 4:00pm**

**Bob Bahan Pool and Soccer Field - 3<sup>rd</sup> Annual Traditional Pow Wow in recognition of Truth and Reconciliation Day**

Tee Pee with Elder, Bouncy Castle, Face Painting and Craft Table. **Saturday, September 30, 2023 from 12:30pm to 5pm**

**Fort Calgary – Orange Shirt Day**

A day to confront and reflect on the colonial history of Fort Calgary. Learn about the ongoing work to decolonize the stories we tell and share insights on what we have learned about reconciliation so far. Free museum admission, walking tours, family friendly crafts. A screening of the film *Bones of Crows*. **Saturday, September 30, 2023 from 11am to 1pm (screening of film begins at 2pm)**



## Save on Your Home and Auto Insurance with CUPE 38

CUPE 38 is refreshing their partnership with Brokerlink to provide our members with savings on their home and auto insurance. Recognizing the increased costs that all of us are facing on some of our most basic needs, it's more important than ever to find savings whenever we can.

Brokerlink is applying group buying power to provide savings to our members and we encourage everyone to reach out to them for a no-obligation quote. The demographic of our membership reflects stable, responsible, gainfully employed people...who wouldn't want us as clients?

Check out the Brokerlink ad attached to this newsletter and use the QR code or email to request a quote. You do not require your membership number or card, just use the links provided in the ad.

## THOUGHT FOR THE MONTH

***"To make a difference in someone's life you don't have to be brilliant, rich, beautiful, or perfect. You just have to care."***



***~Mandy Hale***



Home



Auto



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# BrokerLink

## IT'S COOL TO BE CUPE!

CUPE 38 members benefit from exclusive rates on their insurance with BrokerLink. By using the member code [CUPE38](#) members can save up to 15% on home and auto insurance.

With BrokerLink group insurance, you, your spouse, and your dependants may also receive flexible payment plans, legal and family care assistance, and 24/7 claims service!

Contact us today!

Scan the QR code and fill out our online referral form to get started.



[www.brokerlink.ca/campaign/partner-referral](http://www.brokerlink.ca/campaign/partner-referral)

# REGULAR MEMBERSHIP MEETING

*All CUPE 38 Card Carrying Members  
Invited to Attend*



**Tuesday, September 26, 2023**  
**at 7:00 p.m.**

**Where: Via ZOOM**  
**(SEE FRONT PAGE FOR DETAILS)**

**Business: Regular & Elections**

#### **ELECTIONS:**

1. One (1) Trustee —Term to 2024
2. One (1) Member to the Public Relations & Education Committee
3. One (1) Member to the Equal Opportunities Committee
4. One (1) Member to the Occupational Health & Safety Committee
5. One (1) Member to the Social Committee

## **ADVANCE NOTICE**

***The October Regular Membership meeting will be held  
on Tuesday, October 17, 2023 at 7:00 pm via Zoom***