

No Christmas Cheer for the Disabled

For many a long year, Local 38 has provided a Christmas Centerpieces to our members who are on long term disability over Christmas. It is a small token to celebrate the season for those who are going through a painful and difficult time. It also ensures that our members on LTD are not ignored over the festive season, and keeps them part of the workplace.

For the first time in recent memory, the City refused to provide us with the list of Local 38 members on LTD. The City argues that there is a potential privacy issue in providing us with the list of our members. Even though this issue has been dealt with at a provincial and Supreme Court level, the City has taken a stand that prevents us from ensuring that each member is remembered over Christmas.

What is most odd about this situation is that the City has also argued at MEBAC and in the Health Review Committee that it is important to ensure that those members who are on S&A or LTD are not forgotten; that it is important that they be contacted regularly to prevent any sense of isolation while away from the workplace.

Obviously, the City believes that only certain communication is appropriate. Rather than working with us to ensure that people enjoy the holiday season, they are now becoming the barrier to communication.

At this point, we can only offer our apologies to any member on LTD who may have been missed when we sent out Christmas Centerpieces. Hopefully, by next year we will have this situation rectified.

The 4 C's – Corporate Culture or Grounds for Discipline

Over the past year, we have noticed an increasingly disturbing trend at the City. It seems that the new corporate culture values --- the 4 C's --- is the latest grounds for all sorts of discipline. Quoting the 4 C's has become the most commonplace grounds when issuing discipline, regardless of the level or rationale of the transgression.

In one instance, the City quoted the 4C's as to why they investigated a member who was late 4 minutes on one day and 3 minutes on another day. And this investigation took place in November for lates that occurred in September! In another instance, a Human Resource Advisor was unable to identify what the 4C's were, even though it was listed in the disciplinary letter as the violation. It has been argued that "corporate culture" has become nothing more than a buzzword, that it has lost meaning as the Employer now simply uses it to discipline employees.

The purpose behind implementing a corporate culture it to brand image and identity, which hopefully leads to better recruitment and retention. In other words, if an organization can establish values and develop an image, it is thought that this will attract and retain talent. However, when the Employer simply uses the corporate values as a talking point to discipline our members, it loses value. Moreover, when the City ignores the 4C's when it comes to negative behaviour from Management, it becomes nothing more than a double standard.

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Union Representation

Early in the new year, a small group of Transit employees applied to the Alberta Labour Relations Board to have ATU's bargaining rights revoked. The application brought forward in Transit simply asks the Alberta Labour Relations Board to revoke ATU's collective agreement. This leaves those members without any protections for wages, working hours, overtime pay, and other working conditions.

Subsequent to this, an anonymous request was put to Local 38 requesting a move from ATU to CUPE's jurisdiction. CUPE Local 38 is a member in good standing of the Canadian Labour Congress (CLC), a national labour organization comprised of unions from across the country. A fundamental tenet of the CLC is that no member union shall attempt to sign-up members from another union, or sway another union member to leave their current contract. This behaviour is known as "raiding".

Local 38 strongly believes in this view. Raiding simply diverts time and resources away from negotiating good collective agreements, and organizing those workers who do not have the protection of a collective agreement. Instead, raiding simply pits one union against another, and undermines the good relationships between unions that are vital in protecting all of our rights and improving working conditions and wages.

Local 38 has developed an excellent relationship with all bargaining units at the City of Calgary. In doing so, we have all become stronger. Local 38 will not engage in any action that undermines these relationships.

Retooled CPP expansion still punishes parents and disabled Canadians

CUPE is calling on the Trudeau government to match its rhetoric with action when it comes to addressing the serious gap in the 2016 CPP expansion. The proposed fix to the government's plan announced Monday at the meeting of Canada's finance ministers appears to be yet another half-measure that maintains a serious penalty for workers who take time off due to disability or to raise children.

In 2016, the Liberal government's CPP expansion legislation crucially neglected to include a "drop-out" provision for workers who take time away from work due to child-raising responsibilities or disability. CUPE and other organizations raised the issue at the time, but the government ignored those interventions and passed the legislation with these critical flaws built in. The issue was revisited this week during meetings of the federal, provincial, and territorial finance ministers.

But unfortunately, the government did not implement a drop-out provision that would allow workers to subtract the years they were away from work from their CPP calculation. Instead, the government's latest proposal will likely, in the vast majority of cases, result in unfair and preventable penalties during retirement for Canadians with child-raising responsibilities, especially women, and people who suffered a significant injury or illness during their career.

"Until the government announces the full restoration of the child-rearing and disability drop-outs, this proposed fix remains a discriminatory half-measure," said CUPE National President Mark Hancock. "For all their rhetoric about helping working people and middle-class families, the Liberals are falling short of their promises once again, and Canadians are getting short-changed as a result."

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Bargaining Update

There have been many questions leading up to the new year regarding the status of bargaining. To date, we have exchanged proposals with the City, and have set a date to meet at the end of January. We expect that this round will likely take time, as it will be important to fully explore all the issues that each side has on the bargaining table.

This is early stages of bargaining, and once we have been able to meet in January we will be able to set further dates.

It continues to be our commitment to keep you fully informed of any relevant developments as they occur.

THOUGHT FOR THE MONTH



You can't go back and change the beginning but you can start where you are and change the ending.

~ C.S. Lewis

The 4 C's – Corporate Culture or Grounds for Discipline

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Values only have meaning when they are put into practice. When the employer says one thing, but their actions show another, values lose their meaning. If the 4C's are simply the basis for discipline, then it must be so for everyone, regardless of their position within the organization. But, if the 4C's are truly to demonstrate what we believe and how we treat each other, then it is time that the City re-evaluate their corporate culture.

Retooled CPP expansion still punishes parents and disabled Canadians

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"Canadians view this as an important equality issue, and they shouldn't have to wait several more years for the government to do the right thing," said CUPE National Secretary-Treasurer Charles Fleury. "We need a full drop-out provision so that workers aren't penalized when they reach retirement simply for taking care of their kids or for being injured."

Latest economic trends at a glance

Economic growth: Canada had strong economic growth of over 4.0 per cent in the first half of 2017, but is expected to average 3.1 per cent for the year, followed by 2.2 per cent growth in 2018 and 1.7 per cent in 2019.

Jobs: This year's strong job growth of 1.4 per cent is expected to moderate to 1.1 per cent next year. But it will still be strong enough to bring the unemployment rate down to an average of 6.1 per cent next year, and to 6.0 per cent in 2019.

Wages: Collective agreements signed in the first nine months of this year provide average base wage increases nationally of 1.7 per cent. Pay raises for public sector workers also averaged 1.7 per cent. The average increase for private sector workers was 2.0 per cent.

Inflation: The cost of living, or consumer price inflation, is now forecast to average just 1.5 per cent this year. It will rise to 1.8 per cent in 2018, and to 2.0 per cent in 2019.

Interest rates: The Bank of Canada has already hiked its key lending rate twice this year, to 1.0 per cent. Forecasters expect rate hikes to continue for the next two years until the lending rate reaches 2.0 to 2.5 per cent. This will bring longer term bond yields and mortgage rates, up by a half to a full percentage point.

Get involved!

REGULAR MEMBERSHIP MEETING

All CUPE 38 Members Invited to Attend



**When: Tuesday, January 23, 2018
at 7:00 p.m.**

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