
CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38
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All Good Things Must Come To An End. . .

It is with mixed emotions that this article is written. After 13 years with Local 38, Len Fagnan has announced his retirement and will move into a new phase of his life. As a CUPE National Representative, Len has provided his expertise and guidance to Local 38 through many rounds of negotiations, grievances, arbitrations, and counsel to the members.

Len started his union involvement with the United Food and Commercial Workers at a flour mill. As a journeyman electrician, Len moved into the health care field as maintenance in the Calgary General Hospital. As a member of CUPE Local 8, Len worked his way up from Steward to President of the Local over the years. During his tenure as President, Len was the lead for provincially coordinated bargaining in health care. Eventually, Len took a position with CUPE as a National Representative.

Over his union career Len was involved in the 1995 Calgary Laundry Workers wildcat strike, which nearly caused a general strike across the province. Len also provided guidance to the Calgary Catholic Workers Custodians in their strike in 1998.

Len devoted his career to supporting and assisting members, whether through tough rounds of bargaining, sensitive grievances or legal arbitrations. Throughout this time, Len has been a strong mentor to future activists, many of whom have gone on to become National Representatives.

As sad as it may be to see Len leave, it is with an understanding that he moves into a time of life in which he can focus on family and leisure. We wish him the very best!

Happy Retirement!

Off & On Again Christmas Shutdown

In late November, employees at the Call Centre learned that they were about to lose December 28 as part of the Christmas shut down, they became upset as many had added vacation days around it. Many of the callers expressed frustration with the short notice and felt there was a double standard as they were being asked to select their vacation for all of 2016 and management was changing their schedule with a little over a month's notice.

On behalf of the members, Local 38 raised these concerns and are pleased to report that management at Encompass has agreed that December 28 would remain part of the Christmas shutdown.

This incident has reinforced why the Christmas shutdown is determined early and is to be adhered to once it is communicated to members. It will also see management assess the operational needs early in the coming year to ensure they are met for the Christmas break.

Thank You!

The CUPE Local 38 Executive and Social Committee would like to thank all the Stewards who participated in the sale of tickets for the Stampeder and Hitmen games. Your time is valuable and we appreciate your extra effort. Ticket sales have been extremely successful and we hope the members have been enjoying the events. The December 6th Teddy Bear Toss game with the Hitmen saw a record number of stuffed toys going to 50 different children's charities. Great job! Watch for an announcement in January's Newsletter for the next ticket opportunity.

Happy Holidays!

Think "Green" for Christmas

Choose green presents. When buying, here are the questions you can ask:

- Is it made from recycled materials?
- Is it biodegradable? Recyclable?
- Is it energy efficient?
- Is it non-toxic, non-polluting?
- Has it been produced in an environmentally friendly/socially responsible way?

Choose LED Lights:

LED lights are 90 percent more efficient than traditional Christmas lights and last up to 10,000 hours compared with 5,000 hours for incandescent bulbs. You can also increase your energy savings with solar powered holiday lights. Go for mini lights instead of larger lights, and shut them off when you go to bed—nobody is appreciating the lights at 3 AM!

Choose Alternatives for Gift Wrapping:

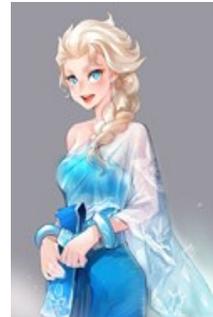
- Maps and Calendars
- Newspaper and Paper Bags
- Reusable Gift Bags
- Recycled Paper Gift Wrap
- Fabric or Cloth: Gently-used scarves, t-shirts, thin towels, and washcloths are great for wrapping oddly-shaped gifts. Use new tea towels, and make them part of your gift.
- Containers: Bottles and tins are wonderful for packaging edible gifts. Small baby food containers are great for jewelry.



The Officers and Executive of CUPE Local 38 wish you and your families the very best for the holiday season and the coming New Year. We hope your travels are safe.

Please remember not to drink and drive.

The CUPE Local 38 Children's Christmas Party, held at the Red and White Club on December 5, was very well attended. Santa was there for pictures, as well as Elsa and some friends entertaining the children with balloons and face painting.



We have received positive feedback and it's all because of the tireless efforts of the volunteers and CUPE 38's Social Committee. Thank you to all these volunteers for making this a very successful event!

We did find a little "pink kitten purse" with a purple headband in it. We're sure some little girl must be missing this item. A red and black children's hoodie was also handed in. Please contact the CUPE 38 office at 403-233-2700 to retrieve this purse or hoodie if it belongs to your child.

THOUGHT FOR THE MONTH



Start by doing what's necessary; then do what's possible; and suddenly you are doing the impossible.

~ Francis of Assisi

Connect with CUPE 38

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Online: cupe38.org

Get involved!

REGULAR MEMBERSHIP MEETING

All CUPE 38 Members Invited to Attend



When: Tuesday, December 22, 2015 at 7:00 p.m.

Where: CUPE 38 Office, 1439-9 Avenue SE

Business: Regular

Elections:

- 1. One (1) member to the Occupational Health & Safety (OH&S) Committee**
- 2. One (1) member to the Social Committee**
- 3. Four (4) eligible Delegates to the CUPE Alberta Convention, March 16-18, 2016 in Edmonton**

There will be a small social event upon adjournment.