

## Redeployment

In mid-January, 52 Local 38 members were notified that their job was identified as redundant and presented with lay-off and redeployment. Combined with the announcements in November, the total number of impacted members is approximately 72.

In our collective agreement we have language that requires the City to find alternate employment for permanent employees in the event of a lay-off. Should the member not wish to take alternate employment, they are offered a severance package. A small number of the impacted members have chosen severance, and this has reduced the number of redeploy members.

The City has informed us that they are reviewing any job within Local 38's jurisdiction prior to its posting to use as a match in the redeployment process. For this reason, many of the postings currently out are for other jurisdictions within the City. When it is determined that the posting does not match anyone in redeployment, it is released for posting.

Many of the impacted members have reached out to the full-time officers of Local 38 and have spent time meeting either in groups or one-on-one to ensure that they fully understand their rights in this process. While the redeployment process may not be perfect, and that no one ever wishes to have their position eliminated, the general feedback has been that our members greatly value the redeployment language in the collective agreement.

The underlying principle in redeployment is one of employment continuation. Most of our members are choosing redeployment and wish to stay employed with the City.

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## Why We Are Scared of the Dentist?

Last fall, the Alberta Dental Association released a suggested Dental Fee Guide for the first time since the late 1990s. Since the fee guide was abolished in the 90s, insurance companies would survey dentists annually and establish what they would call a "usual and customary" fee guide. The insurance companies would then reimburse MEBAC plan members based upon the fees in their internal guide. If your dentist charged more than the "usual and customary", the extra cost fell onto the individual member to pay. This issue has been a point of contention over the years, as many dentists seemed to charge more than the usual and customary fee guides of any of the insurance companies.

In January Greenshield, MEBAC's provider, announced that they will adopt the new Dental Fee Guide released late last fall by the Alberta Dental Association. On its face, many people saw this as a positive move, since the new fee Guide proposed a drop in dentist fees of anywhere from 8% - 12%. The intention is to put pressure on dentists to lower their rates. It was identified by the Alberta Government that dental fees in Alberta ranked as the highest in Canada, and in many cases, significantly higher than anywhere else.

What was missed by many was that the new Fee Guide is optional for dentists. So, there is no requirement for dentists to adopt a fee guide that would see their rates drop 8% - 12% overnight. Yet, the insurance companies moved immediately to adopt this new fee guide.

In essence, we as the individual plan member will now see our dentist bills increase immediately by a range of 8 - 12%. The insurance companies save this amount while off-loading the cost back onto the individual plan member.

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## Why We Are Scared of the Dentist?

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The common response we hear from insurance companies is that it is the responsibility of the individual to “negotiate with their dentist”. History has shown that individuals do not view their medical providers as someone you negotiate with, like you would for a car or television. There is a special relationship between a doctor/dentist and a patient. Negotiating price is rarely part of that relationship.

Local 38 has raised this concern with the MEBAC Board. It is our position that if there are savings made in this fashion, these savings need to be put back into the plan that benefits the individual member. What that may look like will be at the center of the discussions.

## Bargaining

Your bargaining team met with the City at the end of January to engage in discussions on our proposals. The underlying principle in bargaining is that each side needs to make a good faith effort to discuss and understand the reasons and rationale for the various proposals. In many cases, solutions that are acceptable to both parties can arise out of these conversations. Obviously, in order to have a full understanding of the issues, both sides require background information. This often takes time to get and bring to the table.

Our January meeting kick-started these discussions. We are currently engaged in identifying and gathering the appropriate information to bring to the table to fully review the nature of the proposals. At this point, neither side has been able to land on agreement upon proposals, so further dates have been set.

We will endeavour to keep you updated as talks progress.

## An Icon Passes

It's an iconic image of solidarity during WWII that has become an enduring symbol of female empowerment. The woman who inspired the



"Rosie the Riveter" poster, a California waitress named Naomi Parker Fraley, has died on January 20, 2018. Fraley was 96 years old.

The "real" Rosie behind J. Howard Miller's iconic wartime poster, commissioned by the Westinghouse Company's War Production Coordinating Committee, was only recently discovered. It's believed Miller based the "We Can Do It" poster on a 1942 newspaper photograph of a female war worker. For decades, a Michigan woman named Geraldine Hoff Doyle had been identified as the inspiration for Rosie.

Fraley and her sister Ada Wyn, part of a massive influx of women into the U.S. workforce during WWII, went to work at a Naval Air Station in Alameda, Calif., after the Japanese attack on Pearl Harbor, according to the Times. Fraley had seen the Miller poster and thought it looked like her. But it wasn't until she and her sister attended a 2011 reunion of female war workers in Richmond, Calif., that she knew the American legend was wrong. At the event, Fraley saw the newspaper photo of the women at the lathe that the Rosie poster is believed to be based on, incorrectly identifying Doyle as the woman in the photo.

Since its release, Rosie the Riveter has become one of the most iconic images of working women, and certainly one of the most unforgettable cultural icons of the Second World War.

## Redeployments

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Our talks with the City indicate that the mid January reductions are the last of the planned reductions. Any further impacts may result due to the redeployment process, and not as a result of further budget cuts.

What is unfortunate in all of this situation is that all economic indicators show that the Alberta economy has now recovered from the recession, and that the Alberta economy is set to lead the way in the country. The Conference Board of Canada's Metropolitan Outlook: Autumn 2017 suggests Calgary and Edmonton have seen the fastest economic growth in the country, with the two Alberta cities in the top three for 2018 as well.

Given this outlook, and given the amount of work that is still increasing with the City, it is very likely that the City will be in a recruitment cycle by 2019.

## International Women's Day

What is International Women's Day? It is a worldwide event, with a human rights theme, highlighting the economic, social, cultural and political achievements and contributions made by women.



Did you know that International Women's Day originated in Europe in 1911? The theme of International Women's Day was expanded by the United Nations in 1975. By 1977, the United Nations had adopted a resolution designating March 8 as International Women's Day around the world.

The CUPE 38 Equal Opportunities Committee encourages you to celebrate the women in your life. For more information about International Women's Day 2018, please visit the links below;

[www.internationalwomensday.com/explore](http://www.internationalwomensday.com/explore)

[www.womenscentrecalgary.org](http://www.womenscentrecalgary.org)

[www.ywcalgary.ca/events/celebrate/](http://www.ywcalgary.ca/events/celebrate/)

## SECURITY REVIEW

Back in September 2015, the Calgary Parking Authority merged the duties of the Security Unit and the Ticketing Enforcement Unit to create the new position of Mobile Enforcement. This provided the Mobile Enforcement officers the ability to attend to ticketing as well as any security situations that arose on Calgary Parking Authority property. The original scope of the work was to have the security detail be a very small portion of the day to day duties that most frequently involved car prowling or vandalism.

Fast forward to 2018, and our members have seen an increase in the security segment of their duties, as well as a rise in the frequency of conflict involved. It is for this reason, the Calgary Parking Authority has temporarily suspended the security duties of the Mobile Enforcement teams.

The Union has always supported a safe and healthy workplace, as the safety of our members is top of mind at all times. We want to ensure that our members are receiving all the tools they require to perform their jobs in the safest possible manner. In order to establish what the safest manner is, we need to allow the employer to perform their due diligence in reviewing the risks involved in performing the security component of these positions. As of February 7, 2018 there has been a private company engaged to maintain the security services until the employer can do a full risk and hazard analysis of the current reality facing our members. We will provide further updates as we learn more, but if you have any questions, please contact our office at (403) 233-2700.

## THOUGHT FOR THE MONTH



"The way to right wrongs is to turn the light of truth upon them"

~Ida B. Wells~  
Journalist, Newspaper Editor  
& Early Leader in Civil  
Rights Leader

# Get involved!

## REGULAR MEMBERSHIP MEETING

*All CUPE 38 Members Invited to Attend*



**When: Tuesday, February 27, 2018  
at 7:00 p.m.**

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

**Business: Regular & Elections**

### **Elections:**

1. Six (6) Eligible Delegates to CUPE Weeklong School, May 28—Jun 1, 2018 in Red Deer.