

CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38
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April 2016

Hours of Work

We have received numerous phone calls from members, who say that their managers are claiming that overtime is an expectation of their job. Like most things, such statements require some qualification, as it depends upon the circumstances.

The collective agreement sets the regular hours of work at 8 hours per day and 40 hours per week and if an employee is required to work beyond that they are to receive double time.

This doesn't permit the employer to develop hours of work that routinely are in excess of the regular hours of work. To do so would be a violation of the collective agreement, as it would render the clause meaningless.

The employer does however have the right to compel an employee to work overtime in case of an emergency. To qualify as an emergency there must be a significant risk to life, equipment or to the company. This is a high bar. However, there is a significant principle in labour law of comply now and grieve later. This principle ensures that the employee isn't deemed to be insubordinate and at the same time doesn't prejudice their case by acquiescing to the instruction.

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Notice of ENMAX Sub-Local Elections

Date: **Thursday, May 19, 2016**

Time: **7:00 p.m.**

Place: **Local 38 Office - 1439-9 Ave. S.E.**

The following positions will be elected at this meeting:

1. Sub-Local Chair
2. Sub-Local Secretary
3. Negotiating Committee Members

The Negotiating Committee is responsible to survey the members on issues to include in the next round of bargaining; develop proposals based on the feedback; and meet with the employer to bargain revisions to the collective agreement.

If a member is unable to attend the meeting, they may submit their intention in writing to run for any of the above positions. The submission must be made prior to the start of the meeting.

Members must have a Union Card to attend this meeting. Cards will be available at the door and applicants are required to pay a \$2.00 application fee.



Honours our 2015 Retirees
on
Saturday, May 14th, 2016
6:00 pm – 12:30 am
at the
Calgary Winter Club
4611 – 14 Street NW

Tickets \$25.00 each
Call the Union Office
at 233-2700
To reserve your ticket

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Hours of Work

We don't believe there will be an issue with any of this as ENMAX agreed to this when the collective agreement was signed. Our getting paid overtime is one of the reasons to justify why we receive a lower percentage bonus / STIP.

With the current economic situation in Calgary, we would hope that additional staff would be brought on rather than requiring members to work significant amounts of overtime. This is in keeping with the community owed utility that ENMAX is .

Annual General Meeting



As stated in the previous two editions of the CUPE Wire to be eligible for the office of President, Treasurer and Chief Steward members interested in running for these positions were obligated to announce their intention to run at the March Regular Meeting. The following individuals declared their intentions to run and as such are the only candidates for the following positions:

- 1) President—D'Arcy Lanovaz
- 2) Treasurer—Kelley Shinnie
- 3) Chief Steward—Kim Jaedicke

Nominations for five (5) Executive Members, one (1) Warden for a two (2) year term and one (1) Trustee for a one (1) year term will be accepted at the meeting. To be eligible for these positions, you must have attended at least five regular meetings in the past year.

Connect with CUPE 38

Email: office@cupe38.org

Phone: 403-233-2700

In-person: 1439 - 9th AVE SE, Calgary, AB T2G 0T4

Online: cupe38.org

Send Your Kid to Camp!

The Alberta Federation of Labour is holding its 22nd Annual Kids' Camp August 8-12, 2016 at the Goldeye Centre near Nordegg on Goldeye Lake.

The camp is open to kids ages **eight to fifteen** years. The camp goals are for kids to have fun in a positive and safe environment. Kids will develop problem solving skills and learn to work with others. Recreational activities are: canoeing, wall climbing, horseback riding, rappelling, group challenges, crafts and swimming.



The cost is \$500.00 per child. A motion to sponsor four (4) children was passed at the March Regular meeting. If you are a card carrying member of CUPE Local 38 and wish to have your child sponsored, please send a letter to the union office stating why you would like to send your child.

You can send your letter by internal mail to mail code #132, email to office@cupe38.org or fax to (403) 290-1757. We will decide who should receive the sponsorship by **June 7th**, so get your letters in soon. Registration deadline with the AFL is June 15th, 2016.

If you don't wish to have your child sponsored but would like to make enquiries to send your child, contact the Alberta Federation of Labour at 780-483-3021.



THOUGHT FOR THE MONTH



"Have patience with all things, but chiefly have patience with yourself. Do not lose courage in considering your own imperfections but instantly set about remedying them - every day begin the task anew."

~ Francis de Sales

International Day of Mourning

April 28, 2016

April 28th is observed around the world as a day of remembrance and a day of action to improve workplace health and safety.

Workplace deaths are a crime - they must be stopped. Workplace accidents and occupational diseases are preventable.



Please join the Calgary and District Labour Council for the International Day of Mourning Wreath Laying and Memorial Service on Thursday, April 28, 2016 at 12:15 pm at the City of Calgary Workers Memorial - Edward Place Park, SE corner of City Hall, 9th Avenue & Macleod Trail SE.

Get involved!

REGULAR MEMBERSHIP MEETING

All CUPE 38 Members Invited to Attend



**When: Tuesday, April 26, 2016
at 7:00 p.m.**

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

Business: Regular & Elections

Elections:

1. President—2 year term—Full Time
2. Treasurer —2 year term
3. Chief Steward—2 year term
4. Five (5) Executive Members—2 year term
5. Warden—2 year term
6. Trustee—1 year term
7. One (1) delegate to the CUPE Annual Weeklong School, May 29-Jun3, 2016 in Red Deer.

A by-election will be held to fill the interim term of the Business Agent