

# CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38  
1439—9th Av. SE, Calgary, T2G 0T4, Phone (403)233-2700 Fax (403)290-1757  
Email—office@cupe38.org Website-www.cupe38.org

VOLUME 29 ISSUE 5



JUNE 2021

## Zoom Into the General Meeting

With the continuing restrictions on indoor gatherings by Alberta Health Services, the Executive of Local 38 has made the decision to cancel in-person meetings for June.

The June 22, 2021 Regular Membership meeting will be held through a 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 during these times. 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 Importance of Taking Time Off

A number of studies have shown that taking time away from work can have physical and psychological health benefits. People who take vacations have lower stress, less risk of heart disease, a better outlook on life, and more motivation to achieve goals.

During the pandemic, self-care is especially important to your overall mental health and general wellbeing especially with many experiencing a state of physical or emotional exhaustion or burnout. The value of vacation now is greater than ever with time off being a meaningful tool to improve mental and emotional fitness and promoting a healthy work/life balance.

Some of the well-known reasons members do not take vacation include; excessive workloads, the fear of missing important information or opportunities or feeling guilty when taking a vacation and that they will be perceived as less committed to their jobs. Some issues could be as rudimentary as not being allowed to take the time you prefer due to business needs.

Due to the global pandemic many individuals feel the need to “save up” their vacation for better days when travel abroad becomes available but that could be to the detriment of managing stress and maintaining a sense of wellbeing.

In Canada, provincial law governs annual paid leave unless the employee falls under federal jurisdiction. All provinces guarantee at least two weeks paid vacation, except for Saskatchewan, which mandates three weeks. Some fortunate individuals, like the members of CUPE 38, have strong, negotiated collective bargaining agreement language for enhanced vacation entitlement above the mandated minimums.

In conclusion, your vacation days are a benefit that you accrue and are great resource for an experience that leaves you refreshed and re-energized. Create some memories or get a change of scenery but don't let summer slip by with little thought to using your paid time off.

## National Day for Truth and Reconciliation

On June 9, 2021, Employment and Social Development Canada (ESDC) emailed stakeholders advising them that the implementation of the Truth and Reconciliation Commission's Call to Action recommendation #80 received royal assent on June 3, 2021. This legislation comes into force on August 3, 2021.

National Day for Truth and Reconciliation will be observed as a statutory holiday on September 30, starting this year. September 30 builds on the grassroots momentum of Orange Shirt Day – a day many already know as a day to remember the legacy of residential schools and move forward with reconciliation.

The collective agreement between CUPE Local 38 and ENMAX states that "All General Holidays proclaimed by the province of Alberta and/or the Government of Canada shall be recognized as General Holidays." CUPE Local 38 has spoken with Labour Relations at ENMAX regarding this change and ENMAX has acknowledged this addition to the list of General Holidays.

The Canada Labour Code states that if National Day for Truth and Reconciliation falls on a Saturday or Sunday that is a non working day, the employee is entitled to and shall be granted a holiday with pay on the working day immediately preceding or following the General Holiday, similar to how the July 1<sup>st</sup> General Holiday is implemented.

This announcement follows the tragic and heart wrenching discovery of remains of 215 children in unmarked graves at a former residential school in Kamloops, B.C. Canada has taken the first step towards acknowledging and recognizing the abysmal living conditions that school aged children were subjected to and the tragedies that occurred while in the care of the residential school system. This recognition is an important step in acknowledging truth and embracing moral courage and integrity as a society. It is our responsibility to honour the Indigenous survivors, their families, and communities.

## Scholarships Available

CUPE Local 38 offers two scholarships in the amount of \$1,000.00 each, to be awarded in October of each year. These scholarships are open to card carrying members, or their eligible dependents. Each applicant must be enrolled in full-time, post-secondary studies, and they must submit a one thousand (1,000) word essay on one of the following topics:

1. How can Calgary-based unions work together to create positive change?
2. What can unions do to engage their members more effectively in a virtual environment?
3. Municipal unions, such as CUPE 38, operate in a political environment. Describe challenges and opportunities that these unions face because of the political environment, and strategies or tactics that could be used to address them.

The essays will be assessed on the following criteria: quality of research, degree of analysis, and adherence to the chosen topic. Submissions will be evaluated by CUPE Local 38's Public Relations and Education Committee. Please note that all submissions must clearly indicate the chosen topic.

Entries can be submitted by email or fax (403-290-1757). Email attachments should be in Microsoft Word format. Proof of enrollment must also be provided at the time of submission. The deadline for submission is August 27, 2021. Successful applicants will be advised by letter and CUPE Local 38 reserves the right to publish the names and essays of the winners.

For further information, please contact Local 38 at 403-233-2700 or by email at [office@cupe38.org](mailto:office@cupe38.org)

## THOUGHT FOR THE MONTH



*Challenges are what make life interesting and overcoming them is what makes life meaningful.*

*~Joshua J. Marine*

# REGULAR MEMBERSHIP MEETING

*All CUPE 38 Card Carrying Members  
Invited to Attend*



**When: Tuesday, June 22, 2021**

**at 7:00 p.m.**

**Where: Via ZOOM**

**(SEE FRONT PAGE FOR DETAILS)**

**Business: Regular & Elections**

1. Three (3) Members to Equal Opportunities Committee.
2. Two (2) Members to Social Committee.
3. Two (2) Delegates to CUPE Calgary District Council.

**There are no meetings in July and August**

Whatever your plans for the summer may be ... The Executive of Local 38 would like to wish everyone an enjoyable, safe and happy summer!