

## The Outlook for 2016

With low oil prices and unsettled markets 2016 looks to be a year of uncertainty, so it is comforting to be starting the 3<sup>rd</sup> year of a four year agreement. The situation in Calgary isn't as bad as some would have you believe. Calgary continues to add tens of thousands to its population annually. City Council, along with both the provincial and federal governments, have committed to fund the LRT Green Line and other infrastructure projects to ensure we can accommodate the continuing growth.

These projects provide a significant amount of work for the construction industry and, in turn, provides assistance to the Calgary economy. Another benefit is that these projects also provide work for City employees, since this work will need to be planned, overseen, inspected, and paid for by City staff. In the long term, it will be City employees who will have to maintain these projects. These activities all help to provide security to our employment and the community as a whole, as we and the other workers buy goods and services.

This commitment to improving Calgary's infrastructure is reminiscent of the one undertaken by Ralph Klein, when he was Mayor in the early 1980's. With the collapse of the oil industry in the '80s, Ralph spearheaded a commitment to building the first legs of the LRT system and all the infrastructure need for the 1988 winter Olympics. All of this helped Calgary and its citizens survive a very tumultuous decade in our City's history.

When looking back at 2016, we are confident that history will show the decision to improve Calgary's infrastructure was the right one, as it provided much needed stability to the job market and good value for the money spent.

## Safety Boots

As reported last year, in response to members concerns that they had difficulty finding suitable safety boots within the \$140.00 that the City would reimburse them, we approached the City with a view of having the amount increased. The City in turn indicated that they weren't willing to increase the amount beyond the \$140.00, so Local 38 sent a letter to the City ending the practice of the \$140.00 reimbursement as of December 31, 2015.



With the end of the practice of reimbursement we revert to the specific language of article 206.02 in the collective agreement, which reads as follows: When the City requires safety equipment and/or clothing, the City will provide same to permanent employees only, at no cost to the employee. Issues will be at the discretion of management."

This clause has been arbitrated and the arbitrator deemed safety boots to be covered under the article and therefore if permanent employees worked on sites that required safety boots, the City need to provide them. The discretion is only as to if the shoes are wore to the point that replacing them was appropriate.

The clause doesn't state how the City will provide the boots nor does it set a limit on the price of the boots. Therefore, we encourage **ALL** members to raise the issue with their supervisor as to how the City will provide the safety boots. Should they ask you to go and buy a pair, we note that the agreement clearly states "**at no cost to the employee**". Therefore you should go on work time, in a City vehicle or get paid car allowance. Should you be unable to find a pair that is suitable, due to a price cap, you should return and advise your supervisor of the fact and ask them

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# Food prices set to rise in 2016

*Excerpt from Canadian Press Dec 2015*

If a trip to the grocery store seems expensive now, just wait till 2016. Grocery chains have warned there's no immediate relief in sight from increased food costs and a sinking loonie that have led to higher prices, and researchers suggest consumers will have to deal with more sticker shock in the year ahead.

The University of Guelph's Food Institute estimates the average Canadian household spent an additional \$325 on food this year. On top of that, consumers should expect an additional annual increase of about \$345 in 2016. Since 81 per cent of all vegetables and fruit consumed in Canada are imported, they are highly vulnerable to currency fluctuations. They are pegged to increase in price by four to 4.5 per cent in the new year.

"It means that essentially families will have to spend more on these two items without many options, unfortunately," says Sylvain Charlebois, lead author of the university's sixth annual Food Price Report.

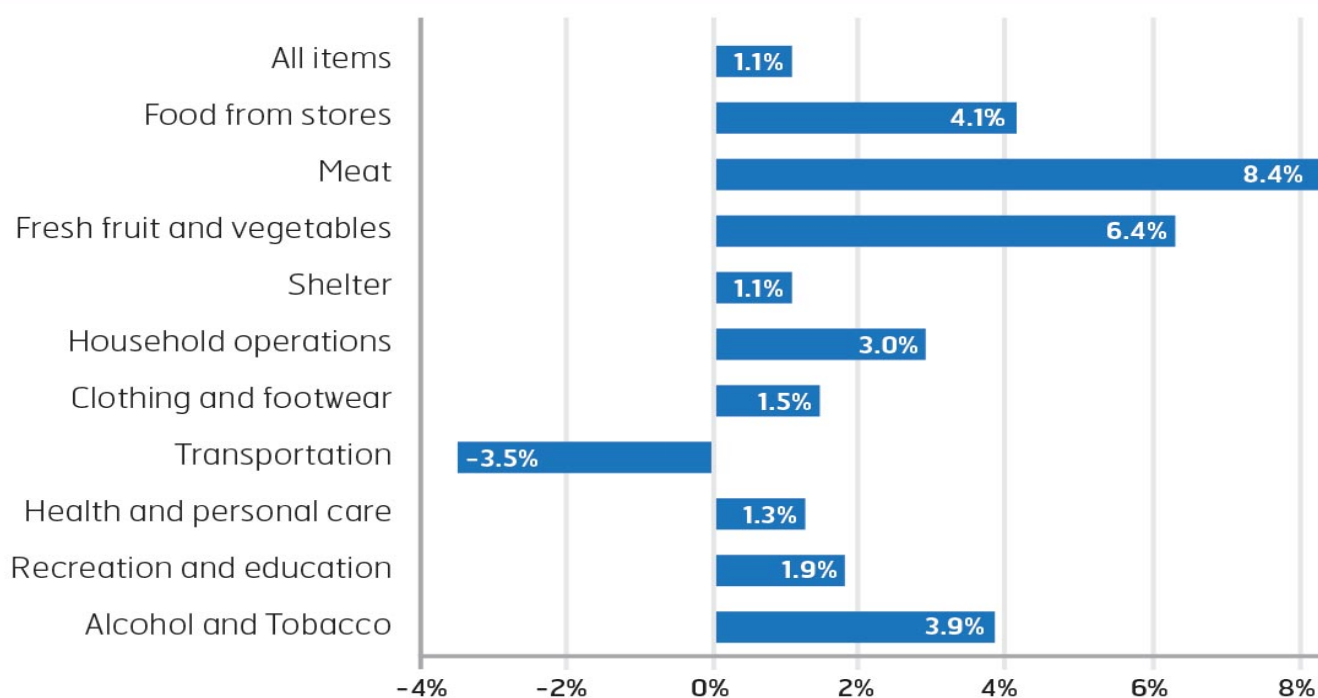
Meat prices, which rose five per cent last year, are expected to increase up to another 4.5 per cent in 2016; fish and seafood could rise by up to three per cent; and dairy, eggs and grains could see a two per cent increase.

Last month, Loblaw Companies Ltd., President Galen Weston warned in a conference call with investors that food inflation is difficult to predict. "We continue to have strong inflation in fresh (foods), although it has been moderating over the course of the year. It's really the second year of strong fresh-food inflation," said Weston while recapping the company's third quarter results.

"The University of Guelph report also included a survey which found 62 per cent of respondents stopped or reduced eating beef in the past year for financial reasons.

Charlebois said in 2015 the sudden currency drop caused the price of fruits, vegetables, and nuts to go up 10 per cent.

## INFLATION BY COMPONENT, JANUARY - OCTOBER 2015



Source: Statistics Canada, Canada Consumer price Index, Cansim table 326-0020

Tickets on-sale now for the  
**10<sup>th</sup> Annual Lunar Night**  
Friday, February 12, 2016 at  
7:00 pm

**The Calgary Hitmen**



**VS**

**The Red Deer Rebels**



Tickets are **\$5.00 each**

Maximum of **4 tickets**  
per **Local 38 member**

Check the website for a list of Stewards  
selling tickets.

[www.cupe38.org](http://www.cupe38.org)

Tickets are first come first served and are  
**NOT available thru the office**

**Connect with CUPE 38**

Email: [office@cupe38.org](mailto:office@cupe38.org)

Phone: 403-233-2700

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

**Safety Boots**

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to provide you with a pair. If the pair provided doesn't fit properly and hurts your feet, return them and ask for a new pair. Should you experience problems at this point please contact the Union office to explore the possibilities of filing a grievance.

We acknowledge this isn't the best process but it puts us back to the same place we were when we originally entered into the practice of the City providing reimbursement for the cost of the safety Boots. At that time the City recognised that it was more efficient to provided reasonable reimbursement, now it appears they want so save money at our expense.

It is unfortunate but hopefully they will rediscover common sense.



**TD1 forms: Is yours up to date?**



Now's the time of year to ensure your tax forms are in order. If you've recently had a change in circumstances, such as becoming eligible for the disability tax credit, turning 65, or getting married or divorced, you may need to update your TD1 Personal Tax Credits Return form to adjust the amount of tax deducted from your pay. To learn more, visit [cra-arc.gc.ca](http://cra-arc.gc.ca) and search for "TD1 forms."

**THOUGHT FOR THE MONTH**



**By working faithfully eight hours a day you may eventually get to be boss and work twelve hours a day.**

Get involved!

# REGULAR MEMBERSHIP MEETING

*All CUPE 38 Members Invited to Attend*



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

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

**Business: Regular**