
CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38
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The Year Ahead

2016 looks to be an eventful year as we prepare to commence bargaining in the fall with ENMAX. To this end, we encourage you to start thinking about the changes to the collective agreement that you would like to see. This will ensure that your thoughts are captured when we survey the membership in late spring. The surveys will be reviewed over the summer and the subsequent proposals will be presented for ratification in late September or early October, just prior to exchanging them with the employer.

Low oil prices and unsettled markets have added uncertainty to the year ahead. ENMAX may be part of the energy industry but we must all remember that it's a utility rather than an oil and gas or mining company. As such, ENMAX is not impacted quite as readily by low prices as others in the energy industry.

Additionally, the situation in Calgary isn't as bad as some would have you believe. We continue to add tens of thousands to our population annually. City Council, along with both levels of senior government, have committed to fund the Green Line of the LRT and other infrastructure projects to ensure we can accommodate the continuing growth.

These projects will provide a significant amount of work for the construction industry as a whole and will help the overall economy in Calgary. They also represent an opportunity for ENMAX as this work includes a significant component of electrical work. With its experience in LRT construction and because of the positive relationship with the City, ENMAX is well positioned to obtain some of this work.

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Overtime

We have received several emails and calls regarding overtime and when one is required to work it. Given the wide ranging work units represented by members wanting clarification regarding overtime, we thought we should provide an overview for the members.

Article 13 of the collective agreement establishes that an employee is entitled to overtime pay at two times their regular rate when they are required to work in excess of the normal daily hours, for hours worked on regular days off and emergency calls.

One of the keys to this is determining when overtime is required. To this end Section 7 of the Intent Document (attached to the agreement) adds clarity. It states "that management will only direct employees to work overtime when it is required to meet operational deadlines. The intent of the clause is also to ensure employees and supervisors discuss the working of overtime in advance."

These mean that, if someone suspects that they are not going to meet a deadline they should bring it to their supervisor's attention as soon as it is known. After being made aware of the situation, the supervisor can decide if they will re-assign the work or a portion thereof to other employees, adjust the deadline or pay overtime.

This section of the Intent Document also requires management to solicit volunteers prior to requiring an employee to work the overtime. If it is an emergency they do have the ability to require employees to work overtime. It is always better to work the overtime and challenge if there truly was an emergency after the fact, as to do otherwise may be interpreted as insubordination.

It is clear that if you work beyond your normal 8 hours a day, 40 hours a week or on a day off, with the advanced knowledge of you supervisor, you get paid at double time. We therefore encourage everyone to submit all hours worked. Should you not claim these extra hours, you are misleading management as to what the real workload is and the time required to complete tasks. This may lead to management having unrealistic expectation of you and your co-workers, so working for free should be avoided.

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.

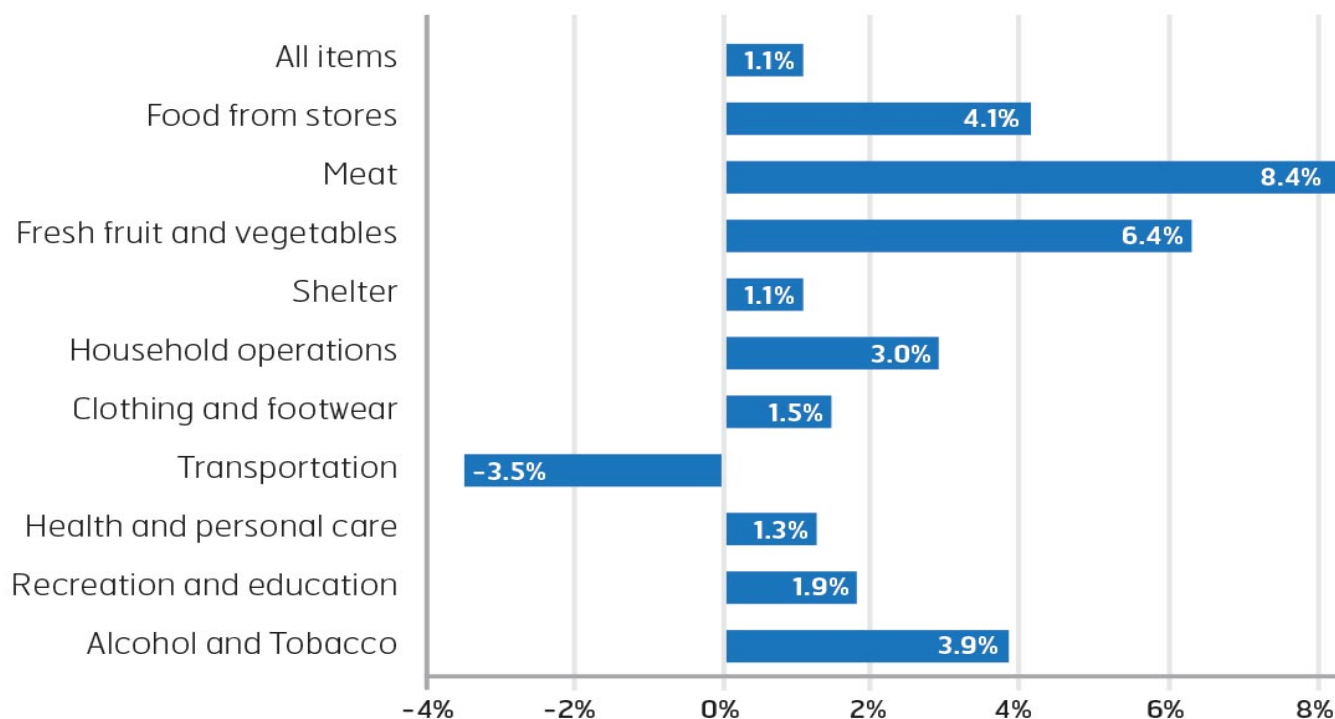
Meat prices, which rose five per cent last year, are expected to increase up to another 4.5 per cent in 2016; fish and seafood could rise by up to three per cent; and dairy, eggs and grains could see a two per cent increase.

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

THOUGHT FOR THE MONTH



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

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 and search for "TD1 forms."

The Year Ahead

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This commitment to improving Calgary's infrastructure is very similar to the one undertaken by Ralph Klein, when he was Mayor in the early 80's. In the face of the collapse of the oil industry, City Council (under Ralph's leadership) committed to building the first legs of the LRT system and all the infrastructure needed for the 1988 winter Olympics. All of this helped Calgary and its citizens come through a very tremulous decade in our City's history, in good shape.

We are confident that when looking back at 2016, history will show that 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.

Tickets on-sale now for the
10th 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

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

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

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