

# CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38  
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JANUARY 2021

## Zoom Into the General Meeting

The rising numbers of Coronavirus infections clearly indicate that we are well into a second wave. Medical professionals are calling for a targeted shutdown to regain control of the pandemic. Given this state, the Executive of Local 38 has made the decision to cancel in-person meetings for January.

The January 26th, 2021 Regular General 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 local won't be the same

It is a long standing CUPE 38 tradition to honour our most active members who have contributed significantly to the local at their last general meeting prior to retirement. Due to regulations brought on by the pandemic, the local was unable to properly recognize an active member at a regular general meeting who has with vigor and spirit has made significant contributions to the local and the labour movement. Therefore, the Public Relation and Education Committee felt an article was appropriate to recognize a member who has been a stalwart defender of member rights and a labour activist.



It is with mixed emotions that CUPE 38 says farewell to Ernie Duffy as he prepares for retirement after a long and distinguished career with the City of Calgary. Ernie held multiple positions within the union as shop steward, table officer, JEQ committee representative, and as a long-standing member of the executive council. Ernie represented the membership at multiple conferences and continuously represented member rights as his role as a shop steward at the workplace.

It will take some time for the membership to adjust to the idea of Ernie no longer being an active participant. Many of our members have benefited from Ernie's years of wisdom and experience earned over a storied career. While the local will sorely miss an individual with a depth of knowledge, Ernie was proactive in developing younger activists and always willing to share his stories, and for this the local is truly appreciative.

Like all of his fellow colleagues at the City, Ernie can retire in dignity with a pension, but in the words of Cesar Chavez "True wealth is not measured in money or status or power. It is measured in the legacy we leave behind for those we love and those we inspire". In this regard, Ernie has made a significant impression on those fortunate to have made his acquaintance. The local will not be the same without you. All of us at Local 38 wish you the best in your next stage of life, success in your future endeavours and you have earned our thanks and gratitude for all that you have done. You have earned a well-deserved retirement.

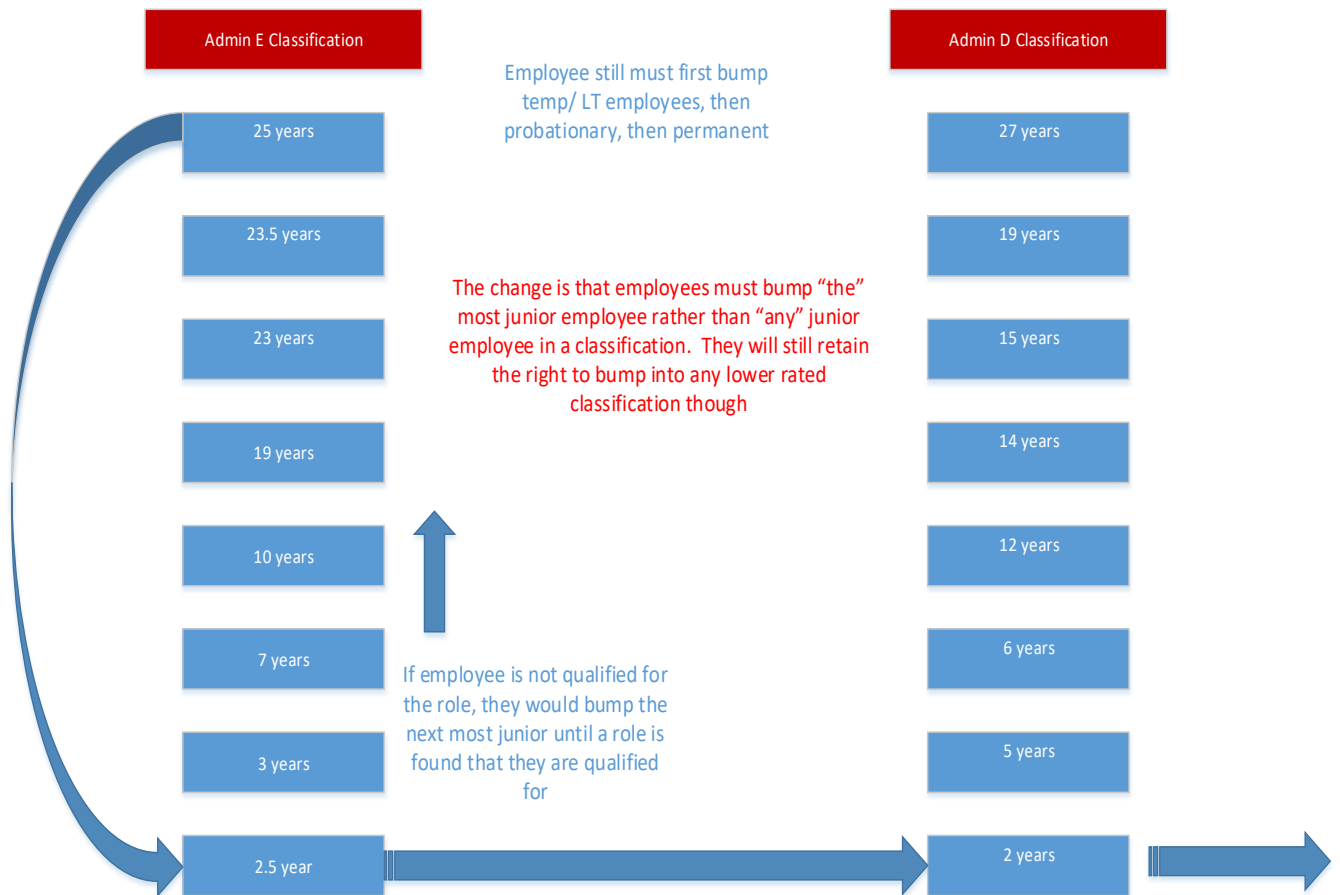
# Member impacts and Redeployment

Just prior to the new year, ENMAX informed us of their intention to reduce 68 CUPE positions. While we do not have the individual names, ENMAX did provide us with the positions impacted. Positions impacted are related to the ESPC unit, and cover financial, administrative and technical positions. Based upon the information provided to us, it appears that the positions are all part of or linked to EPSC. These 68 positions are in addition to the 22 employees who took voluntary departure before Christmas.

Moving forward over the next few weeks, individuals will be notified, and redeployment will be offered to those impacted. A core component of the collective agreement, redeployment will ensure those members have the option for employment continuity.

It has been quite a few years since we have experienced multiple redeployments at one time. Back in 2015, the membership approved a clarification of the redeployment process. The following flow-chart from 2015 provides a visual description of redeployment:

**Proposed Process:** Employees will bump the most junior employee in the current classification or most junior in lower classification. This means that the 25 year employee would have to bump either the 2.5 year employee in the ADM E or the 2 year employee in the ADM D classification, or the most junior employee in another lower rated classification



Local 38 will work with any member who requires assistance in the redeployment process. Should you need more information, please contact us at 403-233-2700, or at [office@cupe38.org](mailto:office@cupe38.org)

## Bargaining Update

Just as we were hoping to get back to the table, the provincial government imposed new restrictions. Our challenge to the Labour Board is set for a hearing, however, that has been delayed as well, likely due to the volume of case files that are currently before the Labour Board.

Regardless of our application to the Board, it is still our intention to achieve a fair and reasonable collective agreement. In this spirit, we are working with ENMAX to secure some dates, hopefully within the next two weeks. The best way to arrive at an agreement is always at the table, and our hope is to continue talks to achieve this goal.

We are hopeful that we can be in a position soon to bring forward a tentative agreement to the membership soon.

### 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

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

## ***THOUGHT FOR THE MONTH***



**Now and then it's good to pause in our pursuit of happiness and just be happy**

~ [www.daily-motivational-quote.com](http://www.daily-motivational-quote.com)

## Leading by example

Throughout the response to COVID-19 across the world over the past year, we have seen many examples of both good and bad leadership in the political sphere, but nothing has left more to be desired than the response of our provincial leadership here in Alberta.

One need only to look as far as the recent, so-called "Aloha Gate" scandal of the UCP government to see the implications of poor leadership. Our provincial government, those that have been elected to represent and reflect the best interests of Albertans in all that they do, have shown us that they hold themselves in higher esteem than their fellow citizens, the public they represent. Their arrogance and selfish hypocrisy have led to a breakdown in public trust across the political spectrum and has laid bare the true motivations, priorities and beliefs of those in power; a prevailing, two-tiered "us and them" mentality.

These actions, coupled with a lack of an appropriate response to the scandal, have caused lingering anger and embarrassment not only in our city and province, but across the country.

As a public, we deserve better.

Elected officials are our representatives. They are entrusted to embody and maintain the values, principles and priorities that we as a public hold. They are tasked with providing strong and ethical leadership, while fighting for us and the best interests of our community. Integrity and honesty are qualities most of us look for in our friends and partners, and strive to develop in ourselves. We need to demand the same of our politicians; It is our duty to hold them to account.

As a public, we can do better.

This fall, we have an important decision before us here in our city, as we elect our mayor and councillors in the municipal election. We have an opportunity to make our voices heard and choose the type of leadership we want our city to have.

When casting your ballot, remember the implications of poor leadership that we have seen here in our province. Consider what values and priorities each candidate holds and who will uphold their integrity and serve our city in a strong, fair and balanced way. We need leaders who respect us both as citizens – and as public servants.

We hold the power in our hands to make a change, for better or worse.

# REGULAR MEMBERSHIP MEETING

*All CUPE 38 Card Carrying Members  
Invited to Attend*



**When: Tuesday, January 26, 2021  
at 7:00 p.m.**  
**Where: Via ZOOM**  
**(SEE FRONT PAGE FOR DETAILS)**  
**Business: Regular**