

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 November and December.

The December 22nd 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 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.



Budget Boondoggle

For the month of November, City Council was consumed with the Mid-Cycle Adjustment, Council-speak for budget discussions. Prior to the discussion, Council received the Citizen Satisfaction Survey that clearly shows Calgarians value the services we provide. And more than half of Calgarians would prefer a modest inflationary increase in taxes rather than reducing services.

Even armed with this information, Council reduced taxes and increased services. With city staffing at a seven year low (we are currently staffed at 2013 levels), Council reduced the tax rate by 1.77%. Predictably, they also increased the level of services. Senior Administration made the attempt to address the one-time funding --- euphemistically called the Bow Wave --- of \$24 million by using the SAVE program to find permanent cuts. Rather than approving this as is, Council took the \$24 million and used it to offset the market-value tax increase. \$6 million was used for a one-time residential rebate while \$18 million was used for a one-time non-residential rebate. To make matters even worse, Council added an additional \$3 million to the non-residential, taking the total one-time tax rebates to \$27 million.

Rather than reducing their reliance on the one-time rebates, Council took all of the work of Administration to eliminate the 2019 rebate and used to again. So, we are left with the new "bow wave" of \$27 million for 2022.

Council also rejected the offered reduction by CPS of \$8 million, and is now using \$8 million from the Fiscal Sustainability Fund as one-time funding for new services. Every department was expected to share in finding savings. Yet when it comes to Council, they simply ignore this principle.

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Budget Boondoggle

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There are a few Councilors that spend their time demanding that staff be “part of the solution” to the City’s budget woes. Yet when we develop solutions, they ignore the advice and continue to spend without regard to the future. We have a Council that is addicted to one-time funding, and then spend the rest of the year wringing their hands and blaming City staff for the problem.

This budget did not show leadership. This budget showed that Council refused to deal with the reality of the City budget. Clearly we do not have a spending problem. Through their actions, Council acknowledges this. We have a revenue problem. Tax cuts while increasing services is unsustainable.

It’s time for bold action. Fund the services that Calgarians deserve. But do so in a sustainable way. End the addiction to one-time funding.

It’s time for fresh ideas. It’s time for change.

***The Officers’ and Executive
of CUPE Local 38
wish you and your families the very
best for the holiday season and the
coming New Year.
We hope your time with family and
friends is safe
and enjoyable.
Happy Holidays and please
remember don’t drink and drive.***



A Covid Christmas – The silver lining

2020 has been a year like no other. Toilet paper, Clorox wipes and hand sanitizer have become the must have commodities. Terms like lockdown, physical distancing, and contact tracing have entered the daily lexicon. However, with all these changes the holiday season is nearing and is a perfect opportunity for reflection.

Without a doubt, the year of 2020 has brought forth many challenges for many families and individuals. However, despite all the negative the pandemic has brought forth several positive changes.

Before the pandemic, most of us were busy living life filled with errands, hectic work schedules, numerous meetings it seemed there was a distinct lack of genuine moments. Further, the pandemic focused our collective attention on what really matters in life: health, family, meaningful experiences, and social interactions. Prior to the pandemic, a lot of our attention was focused on material goods and distractions which were neither enriching nor rewarding.

The pandemic and the ensuing restrictions forced the world to slow down. During this holiday season, while we may be required to be physically distant from our loved ones, it does not require us to be socially distant. While every person’s situation is different, for those whom are not able to be physically present with loved ones, the act of inclusion in other activities is a powerful expression of thought and care. The single act of a phone call or letter can make the difference during these trying times. A small act can make a big difference.

Some suggestions for activities during the holiday season:

- Set up a virtual holiday happy hour – Just because we cannot share a meal together doesn’t mean that we need to abandon socializing. Set up a time and set up a virtual meeting where everyone can get together, drinks in hand and celebrate the virtual togetherness

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The CUPE Local 38 office
will be closed from
Noon on
December 24, 2020
until
January 1, 2021 inclusive
The Office re-opens on
Monday, January 4, 2021

2020 has been quite a stressful year for all of us. This holiday season, prioritize yourself using the following strategies for your mental and physical health.

1. Mental Health – practice gratitude for what you do have in your life – express it to yourself and others. Be aware of and mindful of your emotions without judgement. Reset your goals and expectations to more realistic ones and set healthy boundaries with others. Practice deep breathing; listen to relaxing music and visualize a relaxing scenario. Be present and focus on the smells, sounds and sights of the holiday season. Let go of what you cannot change.

2. Physical Health - prioritize your physical health and make time for yourself, just like you would schedule in an appointment with another person. Exercise (take a walk, go for a hike, do some yoga, etc.), eat nutritiously, and prioritize getting enough sleep.

If you practice the above strategies for self-care and be gentle with yourself, you may even find yourself thriving, not just surviving, this holiday season!

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

A Covid Christmas – The silver lining

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- Arrange a Holiday recipe party – For many families, cooking together is a cherished holiday tradition. With the proliferation of video sharing apps, the cooking can happen together. A suggestion is to agree to a recipe (cookies are highly recommended) and share your baking activity virtually. At the end everyone can critique each other's creations.
- Make homemade Christmas cards – Prior to the internet and email, Christmas cards were a common occurrence during the Christmas season. Make a homemade Christmas card, or if arts and craft aren't your specialty, perhaps a personalized photograph to celebrate the holiday season. The only limitation is your own creativity.

While the holiday season of 2020 will be like no other in living memory, connections and genuine experiences are still able to be made. It just might take a little more creativity and effort than years past. Happy Holidays to you and your families.

THOUGHT FOR THE MONTH



december: |də-'sem-bər| -n.

a month of lights, snow and feasts; time to make amends and tie loose ends; finish off what you started and hope your wishes come true

REGULAR MEMBERSHIP MEETING

*All CUPE 38 Card Carrying Members
Invited to Attend*



When: Tuesday, December 22, 2020

at 7:00 p.m.

Where: Via ZOOM

(SEE FRONT PAGE FOR DETAILS)

Business: Regular

**Ratification
of additional City of Calgary Proposals
will be voted on at this meeting**