

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 February.

The February 22, 2022 Regular Membership meeting will be held through an 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.



Black History Month 2022

Black History Month offers the chance for the community to come together to celebrate important achievements of Black individuals in our community who have contributed to Canada's history and culture.

The 2022 theme for Black History Month is: "February and Forever: Celebrating Black History today and every day".

CUPE 38 would like to pay tribute to Virnetta Anderson, the first Black person elected to Calgary City Council.

Virnetta Anderson moved to Calgary in 1952 when her husband, Ezzrett "Sugarfoot" Anderson, was drafted by the Calgary Stampeders. One of the first Black players in professional football, Ezzrett was the only player to wear "00" for the Stampeders.



Virnetta was deeply involved in church and community service in Calgary. She served within the United Church, was a member of the Mount Royal College Ladies' Auxiliary, co-founded and became president for Meals on Wheels, and volunteered as a board member for several organizations, including the United Way, Calgary Tourist and Convention Association and the Calgary Centre for the Performing Arts.

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Who is the Calgary Alliance?

Over the past two years, Local 38 has partnered with the Calgary Alliance for the Common Good. The Calgary Alliance for the Common Good is a non-partisan alliance of congregations, unions, schools and community groups in Calgary representing more than 35,000 people. These organizations came together to form the Calgary Alliance for the Common Good in order to organize the power of our communities to shape a just and compassionate city.

The mission of the Calgary Alliance for the Common Good is:

- To create a broad-based shared organization that is as diverse as Calgary, building relationships among organizations and people from the various community, ethnic, non-profit, labour, and religious groups
- To strengthen our member organizations and their leaders to develop a healthy and effective civic life
- To use the principles and techniques of community organizing to effectively address the real issues facing Calgarians and our member organizations

Over the past several years, the Alliance has been active in lobbying City Council to ensure that budget decisions are made in the best interests of all Calgarians, and in particular, in the interests of the most vulnerable in our city. The Alliance has worked tirelessly to give a voice to those segments of our society that have been overlooked by past Councils. The Alliance was also quite active in the last municipal election. They hosted a mayoral candidate forum that had over 2,000 attendees and put questions to candidates that reflect our needs, rather than just the needs of the corporate sector.

Local 38 became an institutional partner with the Alliance to advocate for City workers and all Calgarians. We would encourage all of our members to support the Calgary Alliance for the Common Good. For more information on the Alliance, please visit www.calgarycommongood.org

Bargaining Update

Your bargaining team has settled on a number of dates to meet with the City throughout March, April and May. As previously reported, we are finishing up the non-monetary items at the table and are now moving into the monetary issues.

It is important to highlight that City workers have been key in maintaining a strong, vibrant Calgary throughout the global pandemic. City services continued to be provided at a consistently high level.

Over the past four years, previous City Councils have cut staffing, increased work and spent time publicly attacking City staff. In late 2020, the prior Council commissioned an external review of City compensation. The result --- City compensation levels were comparable to private sector. What they didn't tell the public is that it took a significant economic downturn, coupled with a global pandemic just to bring down private sector compensation to our levels.

Now in 2022, we are experiencing a significant economic rebound. Inflation is at a record high; oil prices have skyrocketed; the economic outlook is such that the Provincial government is musing about balanced budgets this year!

Couple with all of this, we are at a nine-year low on staffing levels. We are at double the retirement rate this year alone; and expect that rate to continue.

The City is facing a recruitment and retention issue. Your bargaining team will be bringing this to the negotiating table. The City needs to address this problem now; not wait until this crisis becomes unmanageable.

We will need the support of the entire membership to ensure that we receive a fair and equitable contract.

Updates will be provided in upcoming newsletters and General Membership meetings held every fourth Tuesday of the month.

THOUGHT FOR THE MONTH



“Your chances of success in any undertaking can always be measured by your belief in yourself.”

~Robert Collier

Black History Month 2022

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Anderson was elected to Calgary's city council in October of 1974. She was 54 when she decided to challenge the male-dominated city council and put her name forward on a ballot as a candidate for Alderman. Although the newspapers reported that she was just a "housewife" among businessmen, Anderson went on to win the election and serve as Alderman for Ward 3 on City council for 3 years.

Her endeavors included researching innovations in public transit as part of the early development of Calgary's CTrain system and serving on the committee for the original feasibility study on the Calgary Centre for the Performing Arts.

Thank-you Virnetta for being a woman of action and committing your time and leadership to get things done!

If you would like to hear more about Virnetta or other incredible Black Albertans please visit website at <https://calgarylibrary.ca/events-and-programs/upcoming-events/black-history-month/>

Ask CUPE

***How can I report a concern in my workplace?
Will it remain confidential?***

Members are encouraged to reach out to their Steward or the CUPE 38 office with any questions or concerns about workplace issues.

All conversations and communication with our Members is treated with the strictest of confidence. Always remember, Local 38's obligation is to you, the Member, and not to the employer. No action will be taken without the full knowledge of the Member. Your union representative can help you identify whether the issue is a breach of your rights under the Collective Agreement and can work with you on a course of action.

Our goal is to ensure that all of your rights – both within the Collective Agreement and within the law – are respected.

We can be reached at 403-233-2700 or by e-mail at office@cupe38.org

International Women's Day is March 8 It's time to #BreakTheBias

Celebrated annually on March 8, International Women's Day (IWD) celebrates the economic, political, cultural and social achievements of women, and provides a call to action in achieving gender parity. This year's campaign theme - #BreakTheBias – champions advocacy for a world free of bias, stereotypes and discrimination, where difference is valued and celebrated.



Throughout CUPE's history, women have embodied this ideal, making significant contributions through activism, education and social responsibility. Locally within CUPE 38, we are proud to have a membership comprised of over 2/3 women, who are committed to serving our communities and working to create a better city every day.

This Women's Day, show your solidarity by sharing your #BreakTheBias pose on social media, and take a moment to consider how we can work towards a gender equal world.



Visit internationalwomensday.com for more information and resources.

REGULAR MEMBERSHIP MEETING

*All CUPE 38 Card Carrying Members
Invited to Attend*



**When: Tuesday, February 22, 2022
at 7:00 p.m.**

**Where: Via ZOOM
(SEE FRONT PAGE FOR DETAILS)**

Business: Regular