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# CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38  
1439—9th Av. SE, Calgary, T2G 0T4, Phone (403)233-2700 Fax (403)290-1757  
Email—office@cupe38.org Website—www.cupe38.org

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## Public and Proud Campaign launched in Calgary



Joining forces with CUPE local 37 we are currently running the Public and Proud campaign promoting our members and educating the public on the facts around privatization. We know that times are tough and we're all about being part of the solution. Privatization is not the solution.

More specifically, the City Council is talking about replacing some of the positions we represent with private contractors to save money.

Instead, we want an opportunity to discuss other options that represent cost savings but not at the expense of public services, jobs and the people that perform them to such a high level of quality. So, we're running a campaign to bring attention to this matter.

For the next little while, you will see our ads on television, radio, online and social media. And we hope you will click and share when you do. We also invite you to check out the website at [publicandproud.ca](http://publicandproud.ca) and learn more about why privatization is not the answer, how it's failed in other cities and what other solutions are available to us.

Calgary currently maintains the #1 spot on the list of North America's most livable cities. That's all thanks to the hard work you do to provide public service to our great city and home.

Our goal is to stay active and vocal right through the City Council vote on privatization and to push the council towards a "no" vote.

In its first week, the campaign has more than 376,000 impressions, 99,214 video views and 4,150 people have clicked through to comment, share and take action. We're off to a really great start. Please check out the website [publicandproud.ca](http://publicandproud.ca) and ask your friends and family to click on the Take Action button to tell City Council that privatization isn't for you!

## Bargaining Update

Your Bargaining Team has met with ENMAX over five days since the new year. We finally tabled proposals for monetary items at our most recent meeting.

Our review of the Utilities Industry in Alberta shows that collective agreements over the past two years are being signed with monetary increases in each year. The sector overall is showing positive signs, and companies within the Alberta utilities market are clearly optimistic about the market into the future.

ENMAX's own statements to employees indicates that ENMAX is doing very well financially. In June 2019, the company increased its dividend to the City by 25 percent. Salaries and bonuses for the five top executives went up between 3% to 17%.

Greg Melchin, chair of the Board of Directors was quoted as saying "our profits went up, our performance went up. Our expectation of the future was also looking bright".

Recently, Brandi Yarish, Senior Vice President of Human Resources, noted that ENMAX needs to ensure its compensation stays in line with other companies in the electricity industry. She commented "We review compensation relative to industry, wanting to ensure that we're competitive. So while our shareholder is the City of Calgary, we are a separate entity and compensation is treated separately".

The two bargaining teams have set another date to meet, and your bargaining team is still hopeful that, based upon the public comments by the company, we can achieve a deal that reflects a fair and equitable settlement for the employees that have made ENMAX so successful.

### **THOUGHT FOR THE MONTH**



The only function of economic forecasting is to make astrology look respectable.

~John Kenneth Galbraith

## #EachforEqual

Each year on March 8, International Women's Day (IWD) celebrates the contributions and achievements of women in building a better world – economically, politically, culturally and socially. The first International women's Day occurred in 1911, supported by over one million people. This year's theme, Each for Equal is drawn from the notion of "Collective Individualism" encourages collective action and shared responsibility for driving a gender equal world.

The race is on for the gender equal boardroom, a gender equal government, gender equal media coverage, gender equal workplaces, gender equal sports coverage, more gender equality in health and wealth ... so let's make it happen. Let's be **#EachforEqual**.

Throughout CUPE's history, women have embodied this ideal, making significant contributions to the pursuit of equality for all 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 year, take a moment to acknowledge the contributions of women and consider how we can work collectively to achieve #EachforEqual, or better yet, put your arms out front and STRIKE THE **#Each for Equal POSE** and share on social media.



To learn how you can participate in IWD 2020, visit [www.internationalwomensday.com](http://www.internationalwomensday.com)



Source: [internationalwomensday.com](http://internationalwomensday.com)

# REGULAR MEMBERSHIP MEETING

*All CUPE 38 Members Invited to Attend*



**When: Tuesday, February 25, 2020**

**at 7:00 p.m.**

**Where: CUPE 38 Office**

**1439-9 Avenue SE**

**Business: Regular & Elections**

## Elections:

1. Six (6) Eligible Delegates to AFL Mid Term Forum, April 17 & 18, 2020 in Edmonton, Alberta.
2. Two (2) Eligible Delegates to CLC Convention, May 4-8, 2020 in Vancouver, BC.
3. Six (6) Eligible Delegates to CUPE Weeklong School, May 24-29, 2020 in Red Deer, Alberta.