

## 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 April.

The April 27, 2021 Annual 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.



## City of Calgary Redeployments

Redeployments at the City of Calgary are essentially complete. The provincial decision to end the youth probation partnership with the City resulted in a large number of our City Social Workers receiving notice of lay-off. In that process, employees have the choice of taking a severance payout or opting to engage in the redeployment process. While neither option is ideal in our current economy, the redeployment process does provide some wage continuity to see our members onto the next ideal opportunity.

A couple of these impacted members were able to move into the retirement phase of their careers upon this notice, a few others chose to take the severance option and leave the City of Calgary. The vast majority of this group were redeployed into other positions with a few displacements occurring at the end of the process. Displacement occurs when all vacant positions have been exhausted and results in redeployed members bumping into positions occupied by permanent employees with less seniority.

Ideally, redeployed members are placed into permanent positions and the redeployment is complete. As this was a fairly large group redeploying at the same time, many have landed in limited term positions, only to have to re-enter the redeployment process again at the end of their current positions term. For this reason, we refer to the process as “essentially” complete.

There is no question that lay-offs and resulting redeployment processes are disruptive and stressful for those impacted and for the business units losing staff. The hope is that this employer, in the future, will consider and explore all alternate options, prior to eliminating more jobs. We know that the work continues and Calgarians rely on the public services we provide. In fact, in times of economic uncertainty, our service demands increase and our members want to ensure that we offer quality services to the citizens of Calgary.

# An Open letter to Calgary City Council

We recently commissioned a professional research firm to gauge public opinion about your seven-year pilot project to test the viability of privatizing Black Cart service.

Here's what Calgarians had to say about the job you're doing:

- +33% — People who think City Council is innovative and forward thinking vs. stagnant and unimaginative
- +29% — People who think Calgary's moving in the right direction vs. the wrong direction
- +16% — People who think they're getting value for their tax dollars vs. getting underserved

Given 2020 and everything that came with it, on top of what the City's been going through for the last decade, these numbers are remarkable. So, why jeopardize all the goodwill you've built over the years by pursuing such an obviously flawed approach to saving money.

## Re: the Black Cart Privatization Pilot Project

For reference, this is a seven-year pilot project of privatizing Black Cart service in 41 west and northwest neighbourhoods by 2022. Yes, that's seven YEARS to see if something that hasn't worked in Winnipeg, Toronto and countless other national and international cities will work in Calgary.

## Calgarians don't want privatization, and certainly not for Black Cart service

We don't say that because we represent the public service. We say it because they said it:

- +6% — People against privatization vs. for privatization
- 90% — Approval rating of Black Cart service in Calgary
- +59% — People who think the city should leave Black Cart service the way it is.

## Privatization won't save money

This may seem facile, but since it's an open letter, we want to make sure everybody gets it. Let's say the Black Cart budget for the city was \$100 and had to go down to \$85 to help the city. To do that, your plan is to replace city workers with a private company that'll deliver the service for \$85.

Fantastic. Everybody wins, right? Well, not the workers who were laid off or their families. And not local communities, charities and organizations that rely on the money those workers and their families would have pumped into the economy. And not the city budget as a whole, because other departments will have to staff up in response to the influx of unemployment and the ancillary shortfalls across businesses as a result. So that \$15 in savings is now \$25 in additional spending elsewhere and the \$100 the City was spending on Black Cart becomes \$110.

## Privatization is selling Calgarians out

If you live in one of the neighbourhoods with privatized waste management. You would expect Black Cart service on Wednesday morning. But the private company now performing the service had to re-route 50% of their trucks to make a good impression during their first week serving parts of Edmonton. You could call and complain, but they're not accountable to you. They're accountable to their shareholders, and adding Edmonton in the second year of a seven-year pilot project with Calgary is good for the stock price.

So you'll have to wait.

## But worst of all, privatization doesn't work

It was explored and rejected by cities around the world including New York City, Toronto and Paris. It was actually attempted in Winnipeg and it was a [disaster](#). This shouldn't even be a discussion. But here we are.

What will you say when your constituents then ask:

What happens when they land a contract with a bigger city and I start to see service levels decline?

What happens when one of their people goes out of their way to help me, then sends me a bill for their trouble?

What happens when they decide that another block deserves more attention than mine because they're more likely to upgrade their service levels?

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## THOUGHT FOR THE MONTH



“What you do makes a difference, and you have to decide what kind of a difference you want to make.”

~ Jane Goodall

## Bargaining Update

Your bargaining team will be meeting with the City on April 27<sup>th</sup>. We will begin to address a number of issues that have no monetary implications. Both Teams tabled a significant number of proposals, so it will take some time to fully discuss these issues. We expect to be bargaining over the next few months, with the intent to conclude a fair and equitable settlement for our members.

Due to the ongoing COVID infection rates, your Bargaining Team and the City have agreed to utilize a virtual platform for these initial meetings. This does make bargaining more challenging, but we feel confident that the challenges can be managed in the early stages of bargaining.

As always, we remain committed to keeping our members informed. Regular bargaining updates will be provided at each regular general membership meeting.

## Local 38 Committee Elections

At the May 25 Regular meeting, Local 38 membership will be electing people to participate in our committees. Local 38 supports a Public Relations and Education committee, an Occupational Health and Safety committee, a Social committee and an Equal Opportunities committee. Each of these committees will be holding their meetings via the Zoom virtual platform for the next several months. If you are interested in being elected for one of these committees, we encourage to participate in the May Regular meeting for more details and to get nominated. Call our office to receive the link to your personal e-mail for any of our Regular meetings to your personal email. Hope to see you there!

## Annual General Meeting



As stated in previous editions of the CUPE Connection, to be eligible for the office of Business Agent, Vice President and Recording Secretary, members interested in running for these positions were obligated to announce their intention to run at the March Regular Meeting.

The following individuals declared their intentions to run and as such are the only candidates for the following positions:

1. Business Agent
  - **Sasha Wallis**
2. Vice President
  - **Tyler Johnson**
3. Recording Secretary
  - **Cherise Stock**

Nominations for the following positions will be accepted at the meeting:

- Five (5) Executive Members for a two (2) year term; and
- One (1) Trustee for a three (3) year term (to 2024)

To be eligible for these positions, you must have attended at least 50% of regular meetings in the past year.

## An Open letter to Calgary City Council

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And what happens when they decide to make me pay more to buy their CEO a beach house in Cabo?

The answer: Nothing

Privatization strips constituents of their direct access to decision-makers, and with it their power to have their voices turned into action. Is that the kind of city you want to live in? Is that the legacy you want to leave to your children? Is that the kind of setup you want to have when the good times return?

Us neither. We're better than this

Let's not commit seven years to a disproven idea that actually achieves the opposite of what it's intended to do.

# REGULAR MEMBERSHIP MEETING

*All CUPE 38 Card Carrying Members  
Invited to Attend*



**When: Tuesday, April 27, 2021  
at 7:00 p.m.  
Where: Via ZOOM**

**(SEE FRONT PAGE FOR DETAILS)**

**Business: Regular & Elections**

1. Business Agent—2 year term—Full Time
2. Vice President—2 year term
3. Recording Secretary—2 year term
4. Five (5) Executive Members-At-Large—2 year term
5. One (1) Trustee—3 year term (to 2024)
6. Four (4) Eligible Delegates to the CUPE National Convention, Nov 21-26, 2021 in Vancouver.

**ANNUAL GENERAL MEETING  
OF CUPE LOCAL 38 LABOUR ORGANIZATION SOCIETY  
Tuesday, April 27, 2021  
Upon adjournment of the Regular Meeting  
UNION OFFICE  
1439—9th Avenue SE  
BUSINESS: Approval of audit**