

## Mental Health in the Workplace 2020

Mental health in the workplace is an essential part of an overall health. A significant portion of our daily adult waking hours are spent at work compared to anywhere else. The Canadian Mental Health Association research indicates that mental illnesses are more likely to develop during times of stress or uncertainty, which may be part of many people's careers. There is no doubt, given the magnitude of changes occurring in our workplace, especially given the tough economic times that the conditions are prime for mental illnesses to develop. The trend identified in 2019 by the Municipal Employees Benefit Association of Calgary indicates that 35%-40% of long-term disability claims are mental health related, and the trend is forecasted to increase.

The increase in long term disability due to mental health is concerning for both employers and employees alike. Unfortunately, an employee has limited control over the workplace and the pre-existing conditions. However, the best steps an employee can take to promote positive mental health is prevention. According to the Centers for Disease Control and Prevention, regular physical activity is one of the most effective disease prevention behaviours. Physical activity promotes both reduced feelings of depression and improved physical health. Therefore, during your lunch, your breaks, or your daily everyday work, take time to take a quick walk and stretch, take the stairs instead of the elevator, take advantage of the active living program and join one of the many City of Calgary fitness facilities. Taking the first step is often the hardest, but it is a step in the right direction.

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## World Water Day - March 22, 2020

On World Water Day we commit to protecting water and wastewater services from privatization. We also commit to ending injustice. Water and wastewater services are human rights, yet these services are denied to many Indigenous communities in Canada.

We can stop the spread of privatization by contracting in. Local governments are making the choice to end privatization, taking back public ownership and control of water and wastewater services. Get involved in the movement to bring water and wastewater services back in house, and stay alert for signs of privatization in your community.



## Alberta-Wide Protest was held in Calgary on February 29, 2020

Over 1,200 Albertans joined together in solidarity in Calgary's city center on Saturday, February 29, 2020 to march and protest the current provincial government's austerity measures. Representatives from several groups came together including doctors, nurses, teachers, public sector workers, the disabled and private citizens to advocate and take a stand against privatization of our education, healthcare, and Albertan needs, such as AISH programs, etc. Unemployment has increased while public service quality has decreased, with the move towards privatization and elimination of services. Most of the attendees were united in wearing the color red, which represents the

passion people have for public education. Our voices were loud as we advocated for our future. In ever increasing numbers, we can advance our cause and make an impact!



## **CUPE 37 & 38 Need Your Support** *City Council is talking about Privatization*

More specifically, they're talking about replacing our members with private contractors to save money.

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

We have launched The Public and Proud campaign please visit our website and select the Take Action option and add your name to the petition.

### **Take Action**

<p><b>VISIT</b> <a href="http://publicandproud.ca">publicandproud.ca</a> and share the URL with friends</p> 	<p> Get informed about the issues and the preposterousness of City Council's response</p>	<p>“ Speak openly about the value you and our CUPE brothers and sisters bring to the city</p>
<p> <b><u>Share your opinions openly and often.</u></b></p>		

The success of our efforts will come down to how far and wide we can spread our message, and how well we demonstrate the flaws of privatization.

We're counting on your support.

[Publicandproud.ca](http://Publicandproud.ca)

# Advance Notice of CUPE Local 38 Elections

At the Regular General Meeting on April 28th, the following positions will be open for a two (2) year term:

1. President (Full Time)
2. Treasurer
3. Chief Steward
4. Warden
5. Five (5) Executive Members-At-Large
6. One (1) Trustees (3 year Term)

To be eligible for nominations for any of the offices, members must have attended at least 50% of the Regular General Meetings in the twelve (12) months immediately prior to the election. The member must be present at the April meeting, or indicate in writing to the Recording Secretary a willingness to stand for nomination.

In accordance with the CUPE Local 38 bylaws, in order to be eligible for the office of President, Treasurer and Chief Steward, a member shall declare their intention to run at the March Regular Meeting. This declaration can be made verbally at the March meeting or by submitting a written declaration witnessed by another member which is to be read at the March meeting.

## 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)

## Mental Health in the Workplace 2020

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There is positive news in that early recognition of mental health problems is more common place, and that the stigma attached to asking for help is fading away. The employer provides as part of our overall compensation package access to EFAP through Homewood Health. Recognition that an individual may need help in prevention or treatment of a mental illness combined with access to the right resources such as employee family assistance programs (EFAP) in combination with adequate treatments can provide a path to recovery.

Some of the programs offered by Homewood Health include:

- ◇ New parent support
- ◇ Childcare and parenting coaching and advice
- ◇ Elder and family care counselling
- ◇ Financial Advisory services
- ◇ Nutritional advice
- ◇ Smoking cessation program

The culture and attitudes in the workplace are shifting to recognize that mental health is as equally as important as physical health. This change has not come quickly, nor has it developed easily. However, if you recognize that a fellow colleague of yours may be having issues, just asking if they are ok and that you are willing to listen can make a difference. We are all in this together, let's make sure nobody is left behind.

You don't have to see the whole staircase, just take the first step –  
Martin Luther King Jr.



## THOUGHT FOR THE MONTH



If you want to go fast,  
go alone. If you want  
to go far, go together.

~Anonymous

# REGULAR MEMBERSHIP MEETING

*All CUPE 38 Members Invited to Attend*



**When: Tuesday, March 24, 2020  
at 7:00 p.m.**

**Where: CUPE 38 Office  
1439 9 Avenue SE  
Business: Regular**