

Public and Proud --- Stay Connected

Over the past few months, CUPE engaged in a public campaign to highlight the excellent work of all City workers. Titled "Public and Proud", we want the public, and this City Council, to know about all the excellent work that is accomplished by City workers on a daily basis --- even at the height of the largest global pandemic in this century.

And while it is important to highlight this work, it is equally important for CUPE to be able to quickly reach out to members, particularly those who are now working at home. To do this we need your help. We have some contact information for members but we are asking people to do two things: email us at office@cupe38.org with your current information. We want to confirm your personal email address and contact phone number. We commit to you that this information will be maintained by the Local and only used for legitimate union business. In this time, it is vital that we have the ability to communicate with you, the member, on important issues.

Secondly, if you are active on Facebook and social media, sign up to the Public and Proud campaign at publicandproud.ca. Share this with your friends and family so that all Calgarians can see the value of the work we do.

Take a moment to join your colleagues in supporting each other --- sign on to the Public and Proud campaign and let's stay connected.

PUBLIC AND PROUD
CUPE, Calgary's City Workers.

<p>VISIT publicandproud.ca 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> Share your opinions openly and often.</p>		

STAY SAFE!!

We've all heard the instructions, wash your hands, don't touch your face, practice physical distancing and if you can, stay home. What that means to every individual's personal situation is significantly different though, and how does this apply to our workplace? To date, all the employers that our members are employed with, The City of Calgary, Enmax, and Calgary Parking Authority, have been taking a thoughtful and measured approach to tackle the issues raised by the pandemic. Some decisions have required an immediate adjustment for our members in how and where they do their work, and some of these roll-outs have raised additional challenges. Rarely is a plan perfect, especially when there is little time to actually plan. Taking a measured approach is always preferable to rash decision making which becomes very difficult to undo, once implemented.

As the employers have addressed the immediate emergency in our workplaces, we now need to maintain our health, our work and our society. We can do this by keeping ourselves well physically and mentally. As the weather warms, ensure you take some time to get outside and absorb some sunshine. Check in on a friend or family member that may be alone, or that you haven't heard from in a long time. Help your elderly neighbor with their yard work, at a safe distance, and ensure they have the necessities they require. Being kind makes you feel good and the impact on others is contagious in its own way.

Masks have been a heavily discussed issue from the beginning of this pandemic and many feel that the information has changed recently. The fact is, masks have always had a place in the prevention and treatment of this virus, but health officials do not want people to become complacent in hygiene practices or feel a false sense of security when they use a mask. The protection a mask provides is highly dependent on the correct usage of the mask, and can in fact create more of a potential hazard if used incorrectly and in place of hand washing and distancing. For this reason, many employers have hesitated in providing masks to employees in positions that are not identified as high risk of exposure. At this time, more masks have become available, and with more information on the safe use, employers have been providing them more readily. If you choose to use a mask, whether it's a certified medical device or simply a

Continued on Page 2

Stay Safe!!

Continued from Page 1

homemade cloth mouth and nose covering, there are important practices to follow for safe, effective use.

- Wash hands before putting the mask on, and after removing mask.
- Don't touch your face or the mask on your face.
- Ensure that the mask is a good fit, non-gaping.
- Dispose of the mask appropriately, do not leave it lying around.

Remember the mask does not make you impervious to this virus, it simply keeps your own respiratory droplets to yourself. It is a precautionary measure to take if you must be around others, and physical distancing may not be ensured. Consistently and strictly adhering to good hygiene and public health measures is still your best defense.

The Union office remains open during regular business hours and we are available to hear your concerns. For additional support and information, please see the links below. Stay well!

<https://homewoodhealth.com/individuals/services/efap>

<https://www.alberta.ca/coronavirus-info-for-albertans.aspx>

<https://www.calgary.ca/CSPS/cema/Pages/Response-to-Coronavirus.aspx>

Recent Lay-offs

Recently, announcements were made indicating City lay-offs. These lay-offs have been focused primarily in the Recreation Business Unit. The Recreation Centers and Arenas have been closed since mid-March. Since that time, all recreation programs have been cancelled, and it does not appear that any programs are likely to run prior to summer.

Lifeguards, program instructors, and special events staff have received temporary lay-off notices. At this time, the City has not indicated any further reductions. In many areas across the organization, workload remains unchanged. In some areas, we have seen an increase in workload.

City operations continue, we simply work in a different way. The services we provide to citizens are needed now more than ever. While balancing the need for social distancing, and isolating when required, members are still ensuring that City operations are functioning.

There is no question that there have been impacts on the City budget. Transit ridership is down significantly and revenue from recreation programs is gone. However, many of the lines of service are still required, and staff continue to be needed to provide these services.

Local 38 will continue to work with the City to minimize staff impacts. We are committed to protecting our members while ensuring they have a safe and healthy work environment.

Working From Home

Is working from home the new normal, or is it just one more symptom of COVID-19? Currently, about one-third of City employees are working from home. While this sounds like a perfect set-up, working from home can come with a significant price.

Many members were eager to set-up at home, both to engage in protective social distancing, but also to deal with home issues such as child care. When the school system closed abruptly, there was little thought by the provincial government as to how families would deal with a sudden demand for child care. Alberta (and certainly Calgary) has historically suffered from a lack of quality child care. At the same time that the Kenney government closed schools, they also closed child care facilities. So, the expectation of the Provincial government was to thrust the child care concerns back onto the individual family while also expecting families to socially distance and maintain some type of employment.

The City responded by allowing employees to work from home and, for those employees unable to work from home, to stay home to deal with the child care crisis. For two weeks, employees were granted paid leave. Unfortunately, this was a short-term solution that was unsustainable in the long term. The City has offered the use of vacation or leave of absence without pay for those unable to make adequate child care arrangements.

So, how does the child care problem equate to working from home problem? One of the many serious concerns with working from home is the pressure to be productive at work for a full shift, while also dealing with family responsibilities. Moreover, since the schools have closed, there is a push from the educational system to engage children in online learning. What this amounts to is pressure on parents to do online schooling with their children while still doing their regular duties.

The pressure on people's schedules and increasing responsibilities toward being productive at work-from-home, yet also practically "home schooling" is creating the conditions for a mental wellness pandemic. We are getting reports that members are working 12+ hours to manage 8 hours' worth of work. Combine this with the feelings of isolation by never getting a break from the home environment, the current situation is not sustainable for any great length of time.

Continued on Page 3

Annual General Meeting Postponed

The Local 38 Executive Committee has made the determination to postpone the Annual General Meeting scheduled for April 28th. Local 38 Bylaws empower the Local 38 Executive Board to continue the operations of the Local in between general meetings. Given the extraordinary circumstances surrounding COVID -19, it is not feasible to hold the regular general meeting. The Executive Board is meeting on-line and will make a determination regarding future membership meetings at the beginning of each month.

The April Annual General Membership meeting is normally dedicated to Local 38 elections. As stated in previous editions of the CUPE Connection, to be eligible for the office of President, Treasurer and Chief Steward, members interested in running for these positions were obligated to announce their intention to run at the March Regular Meeting. Due to restrictions in place regarding COVID-19 the scheduled March 24, 2020 Regular Meeting was cancelled. An e-mail was sent to all eligible delegates for nomination to office requesting they submit their "Intention to run for a position" via letter or e-mail to be received in the Local 38 Office by 4:00 pm on Tuesday, March 24, 2020.

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

1. President
 - D'Arcy Lanovaz
2. Treasurer
 - Kelley Shinnie
3. Chief Steward
 - Jason Cormier
 - Corey Nesdoly

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

- One (1) Warden for a two (2) year term; and
- Five (5) Executive Members for a two (2) year term; and
- One (1) Trustee for a three (3) year term (to 2023)

To be eligible for these positions, you must have attended at least five regular meetings in the past year. Meetings cancelled due to COVID-19 will not be counted towards this requirement.

THOUGHT FOR THE MONTH



"Let your unique awesomeness and positive energy inspire confidence in others."

~ Anonymous

Scholarships Available

CUPE Local 38 offers two scholarships in the amount of \$1,000.00 each, to be awarded in October of each year. These scholarships are open to card carrying members, or their eligible dependents. Each applicant must be enrolled in full-time, post-secondary studies, and they must submit a one thousand (1,000) word essay on one of the following topics:

- 1) What should the top 3 priorities be for Calgary based unions over the next three years?
- 2) What can unions do to engage their members more effectively?
- 3) How can union friendly governments have a positive impact on you?

The essays will be assessed on the following criteria: quality of research, degree of analysis, and adherence to the chosen topic. Submissions will be evaluated by CUPE Local 38's Public Relations and Education Committee. Please note that all submissions must clearly indicate the chosen topic.

Entries can be submitted by email or fax (403-290-1757). Email attachments should be in Microsoft Word format. Proof of enrollment must also be provided at the time of submission. The deadline for submission is August 24, 2020. Successful applicants will be advised by letter and CUPE Local 38 reserves the right to publish the names and essays of the winners.

For further information, please contact Local 38 at 403-233-2700 or by email at office@cupe38.org

Working From Home

Continued from Page 2

The second significant concern is the lack of proper ergonomic set-up in many homes. The City has posted a Fact Sheet on how to set up a home office, however, the speed at which everyone moved to a work-from-home situation may not have allowed the time to do the proper set-up. It does not take long for repetitive strain injuries to manifest if you do not engineer your workspace carefully. It is important that everyone familiarize themselves with the proper ergonomics and protect your health. Muscular-skeletal health problems are the number one cause for S&A claims.

We want to acknowledge the dedication everyone has shown to make these moves without much planning. But we also want you to be safe at home. Visit the City website to get more information on office ergonomics or contact the Environmental & Safety Management Business Unit.

REGULAR MEMBERSHIP MEETING

All CUPE 38 Members Invited to Attend



**When: Tuesday, April 28, 2020
at 7:00 p.m.**

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

POSTPONED

**Please continue to check the website at
www.cupe38.org for updates**