

## 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 May.

The May 25, 2021 Regular 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.



## The Calgary We Know

We recently commissioned a professional research firm to gauge public opinion about the City as we know it, and what we as Calgarians want it to be.

The study provided a host of valuable findings, but these three stood out for the purposes of discussing the decisions recently made by City Council to begin privatizing city services:

- 53% believe that world class services are important when it comes to planning for the future.
- In 2019 City Council cut \$60 million for the operating budget. 52% of Calgarians say this diminishes their quality of life.
- 79% - People who feel they have a good quality of life in Calgary.
- 40% - Calgarians feel positive about the value they receive for their tax dollars.

When asked, Calgarians said parks, leisure centres, the Calgary Zoo, public housing, and 311 Services were identified as some of the top areas of importance.

Let's look at each one in the context of our City's future:

These figures show we've built a successful community that's working well. Sure, we have issues, but that's bound to happen with 1.5 million people living together. What's important is that the foundation is there, clear as day.

More important is that young people see it that way, because they're the ones who are going to define our city's future post-pandemic and beyond.

They appear to believe in what they've experienced here and seem ready to take the reins. So why is City Council trying to mess with that? Don't we want our young people believing in a future that keeps them here?

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## 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. How can Calgary-based unions work together to create positive change?
2. What can unions do to engage their members more effectively in a virtual environment?
3. Municipal unions, such as CUPE 38, operate in a political environment. Describe challenges and opportunities that these unions face because of the political environment, and strategies or tactics that could be used to address them.

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 27, 2021. 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](mailto:office@cupe38.org)

## Bargaining Update

Your bargaining team met with the City on May 11. We reviewed a number of proposals, agreeing in principle to some items. We are currently working on language to encapsulate these agreements.

There are quite a number of outstanding items yet to be discussed before we begin to discuss monetary items. We have several dates booked in June to continue talks.

## Time Off for Vaccinations

In an effort to promote vaccinations, the province has mandated that all employees covered by the Employment Standards Code can access up to three hours of paid leave to get each dose of the COVID-19 vaccine. Upon the announcement of this new paid leave, the City announced that they will mirror this paid leave.

Proof of vaccination is not required. However, the recent changes do require the following:

- Employees need to provide notice to their employer as soon as possible and reasonable in the circumstances when they are taking this leave.
- When possible, employees should discuss vaccination leave with their employers prior to booking their appointment.
- Employers and employees are encouraged to be flexible with scheduling arrangements, working together to make sure vaccination appointments can happen as soon as possible, while also minimizing disruption in the workplace. This includes attempting to book an appointment, if available, during time scheduled away from work.

The decision to get vaccinated is a very personal one. However, we would encourage everyone to give this serious consideration.

## THOUGHT FOR THE MONTH



*Even if you stumble, you're still moving forward.*

*~Victor Kiam*

## Municipal Election 2021 – Calgary’s Future

In the lead up to the October Municipal election, the race is picking up steam. Mayor Naheed Nenshi announced his intention to step down as Mayor, and this has sparked a number of candidates to jump in to the race.

As we expected, the number of candidates for Mayor and Council are increasing, almost on a daily basis. It is important that we all review the candidates in light of their express commitment to public service and their commitment to building the type of City we all want to live in. It is too easy for candidates who have no experience or knowledge of what the City does as an organization to throw around catch-phrases like “find efficiencies” or “cut red tape”. We all know these are just code words for cutting staff, undermining our working conditions and cutting wages.

In the last few weeks we have seen far right extremists announce for the Mayor’s race. Kevin Johnston is reported to have made threats against Health Care workers. These threats resulted in a restraining order against Mr. Johnston. Mr. Johnston is further quoted as stating that, as Mayor, he would order Calgary Police Services to arrest provincial health staff.

In any other time, we might just shrug off Mr. Johnston as a fringe element, a candidate that no one would take seriously. But in these times, with anti-mask demonstrators handing out “freedom bullets”, and aggressive behavior toward law enforcement, including Bylaw and Protective Services Officers, we must be vigilant in this election.

This election is critical. Calgaryans will elect a Council that will shape the City in which we live, a City in which we raise our families. For City employees, it is vital that we engage and support those candidates who will support the work that we do every day.

For more information, sign up to Calgary’s Future at [www.calgarysfuture.ca](http://www.calgarysfuture.ca) and encourage family, friends and neighbors to engage in the October municipal election.

## *The Calgary We Know*

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A strong public infrastructure matters.

We’ve spoken about this in other pieces, but it’s worth repeating because it’s such an important point:

A public infrastructure puts your needs first. A privatized infrastructure puts their shareholder needs first.

That’s bad news for you if you don’t live near any of those shareholders, or play golf at their country clubs because it means you’re a number on their balance sheet.

That squeeze will manifest itself in poorer service in your area, better service in “areas of more value” and an unnecessary widening of the gap between Calgaryans. Kind of the opposite of what we need right now, no?

And speaking of opposites...

Our history blossoms with moments of rebirth, from the 2013 Calgary flood recovery, to rebuilding from the 2020 hail storms (the fourth costliest disaster in Canadian history). This is one of those moments. Let’s face it like we faced all of them: together.

We know budget cuts have to be made and change is in the air. We’re all willing to give a little. But privatization can’t be the way – not if we want to preserve the Calgary we know.

## Local 38 Committees

This month, at the May 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 to one of these committees, we encourage to participate in the May Regular meeting for more details and to get nominated. Call our office for the link to any of our Regular meetings. Hope to see you there!

# REGULAR MEMBERSHIP MEETING

*All CUPE 38 Card Carrying Members  
Invited to Attend*



**When: Tuesday, May 25, 2021  
at 7:00 p.m.**

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

**Business: Regular & Elections**

1. Six (6) Members to the Occupational Health & Safety Committee (4 must be City employees).
2. Five (5) Members to Public Relations & Education Committee.
3. Five (5) Members to Equal Opportunities Committee.
4. Five (5) Members to Social Committee.
5. Seven (7) Delegates to CUPE Calgary District Council.
6. Delegates to Calgary & District Labour Council.