

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 June.

The June 22, 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 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 Importance of Taking Time Off

A number of studies have shown that taking time away from work can have physical and psychological health benefits. People who take vacations have lower stress, less risk of heart disease, a better outlook on life, and more motivation to achieve goals.

During the pandemic, self-care is especially important to your overall mental health and general wellbeing especially with many experiencing a state of physical or emotional exhaustion or burnout. The value of vacation now is greater than ever with time off being a meaningful tool to improve mental and emotional fitness and promoting a healthy work/life balance.

Some of the well-known reasons members do not take vacation include; excessive workloads, the fear of missing important information or opportunities or feeling guilty when taking a vacation and that they will be perceived as less committed to their jobs. Some issues could be as rudimentary as not being allowed to take the time you prefer due to business needs.

Due to the global pandemic many individuals feel the need to “save up” their vacation for better days when travel abroad becomes available but that could be to the detriment of managing stress and maintaining a sense of wellbeing.

In Canada, provincial law governs annual paid leave unless the employee falls under federal jurisdiction. All provinces guarantee at least two weeks paid vacation, except for Saskatchewan, which mandates three weeks. Some fortunate individuals, like the members of CUPE 38, have strong, negotiated collective bargaining agreement language for enhanced vacation entitlement above the mandated minimums.

In conclusion, your vacation days are a benefit that you accrue and are great resource for an experience that leaves you refreshed and re-energized. Create some memories or get a change of scenery but don't let summer slip by with little thought to using your paid time off.

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

Bargaining Update

Since our last newsletter, your bargaining team met with the City once in June, with another date set before the end of the month. We have agreement on a few items that are non-monetary in nature. We continue our discussions with the City to reach a fair collective agreement.

Further dates are forthcoming in September and October.

Calgary Housing Restructuring

As we all await the final organizational information from the corporate wide, ReThink to Thrive project, being led by the City Manager's office, Calgary Housing has been undergoing a restructuring of its own. Since 2019, the Management and HR staff in Calgary Housing have been researching and assessing the structure, funding and technology in place to carry Calgary Housing Corporation (CHC) into the future.

The project team has advised that they are at the implementation stage of this restructuring plan and will be engaging in communications with all the staff over the next couple of weeks. There have been some upgrades to technology that should allow for a more seamless delivery of services to the clients of CHC, and there is some realignment of work to eliminate redundancies. This has resulted in some name changes to positions, creation of new positions and reporting structure changes to some current positions. While we do not yet know of the full impact to our members once these changes are implemented, we have been advised that, all staff that will be personally impacted, will be told individually, outside of the Town Hall type meeting announcing the new structure.

If you or your colleagues have any questions or concerns about this project or the final outcomes, please give our office a call to discuss these concerns. The HR and Management team are also available to provide feedback to give a better understanding of the changes.

THOUGHT FOR THE MONTH



Challenges are what make life interesting and overcoming them is what makes life meaningful.

~Joshua J. Marine

Election Time is Closer Than You Think

As we move into the much needed warm summer months, it is hard to look to the fall and the municipal election. However, with only four months left before the municipal election, we all need to look carefully at those candidates who want our support.

For some candidates it is easy to see that they not only do not represent our collective values as Calgarians, but they engage in actions that violate the law. Kevin Johnston announced his bid for the mayor's position, at the same time he threatened health care workers, ignored legal mask mandates and was verbally and physically abusive of store employees. As of June 15th, Mr. Johnston was denied bail for a second time. While this is a sad side-show to the upcoming election, we must not allow this to distract our attention from the seriousness of electing a 15 person new Council.

Our city is grappling with an economic crisis. What is the City's response? Mass layoffs, freezes to city services and cuts. Candidate after candidate parrots the tired, old adage that they will solve these problems by finding "efficiencies". We all know that this is empty rhetoric. It means they want to engage in further cuts to our jobs. No Councilor or candidate wants to eliminate services, they simply want to down-load the burden onto us --- increased workloads, attacks on our pension, and attacks on our wages and working conditions.

It is clear, we need to band together to get our city back. Local 38 is supporting Calgary's Future, a grassroots organization made up of a diverse range of community leaders and regular Calgarians who want to build a city council that will work for all of our cities residents. Together, we can support community leaders with the right plan for a resilient economy, quality city services and strong vibrant neighborhoods.

We need councilors with a vision for our future, who understand the issues affecting us, and who we can trust to get the job done – without lining their friends' pockets with our tax dollars.

We can make this happen but only if we are united in our efforts.

Join *Calgary's Future* at www.calgarysfuture.ca/cupe38. In the next few weeks, Calgary's Future will provide an analysis of candidates for your review.

As public servants who truly understand what it takes to build a world class city, we must ensure that we vote, and that we encourage friends, family and neighbors to vote our values.

State of Local Emergency Lifted – What Does This Mean for Work From Home

On June 14th, the City announced the lifting of the State of Local Emergency order. The state of emergency was the mechanism whereby the City and Local 38 agreed to suspend or override certain clauses within the collective agreement on a case by case basis. Most important was the agreement between Local 38 and the City to engage in a Work From Home set-up. Local 38's agreement on impacts regarding our collective agreement provisions were specifically tied to the State of Local Emergency.

In discussion with City representatives, we agreed to continue with some of the alternate arrangements. In the case of Work From Home, the impact to immediately bring back all members into the workplace would be disruptive. A phased-in approach is necessary. As well, a more formalized Work From Home framework that could extend beyond the pandemic is currently being bargained by Local 38 and the City.

It makes little sense to bring everyone back into the workplace without a well thought approach. With the summer before us, and bargaining still underway, maintaining a Work From Home arrangement still makes sense.

Moreover, this will allow everyone time to assess the potential impact of any new variants to COVID-19. The last thing anyone wants to happen is to order everyone back to the workplace and have an outbreak of a variant.



Local 38 will continue to monitor the status of the provincial restrictions and we will continue to work with the City to ensure that any changes to the current arrangements are done in a manner that places the health and safety of our members as the number one priority.

REGULAR MEMBERSHIP MEETING

*All CUPE 38 Card Carrying Members
Invited to Attend*



**When: Tuesday, June 22, 2021
at 7:00 p.m.**

Where: Via ZOOM
(SEE FRONT PAGE FOR DETAILS)

Business: Regular & Elections

1. Three (3) Members to Equal Opportunities Committee.
2. Two (2) Members to Social Committee.
3. Two (2) Delegates to CUPE Calgary District Council.

There are no meetings in July and August

Whatever your plans for the summer may be ... The Executive of Local 38 would like to wish everyone an enjoyable, safe and happy summer!