

# CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38  
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## 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 September.

The September 28, 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.



## COVID Protocols and Vaccinations

In mid-September, ENMAX notified Local 38 of their intention to direct all employees to “attest” to their vaccination status. During the meeting, we sought clarification between “disclose” and “attest”. Through the course of the meeting, the difference became clear.

ENMAX is directing all employees to go into a secure area of Workday and select one of the four following options:

1. I am fully vaccinated
2. I am partially vaccinated
3. I am not vaccinated
4. I prefer not to disclose my vaccination status

The last option is the key difference between a required disclosure vs an “attestation”. If any employee is uncomfortable disclosing their status, they are able to select the non-disclosure option.

It is clear to us that ENMAX is taking a step-by-step approach on any increased COVID-19 mitigation strategy. The first step is to try and determine what risk, if any, the company may have regarding COVID and the risk of spread. While we respect an individual’s privacy, we would also encourage those to carefully consider the answer to #1 - #3. If, in the end, an individual is simply unwilling to disclose, then the fourth option is available.

It is our goal to ensure that our members are provided a safe and healthy work environment. As an employer, ENMAX also carries a significant obligation to provide this safe work environment. Current mitigation strategies such as masking, distancing, cleaning must be maintained irrespective of vaccination rates. All of these protocols must work together as we move through this pandemic.

## New Statutory Holiday - National Day for Truth and Reconciliation

This year, for the first time, September 30 will be observed as a statutory holiday to commemorate the horrific legacy of residential schools in Canada.

Here's what you need to know about the new holiday and the meaning behind it.

### ***What is the name of the holiday?***

The new stat holiday is called the National Day for Truth and Reconciliation. It is meant to be a day for Canadians to spread awareness of and reflect on the tragedies experienced by Indigenous people as a result of the country's former residential school system.

### ***When was the holiday created?***

The federal government passed Bill C-5 in June, to allow for the creation of this stat holiday.

The holiday is in line with one of the 94 calls to action of The Truth and Reconciliation Commission, which states: "We call upon the federal government, in collaboration with Aboriginal peoples, to establish, as a statutory holiday, a National Day for Truth and Reconciliation to honour Survivors, their families, and communities, and ensure that public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process."

### ***What is the significance of Sept. 30?***

Since 2013, Sept. 30 has been observed as Orange Shirt Day across the country — a day, created by residential school survivor Phyllis (Jack) Webstad, on which Canadians wear orange shirts to commemorate the Indigenous children who were taken from their homes and placed in residential schools.

According to the Orange Shirt Day website, Sept. 30 was selected for being around the time that those children were taken from their homes.

The colour orange is significant because it was the colour of Webstad's shirt on her first day of residential school — a shirt that was taken away from her once she arrived.

### ***How is National Day for Truth and Reconciliation meant to be observed?***

As this is a day of awareness and commemoration, the day "may present itself as a day of quiet reflection or participation in a community event," according to the Canadian government.

### ***Who gets the day off?***

Sept. 30 is a statutory holiday and will operate the same way as other statutory holidays in the country: a paid day off for those who work in federally regulated jobs. Federal offices, as well as banks, will be closed on this day.

## ***THOUGHT FOR THE MONTH***



***"One who knows how to show and accept kindness will be a friend better than any possession"***

***~Sophocles***

## **Connect with CUPE 38**

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# REGULAR MEMBERSHIP MEETING

*All CUPE 38 Card Carrying Members  
Invited to Attend*



**When: Tuesday, September 28, 2021**

**at 7:00 p.m.**

**Where: Via ZOOM**

**(SEE FRONT PAGE FOR DETAILS)**

**Business: Regular & Elections**

1. Three (3) Delegates to the Virtual CUPE National Convention, November 22-26, 2021
2. Three (2) Members to Equal Opportunities Committee.
3. One (1) Member to Social Committee.
4. Two (2) Delegates to CUPE Calgary District Council.