

## 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 October 26, 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.



## Municipal Elections

October 18<sup>th</sup> saw the biggest shift in Calgary Council we have seen in decades. Three-quarters of the last Council have been replaced, leaving only four Council members from the last Council --- Mayor-elect Jyoti Gondek, Ward 4 Councillor Sean Chu, Ward 9 Councillor Gian-Carlo Carra, and Ward 14 Councillor Peter Demong. In this election, there was a mixture of retirements and unsuccessful candidates. To those that have retired, we wish you well as you embark on your new life. For incumbents who were unsuccessful, we want to thank you for your service to our City.

Local 38 extends our congratulations to all the successful candidates. The new Council is taking over at a critical time in our history. As a city we have suffered economic shocks, global pandemics and faltering leadership at our provincial level.

Within our organization, we have seen dramatically increasing workloads while staff have been cut to 2013 levels. Calgarians continue to demand much needed services, and with the re-opening of our economy, these demands will increase. But to meet this demand, we must reinvest in ourselves. It is no longer an option to simply sit back and say we will "find efficiencies" within our organization. Now is the time for the new Council to take bold action and address the fundamental problem --- the City of Calgary has a revenue problem, not an expense problem.

We believe that Calgarians have spoken. Two competing visions were put to Calgarians: on one hand, Calgarians were presented with a progressive vision of growth, a vision to invest in and build our City. On the other hand, Calgarians were presented with a vision of budget cuts, tax freezes, service cuts and contracting out. Calgarians chose to grow and it is time to act on those commitments.

The new Council has an opportunity to set growth priorities in the upcoming budget discussion. Continued reliance on cuts and tax freezes cannot grow our city. In a phrase, you cannot cut your way to a world class City.

In the coming months, Local 38 will work with our new Council to find ways to improve our working lives, to improve morale, and ultimately, to build our city.

## Reminder of LAPP Plan Rule Changes Effective January 2022

As a reminder, the following plan rule amendments will come in to effect January 1, 2022. You can find more information on each below:

### *Immediate Vesting*

Members will no longer have to wait to be eligible for a lifetime LAPP pension at retirement. The LAPP Sponsor Board has made the decision to move to immediate vesting effective January 1, 2022 (or the first payroll period encompassing that date). The change to immediate vesting means that members who join the Plan on or after January 1, 2022 will be immediately entitled to pension benefits from the date they join LAPP.

When a member is vested in LAPP, it means they are entitled to a lifetime pension at retirement. Currently, members are vested once they have two or more years of LAPP membership or service (including purchased prior service).

### *Maximum Employee Cost*

Although your LAPP pension is based on salary and years of service, and not the amount of contributions you or your employer paid to the Plan, a test is done when you pass away before retirement or terminate from the Plan to compare your accumulated contributions with interest to the commuted value (CV) of your pension.

Currently, if a member's contributions with interest exceeds half (50%) of the value of the CV, the excess contributions are refunded. As a result of legislation (Bill 22) passed by the Government of Alberta, beginning January 1, 2022, if a member's contributions with interest exceed the total value (100%) of the CV, the excess contributions with interest are refunded. This change will affect each member differently, depending on salary and years of service in LAPP, and only if a member plans to forgo their pension and remove their money from the Plan. For any individual member, the change will likely result in lower excess contributions and potentially no refund of excess contributions payable at all.

*Continued on Page 3*

## Vaccination Policy Update

The most hotly debated and contested policy at the City has finally been released. While Local 38 has only been able to do a high-level review at this time, we wanted to reach out to our members with our initial findings.

On Monday, October 4<sup>th</sup> it became clear to all the Civic Unions that the City's proposed mandatory vaccination policy did not align with the proposed vaccination policy being developed by the Calgary Police Service. Local 38's position (and the collective position of the Civic Unions) is that the City must have one uniform policy that applies evenly to all employees in the organization, regardless of their status.

Given the problems with having two differing policies, the City has presented a new policy that requires the following steps:

1. From now to October 31<sup>st</sup>, the City expects all employees to pursue full vaccination status.
2. Effective November 1<sup>st</sup>, if an employee cannot show full vaccination status (or chooses not to disclose), then that employee will be required to produce a valid negative rapid COVID test result. ***The City will supply the test at no cost to the employee.*** This will only be for the month of November.
3. Effective December 2<sup>nd</sup>, if an employee cannot show full vaccination status (or chooses not to disclose), then that employee will be required to produce a valid negative rapid COVID test result. ***The tests from December 2<sup>nd</sup> onwards will no longer be supplied by the City and will be at the cost of the employee.***
4. Leave of absence without pay and/or discipline will only be imposed if an employee is not fully vaccinated (or refuses to disclose their vaccination status) AND refuses to engage in testing.

Our initial review of this policy is that the requirement for mandatory testing in the workplace at the expense of the employee will survive any legal challenge.

We know that many will have questions regarding the latest policy announcement. Please contact us with your specific questions and we will make every attempt to provide you with answers.

## LAPP Sponsor Board Reduces Contribution Rates for 2022

LAPP members can look forward to more money in their pockets in 2022 thanks to a contribution rate reduction approved recently by LAPP's Sponsor Board. The Board voted unanimously to reduce rates by 1% for employers and 1% for members, reducing the blended rate from 20.16% to 18.16%.

For a member earning \$70,000 a year, the reduction will mean a savings of around \$667 next year. The rate reduction means members and employers will pay less for the same level of pension benefit, which is based on the same defined benefit formula LAPP has always used to calculate the pension members will receive for life.

The 2022 contribution rate decrease is possible because LAPP is in a strong, fully-funded position. The ongoing collaborative work between LAPP Corporation, its Corporate Board, and the LAPP Sponsor Board helps to ensure the continued financial health of LAPP now and into the future. You can read more about the priorities and efforts behind the scenes to ensure members are *Always a LAPP Ahead!* in the pages of the most recent Annual Report located at [www.lapp.ca](http://www.lapp.ca)

Pensionable Earnings	Approximate Annual Member Savings (based on full-time employment)
\$50,000	\$470
\$75,000	\$719
\$100,000	\$979

## THOUGHT FOR THE MONTH



**"Kind words can be short and easy to speak but their echoes are truly endless."**

**~Mother Teresa**

## Local 38 Awards 2021 Scholarships

Each year in October Local 38 awards two \$1,000 scholarships. The scholarships are open to card carrying members or their eligible dependents who are enrolled in a post-secondary institution.

The Public Relations and Education Committee is pleased to announce this year's winners: Hanson Feng and Brady Taylor.

Local 38 would like to congratulate both Hanson and Brady and wish them the best of luck with their studies.



### Reminder of LAPP Plan Rule Changes Effective January 2022

*Continued from Page 2*

**Note: This plan amendment does not result in any change to a member's lifetime pension benefit.**

#### Contribution Interest Rate

The Sponsor Board has increased the interest rate on member contributions from 0.9% in 2021 to 4.4%, effective January 1, 2022. This will increase the rate of interest to be credited on employee contributions from a typical bank savings account rate to the expected long-term return to be earned from LAPP's investments. This does not result in any change in a member's pension benefit, which is determined by a formula based on pensionable salary and service. Related to the change in the maximum employee cost rule, the change will affect the test applied at the time you retire or terminate from LAPP to ensure that your own contributions towards your pension benefit do not exceed the maximum employee cost.

# REGULAR MEMBERSHIP MEETING

*All CUPE 38 Card Carrying Members  
Invited to Attend*



**When: Tuesday, October 26, 2021  
at 7:00 p.m.**

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

**Business: Regular**