

# CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38  
1439—9th Av. SE, Calgary, T2G 0T4, Phone (403)233-2700 Fax (403)290-1757  
Email—[office@cupe38.org](mailto:office@cupe38.org) Website—[www.cupe38.org](http://www.cupe38.org)

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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 October.

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.



## ENMAX Vaccination Policy

Last week ENMAX announced their COVID Vaccination and Testing policy to all staff. Our understanding is that the leadership in ENMAX considered many factors when developing their policy, including research into what other organizations in the utility sector were doing to address COVID concerns. While the main shareholder, the City of Calgary, has taken a slightly different approach, ENMAX seems to have developed a policy that fits the needs of their organization. While a lengthy document was sent out to all staff with an in-depth FAQ, we have highlighted some of the important dates and facts in the points below;

- The full scope of the policy goes into effect on Monday, November 29, 2021.
- Proof of vaccination for all staff and contractors accessing any ENMAX facility or a negative rapid test will be required on November 29, 2021.
- The definition of fully vaccinated is having obtained two World Health Organization approved vaccinations, with the last vaccine completed a minimum of 14 days prior to November 29, 2021.
- Those unvaccinated employees will be required to have obtained a negative rapid test, at their own cost, prior to Monday, November 29, 2021. To be valid, the test must be completed within 72 hours and that timeline should cover to the end of your shift on November 29, 2021.
- Work From home employees will need to comply with this policy prior to returning to ENMAX facilities, which is scheduled for Monday, January 17, 2022. Should those employees need to access any ENMAX facility prior to that date, the November 29 rules above will apply.

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## ENMAX Vaccination Policy

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- Accommodation requests, based on medical or Human Rights exemptions, will be accepted beginning Monday, October 18, 2021. Medical documentation will be required, as in any accommodation request, based on medical need. For Human Rights exemption requests, employees will need to contact [labourrelations@enmax.com](mailto:labourrelations@enmax.com) to confirm what documentation will be required.
- The length of time this policy will be in place, the potential requirement for boosters and other factors will be reviewed in early 2022 and as need arises.

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.

## 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 applicants must write a thousand word essay on a chosen union theme.

The Public Relations and Education Committee would like to thank all those who submitted an essay and 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.



## Children's Gift Distribution Event

Reminder to send in your registration form (if you haven't already) to register your children by November 5th, 2021 for the Local 38 Gift Distribution Event. Your child must be born in 2011 or later.

Gifts can be picked up from the Local 38 Office at 1439-9 Avenue SE on the following dates/times:

Friday, December 3<sup>rd</sup>, 2021 - 10:00 am–4:00 pm

Saturday, December 4<sup>th</sup>, 2021–11:00 am–3:00 pm

Monday, December 6<sup>th</sup>, 2021 – 2:00 pm – 6:00 pm



## Connect with CUPE 38

Email: [office@cupe38.org](mailto:office@cupe38.org)

Phone: 403-233-2700

In-person: 1439 - 9th AVE SE,

Calgary, AB T2G 0T4

Online: [cupe38.org](http://cupe38.org)

## THOUGHT FOR THE MONTH



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

*~Mother Teresa*

# 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**