

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 November.

The November 23, 2021 Regular Membership meeting will be held through an 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.



Retirement Bonus --- What You Need to Know If You Intend to Retire Soon

Over the past two months, we have been questioned about the rules regarding the retirement bonus, and when it may end.

Two years ago, City Council gave direction to Administration to end the retirement bonus. It was noted at the time that Council kept their own bonus, but wished to take it away from staff in the organization. To qualify for the bonus, a member had to terminate their employment and immediately draw on their pension. This was the definition of retirement. Since LAPP only allows those at least 55 years of age to draw on pension, the retirement bonus was limited in scope for City staff. These facts, however, did not deter Council.

The retirement bonus has been offered at the City since the late 1960s. Given such length of time, and the fact that all parties were aware of it and relied upon it, the City could not end the bonus without allowing time for the Unions to negotiate it. Consequently, the elimination of the bonus for any unionized staff at the City was tied to collective bargaining. Exempt staff do not collectively bargain, so Council had the ability to set a specific date --- December 31, 2021.

This is where the confusion arose. Many of our members are under the false impression that the bonus will end for everyone on December 31, 2021. While that is true for Exempt staff, it is more complex for our members.

All unions have the retirement bonus issue at the bargaining table. If we are successful in negotiating it into the agreement, then it will remain. If we are not successful in negotiating it into the agreement, then the bonus will end when we ratify a new collective agreement. If a member retires, and their last day at work is before the ratification of a new agreement, then they will qualify for the bonus. This is true even if they continue on City payroll past ratification for the purposes of exhausting vacation banks and other time off. Once a member exhausts all time off, they are officially off payroll.

The key distinction is last day worked vs. last day on payroll.

Municipal Election --- A New Direction For Calgary

Local 38 would like to congratulate the incoming new Council on their hard fought campaign victories. Calgarians clearly chose a progressive direction for our City. Many candidates campaigned on cuts and austerity. Calgarians quite rightly rejected this view. We cannot cut our way to being a world-class city. Instead, Calgarians embraced optimism and voted for those Councilor's who articulated a vision of growth for our city.

The first order of business will be to address the final year of a four-year budget cycle. There will be little ability to dramatically change this budget; however, 2022 is the start of new four-year cycle. This will give the new Council time to build a thoughtful budget --- one that balances the need for responsible budgeting with the growing demand for services across our city.

It is also refreshing that Calgarians rejected hardline, ideologically-driven campaigns. We now have a Council that is prepared to stand up to the provincial government and advocate on behalf of all Calgarians. In the coming years, it is more critical than ever before that Calgary City Council publicly and aggressively defend the interests of Calgarians against the provincial government, particularly when it comes to the taxation regime and downloading of services onto municipalities.

We are also very hopeful that the new Council will change the tone and tenor of past Councils --- in particular, the past Councils tendency to make a sport out of attacking and blaming City staff. As many of us know, some of the unsuccessful candidates had a habit to rush into the media spotlight blaming staff for all the problems of the City, even though it is Council that sets the agenda and passes bylaws. It is time to end this negative dynamic.

CUPE 38, 37 and ATU 583 made a decision to engage in this election. We anticipated that a significant number of Council seats would be vacated, and this election will now set in place a Council direction for the next decade. Our members gave us direction and we listened. Now will be the time to work collaboratively with our new Council to move Calgary forward.

REMINDER!

CHILDREN'S CHRISTMAS GIFT DISTRIBUTION EVENT PICK-UP SCHEDULE

If you have registered your children by November 5, 2021 for the 2021 Children's Christmas Gift Event, the gifts will be available for pick at the Union Office, at the following times:

Friday, December 3rd, 2021 - 10:00 am – 4:00 pm

Saturday, December 4th, 2021 – 11:00 am – 3:00 pm

Monday, December 6th, 2021 – 2:00 pm – 6:00 pm

On street parking available or additional parking is available at the back of the building. Please enter through the Main (front) door.



Special procedures will be in place at the office to maintain social distancing guidelines. Please limit attendance to one family member. If you are requesting to pick-up gifts, pre-registered, for a colleague, you will be required to provide written proof of this request.

Bargaining Update

Your Bargaining Team has met with the City in October and November. We are still working through a number of issues from both sides.

We have opened the discussion of a formal post-pandemic Work From Home program. Such a program is proving to be quite complex, given the legislated framework for OH&S, privacy, WCB and other laws. The City has expressed interest in such a program, so we are hopeful to achieve agreement at the table.

Monetary items are still outstanding at the bargaining table.

THOUGHT FOR THE MONTH



Do things for people not because of who they are or what they do in return, but because of who you are.

~Harold S. Kushner

November is Family Violence Prevention Month

Did you know that Alberta has the third highest rate of self-reported spousal violence among Canadian provinces? Family violence is preventable so we need to work together to increase awareness of the warning signs. This November, join us in recognizing Family Violence Prevention Month and learn what resources are available in your community to support those affected by family violence. Albertans can reach out to be connected to many resources available:

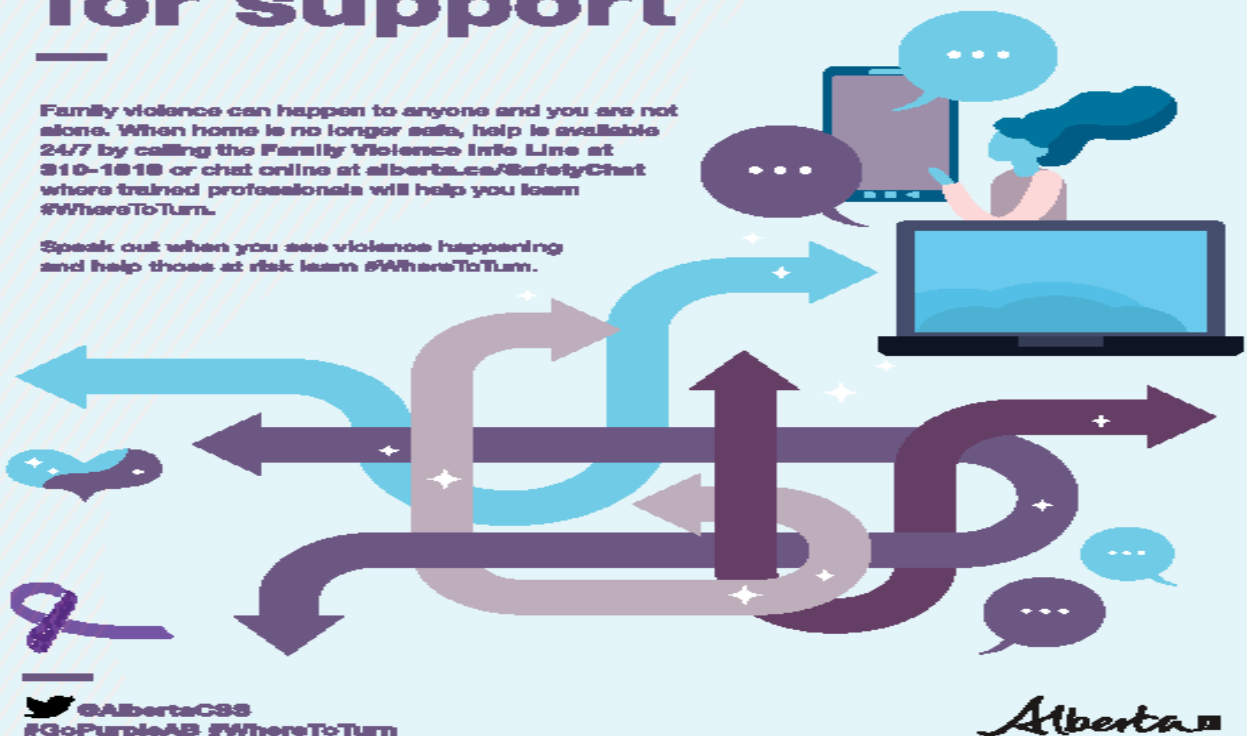
- Call the **Family Violence Info Line** at [310-1818](tel:310-1818) to get help anonymously in more than 170 languages
- **Mental Health Helpline:** 1-877-303-2642 – for mental health advice 24/7
- **HealthLink:** Call 811 – to find health care and get health advice 24/7
- **Alberta provincial abuse helpline:** [1-855-4HELPAB \(1-855-443-5722\)](tel:1-855-4HELPAB) – for assistance in more than 100 languages from 7:30 am to 8 pm, Monday to Friday
- **Child Abuse Hotline:** [1-800-387-KIDS \(5437\)](tel:1-800-387-KIDS) – for help 24/7
- **Protection for Persons in Care Reporting Line:** [1-888-357-9339](tel:1-888-357-9339) – to report the abuse of an adult receiving care or support services from public funded service providers
- **Local emergency shelters** – for individuals and families escaping family violence or facing homelessness

FAMILY VIOLENCE PREVENTION MONTH 2021

Learn where to turn for support

Family violence can happen to anyone and you are not alone. When home is no longer safe, help is available 24/7 by calling the Family Violence Info Line at 310-1818 or chat online at alberta.ca/SafetyChat where trained professionals will help you learn #WhereToTurn.

Speak out when you see violence happening and help those at risk learn #WhereToTurn.



National Day of Remembrance on Violence Against Women

Every year on December 6th, individuals and families gather across the country to commemorate the 14 young women who were murdered December 6, 1989 at École Polytechnique in Montreal. 12 of these young women were in the Engineering program, one was a nursing student and the other an employee of the school. 14 others, including 4 men, were injured as well.

This horrific event was instigated by an unwell individual that believed women were at fault for his application to the engineering program being denied, twice. The reality was that he lacked two compulsory courses for entry in the program and his grades in the other courses were subpar. For months he methodically planned this massacre to highlight his hatred toward those he deemed as feminists. In addition, he left behind a list of names of 19 Quebec women that he intended to target as he opposed their positions as career women in predominantly male dominated occupations.

In 1991 the Parliament of Canada established the National Day of Remembrance and Action on Violence Against Women in Canada as an annual day of mourning and remembrance for those 14 young women, other victims of gender based violence and those still struggling.

Also in 1991, the Women's Global Leadership Institute initiated the 16 Days of Activism against Gender-Based Violence. This campaign runs from November 25, which is the International Day for the Elimination of Violence against Women to December 10, World Human Rights Day. These events provide an opportunity to come together to call out and speak up against these harmful behaviors, to learn from our past and listen to survivors to prevent and address these issues for the future.

Since this dark day in our history, many new social movements have impacted women's fight for equality. The "MeToo" movement was organized as early as 2006, but it really took off on an international scale in 2017. This is when Hollywood Producer, Harvey Weinstein was accused in multiple instances of sexual harassment and assault by many famous actresses. Sadly, it took the involvement of celebrity to give the issue an international voice, but it shed the spotlight on the "casting couch" mentality and provided a platform for everyday women to speak up about their experiences. It is widely known that less than 10% of these crimes are reported because of the perceived negative impact it would continue to have on the victims should they report.

Sadly, most suffered in silence, and many still do today. The challenge for women in reporting these crimes is fear of being re-victimized by a system that is typically male dominated and places more value on power, money and status, than on doing what is right and humane.. Women do not want to be seen as vulnerable, but yet the system more often than not, puts them in vulnerable positions when they try to speak out about these atrocities. They are often labeled as difficult, emotional, bitter, men-hating feminists.

The statistics skyrocket when you factor in the rate of crimes against women that fall into low socio-economic classes, women of color, Indigenous women, and disabled women. These realities and perceptions need to change!

The COVID pandemic further highlighted these disparities. More women than men lost their jobs because it is typically women that occupy the hardest hit sectors, such as hospitality and the service industry. In many cases, women lost their employment because they were required to remain at home to help educate and care for their children when school closures occurred. For those that didn't lose their jobs, many were required to perform the heroic juggling act of providing this education and care along with keeping up with their work duties from home. This is not to say that men were not impacted, or that they did not participate in caring for their children, as they did. The reality is that because women are most often the lower earning parent in the home, the family income relies more on the take home pay of the men and the women had to make adjustments or leave their work to accommodate the impacts of the pandemic on the family. In addition, throughout the pandemic all major centres have reported significant increased demand on Women's Shelters and police services due to increased cases of domestic violence.

What have we learned from all these events? That women's equality has achieved some gains, but there is still much more work to be done. According to the United Nations, the pandemic has put us at risk of losing the gains made in women's rights and gender based equality. You can help by speaking out and confronting the negative rhetoric around women's rights. Support a friend, colleague or family member that may be experiencing gender based violence, listen and learn from their experiences. Encourage all those around you from decision makers to your children, to do better for our future.

REGULAR MEMBERSHIP MEETING

*All CUPE 38 Card Carrying Members
Invited to Attend*



**When: Tuesday, November 23, 2021
at 7:00 p.m.**

Where: Via ZOOM
(SEE FRONT PAGE FOR DETAILS)

Business: Regular & Elections

1. By-Election for Vice President
2. Six (6) Delegates to the CLC/AFL Winter School, January 10-14, 2022 in Jasper

A Notice of Motion will be brought forward for Local 38 to fund the Calgary & District Labour Council (CDLC), Calgary Alliance for the Common Good (CACG), CUPE Calgary District Council (CCDC) and Alberta Municipal Employees Committee (AMEC) for 2022-2024

ADVANCE NOTICE

Due to the holiday season the December Regular Meeting has been rescheduled to Tuesday, December 21, 2021.

The meeting will be held via the Zoom platform at 7:00 pm and is open to all card carrying members. To receive the link for the meeting please contact the Union Office at 403-233-2700 or office@cupe38.org