

# CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38  
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## Legislating Away Rights

In the September newsletter, I described two of the most aggressive legislative attacks on Albertans in recent memory: Bill 32 attacks on worker protections and rights, and Bill 22 undermining of the Local Authorities Pension Plan governance.

Since the last newsletter, labour and worker groups across the province have united to mount constitutional challenges to both pieces of legislation. In each case, the Kenney government purposely avoided any meaningful discussion with those most affected by the changes.

In the case of the changes to our pension plan, all stakeholders were opposed to the elimination of independent governance of our pension. LAPP is a secure retirement plan that provides a meaningful retirement for over 150,000 families across Alberta. Workers pay into this plan on each and every pay cheque. Now the government wants our retirement funds to prop up the Alberta energy sector. The only way to do this is to undermine the governance of our plan, force our money to be invested by AimCo, and then the government quietly directs AimCo to engage in dubious investments.

In the case of the elimination of labour rights, the Kenney government specifically chose to keep the contents of the legislation from working families. Introduced in the summer of the worst global pandemic in our history, the Kenney government rammed the Bill through the legislature at lightning speed. Within three weeks, the Bill went through three readings and royal assent. Opposition parties tabled dozens of amendments, attempting to reconcile the legislation with the constitution. All amendments were swiftly defeated by the Kenney government.

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## Restructuring Announcement

Two weeks ago, ENMAX reached out to Local 38 to request a meeting with the new President Wayne O'Connor. It was conveyed to us that the President wished to meet prior to the next set of bargaining dates. As we know, O'Connor started his role in June of this year. In that time, Local 38 received a generic email from the President's office announcing his tenure. Given that COVID was in full force, we assumed that the lack of contact was attributed to the pandemic and starting a new role.

The request to meet prior the next bargaining dates was viewed as a positive move. The request, however, did not provide any insight into the nature of the meeting. On the morning of October 15<sup>th</sup>, Local 38 met with the new President and Vice President of Human Resources. It was in this meeting that we received information that ENMAX was engaged in a reorganization which would result in layoffs. We were also informed that a corporate-wide video announcement to this effect was set to take place that afternoon.

Detailed information was not provided to us. As it turns out, no detailed information has provided to employees either. What we now know is that ENMAX is dissolving EPSC, eliminating certain lines of service and absorbing the rest into ENMAX Power and ENMAX Energy. It was made clear to us in the meeting that there will be impacts on Management and CUPE positions --- in essence, layoffs. Even at the writing of this article, we still have no information regarding which positions and how many will be eliminated.

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## Children's Christmas Event Registration & Gift Pick Up Notice

With all that 2020 has brought us, the physical event for this year's Children's Christmas Party has been cancelled. But Santa still has a big bag of gifts to distribute to all of the card carrying members children born in 2010 or later.



Please register your child(ren) prior to November 13<sup>th</sup>, 2020.

Come to the union office on the following days to pick-up your gift(s):

Friday, December 11, 2020 from 11:00 am to 5:00 pm

Saturday, December 12, 2020 from 11:00 am to 3:00 pm

Monday, December 14, 2020 from 11:00 am to 3:00 pm

Special procedures will be in place at the office to maintain social distancing guidelines due to COVID 19. Please limit attendance to one family member only.

## Legislating Away Rights

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Even with the knowledge that the legislation violates the Charter of Rights and Freedoms, Jason Kenney directed the government to ram through the Bill. Sources tell us that even the government lawyers know that the legislation violates the Constitution. None of this made any difference to the UCP. Kenney did not raise any of this during the election campaign, and now, while Albertans are grappling with a pandemic and in the depths of summer, they force through.

It is left up to us --- labour and workers groups --- to join together and defend the basic rights of all Albertans. To this end, the Local 38 Executive is putting forward two motions to join with the separate Constitutional challenges. One to defend the rights of workers across Alberta, and one challenge to once again defend our pension. We must not be silent when facing these attacks.

## Restructuring Announcement

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Local 38 is currently working to pull together a Virtual Town Hall meeting. Once we have the details worked out, we will be sending out emails to all of our members, inviting them to the Town Hall. We will endeavor to answer all of your questions to the best of our ability.

These are trying times. We have received many emotional calls to date from members expressing their frustration and anxiety. Many have noted that their work supported ENMAX through a global pandemic, and expressed their disappointment over the lack of detail about their future with the company.

Local 38 remains committed to our members. As we get more information, we will continue to reach out to you.

## Connect with CUPE 38

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## THOUGHT FOR THE MONTH



*'Questions provide the key to unlocking our unlimited potential.'*

*~ Anthony Robbins*

# REGULAR MEMBERSHIP MEETING

*All CUPE 38 Members Invited to Attend*



**When: Tuesday, October 27, 2020  
at 7:00 p.m.**

**Where: CUPE 38 Office  
1439-9 Avenue SE  
Business: Regular**

**The following Motions will be  
brought forward:**

- 1. \$1.50 per member to the Constitutional Legal Challenge to Protect LAPP.**
- 2. \$150,000.00 to the Constitutional Legal Challenge to Bill 32.**