

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 December.

The December 21, 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.



Mandatory Testing – Change in Policy

On December 1st, Local 38 was notified that the City of Calgary amended their Vaccination Policy to allow for the use of free rapid test kits for City staff over the next several months. This amendment was a direct result of the Calgary Police Service announcing their decision to provide free kits to sworn and civilian CPS staff.

Back in September, the City obtained a large quantity of free rapid test kits. The stated intention was to offer free test kits for the month of November only. Starting in December, any employee who was in the rapid test stream would be required to test twice weekly on their own time and at their own cost. The remaining stockpile of test kits would be provided only to those that had a legitimate exemption under the Alberta Human Rights Code.

On December 1st, the City met with the various Unions and explained that due to the CPS decision, the City did not want to be in a position of having two differing policies on the same issue. They also reviewed the number of test kits still in stock compared to the number of employees in the testing stream. The inventory of kits was such that the City believes they will be able to provide free test kits into February 2022. After the stock of free kits is depleted, the City will revert to their original position that employees must test at their own cost.

It is important to note that this decision will not cost Calgarians any money. The City obtained free kits in September from Alberta Health Services. The City did not use any internal budget for this acquisition.

Second, it is also important to note that the test kits have an expiry date. It made little sense to keep test kits in reserve only to have them expire.

The City Unions continue to have discussions with the City. The City has emphasized that the Vaccination Policy is likely to remain in effect for 2022, and possibly into 2023.

As always, we encourage any member to reach out to the Union office if they have questions.

Support Local Businesses this Holiday Season

Did you know that every \$1 spent locally re-circulates with other local businesses creating \$7 of local economic activity? In addition, small businesses are more likely to source their raw materials locally, which supports local farmers, ranchers and urban gardeners. Online shopping options are much more than just Amazon; with a few more clicks, you can find local businesses that carry just what you need. Your money stays in your community and supporting local businesses provides jobs for those in your community. Local businesses are the major contributors to local charities, which benefits everyone in the community.

There are many different listings to be found online when searching for local businesses in Calgary or even your own neighbourhood. However, due to the size of some businesses or lack of resources available to the organization, they may not show up in a search because they do not have a website of their own. How do you support a small business if you don't know they exist or what they offer?

One site we found that is a true collective of businesses in and around Calgary is belocal.org. Be Local offers a one stop shop for local goods from over 350 businesses that can be ordered on one convenient website. This organization is a values based collective. They require their member businesses to agree to sign a charter that lists commitment to environmental stewardship, inclusion, community prosperity, and relationship building as part of their focused goals, outside of just making money. In return, they provide tools and resources for marketing and workshops that provide training in everything from economics to diversity and waste reduction. For the consumer they provide a variety of products and services that you can feel good about supporting because this network of businesses put community first.

For provincially available local options, is chamber-market.ca. This website has gathered business owners and artisans from across Alberta in one online marketplace. You can get custom dog treats from Fort Saskatchewan to artisanal liquor made in Camrose using sugar beets grown in Taber, delivered right to your door in Calgary.

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Spreading Christmas Cheer

The CUPE Local 38 Children's Christmas Gift Distribution was another huge success this year, with nearly 800 children registered to receive gifts.

While our popular annual Children's Christmas Party has been paused since 2020 until it can be safely held again, there was no shortage of Christmas cheer as the elves of the Social Committee distributed gifts to hundreds of happy children at the Local 38 office.

Gifts that were not picked up have been donated to the Alexandra Centre Society for children in need.

Thank you to the Social Committee for your work in making this event a success.

We wish you all a very happy holiday season and a bright and prosperous New Year!



SWITCH OFF THIS CHRISTMAS

Smart employers know that employee vacation time is a key component of employee wellness. When employees get some time away from work, they return rested and ready to tackle their job with renewed energy and creativity. With no downtime this season, employers could find themselves heading into the New Year with a burnt out and disengaged workforce.

A recent International Foundation of Employee Benefit Plans report talks about trends for paid holidays and the importance of organizations offering staff the opportunity to rejuvenate and celebrate the holidays.



Tis' the season for spending time with family and maybe even taking some time away from work to recharge and re-energize for the coming year. December can be a magical time when we can gather with family and friends and enjoy some well-deserved downtime. Whether you focus on letting go of some stress, catch up on sleep or partake in your favorite recreational activities and merriment, make the most of your time this holiday season.

Remember you earned that time off, and you should be able to use it without feeling like you are slacking off for doing so. Don't let a Grinch steal your scarcest commodity.....the gift of time.

*The Officers' and Executive
of CUPE Local 38
wish you and your families the very best
for the holiday season and the coming
New Year.*

*We hope your time with family and
friends is safe
and enjoyable.*

*Happy Holidays and please
remember don't drink and drive.*



Support Local Businesses this Holiday Season *Continued from Page 2*

Marketspot.ca is a site that originates in Calgary and provides products that are made in Canada and focuses on sustainable shopping. They occupy a storefront in Marketmall, but they have literally ran out of room to display all the beauty our local artists have to offer. While the majority of the current vendors are from Calgary and area they are expanding across the county with their website.

Savourcalgary.ca is a website that represents a local magazine providing all the foodies something to chew on. You can find reviews on local eateries and there is also links to shop local eats and discover products you never knew existed in Calgary.

This is a brief list of some of the fantastic resources available online to find local businesses, but there are many others. If we've learned anything through this pandemic it is that supporting one another is the key to our survival. Relying on international conglomerates to provide our daily needs is not sustainable nor reliable, when forces outside our control disrupt the international commerce cycle. The more we support local businesses for our daily needs, the more those businesses grow to develop roots deep into our community. This means they can be there for us no matter what twists the world encounters, our community will remain strong, if we put our support behind it.

Community Contributions

Each year, the members of CUPE Local 38 support the Mayor's Food Drive by donating to this important cause. While our local has been involved in this event since its inception in 1988, each year the demand on the food bank grows. For this reason, the membership voted to double its contribution this year to assist in alleviating the impact the pandemic has had on all Calgary families and to support this vital organization in helping those in need.

While the Calgary Food Bank always welcomes monetary donations, they are also asking the community partners in the Mayor's Food Drive to get the word out that they also need the gift of time. They are encouraging anyone interested in volunteering your time for a variety of tasks to contact them at

<https://www.calgaryfoodbank.com/mayorsfooddrive/> to sign-up. There is also an option to support the program by hosting an "online food drive" if you wish to remain completely virtual. Sign-up by using the link above.

Another event that the members of CUPE Local 38 support, is the fundraiser held annually on December 6, in recognition of the National Day of Remembrance and Action on Violence Against Women. The Calgary and District Labour Council held a virtual event where the victims of the Ecole Polytechnique massacre were remembered with a moment of silence. Each year this event raises money for local shelters and organizations that assist victims of violence. This year's event has raised \$5000.00 to be split between the Bow Valley Emergency Shelter and the Awo Taan Society.

**The CUPE Local 38 office
will be closed from Noon on
December 24, 2021 until
January 3, 2021 inclusive
The Office re-opens on
Tuesday, January 4, 2022**



**"From home to home, and heart to heart, from
one place to another. The warmth and joy of
Christmas, brings us closer to each other."**

~Glaminati.com

REGULAR MEMBERSHIP MEETING

*All CUPE 38 Card Carrying Members
Invited to Attend*



**When: Tuesday, December 21, 2021
at 7:00 p.m.**

Where: Via ZOOM
(SEE FRONT PAGE FOR DETAILS)

Business: Regular & Elections

Elections:

1. By-Election for Recording Secretary
2. One (1) Member to Public Relations & Education (PR&Ed) Committee
3. Two (2) Members to the Equal Opportunities (EO) Committee
4. One (1) Member to the Social Committee

REMINDER—Date Change for December Regular Meeting

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