

# CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38  
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## Zoom Into the General Meeting

The rising numbers of Coronavirus infections clearly indicate that we are well into a second wave. Medical professionals are calling for a targeted shutdown to regain control of the pandemic. Given this state, the Executive of Local 38 has made the decision to cancel in-person meetings for November and December.

The November 24<sup>th</sup> Regular General 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.



## Charitable Causes

Over the past few newsletters, we have detailed the changes to the Labour Code by the UCP government. Specifically, the attack on unions and attempts to silence our voice for positive change in society.

Unions across the province have launched a constitutional legal challenge to these changes. Unfortunately, such challenges take time. We anticipate it will take three to four years to win back our rights through the courts.

In the meantime, Local 38 will abide by the law as it stands. One of the changes requires Unions to determine what part of their budget is spent on social causes and charities. We are then required to get each member to agree to participate in these activities. With over 5,000 members in Local 38, this is an unrealistic goal. To this end, Local 38 Executive has made the decision to withdraw from all activities related to social causes and charities. Excluded activities include:

- Support for the Mayor's Food Drive
- Support for the Aspen Foundation on Labour Education
- Donations to the Alexandra Centre of the unclaimed gifts from the Children's Christmas Party
- Support for the Bow Valley Women's Shelter
- Affiliation to the Alberta Federation of Labour

Once the Regulations for the new legislation are released, Local 38 will be issuing a letter to each member indicating that we have withdrawn from all social causes and charitable work. We do not take these decisions lightly; however, the draconian legislation of the provincial government has effectively prevented us from supporting worthy causes.

Once the legal challenges are complete, we are confident we will be able to continue to support these causes.

## REMINDER!

### CHILDREN'S CHRISTMAS GIFT PICK-UP SCHEDULE

If you have registered your children prior to November 13, 2020 for the 2020 Children's Christmas Gift Event, the gifts will be available for pick at the Union Office, at the following times:

**Friday Dec 11 - 11:00 am – 5:00 pm**

**Saturday Dec 12 - 11:00 am – 3:00 pm**

**Monday Dec 14 - 11:00 am – 3:00 pm**

**LOCATION: 1439 – 9 Ave SE, Inglewood**

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.

## 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



*'It is not how much we have,  
but how much we enjoy, that  
makes happiness'*

*~ Charles Spurgeon*

## Prioritizing in Calgary

*Excerpt from one of the two 2020 CUPE Local 38 Scholarship Winners*

When contemplating what issues Calgary based unions should be prioritizing for the next few years; there are an array of options to choose from. 2020 has afforded communities and workplaces a plethora of social and health issues to capture our attention and demand our understanding. If our changing lives can be approached as an opportunity to develop our adaptability in the face of adversity, we can look at 2020 as a learning opportunity. The three priorities for Calgary based unions should be acclimating to our new circumstances from Covid-19, increasing mental health resources for employees, and evolving our practices to adopt the calls to action from Black Lives Matter.

Covid-19 has required many unionized employees to change their practices in how and where they work. "If the pandemic has taught us anything, it is that legacy work styles aren't as crucial as we formerly thought." (Brake, 2020). Unionized employees make up a significant portion of the population, so having these people execute their work in a Covid-19 safe manner, reduces the spread of the virus. Unionized employees taking the correct Covid-19 precautions can create safety not just for their co-workers but also for fellow citizens (Firouzi-Naeim et al., 2020, p. 4).

The additional demands of Covid-19 placed on everyone is a personal tax on all people and families. Regardless of how everyone is coping, the increased demands on people's personal and professional lives are apparent, requiring more effective mental health resources for employees to be available. Professionals are managing more than the prior status quo with the addition of Covid-19 procedures and added care for clientele (Stelnicki et al., 2020). Unionized employees are more likely to have health coverage (Firouzi-Naeim et al., 2020, p. 5). But is the typical coverage sufficient to manage the increased demands? Unions and the negotiation opportunities they offer provide more mental health security for their employees (Wels, 2020, p. 7).

Covid-19 has amplified the need for meaningful outcomes in a time-sensitive manner required to adequately support staff (Fay et al., 2020, p. 4). Unionized employees are working under increased strains to provide the same, if not better service. The additional gravities of Covid-19 adaptability, mental health stability, and understanding complex social issues make unionized employees in further need of their union's support. These unprecedented times have increased feelings of uncertainty. Uncertainty can be debilitating, but having a voice and a seat at the table is empowering. The opportunity to negotiate, seek support, and demand change are all afforded by union membership. Never has the need for more effective union support been more paramount.

# REGULAR MEMBERSHIP MEETING

*All CUPE 38 Card Carrying Members  
Invited to Attend*



**When: Tuesday, November 24, 2020  
at 7:00 p.m.  
Where: Via ZOOM  
(SEE FRONT PAGE FOR DETAILS)  
Business: Regular**