

THE CUPE CONNECTION

Official Publication of the Canadian Union of Public Employees, Local 38
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Little light in the sunshine list

The City has informed Local 38 that it will be releasing the salary of City employees to the media in June. This Sunshine List, as it is referred to by the media, was mandated by Council, and City administration is duty bound to comply. The list will contain the job title, the pay range for the position, and an overview of benefits and associated costs. Individual names will not be included nor will any information on positions at Calgary Housing, The Parking Authority, The Police Service, or any other associated body, including ENMAX. Why council choose to leave these groups out is unknown.



The information that is being provided is only a portion of what is already available to the public through the City website via job postings and collective agreements. Privacy legislation prohibits employee names and specific salaries to be published. However, the legislation doesn't restrict the City from releasing Job titles and pay ranges.

There is no Federal or Provincial legislation which requires the City to publish this information. The decision to do so clearly belongs to Council. So why City Council chose to pass a motion that isn't required, and has little, if any, value is anyone's guess. The costs to the taxpayer is roughly half a million dollars annually. We believe that it would be a better use of the money to put it into public services.

We will wait to see what happens when the information is released but if Calgary follows other jurisdictions there will be a short media storm. After which the right wing lobby groups will cherry pick some jobs and claim that public sector employees as a whole are overpaid. In the meantime, Council expects us to not let it affect our morale, and continue to make Calgary the City we want our children to grow up in.

Illness and Stat Holidays

We are fast approaching the Canada Day long weekend and the excitement of summer. After statutory holidays have passed, we have noticed an increase in calls and questions regarding the use of Sickness and Accident Benefits (S&A) as they relate to the statutory holidays.

The Employment Standards Code outlines that an employer does not have to pay Stat Holiday pay if an employee is sick on the work day before or work day after a Stat Holiday, unless the absence is approved. This concept is reflected in the Collective Agreement, clause 203.03 which stipulates that an employee must produce proof of illness, or have prior permission, in order to be compensated for the Stat Holiday.

Local 38 is currently challenging the employer's definition of "prior permission". In a case that is set to go before an arbitration board, the City of Calgary is arguing that Management Exempt staff do not have the authority to send an employee home for being sick, and have this qualify as "prior permission". In the live case, an Exempt Supervisor noted that a Local 38 member was visibly ill, so directed the employee to go home to avoid spreading the illness in the workplace. The employee relied upon this as prior permission, but after the fact, the City refused to compensate the employer since they did not get a doctor's note.

Until this arbitration has concluded, we recommend that any employee who is ill prior to a Statutory Holiday seek a doctor's note at the time of the illness in order to avoid losing Stat pay. It is evident in the cited case that Management cannot be relied when it comes to any issue regarding "prior permission" and illness.



Whatever your plans for the summer may be ...

We wish everyone an enjoyable, safe
and happy summer!



FINAL Reminder

Scholarships

The two \$1,000.00 each scholarships are still up for grabs!

Reminder for applicants to submit their one thousand word essay by the August 21, 2015 deadline on one of the following topics:

- 1) The challenges facing unions in Alberta over the next 20 years; or
- 2) The relevance of unions in Canadian society; or
- 3) The role of the labour movement in the global environment.

This scholarship is for Local 38 card carrying members' children. Students employed and paying dues to Local 38 on the August 21st deadline also qualify.

Entries can be submitted by email or fax. Email attachments should be in Microsoft Word format. Proof of enrollment must also be provided at the time of submission. The deadline for submission is August 21, 2015. Successful applicants will be advised by letter in October and CUPE Local 38 reserves the right to publish the names and essays of the winners.

For further information, please contact Local 38 at 403-233-2700 or by email at office@cupe38.org or check the March or April issues of the CUPE Connection on our website at www.cupe38.org

Greenshield Audits

Over the past few months, we have seen an increase in the number of audits by Greenshield regarding medical expenses. With the move to Greenshield, plan members can now submit expense claims online, and have the claim deposited into their personal account within 24 hours. In order to ensure the integrity of the system, Greenshield performs regular and random audits of claim submissions.

Members who have submitted expenses must be able to provide written documentation --- in the form of receipts --- in order to comply with the audit. Greenshield also has the ability to confirm with the medical provider whether or not the receipt is valid. Failure to provide written receipts can result in the member being prohibited from online submissions. Failure to provide a valid receipt can result in withdrawal of online submissions privileges, as well as notification to the City of the lack of valid supporting documentation.

It is important that you keep all receipts for medical claims as proof of services rendered. It is best to avoid any confusion by having the applicable documentation should you be audited.



THOUGHT FOR THE MONTH



Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has."

~ Margaret Mead

Civic Unions volunteer for running Stampede parking lot for charity

Once again during Stampede the Civic Unions will be running the parking lots at Manchester for Stars Air Ambulance.

This year we have once again received permission from the City to use the lots during the weekend and after hours for this worthwhile cause. If you are planning to attend the Stampede we hope that you will consider supporting Stars as the rates charged are extremely competitive with other parking in the area.

If you would like to get involved, and are willing to provide one evening or weekend for a couple of hours to help with this worthwhile cause, please contact our office at (403) 233-2700. It is fun to meet other city employees as well as people from around the world. Many of the out of town guests are appreciative of the local information we as city employees can provide.



Federal Government looks to undermine Pensions

The federal government is proposing major retroactive changes to federally regulated defined benefit pension plans. These changes would strip away the pension promise and transfer all the risk to the employees. These changes are not too different from those that the Alberta government was proposing for our pension plan last year. However, what makes the federal proposal worse is that they want to make the changes retroactively.

Much like we did for LAPP, we would encourage you to stand up against these changes by sending an email to your Member of Parliament and going to www.cupe.ca to keep up with this issue. This proposal is unfair, and has no place in a country where a deal is a deal.

By standing up to this pension attack, you are also protecting your pension.



The CDLC's 7th Annual Labour Day BBQ
Monday, September 7th, 2015
11 AM to 2 PM
Calgary Olympic Plaza (228-8 Avenue SE)



The Calgary & District Labour Council holds an annual B-B-Q for the homeless and working poor every year at Olympic Plaza in recognition of Labour Day. This event provides entertainment, food to interested citizens within the target group. If you are interested in helping out, please contact our office at (403) 233-2700.

REGULAR MEETING



Tuesday, June 23, 2015

7:00 p.m.

Union Office

1439—9th Avenue South East

BUSINESS: Regular

Elections:

1. Three (3) members to the Social Committee

There are no meetings in July and August therefore there will not be a CUPE Connection until September.

Enjoy your summer!