

THE CUPE CONNECTION

Official Publication of the Canadian Union of Public Employees, Local 38
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City negotiations set for mediation

Since our last reporting, negotiations with the City of Calgary have bogged down over money differences. At our last negotiation session, the City tabled a wage offer of 6 1/2% over three (3) years. This has resulted in Local 38 and the City agreeing to bring in a Mediator. Enmax offered 10 1/2% over the same three (3) year period. This recent settlement with Enmax is in line with the average of the utility industry.

It is difficult to understand how the City believes it is fair to have one set of employees receive significantly more than another group. Our members in Waterworks, Sewers and Waste & Recycling are in fact employees of a utility, and the City finances these operations through fees for service. They are not supported by the tax base.

Our members in Police and Fire Business Units provide a very valuable service to the City and Calgarians. To suggest that these members contributions are less significant than those who work for the utility would be inappropriate. In fact, fairness recognizes an employee's contribution. This is one of the underlying principles in the gender-neutral job evaluation system that we have negotiated with the City of Calgary. Trying to adjust salaries between groups for inflationary increases is inappropriate.

We are hoping that when we meet with the Mediator he/she can convince the City that their position is out of touch, not only with the utility sector, but the rest of the municipal sectors within the Province. Most municipal sectors are averaging wage increases in the 3% per year range.

Statutory Holiday lieu days

With the Easter weekend many members are calling the union office requesting clarification about lieu days for Statutory Holidays. This matter is dealt with in Article 203. These articles have remained consistent for many years but a review is beneficial.

"203.04—Where a Statutory Holiday falls on a Saturday or Sunday or on an employee's day off and such day is not worked by the employee, the employee shall be entitled to take a regular working day off in lieu of such holiday. Such day off to be mutually agreed upon between the employee and his supervisor, and shall be taken not later the end of the subsequent year's vacation.

203.05—Employees with more than thirty (30) days service in the preceding twelve (12) months who work any Statutory Holiday occurring during his regular work period shall be entitled to double time (2X) pay for hours worked plus straight time for the holiday. The Statutory premium (double time) and the straight time for the day shall be paid out. Shift workers shall receive a minimum of six (6) statutory holidays off per year or lieu days thereof."

It should be noted that in 203.04 the time off for a lieu day for a Stat Holiday that falls on an employee's day off is to be mutually agreed and taken no later than the end of the employee's next year's vacation entitlement. For example, an employee with a June anniversary date has until June of 2015 to take a lieu day for this year's Easter Sunday. The above can be bypassed if the employer designates a lieu day such as Easter Monday for the entire business unit.

Article 203.05 stipulates that employee's will have a minimum of six (6) stats off or lieu days to replace them in any given year.

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Annual General Meeting

As stated in the previous two editions of the CUPE Connection, to be eligible for the office of President, Treasurer and Chief Steward, members interested in running for these positions were obligated to announce their intention to run at the March Regular Meeting. The following individuals declared their intention to run and as such are the only candidates for the following positions:



- 1) President—Peter Marsden
- 2) Treasurer—Deb Magson
- 3) Chief Steward—Kim Jaedicke

Nominations for the five (5) executive members and Warden will be accepted at the meeting. To be eligible for these positions, you must have attended at least five regular meetings in the past year.

Councillors Chu & Stevenson lock horns

During the last City Council meeting in March, Council discussed whether or not to take the tax room left by the Province. This extra money was intended to be spent on addressing affordable housing, transit, and other special initiatives. The motion failed by an 8-6 vote; however, during the debate Councillor Chu stated, "In my opinion it is wrong to take other peoples' money." This statement is difficult to understand as prior to becoming a Councillor, Mr. Chu was a police officer with the Calgary Police Service. Contradiction was called by Councillor Stevenson who responded with, "Chu's salary as a police officer would never had been paid if Council didn't take other peoples' money."

This conflict is really about how Council chooses to meet the needs of a growing Calgary. The City will not survive, nor will it thrive, if its citizens do not have good paying jobs that allow them to live within the city and participate fully in society.

Statutory Holidays continued from Page 1

Article 203.05 is most pertinent to those members who work shifts and ensures that they do in fact get a reasonable amount of time off. This is becoming an increasing problem with the current budget restraint the City is experiencing. The smaller staffing levels are seeing many employees being asked to have their Stat Holidays paid out. There is nothing in the collective agreement that ever contemplated paying out of lieu days for Stat Holidays.

In the mid 2000's the City reviewed its payroll practices and discovered that some timekeepers were providing overtime for Stat Holidays rather than applying the double time as a Statutory premium. This was clarified in the 2006 collective agreement when the City brought the matter to the table to ensure there was a standard application across the City service.

Under employment standards legislation, an employee must receive the pay they would have normally received on the day if they take it off due to the Stat. This sees employees paid their full days pay for Stat Holidays that fall on a regular working day. For example employee's on a 10 hour day will receive 10 hours pay.

The legislation does not require a regular day's pay for Stat Holidays that fall on a non-working day. In this case, the employee will receive 7.5 hours if they are on a 35 hour work week or 8 hours if they are on a 40 hour work week. This issue was discussed at great length during negotiations for the 2006 collective agreement. The City was concerned over the inequity that would exist if employees received Stat Holiday compensation based on their daily hours. With 12.5 Stats per year, an employee on a 7.5 hour work day would receive roughly 94 hours per year and an employee on 12 hour shifts would receive approximately 150 hours per year. It is for this reason that it is prorated based on your weekly hours.





Retirement Banquet & Dance

Honors

our 2013 Retirees

(all members welcome)

at the

Calgary Winter Club
4611 - 14 Street NW
May 24th, 2014

Doors open at 6:00 p.m.
Dinner at 7:00 p.m.
With dance to follow
\$20.00 per person

For tickets
please contact the Union Office
at (403) 233-2700

Premier's resignation creates LAPP opportunity

With Alison Redford stepping down as Premier and a subsequent leadership race for the Progressive Conservatives, there is a window of opportunity regarding the proposed changes to LAPP. The uncertainty created by the resignation might see a significant portion of the legislation intended for this sitting die on the order table. The interim Premier Dave Hancock, has no vested interest in upsetting 300,000 plus public sector pension plan members, nor will the new leader after taking office, as they will be required to call an election within one (1) year.

In light of the above, we would encourage everyone to email, phone or write a letter to your MLA indicating that your vote in the next Provincial Election will be determined by their parties position regarding the changes to LAPP and other Public Sector Pension Plans. This is extremely important because should the proposed legislation regarding LAPP die on the order table, it will likely not be back for at least one year. This delay could be significant, the US and Canadian economy are strengthening and with it, interest rates are expected to rise. A 1% rise in interest rates would take care of the majority of any shortfall in our pension plan thereby making these changes unnecessary.

International Day of Mourning

April 28th, 2014



Who: Everyone concerned with Occupational Health & Safety

When: Monday, April 28th, 2014 @ Noon

Where: Wreath Laying Service @ City of Calgary Workers' Memorial (Edwards Place Park, SW corner of City Hall, 9th Av. & McLeod Tr. SE)

Why: To mourn the dead and fight for the living

THOUGHT FOR THE MONTH



"It is in your moments of decision that your destiny is shaped."

REGULAR MEETING



Tuesday, APRIL 22, 2014

7:00 p.m.

Union Office

1439—9th Avenue South East

BUSINESS: Annual Elections

ELECTIONS:

- 1) President—2 year term full time.
- 2) Treasurer—2 year term.
- 3) Chief Steward—2 year term.
- 4) Warden—2 year term.
- 5) Five (5) Executive Members—Term until April 2016.
- 6) Trustee (1) - Term until April 2017.