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# THE CUPE CONNECTION

Official Publication of the Canadian Union of Public Employees, Local 38  
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## Negotiation Update



With the municipal election and the City's desire to have input from the new City Council on the budget process, we were slow getting started with City negotiations.

Things are progressing slowly with the City, but the tone of negotiations is positive. To date, we have not dealt with the monetary issues so it is too early to tell how talks will develop.

With the delay in dealing with the City, we felt we would get a head start on ENMAX negotiations in order that we could devote more time in early 2014 to the City. This strategy was also based on the fact that the City of Calgary owns ENMAX and therefore the settlement at ENMAX could have some bearing on our negotiations with the City.

Unfortunately, ENMAX has tabled significant takeaways and appear adamant to achieve them. After we indicated we would seek the help of a Mediator, ENMAX filed for mediation and then asked the Mediator to step out without even having a meeting. We were working with the Mediator and his schedule to set mutually agreeable meeting dates. On the thirteenth day after the appointment of a Mediator, the first communication from ENMAX indicated they were unhappy and wanted the Mediator to step out of the process. Their stated reason was that the Mediator was unable to convene a meeting within the fourteen days specified in the Labour Relations Code. After doing this, ENMAX then emailed a new written offer

that essentially only modified the wage offer. All other takeaways that had previously been rejected by the members in January were still in the offer. Inexplicably, this new offer also included new items that were not part of their initial proposals, as well as expanding other proposals. We had little option but to file a "bargaining in bad faith" complaint with the Alberta Labour Relations Board. We are waiting for a response from the Board at this time.

The removal of the Mediator starts the fourteen day cooling off period, after which ENMAX will be in a position to conduct a lockout vote. We need to ensure that our members at ENMAX are protected against a lockout, which will require us to obtain a strike vote.

A strong strike vote is essential for a number of reasons. In order for our members at ENMAX to access CUPE National's Defense Fund, we need to obtain a strike vote; in the event of a lockout, these members will be able to receive strike benefits. The strike vote allows us to put pressure on ENMAX by engaging in rotating actions.

There will be three motions coming to February's Regular Meeting. The first is a \$300,000.00 media campaign to inform the public on how ENMAX is treating our members. The second motion is in the event of rotating strikes, members participating on union approved rotating action be compensated with their regular net earnings. The third motion is to set strike pay at \$800.00 per week in the event of a full blown lockout/strike at ENMAX.

These motions will not impact your dues as we will rely on both CUPE National's Defense Fund and Local 38's Defense Fund. The combined value is a resource of almost \$70 million.

The ENMAX settlement will influence our negotiations with the City; therefore we know all members will support this action.

## Participate in labour campaign to defend Alberta pensions



As part of the Labour Coalition to Defend Alberta Pensions, the Alberta Federation of Labour has been active in challenging Premier Redford's unwarranted and destructive proposals for the province's major public-sector pension plans.

If you visit [TruthAboutAlbertaPensions.ca](http://TruthAboutAlbertaPensions.ca), you'll find a pension calculator that will show you how much Redford's proposals could cost members of the Local Authorities Pension Plan and the Public Service Pension Plan.

On January 21, the Labour Coalition hosted a telephone town hall event, in which members of the province's public sector unions had a chance to ask questions of an actuary who has done a thorough analysis of their pension plans.

Over the next few weeks, the Labour Coalition will be hosting information pickets in targeted high-traffic areas of Calgary and Edmonton, including ones outside hockey games and near major public transit hubs. These will culminate in a rally in downtown Edmonton at 2:00 pm on Sunday, March 2. You can follow events on [facebook.com/TruthAboutAlbertaPensions](http://facebook.com/TruthAboutAlbertaPensions).

Local 38 will be organizing bus/busses) to the March 2nd event in Edmonton for those members who wish to attend the rally. The bus/busses will leave Local 38 office at 1439—9th Av SE at approximately 9:30 am and return that day at approximately 7:00 pm. **If you wish to attend please contact the union office at (403) 233-2700 to reserve your seat on the bus.**

The Labour Coalition will be organizing lobby groups to visit local MLS offices. If you would like to be a part of one of these groups, please contact Ishani Weera at [iweera@afl.org](mailto:iweera@afl.org).

### *Labour Campaign in summary:*

- Join the campaign on Twitter and Facebook.
- Send a letter to Alison Redford and your MLA.
- Spread the work by sharing the campaign ads.
- Find out how much you stand to lose at [TruthAboutAlbertaPensions.ca](http://TruthAboutAlbertaPensions.ca)

Your pension is your future—take a stand today to protect it for tomorrow.



### THOUGHT FOR THE MONTH



**“It is not enough that we do our best; sometimes we must do what is required”**

*Winston Churchill*

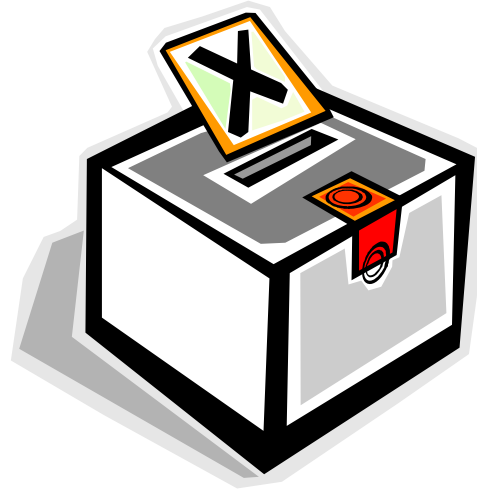
### Hitman Tickets

For those of you who purchased Hitman tickets for the February 28th game—please note the day of the week on the ticket was incorrectly printed. It is the **Friday, 28th** not Thursday. The box office is aware of this error and there will be no issues with the ticket at the Saddledome on **Friday, February 28th** the night of the game.

## Advance Notice of CUPE Local 38 Elections

At the Regular General Meeting April 22nd the following positions will be open for a two (2) year term:

1. President (full time)
2. Treasurer
3. Chief Steward
4. Five (5) Executive Members-At-Large



To be eligible for nominations for any of the offices, members must have attended at least 50% of the Regular General Meetings in the twelve (12) months immediately prior to the election. The member must be present at the April meeting, or indicate in writing to the Recording Secretary a willingness to stand for nomination.

In accordance with the CUPE Local 38 bylaws, in order to be eligible for the office of President, Treasurer and Chief Steward, a member shall declare their intention to run at the March Regular Meeting. This declaration can be made verbally at the March meeting or by submitting a written declaration witnessed by another member which is to be read at the March meeting.



### It's better to be part of a group

#### Economical Select & Tim Ogryzlo

Tim Ogryzlo is CUPE 38's preferred insurance group broker. He has more than 25 years of experience in insurance and has been offering group insurance since 1998. He has negotiated some special terms that our members can benefit from. He is more than happy to assist you with all your insurance needs.

Give Tim a call for a quote or to inquire about all the advantages, special coverage and discounts that are available to YOU.

Tim's Information: Tel: (403) 225-5106; Email: [tim@acib.ca](mailto:tim@acib.ca)

Further information is also available on our website at [www.cupe38.org](http://www.cupe38.org) in the "For Members" section.

# REGULAR MEETING



Tuesday, FEBRUARY 25, 2014

7:00 p.m.

Union Office

1439—9th Avenue South East

**BUSINESS:** Regular & Notice of Motion

- 1) We engage in a \$300,000.00 media campaign to inform the public on how ENMAX is treating our members.
- 2) That in the event of rotating strikes, members participating in union approved rotating strike action be compensated at their regular net earnings.
- 3) Strike pay be set at \$800.00 per week in the event of a full blown lock-out/strike at ENMAX.
- 4) Election of four (4) delegates to CUPE Weeklong School—May 4-9, 2014 in Olds.

## NOTICE OF MOTION:

That March 25th, 2014 Regular Meeting be moved to March 18th, 2014.