
THE CUPE CONNECTION

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

Local 38 and the City of Calgary have formally opened negotiations. We have had one meeting to exchange proposals and have set further dates to negotiate. Given the timing of the municipal election, and the resulting introduction of new council members, we do not expect the City to be in a position to begin to bargain until early January.

It is important to remember that Alberta's economy is clearly on an upswing. Economic data is showing that the economy continues to strengthen within Alberta as well as across the country. Alberta has been, and continues to be, the "economic engine of the country." In the important economic indicators, actual figures outpace the forecast. These indicators include factors such as real GDP growth, employment growth, and employment rates. Housing starts and new home prices continue to rise and retail sales continue to grow. All of this culminates in a continuing

steady increase in inflation.

This ultimately means that a strengthening economy will place increasing pressure on the City to recruit and retain employees. In the mid-2000s, we experienced a tightening labour market as the economy continued to heat up. If the City is to remain competitive in the labour market, they will need to give serious consideration to a fair and equitable wage increase in the upcoming round of negotiations.



Reminder of Children's Christmas Party!

The application form for the 2013 Children's Christmas Party to be held on December 7th was inserted into the October issue of the CUPE Connection. If you are a card carrying member of CUPE Local 38 and have a child/children born in 2003 or later, and missed filling in this form, you may locate the form on our website at www.cupe38.org in the "For Members" section. Download and remit the form to mail code #132 no later than the **November 22nd deadline**. If you require a union card or further information, please contact the union office at (403) 233-2700.

If you have sent in your application, we look forward to seeing you on December 7th at 9:00 am at the Red & White Club.

If you are unable to attend on the 7th, gifts will be held at our office at 1439—9th Av. SE from December 9-12, 2013 between the hours of 7:30 am—2:30 pm, for you to pick up. Gifts not picked up by 2:30 pm on December 12th will be donated to charity.

National Day of Remembrance and Action on Violence Against Women

December 6th is the National Day of Remembrance and Action on Violence against Women in Canada. This date marks the anniversary of the horrific 1989 Polytechnique shootings in Montreal. This is where 14 women were singled out and shot because they were females. Women, lost to violence and because of this we gather every year on December 6th to remember and mourn the victims. This is the day we renew our promise to promote and advocate for positive change on behalf of all women who are victims of violence.

Across Canada this day has become symbolic for the continued fight to end violence. Violence against women is the world's largest and most persistent human rights violation, and Canada is no exception. Over 50% of Canadian women will experience an incident of violence at some point in their lives, the majority before they turn 25. In most cases, women know their abuser.

Violence Against Women costs over \$4 billion per year including direct medical costs along with those of criminal justice, social services, and lost productivity.

We must continue to raise awareness for the safety and dignity of women across Canada. We must force leaders to address not just violence, but to adjust attitudes and factors that contribute to it. We must learn to recognize the signs of violence. We can raise our children with compassion, and teach them to respect everyone and that violence is not an acceptable action in our society.

On December 6th take a moment to think of "our sisters" and remember they had lives, they were someone's sister, daughter, mother, someone's loved one.



Welcome to New Local 38 Members



In early October, Local 38 went to the Alberta Labour Relations Board for a determination on whether the Engineers-in-Training (EIT's) should fall within Local 38's jurisdiction or whether they were exempt under the Labour Code. The Code currently exempts Engineers engaged in the practice of engineering from being part of any union.

Over a two day hearing, the Labour Board ruled that the Engineers-in-Training did not fit the definition of the exemption, and therefore must be included in Local 38's jurisdiction. Local 38 held a meeting with a number of these EIT's after the Labour Board's decision to discuss several issues regarding their transition into Local 38.

The City's new practice of utilizing Engineers to perform work traditionally performed by Local 38 Technologists brought this issue to the forefront. We are still awaiting the results of another determination regarding whether the exemption continues to apply to Engineers when they perform work of our bargaining unit. Based upon the anticipated decision, we will continue to track where the City replaces Local 38 Technologists with Engineers and pursue whatever means at our disposal to safeguard the jobs of our members.

We wish to welcome over forty EIT's into Local 38. Based upon the large turnout at our initial meeting with them, we look forward to their active participation in the union.

Human Rights Day— December 10th

December 10th is Human Rights Day. A day many people take for granted, but in reality, our lives would be very different if this Universal Declaration did not exist.

As Canadians, we should be proud of the fact that the first draft of the Universal Declaration of Human Rights was created by Canadian John Peters Humphrey on December 10, 1948.

Humphrey was a Law Professor at McGill University and was born in Hampton, New Brunswick in 1905. He was commissioned to provide a first draft of this document when the Executive of the Commission were unable to agree on a draft. This Executive Commission was made up of Eleanor Roosevelt of the U.S., Charles Malick from Lebanon and P.C. Chang of China.

John Humphrey lost both his parents as a small child to cancer as well as his left arm to an accident with fire. It is said that these profound losses in his life shaped the man he became, and ignited the passion with which he fought for Human Rights. It took Humphrey six weeks to provide the document that contained 1771 words, 30 articles and was called the Magna Carta of Humanity. It provided the

groundwork for equality within political, civil, economic, social and cultural situations. Sadly, Humphrey's own country did not immediately accept this charter but voted in abstention along with a few communist countries. Finally, after three days of debate, Mike Pearson voted on behalf of Canada to accept this declaration and it was passed.

After the Declaration of Human Rights became a reality, John Humphrey continued to champion many human rights issues of the day such as; Freedom of the Press, Women's Equality and Racial Discrimination. In 1963, he put forth the idea of creating an office for the United Nations High Commissionaire of Human Rights to be established. It was with this idea that he hoped our human rights would be protected from those that infringed upon this declaration, and they would be held accountable for doing so.

John Humphrey did survive to see the creation of this office, 30 years later in 1993. He was able to witness its initial inception but was not able to enjoy its legacy, as he passed away in 1995.

John Humphrey's dedication helped in creating the current liberties we enjoy today. We are hopeful that on this day December 10th, 64 years later, we do not forget or get complacent on any of these issues that still face many people around the world. Human Rights are a constant worldwide battle that needs to be kept in the minds of all humanity.



Volunteers Needed!!!



If you can assist at the CUPE Local
38 Children's Christmas party

Saturday, December 7th from 8:30
am -11:30 at the Red & White Club

please contact the Union office at
(403) 233-2700

THOUGHT FOR THE MONTH



The true measure of a person is
how they treat someone who
can do them absolutely no good.

GENERAL MEETING



Tuesday, NOVEMBER 26, 2013

7:00 p.m.

Union Office

1439—9th Avenue South East

BUSINESS: Regular

Elections:

- 1) Four (4) Delegates to AFL/CLC Weeklong School—
Jasper, AB

Motion to donate \$1.00 per member to the Mayor's Food Drive will take place at this meeting.

Motion to donate \$1000.00 to member to assist with search & subsequent loss of his daughter.

ADVANCE NOTICE: December's Regular meeting will be held on December 17th, 2013 @ 7:00 pm

ANNUAL GENERAL MEETING

OF CUPE LOCAL 38 LABOUR ORGANIZATION SOCIETY

Tuesday, NOVEMBER 26, 2013

Upon adjournment of the above meeting

UNION OFFICE

1439—9th Avenue SE

BUSINESS: Approval of audit