

CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38
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April 2015

And the Survey Says. . .

That Local 38 appears to be on the right track in representing our members! In January, Local 38 engaged a communications firm to determine member satisfaction with the union and communication preferences. We recently re-



ceived the results from this survey. One goal was to identify any differences between our members in the City of Calgary, Enmax and Calgary Parking Authority. Interestingly, there was no statistical difference in the responses between each of these groups. In other words, regardless of where the members work, they viewed the Union in the same way.

The results show that an overwhelming majority of members want to remain with CUPE Local 38. Only 2% of members would look at another union, while 14% indicated that they would not be a member of any union. The most common benefits identified with the Local 38 are: job security; having someone back you up; and collective bargaining/negotiations. Not surprisingly, job security was far and away the biggest issue identified.

The most significant workplace concerns were identified as workload, Management practices in the workplace, and Administration/HR practices. These three items comprised the bulk of the challenges identified by respondents. Other issues were cuts to service delivery, workplace safety, advancement opportunities, and communications.

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Go, Joe, Go!

Many of you will remember Joe Ceci as the Ward 9 Alderman from 1995 – 2010, representing Calgarians in the City's central southeast and central northeast communities. During his time on Council, Joe received broad support from Ward 9 residents as he defended their interests. Prior to serving Calgarians, Joe served the needs of Calgarians as a Social Worker at the City of Calgary --- yes, Joe was once a proud CUPE Local 38 member!

Joe said he first got into politics because of massive budget cuts by Ralph Klein's Progressive Conservatives in the 1990s — and he sees the same pattern repeating as Premier Jim Prentice's government talks of slashing \$2-billion from the provincial budget.

Running in Calgary Fort, Joe is once again looking to represent Calgarians in many of the same communities that he has served in the past. The previous MLA, Wayne Cao, has decided not to run, and the Alberta Liberals have not identified a candidate for the riding.

Joe brings significant experience as an elected official, and knows all too well the issues facing residents in Calgary Fort. During his time on City Council, Joe established a balance between the needs of his constituents and the needs of Calgarians as a whole. It is this experience and knowledge that is most needed in the Legislature.

Joe's campaign office is located in the heart of Inglewood at 1006 9 Avenue SW. We encourage everyone to support Joe by volunteering and through donations.

Remember, on May 5th every vote counts!



Annual General Meeting

As stated in the previous two editions of the CUPE Connection, to be eligible for the office of Business Agent, Vice-President, and Recording Secretary, 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 intentions to run and as such are the only candidates for the following positions:

- 1) Business Agent—D’Arcy Lanovaz
- 2) Vice-President—Leslie Stern
- 3) Recording Secretary—Sasha Wallis

Nominations for five (5) Executive Members for a two (2) year term and one (1) Executive Member for a one (1) year term 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.

THOUGHT FOR THE MONTH



We cannot solve our problems with the same thinking we used when we created them

~ Albert Einstein

International Day of Mourning

April 28th, 2015

Who: Everyone Concerned with Occupational Health & Safety

When: Tuesday, 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



RETIREMENT BANQUET & DANCE

HONOURING

OUR 2014 RETIREES

(all members welcome)
at the

Valley Ridge Golf Club
11618 Valley Ridge Park NW
Saturday, May 23rd, 2015

Doors open at 6:00 p.m.
Dinner at 7:00 pm
Presentations & Dance to follow
\$25.00 per person

For tickets please contact the Union Office

Scholarships Available



CUPE Local 38 offers two scholarships in the amount of \$1,000.00 each, to be awarded in October of each year.

These scholarships are open to card carrying members or their eligible dependents. Each applicant must be enrolled in full-time, post-secondary studies, and they must submit a one

thousand (1,000) word essay 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.

The essays will be assessed on the following criteria: quality of research, degree of analysis, and adherence to the chosen topic. Submissions will be evaluated by CUPE Local 38's Public Relations and Education Committee. Please note that all submissions must clearly indicate the chosen topic.

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 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

And the Survey Says... Continued from Page 1

Overall, members were satisfied with the past rounds of contract negotiations, and most members view the benefits of being part of Local 38 as outweighing any perceived drawbacks.

When it comes to getting information from the Union, two-thirds indicated their primary source was Local 38's newsletter. Of interest was an indication that members would prefer alternate forms of communication. Although many still see value in information from the newsletter, and through word of mouth via the Stewards, members would be open to alternative methods of communication at the worksite level.

The survey provided the Local with much information, and over the next few months we will be looking at how we can make improvements to better represent and communicate to the members.

Thank you to everyone who participated in the survey!



ENMAX Benefits Survey Underway

Cupe Local 38 was approached by ENMAX to see if we were in agreement with having a benefit survey sent out under the auspices of the "Your Plan" Benefits Oversight Committee. After reviewing the survey CUPE declined the offer to endorse the survey, so ENMAX will be sending it out under their name.

There were several reasons for us not to be associated with the survey. Firstly, there are many issues included in this survey that are not covered by the Your Plan Benefits. These include vacation, flex days, retirement bonus, cafeteria, child care, coffee stations, fitness facilities, and parking, just to name a few.

Secondly, we are concerned that the survey amounts to no more than a cost cutting exercise, and has the potential to split members down demographic lines, pitting new employees against seasoned employees, men against women, etc. When filling out the survey, we encourage everyone to think carefully about their entire career cycle. Post-retirement benefits and the retirement bonus may not be primary issue for a new employee who is starting out with a family, but this issue will undoubtedly be important at the end of their career, when they look to retire. Conversely, education assistance and child care isn't likely number one for an employee who is close to retirement and has grown children.

Finally, we have many members who are in the Defined Contribution pension plan request that they be allowed to revert, even on a go forward basis, to the Defined Benefit pension plan. This is noticeably absent on the survey. If you are one of these individuals, we would encourage you to write it in.



REGULAR MEETING

Tuesday, April 28, 2015

7:00 p.m., Union Office

1439—9th Avenue South East

BUSINESS: Annual Elections

Elections:

1. Business Agent—2 year term—Full Time
2. Vice-President—2 year term
3. Recording Secretary—2 year term
4. Five (5) Executive Members—2 year term
5. One (1) Executive Member—1 year term
6. Trustee—term until April 2018

ANNUAL GENERAL MEETING

OF CUPE LOCAL 38 LABOUR ORGANIZATION SOCIETY

Tuesday, April 28, 2015

Upon adjournment of the above meeting

UNION OFFICE

1439—9th Avenue SE

BUSINESS: Approval of audit