

CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38
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Redeployments

We have had many enquiries regarding the bumping process. It may be helpful to review the collective agreement and Article 23.03 which deals with the matter. The first step is to place an impacted member in a vacant position at the same pay grade. The second step is in the event there is no vacancy the employer will look at lower pay grades or the employee may bump the **most junior** employee at the same pay grade for which they meet the minimum qualifications.

As many of the calls have suggested; the senior employee does not get displaced only to displace a more junior employee within the position. To be clear, it is the junior employee that is impacted.



THOUGHT FOR THE MONTH!

As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them.

~ JFK



The Officers' and Executive of CUPE Local 38 wish you and your families the very best for the holiday season and the coming New Year! Have a Happy and Safe Holiday Season!

Please remember not to drink and drive!

REMINDER: Half Day Christmas Stat

Employees who work regular hours starting at 8:00 am shall be required to work 1/2 of a shift on their last working day prior to Christmas provided that there are sufficient staffing levels maintained to meet the requirement of ENMAX to stay open.

Employees whose shifts commences prior to 8:00 am will be required to 1/2 of their shift provided there are sufficient staffing levels maintained to meet the requirement of ENMAX to stay open.

Employees whose shift commences after 8:00 am may have their start time adjusted for that day only, in order they are able to complete 1/2 of a shift on that day.

Any time required to be worked by an employee in excess of the 1/2 shift will be subject to the statutory holiday entitlements under Clause 34.05.



Reminder:

The 2014 Children's Christmas Party will be Saturday, December 13, 2014; 9:00-11:00 am at the Red & White Club, 1833 Crowchild Trail NW.



For those who registered and are unable to attend the party; gift pick will be available from December 15 until Noon on December 18th at the Union Office between 7:30 am to 4:00 pm. All unclaimed gifts will be donated to charity.

GENERAL MEETING



Tuesday, **December 16th**, 2014

7:00 p.m.

Union Office

1439—9th Avenue SE

BUSINESS: **Regular**

- 1. Election of 1 Executive Member term to April 2015**
- 2. Election of 1 Member to Equal Opportunities Committee**
- 3. Notice of Motion to donate \$1.00 per member to the Mayor's Food Drive**