

CUPE WIRE

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

Since the redeployments last fall, Local 38 has heard concerns from members, stewards and executive members regarding the disruption cause by the unfettered bumping process. Enmax has also expressed similar concerns to Human Resources. These concerns led both Local 38 and ENMAX to collectively explore options that would provide similar job security and salary protection while limiting the impact on mid-career members.

To this end, Human Resources and Local 38 reviewed the collective agreement and found that if article 23.03 were to be interpreted slightly differently, it would lessen the impact on the members while still providing important job security and salary protection. Article 23.3 reads as follows:

If the employee chooses redeployment, the Employer shall embark upon the following redeployment process: (a) vacancies in the same pay grade, for which the employee is qualified, are canvassed first. (b) *If no vacancies are found, other vacancies in lower pay grades can be canvassed or else the employee can choose to bump a more junior employee out of his/her position, as long as the position sought after is of the same pay grade (or lower) as the position-eliminated job and the position-eliminated employee is qualified for that chosen job.* [emphasis added] If bumping is chosen, bumping shall occur in the following order:

First: Temporary employees
Second: Probationary employees
Third: Permanent employees

If the redeployment process has been pursued and an alternate position has been found, the employee will be placed into that new position at the pay rate assigned to that new position. The employee will not receive severance pay.

Local 38 Member Survey

Over the past month, Local 38 engaged a communication firm to poll our members regarding how well we have been doing at representing you. It was our preference that we receive honest feedback without any influence, so we chose not to write about this survey in previous newsletters. Unfortunately, this caused some confusion among you, the members, and we have received a number of phone calls inquiring as to whether this survey was legitimate.

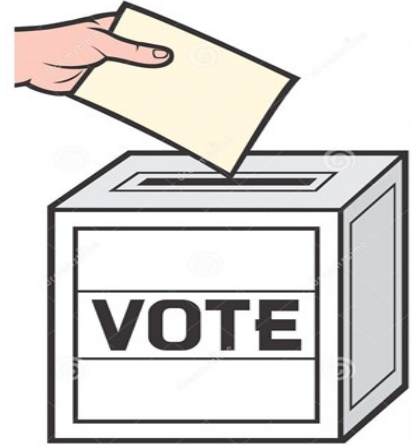
The underlying goal of the survey is to identify the strengths and weaknesses of Local 38. As a Local, we have been trying to identify how to communicate better with our members in an increasingly busy and information overloaded world. We have taken some initial steps by re-designing our website, and engaging in some newer methods of outreach, such as the recorded telephone messages on key issues. This survey is an attempt to gauge our success and seek areas to improve.

Local 38 currently represents 4,800 members at the City of Calgary, Enmax and the Calgary Parking Authority. It is impossible to reach out to each and every member face to face on every issue. As such, the Local needs to understand how best to communicate with all members.

The last few years have been difficult years, with the economic crisis, attacks on our collective agreement, contracting out and, now, the latest drop in oil prices. In light of this, we feel it is important that we position ourselves to be able to best represent you. It is our goal that this survey will guide us in doing so.

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Advance Notice of CUPE Local 38 Elections



At the Regular General Meeting April 28th, 2015 the following positions will be open for a two (2) year term:

- 1) Business Agent
- 2) Vice-President
- 3) Recording Secretary
- 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 Business Agent, Vice-President and Recording Secretary, 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.

City program could help you buy your first home

Attainable Homes Calgary Corporation (AHCC) is a nonprofit and wholly owned subsidiary of The City of Calgary that was created because community leaders saw the need to bridge a serious gap in the housing market, to help moderate-income Calgarians who are being locked out of home ownership.

The organization's Attainable Home Ownership Program connects builders, developers, lenders, lawyers and others to bring down the upfront costs of buying a home, so qualifying families can buy a home with only \$2,000 down.

How the program works:

- AHCC offers below market prices on well-appointed apartment condos and townhomes.
- You contribute a \$2,000 deposit and receive an equity loan to go towards the purchase price of your attainable home.
- When you decide to sell your home, you share a portion of the appreciation with AHCC, which is reinvested in the program to help more Calgarians.
- The longer you live in your attainable home, the more of its appreciation you keep to a maximum of 75%.

Over 500 families have already bought beautiful attainable homes in great locations all around the city. Visit www.AttainYourHome.com to see if you qualify and start the program with three simple steps online.

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If the redeployment process has been pursued and an alternate position has not been found, the employee will have the choice to receive severance pay pursuant to the formula contained within Article 29, or to commence layoff subject to the Recall provisions within Article 24. If an employee elects severance his employment will be terminated and rights to redeployment and recall will not be available. If an employee elects layoff and is not offered re-employment within the twelve (12) month recall period, termination pay shall be in accordance with Employment Standards and severance will not be provided.

Currently, part (b) is interpreted so that it allows the affected employee to bump any employee with less seniority at or below their pay grade.

A proposed change in interpretation would have the choice of the affected employee limited to the most junior employee at their pay grade or the most junior employee at the lower pay grade for which they are qualified.

In order to move to this new process, we will be asking the members to ratify this change in interpretation.

Voting will take place as follows:
MONDAY, March 2, 2015 ENMAX Place:
 11:00am to 1:00pm, Room 2420

THURSDAY, March 5, 2015 Zurich Court:
 11:00am to 1:00pm, Calgary Room

(please see attached flow charts)



VS



Invites you and your family to dress in your best Red Neck wear and join us on Saturday March 28th @ 7:00pm at the Scotiabank Saddledome for **Redneck Nite**. Hosted by Duck Dynasty Cast Members John Godwin & Mountain Man. Tickets on sale starting February 23, 2015 for \$10.00 per ticket (limit 4 tickets per member)

Purchase your tickets by calling the Union Office @ 403-233-2700

Pre-Retirement Course

Local 38 is offering a pre-retirement course for members on March 14 & 15, 2015 from 9 am to 4 pm daily. These days will be on the member's own time as we will not book anyone off work to attend.



This course deals with the financial and emotional aspects of retirement. It prepares participants for what to expect in retirement. It deals with your relationship with your spouse and how you fill your days. It also allows you to review your financial situation to ensure that it is in line with your vision of retirement. Do you have the ability to travel? Are you required to work part-time?

This course is open to all card carrying members and their spouses. Having your spouse there is not a requirement but it does allow participants to ensure your plans for retirement are aligned.

If you are interested in attending this course, please contact our office at 403-233-2700 to register. Space is limited and will be offered on a first-come-first-serve basis. These sessions will be held at the Local 38 Offices at 1439 9th Ave SE.



THOUGHT
FOR
THE
MONTH

"No act of kindness, no matter how small, is wasted"

~ Aesop ~

GENERAL MEETING



Tuesday, February 24, 2015

7:00 p.m.

Union Office

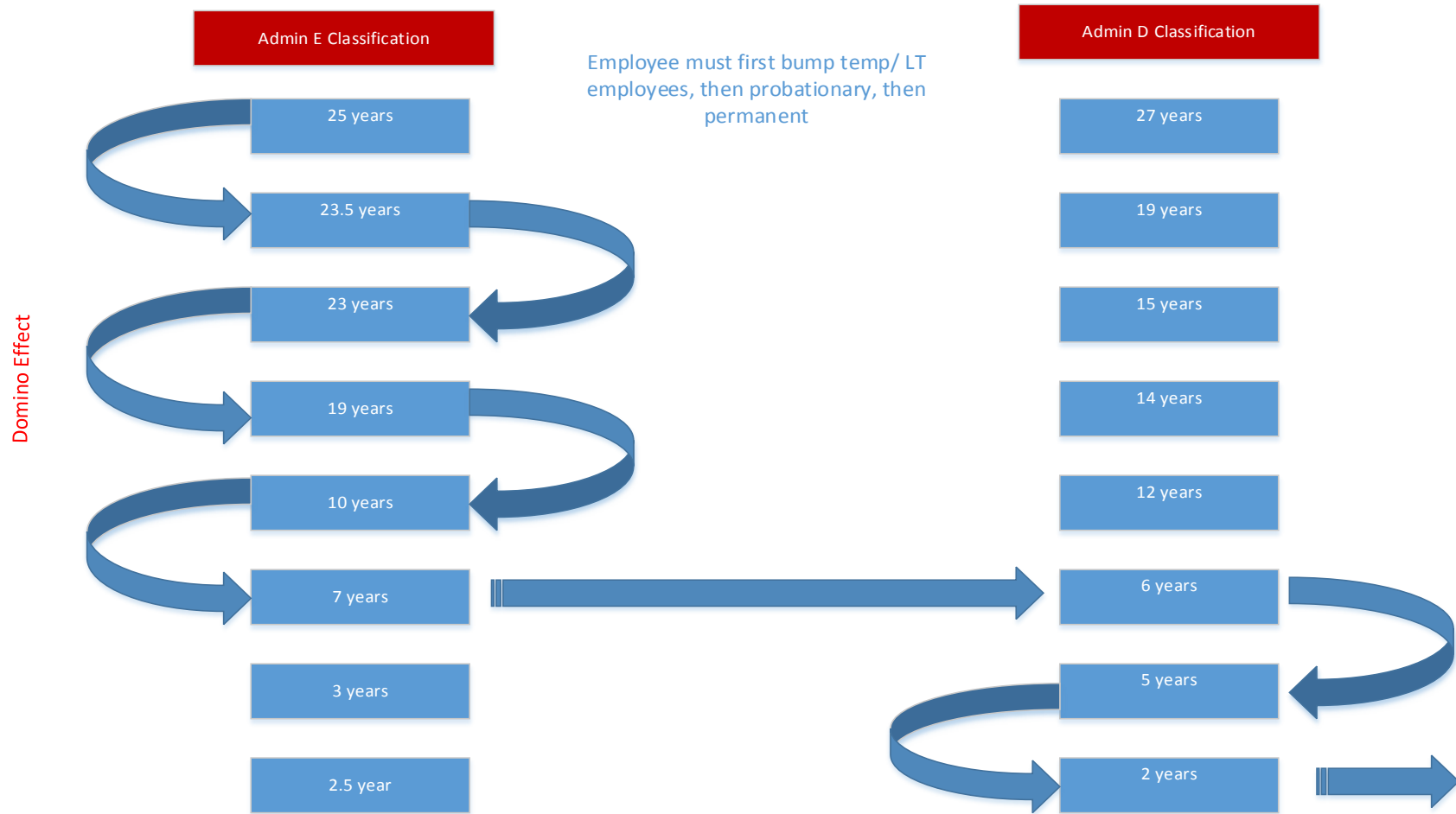
1439—9th Avenue SE

BUSINESS: Regular

1. Election of Treasurer - Term to April 2016
2. Election of eighteen (18) delegates to CUPE Alberta Convention - March 18-20, 2015 in Calgary
3. Election of up to eighteen (18) delegates to Alberta Federation of Labour Convention - April 16-19, 2015 in Calgary

Redeployment/ Bumping Process

Current Process: Employees can bump anyone junior to them in their current classification or a lower classification. This means that the 25 year employee can bump the 23.5 year employee who bumps the 23 year and then the 23 year bumps the 19 year, and then bump the 10 year...etc



Proposed Process: Employees will bump the most junior employee in the current classification or most junior in lower classification. This means that the 25 year employee would have to bump either the 2.5 year employee in the ADM E or the 2 year employee in the ADM D classification, or the most junior employee in another lower rated classification

