

CUPE WIRE

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

It has been a long time in the making, but Local 38 now has a new website. Still accessible at www.cupe38.org, the new look is designed to provide easier and more streamlined communication to the membership.

Phase one was the redesign of the look and feel of the website. Currently, the information from the old website has been migrated over in preparation for phase two. The second phase will consist of developing a secured member's section. We are looking at developing both a Facebook and Twitter presence to communicate in a timely fashion on critical issues. Online surveys, as well as a more dynamic and interactive display of the newsletter, are all being developed.

As part of the overall redevelopment, Local 38 will be requesting that all members subscribe to our contact list to get up-to-date news and information. We would prefer if members provide a personal email address rather than the enmax.com. The intent of the contact list would be to advise members of pertinent and time sensitive information. One example of this type of information would be the LAPP pension fightback campaign.

The website upgrade is part of an overall move to ensure that we better communicate with you, the members. Given the speed at which developments occur, our commitment is to explore a variety of methods to ensure that you remain updated.

Reminder: This edition of the CUPE Wire should include an attachment for registering your child in this year's Kids Christmas Party. If you did not receive the attachment, please call the office at 233-2700 to obtain one.

Outsourcing SAP results in redeployment

Enmax's decision to outsource their billing data group has impacted a number of members, as the positions are no longer required due to the contractor doing the work. The collective agreement provides these members with two choices: redeployment or severance. These options in the collective agreement are of significant benefit since common law only requires an employer to provide a specific amount of notice prior to terminating an employee. However, this does not eliminate the uncertainty and stress of losing your job. The following is taken from the intent document of the agreement which we hope will allow the members to understand the severance and redeployment process.

23.0 Position Elimination, Redeployment and Layoff – Article

This article explains the process to occur in the event that it is necessary to reduce the workforce and eliminate permanent bargaining unit positions.

Where a business transaction, such as work being contracted out, or the sale, lease or transfer of the business or a part of the business, results in job loss for permanent employees, ENMAX will approach the Union, as soon as feasible, to share information and look at ways to address employee concerns and lessen the impact on affected employees. Where it becomes necessary to reduce the working force due to lack of work, ENMAX will consider two options:

- Offer the affected employee severance as per Article 29; or
- Offer the affected employee redeployment.

Position(s) eliminations will be reviewed with the Union prior to the employee being notified.

If severance is offered, the employee has the choice to accept. If he accepts, he will be terminated and release any right to redeployment or recall. If he does not accept, ENMAX will proceed with redeployment.

Redeployment:

If the employee chooses redeployment, or if ENMAX chooses not to offer severance, ENMAX will endeavor to find an alternate position for the employee through the following steps (moving to the next step where an alternate position cannot be found):

1. Canvass existing vacancies in the same pay classification, for which the employee is qualified;
2. Canvass existing vacancies in a lower pay classification, for which the employee is qualified; OR

The employee can chose to bump the most junior employee in the same pay classification or lower, for which the employee is qualified and more senior to. Consideration for these positions should occur as follows:



**invites you and your family to
join us on
Sunday, December 7th,
4:00pm
at
The Scotiabank Saddledome for
the
20th Annual Teddy
Bear Toss!**



**Join us for a family friendly evening
to watch**



VS



**the Calgary Hitmen host the
Moose Jaw Warriors**

**Tickets are on sale now for \$5
per ticket. Limit of 4 tickets
per member**

**Purchase your tickets by
calling the Union office at
233-2700.**

- Temporary employees first,
- Probationary employees second,
- Permanent employees last.

Once a suitable position has been found, the employee will be notified and offered that position. If the employee accepts, he or she will be placed into the position at the pay rate assigned to that new position.

If a suitable alternate position is not found, or if the employee chooses not to accept the alternate position, he or she has the choice to be terminated (including receiving the appropriate severance, and releasing any right to redeployment or recall in the future), or to elect layoff subject to the recall provisions. If the employee chooses layoff and is not offered re-employment during the recall period severance will not be provided.

Should a permanent employee be bumped or redeployed into a temporary position, they will be redeployed again if the temporary position ends. The second redeployment will be based upon their original classification. Let's support each other during this very difficult time.

Pension Changes Should be a By-Election Issue

On September 18 Premier Prentice announced that Bills 9 and 10, designed to gut public and private sector pension plans, will not come back to the Alberta Legislature this fall. This brings an end to these bills, however, the Premier did not say the pension reform is dead. In fact he indicated that his government still intends to pursue pension reform. He has asked the new Finance Minister Robin Campbell to review the public sector pension plans to ensure that they are sustainable. At the same time, the Premier suspended the report from an all-party committee which held public hearings on pension reform.

This is a clear indication that the threat to our pensions is not over. It is for this reason that we should take the opportunity of the current by-elections to make this a key election issue. Firstly, find out what each political party plan is on pension reform. Secondly, to let them know that you and the rest of your extended family will not vote for any party that is willing to break the pension promise or gut your pension.

If you are a voter in any of these ridings ensure that you phone or email all the candidates and get them on record. If you are not a resident of any of these ridings you are still able to attend the political forums and ask the candidates where they stand on pension reform.

It is your pension; don't assume someone else will defend it for you.

THOUGHT FOR THE MONTH



**"Every day may not be good
but there is something good in
every day"**

REGULAR MEETING



Tuesday, October 28, 2014

Union Office
1439—9th Avenue SE

**BUSINESS: REGULAR
&
ELECTION OF 1 MEMBER FOR E.O.
COMMITTEE**