

# CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38  
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## Agreement reached

The April 8th ratification vote concluded six (6) months of arduous bargaining, in what amounted to be the most contentious round of bargaining between CUPE and ENMAX. Clearly there has been a shift in the corporate culture at ENMAX where we are told employees are the most valuable asset while at the same time ENMAX negotiates takeaways.

The memorandum saw us push back many of the takeaways that were requested by ENMAX and provided a cost of living increase in line with the rest of the electrical industry in Alberta. This memorandum also introduced a performance component along with seniority in shift selections at Encompass. The later issue has created significant angst among the employees impacted by the change. Your Negotiating Committee fought to have the performance component as definable and as objective as possible.

We have heard that some members are thinking of leaving ENMAX because of these changes to the shift selection process. We would encourage you to stay and see what, if any, impact these changes may have on your lives at the end of the day.

The Union Officers would like to thank your Negotiating Committee and Stewards for their work. They did a great job of representing us the members and communicating both with the Executive and the members. Their work made a difficult task less grueling with the information and support they provided in such a timely manner.

The Executive would like to thank the members at ENMAX for supporting their Negotiating Committee. Without such support, the outcome would not have been as satisfactory.



## Public Sector Pensions



Last week the Provincial Government announced that it was going ahead with the proposed changes to the Public Sector Pension Plans during this sitting of the legislature. This last round of negotiations with ENMAX clearly indicated that Management is monitoring the current situation with how the province is looking to gut the Public Sector Pension Plans. We therefore have the opportunity to take some positive steps to push back against these changes.

We are asking that all members contact their MLA and express their concern or displeasure regarding these changes. When the changes were first announced the Minister of Finance and the government indicated that the changes were needed because the plans were unsustainable. When confronted with an actuary report, commissioned by the affected unions, they have now admitted that the plans will be fully funded in approximately ten (10) years if nothing is done. Now they are trying to sweep this misrepresentation under the table.

Please let you MLA know that you are not a member of a Public Sector Pension Plan, but undermining Public Sector Pension Plans will only encourage your employer to take similar action. Let them know that you will not be supporting a politician or political party that undermines your welfare.



## Retirement Banquet & Dance

### Honors

### our 2013 Retirees

(all members welcome)

at the

Calgary Winter Club  
4611 - 14 Street NW  
May 24<sup>th</sup>, 2014

Doors open at 6:00 p.m.  
Dinner at 7:00 p.m.  
With dance to follow  
\$20.00 per person

For tickets  
please contact the Union Office  
at (403) 233-2700

## Annual General Meeting

As stated in the previous two editions of the CUPE Connection, to be eligible for the office of President, Treasurer and Chief Steward, 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 intention to run and as such are the only candidates for the following positions:



- 1) President—Peter Marsden
- 2) Treasurer—Deb Magson
- 3) Chief Steward—Kim Jaedicke

Nominations for the five (5) executive members and Warden 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.

## International Day of Mourning

April 28th, 2014



**Who:** Everyone concerned with Occupational Health & Safety

**When:** Monday, 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

## THOUGHT FOR THE MONTH



“It is in your moments of decision that your destiny is shaped.”

# REGULAR MEETING



Tuesday, APRIL 22, 2014

7:00 p.m.

Union Office

1439—9th Avenue South East

BUSINESS: Annual Elections

## ELECTIONS:

- 1) President—2 year term full time.
- 2) Treasurer—2 year term.
- 3) Chief Steward—2 year term.
- 4) Warden—2 year term.
- 5) Five (5) Executive Members—Term until April 2016.
- 6) Trustee (1) - Term until April 2017.