
CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38
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Members reject substandard offer

CUPE members at ENMAX overwhelmingly rejected ENMAX's latest offer. This offer was rejected as it was viewed as being out of line with the Alberta Electrical Industry and ENMAX's existing contract with IBEW.

The employer's monetary offer would have seen our members receive half of what ENMAX has provided IBEW for 2014. The electrical industry in Alberta has the majority of the electrical utilities receiving between 3 and 4 percent for the next several years and averages 3.5 percent. This substandard offer had many members questioning ENMAX's statement of providing competitive wages and being an employer of choice.

Adding insult to injury was the numerous takeaways that the offer contained. Not only did it attack maternity leave, Step 6 and the retirement bonus, the offer also contained the removal of Letter of Agreement #1 from the collective agreement. The removal of this letter would make it much easier for ENMAX to reduce both pension and health benefits without our agreement.

Another significant negative was the expansion ENMAX was seeking in the use of contractors. It is our information that ENMAX is spending between \$10—\$12 million dollars annually on contractors. This represents roughly 25 percent of the total payroll of CUPE. To expand contractors even further would undermine members job security, career advancement and workloads.

Many members attending the meetings on Wednesday and Thursday were struggling to understand how ENMAX can say, on one hand, that their employees are their greatest resource, yet at the same time make such an offer at the bargaining table. This feeling of injustice was also echoed over AVPP and how CUPE members receive less than anyone else at ENMAX but are left to run the show on most Friday's during the summer.

Members also pointed out the ever increasing size of management at ENMAX. Numerous questions were asked if ENMAX was supporting this bloated management structure at our expense.

This vote clearly tells ENMAX that the members are not prepared to take this inferior offer. The outcome will also be relayed to the mediator once he is in place so that he will understand that an offer along this line will be unacceptable to the members.

We will keep you posted as we move forward.



CUPE 38 Presents Hockey Night in Calgary



Who: Calgary Hitmen vs. Kamloops
Date: Friday, February 28, 2014
Time: 7:00 pm
Location: Scotiabank Saddledome
Cost: Subsidized by Local 38—tickets will be \$5.00 per ticket with a limit of four per member (Payment must be received by February 20th at the latest, provided tickets are still available)

First Come - First Served: only 200 tickets available!

Please contact the union office (403) 233-2700 if you are interested in this offer to reserve and pay for your ticket(s).

THOUGHT FOR THE MONTH



What comes easy won't last long, and what lasts long won't come easy.

You Can Refuse Unsafe Work!



The law in Alberta states that you shall refuse all unsafe work if you believe there is an imminent danger (that is not normal for the occupation or activity) to yourself or others caused by a tool, appliance, equipment or work procedure at the worksite, according to Section 35 of the Alberta Occupational Health and Safety Act.

Here's how you can refuse unsafe work:

1. Notify your employer at the worksite that you are refusing work because you don't think it is safe, and state your reason for refusal.
2. The supervisor must investigate and take action to eliminate the danger. There must be a written record of your notification, the investigation, and action taken. A copy of the report must be provided to you.
3. If, in your opinion, a danger still exists, you can file a complaint with a government occupational health and safety officer.
4. The officer shall investigate the complaint, and document action taken in a written report. A copy of the report must be provided to you.
5. If you are not satisfied with the officer's report and recommendations, you must legally return to work, but may appeal the report within 30 days.

You cannot be disciplined or dismissed for complying with the legislation, according to Section 36 of the Act. You have the legal right to a healthy and safe workplace.

For more information or assistance, contact your local union health and safety representative, your union executive, your CUPE staff representative. You may also contact CUPE National Health and Safety Branch at 1375 St. Laurent Blvd., Ottawa, Ontario K1G 0Z7, or call them at (613) 237-1590. They can also be reached via fax at (613) 237-5508 or Email: health_safety@cupe.ca.

GENERAL MEETING

Tuesday, JANUARY 28, 2014

7:00 p.m.

Union Office



1439—9th Avenue South East

BUSINESS: Regular

1. Election of eighteen (18) eligible delegates to CUPE Alberta Convention—March 25-28, 2014 in Medicine Hat.
2. Election of two (2) eligible delegates to the Canadian Labour Congress Convention— May 5-9, 2014 in Montreal.

Black History Month

February is a month to celebrate, share and promote the history, cultural heritage and contributions of the entire African Diaspora.

Besides all the history of blacks in Canada since 1603, the labour movement has been guided by the gains brought on by the African Canadians fight to be equal. Not only did black labour activists like Philip Randolph, Bromley Armstrong, and many others fight for improved working conditions and equal rights for African-Canadians and Americans and change the way we do things at work, they also paved the way on the broader issue of equality for all. In February we celebrate Black History Month. We should also pay homage to all ethnicities and minority groups that have benefitted by the work done by our ancestral friends to promote equality.

CUPE has a proud and successful track record of using collective agreements to promote human rights in the workplace before they were achieved through legislation.

March 21 is also another very important day where we honour the fight for equality by observing The International Day for the Elimination of Racial Discrimination.

For more information on Black History Month or The International Day for the Elimination of Racial Discrimination and for links to other resources, visit <http://cupe.ca/anti-racism>.

