
CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38
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March, 2014

Members back Negotiating Committee

The February 27th strike vote resulted in 80% of 550 voting members supporting strike action. This strong turnout delivered a clear message that ENMAX's current position is not acceptable.

Armed with this mandate, your Negotiating Committee is scheduled to go back to the bargaining table for three (3) days later this month. It is our hope that ENMAX will acknowledge that their position must change. The takeaways regarding Letter of Understanding #1, vacation bonus, Step 6, time off for doctor's appointments and the removal of Letter of Agreement #1 which impacts the pension, are all very important issues to you the members.

Leading up to the vote on February 27th, many members were told by management at ENMAX that there was no intent to change the pension plan (Letter of Agreement #1). If this is in fact the case, then clearly leaving Letter of Agreement #1 in the collective agreement is not an immediate concern to ENMAX and therefore it could remain in the collective agreement.

Another significant issue is the performance based shifts and increments. The repeated complaints regarding the objectivity of AVPP is a clear indicator of the flawed nature of performance based processes. In the proposed performance indicators, if judged in the same manner as AVPP, would see managers assessments of an employees performance being changed at the discretion of VP's. We have numerous complaints from members who indicate their supervisors and managers have supported their initial ratings for AVPP only to have them altered.

The performance based shifts even add another twist to this control by management. Members in the Call Centre currently choose shifts based on service with ENMAX. Doing a good job year after year should get you something and currently at the Call Centre the order of shift selection is determined by years of service. The proposal to change to performance would see the selection order vary frequently based on the same criteria as the flawed AVPP. This has the potential for members with children to have their hours altered to the point where their childcare coverage does not match the shift they are forced to work.

These performance based levers are tools for management to force employees to come to heel without justification and limited appeal rights. No one is questioning management's right to direct the workforce, we are however wanting to ensure that employees are treated fairly. Basic fairness dictates that employees experiencing difficulty should be made aware of the concerns. This should then allow them to identify their shortcomings; be it lack of effort, training, or confusion over what is wanted. Once the problem has been identified, they should be given the tools to do the job and a reasonable amount of time to prove that they can do the work. The performance based shifts and wage levels fail to achieve this basic fairness.

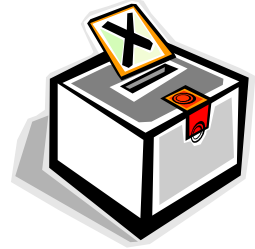
Having an employee disciplined, denied an increment, or forced to work hours that they would not choose for themselves, is extremely punitive.



Advance Notice of CUPE Local 38 Elections

At the Regular General Meeting April 22nd the following positions will be open for a two (2) year term:

- 1) President
- 2) Treasurer
- 3) Chief Steward
- 4) Warden
- 5) 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 twelve (12) months immediately prior to the election. The member must be present at the April meeting, or indicate in writing to the Secretary a willingness to stand for nomination.

In accordance with the CUPE Local 38 bylaws, in order to be eligible for the office of President, Treasurer and Chief Steward, 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.

THOUGHT FOR THE MONTH



"It always seems impossible until it is done"

Nelson Mandela



Retirement Banquet & Dance

Honors

our

2013 Retirees

(all members welcome)

at the

Calgary Winter Club

4611 - 14 Street NW

May 24th, 2014

Doors open at 6:00 p.m. & Dinner at 7:00 p.m.

With dance to follow directly after

\$20.00 per person

For tickets

please contact the Union Office

at (403) 233-2700

REGULAR MEETING



Tuesday, MARCH 18, 2014
(please note date change—3rd Tuesday)

7:00 p.m.

Union Office

1439—9th Avenue South East

BUSINESS: Regular

1. Ten (10) delegates to AFL Mid-Term Forum—May 23 & 24, 2014 in Calgary