
CUPE WIRE

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

As you may be aware, Local 38 and Enmax have opened bargaining for a new collective agreement. We have exchanged proposals and met five times to date. It is no exaggeration to state that this round of bargaining is hard, with Enmax looking for significant concessions within the collective agreement.

Enmax's position appears to be that they have given far too much to CUPE members, and now wish to take away rights under the collective agreement. Even though the Enmax President publicly complimented all employees on their ability to respond to the flood in an expedient and professional manner, and even though CUPE members worked collaboratively with the employer to ensure public safety, as you will see below, no good deed goes unpunished in Enmax.

Under the guise of emergency situations, Enmax wishes to restrict internal movement within the corporation, further restrict educational opportunities, restrict vacation banking, eliminate sickness and accident language, and eliminate retirement bonuses and service pay.

At the same time, Enmax is seeking language that would allow significantly greater use of outside contract employees to do the work of the bargaining unit. Relying on the once in a century flood, as well as claiming insufficiently qualified internal staff, Enmax wants the ability to have contractors do our jobs.

Over the past months, senior levels in the Corporation have repeatedly said that Enmax is committed to have existing staff work their way up in the organization and to have Enmax promote from within. The current round of negotiations is clearly a departure from this philosophy.

It must be noted that in the last collective agreement, CUPE members agreed to a reduction in the overall AVPP of 3%. It was clearly communicated that Enmax's priority was to bring all parties in line with this new structure. Yet, as it currently stands, the maximum payout for IBEW is 13% while for CUPE it is 10%. We took Enmax at their word that AVPP would be brought into line across the organization. This did not happen.

In the last round of bargaining, Enmax attempted to impose a significantly inferior wage settlement on CUPE members. It is becoming evident that Enmax will likely adopt this approach again. It was only through your resolve that Enmax understood that CUPE members are a valuable part of the organization, and needed to be treated accordingly. It appears that we will need to show this resolve yet again.

Over the past three years, Enmax has made substantial savings on the backs of CUPE members. It is now time to end the inequities in the Corporation.



National Day of Remembrance and Action on Violence Against Women

December 6th is the National Day of Remembrance and Action on Violence against Women in Canada. This date marks the anniversary of the horrific 1989 Polytechnique shootings in Montreal. This is where 14 women were singled out and shot because they were females. Women lost to violence and because of this we gather every year on December 6th to remember and mourn the victims. This is the day we renew our promise to promote and advocate for positive change on behalf of all women who are victims of violence.

Across Canada this day has become symbolic for the continued fight to end violence. Violence against women is the world's largest and most persistent human rights violation, and Canada is no exception. Over 50% of Canadian women will experience an incident of violence at some point in their lives, the majority before they turn 25. In most cases, women know their abuser.

Violence Against Women costs over \$4 billion per year including direct medical costs along with those of criminal justice, social services, and lost productivity.

We must continue to raise awareness for the safety and dignity of women across Canada. We must force leaders to address not just violence, but to adjust attitudes and factors that contribute to it. We must learn to recognize the signs of violence. We can raise our children with compassion, and teach them to respect everyone and that violence is not an acceptable action in our society.

On December 6th take a moment to think of "our sisters" and remember they had lives, they were someone's sister, daughter, mother, someone's loved one.



Reminder of Children's Christmas Party!

If you are a card carrying member of CUPE Local 38 and have a child/children born in 2003 or later, and missed filling in this form, you may locate the form on our website at www.cupe38.org in the "For Members" section. Download and remit the form to mail code #132 no later than the **November 22nd deadline**. If you require a union card or further information, please contact the union office at (403) 233-2700. If you have sent in your application, we look forward to seeing you on December 7th at 9:00 am at the Red & White Club.

If you are unable to attend on the 7th, gifts will be held at our office at 1439—9th Av. SE from December 9-12, 2013 between the hours of 7:30 am—2:30 pm, for you to pick up. Gifts not picked up by 2:30 pm on December 12th will be donated to charity.

THOUGHT FOR THE MONTH



The true measure of a person is how they treat someone who can do them absolutely no good.

Human Rights Day— December 10th

December 10th is Human Rights Day. A day many people take for granted, but in reality, our lives would be very different if this Universal Declaration did not exist.

We hope that on this day we do not forget or get complacent on these issues that still face many people around the world.

For more information about this day, please see our website at www.cupe38.org in the "Issues & Campaigns" section.

GENERAL MEETING



Tuesday, NOVEMBER 26, 2013

7:00 p.m.

Union Office

1439—9th Avenue South East

BUSINESS: Regular

Elections:

- 1) Four (4) Delegates to AFL/CLC Weeklong School—
Jasper, AB

Motion to donate \$1.00 per member to the Mayor's Food Drive will take place at this meeting.

Motion to donate \$1000.00 to member to assist with search & subsequent loss of his daughter.

ADVANCE NOTICE: December's Regular meeting will be held on December 17th, 2013 @ 7:00 pm

ANNUAL GENERAL MEETING

OF CUPE LOCAL 38 LABOUR ORGANIZATION SOCIETY

Tuesday, NOVEMBER 26, 2013

Upon adjournment of the above meeting

UNION OFFICE

1439—9th Avenue SE

BUSINESS: Approval of audit