

Zoom Into the General Meeting

With the easing of restrictions on indoor gatherings by Alberta Health Services, the Executive of Local 38 is being cautious and has made the decision to cancel in-person meetings for March.

The March 22, 2022 Regular Membership meeting will be held through an on-line Zoom meeting. We encourage every *card-carrying member* to contact the office for the specific details to attend the meeting.

In an attempt to balance the confidentiality of the meeting with access for our members, we are asking the following:

1. Contact the Union Office at 403-233-2700 or ofice@cupe38.org to obtain the access code for the meeting.
2. When entering the Zoom meeting, please ensure your camera is on and that you identify yourself. We will need to confirm and record the name of all attendees. If a participant cannot be identified, they will be removed from the meeting.
3. Once the meeting starts, attendees will be given the instruction to turn off their camera if they desire to improve bandwidth.
4. If speaking, please activate your camera so other delegates can see who is speaking.

I want to thank everyone for their understanding during these times. While we prefer in-person meetings, to ensure the health and safety of our members, on-line meetings are needed to continue the democratic operations of our Local.



Vaccination Policy

On March 1st the City announced the suspension of their Vaccination Policy. This is a marked departure from the public comments by the City Manager that the policy was here to stay for 2022, if not into 2023. It is important to note that the City has only "suspended" the policy rather than outright revoke it. There has been no indication how long this suspension will be in place, and the City has clearly reserved the right to reactivate the policy.

What is unclear is under what circumstances a potential reactivation will occur. With the high vaccination rate of City staff (last reported at 94% of all City staff), it would seem that the policy has achieved its stated goal. To reactivate the policy based on factors external to the City may not make much sense. It is also within the ability of the City to demand that any new hires be fully vaccinated before starting work. This would not only maintain the high vaccination rate, but over time would likely increase that rate.

We have not been provided specific numbers for Local 38 members, however, based upon our anecdotal information, it would appear that Local 38 members are at or above the City vaccination rate. There were a few members who remained in the testing stream, and some who remained non-compliant with the policy. However, the numbers of those members testing amounted to be less than 5% of the overall membership. Those members who made a decision not to comply at all with the policy appear to be less than 1% of the membership.

For many, it has been a long and difficult two years. When the announcement came on March 15, 2020 that the economy was shutting down and everyone was sent home to work, no one envisioned that it would take until April 2022 to be back to the workplace. As City workers, we can take great pride in knowing that together we kept a major metropolitan community running. Throughout the last two years of a global pandemic, City services continued seamlessly to Calgarians. Recreation was the hardest hit, and we did lose some of our members due to the closures of recreation facilities. We were able, however, to save a number of jobs by moving them to other areas.

We can only hope that the worst is now behind us. I want to acknowledge the hard work and sacrifice that we all have made as City workers. We can all be proud of the dedication shown by every City worker. Let us hope that 2022 brings better times.

International Day for the Elimination of Racial Discrimination March 21

The United Nations General Assembly states that all human beings are born free and equal in dignity and rights and have the potential to contribute constructively to the development and well-being of their societies. In its most recent resolution, the General Assembly also emphasized that any doctrine of racial superiority is scientifically false, morally condemnable, socially unjust and dangerous and must be rejected, together with theories that attempt to determine the existence of separate human races. This is the "Principle of Equality" as defined by the United Nations.

In Canada, March 21 is a day to re-commit our efforts to combat all forms of racial discrimination, injustice, systemic racism and hate to ensure a world where everyone is respected, safe and has equitable access to contribute meaningfully to all aspects of society.

The date of March 21 is significant, as it commemorates the day police in Sharpeville, South Africa, opened fire and killed 69 people at a peaceful demonstration against apartheid "pass laws" in 1960. In 1966, the United Nations proclaimed March 21 the International Day for the Elimination of Racial Discrimination in solidarity with the peoples struggling against racism and racial discrimination. Since then, the apartheid system in South Africa has been dismantled, yet still, in all regions, too many individuals, communities and societies suffer from the injustice and stigma that racism brings.

Alberta established an Anti-Racism Advisory Council that was created to provide recommendations to the Provincial government on how to eliminate racism and discrimination in Alberta. This 24 member council submitted their recommendations in March 2021 to the Provincial government to enact. The 48 recommendations were focused on four specific areas of priority; creating a government that reflects Alberta, preventing and responding to hate crimes and hate incidents, teaching respect for each other and valuing skills and experiences in the workplace. These priorities were further broken down into themes, such as, accountability structures, justice system reforms, advancing human dignity in education, and measuring progress and outcomes.

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Advance Notice of CUPE Local 38 Elections

At the Regular General Meeting on April 26, 2022 the following positions will be open for a two (2) year term:

- 1. President (Full Time)**
- 2. Treasurer**
- 3. Chief Steward**
- 4. Warden**
- 5. Five (5) Executive Members-At-Large**
- 6. One (1) Trustees (Term to 2025)**

To be eligible for nominations for any of the offices, members must have attended at least 50% of the Regular General Meetings in the twelve (12) months immediately prior to the election. The member must be present at the April meeting, or indicate in writing to the Recording 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 Regular meeting.



Bargaining Update

Your Bargaining Committee met with the City during the first week of March and by the time this newsletter comes out, we will have met for a second date in March.

The meeting was very productive, with a large number of items addressed at the table and signed off. The committees engaged in a detailed discussion surrounding a post-pandemic Work From Home program.

While there are still a number of items to be addressed at the table, we expect to move into monetary discussions in the next few sessions. Your Bargaining Committee has heard your concerns over the past few months --- inflation has greatly impacted household budgets; utility prices have skyrocketed; gasoline prices are at historic highs and are expected to hit as high as \$1.75 per litre by autumn.

In our last round, our members agreed to a deal that contained two years of zero increases. While no one was happy with the deal, many saw it as a way for us to share the pain of Albertans. During that time Alberta was in a deep recession. Today is a very different reality.

The City always comes to us in the downturn with the message "we need to share the pain." We point out that we are always asked to share the pain in the downturn, but the City is never prepared to share the good times when the economy flips upward. As this article is being written, the Western Canada Select price (the benchmark price for Alberta oil) is over \$100/barrel. This has not been seen since 2011.

Based on the current oil price, the Provincial government has moved from a deficit to surplus within one year. And in the latest provincial budget, the government is poised to start spending while leading up to the provincial election in 2023.

It is time for the City to live up to their word. In the down times, we scaled back our expectation. The question is: is the City prepared to share the turn around with those that worked to make it happen?

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The Council also provided a direct recommendation addressing the pending Alberta Health Services lay-offs and how that decision would disproportionately impact women and BIPOC people. This report is current, relevant and important, you can access it at the Alberta Government website by searching "Anti-Racism Advisory Council Recommendations Report."

Do your part by holding our government accountable to enacting these recommendations. Educate yourself and those around you of the history of racism. Be an ally and speak up, and stand up against racism, discrimination and xenophobia, whenever and wherever they occur. By working together, we can build a more inclusive and better world for everyone.

"Ignorance and prejudice are the handmaidens of propaganda. Our mission, therefore, is to confront ignorance with knowledge, bigotry with tolerance, and isolation with the outstretched hand of generosity. Racism can, will and must be defeated."

~ Kofi Annan

THOUGHT FOR THE MONTH



"It was on of those March days when the sun shines hot and the blows cold, when it is summer in the light and winter in the shade."

*~Charles Dickens
Great Expectations*

REGULAR MEMBERSHIP MEETING

*All CUPE 38 Card Carrying Members
Invited to Attend*



**When: Tuesday, March 22, 2022
at 7:00 p.m.**
Where: Via ZOOM
(SEE FRONT PAGE FOR DETAILS)
Business: Regular & Elections

Elections:

1. Four (4) eligible delegates to attend the AFL Mid-Term Forum, April 29 & 30, 2022 in Edmonton

