

CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38
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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 April.

The April 26, 2022 Annual General 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 office@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.



To Compress Or Not To Compress?

During the last round of bargaining there was a significant number of surveys returned from Members that indicated they would be interested in the option of a compressed work week. We heard you and brought the concept of compressed work weeks forward as a proposal to ENMAX.

The common configuration of a 40-hour weekly compressed schedule is four 10-hour days instead of five 8-hour days. Another variation allows alternating weeks of five 9-hour days and four 9-hour days, allowing the employee an extra day off every other week. Compressed work weeks can have many advantages; but this type of work schedule is not suited for everyone.

The benefits are many. It could be reduced rush hour commute times and additional days off but beware that it comes at a potential cost of longer workdays, which can cause fatigue and shorter evenings for employees. Another challenge is family schedules or organizing childcare for the longer days. This can be a stressful undertaking especially for families with younger children or single parents without support systems.

Employers who have implemented compressed work weeks have identified reduced absenteeism, higher productivity, improved employee satisfaction with flexible shifts and a considerable impact on the environment with a reduction in exhaust emissions.

So, a word of caution; be sure to weigh all of the pros and cons before making the decision to adopt a compressed work week schedule.

Interested eligible ENMAX employees can participate in a pilot available between mid-June and mid-September this year. Contact your leader directly for more information.

National Day of Mourning April 28th

National Day of Mourning For Workers Killed or Injured on the job—April 28, 2022. CUPE'S National Health and Safety Committee first proposed the creation of a National Day of Mourning in 1984. That idea came to fruition in 1991, when the federal government passed legislation to establish April 28th as the Day of Mourning. It has grown internationally as the International Day for Safety and Health at Work and is recognized in more than 120 countries around the world.

When they envisioned the day, the members of the committee wanted to remember lives lost in the workplace, but there was a broader point. The day was also supposed to remind all workers that we need to fight for the living and inspire us to prevent further tragedies.

On each Day of Mourning, CUPE honours our members and other workers who have died on the job.

Workplace deaths are a crime - they must be stopped. Workplace accidents and occupational diseases are preventable.

Please join the Calgary and District Labour Council for the National Day of Mourning Memorial Service on Thursday, April 28 at 11:00 am via Zoom online platform, use the following link to obtain the information.

[National Day of Mourning Link to Zoom Info](#)

Sometimes Change is Good

CUPE Local 38 is working on an update to the locals' website. The intent is to keep things current and user friendly for members. With the increased reliance on online platforms and, as a result, improved accessibility, more people often go to an organizations website to seek information. Unfortunately, in these busy times, the website content can get overlooked.

Our commitment is to change that, by providing updated articles that focus on our work and the work of labour organizations across the county. The current content on the website will still be available, just easier to find. Items such as the monthly newsletter, the list of Stewards and Executive and a copy of the current collective agreements will still be there, but with some additional features.

There will be a functioning member portal that can be used for event sign-ups and to update your personal information with the local. There will be a calendar of events, also listing dates of significance throughout the year. Now that we are climbing out of the pandemic fog, we hope to see more events added as health restrictions allow.

We will be announcing the launch of the new website in a future newsletter – stay tuned!

Annual General Meeting



As stated in previous 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
➤ **D'Arcy Lanovaz**
2. Treasurer
➤ **Kelley Shinnie**
3. Chief Steward
➤ **Corey Nesdoly**

Nominations for the following positions will be accepted at the meeting:

- One (1) Warden for a two (2) year term
- Five (5) Executive Members for a two (2) year term; and
- One (1) Trustee for a three (3) year term (to 2025)

To be eligible for these positions, you must have attended at least 50% of regular meetings in the past year.

THOUGHT FOR THE MONTH



***"Be kinder to yourself.
And then let your kindness
flood the world."***

~ Pema Chadran

REGULAR MEMBERSHIP MEETING

*All CUPE 38 Card Carrying Members
Invited to Attend*



**When: Tuesday, April 26, 2022
at 7:00 p.m.**
Where: Via ZOOM
(SEE FRONT PAGE FOR DETAILS)
Business: Regular & 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-At-Large—2 year term
6. One (1) Trustee—3 year term (Term to 2025)

ANNUAL GENERAL MEETING
OF CUPE LOCAL 38 LABOUR ORGANIZATION SOCIETY
Tuesday, April 26, 2022
Upon adjournment of the Regular Meeting
VIA Zoom
(see Front Page for details)
BUSINESS: Approval of audit