

Zoom Into the General Meeting

The Executive of Local 38 has made the decision to continue with on-line meetings for the near future.

The May 23, 2023 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 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. 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.



Speaking Up – But To Who?

The City has engaged in a new project that they have entitled Speaking Up. This new initiative seems to be a response to a recent City survey in which over a third of respondents indicated that they disagree or strongly disagree with the statement “I can report on behaviors related to the Code of Conduct without fear of retaliation.” What the City failed to ask is if employees feel that they can report *Management* behaviors related to the Code of Conduct without fear of retaliation. Based upon the communications we receive at our office, the majority of employees are not likely willing to Speak Up on this issue.

The fear that our members have about reporting anything negative about their Management team is real and felt every day. In too many instances, our members have reported to us experiences in which they have raised negative behaviors about their Supervisors, Team Leads, Managers, etc. to Human Resources, only to find out that the HRBP immediately informed the Management person about the complaint and complainant. Our member is then left defenseless in the workplace, as they suffer retaliation from the Management team.

The City will never be successful in changing the negative workplace culture as long as they continue to believe that Management can do no wrong. We are currently having to litigate a case in which a Manager made the statement in a full Team meeting that he doesn’t “want to be like an over-emotional woman on her period.” This shockingly crass and misogynistic statement offended many, and when a complaint was filed with Human Resources the Manager made a half-hearted apology to the Team, stating that he was sorry people didn’t come to him if they were offended, and that people need to lighten up.

More shockingly, months after the so-called apology, the same Manager used his authority to corner one of our members in a parking lot, letting this person know that he “did some digging” and now knows if was the member that filed the complaint. The Manager spent the next half-hour berating our member for creating a toxic work environment.

By coming to the Union, we are now able to engage in legal protections for our member. Unfortunately, it will require litigation to ensure our member receives fair treatment. The Director, General Manager and City Manager are all aware of the behaviors of this Manager, yet they tolerate this individual staying in a position of authority in the organization.

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Can Alberta take four more years of Danielle Smith?

Gary Mason, National Affairs Columnist, Globe and Mail
Published May 2, 2023

Alberta Premier Danielle Smith spent her first day on the campaign trail Monday answering the most important question she faces ahead of the May 29 provincial election: what is the public to make of her volatile governing style?

In the seven short months she's been in charge, Ms. Smith has leapt from one hot mess to another, almost all of which have been of her own making. Her premiership has been defined by tumult and controversy. She has been as mercurial a political leader as the province has ever known.

Now she is seeking a mandate to govern for four more years. Albertans will have to decide whether they can take any more.

"I'm not perfect," Ms. Smith told reporters on Monday, kicking off her campaign. "I think everyone knows that."

Well, if they didn't before, they certainly do now.

It's truly remarkable how blithely Ms. Smith moves from one contretemps to another, unconcerned, seemingly, about the reputational hit she might be suffering as a consequence of her actions. It's as if she believes that as long as she occasionally admits to not being perfect, voters will respect her honesty and cut her some slack.

And maybe they will.

Or maybe she thinks that extravagant promises will be enough to make people forgive her erratic nature and lure the skeptics to her side. She recently pledged \$330-million toward a new NHL arena in Calgary and had no qualms about tying the money and the entire viability of the project to a United Conservative Party victory.

Last week, she may have come up with her worst policy idea yet: legislation that would make any proposed personal or business tax increase in the province subject to a binding referendum. Brilliant. Let cash-strapped voters decide if they want to pay more in taxes. I'm sure they will give proper consideration to any proposed increase before promptly voting the proposition down.

The good news is, Ms. Smith's track record suggests that she won't hesitate in turning her back on a pledge if it suits her interests.

You might remember something called the Alberta Sovereignty Act, which is the short version of its official name. This was the act that was going to upend the relationship Alberta had with Ottawa. The province would be subservient no more – Constitution be damned.

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City as an Employer of Choice

At the end of April David Duckworth announced two new initiatives for City employees. The first initiative is the new Employee Transit Pass, set to start this summer. The Transit Pass is free to all current City employees. Such a Pass will be considered a taxable benefit by Canada Revenue Agency. So, while the City will not charge any fee for the pass, at the end of the fiscal year, such a pass will need to be claimed on income tax. It is for this reason that the Pass will be available from month to month, with the employee able to opt in or out.

This is an excellent initiative and the City should be congratulated for the move. Local 38 has tried many times in the past rounds of negotiations to have an Employee Transit Pass implemented, yet we were always told that it was too logistically challenging and costly. The current Administration has taken steps to overcome these roadblocks.

While this Pass may not benefit everyone in the organization, it is added benefit for many.

The second initiative is to establish a multi-purpose room equipped with fitness equipment. Again, we believe the City needs to be congratulated on this move. Our hope is that project leads to a system wide fitness pass for all City employees.

If the City wishes to become an Employer of Choice, this is an excellent first step.

Local 38 looks forward to working with the City to continue expanding projects targeting employee well-being.

Speaking Up – But To Who?

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Creating a culture of inclusiveness and respect means that the Employer must acknowledge when their own behaviors do not match their public statements. It is not enough to have a General Manager apologize to an employee in a grievance hearing. They must take steps to remove those individuals in position of authority who engage in predatory behavior.

The above situation is just one example of the many behaviors reported to us by our members across the organization. As long as the City protects Management and uses respectful workplace policies to punish our members, the culture at the City can never change.

Can Alberta take four more years of Danielle Smith?

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Of course, the bill was designed to help her win the leadership of the United Conservative Party, and it did. Later, when she tried selling the idea to the province as a whole, most Albertans were against it. They had no interest in the type of separatist manifesto she was proposing. Now the Sovereignty Act is never mentioned and destined to go the way of other dumb ideas from Ms. Smith – see: her plan to secure protections for the unvaccinated under the Alberta Human Rights Act – straight to Nowheresville.

Only two years ago, Ms. Smith was also arguing in favour of private health care. This forced her to recently spend valuable time trying to assure Albertans they won't have to use their credit card to get cared for in hospitals. Then there was the recording that surfaced of her playing verbal footsies with Calgary street pastor and political provocateur Artur Pawlowski. In the conversation, the Premier admitted to frequently talking to justice officials about charges laid against those who violated vaccination ordinances during the pandemic, like Mr. Pawlowski himself. Later, she went to great pains to explain how she hadn't really done what she said she had done.

The tax referendum idea is one of Ms. Smith's more ludicrous and ill-conceived ones, but at least it's one she can seemingly call her own. Other policies, including the Sovereignty Act, have been collected from a variety of ideological gutters.

A story last week in The Globe and Mail revealed ties Ms. Smith has with David Parker, founder of the right-wing Take Back Alberta movement. Her office admitted that the Premier had attended Mr. Parker's wedding in March. The overarching strategy of the organization is to take over public positions at various levels of society to exert greater influence on decision-making in the province. It is already exercising enormous sway over the UCP itself.

Meantime, Ms. Smith herself is publicly singing the praises of hard-right politicians, like Governor Ron DeSantis of Florida and Governor Kristi Noem of South Dakota, for creating "little bastions of freedom" in their states – ones she'd like to replicate in Alberta. Ah yes – that little anti-gay, book-banning bastion of freedom: Florida.

In her chat with reporters on Monday, Ms. Smith said that every time she's made a mistake she's tried to learn from it. "People don't expect their politicians to be perfect," she said.

No. But they do expect them to be at least modestly competent. And during her seven-month audition as Premier, it's hard to argue Danielle Smith has even been that.

Scholarships Available

CUPE Local 38 offers two scholarships in the amount of \$1,000.00 each, to be awarded in October of each year. These scholarships are open to card carrying members, or their eligible dependents. Each applicant must be enrolled in full-time, post-secondary studies, and they must submit a one thousand (1,000) word essay on one of the following topics:

1. How can Calgary-based unions work together to create positive change?
2. What can unions do to engage their members more effectively in a virtual environment?
3. Municipal unions, such as CUPE 38, operate in a political environment. Describe challenges and opportunities that these unions face because of the political environment, and strategies or tactics that could be used to address them.

The essays will be assessed on the following criteria: quality of research, degree of analysis, and adherence to the chosen topic. Submissions will be evaluated by CUPE Local 38's Public Relations and Education Committee. Please note that all submissions must clearly indicate the chosen topic.

Entries can be submitted by email or fax (403-290-1757). Email attachments should be in Microsoft Word format. Proof of enrollment must also be provided at the time of submission. The deadline for submission is August 24, 2023. Successful applicants will be advised by letter or e-mail and CUPE Local 38 reserves the right to publish the names and essays of the winners.

For further information, please contact Local 38 at 403-233-2700 or by email at office@cupe38.org

THOUGHT FOR THE MONTH



"Ability is what you're capable of doing. Motivation determines what you do. Attitude determines how well you do it."

~Lou Holtz, football player

REGULAR MEMBERSHIP MEETING

*All CUPE 38 Card Carrying Members
Invited to Attend*



**When: Tuesday, May 23, 2023
at 7:00 p.m.**

**Where: Via ZOOM
(SEE FRONT PAGE FOR DETAILS)**

Business: Regular & Elections

ELECTIONS:

1. One (1) Executive Member-At-Large—2 Year Term
2. One (1) Trustee —Term to 2024
3. Five (5) Members to the Public Relations & Education Committee
4. Five (5) Members to the Social Committee
5. Five (5) Members to the Equal Opportunities Committee
6. Six (6) Members to the Occupational Health & Safety Committee (4 Members must be from the City)
7. Seven (7) Delegates to CUPE Calgary District Council
8. Delegates to Calgary & District Labour Council

**ANNUAL GENERAL MEETING
OF CUPE 38 LABOUR ORGANIZATION SOCIETY
Tuesday, May 23, 2023
Upon adjournment of the Regular Meeting—VIA Zoom
(see Front Page for details)
BUSINESS: Approval of audit**