

# CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38  
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CUPE Local 38 | CALGARY, AB

## 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 June 27, 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](mailto: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.



## Canada Day Statutory Holiday

Every year we receive phone calls from members with confusion regarding the rules for Canada Day statutory holiday and receiving a lieu day.

The Canada Day holiday is governed predominantly under the Federal Holiday Act. This is mirrored in the Alberta Employment Standards Act. What makes Canada unique is that it is the only “floating” holiday that is moved to the Monday in specific circumstances.

A “floating” holiday is typically one that is attached to a specific date. For example, Canada Day is always on July 1<sup>st</sup> and Remembrance Day is always November 11<sup>th</sup>. This means that the actual day off in the week will move from year to year. Other “non-floating” statutory holidays such as Victoria Day or Thanksgiving Day are attached to a specific day in month (e.g., Thanksgiving is the second Monday in October, regardless of the date).

The Federal and Provincial legislation dictate that only for Canada Day, if July 1<sup>st</sup> falls on a Sunday, the day off will automatically move to the Monday. This unique rule does not apply to any other statutory holiday. This causes confusion for members, as many believe that if the holiday falls on a weekend (either Saturday or Sunday), then Monday becomes the day off.

The collective agreement treats Canada Day like any other statutory holiday. If it falls on a Saturday, members will be entitled to a lieu day. This can be banked and requested as time off at a future date. However, if Canada falls on the Sunday, then the Monday automatically becomes the day off in lieu.

In every circumstance, our members will receive compensation for Canada Day.

## CDLC 2023 Labour Day "Fill the Van Food Drive"

When: **Monday, September 4th, 2023 from  
10 am to 2 pm**

Where: **At the CDLC #321, 3132-26 St. NE  
Calgary**

- ⇒ Non-Perishable Food donations to Calgary Food Bank & the Veterans Food Bank of Alberta (Calgary Location)
- ⇒ Winter clothing to Mustard Seed
- ⇒ Period products to the Women's Centre

Calgary continues to see an increase in the demand on our Calgary Food Bank and the Veteran's Food Banks. They are in desperate need of supplies to assist as many folks as possible. We've all felt the pinch, whether it's at the grocery store or at the gas station, costs are up and Calgarians should not have to decide whether to pay a bill or feed their family. If you are able to donate, any of the items noted above, please consider doing so to help this great cause.

Whatever your plans for the summer may be ...  
We wish everyone an enjoyable, safe  
and happy summer!



## THOUGHT FOR THE MONTH



"Smell the sea, and feel the  
sky. Let your soul and spirit fly."

~ Van Morrison

## 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](mailto:office@cupe38.org)

# We can't take our foot off the gas now — 50 years in the making, Canada's public pensions fall short of seniors' needs



Most workers dream of a long and happy retirement. But is that dream a reality for most Canadians?

The Canadian model of retirement security is like a “three-legged stool”. The key being: you need all three legs for the stool to be secure. Two of the pension legs, Old Age Security (OAS) and the Canada Pension Plan (CPP) are public. But the system was designed so that these two public pension programs on their own are insufficient.

The Government of Canada counts on workers having a workplace pension plan in order to have a decent standard of living in retirement. Yet 60% of workers do not have access to a workplace pension plan.

In fact, at no point in history has a majority of workers had access to a pension benefit that is more than the modest public programs.

Old Age Security (OAS) is the basic universal public pension program for Canadian citizens and residents. We all contribute to OAS; it is funded through general taxation. Low-income seniors may also receive a Guaranteed Income Supplement (GIS) top-up. But an OAS/GIS pension alone does not keep people out of poverty.



The Canada Pension Plan (CPP) provides a lifetime pension to retirees who worked in Canada and made CPP contributions. CPP is funded equally by contributions from employers and from workers, in the form of payroll deductions. The value of our CPP in retirement depends on our earnings throughout our working life.

An average couple, with an average CPP benefit plus OAS/GIS would have a maximum annual income from the federal public programs of just under \$35,000 per year starting at age 65. This is more than \$2,600 below what Statistics Canada considers to be the low-income measure for a two-person household.



Retired CUPE 786 member Linda Clayborne, who worked as a registered practical nurse from 1975 to 2016 in Ontario's health care system, is well aware of the shortcomings of the public plans. “If you look at what you get from Old Age Security and the Canada Pension Plan, how do you survive on that?” she asks. “Especially today, with inflation. It's unreasonable.”

The inadequacy of OAS and CPP creates a need for workplace pension plans. But even though the Canadian public pension system is inadequate by design, there is no legal requirement that employers must provide their workers with a pension plan. And the types of workplace plans that do exist vary, ranging from more secure defined benefit plans to less adequate defined contribution plans.

Clayborne, who receives a pension from the Healthcare of Ontario Pension Plan (HOOPP), recognizes its importance. “Honestly, I thank God all the time that I have a pension plan,” she says. “I worked for 42 years and I receive a pension of about \$2,600 a month, plus the public pensions. It is a far cry from the \$1,253 I would get if I didn't have the HOOPP pension!”

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## ***We can't take our foot off the gas now — 50 years in the making, Canada's public pensions fall short of seniors' needs***

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In addition, temporary, part-time, and low-wage earners are much less likely to have a pension. These workers are also disproportionately workers of colour, Indigenous workers and workers with disabilities. The voluntary nature of workplace pension plans extends the inequality in the labour market by perpetuating precarity in elder years.

Where there are workplace pension plans, such as HOOPP, it is because unions have fought for and safeguarded them. Approximately 76% of unionized workers are members of a workplace pension plan, compared to only 28% of non-unionized workers. Workplace pension plan coverage is more prevalent in the public sector, which is more densely unionized. Pension coverage in the private sector has fallen as unionization has fallen. Without unions, there wouldn't be a workplace pension system in Canada.

The labour movement is workers' best advocate for a dignified and secure retirement for all.

We need to remain committed to improving public pension coverage to raise the floor for everyone. Old Age Security, collectively funded through taxation and near-universal, is one of the only public programs that embodies a progressive, trade union approach to retirement security. But it isn't enough to make ends meet, even with the recent 10% boost at age 75 — far too late for many working class retirees who need immediate support.

We have a collective, public responsibility to care for seniors by ensuring decent standards of living. After a lifetime of work in this country, people should be able to retire with security and dignity and not fall into poverty.

"I think there needs to be some education done on pensions and how important they are," Linda Clayborne remarks. "So few people have a pension now that I don't know if our members recognize how incredibly lucky they are if they have a pension. Pensions are all we have. They are the most important benefit we have in our work life."



## **June is Pride Month**

While Calgary hosts their own pride celebrations in August and September, June officially marks Pride Month in Canada. During this time we would like to recognize the diversity of the 2SLGBTQI+ communities and renew our commitment to the ongoing fight for equality.



Pride is also about solidarity, advocacy, hope, tolerance and acceptance of Two-Spirit, lesbian, gay, bisexual, transgender, queer, intersex and additional sexually and gender-diverse identities and how we strive to support and build a safe and inclusive society for all.

Please explore one of the many Pride celebrations or events happening this month.

## **National Indigenous History Month**

National Indigenous History Month is commemorated each June to recognize the history, heritage and diversity of First Nations, Inuit and Metis Peoples in Canada. It is an opportunity to reflect on how we bring awareness through a collective journey of enlightenment, solidarity, and reconciliation.

June also marks National Indigenous Peoples Day. It was announced in 1996 by the Governor General of Canada Romeo LeBlanc. The Proclamation declared June 21<sup>st</sup> of each year to be National Aboriginal Day. This was the result of consultations and calls to action made by various Indigenous groups.

We encourage members, during this time, to deepen their understanding of Indigenous peoples and cultures.

Here are some events in and around the City of Calgary:

### **Notable Dates for Indigenous History Month**

June 18 to 24 | [Indigenous Awareness Week \(City of Calgary\)](#)

June 21 | National Indigenous Peoples' Day

June 21 | Summer Solstice

June 24 | [National Indigenous Family Day and Pow Wow](#)

You may have also heard many land acknowledgements at a hockey game, a business meeting or at other events. The purpose of the land acknowledgement is to give respect to Indigenous tribes and provide education around the regional history of the land. CUPE 38 would like to acknowledge that we live, work and play on the traditional territories of the Blackfoot Confederacy (Siksika, Kainai, Piikani), the Tsuu t'ina, the Iyaxe Nakoda Nations, the Metis Nation (Region 3), and all people who make their homes in the Treaty 7 region of Southern Alberta.

The City of Calgary has produced a report, click the link below to read.

[White Goose Flying Report Calls to Action \(calgary.ca\)](#)



# REGULAR MEMBERSHIP MEETING

*All CUPE 38 Card Carrying Members  
Invited to Attend*



**When: Tuesday, June 27, 2023  
at 7:00 p.m.**

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

**Business: Regular & Elections**

#### **ELECTIONS:**

1. One (1) Trustee —Term to 2024
2. One (1) Member to the Public Relations & Education Committee
3. One (1) Member to the Equal Opportunities Committee
4. Three (3) Members to the Occupational Health & Safety Committee (2 Members must be from the City)
5. Two (2) Members At Large to the City of Calgary Negotiating Committee (must be City of Calgary employees)

CUPE Local 38 will not be holding any Regular Membership meetings for the months of July and August. This allows the executive and our members' time to enjoy the summer and get away on some much needed vacation time.

The CUPE Local 38 office remains open throughout the summer and our representatives are available during regular business hours. Wishing you all a healthy, happy and stress-free summer and we will see you again in the Fall!