



Update on bargaining and upcoming strike vote.

Update on the bargaining process

In fall 2023, the process of achieving a new collective agreement began. As bargaining discussions reached an impasse in March 2024, Local 38 engaged a third-party mediator, appointed by the Province of Alberta, to help facilitate discussions with the City of Calgary. Three mediation dates were held throughout April. Local 38 sought a three-year settlement of 4% (2024) – 3.5% (2025) – 3% (2026), with improvements to the Work From Home agreement and increases to shift differential and standby pay. This proposal is in line with current and future inflation estimates and improvements to shift differential and standby pay would bring Local 38 in line with what other City unions currently receive.

We believe our proposal strikes a balance between responding to current inflationary pressures and being fair to taxpayers (of which all members of Local 38 are). While Local 38 was hopeful for a resolution, mediation was not successful. We made every attempt to negotiate a fair and equitable deal, but the City stayed firm on its offer of 3% (2024) – 3% (2025) – 2% (2026). Following the final day of mediation, Local 38 requested the mediator to “write out”. This process is an acknowledgement by the mediator that a deal could not be reached and initiates the 14-day cooling-off period. Following the 14-day cooling-off period, a strike vote can be held by the union with prior approval from the Alberta Labour Relations Board (ALRB).

What is a strike vote and why is it important?

There are times in labour negotiations when the two parties cannot agree on a settlement. A path forward in this scenario is for the union members to take a strike vote. A strike vote is an effective way for the Union to obtain strong, clear direction from members regarding the employer’s offer. **It is important to remember that the City has already signed a deal with Local 37 Outside Workers for more money!**

While a successful vote is the first step towards labour action, it does not immediately cause a strike. The best settlement is one achieved at the negotiating table. A strong vote in favour of a strike gives the union the backing and support to move forward with negotiations.

While strike votes are often taken, most labour negotiations conclude without engaging in labour action. Strong support on a strike vote sends a message to the employer that the members are serious and that they support the Union bargaining team.

How to participate in a strike vote

There are two ways to participate in a strike vote: electronically and in-person.

An electronic ballot will be delivered to your personal email address on May 15th. Instructions for casting your ballot will be included.

Note: You must be on Local 38’s distribution list to receive the voting link. Register with your personal (non-City) email address at cupe38.org

To vote in person, visit the Local 38 office at 1439 - 9 Ave S.E, Calgary on either May 15th or May 16th between the hours of 7:30 a.m. and 4:30 p.m.



All members within Local 38's jurisdiction are allowed to vote. You do not need a union card to participate in a strike vote.