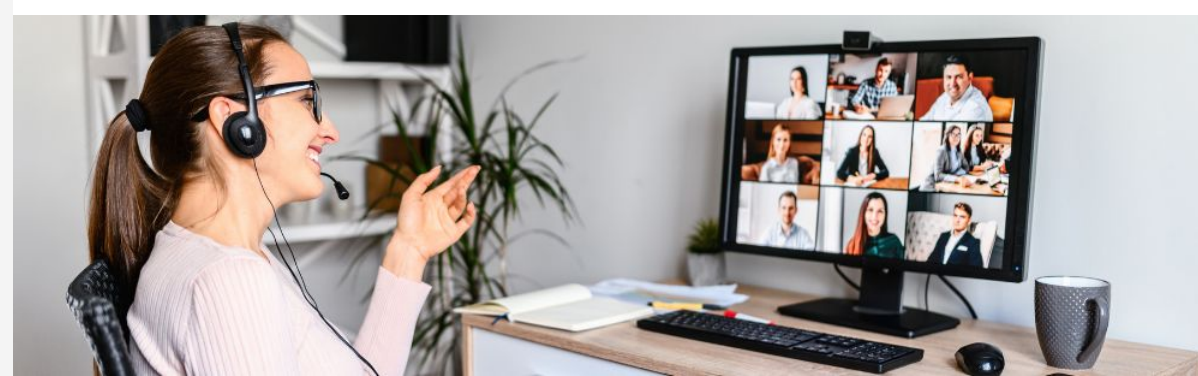




CUPE38 Connection brings you the latest updates, collaborative events, and resources to strengthen our community.

Join Our Next Meeting



Date: Tuesday, November 26, 2024
Location: Virtual via Zoom
Agenda: Regular Business
RSVP: office@cupe38.org or call: 403-233-2700

[Add to Google Calendar](#)
[Add to Outlook Calendar](#)

City of Calgary Collective Agreement 2024–2026 Now Available

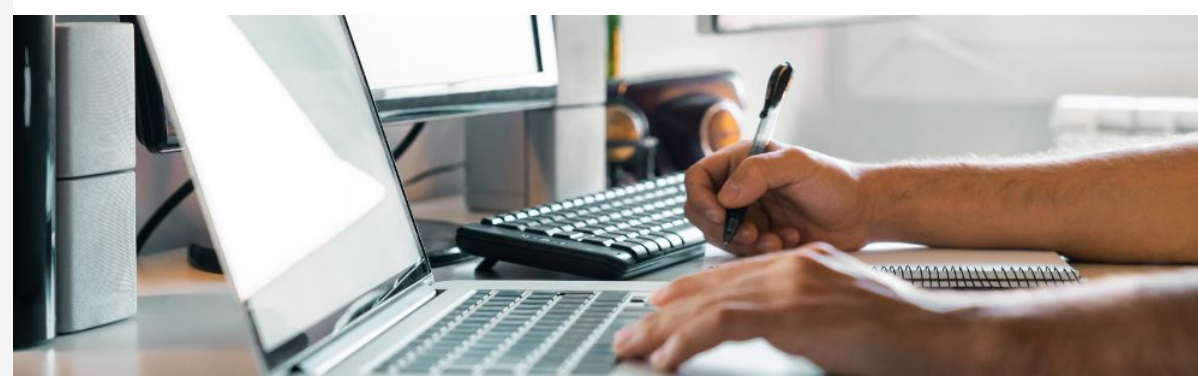


CUPE Local 38 is pleased to announce that the new City of Calgary Collective Agreement for 2024–2026 is now available. This agreement outlines the updated terms and conditions of employment for CUPE 38 members, including important changes to wages, benefits, and working conditions. It reflects ongoing efforts to enhance workplace standards and ensure fair treatment for all employees.

We encourage all members to review the agreement to stay informed about their rights and responsibilities.

[You can access the full document here.](#)

CUPE 38 Advocates For Balanced Work-From-Home Solutions



As the debate over work-from-home policies continues, CUPE Local 38 stands up for flexible arrangements that offer the best of both worlds. By supporting individualized approaches that blend remote work with in-person collaboration, the union is pushing for solutions that boost productivity, improve work-life balance, and meet operational needs. Read more about CUPE 38's advocacy efforts [here](#).

View the Infographic



CUPE Local 38 Pays Tribute on Remembrance Day



As we observe a moment of silence this Remembrance Day, CUPE Local 38 honours the brave men and women who have served in the Canadian Armed Forces. Their sacrifices, courage, and dedication have helped secure the freedoms we enjoy today.

Let us take this day to reflect on the lives lost and express our deepest gratitude to those who fought for peace and safety across the world. CUPE Local 38 stands with all Canadians in remembering the legacy of those who served and in committing to a brighter, peaceful future for generations to come.

Friendly Reminder To Register For The Annual Children's Christmas Party

Don't forget to register for the annual Children's Christmas Party! Santa's coming to town, and this long-standing Local 38 tradition, now over 25 years strong, is the perfect way to kick off the holiday season. It's a fantastic opportunity for members and their families to celebrate, connect, and enjoy festive fun together. Be sure to sign up and join in the holiday cheer!

Eligibility: Local 38 card-carrying members' children only who were born in 2014 or later.
Date: Saturday, December 7th, 2024
Time: 9:00-11:00 am
Location: Genesis Centre - 7555 Falconridge BV NE.

The registration desk opens at 8:30 and ends at 10:30 am. **The deadline to return forms is November 8, 2024.**

[Fill Out The Registration Form](#)

We're excited to bring holiday cheer to our members and their families, but we need your help to make it a success. If you're interested in volunteering, please contact the office via email or phone.

Your support will help make this event memorable for our community's little ones. Thank you in advance for your time and holiday spirit!

Points to Ponder from Your Equal Opportunities Committee: Embracing the International Day for Tolerance



Observed each year on November 16, the International Day for Tolerance invites us to reflect on the values of understanding, respect, and acceptance in our diverse world. Initiated by the United Nations in 1996, this day reminds us that tolerance is not just passive acceptance; it's an active commitment to embracing diversity. For Canadians who live in one of the world's most multicultural nations, tolerance is foundational to building inclusive communities where everyone feels valued and supported.

Tolerance goes beyond mere coexistence. It challenges us to question our assumptions, consider differing perspectives, and actively combat prejudice. In our workplaces, practicing tolerance means creating environments where everyone feels respected and empowered regardless of background, identity, or beliefs. Through tolerance, we foster communities that celebrate diversity, enriching our collective work and experiences.



How can we promote tolerance?

Educate Ourselves and Others

Tolerance begins with understanding. By learning about different cultures and perspectives, we broaden our empathy. Explore resources, attend workshops, and invite colleagues to join in learning opportunities. Shared knowledge builds stronger, more inclusive teams.

Challenge Biases and Prejudices

Examining our own conscious and unconscious biases can be challenging but is essential for fostering inclusivity. Take time to reflect on assumptions, engage in conversations about stereotypes and discrimination, and consider attending training sessions on anti-racism and equity. Sharing these experiences with others helps raise collective awareness and builds a more understanding workplace.

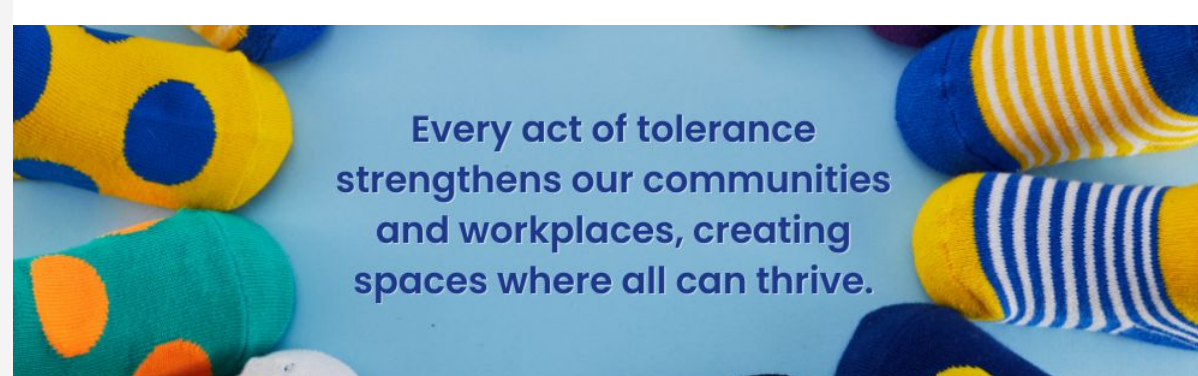
Promote Open Dialogue and Celebrate Diversity

Tolerance grows in environments where open conversations are encouraged. Create spaces for discussions about different traditions, histories, and perspectives, ensuring everyone feels seen and valued. Sharing personal stories and listening with curiosity builds mutual respect and strengthens connections across diverse backgrounds.

Support Inclusive Practices

Inclusivity can be woven into everyday actions. Encourage everyone's participation, book accessible meeting spaces, support accommodations for diverse needs, and make thoughtful adjustments to ensure all feel respected and included. Small, intentional actions create a welcoming environment where everyone feels valued.

Let's commit to meaningful steps toward a more inclusive society this International Day for Tolerance.



Every act of tolerance strengthens our communities and workplaces, creating spaces where all can thrive.

December Meeting



December Meeting Date: Tuesday, December 17, 2024

[Add to Google Calendar](#)

[Add to Outlook Calendar](#)

Key Dates



Remembrance Day - November 11, 2024

International Day for Tolerance - November 16, 2024

November - All Month

International Day of Remembrance and Action on Violence Against Women - December 6, 2024

Save The Date



Children's Christmas Party - December 7, 2024

Sincerely,

Your Executive Team

