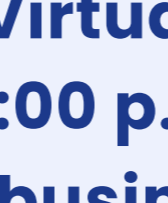




CUPE38 Connection brings you the latest updates, collaborative events, and resources to strengthen our community.

Join Our Next Meeting



Date : Tuesday, March 25, 2025

Location : Virtual via Zoom

Time: 7:00 p.m. MST

Agenda : Regular business and elections

RSVP : office@cupe38.org or call 403-233-2700

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Elections



Elections will be held at the Regular General Meeting on April 22, 2025. Positions up for this year's election are as follows:

- Vice President – two (2) year term
- Business Agent – two (2) year term
- Recording Secretary – two (2) year term
- The Executive Board will have five (5) Executive-at-Large positions up for election in 2025. All of these positions are for a two (2) year term.

To be eligible for nomination to any of these positions, members must have attended at least 50% of the Regular General Meetings in the 12 months preceding the Regular General Meeting at which elections are held.

Additionally, members wanting to be considered for election must attend the April Regular General Meeting. If unable to attend in person, a written declaration can be submitted to the CUPE Local 38 Office at office@cupe38.org. The declaration must indicate your intent to run for a position and your willingness to stand for this position if you are nominated.

To be eligible for nomination to the offices of President, Chief Steward, Vice President, Treasurer, Recording Secretary, or Business Agent, a member shall declare their intention at the March Regular General Meeting. This declaration can be made in person at the March meeting or by submission of a written declaration duly witnessed by another member to be read at the March Regular General Meeting.

Education Locals on Strike



Education Assistants, custodians, and maintenance workers have taken strike votes across the province and thousands of workers are now walking the picket line. From Fort McMurray to Edmonton to Calgary, education workers are standing up against inferior wage offers mandated by the Provincial Government through School Boards.

While the cost of living soars, these workers have seen their wages frozen – some for five years, others for a staggering 10 years, depending on the school board. Since 2020, expenses have climbed by 17.5 per cent, leaving these workers, many of whom earn less than \$40,000 per year, struggling to keep up. Wage negotiations are stalled, with most employer offers failing to make up for the past years of inflation and barely covering inflation going forward.

The Parkland Institute published a report titled A Thumb on the Scale that showed over the past few years, provincial government interference in public sector bargaining has reached unprecedented levels. Empowered by the Public Sector Employers Act (PSEA) introduced by the UCP in 2019, the provincial government imposes bargaining mandates on all public sector employers and requires the employer to keep those mandates confidential now and into the future – secret from workers, their unions, and the public.

These secret mandates have significantly delayed and prevented settlements, seriously undermined bargaining relationships, and, in the cases of school boards, undercut elected trustees. As school board trustees are forced to implement the secret UCP mandate, education support workers cannot get a fair deal because the government has set unreasonable wage limits.

We are now seeing the same pattern that played out in 2020, when government interference derailed negotiations and made mediation necessary for public-sector workers across health care, education, post-secondary, and the core public service.

The education strikes are causing significant disruption for hundreds of thousands of Alberta families, placing greater strain on teachers and principals, and negatively impacting the quality of education kids receive. It is in everyone's interest that these disputes get settled so these important workers can get back to doing their jobs.

You can help by contacting your MLA and demanding a fair wage for the poorest paid education workers. Stop by the picket lines and show your support to the Public and Catholic School Board workers. Contact your School Board Trustee and demand that they offer a fair wage increase.

These workers support us every day by providing safe and conducive learning environment for our children. Now they need our collective support – including with their food pantry.

Food Pantry for CUPE Locals 40 and 520



Please donate food to the pantry to support our sisters and brothers while they're on strike.

- When: March 3, 2025 – Until Strike Ends
- Pantry Hours: Mondays – Thursdays, 2 p.m. to 8 p.m.
- Where: CDLC #321, 3132-26 St., NE Calgary

One bag limit per household. Any excess food remaining after the strike ends will be donated to the Calgary Food Bank. Good items to donate include things like canned food, canned vegetables, canned meats, pasta and pasta sauce, bags of rice, toiletries, and period products.

Celebrating International Women's Day: A Call to Action for Gender Equality



March 8, 2025 was International Women's Day, a day dedicated to honoring the achievements of women and advocating for gender equality. This year's theme, "Accelerate Action", underscores the urgent need to address systemic barriers and biases that women face in various aspects of life.

International Women's Day is not just a celebration but a call to action. It reminds us of the progress made and the work still needed to achieve true gender parity. From the boardroom to the classroom, women continue to break barriers and make significant contributions to society.

Our union is committed to supporting and empowering women in the workplace. We recognize the importance of creating an inclusive environment where all members can thrive. Today, we reaffirm our dedication to promoting policies that support gender equality, such as equal pay, flexible working conditions, and opportunities for career advancement.

As we celebrate the achievements of women, let us also reflect on the challenges that remain. Together, we can accelerate action towards a more equitable and just world for all.

Learn more about [International Women's Day](#).

Day of Mourning



On April 28, 1984, the Canadian Union of Public Employees (CUPE) marked the first-ever observance of the Day of Mourning. This day was created to remember and honour workers who have lost their lives, been injured, or become ill due to their work. The Canadian Labour Congress (CLC) officially adopted this day in 1986, and in 1991, the Canadian federal government passed the Workers Mourning Day Act, designating April 28th as the National Day of Mourning.

The Day of Mourning serves as a powerful reminder of the sacrifices workers make in their pursuit of a living and the importance of workplace safety. It is a solemn occasion to reflect on the tragic losses, and to commit to fighting for safer working conditions for all.

We invite all members to join the Calgary & District Labour Council (CDLC) as they hold a Wreath Laying Ceremony and Memorial Service on April 28, 2025, at noon. This event will take place at the City of Calgary Worker Memorial, located at Edward Place Park, at the SE corner of the Municipal Building, 800 Macleod Trail SE (9th Ave & Macleod Trail SE).

Let us come together to remember the lives lost, and continue to work toward safer, healthier workplaces for everyone.

Stay Strong and See You Next Month!

Sincerely,

Your Executive Team

