ISSUE #27

October 2025

CUPE38 WIRE

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

Join Our Next Meeting

Date: October 28, 2025

Location: Virtual via Zoom

Agenda: Regular monthly business, union by-elections for two executive members at large, nominating union representatives to attend upcoming conferences

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

Municipal Elections 2025: Why Municipal Workers Must Vote

Municipal elections often fly under the radar, overshadowed by the drama and spectacle of national politics. Yet for municipal workers – those who serve Calgary in roles ranging from water services, waste water and public works to city planning, parks and open spaces, affordable housing and emergency services – these elections are not just important; they are foundational. The decisions made at the City Council directly shape our working conditions, job security, and the quality of life in the city we serve.
Voting in municipal elections is not only a civic duty—it's a strategic act of self-advocacy.

Local Decisions, Immediate Impact

Municipal governments control budgets, policies, and priorities that affect everything from staffing levels to equipment upgrades. Elected officials decide whether to invest in infrastructure, expand public services, or privatize essential functions. For municipal workers, these choices can mean the difference between a well-supported workforce and one stretched thin. Voting ensures that the people making these decisions understand and value the work municipal employees do every day.

Protecting Our Rights and Benefits

Collective agreements, health benefits, and workplace safety regulations are often negotiated or influenced by local elected officials. When municipal workers vote, they help elect leaders who respect labour rights and are committed to fair negotiations. Staying engaged in these elections helps safeguard hard-won benefits and ensures that future policies continue to support our well-being.

Shaping the Future of Public Services

City workers are uniquely positioned to understand what Calgary needs. Whether it's better emergency response systems, more inclusive public spaces, or sustainable waste management, our frontline experience offers invaluable insight. By voting, we help choose leaders who will listen to that expertise and make informed decisions that benefit everyone.

For this reason, Local 38 is including a list of candidates that we believe understand the needs of the public sector. All too often, candidates' campaign on cutting public services and undermining our jobs. We encourage every member to give careful consideration when you vote to support those candidates that have committed to supporting us and Calgarians.

Amplifying the Voice of the Public Workforce

City workers are often the unsung heroes of civic life. Our voices deserve to be heard – not just in the workplace, but at the ballot box. When they vote in large numbers, they send a powerful message: that the public workforce is engaged, informed, and invested in the future of the city. This visibility can lead to greater respect, influence, and responsiveness from elected officials.

Countering Apathy and Low Turnout

Municipal elections typically suffer from low voter turnout, which means that a small number of votes can sway major decisions. This makes it even more critical for us to participate. Our votes can help elect candidates who prioritize public service, equity, and community investment. In a low-turnout environment, every vote carries extra weight. This election is shaping up to be decided by a minority of voters, due to apathy. It is not only important that we vote, it is equally important that we encourage those around us – friends, family, neighbours – to vote as well.

Leading by Example

Municipal workers often encourage civic engagement in our daily roles – whether it's helping residents navigate city services or promoting public initiatives. By voting, we model the very behaviour we advocate for. Our participation reinforces the importance of democracy and inspires others to get involved.

As City workers, we have a direct stake in the outcomes of this municipal election. Our jobs, communities, and futures are shaped by the decisions made at city hall. Voting is not just a right – it's a responsibility and a powerful tool for change. When we show up at the polls, we help build cities that work better for everyone.

Municipal Elections 2025: Why Municipal Workers Should Support Candidates Endorsed by 'Calgary's Future'

As Calgary prepares for its 2025 municipal election, the stakes couldn't be higher for those of us who keep our city running. From Planners to traffic technologists to water technologists, from peace officers to crime analysts, from affordable housing specialists to issue strategists, we are the backbone of Calgary's infrastructure and public services. That's why it's crucial that we pay close attention to the candidates endorsed by Calgary's Future, a civic advocacy group focused on building a more inclusive, sustainable, and worker-friendly city.

Why 'Calgary's Future' Matters

Calgary's Future has endorsed a slate of candidates who prioritize affordable housing, climate resilience, public transit, and economic opportunity. These are not abstract policy goals – they're the very issues that shape the daily lives and working conditions of municipal employees.

Investing in Public Services and Infrastructure

Endorsed candidates have a track record of supporting public investment over privatization. That means better funding for city departments, improved equipment and facilities, and more stable employment for municipal workers. Whether it's maintaining roads, upgrading transit systems, or expanding community programs, these candidates understand that strong public services require a strong public workforce.

Championing Our Rights and Fair Wages

Calgary's Future candidates are committed to protecting labour rights, negotiating fair contracts, and ensuring that municipal workers receive competitive wages and benefits. Their platforms reflect a deep respect for the contributions of city employees and a willingness to advocate for our needs at City Hall.

Building a City That Works for Everyone

Municipal workers don't just serve Calgary. We live here too. The endorsed candidates support policies that make Calgary more livable for working families, including affordable housing, accessible transit, and climate action. These initiatives not only improve the quality of life for residents but also create safer, more efficient working environments for all city staff.

A Voice for the Frontline

By supporting the candidates endorsed by Calgary's Future, we amplify our collective voice. These candidates are listening, and they're ready to act. Voting for leaders who understand the realities of public service ensures that we have allies in decision-making spaces.

In this election, we have the power to shape Calgary's future, not just through our daily work, but through our votes. Supporting candidates endorsed by Calgary's Future is a vote for respect, investment, and progress. Let's build a city that works – for the people who work for it.

Full List of City Council Candidates Endorsed by 'Calgary's Future'

Mayor – Jyoti Gondek
Ward 1 – Joey Nowak
Ward 2 – Candy Lam
Ward 3 – Andrew Yule
Ward 4 – DJ Kelly
Ward 5 – Raj Dhaliwal
Ward 6 – Inam Teja
Ward 7 – Heather McRae
Ward 8 – Nathaniel Schmidt
Ward 9 – Harrison Clark
Ward 10 – Nickie Brockhoff
Ward 11 – Alex Williams
Ward 12 – Sarah Ferguson
Ward 13 – Elliot Weinstein
Ward 14 – Ryan Stutt

Remember, voting takes place on Monday, October 20. Find full information, including voting locations, by following the link below.

Elections Calgary

ENMAX Bargaining Update

Bargaining with ENMAX kicked off during the first week of October. During our initial meeting, we shared the proposals that members ratified at the September 25th Zoom meeting. These proposals have been crafted to capture the priorities identified to us through the bargaining survey over the summer, such as increased flexibility, and a fair and equitable wage settlement. Over the coming months, we'll be negotiating over our proposals, and those that the employer has introduced.

We want to extend a huge thank you to everyone who attended the September 25th meeting; having your voice as part of negotiations makes your elected bargaining committee stronger. Local 38 will continue to move forward with further bargaining dates over the coming months. As bargaining continues, we're committed to keeping you up to date.

Make sure to mark this email as trusted in your inbox so you don't miss a thing. We'll be in touch soon.

CUPE Local 38 Upcoming Elections

In addition to the Calgary municipal elections, our union will have our own internal elections this month:

- **By-Election:** Two (2) executive members at large
- **Parkland Institute Conference – Democracy Under Siege (Nov 21-23 in Edmonton):**

Four (4) delegates

We're a democratic organization. Everything we said above about the importance of voting in municipal elections applies here, too. This is your union. Use your voice to share your thoughts and help guide our collective future.

Candidate nomination and voting will be held at the upcoming monthly meeting, being held on October 28 at 7:00 p.m. via Zoom. See you there.

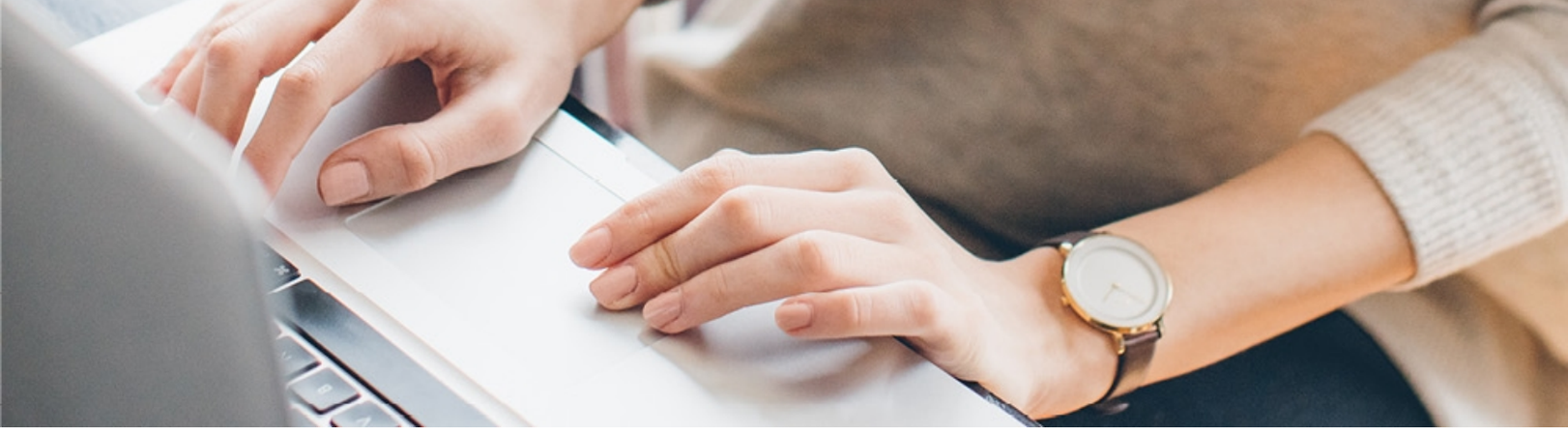
Support the Canadian Union of Postal Workers with Picket Pantry

It's time to show solidarity in action. Our brothers and sisters in the Canadian Union of Postal Workers are going on rotating strike this month. Negotiations are predicted to be lengthy, and families of postal workers still need to be fed. So donate what you can to the picket pantry – think non-perishable items like canned goods, dried beans, rice, and pasta, etc., as well as personal hygiene items.

WHEN: Now, until the strike ends
HOURS: Monday – Thursday, 11 a.m. – 3 p.m.
WHERE: CDLC #321, 3132-26 St. NE Calgary

Good luck and hold the line to all postal workers across Canada – we've got your back!

CUPE Local 38 2025 Scholarship Winners



Each October, Local 38 awards two $1,000 scholarships through an essay contest. The scholarships are open to card carrying members or their eligible dependents who are enrolled in a post-secondary institution.

The Public Relations and Education Committee is pleased to announce this year's winners: **Lucas Calosing** and **Natalie Kotch**. Lucas and Natalie's essays explored the value of the Canada Pension Plan and navigating the political landscape of municipal unions.

Congratulation Lucas and Natalie, and best of luck to all applicants in their studies.

Save the Date: Kids Christmas Party!

Get ready, Santa's coming to town for the annual Children's Christmas Party! The Children's Christmas Party has been a cherished CUPE Local 38 tradition for over 25 years. The festive annual event was first introduced as a way for the Local to show appreciation to members and their families while providing an opportunity to meet and connect with fellow members.

Date: Saturday, December 13, 2025
Time: 9:00-11:00 a.m.
Location: Genesis Centre - 7555 Falconridge BV NE.
Eligibility: CUPE Local 38 card-carrying members' children only who were born in 2015 or later

Note: The check-in desk will open at 8:30 a.m. and close at 10:45 a.m.
You must pre-register with the form below to attend and receive a gift

Interested in joining us? Register your family's attendance by following the link below.

As always, the Children's Christmas Party is made possible by volunteer efforts. It's a great opportunity to get in the seasonal spirit, and to see your fellow union members outside of a formal setting. Drop us a mail to see how you can help.

Register Attendance | Volunteer

Stay Strong and See You Next Month!

Sincerely,

Your Executive Team

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