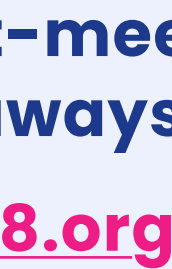


CUPE38 WIRE

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

Join Our Next Meeting – Back After Summer!



Date : September 23, 2025

Location : In Person @ CUPE 38 Office

Time: 7:00 p.m. MST

Agenda : Exciting launch of new logo and branding, general business, and post-meeting socializer with snacks, swag giveaways, and more.

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

As summer draws to a close, CUPE Local 38 is preparing to resume our regularly scheduled meetings. We hope the season provided you with valuable time to relax and recharge. With fall upon us, we look forward to reuniting as a collective to focus on the important work that lies ahead.

Our regular meetings will recommence this month, offering an opportunity for all members to stay informed, engage in meaningful discussions, and actively shape the direction of our union. We encourage your participation as we continue to build a stronger, more united CUPE Local 38.

Calgarians for the Common Good 2025 Mayoral Forum



On October 4, our friends at Calgarians for the Common Good are hosting an evening event where mayoral candidates for the upcoming election will discuss important issues. We encourage all members to take this chance to use your voice and ask the questions that matter to you. Our city's future depends on it.

Space is limited, so register your attendance today.

WHEN: October 4, 2025, 7 p.m.

WHERE: Know United, 506 4 St SW, Calgary, AB, T2P 1S7

[Register Attendance](#)

Save the Date: Children's 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

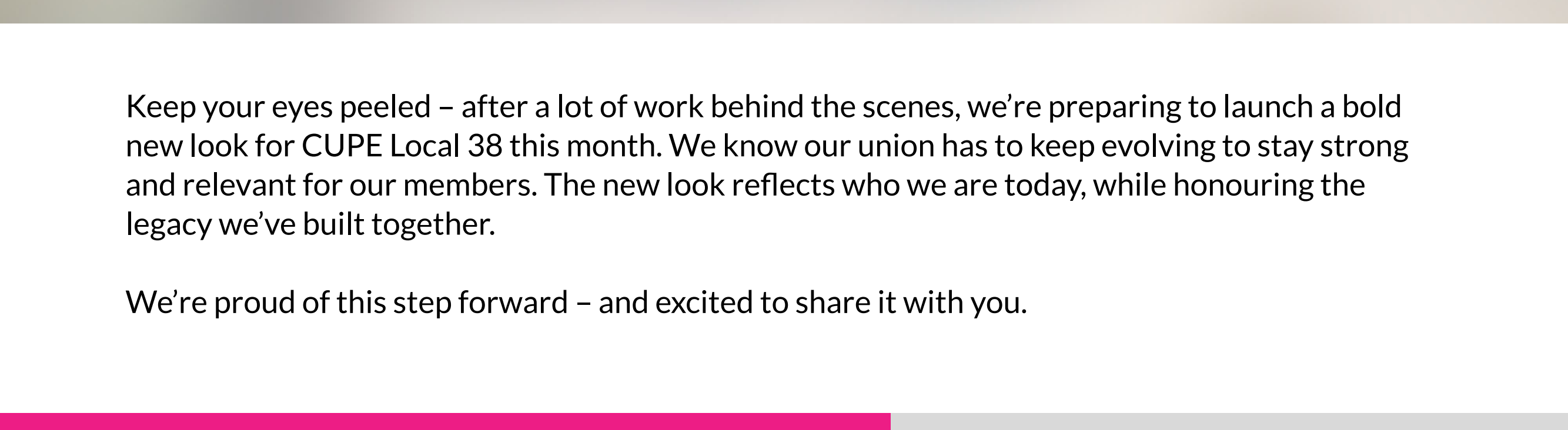
Interested in joining us? Register your family's attendance by following the link below.

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](#)

A New Look for CUPE Local 38



Points to Ponder: National Day for Truth and Reconciliation



In Canada, we recognize September 30 as the National Day for Truth and Reconciliation, a day to honour the survivors of residential schools, the children who never came home, and the families and communities impacted. Orange Shirt Day is also observed on September 30, which began as an Indigenous movement and reminds us that "Every Child Matters."

This day is more than a moment or a single day of reflection, it is an opportunity to commit, both personally and collectively, to understand the truth of Canada's colonial history and its ongoing impact on Indigenous Peoples.

Truth must come before reconciliation. This means listening to Indigenous voices, learning about the lasting impacts of residential schools, and acknowledging the systemic inequities that persist today. It also means moving beyond symbolism and toward action, however small, consistent, and meaningful.

What can you do? Here are some suggestions you can do to work towards reconciliation:

- **Read through the Truth and Reconciliation Commission's Calls to Action**
Start with a few of the 94 Calls to Action and reflect on how they connect to your daily life, values, or the systems you're part of. [Read the Calls to Action](#).
- **Acknowledge the Land**
Learn which Indigenous land you live and work on using <https://native-land.ca/>. Consider how land acknowledgments can be used meaningfully in your day-to-day life.
- **Wear an Orange Shirt**
On September 30, wear orange to honour survivors of residential schools and the children who never came home. If possible, purchase from Indigenous-owned businesses and share the meaning with others.
- **Reflect with Intention**
Take a few minutes to ask yourself regularly: What does reconciliation mean to me? What actions am I taking or could I be taking to support it year-round?

Calgary Events for the National Day for Truth and Reconciliation

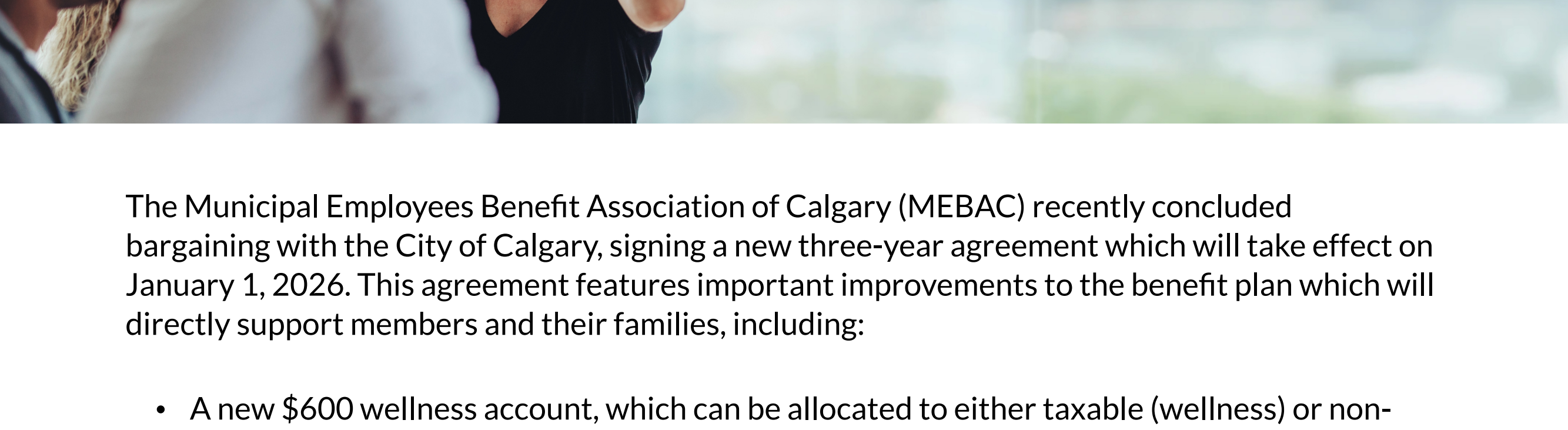
[Check All Events](#)

Upcoming Dates to Remember



- **September 21:** International Day of Peace
- **September 23:** International Day of Sign Languages
- **September 30:** National Day for Truth and Reconciliation (statutory holiday)
- **October:** Women's History Month
- **October 1:** International Day of Older Persons
- **October 5:** World Teachers' Day
- **October 13:** Thanksgiving (statutory holiday)

Bargaining Success: Improvements to the MEBAC Benefit Plan



The Municipal Employees Benefit Association of Calgary (MEBAC) recently concluded bargaining with the City of Calgary, signing a new three-year agreement which will take effect on January 1, 2026. This agreement features important improvements to the benefit plan which will directly support members and their families, including:

- A new \$600 wellness account, which can be allocated to either taxable (wellness) or non-taxable (health spending) annually
- Existing \$300 health spending account to be included with the new \$600 wellness account, for a total of \$900 (with annual allocation to employee's choice of health or wellness, or a combination)
- Orthotic coverage to be increased from \$200 to \$400
- Hearing aids (including cochlear implants) to be increased from \$600/5 years to \$1,500/5 years
- New coverage for bruxism appliances within Level 2 and 3 dental
- New coverage for cold therapy machine purchase (\$130/12 months)

Starting in 2027, two further improvements will also take effect, including:

- Increase in vision coverage from \$400 to \$500, per covered person
- Annual increase in dental coverage by \$250, per covered person

As we look ahead, MEBAC will continue working to protect and improve the plan so that it continues to meet the evolving needs of its members.

Learn more about eligible expenses and the MEBAC plan at the City of Calgary website.

[MEBAC Employee Benefits](#)

Stay Strong and See You Next Month!

Sincerely,

Your Executive Team

