CUPE38 connection

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

Join Our Next Meeting

Date : Tuesday, November 25, 2025

Time: 7:00 p.m. MST

Location : Virtual via Zoom

Agenda : Regular business and elections

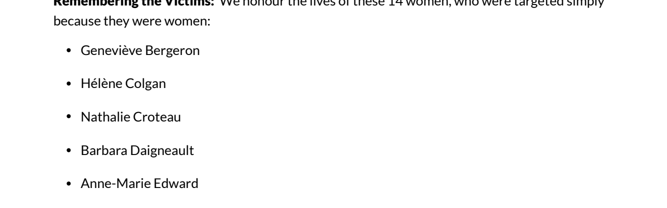
Four (4) delegates to the AFL Winter School in Jasper, AB, January 11-15, 2026
Four (4) delegates to the CUPE Alberta Spring School in Canmore, AB, April 26-May 1, 2026

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

Upcoming Meetings

Please Note: Our December general meeting will be adjusted to Tuesday, December 16, 2025. It will be held in-person, with a member social to follow. Watch the December edition of the newsletter for more details.

A Day of Remembrance and Action Against Violence Toward Women



On December 6, Canadians across the country pause to reflect, mourn, and mobilize. The National Day of Remembrance and Action on Violence Against Women marks the anniversary of the 1989 École Polytechnique massacre in Montréal, where 14 young women were murdered in an act of violent misogyny. This tragedy shocked the nation and led Parliament to designate December 6 as a day to honor the victims and confront the ongoing crisis of gender-based violence.

Why This Day Matters

Remembering the Victims: We honour the lives of these 14 women, who were targeted simply because they were women:

- Geneviève Bergeron
- Hélène Colgan
- Nathalie Croteau
- Barbara Daigneault
- Anne-Marie Edward
- Maud Haviernick
- Maryse Laganière
- Maryse Leclair
- Anne-Marie Lemay
- Sonia Pelletier
- Michèle Richard
- Annie St-Arneault
- Annie Turcotte
- Johanne St-Gelais

Their names are etched into Canada's collective memory as a call to never forget.

Recognizing the Reality: Gender-based violence remains a pervasive issue. More than half of all women in Canada will experience violence in their lifetime, often at the hands of someone they know.

Renewing Our Commitment: December 6 is not only about remembrance – it's a call to action. It urges individuals, communities, and governments to challenge misogyny, support survivors, and build safer, more equitable spaces for all.

The White Ribbon Campaign

This day also coincides with the White Ribbon Campaign, a global movement of men and boys working to end violence against women. Wearing a white ribbon symbolizes a personal pledge to never commit, condone, or remain silent about gender-based violence.

How You Can Make a Difference

- **Educate Yourself and Others:** Learn about the roots of gender-based violence and share resources.
- **Support Survivors:** Listen, believe, and advocate for trauma-informed services.
- **Challenge Harmful Norms:** Speak out against sexism, harassment, and abuse in all forms.
- **Participate Locally:** Attend vigils, workshops, or community events that honour the day.

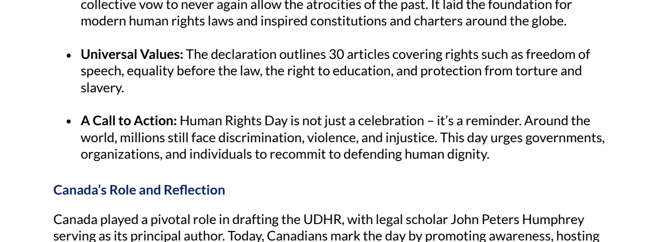
Beyond Borders

While December 6 is a Canadian observance, its message resonates globally. Gender-based violence affects women, girls, and gender-diverse individuals in every corner of the world. By standing together, we affirm that violence is never acceptable – and that change begins with remembrance, education, and action.

Learn more about the movement to end gender-based violent at the Canadian Women's Foundation:

Canadian Women's Foundation

Honouring Human Dignity on International Human Rights Day



Every year on December 10th, the world pauses to reflect on one of humanity's most profound commitments: the recognition and protection of universal human rights. International Human Rights Day commemorates the adoption of the Universal Declaration of Human Rights (UDHR) by the United Nations General Assembly in 1948 – a landmark document that enshrines the inalienable rights of every individual, regardless of race, gender, nationality, religion, or status.

Why This Day Matters

- **A Global Milestone:** The UDHR was born out of the ashes of World War II, representing a collective vow to never again allow the atrocities of the past. It laid the foundation for modern human rights laws and inspired constitutions and charters around the globe.
- **Universal Values:** The declaration outlines 30 articles covering rights such as freedom of speech, equality before the law, the right to education, and protection from torture and slavery.
- **A Call to Action:** Human Rights Day is not just a celebration – it's a reminder. Around the world, millions still face discrimination, violence, and injustice. This day urges governments, organizations, and individuals to recommit to defending human dignity.

Canada's Role and Reflection

Canada played a pivotal role in drafting the UDHR, with legal scholar John Peters Humphrey serving as its principal author. Today, Canadians mark the day by promoting awareness, hosting educational events, and advocating for inclusive policies that reflect the values of equality and justice.

How You Can Participate

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Canada's Role and Reflection

As UN Secretary-General António Guterres reminds us, "Human rights are about building the future – right now." On December 10th, let's not only honour the past but also shape a more just and compassionate world for generations to come.

Read the Universal Declaration of Human Rights

Universal Declaration of Human Rights

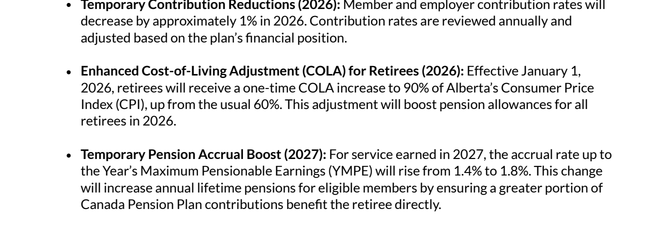
Lest We Forget: Remembrance Day

On November 11, we honour those who gave their lives to protect ours. From Canada's founding in 1867 to the present day, countless brave men and women have answered the call in times of need and crossed oceans to keep us free.

As a union, we have a particular duty to remember their sacrifice. They fought for the people, and so do we. We're lucky – we don't have to risk our lives to do so. But it's vital we uphold the proud legacy of the fallen, and strive to create a better, fairer world for all in their name.

CUPE Local 38 would also like to express our respect and gratitude to all those who have served or are currently serving in Canada's armed forces.

Strengthening Your Future: LAPP Pension Enhancements for 2026–2027

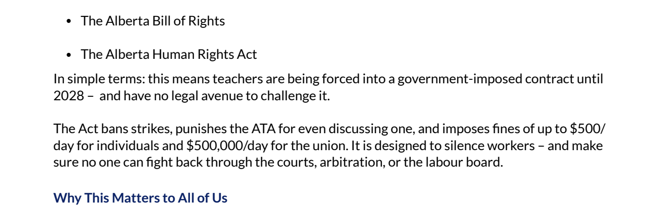


In 2019, the Notley government implemented significant structural reforms to our pension plan, establishing joint trusteeship between participating employers and unions. This change was designed to strengthen fiscal oversight and ensure long-term accountability.

Last month, the LAPP Board announced several positive updates to the plan. LAPP closed 2024 with $70.7 billion in assets and a funded ratio of $1.15 for every $1 promised in pensions. This surplus allows for temporary enhancements for both plan members and employers – without compromising the plan's long-term sustainability.

- **Temporary Contribution Reductions (2026):** Member and employer contribution rates will decrease by approximately 1% in 2026. Contribution rates are reviewed annually and adjusted based on the plan's financial position.
- **Enhanced Cost-of-Living Adjustment (COLA) for Retirees (2026):** Effective January 1, 2026, retirees will receive a one-time COLA increase to 90% of Alberta's Consumer Price Index (CPI), up from the usual 60%. This adjustment will boost pension allowances for all retirees in 2026.
- **Temporary Pension Accrual Boost (2027):** For service earned in 2027, the accrual rate up to the Year's Maximum Pensionable Earnings (YMPE) will rise from 1.4% to 1.8%. This change will increase annual lifetime pensions for eligible members by ensuring a greater portion of Canada Pension Plan contributions benefit the retiree directly.

Historic Attack on Workers' Rights: What the "Back to School Act" Means for All of Us



On October 27th, the UCP Government took an unprecedented step that threatens the foundation of collective bargaining and the rights of all working people in this province.

The government passed the Back to School Act – a law that uses the Notwithstanding Clause to impose a contract on Alberta's teachers, despite 90% voting against it. This law suspends key protections under:

- Section 2(d) of the Charter of Rights and Freedoms (Freedom of Association — the right to bargain and strike)
- The Alberta Bill of Rights
- The Alberta Human Rights Act

In simple terms: this means teachers are being forced into a government-imposed contract until 2028 – and have no legal avenue to challenge it.

The Act bans strikes, punishes the ATA for even discussing one, and imposes fines of up to $500/day for individuals and $500,000/day for the union. It is designed to silence workers – and make sure no one can fight back through the courts, arbitration, or the labour board.

Why This Matters to All of Us

This is not just about teachers.

By using the Notwithstanding Clause to override Constitutional rights, the government has opened the door for any employer – public or private – to ask for the same treatment. If this becomes normal, any workplace facing job action could see their rights stripped away with the stroke of a pen.

Once the right to strike is gone, the right to bargain freely follows.

The Supreme Court of Canada has affirmed that the right to strike is a constitutional right arising from Section 2(d) of the Charter of Rights and Freedoms – hard won by generations of workers. But the Alberta government is now challenging that very principle. If this stands, collective bargaining across Canada will never be the same.

A Dangerous Precedent

This is the first time the Notwithstanding Clause has been used to suppress the right to strike. Even Ontario backed down when CUPE education workers stood strong and the labour movement united against Doug Ford's attempt in 2022.

If Alberta's government succeeds where others failed, it will signal to employers everywhere that bargaining is optional – that government can simply legislate your contract when it's convenient.

This isn't just an attack on teachers. It's an attack on all of us – on CUPE members, on every public and private sector worker, and on the future of free collective bargaining in Canada.

What We Must Do!

With the invocation of the Notwithstanding Clause, the UCP Government has made this an expressly political fight, not a legal fight. We must mobilize towards the next provincial election. We must not forget what this government did today, and we must ensure co-workers, friends, neighbours, and family members understand the gravity of the situation.

With everything that we see happening to the south of the border, we must not allow this type of politics to wash up into Canada. We must be more than "Elbows Up".

Together, we must protect our foundational rights that our predecessors fought so hard to win.

Don't Forget: Children's Christmas Party!

Our annual Children's Christmas Party is just a few weeks away on Saturday, December 13! The registration date for families and guests who want to attend may have passed, but we're still looking for volunteers to help us organize and host.

This is a great chance to get to know your fellow union members outside of work, and to help spread a little joy and wonder to little ones this holiday season. Interested in helping out? Send an email to events@cupe38.org.

Stay Strong and See You Next Month!

Sincerely,

Your Executive Team

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