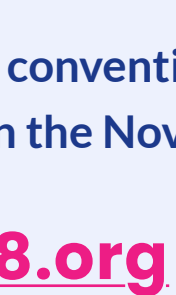


CUPE38 WIRE

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

Join Our Next Meeting



Date : Tuesday, December 16, 2025

Time: 7:00 p.m. MST

Location : In person at CUPE Local 38 office

Agenda : Regular business and elections

Up to 21 delegates for the CUPE AB convention in Edmonton, March 18-20, 2026

Formal election to confirm attendees nominated in the November general meeting to attend CUPE AB School

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

We will be hosting a member social immediately after the meeting – join us to see 2025 off in style and spend some quality time with your fellow members!

Seasons Greetings From Your Union Family



As we close out another year together, we want to take a moment to thank each of you for your dedication, solidarity, and the countless ways you strengthen our union. Through challenges and triumphs, your commitment has been the foundation of our collective voice.

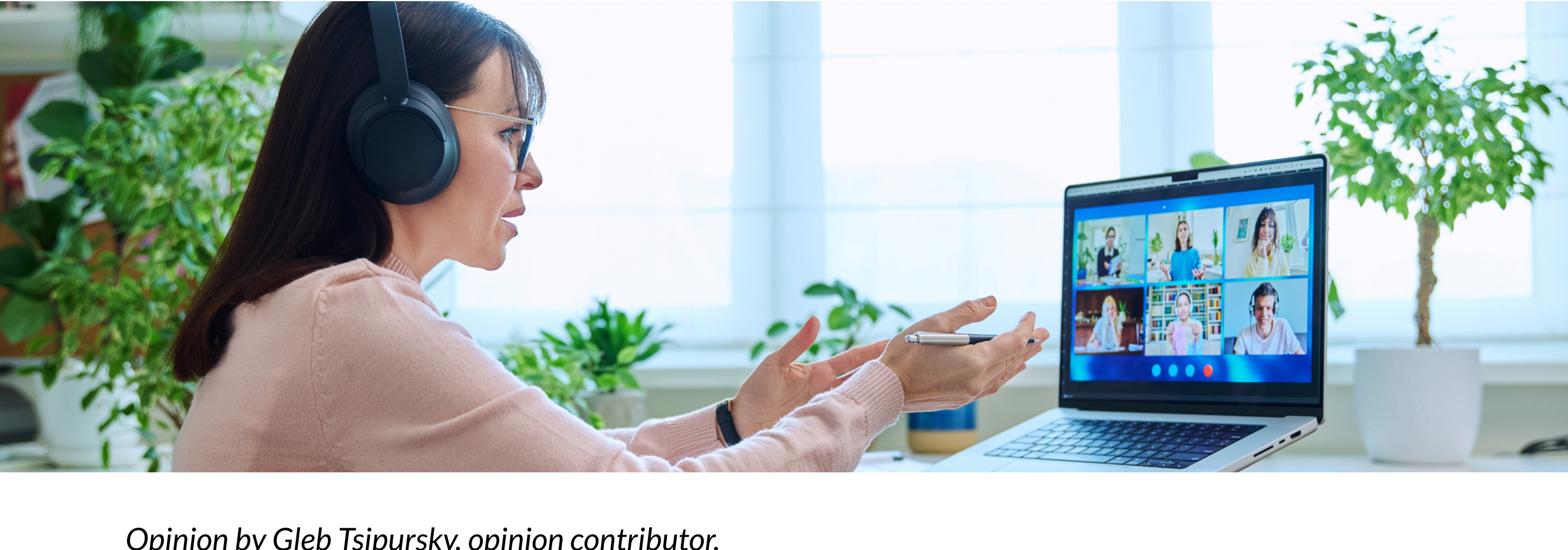
The holiday season is a time to pause, reflect, and connect. For many, it means celebrating Christmas with family traditions. For others, it may be Hanukkah, Kwanzaa, Winter Solstice, or simply a chance to rest and recharge. Whatever this season looks like for you, we hope it brings joy, peace, and renewal.

We also recognize that not everyone has the luxury of time off. Many of our members continue working through the holidays to keep our city running. Your dedication is deeply appreciated, and we stand with you in gratitude and solidarity.

This season reminds us of the values we share: compassion, justice, and care for one another. As we step into 2026, let's carry those values forward – building stronger workplaces, stronger communities, and a stronger union.

From all of us at CUPE 38 we wish you a wonderful holiday season and a bright New Year. May the coming months bring health, happiness, and continued unity.

Opinion: When You Shut the Door on Remote Work, Seasoned Talent Turns Away



Opinion by Gleb Tspursky, opinion contributor.

Gleb Tspursky, Ph.D., serves as the CEO of the hybrid work consultancy Disaster Avoidance Experts and authored the best-seller "Returning to the Office and Leading Hybrid and Remote Teams."

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Renovated offices gleam, yet the desks you most need filled remain vacant. Experienced, highly educated professionals reject rigid schedules and migrate to employers that align with their modern expectations, according to a 2025 McKinsey study of 9,560 U.S. adults.

Veteran talent walks away the moment in-office work policy clashes with autonomy. McKinsey found 43 percent of prime-age employees, between 25 and 54, already work remotely, and nearly 60 percent want the option – an expectation gap of 17 percentage points that widens resignation risk. Among recent quitters, 17 percent left specifically because employers altered working-model policies, making flexibility a top-three trigger for voluntary exits.

Income patterns also reinforce this dynamic. In households earning above \$100,000, 39 to 59 percent already work from home, and 56 to 70 percent prefer to keep it that way. This contrasts sharply with the 23 to 33 percent working from home observed in households earning below this threshold. High earners fund advanced degrees, professional certifications and deep networks.

When they depart in clusters, high-value deals, compliance programs and strategic alliances unravel. Remote flexibility costs nothing compared with unraveling entire revenue streams.

Leaders often argue that proximity sparks innovation, yet the data link flexibility to growth. Another McKinsey analysis of nearly 4,000 B2B executives reported 35 percent of hybrid firms achieved double-digit annual revenue growth versus 28 percent for companies locked to one location.

Growth follows talent, and talent follows choice. Forcing full-time attendance shortens your candidate list dramatically: three-quarters of degree holders decline inflexible roles, according to McKinsey. Recruiters then scramble through the remaining quarter, competing against every other inflexible firm for the same small pond. Salaries rise, time-to-fill stretches, and teams limp along understaffed.

Gender dynamics add another fracture. Women between 18 and 54 prefer remote work 8 to 13 percentage points more than men, whether or not they have children living in their homes. An inflexible mandate therefore undercuts female hiring targets and future leadership pipelines.

Boards demand gender balance; clients demand representation; employees demand belonging. Insisting on universal badge-in days signals a lack of interest in fulfilling those imperatives and can undercut your brand as an employer faster than any viral Glassdoor post.

Young workers want mentorship, but they also watch how senior colleagues react. When seasoned managers exit over rigid schedules, juniors lose daily coaches and future sponsors. The message lands hard: Loyalty will not protect you from obsolete policies. High-potential early-career professionals then update résumés before they finish training, compounding the churn. A single scheduling decree can thus drain knowledge from the top and energy from the bottom, fracturing the corporate ladder in the middle.

Experienced employees read culture like stock tickers. They interpret five-day mandates as evidence of outdated decision-making and fragile trust. Sure, problems exist: 22 percent of fully remote workers cite poor internet as their biggest hurdle. That's an issue solved with a router, not an office lease. Yet many leaders stubbornly exchange expensive office space for a minor technology fix. That choice broadcasts risk-aversion, an unattractive trait for innovators.

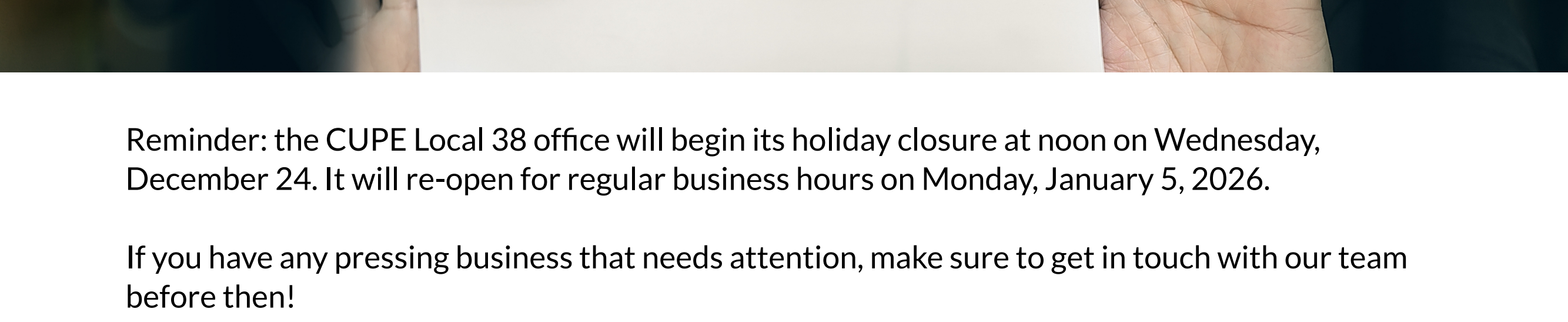
Meanwhile, the talent market measures commuting time in dollars. Remote employees live farther from headquarters by design; 24 percent of fully remote workers reside outside regular commuting distance. Mandating daily attendance demands that these professionals uproot families or resign. Both outcomes carry costs, but only one is avoidable. Flexible policies, in contrast, tap national talent reservoirs, letting companies hire where skills thrive rather than where buildings stand.

Every day of resistance hands competitors an advantage. Firms that celebrate autonomy advertise it loudly, scooping up disaffected specialists. Their onboarding scripts highlight "trust first" while your orientation deck rehashes badge rules. They scale new products while you're explaining parking validation. Opportunity cost balloons silently, hidden in delayed features, lost patents, and lukewarm client renewals.

Remote work no longer registers as a perk; it defines credibility in modern talent markets. Experienced, well-educated professionals – those most likely to drive margin, guide culture and mentor rising stars – demand flexibility backed by hard data. McKinsey's expansive survey captures the numbers; daily resignation notices translate them into lived reality. Insisting on rigid attendance harms recruitment, fractures inclusion goals, and signals a culture anchored to yesterday's assumptions.

Offer freedom, and seasoned experts arrive energized, ready to fuel growth. Slam the door on flexibility, and watch them walk straight through your revolving door into a competitor's open-armed embrace.

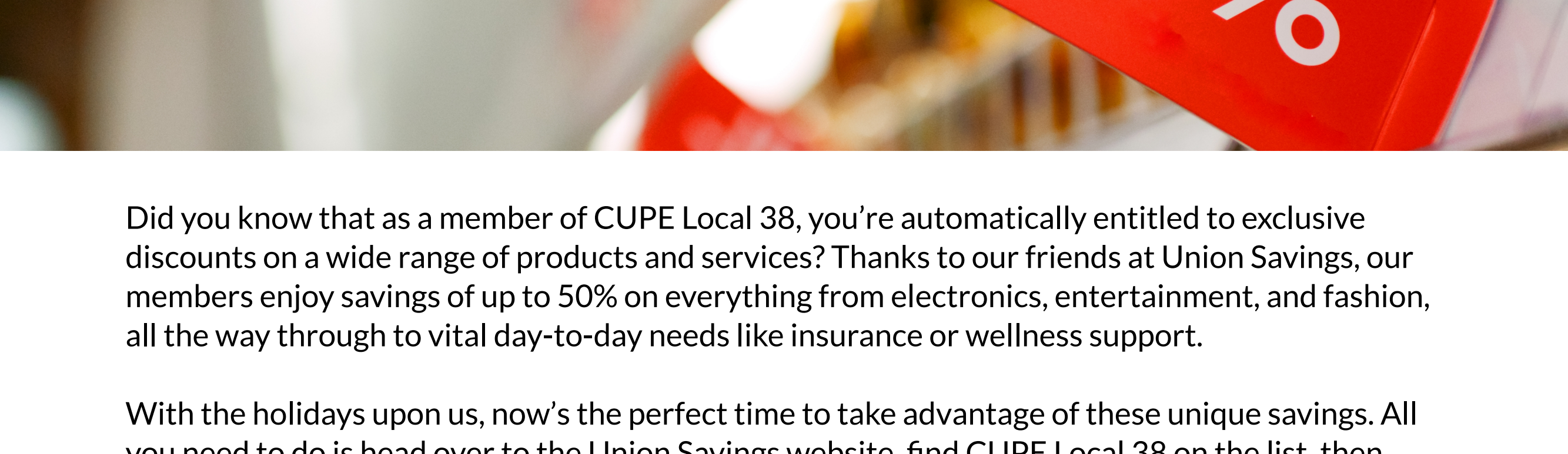
CUPE Local 38 Holiday Office Closure



Reminder: the CUPE Local 38 office will begin its holiday closure at noon on Wednesday, December 24. It will re-open for regular business hours on Monday, January 5, 2026.

If you have any pressing business that needs attention, make sure to get in touch with our team before then!

Use Your Union Member Discounts This Holiday Season

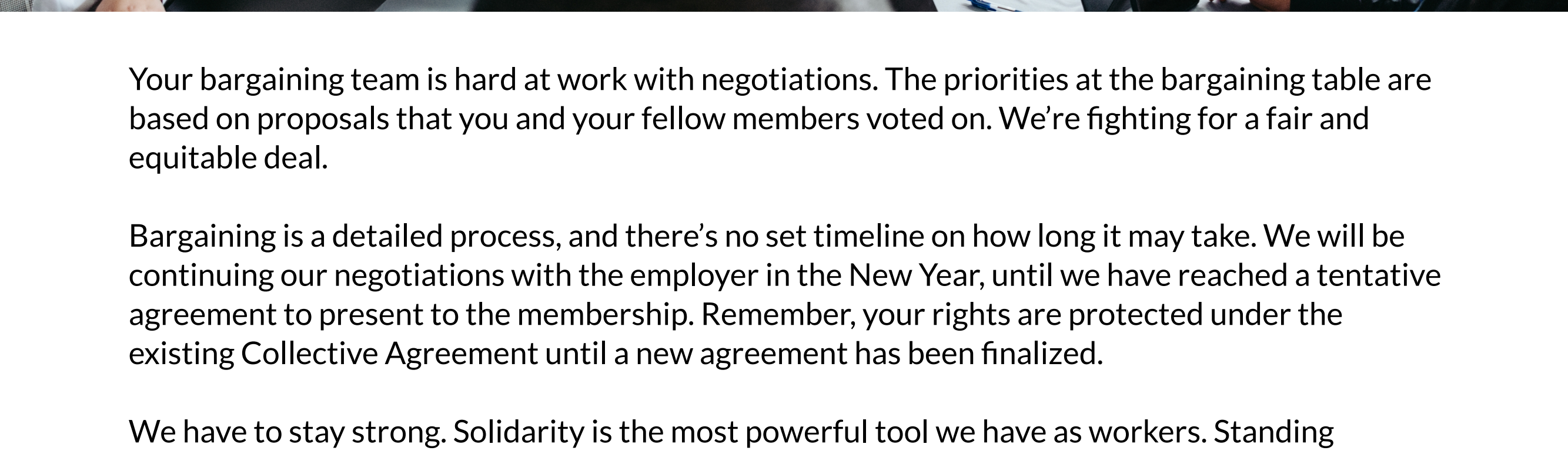


Did you know that as a member of CUPE Local 38, you're automatically entitled to exclusive discounts on a wide range of products and services? Thanks to our friends at Union Savings, our members enjoy savings of up to 50% on everything from electronics, entertainment, and fashion, all the way through to vital day-to-day needs like insurance or wellness support.

With the holidays upon us, now's the perfect time to take advantage of these unique savings. All you need to do is head over to the Union Savings website, find CUPE Local 38 on the list, then register for free. Get great gifts for loved ones – or treat yourself for your hard work this year. You've earned it!

[Register and Save at Union Savings](#)

Bargaining Update



Your bargaining team is hard at work with negotiations. The priorities at the bargaining table are based on proposals that you and your fellow members voted on. We're fighting for a fair and equitable deal.

Bargaining is a detailed process, and there's no set timeline on how long it may take. We will be continuing our negotiations with the employer in the New Year, until we have reached a tentative agreement to present to the membership. Remember, your rights are protected under the existing Collective Agreement until a new agreement has been finalized.

We have to stay strong. Solidarity is the most powerful tool we have as workers. Standing together behind the bargaining committee is key to achieving the best deal possible.

We'll keep you updated as we work through this process. Watch your inbox for additional updates in the New Year.

Stay Strong and See You Next Month!

Sincerely,

Your Executive Team

