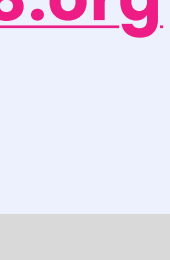
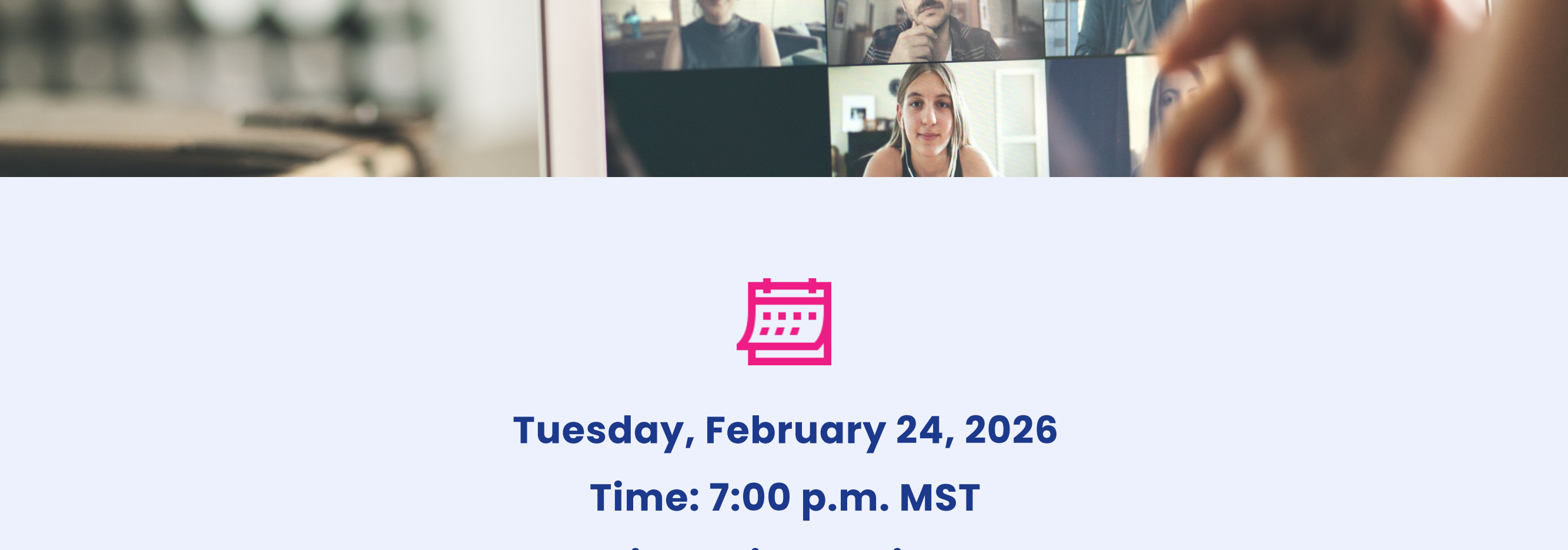


# CUPE38 WIRE

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

## Join Our Next Meeting



**Tuesday, February 24, 2026**

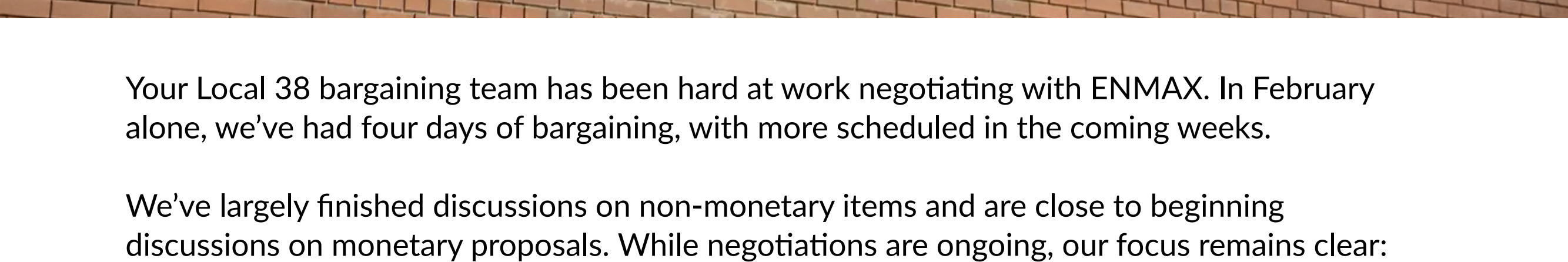
**Time: 7:00 p.m. MST**

**Location : Virtual via Zoom**

**Agenda : Regular business and elections**

**RSVP : [office@cupe38.org](mailto:office@cupe38.org) or call 403-233-2700**

## Bargaining Update



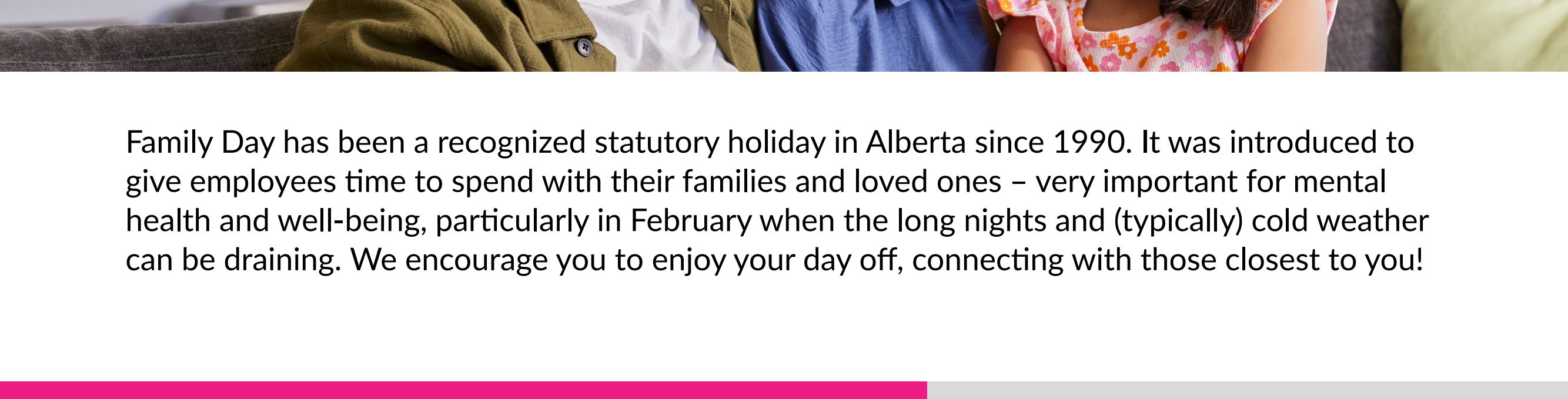
Your Local 38 bargaining team has been hard at work negotiating with ENMAX. In February alone, we've had four days of bargaining, with more scheduled in the coming weeks.

We've largely finished discussions on non-monetary items and are close to beginning discussions on monetary proposals. While negotiations are ongoing, our focus remains clear: achieving the best possible outcome for members.

Bargaining can be a lengthy process, but we will continue to fight for you. Maintaining solidarity with your Local 38 bargaining team strengthens our position at the table and sends a clear message that we are united.

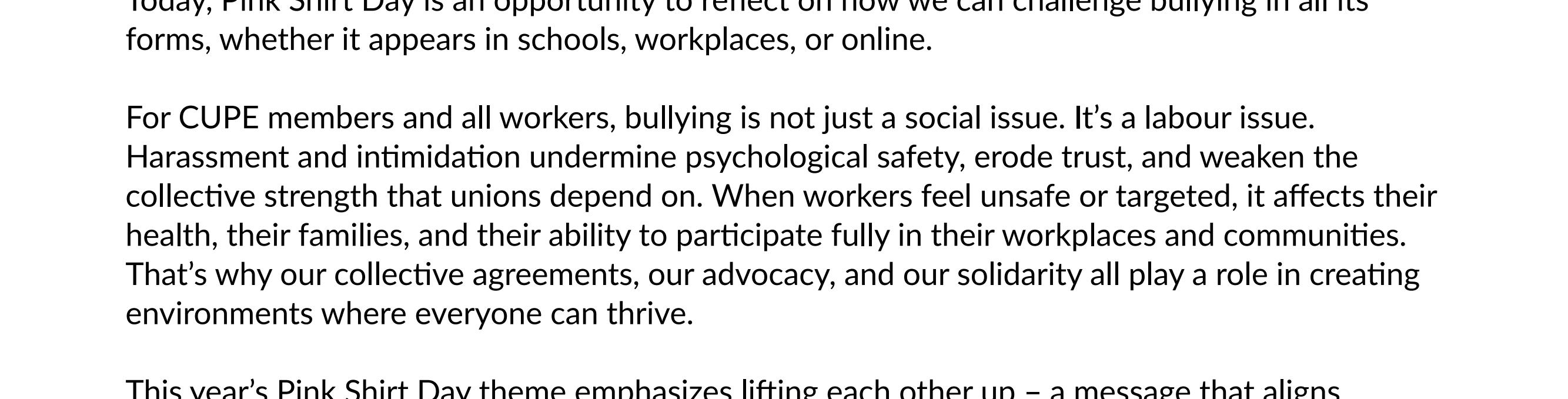
We will continue to keep members informed as negotiations progress.

## Family Day – Monday, February 16



Family Day has been a recognized statutory holiday in Alberta since 1990. It was introduced to give employees time to spend with their families and loved ones – very important for mental health and well-being, particularly in February when the long nights and (typically) cold weather can be draining. We encourage you to enjoy your day off, connecting with those closest to you!

## Pink Shirt Day: Standing Together Against Bullying



Every February, people across Canada come together for Pink Shirt Day, a powerful reminder that kindness, respect, and solidarity are not just ideals – they are actions we choose every day. What began as a small act of courage in a Nova Scotia high school has grown into an international movement for safe, inclusive communities. For unions, the message resonates deeply: everyone deserves dignity, safety, and a workplace free from harassment and intimidation.

Pink Shirt Day traces its origins to 2007, when two students organized a show of support for a classmate who had been bullied for wearing a pink shirt. Their simple act – encouraging others to wear pink in solidarity – sparked a wave of compassion that continues to inspire millions. Today, Pink Shirt Day is an opportunity to reflect on how we can challenge bullying in all its forms, whether it appears in schools, workplaces, or online.

For CUPE members and all workers, bullying is not just a social issue. It's a labour issue. Harassment and intimidation undermine psychological safety, erode trust, and weaken the collective strength that unions depend on. When workers feel unsafe or targeted, it affects their health, their families, and their ability to participate fully in their workplaces and communities. That's why our collective agreements, our advocacy, and our solidarity all play a role in creating environments where everyone can thrive.

This year's Pink Shirt Day theme emphasizes lifting each other up – a message that aligns perfectly with the values of the labour movement. Lifting each other up means calling out harmful behaviour, supporting colleagues who are struggling, and fostering workplaces where respect is the norm, not the exception. It means recognizing that bullying and discrimination disproportionately affect marginalized groups, and committing ourselves to equity and inclusion in everything we do.

On Pink Shirt Day, **February 25**, we encourage all members to wear pink, participate in awareness activities, and take a moment to reflect on how each of us can contribute to safer, more supportive spaces. Whether it's checking in on a coworker, challenging harmful comments, or advocating for stronger anti-harassment protections, every action matters.

Together, we can build workplaces and communities where kindness is powerful, solidarity is visible, and bullying has no place. Let's lift each other up, today and every day.

## International Women's Day: Celebrating Strength, Advancing Justice



Every year on March 8, International Women's Day invites us to reflect on the achievements of women, the barriers that remain, and the collective power we hold to build a more just and equitable world. For those of us in the labour movement, this day is more than a commemoration – it's a call to action.

Women have always been at the heart of our unions. They are frontline workers, organizers, stewards, activists, and leaders who push our movement forward with courage and conviction. Their advocacy has shaped safer workplaces, fairer wages, stronger benefits, and more inclusive policies. Yet despite these gains, women – especially racialized, Indigenous, 2SLGBTQIA+ women, and women with disabilities – continue to face disproportionate barriers on the job and in their communities.

International Women's Day reminds us that gender equity is inseparable from workers' rights. Pay gaps persist. Care work remains undervalued. Harassment and discrimination continue to harm too many workers. And austerity-driven governments still target the public services women rely on and the sectors where women make up the majority of the workforce.

But the story doesn't end there. Across the country, women are organizing, mobilizing, and leading transformative change. From defending public health care and education, to fighting for reproductive justice, to demanding safer workplaces and stronger protections, women are showing what solidarity in action truly looks like.

This year's International Women's Day theme – 'Inspire Inclusion' – challenges all of us to build spaces where every woman is valued, respected, and empowered. That means championing equity in our workplaces and standing firmly against all forms of gender-based violence and discrimination.

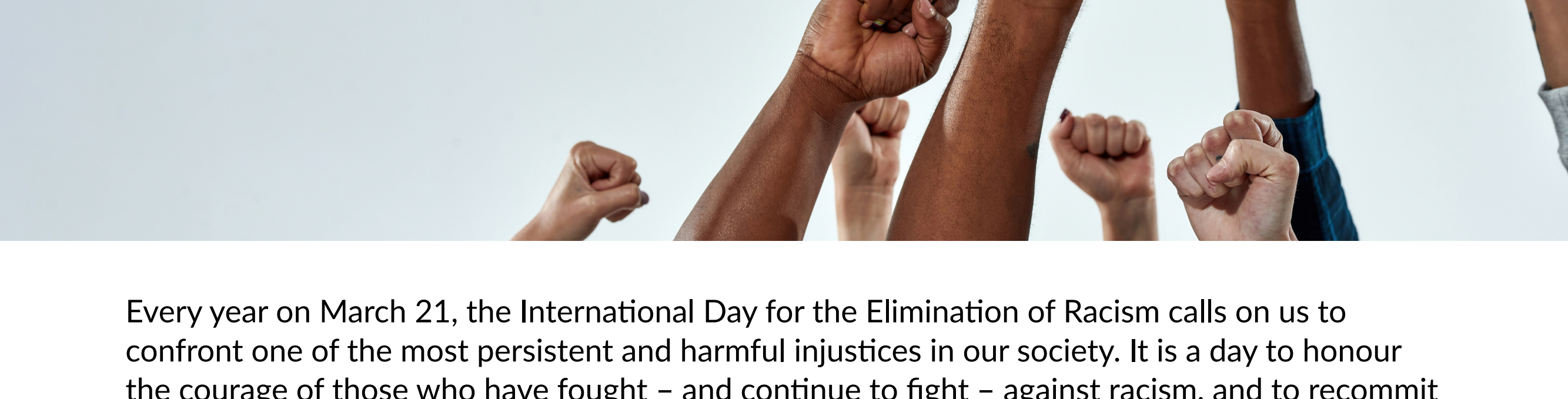
CUPE has a proud history of supporting women throughout our union. Grace Hartman holds a historic place in Canada's labour movement as the first woman to lead a major Canadian union. Beginning her activism in the National Union of Public Employees in the 1950s, she rose through local, provincial, and national roles, becoming a key architect of CUPE after its formation in 1963. Hartman championed full collective bargaining rights for municipal and school board workers and was a tireless advocate for women's rights both inside and outside the labour movement. Her commitment to justice was unwavering, even leading to her jailing in 1981 for supporting hospital workers' right to strike. Elected CUPE National President in 1975 and later a vice-president of the Canadian Labour Congress, she continued her advocacy after retirement, including serving as president of the National Action Committee on the Status of Women.

As a union, we recommit to this work every day. We honour the women who paved the way, we uplift the women leading today, and we invest in the next generation who will carry the movement forward. Progress doesn't happen by accident. It happens because workers stand together and refuse to accept inequality as inevitable.

On March 8, and every day, let's celebrate women's achievements, confront the challenges that remain, and strengthen our resolve to build a world where gender justice is not an aspiration but a reality.

[Learn More About International Women's Day](#)

## International Day for the Elimination of Racism: A Call to Action for Justice and Solidarity



Every year on March 21, the International Day for the Elimination of Racism calls on us to confront one of the most persistent and harmful injustices in our society. It is a day to honour the courage of those who have fought – and continue to fight – against racism, and to recommit ourselves to building communities, workplaces, and institutions where every person is treated with dignity and respect.

Racism is not a relic of the past. It continues to shape people's lives in profound ways: through inequitable access to services, discriminatory hiring practices, wage gaps, over-policing, underrepresentation, and daily acts of prejudice that erode safety and belonging. Racialized and Indigenous workers, in particular, continue to face systemic barriers that limit opportunities and undermine wellbeing. These inequities are not accidental. They are the result of structures and policies that must be challenged and changed.

For those of us in the labour movement, this day carries special significance. Unions have always been strongest when we stand together across differences and confront injustice wherever it appears. Racism divides workers, weakens solidarity, and undermines the collective power we rely on to defend our rights. Eliminating racism is not separate from the fight for fair wages, safe workplaces, and strong public services. It is central to it.

Across the country, workers are leading efforts to dismantle systemic racism and build more inclusive workplaces. From advocating for equitable hiring and promotion practices, to pushing for culturally safe public services, to challenging discriminatory legislation and policies, union members are showing what meaningful solidarity looks like. This work is not symbolic. It is essential to creating workplaces where everyone can thrive.

The International Day for the Elimination of Racism also reminds us that education and awareness are only the starting point. Real change requires action: listening to racialized and Indigenous workers, addressing inequities in our own structures, and using our collective voice to push for policies that advance justice. It means standing firmly against hate in all its forms, whether it appears in our communities, online, or in our workplaces.

As a union, we recommit to this work every day. We honour the workers who have led the struggle for racial justice, we support those who continue to face discrimination, and we commit to building a movement where every member feels safe, valued, and empowered. Eliminating racism is not a one-day effort – it is a long-term commitment that strengthens our solidarity and our collective power.

On March 21, and every day, let's stand together against racism and work toward a future where equity, justice, and human rights are not aspirations, but realities for all.

[Learn More About the International Day for the Elimination of Racism](#)

## Stay Strong and See You Next Month!

Sincerely,

Your Executive Team

