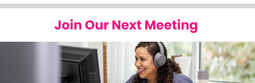
ISSUE #1PO March 2026

CUPE38 eWIRE

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

Join Our Next Meeting



Date : Tuesday, March 24, 2026
Time: 7:00 p.m. MST
Location : Virtual via Zoom
Agenda : Regular business
RSVP : office@cupe38.org or call 403-233-2700

CUPE Local 38 Elections

Elections will be held at the Regular General Meeting on April 28, 2026. Positions up for this year's election are as follows:

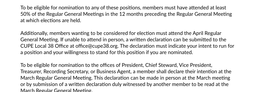
- President – two (2) year term
- Treasurer – two (2) year term
- Chief Steward – two (2) year term
- Warden – two (2) year term
- Trustee – one (1) year term
- Executive Board – two (5) Executive-at-Large positions; two (2) year terms

To be eligible for nomination to any of these positions, members must have attended at least 50% of the Regular General Meetings in the 12 months preceding the Regular General Meeting at which elections are held.

Additionally, members wanting to be considered for election must attend the April Regular General Meeting. If unable to attend in person, a written declaration can be submitted to the CUPE Local 38 Office at office@cupe38.org. The declaration must indicate your intent to run for a position and your willingness to stand for this position if you are nominated.

To be eligible for nomination to the offices of President, Chief Steward, Vice President, Treasurer, Recording Secretary, or Business Agent, a member shall declare their intention at the March Regular General Meeting. This declaration can be made in person at the March meeting or by submission of a written declaration duly witnessed by another member to be read at the March Regular General Meeting.

Bargaining Update



Bargaining between CUPE Local 38 and ENMAX has been ongoing since fall 2025, as we work toward securing a fair and equitable deal for you, our members.

Over the past several months, discussions have focused on a number of non-monetary proposals. This month, negotiations have reached an important milestone as monetary discussions have begun.

During our latest negotiation sessions, your bargaining team presented our initial monetary package to the employer. While there are economic pressures facing workers everywhere, we also know that ENMAX continues to report record-breaking profits. Our proposals reflect the value of the work you perform and the important role you play in the success of the company.

As negotiations continue, your bargaining team will keep fighting for a fair deal. The work you do is critical to the success of operations at ENMAX, and we're not going to let them sell you short.

Now, more than ever, we need to stand strong and rally together. A united membership sends a clear message that our members know their worth and stand firmly behind their bargaining team.

Repetitive Strain Injury: The Silent Injury

Repetitive Strain Injury (RSI) is one of the most common workplace injuries facing workers today, and it often goes unnoticed until the pain becomes impossible to ignore. It develops when muscles, tendons, or nerves are damaged by repeated motions or prolonged overuse. These injuries most often affect the hands, wrists, elbows, shoulders, and forearms, and symptoms usually build gradually. Workers may first notice pain, stiffness, tingling, numbness, swelling, or weakness, especially during or after repetitive tasks.

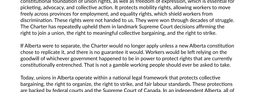
RSI is not simply a personal health issue. It is a workplace safety issue. Many of the jobs our members perform every day have repetitive tasks built into them. Typing, scanning, cleaning, operating tools, or working in awkward or fixed positions. When employers fail to provide proper training, adequate staffing, or ergonomic changes, the risk of injury increases significantly. Medical guidance consistently shows that repeated use of a body part combined with poor ergonomics, poor posture, and insufficient rest increases the risk of repetitive strain injuries. Early signs can warn you when time and rest may prevent chronic pain or long-term disability.

RSI is an umbrella term that includes conditions such as tendinitis, carpal tunnel syndrome, tennis elbow, and bursitis. These injuries affect workers across sectors – office staff, custodians, tradespeople, library workers, and frontline public service workers alike. While early action can help prevent long-term damage, workers are often encouraged, implicitly or explicitly, to "push through" discomfort. That approach only increases the risk of serious injury. Workers should report symptoms early, request ergonomic assessments or modified duties, take regular micro-breaks to rest affected muscles, and seek medical attention if symptoms persist or worsen.

Employers have a legal responsibility to provide a safe workplace and to accommodate workers to prevent injury. This includes ensuring ergonomic workstations and proper tools, maintaining adequate staffing levels, offering training on safe work practices, adjusting duties when workers report symptoms, and providing a safe environment where reporting injuries is a factor. These are not optional measures. They are obligations under occupational health and safety law.

Our union's strength begins with workers speaking up about the conditions that put their health at risk. When employers report early symptoms, raise concerns about unsafe work design, and insist on proper accommodations, it creates the pressure needed for real change. Employers are far more likely to act when workers make it clear that repetitive strain injuries are not an acceptable cost of doing the job. By sharing experiences, supporting one another, and refusing to stay silent about pain or unsafe practices, workers help build safer workplaces for everyone and ensure that long-term health is treated as a priority rather than an afterthought.

Why Alberta Separation Would Harm Workers – And Why Our Rights Depend on Staying United



Across Alberta, working people are feeling the pressure of rising costs, growing political polarization, and governments that seem more interested in picking fights than solving problems. In moments like this, some voices promote the idea of Alberta separation as a supposed solution. But for workers, unions, and anyone who depends on strong public services, separation is not a path to improvement. It is a direct threat to our rights, our stability, and our future. This conversation isn't about partnership. It's about protecting the fundamental rights that workers rely on every single day.

The Canadian Charter of Rights and Freedoms remains one of the strongest legal protections available to working people. It guarantees freedom of association, which forms the constitutional foundation of union rights, as well as freedom of expression, which is essential for picketing, advocacy, and collective action. It protects mobility rights, allowing workers to move freely across provinces for employment, and equality rights, which shield workers from discrimination. These rights were not handed to us. They were won through decades of struggle. The Charter has repeatedly upheld them in landmark Supreme Court decisions affirming the right to join a union, the right to meaningful collective bargaining, and the right to strike.

If Alberta were to separate, the Charter would no longer apply unless a new Alberta constitution chose to replicate it, and there is no guarantee it would. Workers would be left relying on the goodwill of whichever government happened to be in power to protect rights that are currently constitutionally entrenched. That is not a gamble working people should ever be asked to take.

Today, unions in Alberta operate within a national legal framework that protects collective bargaining, the right to organize, the right to strike, and fair labour standards. These protections are backed by federal courts and the Supreme Court of Canada. In an independent Alberta, all of that would disappear overnight. A new Alberta government could rewrite labour laws without constitutional limits, restrict or ban strikes, undermine collective bargaining, weaken public/sector unions, or reduce workplace safety standards. We have already seen provincial governments in Canada attempt to override worker rights using the notwithstanding clause. Imagine a government with no Charter to constrain it at all.

Workers also depend on stability, not a constitutional experiment. Separation would trigger years of uncertainty, including capital flight, currency instability, trade barriers, disruptions to pensions and benefits, and the loss of federal transfers that fund health care, child care, and social programs. When economies destabilize, workers pay the price through job losses, wage freezes, cuts to public services, delayed infrastructure projects, and higher borrowing costs for both government and employers. A fractured economy is a weak economy, and workers thrive only when the economy is stable, predictable, and fair.

Federal funding currently supports health care, child care, employment insurance, disaster response, infrastructure, Indigenous services, and social supports. Without those transfers, Alberta would face immediate pressure to cut services or raise taxes. Workers – especially those in public/sector jobs – would face layoffs, privatization, reduced wages, increased workloads, and longer wait times for essential services. Strong public services are the backbone of a strong labour movement, and separation would weaken both.

Workers win when we stand together. Across Canada, unions support each other through national bargaining strategies, coordinated campaigns, legal challenges, strike funds, and solidarity actions. Separation would leave Alberta workers from the national labour movement at a time when solidarity is more important than ever. The challenges we face – affordability, climate transition, automation, and corporate concentration – are national and global. We need more cooperation, not less.

Separation doesn't just divide Alberta from Canada. It divides workers from each other. It shifts the conversation away from real issues like fair wages, safe workplaces, strong public services, affordable housing, and pension security, and replaces them with constitutional chaos. Workers deserve better than political distractions. We deserve a government focused on improving our lives, not tearing up the country.

Alberta separation is not a solution. It is a threat to everything workers have fought for: Charter rights, union rights, economic stability, public services, and national solidarity. The labour movement has always stood for unity, fairness, and collective strength. Separation undermines all three. Workers built this province, workers keep it running, and workers deserve a future grounded in rights, stability, and solidarity – not uncertainty and division.

Easter Sunday: Statutory Holiday Reminder

As we approach the Easter weekend, we would like to remind members how the Easter Sunday statutory holiday is treated under CUPE Local 38's Collective Agreement.

Easter Sunday is recognized as a statutory holiday. Members who are not scheduled to work on Easter Sunday will receive a *lieu day*, equivalent to the number of hours worked during their last shift prior to the holiday.

Members who are required to work on Easter Sunday will receive double time for all hours worked, plus straight-time pay for the statutory holiday.

It is important to note that Easter Monday is not automatically a day off. It is considered a regular working day, unless otherwise scheduled by the employer. Members who wish to take Easter Monday off must obtain prior approval from their supervisor to use their Easter Sunday lieu day.

International Transgender Day of Visibility

International Transgender Day of Visibility, observed annually on March 31, recognizes and celebrates the presence, contributions, and resilience of transgender people, while acknowledging the barriers they continue to face. Established in 2009, the day focuses on the lives and experiences of transgender people, distinct from Transgender Day of Remembrance, which honours those lost to violence.

From a union and worker-rights perspective, visibility is not about symbolism or personal disclosure. It is about ensuring that workplace systems, policies, collective agreements, and daily practices uphold the legal protections for gender identity and gender expression under Canadian human rights law. These protections are directly connected to safe workplaces, fair treatment, and respect in the workplace.

Despite these protections, transgender workers continue to experience discrimination and harassment, with significant impacts on well-being and mental health. Inclusive workplaces are a matter of health, safety, and fairness, not just good intentions.

International Transgender Day of Visibility is an opportunity to reflect on whether our workplaces are meeting these responsibilities and to recognize that building and ensuring respectful workplaces requires ongoing effort.

Stay Strong and See You Next Month!

Sincerely,

Your Executive Team

Official Publication of the Canadian Union of Public Employees, Local 38
1439 – 9th Av. SE, Calgary T2G 0T4 Tel: 403-233-2700 Fax: 403-290-1757
Email: office@cupe38.org Web: www.cupe38.org