ISSUE #7(C) April 2026

CUPE 38 connection

CUPE 38 Connection brings you the latest updates, collaborative events, and resources to strengthen our community.

Join Our Next Meeting

Date | Tuesday, April 28, 2026
Time: 7:00 p.m. MST
Location: In person at the CUPE Local 38 office
Agenda : Regular business and elections
RSVP : office@cupe38.org or call 403-233-2700

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
- Vice President – one (1) year term
- Member – two (2) year term
- Trustee – one (1) year term
- Executive Board – two (2) 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 the election is held.

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

All nominees for President, Treasurer, and Chief Steward announced their candidacy at the March Regular General Meeting and have met the attendance requirement. Nominations will be at the April General Meeting in person or by submission of a written declaration also advised by another member to be read at the Meeting.

Reminder: CUPE Local 38 Elections

Committee Elections in May

CUPE Local 38 established standing committees within the Local to support communications, planning, and calls to action on a variety of issues. These committees are only effective with the participation of members, and we are seeking members for these committees at the May Regular Meeting. Typically, these committees meet monthly with the exception of the summer months.

The Local currently supports four committees: the Public Relations and Education Committee (PREC), the Occupational Health and Safety Committee (OHSC), the Equity Committee (EC), and the Collective Agreement Committee (CC). Each committee requires a different level of commitment depending on the required deliverables of each committee.

- The PR & Education Committee has a mandate to develop or produce the newsletter for members to keep up to date on information regarding the Union and the workplace. This committee typically meets approximately three times per year, in the months of March and August. In addition, this committee is tasked with selecting the winners of the annual scholarship award based on written submissions.
- The Social Committee is tasked with planning and organizing the annual Children's Christmas Party and the annual Retirees' Banquet. This committee also responsible for other social events/activities such as the Christmas Social, BBQ at the Operations Centre, and other events.
- The OH & S Committee meets to discuss health and safety issues at our workplaces. They arrange and participate in the inspections of various locations operated by our employer and report back to the members on any issues and how they are resolved at membership meetings.
- The EC Committee is a place for members to discuss issues regarding equity, diversity, inclusion, and social movements. The committee reports on these issues at the membership meetings and may also be tasked with planning events to raise awareness and assess present these issues. Additionally, the EC Committee is designated volunteers to help out at the Women's Centre and other charitable work.
- The collective agreement of the members rather than a committee per OH & S Committee, which has six members. The reason for the additional member on OH & S is to provide a representative from each of the three (3) shifts that work at the Operations Centre. ENMAX is partner with site inspections. Each committee also has an Officer assigned as a liaison to the Executive Board.

If you are interested in sitting on any of these committees, elections will be taking place at the May General Meeting. Please contact the CUPE Local 38 office for further information.

Honouring Workers on April 28: Mourning the Dead, Fighting for the Living

For workers and their unions, April 28 isn't just another date on the calendar. It's a day rooted in loss, solidarity, and a renewed commitment to protecting one another. The National Day of Mourning for Workers Killed or Injured on the Job is observed across Canada and beyond, honouring workers who lost their lives or suffered a lifetime change in health, well-being, and community life with injuries that should never have had to be asked.

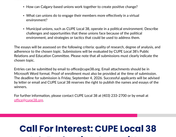
Behind each of these numbers, or statistics, are families who are left grieving behind. Thousands continue to die each year from traumatic incidents and occupational diseases, and countless others are injured or left with lifelong consequences. The work that keeps our communities fed, healed, housed, supported, and protected, and building employers' profits that keep us employed. When employers or governments treat safety as optional, workers pay the price.

The Day of Mourning also focuses on lessons learned from it, and visions toward the strongest force pushing for safer workplaces. Every major health and safety protection – from the right to refuse unsafe work to mandatory joint committees to stronger enforcement – exists because of organized labour. Unions have led the fight for better conditions, stronger laws, and accountability when those laws are broken.

This year, CUPE Local 38 members are participating in a tour led by the Calgary and District Labour Council (Calgary Federation of Labour) highlighting the ongoing impact of unions, families, and community members to honour workers lost to workplace tragedy and to recommit ourselves to the work that remains. The tour begins at 10:00 AM at the Calgary Labour Temple and is open to all who understand the weight of this day – a day rooted in loss and collective responsibility to keep each other safe, memory, and collective responsibility.

Members can honour the day by attending the CDLC ceremony, observing a moment of silence, wearing black ribbons, or sharing stories of colleagues affected by workplace injury or illness. Some will also participate in the tour. For others, it may be enough to pause, reflect, and continue the work that keeps workplaces safer. Safety is not a point. It's a right. And when workers stand together, we defend that right for everyone.

Why Join a Joint Worksite Health and Safety Committee (JWHSC)



A Joint Worksite Health and Safety Committee (JWHSC) is one of the ways employees help keep our workplaces safe and healthy.

JWHSCs bring employees and management together to talk about health and safety concerns, identify potential hazards, and recommend improvements. The committee acts as a voice for employees and helps make sure safety issues are raised, discussed, and followed up on.

Joining a JWHSC gives you the opportunity to:

- Have a say in workplace health and safety
- Help identify hazards before they become a problem
- Participate in inspections, investigations, and safety improvements
- Learn more about health and safety processes
- Support a positive and practical safety culture

JWHSCs are required under Alberta's Occupational Health and Safety legislation, and every workplace with more than 20 employees must have one. Even if your workplace isn't required, it still makes a fine similar business sense. By joining, you're helping your workplace meet its legal responsibilities while making a real difference for your coworkers.

Work is interrupted or contributing to a workplace incident? Learn more about health and safety, joining a JWHSC, or a great way to get involved!

For more information on JWHSCs, talk to your business unit safety advisor, or one of the JWHSC co-chairs for your work site, which can be found on your safety bulletin board.

CUPE Local 38 Scholarships

CUPE Local 38 offers two scholarships in the amount of $1,000 each, to be awarded in October 2026. One is for a student who is a child of a CUPE Local 38 member and the other is for a student, regardless. Each applicant must be enrolled in full-time post-secondary studies, and they must submit a one-thousand (1,000) word essay on one of the following topics:

- How can Calgary based unions work together to create positive change?
- How can employers and their employees work together more effectively in a virtual environment?
- Municipal unions, such as CUPE Local 38, operate in a political environment. Describe challenges and opportunities that have arisen from the impact of a change in government, and strategies to tactics that could be used to address them.

Particular will be assessed on the following criteria: quality of research, degree of analysis, and adherence to the chosen topic. Submissions will be evaluated by CUPE Local 38's Public Relations and Education Committee. Please ensure that all submissions are made by the deadline and follow the chosen topic.

Entries can be submitted by email to office@cupe38.org. Email attachments should be in Microsoft Word format. Proof of enrollment must also be provided at the time of submission. The deadline for submission is Friday, September 4, 2026. Successful applicants will be advised by email and CUPE Local 38 newsletter. Winners will be announced at the October 2026 meeting.

For further information, please contact CUPE Local 38 at (403) 233-2700 or by email at office@cupe38.org.

Call For Interest: CUPE Local 38 Job Evaluation Committee

CUPE Local 38 is seeking members interested in working on the Job Evaluation Committee. This committee develops committee goals and plans to ensure a consistent and fair approach to the City of Calgary are evaluated fairly, consistently, and in accordance with our negotiated job evaluation plan.

About the Committee:
The committee is formed in Union SOU of the collective agreement. Members of the Job Evaluation Committee review job descriptions, assess job duties, and apply established criteria to determine appropriate pay grades. This work directly supports equity, transparency, and fairness across our workplace.

Who we are looking for:
We encourage applications from members who:

- Have strong analytical and communication skills
- Are detail-oriented and able to work independently
- Are committed to fairness, consistency, and the principle of pay equity
- Are able to attend meetings during work hours

Training is provided, and no prior experience with job evaluation is required.

If you are interested in contributing to this important work, please submit a brief statement outlining why you wish to participate and any relevant background.

Submit Your Statement

Looking Ahead: CUPE Local 38 Enters a New Bargaining Round

As contract negotiations approach between CUPE Local 38 and the City of Calgary, the stakes extend far beyond the bargaining table. These discussions will help shape not only the working conditions of our members, but the overall health, stability, and effectiveness of the City workforce and the communities it serves. In many ways, this round of bargaining represents a defining moment that will have a lasting impact on our collective future.

Collective bargaining is not just about wages and benefits. It is about ensuring members have the resources they need to perform their roles safely and sustainably. When the contract expires, it will be time to bring forward a clear and powerful message about priorities and expectations, reinforcing the importance of achieving a fair deal.

It is also essential to remember that negotiations are a process. They require preparation, patience, and a willingness to work through complex issues. The goal is to move from a fair-minded The committee to exchanging proposals and reaching an agreement – moves the process forward. This process is strengthened and supported by members who are informed and engaged throughout.

While negotiations can be complex, they also provide an opportunity to build a stronger foundation for the future. This is a chance to address current challenges, and plan for future needs, and ensure that the workplace continues to evolve in a way that supports both workers and the communities they serve.

For CUPE Local 38 members, this is a moment to advocate for fairness, respect, and sustainability in the workplace. Strong outcomes will benefit not only members but also the public services they depend on.

As talks unfold, the importance of a fair and timely agreement cannot be overstated. The outcome will shape not only the lives of members, but also the strength, resilience, and reliability of the public services that support the entire community.

Important CUPE 38 ENMAX Bargaining Update

CUPE Local 38 has been bargaining with ENMAX since the fall of 2025. In March, we began preparations for a strike vote. On April 7, ENMAX walked away from the bargaining table and began preparing their first and only offer.

Earlier this month, Local 38's bargaining committee presented a monetary package that was fair, reasonable, and based directly on the priorities identified by our members. In response, ENMAX presented a package that fell significantly short of what our members have earned. The proposed offer was about $87K annual less per year - $85M represents between and other classifications at ENMAX.

This position comes from a company that reported $440 million in profit in that same period.

In the current economic climate, where many families across Calgary are feeling increased financial pressure, it is entirely reasonable to expect a highly profitable employer like ENMAX to share success with the workers who contribute to it every day.

Following ENMAX's decision to leave the table, a procedurally appointed mediator will now be assigned to the file. Mediation typically takes two to three weeks to conclude. If the mediation will help ENMAX back to the table and ensure that negotiations continue in good faith.

Throughout this process, the CUPE Local 38 bargaining committee remains fully committed to advocating for a fair and equitable outcome. We will not compromise on the value of our members' work or their futures.

As we move forward, maintaining solidarity among our members will be critical. A united membership is the strongest position we have at the bargaining table. We urge all City workers to show support for our colleagues at ENMAX.

We will continue to provide updates as more information becomes available. Every member can stay engaged and support the process moving forward.

Solidarity remains our most powerful tool.

Stay Strong and See You Next Month!

Sincerely,

Your Executive Team