CUPE38 WIRE

CUPE38 Wire 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

Reminder: 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 – five (5) Executive-at-Large positions; two (2) year terms

To be eligible for nomination for 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 Chief Steward. This declaration must state the member's intent to be considered, intent to run for a position and your willingness to stand for this position if you are nominated.

All members, the President, Treasurer, and Chief Steward announced their candidacy at the March General Meeting. Those announcing their candidacy for Executive Board positions can do so at the April General Meeting in person or by submission of a written declaration duly witnessed by another member to be read at the Meeting.

Committee Elections in May

CUPE Local 38 established standing committees within the Local to support communications, events, and calls to action in our communities. These committees are only effective with the participation of the members, and we will be holding elections for these committees at the May Regular Meeting. Typically, these committees meet monthly with the exception of July and August.

The Local currently supports four committees: the Public Relations and Education Committee (PR & Ed), the Social Committee, the Occupational Health & Safety Committee (OH & S), and the Equal Opportunities Committee (EO). Each one requires a different level of commitment, depending on the required deliverables of each committee.

- The PR& Ed Committee has a monthly commitment to produce the newsletter for members to keep up to date on information regarding the Union and the workplace. This newsletter is now distributed via personal email and is sent out every month except July and August. In addition, this committee is tasked with selecting the winners of the annual scholarship award and other written submissions.
- The Social Committee is tasked with planning and organizing the annual Children's Christmas Party and the annual Retiree Brunch. This committee also responsible for organizing other social events such as the Christmas Social, held at the December membership meeting.
- The OH & S Committee meets to discuss health and safety issues at our workplaces. They arrange and participate in site inspections at various locations operated by our employers. They report back to the members on any issues and how they are resolved at membership meetings.
- The EO Committee is a place for members to discuss employment equity, diversity, inclusion, and social movements. The committee reports on these issues at the membership meetings and encourages members to participate in the workshops and events around these issues. Historically, the EO Committee has organized volunteers to help out at the Women's Centre and other charitable work.

Each committee is comprised of five members, with the exception of the OH & S Committee, which has six members. The OH & S Committee is additional member on OH & S to provide a balanced committee with four members from the City of Calgary and two members from ENMAX to 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. It reminds us that every job-related death or injury leaves a family forever changed, a workplace shaken, and a community left with questions that should never have had to be asked.

Despite decades of progress, the reality is stark: workers are still being harmed. Thousands continue to lose their lives to workplace incidents and occupational diseases, disproportionately under-staffed precarious jobs. Public sector workers face growing risks as understaffing, budget cuts, privatization, and political decisions erode the protections that keep people safe. When employers or governments treat safety as optional, workers pay the price.

The Day of Mourning exists because unions fought for it, and unions remain the strongest force pushing for safer workplaces. We negotiate health and safety protections – from the right to refuse unsafe work, to joint health and safety committees, to enforceable standards for training and equipment – wins won because workers organized and demanded better. These gains weren't gifts. They were victories carved out of struggle, advocacy, and solidarity.

This year, CUPE Local 38 members are encouraged to take part in the Calgary and District Labour Council's Day of Mourning ceremony. The event brings together families, and community members to honour workers lost to workplace tragedy and to recommit ourselves to the fight for safer conditions. Standing together in that space – shoulder to shoulder with others who understand the weight of this day – is a powerful reminder that our movement is built on care, memory, and collective responsibility.

"Mourn the dead, fight for the living" is more than a slogan. It's a commitment to action. On April 28, we pause to remember those we've lost. On April 29, we continue the work of preventing future harm: reporting hazards, supporting co-workers who speak up, demanding proper staffing and training, and holding employers accountable when they fail to protect the people who keep our communities running.

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. But the most powerful way to honour the Day of Mourning is by recommitting to the collective fight for safer workplaces. Safety isn't a perk. It's a right. And when workers stand together, we defend that right for everyone.

Honouring CUPE Local 38 Retirees

On April 18, CUPE Local 38 held the annual Retirees' Banquet at the Fairmont Palliser to recognize those members who retired from the City of Calgary and ENMAX in 2025.

Nearly 100 members, guests, volunteers and union representatives attended the popular event, which drew positive reviews all around. Guests enjoyed a buffet dinner, photo booth, live music and a candy bar.

Congratulations to the retirees and thank you to the Social Committee and all volunteers who helped make this event a success!

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 and prevent hazards before someone gets hurt
- Participate in inspections, discussions, and safety improvements
- Support your co-workers' health and safety
- Support a positive and proactive safety culture

JWHSCs are required under Alberta's Occupational Health and Safety legislation, and every employee is represented through a committee. Sometimes, there may be a larger JWHSC that combines a few similar business units. By joining, you're helping your workplace meet its safety responsibilities while making a real difference for your coworkers.

If you're interested in contributing to a safer workplace or learning more about health and safety, joining a JWHSC is a great way to get involved.

For more information on JWHSCs, ask 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 of each year. These scholarships are open to card-carrying members, or their eligible dependents. 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?
- What can unions do to recognize their members more effectively in a virtual environment?
- Municipal unions, such as CUPE Local 38, operate in a political environment. Describe two political or organizational factors that have impacted the success of the political environment, and strategies or tactics that could be used to address them.

The essays 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 note that all submissions must clearly indicate 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 letter or email and CUPE Local 38 reserves the right to publish the names and essays of the winners.

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

Bargaining Update

On March 26, ENMAX walked away from the bargaining table after presenting their first and only counteroffer.

Earlier this month, your bargaining committee presented a monetary package that was fair, reasonable, and based directly on the priorities you voted for. In response, ENMAX tabled a counteroffer that falls significantly below any other offer in the industry – and well below what your colleagues in IBEW 254 received last year.

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

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

Following ENMAX's decision to leave the table, a provincially appointed mediator will now be stepping in. We are currently awaiting confirmed dates to resume discussions. Our hope is that mediation will help bring ENMAX back to the table and ensure that negotiations continue in good faith.

We recognize that this process can be frustrating, and at times uncertain. However, it is important to remember that bargaining is often a lengthy process, and your rights remain fully protected under the current Collective Agreement until a new agreement is reached.

Throughout this process, your bargaining committee remains fully committed to advocating for a fair and equitable outcome. We will not compromise on your value or what you deserve.

In the days ahead, maintaining solidarity will be critical. A united membership is the strongest position we have at the bargaining table.

We will continue to provide updates as more information becomes available, including how members 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

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