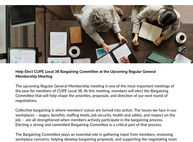
CUPE 38 connection

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

Join Our Next Meeting

Date : May 2026, 2026
Time: 7:00 p.m. MST
Location : Virtual via Zoom
Agenda : Labour Congressional Society AGM, regular business, City bargaining committee elections and committee elections
RSVP : office@cupe38.org or call 403-233-2700

CUPE Local 38 Committee Elections: Reminder



A reminder that Committee elections will be held at the May general meeting on Tuesday, May 26, 2026.

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 responsibilities of each committee.

Each committee is comprised of five members, with the exception of the OH & S Committee, which includes six members. The committees are made up of one OH & S member, one balanced committee, with four members from the City of Calgary and two members from EMWA 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 Local 38 office for further information.

Building Our Bargaining Strength Together

Help Elect CUPE Local 38 Bargaining Committee at the Upcoming Regular General Membership Meeting

The upcoming Regular General Membership meeting is one of the most important meetings of the year for members of CUPE Local 38. At this meeting, members will elect the Bargaining Committee that will help shape the priorities, proposals, and direction of our next round of negotiations.

Collective bargaining is where members' voices are turned into action. The issues we face in our workplaces, the priorities we set, and the proposals we bring forward are shaped by those who show up, are all attending the meeting, and are actively participating in the collective process. Electing a strong and committed Bargaining Committee is a critical part of that process.

The Bargaining Committee plays an essential role in gathering input from members, removing workplace concerns, helping develop bargaining proposals, and supporting the negotiating team throughout the bargaining process. Committee members are expected to actively represent their membership and the bargaining table, ensuring that the priorities of CUPE Local 38 members remain front and center during negotiations.

In accordance with the CUPE Local 38 Bylaws, the bargaining committee is comprised of the President, the Vice President, and three members-at-large representing members employed by the City of Calgary elected at the General Meeting. Only members in good standing are eligible to vote in union elections or run for committees. Members who have not yet signed a membership card are encouraged to do so prior to the meeting to participate in the vote and be eligible to run for a bargaining committee position.

Every member has a stake in the outcome of bargaining, and every member has a role to play. By attending the Regular General Membership meeting and participating in the election of the Bargaining Committee, members help ensure that our union remains democratic, transparent, and member-driven.

Strong participation sends a clear message: CUPE Local 38 members are engaged, united, and prepared to bargain from a position of strength. We encourage all members to attend, support the strength of our collective bargaining with other members, and the bargaining process is stronger when members are informed, involved, and united.

CUPE Local 38 Election Results

We are pleased to announce the results of our officer and executive elections at the April general meeting. Congratulations to:

- Chrys Lacuna – President
- Amelia Alston- Treasurer
- Chris Rudenker – Chief Steward
- Rob Lonsage – Warden
- Mark Buda, Andrew Collingwood, Sherry Elliott, Carmen Kirk, Angela Lindsay – Executive Board
- Damien Tenor and Tarry Ste-Ars - Trustees

Still Time to Apply: Help Shape Fairness in Our Workplaces

CUPE Local 38 is continuing to seek members interested in serving on the Job Evaluation Committee, and we encourage more members to consider putting their names forward for this important work.

We were pleased to receive a number of strong applications during the initial call for interest and have already begun the process of reviewing those submissions. At this time, we are still actively seeking additional members with a range of experience, perspective, and knowledge to ensure entire unions, we are extending the call and encouraging additional applications from interested members.

The Job Evaluation Committee is a joint union–employer committee established under course of the Collective Agreement. Its purpose is to ensure that jobs are fairly and accurately rated, and are evaluated fairly, consistently, and according to the negotiated job evaluation plan. The committee plays a key role in supporting transparency, equity, and fairness in our workplaces.

Committee members receive job descriptions, examine job duties and responsibilities, and gather established evaluation criteria to determine appropriate pay grades. The decisions and recommendations made through this process have a direct impact on ensuring equitable compensation structures for members.

This is an excellent opportunity for members who want to become more involved in their union while gaining valuable experience in collective agreement administration and workplace equity. No prior experience is required—we welcome members who bring curiosity, fairness, and a willingness to learn.

CUPE Local 38 encourages qualifications from members who:

- Have strong analytical and communication skills
- Can receive information objectively and work collaboratively
- Are committed to fairness, consistency, and the principles of internal pay equity
- Are available to attend meetings during work hours

A strong Job Evaluation Committee benefits from diverse experiences and perspectives, and all interested members are encouraged to apply.

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

Submissions can be sent to office@cupe38.org

Your Voice, Your Service: Calgary Police Wants to Hear From Our Members

The Calgary Police Commission (CPC) and Calgary Police Service (CPS) have launched a Workplace Culture Assessment to better understand our members' experiences across the workplace and identify opportunities to strengthen workplace culture moving forward.

This initiative is intended to provide an honest picture of what is working well, where challenges persist, and what changes are needed to ensure that our workplace supports the health and well-being of our members.

The assessment is being conducted by Entier Experience, an independent third party firm with expertise in organizational culture and workplace assessments. The process will include: All members are invited to participate in the survey. Participation is voluntary, and all responses will be kept confidential by Entier and reported in aggregate to ensure individual anonymity. No individual identifiers will be shared with the Commission or the Service.

Interviews: Confidential conversations with an Entier facilitator. Approximately 45 - 60 minutes. May 19 - June 21

MS Teams. Click here to sign up for a virtual session

Bow 20, 10th floor. Click here to sign up for an in-person session

Survey: A confidential, anonymous survey will launch soon. Watch for updates on the intranet page and from Entier Experience Assessment.

More Information

Full participation details and FAQs are available on the CPS Workplace Culture Assessment page on MyCPS.

We encourage our members across the Service to participate so the findings reflect a broad range of experiences and perspectives.

Thank you for taking the time to engage in this process.

$78 Billion and Growing: The State of Your Pension in 2026

As a member of the Local Authorities Pension Plan (LAPP), there's good news to share from the plan's recent Calgary Consultation Meeting. LAPP is in excellent financial shape, and that strength is already supporting into real benefits for members now.

The plan currently holds $1.15 for every dollar in pension owed to members, reflecting a funding ratio of 115%. Investment returns have been strong, with a return of 12.6% in 2025 from $70.58 billion just a year and a half ago. Active membership has expanded to 327,000 members – a gain of nearly 10,000 in a single year – with nine new employers joining the plan in 2025. Retiree benefits have been increased by an average of 2.5% over the past three years, which reflects the confidence the investment and plan organizations have in the plan's continued success.

On the investment side, the plan earned a 7.2% return in 2025 and has delivered an annualized return of 8.9% over the past five years, exceeding the plan's long-term target of 6.30%. While returns fell short of the benchmark for the one-year period, plan managers were clear that this reflects a deliberate shift toward more sustainable, long-term investments with the expectation of a better fit over the long term. Investment decisions are made based on factors rather than any underlying weakness in the portfolio itself. In fact, the fixed income portfolio of the diversified strategy, benchmark-heavy, actively managed, and spread across multiple gains across Canadian, global, and emerging markets.

Because of this strength, the Alberta Government Pension Board approved a set of temporary benefit enhancements for 2026 and 2027. For this year, members and employers are seeing a 1.5% increase to the maximum pensionable earnings, with the employee and employer share of contributions. Retirees and deferred vested members are also benefiting from an enhanced cost-of-living adjustment, providing better protection against inflation. Looking ahead to 2027, a benefit accrual increase will remain higher pension benefits for members when they retire.

These improvements didn't happen by accident. They are the result of disciplined governance, prudent investment management, and a pension plan that continues to adapt to changing capital times and SMT. LAPP uses a combination of annual valuations, diversified assets, asset smoothing, and financial reserves to absorb market shocks and keep the plan on course. With strong funding, diversified investments, and a governance model built for long-term sustainability, members are left feeling.

Looking ahead, LAPP plans to strengthen its actuarial assumptions, evaluate whether additional temporary enhancements may be possible in future years, and for a solution that will lock in contribution rates through 2029. A new Calgary office has also opened at Dome Tower, providing more local access for members and employers and supporting more consultations with pension experts – a welcome development for those approaching retirement and seeking guidance.

The City employee, the message is straightforward: your pension is secure, it's growing, and the people responsible for managing it are being tested the short-term and long-term seriously. That's something worth knowing – and worth sharing with your colleagues.

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 all eligible 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 engage their members more effectively in a virtual environment?
- Municipal unions, such as CUPE Local 38, operate in a political environment. Describe the challenges and opportunities that these unions face because 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 quality of writing. Successful applicants will be notified by October 1st, and the winners will be announced at the Local 38 Conference. Please note that all submissions must clearly indicate the chosen topic.

Entries can be submitted via 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 18, 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

Other Scholarship Opportunities

Rich Malcolm Education Scholarship: *Every year, CUPE Alberta awards a scholarship to a CUPE member of an affiliated Alberta local in good standing with CUPE Alberta Division, or an immediate family member of a member of an affiliated Alberta local in good standing.*
Application deadline: September 1, 2026
More information: https://cupe.ca/how-we-fund-education

ATLas Gibson Memorial Scholarship: *ATLas Gibson Scholarship Committee Council awards three $3,000 scholarships each year to affiliated members of the CTAC, their spouses, or dependents.*
Application deadline: June 1, 2026
More information: https://atlasgibsonscholarship/

Did you know that some utility lines are buried only centimeters below the ground?

With the weather warming up, you may be thinking that now is the time to dig up that old bush in your backyard, get the landscaping done, build a new fence or deck, or plant a garden. It's important to remember that one line you disturb ground on your property. It could cause a disruption to your neighbourhood, cut off your neighbour's cable television, or damage an essential service for you or your neighbours, costly repairs, or – most importantly – serious injury or death.

Utility Safety Partners is a not-for-profit organization that offers a "Click Before You Dig" service. It only takes a few minutes to submit a locate request, and it's free for you to use.

Submit a request online for buried utilities on your property for buried and marked or call 1-800 242-3447 (Monday – Friday, between 8:00 a.m. and 4:30 p.m.). Plan ahead and give the thousand (1,000) meter rule first working days before you start your project to ensure sufficient time to receive results.

Stay Strong and See You Next Month!

Sincerely,

Your Executive Team

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