

CUPE38 WIRE

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

Join Our Next Meeting



Date : Tuesday, September 22, 2026

Time: 7:00 p.m. MST

**Location : In-person at the CUPE Local 38 office
(1439 9 Avenue SE)**

Agenda : Regular business

RSVP : office@cupe38.org or call 403-233-2700

New ENMAX Collective Agreement is Available Online



Good news! You can now access the new CUPE Local 38 ENMAX Collective Agreement online.

After ENMAX members voted to ratify the agreement in June 2026, CUPE Local 38 completed the final review of the text and signed the final version with ENMAX. Paper copies are being printed and will be available in the fall. Keep an eye on the monthly newsletter for more details.

Thank you for your solidarity, patience, and support during this important process. We hope you had a great summer and feel proud of the new collective agreement you secured with ENMAX!

[Read the New Collective Agreement](#)

Why Alberta Separation Harms Workers



On October 19th, Alberta is holding a referendum on our role in Canada. Consistent polling shows a vast majority of Albertans favour staying in Canada. The October 19th vote is not only a waste of money, it is playing politics with the unity of our country. There are 10 questions, of which the 10th asks if Alberta should remain in Canada. For public sector workers, the obvious answers is yes.

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 deserve 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 these 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 isolate 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.

The biggest danger isn't the outcome of a fair vote – it's a low turnout. Polling shows most Albertans want to stay in Canada, but polls don't cast ballots. If workers assume this referendum will fail on its own and stay home, a motivated minority could carry the day. A result built on low turnout would still be used to claim a mandate for separation, regardless of what the broader public actually believes. This is not the time to sit it out. Every union member needs to vote on October 19th – and needs to talk to coworkers, friends, and family to make sure they vote too. Complacency is the one thing that could hand separatists a win they haven't earned.

Register Now for the 2026 Children's Christmas Party



Get ready, Santa's coming to town for the annual Children's Christmas Party! The Children's Christmas Party has been a cherished CUPE Local 38 tradition for over 25 years. This festive annual event was first introduced as a way for the Local to show appreciation to members and their families while providing an opportunity to meet and connect with fellow members.

Date: Saturday, December 5, 2026

Time: 9 - 11 a.m.

Location: Genesis Centre - 7555 Falconridge Blvd. NE

Please note: The check-in desk will open at 8:30 a.m. and close at 10:45 a.m. Only pre-registered families will be able to check in and attend.

Eligibility: This event is open to children of CUPE Local 38 card-carrying members only, born in 2016 or later. You must be a card-carrying member at the time of registration in order to attend.

Not a card-carrying member yet? [Click here](#) to obtain a union card before registering.

New online registration

We're excited to introduce our new online registration system for this year's party! The new system is designed to make registration easier and more convenient for members.

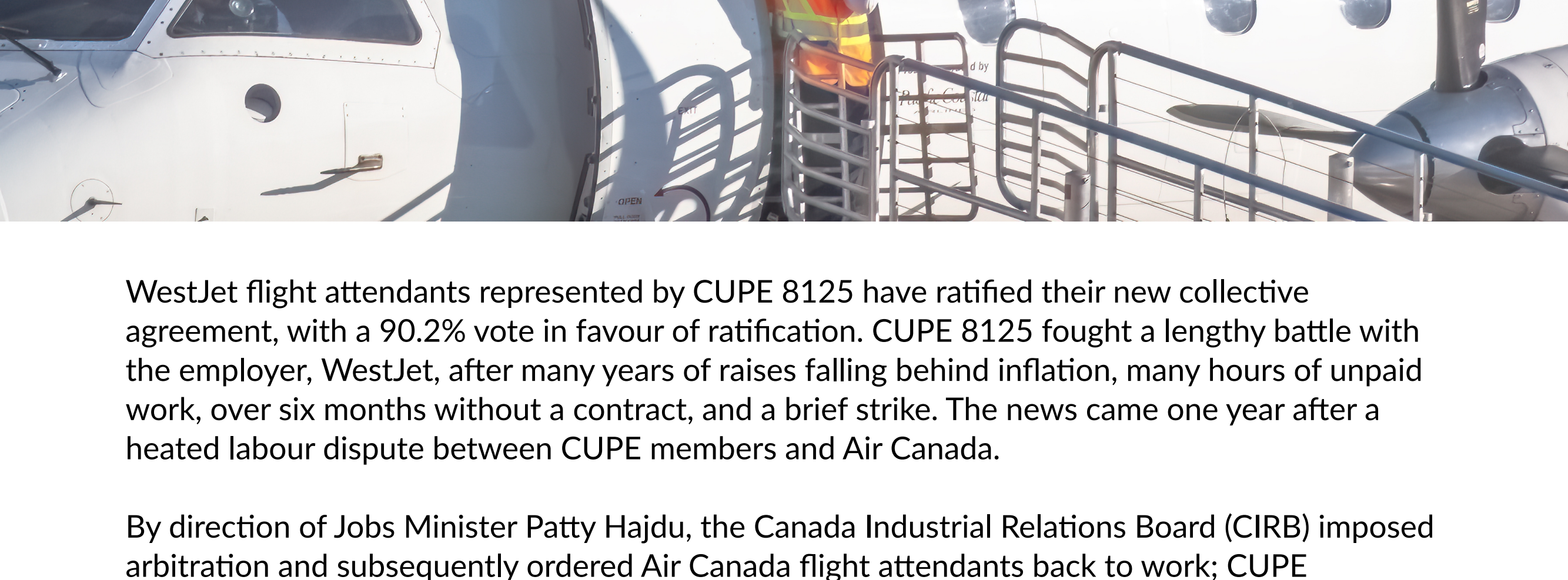
All families must pre-register online in order to attend the event and for eligible children to receive a gift. Please use the registration link below and complete the required information for your children.

As always, the Children's Christmas Party is made possible by volunteers. It's a great opportunity to get into the Christmas spirit and connect with fellow union members outside of a formal setting. If you're interested in helping out, please contact us to volunteer.

[Register for the Party](#)

[Volunteer](#)

CUPE Members Succeed at the Bargaining Table



WestJet flight attendants represented by CUPE 8125 have ratified their new collective agreement, with a 90.2% vote in favour of ratification. CUPE 8125 fought a lengthy battle with the employer, WestJet, after many years of raises falling behind inflation, many hours of unpaid work, over six months without a contract, and a brief strike. The news came one year after a heated labour dispute between CUPE members and Air Canada.

By direction of Jobs Minister Patty Hajdu, the Canada Industrial Relations Board (CIRB) imposed arbitration and subsequently ordered Air Canada flight attendants back to work; CUPE challenged the unconstitutional order and vowed to continue the strike. When the CIRB declared the continued strike illegal and issued another back-to-work order on August 18, CUPE national president Mark Hancock refused to comply, saying he was prepared to face jail or fines. The next day, a tentative agreement was reached. Despite not reaching the desired outcome, CUPE members received a 12% raise in the first year and increased pay for "groundwork" that is paid at a lower rate.

CUPE 8125 stayed united in their negotiations with WestJet for fair wages and ending unpaid work, despite risks from CIRB and federal ministers. "This is a strong mandate from our members and recognition of the meaningful gains we made at the bargaining table," CUPE 8125 president Alia Hussain said in a news release. "This is only our second contract and we made important progress, including making sure our members are compensated for more of the work they already do."

CUPE members negotiated retroactive wage increase of 13% effective in October and a 2.5% annual raise over the next three years, along with a new duty pay premium to address unpaid "groundwork" – equivalent to another 12% salary bump.

This success goes to show the power of workers' solidarity and unity. "Our bargaining committee worked hard to make these gains possible, and our members stood together throughout this process," Hussain said. "That solidarity made a difference."

CUPE will continue to represent workers and fight to preserve our constitutional rights to collective bargaining, ensuring free and fair negotiations. CUPE members have stood up to airlines and demonstrated that unpaid work won't fly.

Stay Strong and See You Next Month!

Sincerely,

Your Executive Team

