
CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38
1439—9th Av. SE, Calgary, T2G 0T4, Phone (403)233-2700 Fax (403)290-1757
Email—office@cupe38.org Website—www.cupe38.org

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MARCH 2022

Zoom Into the General Meeting

With the easing of restrictions on indoor gatherings by Alberta Health Services, the Executive of Local 38 is being cautious and has made the decision to cancel in-person meetings for March.

The March 22, 2022 Regular Membership meeting will be held through an on-line Zoom meeting. We encourage every *card-carrying member* to contact the office for the specific details to attend the meeting.

In an attempt to balance the confidentiality of the meeting with access for our members, we are asking the following:

1. Contact the Union Office at 403-233-2700 or office@cupe38.org to obtain the access code for the meeting.
2. When entering the Zoom meeting, please ensure your camera is on and that you identify yourself. We will need to confirm and record the name of all attendees. If a participant cannot be identified, they will be removed from the meeting.
3. Once the meeting starts, attendees will be given the instruction to turn off their camera if they desire to improve bandwidth.
4. If speaking, please activate your camera so other delegates can see who is speaking.

I want to thank everyone for their understanding during these times. While we prefer in-person meetings, to ensure the health and safety of our members, on-line meetings are needed to continue the democratic operations of our Local.

International Day for the Elimination of Racial Discrimination March 21

The United Nations General Assembly states that all human beings are born free and equal in dignity and rights and have the potential to contribute constructively to the development and well-being of their societies. In its most recent resolution, the General Assembly also emphasized that any doctrine of racial superiority is scientifically false, morally condemnable, socially unjust and dangerous and must be rejected, together with theories that attempt to determine the existence of separate human races. This is the "Principle of Equality" as defined by the United Nations.

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Return To Work

With the provincial government lifting restrictions, many employers are now grappling with the task of employees returning to the workplace. Over the past 8 months, Local 38 has been in discussion with ENMAX to develop a post-pandemic long term version of a Work From Home Program. This negotiation has taken far longer than we had initially hoped.

Local 38 brought a number of proposals to the Joint Committee for discussion. From our view, the discussions were headed in a positive direction, with broad agreement in principle on many items. Unfortunately, late last year the meetings stopped. We are now informed that ENMAX wants to place a "hold" on further discussions. This is more than disappointing, to say the least.

From the initial discussions, it was clear that ENMAX wished to have all employees return to the workplace prior to rolling out a more comprehensive program. While this will likely cause a significant disruption for our members, ENMAX was insistent on having a "reset" after the pandemic. This new delay by ENMAX does not seem to be connected to the roll-out of a new Work From Home program. In fact, we are now concerned that ENMAX is moving away from their previous commitments made during the last round of negotiations.

The Work From Home issue was a significant point of discussion in the last bargaining round. In March 2020, Local 38 made good faith agreements with ENMAX to ensure the safety of our members by agreeing with a rapidly deployed temporary pandemic-related Work From Home program. Local 38 brought forward a proposal at the bargaining table for a post-pandemic program. In order to facilitate getting to a new collective agreement, ENMAX and Local 38 agreed to a Letter of Understanding to collaboratively pursue and agree to guidelines around the post-pandemic program. It now appears that ENMAX is backing away from this promise.

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International Day for the Elimination of Racial Discrimination March 21

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In Canada, March 21 is a day to re-commit our efforts to combat all forms of racial discrimination, injustice, systemic racism and hate to ensure a world where everyone is respected, safe and has equitable access to contribute meaningfully to all aspects of society.

The date of March 21 is significant, as it commemorates the day police in Sharpeville, South Africa, opened fire and killed 69 people at a peaceful demonstration against apartheid "pass laws" in 1960. In 1966, the United Nations proclaimed March 21 the International Day for the Elimination of Racial Discrimination in solidarity with the peoples struggling against racism and racial discrimination. Since then, the apartheid system in South Africa has been dismantled, yet still, in all regions, too many individuals, communities and societies suffer from the injustice and stigma that racism brings.

Alberta established an Anti-Racism Advisory Council that was created to provide recommendations to the Provincial government on how to eliminate racism and discrimination in Alberta. This 24 member council submitted their recommendations in March 2021 to the Provincial government to enact. The 48 recommendations were focused on four specific areas of priority; creating a government that reflects Alberta, preventing and responding to hate crimes and hate incidents, teaching respect for each other and valuing skills and experiences in the workplace. These priorities were further broken down into themes, such as, accountability structures, justice system reforms, advancing human dignity in education, and measuring progress and outcomes. The Council also provided a direct recommendation addressing the pending Alberta Health Services lay-offs and how that decision would disproportionately impact women and BI-POC people. This report is current, relevant and important, you can access it at the Alberta Government website by searching "Anti-Racism Advisory Council Recommendations Report."

Do your part by holding our government accountable to enacting these recommendations. Educate yourself and those around you of the history of racism. Be an ally and speak up, and stand up against racism, discrimination and xenophobia, whenever and wherever they occur. By working together, we can build a more inclusive and better world for everyone.

"Ignorance and prejudice are the handmaidens of propaganda. Our mission, therefore, is to confront ignorance with knowledge, bigotry with tolerance, and isolation with the outstretched hand of generosity. Racism can, will and must be defeated."

~Kofi Annan

Return to Work

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We will continue to fight for a proper Work From Home program that meets the needs of our members, while providing protections for our members. We are looking at all of our options to force ENMAX to abide by their commitment in the Letter of Understanding and the promises made at the bargaining table.

We will keep you updated on this issue in future communications.

Advance Notice of CUPE Local 38 Elections

At the Regular General Meeting on April 26, 2022 the following positions will be open for a two (2) year term:

- 1. President (Full Time)**
- 2. Treasurer**
- 3. Chief Steward**
- 4. Warden**
- 5. Five (5) Executive Members-At-Large**
- 6. One (1) Trustees (Term to 2025)**

To be eligible for nominations for any of the offices, members must have attended at least 50% of the Regular General Meetings in the twelve (12) months immediately prior to the election. The member must be present at the April meeting, or indicate in writing to the Recording Secretary a willingness to stand for nomination.

In accordance with the CUPE Local 38 bylaws, in order to be eligible for the office of President, Treasurer, and Chief Steward a member shall declare their intention to run at the March Regular Meeting. This declaration can be made verbally at the March meeting or by submitting a written declaration witnessed by another member which is to be read at the March Regular meeting.

THOUGHT FOR THE MONTH



"It was on of those March days when the sun shines hot and the blows cold, when it is summer in the light and winter in the shade."

~Charles Dickens
Great Expectations

REGULAR MEMBERSHIP MEETING

*All CUPE 38 Card Carrying Members
Invited to Attend*



**When: Tuesday, March 22, 2022
at 7:00 p.m.**
Where: Via ZOOM
(SEE FRONT PAGE FOR DETAILS)
Business: Regular & Elections

Elections:

1. Four (4) eligible delegates to attend the AFL Mid-Term Forum, April 29 & 30, 2022 in Edmonton

