

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 April.

The April 26, 2022 Annual General 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.



City Bargaining Update

Your Bargaining Team met with the City for two days in April, and have two more days scheduled. We have concluded discussions on a wide range of issues, and we are now moving forward on monetary items.

As we typically do, monetary issues are the last group of issues to be discussed in bargaining. Any item that may have a budget impact are generally considered to be monetary in nature. From our perspective, a number of our proposals are monetary in nature. This may be as limited in scope as shift differential pay to core items such as wage increases and term of the contract.

We have secured a number of dates moving into May to try to conclude a fair collective agreement for our members. We have heard clearly from many of our members about the financial stress of the current economic climate. We are experiencing some of the highest inflation rates since the 1980s. Increased demand for goods, supply chain disruptions, volatile energy prices, and escalating utility prices --- the list goes on. The Bank of Canada has increased interest rates by 0.05% and seems to be ready to raise them again later in the year. The Bank of Canada forecasts the Canadian economy to grow by 4.25% in 2022, 3.25% in 2023 and 2.25% in 2024. These are extraordinary increases!

The City is now acknowledging the economic pressures. The City Manager stated to City Council that "I've heard loud and clear from employees that many of our salaries are no longer competitive with the private sector." We have noted in previous newsletters that the City's own compensation review showed that City compensation was competitive with the private sector. But... that was in the fall of 2020 --- after the economic downturn in Alberta; in the depths of the global pandemic and economic shutdown. THAT is when our compensation became competitive. In other words, the private sector compensation dropped to meet ours!

Everything that is Wrong with Two-Tier Wages

A basic principal of unionism is "equal pay for equal work." This means that people doing the same or comparable job should receive the same hourly or salaried pay. The slogan, "equal pay for equal work" was coined to deal with employer favoritism --- attempts to keep workers fighting each other ("how come he gets more money than me") and to combat outright discrimination. Employers for many years openly had different-lower rates of pay for women workers and lower rates of pay for visible minority workers. This massive employer discrimination shows up in the national lower average rates of pay for women and minority workers. At its fundamental core, two-tiered wages creates systemic discrimination.

What is wrong with two-tier wage and benefit systems?

- They are basically unfair, since they violate the concept of "equal pay for equal work."
- They cause employee discontent. In every workplace that has instituted two-tier systems there is worker dissatisfaction because the lower paid worker feels cheated that they are doing the same work as their co-workers but receiving less.
- Employee turnover increases because of employee dissatisfaction. This negates the savings an employer gets from the two-tier system, because of constant training and lower productivity.
- Employers only gain a big savings in costs if there is a big turnover in employees, thus exchanging higher paid workers with new employees that earn less. But turnover really doesn't help them. This leads many employers to demand wage cuts for all employees.
- In the long run, as higher paid employees retire or quit, the wage rates will continue to get lower, thus erasing years of hard work by union members to improve their wages and working conditions.

Two-tier systems should be fought against because of all the reasons listed above. They are bad for the worker and ultimately bad for the employer.

Annual General Meeting



As stated in previous editions of the CUPE Connection, to be eligible for the office of President, Treasurer and Chief Steward, members interested in running for these positions were obligated to announce their intention to run at the March Regular Meeting.

The following individuals declared their intention to run and as such are the only candidates for the following positions:

1. President
 - **D'Arcy Lanovaz**
2. Treasurer
 - **Kelley Shinnie**
3. Chief Steward
 - **Corey Nesdoly**

Nominations for the following positions will be accepted at the meeting:

- One (1) Warden for a two (2) year term
- Five (5) Executive Members for a two (2) year term; and
- One (1) Trustee for a three (3) year term (to 2025)

To be eligible for these positions, you must have attended at least 50% of regular meetings in the past year.

THOUGHT FOR THE MONTH



*"Be kinder to yourself.
And then let your kindness flood
the world."*

~ Pema Chadran

City Bargaining Update

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With the post-pandemic bounce, the economy is revving up again. And with that comes pressure on employers across the province to increase compensation to recruit and retain staff.

The City needs to be serious about retaining qualified staff. The City needs to be serious about coming to bargaining with a fair and equitable wage offer. We need to collectively put pressure on the City to do the right thing.

Sometimes Change is Good

CUPE Local 38 is working on an update to the locals' website. The intent is to keep things current and user friendly for members. With the increased reliance on online platforms and, as a result, improved accessibility, more people often go to an organizations website to seek information. Unfortunately, in these busy times, the website content can get overlooked.

Our commitment is to change that, by providing updated articles that focus on our work and the work of labour organizations across the county. The current content on the website will still be available, just easier to find. Items such as the monthly newsletter, the list of Stewards and Executive and a copy of the current collective agreements will still be there, but with some additional features.

There will be a functioning member portal that can be used for event sign-ups and to update your personal information with the local. There will be a calendar of events, also listing dates of significance throughout the year. Now that we are climbing out of the pandemic fog, we hope to see more events added as health restrictions allow.

We will be announcing the launch of the new website in a future newsletter – stay tuned!



National Day of Mourning April 28th

National Day of Mourning For Workers Killed or Injured on the job—April 28, 2022. CUPE'S National Health and Safety Committee first proposed the creation of a National Day of Mourning in 1984. That idea came to fruition in 1991, when the federal government passed legislation to establish April 28th as the Day of Mourning. It has grown internationally as the International Day for Safety and Health at Work and is recognized in more than 120 countries around the world.

When they envisioned the day, the members of the committee wanted to remember lives lost in the workplace, but there was a broader point. The day was also supposed to remind all workers that we need to fight for the living and inspire us to prevent further tragedies.

On each Day of Mourning, CUPE honours our members and other workers who have died on the job.

Workplace deaths are a crime - they must be stopped. Workplace accidents and occupational diseases are preventable.

Please join the Calgary and District Labour Council for the National Day of Mourning Memorial Service on Thursday, April 28 at 12:00 pm (Noon) via Zoom online platform, use the following link to obtain the information or see the poster below.

[National Day of Mourning Link to Zoom Info](#)

*The Calgary & District Labour Council
Invites you to join via Zoom*

April 28, 2022 at noon

Join Zoom link:
<https://us02web.zoom.us/j/83989980552?pwd=T05kMW9LYit5NCs0NitGTmX1Z3ZCUtO9>
Webinar ID: 839 8998 0552
Passcode: 072001



cupe38.org

REGULAR MEMBERSHIP MEETING

*All CUPE 38 Card Carrying Members
Invited to Attend*



**When: Tuesday, April 26, 2022
at 7:00 p.m.**

**Where: Via ZOOM
(SEE FRONT PAGE FOR DETAILS)**

Business: Regular & Elections

Elections:

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

**ANNUAL GENERAL MEETING
OF CUPE LOCAL 38 LABOUR ORGANIZATION SOCIETY
Tuesday, April 26, 2022
Upon adjournment of the Regular Meeting
VIA Zoom
(see Front Page for details)
BUSINESS: Approval of audit**