

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 May.

The May 24, 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.



Bargaining Update

Your Bargaining Team met with the City on April 26th and May 10th. We feel that progress has been made on a number of non-monetary items, and on May 10th Local 38 provide the City with a comprehensive package in an attempt to settle all outstanding items. Included in the package was a proposed wage settlement.

The City was unable to respond to our proposal, but we have two more dates in May to meet. We expect to have a response from the City at our next meeting.

Prior to tabling a comprehensive package, your Bargaining Team provided the City with an economic perspective on behalf of you, the members.

Calgary-based inflation has been running at historic levels over 2021 and 2022. We are currently experiencing inflation rates not seen since 1991. As everyone who has stopped at the gas station or grocery store knows all too well, the major contributors to inflation are food, shelter, transportation and utilities.

In the same breath, Calgary Gross Domestic Product is projected to be as high as 5.6% in 2022 and to be quite strong over the next four years. (The growth rate of real GDP is often used as an indicator of the general health of the economy. In broad terms, an increase in real GDP is interpreted as a sign that the economy is doing well.)

Oil prices are over \$100 a barrel for the first time since 2014. The benchmark West Texas Intermediate has been over the \$100/barrel since March 2022. The Alberta benchmark Western Canada Select is sitting over \$90/barrel. This is propelling an increased labour shortage, which will clearly impact the City's ability to recruit and retain an already short supply of staff.

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CUPE Local 38 Committees

CUPE Local 38 established standing committees within the Local to support communications, events and calls to action on a variety of issues. 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. Some of these meetings are being held online due to the pandemic, but we are beginning to meet more in-person.

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 (E.O.). 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. The committee meets to discuss the content of the upcoming newsletter and any articles for the CUPE 38 website. In addition, this committee is tasked with selecting the winners of the annual scholarship award based on written submissions.

The Social Committee is tasked with planning and organizing the annual Children's Christmas Party and the annual Retiree's Banquet. While these two events have been impacted by the pandemic for the last two years, the goal for 2022 is to get back to holding these events live. This committee also organizes other social events such as the Christmas Social, held at the December membership meeting, when face to face meetings are possible.

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. Unfortunately, due to the pandemic, site visits have been on hold, so the committee often discusses and participates in online training offered by the Alberta Municipal Health & Safety Association (AMHSA) to keep the committee members up to date on new rules and legislation.

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Scholarships Available

CUPE Local 38 offers two scholarships in the amount of \$1,000.00 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:

1. How can Calgary-based unions work together to create positive change?
2. What can unions do to engage their members more effectively in a virtual environment?
3. Municipal unions, such as CUPE 38, operate in a political environment. Describe 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 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 or fax (403-290-1757). 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 August 24, 2022. Successful applicants will be advised by letter or e-mail and CUPE Local 38 reserves the right to publish the names and essays of the winners.

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



Bargaining Update

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It is important to remember lessons from our last round of bargaining. Many of you will remember City Councilors publicly calling upon City staff to “be a part of the solution,” and to “share the pain with Calgarians.” In fact, some Councilors called for a wage rollback, saying that it would only amount to the “price of a cup of coffee a day” for City staff to give up wage. We noted then, and we raise it now, that the City always demands that we share the pain, but is never prepared to let us share when the times are good.

Well, last time we shared the pain. Today, times are good, the future looks bright. It’s time for the City to live by their commitments.

Your Bargaining Team will be asking for your strong support to show the City that now is the time to treat us with respect.

THOUGHT FOR THE MONTH



“The elevator to success is out of order. You’ll have to use the stairs...one step at a time”.

~Joe Giraro

CUPE Local 38 Committees

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The E.O. 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 local workshops and events around these issues. Historically, the E.O. Committee has organized volunteers to help out at the Women’s Centre and other charitable work.

Each committee is comprised of 5 members, except the OH & S Committee has 6 members. The reason for the additional member on OH & S is to provide a balanced committee, with 4 members from the City of Calgary and 2 members from ENMAX to partner in the 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, please contact the office to obtain the link for the next Regular Meeting, to be held on May 24, 2022.

Local Economy Benefits with Strong Public Pension Plans

We all see the direct benefit of pensions to those individuals that receive those pension payments, but have you considered the bigger impact on society? The Canadian Centre for Economic Analysis (CANCEA) has done just that for the Canadian Public Pension Leadership Council (CPPLC). The CPPLC is a non-partisan group of senior public sector pension plan leaders from across the country that represent 12 plans in seven provinces. Their mission is to promote thoughtful, evidence-based, national pension policy discussion.

There are over 1200 Public Sector plans across the country. With over 5.26 million, active and retired members of Canadian Public Sector Pension Plans (CPSPP), the membership is equivalent to the population of British Columbia. A large portion, 65% of contributing members, are women. There are 3.41 million active members and 1.85 million retired members. This figure bodes well for the future sustainability of the plans, as they have more than two working members contributing for every one retiree leaving the workforce.

This report, commissioned by the CPPLC, looks at the impacts to all of society in regions across the country, where there is a strong public sector pension in place. The results are unquestionably positive for those regions, and their economic resiliency.

A large federal impact identified in this study, is the impact directly to the Gross Domestic Product (GDP) of Canada. In 2019, Canada’s GDP benefitted by around \$82 billion as a result of CPSPPs across the country. CPSPP’s hold over \$1.27 trillion in assets and investments in Canada and internationally. This resulted in \$96 billion generated annually over the last five years for these plans. While the plans are paying out approximately \$49 billion, this balance provides ongoing sustainability.

This investment activity, spurs on its own positive impact to our economy by supporting around 877,100 jobs and \$33 billion in wages across the country. This is done through CPSPP’s investing in small start-ups, infrastructure and buildings, as well as investments in the markets. All investment activity has a trickle effect to many other industries and sectors.

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Local Economy Benefits with Strong Public Pension Plans

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55,500 small businesses are supported across the country from pension recipient spending and investing. 39,800 of those businesses employ 10 people or less. This is what you see at the more local level, in your city and community. In Alberta, we have a larger number of people under the age of 35. The public pension plans support approximately 42% of jobs occupied by those under 35 due to retirees spending, mostly in the retail and hospitality sectors. When retirees receive their pension, they will generally spend a large portion on goods and services in their local community. Their demand for goods and services, in turn, supports local business and provincial industry, which drives the contribution to employment.

In your local economy, for every \$10 paid to a retiree, \$16.72 of economic activity is generated. This goes back to the retirees spending and investments in the community, which supports jobs, but also includes the spending of the pension partners in those households. In fact, the economic benefit to the entire family of the pension recipient is improved, as the retiree is less reliant on family to support their lifestyle and health after retirement. As a result, the entire family's economic outlook is brighter.

Both federally and provincially, benefits are seen in the tax revenue stream on pension income payments. In fact, for every \$10.00 paid to a retiree, the government sees \$4.37 in tax revenue. This amount resulted in an increase of \$21 billion tax revenue, combined for both levels of government in 2019. This added revenue could then be used for public education, healthcare and infrastructure.

There is also a benefit to employers that offer public sector pension plans. As the current job market indicates, it is becoming more difficult to recruit and retain staff. When a public sector pension is attached to a job offer, employers get ahead of the pack when potential employees are weighing the benefits of several job offers.

Public Pensions are good for everyone! Our society needs more of these plans to ensure more Canadians can retire with dignity and can be self-sustaining, and less likely to have to rely upon government funded income programs in retirement. We can see the impact of these plans in job creation, support for small business, tax revenue generation and finally, in our homes with our family. Our leaders need to tap into this unique economic driver and expand it to positively benefit Canada's economic resiliency.

The CDLC S'ean Gillen Memorial Scholarships

Two \$2500.00 Scholarships to be awarded by the Calgary & District Labour Council are available to affiliated members of the CDLC, their spouses or dependents, whose Union Local is in good standing with the District.

Applicants will be required to submit an answer on ONE of the following subjects:

- Why are unions important to me?
- What have unions done to improved the lives of workers?
- What are recent examples of union successes in Alberta?

These scholarships are available for education or training from a recognized education institution.

(See terms of reference on website)

Application deadline is June 1st.

Application forms and terms of reference can be downloaded at www.thecdlc.ca by clicking on the education tab.

If you have questions regarding the scholarship please contact the CDLC directly via phone at 403-262-2390 or by e-mail to admin@thecdlc.ca

Connect with CUPE 38

Email: office@cupe38.org

Phone: 403-233-2700

In-person: 1439 - 9th AVE SE,

Calgary, AB T2G 0T4

Online: cupe38.org

REGULAR MEMBERSHIP MEETING

*All CUPE 38 Card Carrying Members
Invited to Attend*



**When: Tuesday, May 24, 2022
at 7:00 p.m.**

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

Business: Regular & Elections

Elections:

1. One (1) Executive Member-At-Large—2 year term.
2. Six(6) Members to the Occupational Health & Safety Committee (4 members must be City employees).
3. Five (5) Members to Public Relations & Education Committee.
4. Five (5) Members to Equal Opportunities Committee.
5. Five (5) Members to Social Committee.
6. Seven (7) Delegates to CUPE Calgary District Council.
7. Delegates to Calgary & District Labour Council.