

CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38
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Zoom Into the General Meeting

The Executive of Local 38 has made the decision to continue with on-line meetings for the near future.

The October 25, 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. 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.



September 19th Holiday

On September 15, Local 38 sent an email to all members in response to the Employer's refusal to recognize September 19th as a holiday. Both the City of Calgary and ENMAX refused to recognize the holiday and directed all employees to attend work on that day.

Not surprisingly, we have been inundated with questions about the collective agreement language. Our collective agreements with the City and ENMAX have identical language. It states, "all general holidays *proclaimed* by the City of Calgary and/or the Province of Alberta and/or the Government of Canada shall also be recognized as legal holidays...." While it is not exactly clear yet how the City and ENMAX arrived at their interpretation of the collective agreement, it appears that both employers are attempting to read into the language a need for at least one level of government to *legislate* a general holiday. It is our view that this interpretation conflicts with the collective agreement.

We believe the language in the collective agreement is clear and unambiguous regarding the decision of the Federal Government to proclaim September 19th as a general holiday.

Local 38 has filed a grievance with both the City and ENMAX on behalf of all members. We have been in discussion with all the Civic Unions, and we understand that each Union has also filed their own separate grievance against the employer. It is likely that we will need to litigate this issue in order to reach a conclusion.

It is our position that all employees who worked on September 19th must be paid for the day as per any general holiday outlined in the collective agreement. This means that every member who worked September 19th would be entitled to overtime pay for the hours worked, as well as be granted a lieu day for the 19th.

I know that many of you are as disappointed as we are that the employers has taken this stand. Even a cursory analysis of the risk involved should have led the City and ENMAX to declare the 19th a one-time holiday and minimize the monetary impact. The Unions notified the employers of our intention to challenge the issue if they refused to acknowledge the holiday. In our view, the City and ENMAX were well aware of the financial impact by ignoring the Federal Government's proclamation of the holiday.

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Register now! Children's Christmas Party returns to in-person event

After two years, the elves of the Social Committee are pleased to announce that the Local 38 Children's Christmas Party will be returning to an in-person event for 2022.

The Children's Christmas Party will be held on **Saturday, December 10 from 9 to 11 a.m.** at the **Genesis Centre**, located at 7555 Falconridge Blvd. N.E. Join us for entertainment, treats and a photo with Santa. Each registered child will also receive a special Christmas gift.

Registration is open for children of card-carrying Local 38 members, who were born in 2012 or later; forms are available on our website at www.cupe38.org.

Email or drop off your completed form to the Local 38 office no later than Monday, November 14, 2022. We are unable to accept forms submitted after this deadline.

We look forward to seeing you there!

Call for Volunteers

The Social Committee is looking for volunteers to assist with the Christmas party. If you are able to volunteer, please call the office at 403-233-2700 or send an e-mail to office@cupe38.org

THOUGHT FOR THE MONTH



It's not where you are in life, it's who you have by your side that matters.

~ J.M. Laurence

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

Member Support Campaign

In the coming months, Local 38 will be working with Point Blank Communications to create a public awareness campaign centered on our members. Through the use of digital, social and out of home advertisements, our goal is to highlight to Calgarians the essential work that you do every day.

Over the past few years, we have increasingly noticed that Calgarians do not understand or appreciate the crucial work we do every day. Nor do Calgarians understand or appreciate the value and commitment we devote to ensuring Calgary's energy needs are met.

Over the next few months, you will see social media and radio advertisements. You will also receive some emails from Local 38 keeping you up to date on the campaign.

We should all take great pride in our accomplishments throughout the unprecedented pandemic. We are sympathetic to Calgarians in these inflationary economic times, and it will be important to emphasize to Calgarians that ENMAX workers are their friends and neighbors, here to support them.

We look forward to your feedback on the upcoming campaign.

Bargaining Update

On October 5th, Local 38 held a general membership meeting to ratify bargaining proposals. Subsequently, we notified ENMAX of our intention to begin bargaining. We are in discussions with ENMAX to identify dates to commence bargaining, and expect to formally begin talks within the next two weeks.

We will continue to keep all members informed of our progress throughout bargaining through the use of the newsletter and email. Please ensure that your current contact information and personal email is registered with the Union office to receive regular updates.

September 19th Holiday

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Many unions across the province do not have the same language as the Calgary Municipal Unions. Our research shows that this particular language dates as far back as the 1960s and likely even longer. This is a perfect example of why we should never agree to give up language within a collective agreement!

REGULAR MEMBERSHIP MEETING

*All CUPE 38 Card Carrying Members
Invited to Attend*



**When: Tuesday, October 25, 2022
at 7:00 p.m.**
Where: Via ZOOM
(SEE FRONT PAGE FOR DETAILS)
Business: Regular