

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 November 29, 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.



National Day of Remembrance on Violence Against Women

Every year on December 6th, women and men and families gather across the country to commemorate the 14 young women who were murdered by a gunman chanting "I hate feminists" on December 6, 1989 at École Polytechnique in Montreal.

In 1991 the Parliament of Canada established the National Day of Remembrance and Action on Violence Against Women in Canada as an annual day of mourning and remembrance for those 14 young women and all the other victims of gender based violence.

The statistics are horrifying:

- Half of all women in Canada have experienced at least one incident of physical or sexual violence since the age of 16.
- Approximately every six days, a woman in Canada is killed by her intimate partner. Out of the 107,810 police-reported intimate partner violent incidents in 2019, — over 79%—of the victims were women.
- On any given night in Canada, 3,491 women and their 2,724 children sleep in shelters
- because it isn't safe at home.
- On any given night, about 300 women and children are turned away because shelters are already full.
- There were 1,181 cases of missing or murdered Aboriginal women in Canada between 1980 and 2012, according to the RCMP. However, according to grassroots organizations and the Minister of the Status of Women the number is much higher, closer to 4,000.
- Aboriginal women are killed at six times the rate of non-aboriginal women.

Cyber violence, which includes online threats, harassment, and stalking, has emerged as an extension of violence against women. Young women are most likely to experience online harassment in its most severe forms, including stalking, sexual harassment and physical threats.

This year the Calgary District Labour Council will be hosting a Remembrance and Lobbying event to recognize this ongoing issue. The event will be held December 6, 2022 at the Hilton Garden Inn.

CUPE is committed to recognizing and combatting gender based violence in all its forms. We ask you to do what you can as well.

LAPP Update – The State of Your Pension

In late October, the LAPP Sponsor Board and Board of Directors held a day long presentation to all LAPP stakeholders. Presenters spent the day providing a detailed overview of the economic status of our pension plan.

In a nutshell, this was a series of good news stories throughout the day. LAPP maintains a very healthy financial position. The 2021 net investment returns amounted to 14.96%. This is an amazing return, well above financial benchmarks. The only caution provided by the Board is that we should not expect such returns in subsequent years. This means that our pension fund is now 124% funded; that is up from 109% funded in 2020. For the last fiscal year, the AIMCo (Alberta Investment Management Company), who is responsible for investing pension funds, served the plan very well. In the past, LAPP stakeholders have been critical of AIMCo's performance; however, this year they have been able to fend off the critics.

The outcome of the financial health of our plan is that contribution rates have been decreased yet again this year. Since 2017, total employer and member contribution rates have declined by 644 basis points. In effect, from 2017 to now your contribution rates have decreased from 10.39% up to YMPE to 7.45%, and from 14.84% over YMPE to 11.23%. (YMPE is Yearly Maximum Pensionable Earnings, an annual maximum salary amount which you need to contribute to CPP. YMPE is set by the Federal government).

The financial health of the plan can be attributed to a number of factors, but essentially it is a combination of the strategic direction developed by the Board of Directors given to AIMCo, and AIMCo's resulting performance with that direction.

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THOUGHT FOR THE MONTH



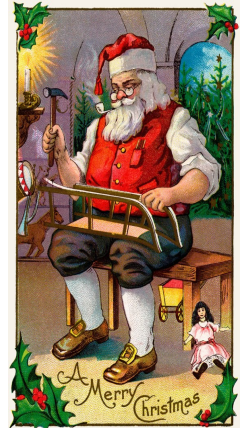
There are people in your life whom you unknowingly inspire simply by being you.

~ Unknown

Reminder: Children's Christmas Party on December 10

Get ready, Santa's coming to town for the annual Children's Christmas Party!

The Children's Christmas Party has been a cherished Local 38 tradition for more than 25 years. The 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. Over the years, as Local 38 has grown, the event has continually expanded to larger venues to include new entertainment, activities and treats for the hundreds of children who attend. While the event has evolved since its humble beginnings, the spirit has remained the same, with members and their children coming together to enjoy holiday cheer.



While the Children's Christmas Party was cancelled in 2020 and 2021 due to public health restrictions, the spirit of the event continued to prevail. Local 38 organized a socially distanced gift distribution to continue the tradition in some small way, and make holiday season a bit brighter during a challenging time.

This year, as we are once again able to safely gather in-person, we are delighted to return to hosting the Children's Christmas Party for 2022. Thank you to all members who have registered for the event – we look forward to seeing you at the Genesis Centre from 9 – 11 a.m. on December 10!

Note: Registration closed on November 14. Regretfully, we are unable to accept registration forms past this deadline due to event logistics.

Gift pick-up

For those members who registered their children by the November 14 deadline and will be unable to attend the party, gift pick-up will be held at the Local 38 Office on the following days:

Monday, December 12: 8:00 a.m. - 4:00 p.m.
Tuesday, December 13: 8:00 a.m. - 4:00 p.m.
Wednesday, December 14: 8:00 a.m. - noon

We are unable to accommodate gift pick-ups after this time due to office renovations.

The City of Calgary Whistle Blower Program

The City of Calgary has a program that provides an opportunity to anonymously make a complaint regarding perceived wasteful practices and wrong doing by City staff or those working on behalf of the City. The Whistle Blower hotline was implemented to give citizens a means to report these issues easily. The intent is that, those administering this program, would then perform an independent and confidential investigation into the complaint with the appropriate business unit. The program has been in place since approximately 2007, with the most recent amendments occurring in 2016.

It has recently come to our attention that this program is also a pathway for our members to make a formal complaint against their leaders and/or colleagues. We often hear from our members, that they fear reprisals if they speak up regarding inappropriate behaviours from their supervisors or leaders. This program seems to be the 'safe' way to report incidents in breach of the Code of Conduct and its multifaceted areas covering Acceptable Use, Respectful Workplace and other policies we are all expected to adhere to. As it is to be overseen independently and confidentially, the business unit Management and Human Resources Business Partner should not be directly involved in the investigation.

As any means of making a complaint, one must do so acting in good faith. This means that it must be based on reasonable belief/grounds, and not made with malicious intent, solely for self-interest and/or in support of a political agenda. The policy goes on to state, that as employees of the City of Calgary, we are all obligated to report incidents of wrongdoing as our ongoing responsibilities.

While the Union encourages our members to work through problems as they arise, by speaking to the individual respectfully, we recognize that in some cases, that may not be the best option. When addressing those in positions of power, it can have a negative impact on your day to day work when you speak up. Therefore, we recommend utilizing the Whistle Blower program to make your concerns known. With the added layer of confidentiality, it should provide more security around retaliatory behaviour.

LAPP Update – The State of Your Pension

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The caution raised by the presenters focused on the near future state of the financial markets. Inflationary pressures coupled with rising interest rates will likely prevent 2022 from showing the same investment returns as 2021. The LAPP Board of Directors have developed plans to mitigate these impacts to ensure the stable health of our pension plan.

This is overall great news for all plan participants -- retirees as well as active plan members. Through the active management of our plan, the Board of Directors made significant moves over the past 5 years to ensure its financial health.

This is in direct opposition to those in the Alberta government and right-wing think tanks that spend significant time trying to convince us that our pension plan is unstable and unviable. Many of you will remember back in 2013 how the Alison Redford conservative government attacked our pension plan and attempted to strip us of our benefits. Many of you will also remember how the Jason Kenney conservative government ripped away control of our pension plan, and that of the Alberta Teacher's pension plan, to try and use our retirement savings on risky investments. Then there were the past City Councilors that misleadingly argued that LAPP was in a deficit financial position, and tried to strip away our benefits.

We must always be on guard against those that would attack our pension. Successive governments, both at the provincial and municipal level, have made attempts to seize our retirement money. And now we face a new conservative provincial Premier that is on record in the past as opposing public sector pensions.

Now more than ever, we must take the politics out of our pensions. Our commitment to you is to take whatever steps necessary to defend our pension plan, and to keep our pension assets secure for our collective futures.

REGULAR MEMBERSHIP MEETING

*All CUPE 38 Card Carrying Members
Invited to Attend*



**When: Tuesday, November 29, 2022
at 7:00 p.m.**

**Where: Via ZOOM
(SEE FRONT PAGE FOR DETAILS)
Business: Regular & Elections**

ELECTIONS:

1. Eight (8) Delegates to the CLC/AFL Winter School, January 9-13, 2023 in Jasper.

ADVANCE NOTICE

Due to the holiday season the December Regular Meeting has been rescheduled to Tuesday, December 20, 2022.

The meeting will be held via the Zoom platform at 7:00 pm and is open to all card carrying members. To receive the link for the meeting please contact the Union Office at 403-233-2700 or office@cupe38.org