ATTENTION:

All CUPE Local 40 Members

IMPORTANT Information for All Members of CUPE Local 40

YOU ARE THE UNION
CUPE Local 40
GENERAL MEMBERSHIP MEETING
June 1, 2019

June, the time were membership shapes our Union for the next year. Join us to vote for your Union Executive and bring your membership card. Celebrate the end of another school year with the annual “Marvin Schultz Summer Scoop Off”.

Remember to submit your registration form and join us for a day of fun and festivities while CUPE 40 celebrates our 90th year with a Family BBQ on June 15th.

Take care of yourself. Take care of each other.

Have a GREAT Summer!!

Tomorrow will be Better, when WE Stand Together!

The General Membership Meeting (GMM) allows us to come together in a safe place to discuss concerns of our workplace and how to continue the fight against inequality.

You are welcome to stay and Voice and Listen to what matters to us all.

We Stand * We Solve * We Persevere

Radisson Park School
2805 Radcliffe Dr SE, Calgary,
AB T2A 0C8, Canada

9:00 AM
Solidarity Draw $300.00
Coffee and Pastries
50/50 Draw
Door Prizes
Dear Sisters, Brothers and Friends,

Here we are again, almost at the end of another school year. We’ve been through a lot over the past year and now we finish up this year with a new outlook towards our future. After your well-deserved vacation we will need to focus on our next steps, I know it’s been a rough road for us over the years but we need to remain focused on creating a better future for us all. We will get there; it’s just going to take some commitment and communication. We’ll need to start a new dialog with a new government and express the importance of the work CUPE members do for the CBE. Thank you again for the incredible work you do every day, it does not go un-noticed.

Many people are wondering about the new agreement which we just recently updated. On May 14, the Board of Trustees ratified our new Collective Agreement. The CBE will begin to pay 75% of our Long-Term Disability premiums starting in September. We hope to have this new agreement posted on our website at 40.cupe.ca and those that are on our email list will have it emailed to them directly. When we have more stability to have longer terms again in our Collective Bargaining Agreements, we will start to print the booklets again. If you need to have a copy printed please contact the office.

I hope to see everyone on June 15 for our 90th Anniversary BBQ. Come out and have some fun!

Thank you for giving me the opportunity to represent you,
In solidarity,

Troy Killam
President, CUPE Local 40
403-235-0530 - office
403-650-0795 - cell
cupe40president@gmail.com
You always have the RIGHT to have Union REPRESENTATION in ANY meeting with management

Even in a non-disciplinary meeting, you can still have one of the Union stewards assist you in any meeting with management. We are here to protect your worker rights.

◊ When Booking ON/OFF, ensure you call the Sick Desk 403-817-6300 and also inform your School.

◊ Job Application and Position Bidding: When applying for any CBE position, Please email cupe40@telus.net to ensure you have backup in the position selection process. The process follows the clause in our collective agreement. ARTICLE 6 - PROMOTIONS, VACANCIES AND TRANSFERS

Help Encourage a Love For Books!

CUPE Local 40 is honoured to be part of the Free Book Give Away at the yearly CDLC Labour Day BBQ.

Help us make this year another HUGE success by donating your gently used books. Contact CUPE Local 40 to arrange for pick up or drop off your books at the office.

#105 - 811 MANNING ROADS NE T2E 7L4
PHONE: [403] 235-0530
EMAIL: cupe40@telus.net

PHONE: [403] 235-0530  FAX: [403] 248-6714
EMAIL: cupe40@telus.net
CUPE Local 40 PRESIDENT: cupe40president@gmail.com

MAILING ADDRESS: #105 - 811 Manning Road N.E.
Calgary, Alberta, T2E 7L4
WEBSITE: www.40.cupe.ca  TWITTER: @Cupe40
ARTICLE 13 - LEAVE OF ABSENCE

13.01 Compassionate Leave

13.01.1 Employees shall be granted leave of absence with respect to critical illness or death of a "near relative". For the purpose of this Agreement, the term "near relative" shall be defined as the following relationships to the employee or the employee's spouse (including common-law or same gender spouse as documented in the employee's record of service file with the Board): the spouse, (including the common-law or same gender spouse as documented in the employee's record of service file with the Board), grandparents, parents (including legal guardians), brothers, sisters, children (including legal wards), and their respective spouses; grandchildren and such other persons as the Superintendent of Human Resources, or their designate, may approve.

13.01.2 On request, an employee shall be granted up to three (3) days leave of absence, with pay, in the event of a critical illness of a "near relative" and for the purpose of attending the "near relative". An additional two (2) days may be granted at the discretion of Management should the circumstances warrant extra time.

13.01.3 On request, an employee shall be allowed a maximum of three (3) days leave of absence, with pay, upon the death of a "near relative". An additional two (2) days shall be granted if further time is required for travel purposes to attend the funeral/memorial service.

13.01.4 Employees may be granted, considering the efficiency and safety of the operation, time off without pay to attend the funeral of a co-worker.

13.02 Leave for Union Activities

13.02.1 The Calgary Board of Education shall grant a request for a leave of absence without pay and without loss of accumulated department and general seniority to an employee who is elected or appointed to a full time position with the Union, or other body with which the Union is affiliated. Request for such leave must be made, in writing, to the employee's immediate supervisor at least fifteen (15) working days prior to the date such leave is to take effect. Such leave shall be limited to the term of office or one (1) year, but shall, upon request, be extended from year to year. When an employee extends this leave of absence without permission of Management, the employee shall automatically forfeit employment. At the termination of the leave of absence, the employee shall be returned to a position of equal status and remuneration, provided such a position is available and shall be subject to seniority and lay-off provisions.

In cases where a temporary employee is employed to cover a leave of absence, as outlined in this clause, the provisions of clause 5.01.3 will not apply. The temporary employee employed to cover the leave of absence will be terminated on the return of the employee who was granted the leave.
The First Annual HSEC Disc Golf Competition

When: Sunday August 25th 2019
12:00pm – 4:00pm

Where: Baker Park Disc Golf Course
- 9333 Scenic Bow Rd. N.W.

**Hotdogs at 12:00pm**

**Golf starts at 1:00pm**

Who: You, your friends and your family members are all invited!

Prizes for First, Second and Last place Teams
Teams of 4 and registration is $5 per person

Teams can either be made in advance or set up day of for individuals
Register by Email or signup sheet located at trade desk in Highfield.
Payment Box will be located at trade desk next to sign up sheet. Or you may pay any of your HSEC members.

Send emails to: Kris - kswendell@cbe.ab.ca or Ron - Rlbastarache@cbe.ab.ca

More info coming. Email questions to either Ron or Kris and we will get back to you ASAP.
CDLC
11th Annual
Labour Day
BBQ

→ LIVE MUSIC
→ FREE FOOD
→ FREE BOOKS
→ FAMILY EVENT
→ All are WELCOME

MONDAY, SEPTEMBER 2, 2019
11 am to 2 pm
Calgary Olympic Plaza
228-8 Ave. SE Calgary

Funded by donations to the Calgary & District Labour Council #321, 3132-26 St. NE Calgary T1Y 6Z1
with special thanks to our many valued volunteers
Fun in the Sun for Summer—Stay Safe!

**Extreme heat**
Many places in Canada have a high number of extreme heat events, often called "heat waves." Extreme heat can put your health at risk, causing illnesses like heat stroke and even death.

**Sunglasses**
It is important to protect your eyes against damage from the sun. For most people, a low-cost pair of sunglasses with UVB and UVA protection will do the job.

**Skin cancer**
Skin cancer is the most common of all cancer types. About one third of all new cases of cancer in Canada are skin cancers, and the rate continues to rise. Skin plays a vital role in keeping you healthy.

**Sunscreens**
Being in the sun too long can cause sunburns and skin cancer. It is important to wear sunscreen and take other sun safety steps to protect yourself from the sun's harmful ultraviolet radiation (UV rays).

**Sun safety basics**

**Cover up.** When the UV Index is 3 or higher, protect your skin as much as possible. Wear light-coloured, long-sleeved shirts, pants, and a wide-brimmed hat made from breathable fabric. When you buy **sunglasses**, make sure they provide protection against both UVA and UVB rays.

**Limit your time in the sun.** Keep out of the sun and heat between 11 a.m. and 3 p.m. The UV index in Canada can be 3 or higher during those times. When your shadow is shorter than you, the sun is very strong. Look for places with lots of shade, like a park with big trees, partial roofs, awnings, umbrellas or gazebo tents. Always take an umbrella to the beach.

**Use the UV Index forecast.** Tune in to local radio and TV stations or check online for the UV index forecast in your area. When the UV index is 3 or higher, wear protective clothing, sunglasses, and sunscreen, even when it's cloudy.

**Use sunscreen.** Put sunscreen on when the UV index is 3 or higher. Use sunscreen labelled "broad spectrum" and "water resistant" with an SPF of at least 30.

**Drink plenty of cool liquids (especially water) before you feel thirsty.** If sunny days are also hot and humid, stay cool and hydrated to avoid heat illness. Dehydration (not having enough fluids in your body) is dangerous, and thirst is not a good indicator of dehydration.

Watermelon, Feta, and Mint Salad

A great refreshing summer dish that is quick and easy to make and loved by all

Serves Six

- 1 tablespoon fresh lime juice (or lemon)
- 1/2 red onion, halved and thinly sliced
- 600g (1 1/3 lb) seeded, cubed watermelon
- 100g (4 oz) feta cheese, crumbled
- 75g (3 oz) pitted Kalamata olives (optional)
- handful chopped fresh mint
- 2 tablespoons olive oil

Place the onion slices in a small bowl with the lime juice. The acid of the lime will mellow the flavour of the raw onion. Let stand for 10 minutes. For a surprising bit of flavour without the heat, try adding a dash of Tabasco Sauce to this mixture.

In a large bowl, combine the watermelon cubes, feta cheese, olives and mint with the lime juice and onions. Drizzle olive oil over it all and toss to blend. Tuck in and be prepared for a pleasant surprise!

Hint—Use the Watermelon rind as a bowl to make it a special presentation.

http://allrecipes.co.uk/recipe/5029/watermelon--feta-and-mint-salad.aspx
Congratulations to Brother Mel Dow who was nominated for and won the Yvonne Schmitz Award at the Labour Appreciation Awards on April 30, 2019. Mel has been with the Calgary Board of Education for 18 years and has been active within the Union for almost as long.

CONGRATULATIONS!!

You do good work!
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CUPE Local 40 is voting on several positions that are eligible to be voted on this time of year. Join us to nominate and cast your vote for the nominee of your choice. Please remember to bring your **VOTING CARD** or you can get one at the June GMM. See you at there! The positions are as follows:

- **Vice President**
- **Secretary Treasurer**
- **Chief Shop Steward**
- **Caretaking Representative**
- **3 year Trustee**

We will also be voting on the

- **CUPE National Convention Delegates**

Join us and Cast your vote!

**IT COULD BE YOU!**

**your VOTE is your VOICE**
It is with great sorrow that CUPE Local 40 announces the we have recently lost two of our retired Brothers.

Kenneth Sivil
Retired March 15, 2014

Richard Scarfe
Retired October 1, 2015
CUPE Local 40 has developed a Kid’s Club available for all members who would like to attend our General Membership Meeting and are in need of childcare.

FOR CHILDREN FROM 3 TO 11 YEARS OF AGE

GAMES

SNACKS

ARTS & CRAFTS

We welcome Members recommendations for individuals that are interested in assisting taking care of children during the Union meeting. For details, please contact the office at: cupe40@telus.net
Come Celebrate 90 Years!

With our Family

Member Name: __________________________
*Total # of Attendees: _______________________
Personal Email: ____________________________
Phone: ________________________________

Please bring your School ID or your Membership Card
BRING YOUR OWN CHAIR

PLEASE RSVP BY JUNE 1st
to the CUPE 40 Office
Email: cupe40@telus.net
Fax: 403-248-6714

10:00am to 2:00pm
June 15, 2019 at Sandy Beach

Open to ALL CUPE 40 members and their IMMEDIATE families
* (Member, Partner and Children ONLY)
Become a CARD CARRYING member in GOOD STANDING!
Contact CUPE Local 40
Or
Attend a General Membership Meeting

http://40.cupe.ca

#105—811 Manning Road NE
Calgary, Alberta T2E 7L4
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Email: cupe40@telus.net