

Please make this Newsletter available for all
CUPE Local40 members



Become a CARD-CARRYING member
In GOOD STANDING!
Contact CUPE Local 40

**January
2024**



<http://40.cupe.ca>

#105—811 Manning Road NE

Calgary, Alberta T2E 7L4

Phone: 403-235-0530

Fax: 403-248-6714

Email: cupe40@telus.net

IMPORTANT



**HAPPY NEW YEAR
2024**

CUPE 40 General Membership



In-person Meeting

Time: 9:00 AM

Saturday - January 13, 2024

Local 40 office:

#105-811 Manning Road, NE T2E 7L4



Please don't forget to bring your
Pink CUPE Membership Card .



**You Must Be a Card Carrying Member
In Good Standing**

PENSION



**Contact
Us**

For All Inquiries Related to Your LAPP Membership or Pension:

Phone: 1-877-649-5277

Fax: 780-421-1652

Member Services Centre Hours of Operation (MST)

Mon — Fri (except Thurs): 8:15 a.m. to 4:00 p.m.

Thurs: 9:30 a.m. to 4:00 p.m.

Secure Messages: Ask questions, request information, and submit documents related to your personal pension file using Secure Messages in [Your Pension Profile](#).

General Inquiry E-mail: memberservices@lapp.ca

This email address is for *general* inquiries only. Please use Secure Messages for all personal inquiries and requests for information.

Mail:

LAPP c/o Alberta Pensions Services Corporation
5103 Windermere Boulevard SW
Edmonton, AB T6W 0S9

PENSION

One-Time 100% Cost-of-Living Enhancement Effective January 1, 2024

To help keep pace with inflation, the LAPP Sponsor Board is pleased to announce that a one-time enhancement will be applied to the January 1, 2024 Cost-Of-Living Adjustment (COLA). The enhancement will increase COLA from 60 to 100 percent of the increase in the Alberta Consumer Price Index (CPI).

This is the first time that such an enhancement has been granted under LAPP.

You'll receive the full COLA enhancement if your LAPP pension commenced, or you stopped participating in LAPP and elected a deferred pension, prior to January 1, 2023.

If you were actively employed and then elected to commence a pension or deferred your pension upon termination from LAPP in 2023, you'll receive a prorated portion of the enhancement based on the number of completed months since your retirement or termination date to January 1, 2024.

As set out in the Plan text, COLA is applied each January 1 to LAPP pensions in pay and deferred pensions, based on 60 percent of the increase in the Alberta CPI, as reported by Statistics Canada. The CPI measures the change in the price of a fixed basket of goods and services purchased by Albertans. LAPP calculates the change in Alberta CPI by taking the ratio of the average Alberta CPI increase over the twelve-month period ending October 31 of the prior year to the average Alberta CPI increase over the corresponding twelve-month period immediately preceding that period.

The Sponsor Board has the discretionary ability to increase the COLA up to 100 percent of the increase in the Alberta CPI. Each year, the Sponsor Board reviews the financial position of the Plan, balancing contribution rates and benefits provided under LAPP. Due to LAPP's healthy financial position, the Sponsor Board decided to utilize approximately \$0.5 billion of surplus funds to cover the cost of the one-time COLA enhancement for retired members and members with a deferred pension.

The Plan continues to be in a strong financial position after this one-time COLA enhancement.

The actual COLA granted at January 1, 2024 will be announced in the Retiree Newsletter (end of December) once Statistics Canada has released the October Alberta CPI and the COLA calculation is completed.

If you're receiving a LAPP pension, the January 1, 2024 COLA increase will be reflected in your January pension payment. Your annual statement will be available in your secure online account at the end of January 2024. Paper statements will begin being sent out shortly after January.

If you have a deferred pension, your January 1, 2024 COLA increase will be reflected in your accrued pension amount stated on your annual statement. Your annual statement will be available in your secure online account in the third quarter of 2024.

Please note that this is a one-time COLA enhancement granted at January 1, 2024 and COLA granted on or after January 1, 2025 will be calculated based on 60% of the increase in Alberta CPI unless the Sponsor Board grants another COLA enhancement or amends the Plan Text to indicate otherwise.

PRESIDENT'S REPORT

Seasons Greetings,

Going into the winter break your union has been really busy and we're seeing solid gains at the bargaining table.

Your Bargaining Committee has met three times with the employer this month and we've made positive gains: strengthening harassment and compassionate leave language, defining Entry Level Facility Operator, change to when vacation package is due, providing the union with the overtime list for transparency, strengthening language about unpaid work and inserting Letters of Understanding into the body of the Collective Agreement. Our goal on the 15th was to wrap up all the items that were non-monetary, so we can focus on monetary items when we meet at the end of January.

Unpaid work is an incredible concern, consider this: you start 15 minutes early and you stay 15 minutes late, that's 2 1/2 hours a week, 5 hours a pay period and 130 hours a year that you are not being compensated for. Do not ever feel obligated to work for free, your labour has value!

In December the Women's Committee held an Ugly Sweater & Potluck Christmas Party and the membership organized another successful Kid's Christmas Party. Both of these events were excellent and I want to thank everyone who attended and volunteered, none of these events could happen without you. In 2019 our union turned 100 years old and we'll be finally having our Centennial Party in the new year, please get your RSVP form in to help the Women's Committee with planning.

You are the union!

Merry Christmas and a Happy New Year,

Clay Gordon
CUPE Local 40, President

EQUALITY STATEMENT

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.


MARK HANCOCK
National President


CANDACE RENNICK
National Secretary-Treasurer

Health & Safety Safe Workplace

[You have the legal right to a healthy and safe workplace.](#)

Alberta

Section 31 of Alberta's Occupational Health and Safety Act protects a worker's right to refuse unsafe work. The law states the workers may refuse work if they believe that worksite conditions are dangerous or that the work constitutes a danger to the worker's health and safety (or to the health and safety of another worker or person).

Here's how you can refuse unsafe work:

1. Notify your employer or supervisor at the worksite that you are refusing work because you don't think it is safe and state your reason for refusal.
2. If the employer does not remedy the dangerous condition immediately, the employer shall immediately inspect the dangerous condition with the worker and with a member of the health and safety committee or health and safety representative. There must be a written record of your notification, the investigation and action taken. A copy of the report must be provided to you and the committee member or representative.
3. If, in your opinion, a danger still exists, you can file a complaint with a government occupational health and safety officer.
4. The officer shall investigate the complaint and decide whether there is a dangerous condition. A copy of the report must be provided to you and the committee member or representative.
5. If you are not satisfied with the officer's report and recommendations, you must legally return to work, but may appeal the report within 30 days.

<https://www.alberta.ca/refuse-dangerous-work.aspx>

NOTICE OF UPCOMING ELECTION

Bylaws: SECTION 10 – NOMINATION, ELECTION AND INSTALLATION OF OFFICERS, COMMITTEE MEMBERS, AND REPRESENTATIVES

(a) Nominations

Nominations for Committee members and representatives will be received at the General Membership Meeting held in the month of January.

- (5) To be eligible for election as a committee member or representative, a member must have attended at least three (3) of the previous ten (10) General Membership Meetings.

Nominations & Election for the following Committees:

- ◆ CDC—Calgary District Council
- ◆ JH&S—Joint Health & Safety Council
- ◆ AEEC—Alberta Education Employees Committee
- ◆ APPAC—Anti-Privatization Political Action Committee
- ◆ Bylaw/Policy Committee

Nominations will be accepted either through Email @ cupe40election@gmail.com or through attending our monthly General Membership Meeting. Election will occur @ January 13, 2024 GMM .

Note: 3 out to 10 General Membership Meetings attended.

Never Work for FREE!

Outside of Work hours you should NOT be at Work!

President

Clay Gordon	C.U.P.E. Local 40	403-235-0530 - Office
cupe40president@gmail.com		403-650-0795 - Cell

Vice President

Ferdinand Flores	Acadia	403-926-2122 - Cell
cupevp40@gmail.com		

Secretary Treasurer

Danielle Williamson	Lester B Pearson	403-401-8626 - Cell
cupe40treasurer@gmail.com		

Recording Secretary

Grace Dizon	Dr. E.P. Scarlett	403-926-4441 - Cell
recordlocal40@gmail.com		

Chief Shop Steward

AJ Pointmeier	Welding Dept.	587-891-6913 - Cell
cupe40chief@gmail.com		

Caretaking Rep

Joy Malones	Saddle Ridge	403-383-3448 - Cell
carelocal40@gmail.com		

Cleaner 1 Rep

Joel Gatus	Chaparral	403-708-8859 - Cell
cupe40cleanrep@gmail.com		

Highfield Rep

Jeff Heeg	Trainer/Highfield	403-903-6427 - Cell
cupe40highfield@gmail.com		

Sgt-at-Arms

Dave Manser	Warehouse	403-470-8942 - Cell
cupe40sgt@gmail.com		

Effective: December 27, 2023

If you have any health and safety concerns please contact:

CUPE Joint Health & Safety Committee (JHSC)

Abbie Mitchell / (403-970-9447) abbiecupe40@gmail.com
Wendy Burke / (587-500-4214) Lillyblazebeauty3@outlook.com

Joint Worksite Health & Safety Committee (JWHSC)

Clay Gordon / (403-650-0795) cupe40president@gmail.com
Abbie Mitchell / (403-970-9447) abbiecupe40@gmail.com
May Reynaldo / (403-458-2975) may.reynaldo@gmail.com

Collective Agreement Review

THE CALGARY BOARD OF EDUCATION & CUPE LOCAL 40

ARTICLE 9 — HOURS OF WORK

- 9.01** The regular working hours for employees shall be forty-one and one-quarter (41¼) hours per week, eight and one-quarter (8¼) hours per day, all year except for the period specified in Clause 9.03. The basic rates of pay for these hours of work will be as specified in Appendix "A" of this Collective Agreement.
- 9.02** No employee shall be required to perform unpaid hours of work.
- 9.03.1** For eight (8) weeks, within the period commencing with the last week of June and ending at the end of the last week of the summer break, the regular hours of work for employees shall be thirty-three (33) hours per week, eight and one quarter (8¼) hours per day, for four consecutive days between Monday and Friday. Wherever possible, the eight (8) Mondays or Fridays off shall be consecutive.
- 9.04** When schools are in session or otherwise being used, the lunch breaks shall be no shorter than one-half (½) hour and no longer than one and one half-hour in duration. During the spring break, the winter break, the months of July and August for traditional calendar schools, and during break periods for year round and modified calendar schools, the lunch period shall be one-half (½) hour in duration.
- 9.05** Any shift commencing after 3:30 p.m., or prior to 6:45 a.m., shall be paid for at the rate of eight and one-quarter (8¼) hours pay for seven and one quarter (7¼) hours work. Employees shall be entitled to at least an eight (8) hour rest period between scheduled shifts or the employee shall be paid as per Clause 11.01.
- 9.06** Employees shall be entitled to two (2) fifteen (15) minute paid work breaks for each full day worked, one before the meal break and one after the meal break, times to be designated by Management.
- Employees who are employed in a position with an F.T.E. of less than 1.0 shall receive one (1) fifteen (15) minute paid work break for each shift of three (3) to five (5) consecutive hours, and two (2) fifteen (15) minute paid work breaks for each shift of more than five (5) hours.
- Employees shall receive one (1) fifteen (15) minute paid work break for each three (3) hour period of overtime worked in excess of their regular working day.

Affiliates chartered in the year of the Convention shall have their delegate entitlement based upon the Per Capita Fees paid for the period immediately prior to the Convention. Delegate entitlement shall be two delegates for the first one hundred members and one delegate for each additional hundred, or fraction thereof.

Any chartered organization entitled to representation shall also be entitled to one registered alternate delegate permitted voice and vote only while replacing a delegate from the same chartered organization and while in possession of that delegate's badge. Affiliated District Councils, Council of Unions and Provincial Council of Unions shall each be entitled to two delegates.

One executive member of a Division Occupational Group may have delegate status on behalf of the Committee if they are not delegates on behalf of their Local, District Council, Council of Unions, or Provincial Council of Unions.

Delegate entitlement shall not be transferable between Locals.

Alternate delegates attending Division Convention shall have the choice to be seated on the floor with the delegates.

The Division President, Secretary-Treasurer, Recording-Secretary, General Vice Presidents, Diversity Vice President, and Young Workers Vice President shall be deemed to be delegates to the Convention with all rights and privileges.

CREDENTIALS AND REGISTRATIONS

Registration will be \$350 for each delegate, alternate delegate, or guest.

Please make cheques payable to **CUPE Alberta**

CUPE Alberta Division will waive the Convention Registration Fee for an Alternate Delegate Credential for any young worker (35 years or less) from an affiliated Chartered Organization. Please contact Colleen Nash for more information.

All Locals sending delegates to the 74th Annual Convention **must** have their CUPE National per capita fees, including any arrears paid up to the last per capita period preceding the Convention (December 31, 2023), prior to being accredited.

Delegates on behalf of District Councils, Council of Unions or Provincial Council of Unions must have their affiliation fees paid.

Please ensure that credential forms are filled out completely and legibly. Once Locals have completed their credential form(s), please send them via e-mail to: Colleen Nash at colleen.nash@cupeab.org or include them via post with the registration fee.

Please make cheques payable to **CUPE Alberta**.



CONVENTION CALL

74th ANNUAL CUPE ALBERTA DIVISION CONVENTION

Medicine Hat, AB | March 20-22, 2024

ALL AFFILIATED LOCAL UNIONS AND DISTRICT COUNCILS

Members of Alberta Division, you are hereby notified that the 74th Annual Convention will be held in person March 20-22, 2024 in Medicine Hat, Alberta.

Convention will take place at the Medicine Hat Lodge, 1051 Ross Glen Drive SE, Medicine Hat, Alberta over the entire three (3) days, so please plan accordingly.

EDUCATION DAY

Education Day takes place before the Convention begins and this year, it will take place on Tuesday, March 19, 2024. The cost of participating in Education Day is \$40 per delegate. Registration and information for these workshops will be through the CUPE Education website and will be open for registration in the New Year.

Note: the cost of Delegate Registration and Education Day can be on the same cheque made payable to **CUPE Alberta**.

REPRESENTATION

In accordance with Articles 9 and 10, of the Canadian Union of Public Employees, Alberta Division Constitution; Representation at all Division Conventions shall be based upon the average membership over the preceding calendar year as evidenced by Per Capita Fees paid during that period. As of August 1, 2023, if Local Unions are not paying voluntary affiliation fees, representation to Division Convention shall be based upon the average membership over the preceding year prior to Convention as determined by the CUPE National Per Capita Tax paid by the Local Union during that period.

Collective Agreement Review

THE CALGARY BOARD OF EDUCATION & CUPE LOCAL 40

ARTICLE 10 — SALARIES

- 10.02.1** An employee who is designated to substitute in another position, for which they are qualified, shall receive the employee's regular rate of pay, or that of the position, whichever is greater. This clause does not apply to persons who are employed as absence relief. Employees in cleaner positions who substitute in another position, for which they are not qualified, shall receive the rate of pay of the Non-ticketed Absence Relief. This Clause shall not be applicable to Absence Relief positions.
- 10.02.2** When a Storesperson from Warehouse and Stores Services Department is delegated to temporarily act as a Shipper/Receiver in a new school, the employee shall be paid the Shipper/Receiver's rate of pay for the period of delegation.
- 10.03** When an employee is temporarily assigned to a position paying a lower rate, the employee's rate shall not be reduced. In cases where the temporary assignment becomes permanent, or where the employee's position is classified downward, the employee's wages shall be red-circled at their previous rate of pay.
- 10.04** Pay day shall be every second Friday. With each pay day, employees shall receive a statement showing deductions and adjustments. If a pay day falls on a general holiday, then the pay day shall be the preceding Thursday.

Welcome to the Member's Corner!

According to Appendix A of the Collective Agreement, there are multiple positions that get increases after the Successful Completion of Probation (6 months):

PART-TIME Cleaner \$17.97 --> \$19.62

CLEANER/FACILITY ASSISTANT \$19.36 --> \$22.70

FULL-TIME CLEANER \$20.10 --> \$21.03

Please check your pay stub regularly and ensure that you are receiving the correct rate of pay and the proper deductions are being deducted.

Correcting payroll issues is best done ASAP.



SLS SERIES EDUCATION WORKSHOPS

Winter Schedule

CALGARY AREA OFFICE - January 2024

The following workshops have been posted on the CUPE.ca website and are open for registration! All but one listed below are **face to face** workshops taking place at the Calgary Area Office (CAO).

Date & Time 2024	SLS SERIES Workshop - 3 hours	LOCATION	LINK TO REGISTER
January 10 (6 - 9 pm)	Handling discipline and discharge	Calgary Area Office (CAO) #450, 2618 Hopewell Place NE Calgary AB T1Y 7J7	https://cupe.ca/mmm-union-education/event/7053
January 17 (6 - 9 pm)	Creating accommodation-friendly workplaces	CAO	https://cupe.ca/mmm-union-education/event/7054
January 24 (6 - 9 pm)	Representing gender and sexually diverse members	CAO	https://cupe.ca/mmm-union-education/event/7055
January 31 (OLS) (6 - 9 pm)	Challenging Racism (OLS - online)	ONLINE	https://cupe.ca/mmm-union-education/event/7073

If interested please contact Local40 office.
Please register early as space is limited.



Women's Committee News

Hello Brothers and Sisters, December has come and gone and I hope everyone had a wonderful holiday. We had our ugly Christmas sweater cultural potluck night and it was a Hit thank you to everyone who came and partook in the festivities.

December 6th was the National Day of Remembrance and Action on Violence Against Women. It has been over 30 years since the murder of 14 young women at Polytechnique Montréal (December 6, 1989). This act of violent misogyny shook our country and led Parliament to designate December 6 as The National Day of Remembrance and Action on Violence Against Women. May they be remembered.

The Women's committee would love to bring the local more Events where we get to see everyone, so please keep your eyes on the call out for future events.



As 2023 comes to a close, we're sending solidarity, gratitude, and warm season's greetings to all of our CUPE family across Canada.

Our power to make change comes from our members, our activists, and our leaders. For all you have done to make our union a stronger voice for working people - thank you.

In 2024, let's continue standing together for justice, equity, and peace in our communities and across the globe.

On behalf of our 740,000 members nationwide, we wish you a restful holiday season, and all the best for 2024.

In solidarity,

MARK HANCOCK
National President

CANDACE RENNICK
National Secretary-Treasurer

WE SUPPORT. WE BELIEVE.
WE RESPOND.

#CUPERS
#paintABpurple

PUT ON YOUR PURPLE

EVERY
WEDNESDAY



Col. Irvine School
Solidarity



When a resume is required for a competition, build your resume around the Position Description and the Qualifications required, this will give you the best chance to be the successful candidate. If you have any questions about building a resume or interview skills, please reach out to the union office for assistance.

**INFORMATION
for MEMBERS**

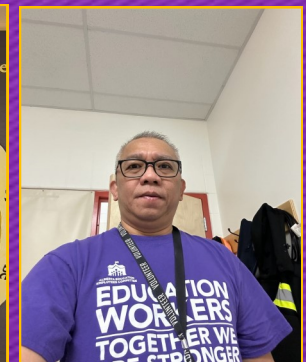
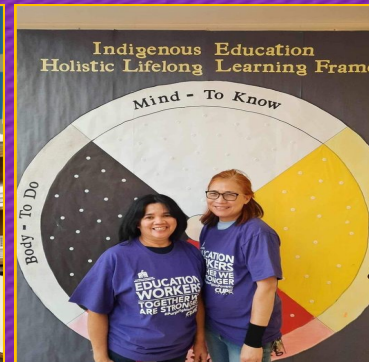
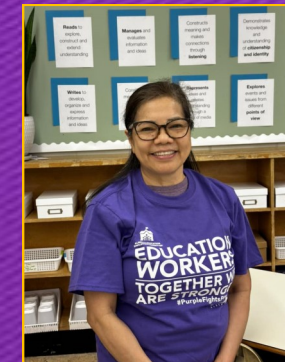
2024 AFL/CLC Winter Labour School

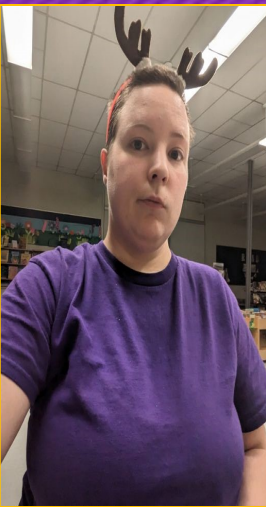
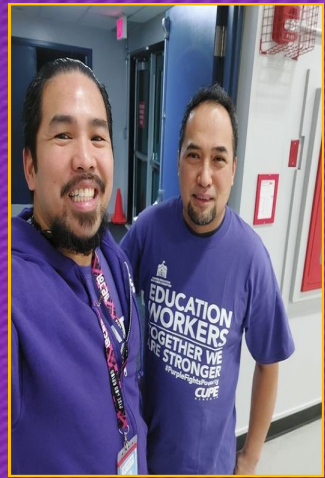
January 7 - 12, 2024

Fairmont Jasper Park Lodge

CUPE Local 40 Winter School Conference Delegates

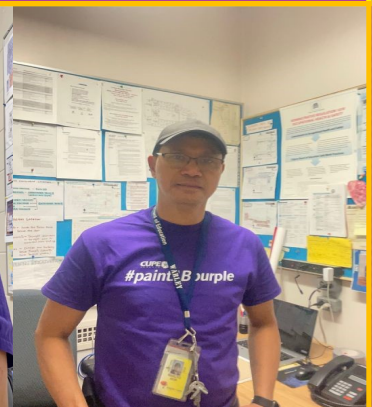
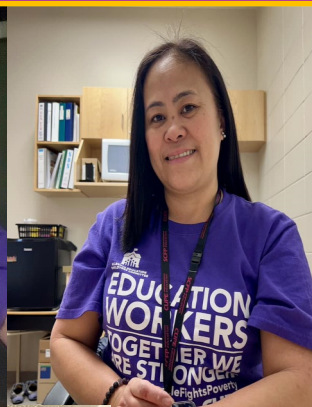
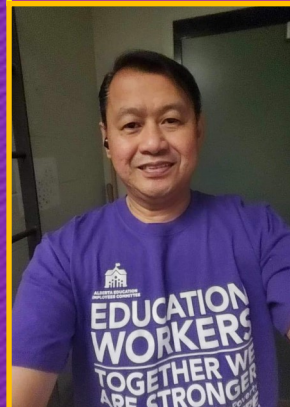
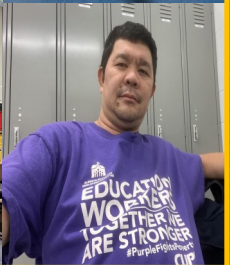
- AJ POINTMEIER
- NOE DIZON







Gift
Giving
For
Kids





COLLECTIVE BARGAINING COMMITTEE

UNITY AND STRENGTH FOR WORKERS!



WE ARE
IN THIS
TOGETHER
SOLIDARITY
FOREVER



December 15, 2023 2:09 p.m.

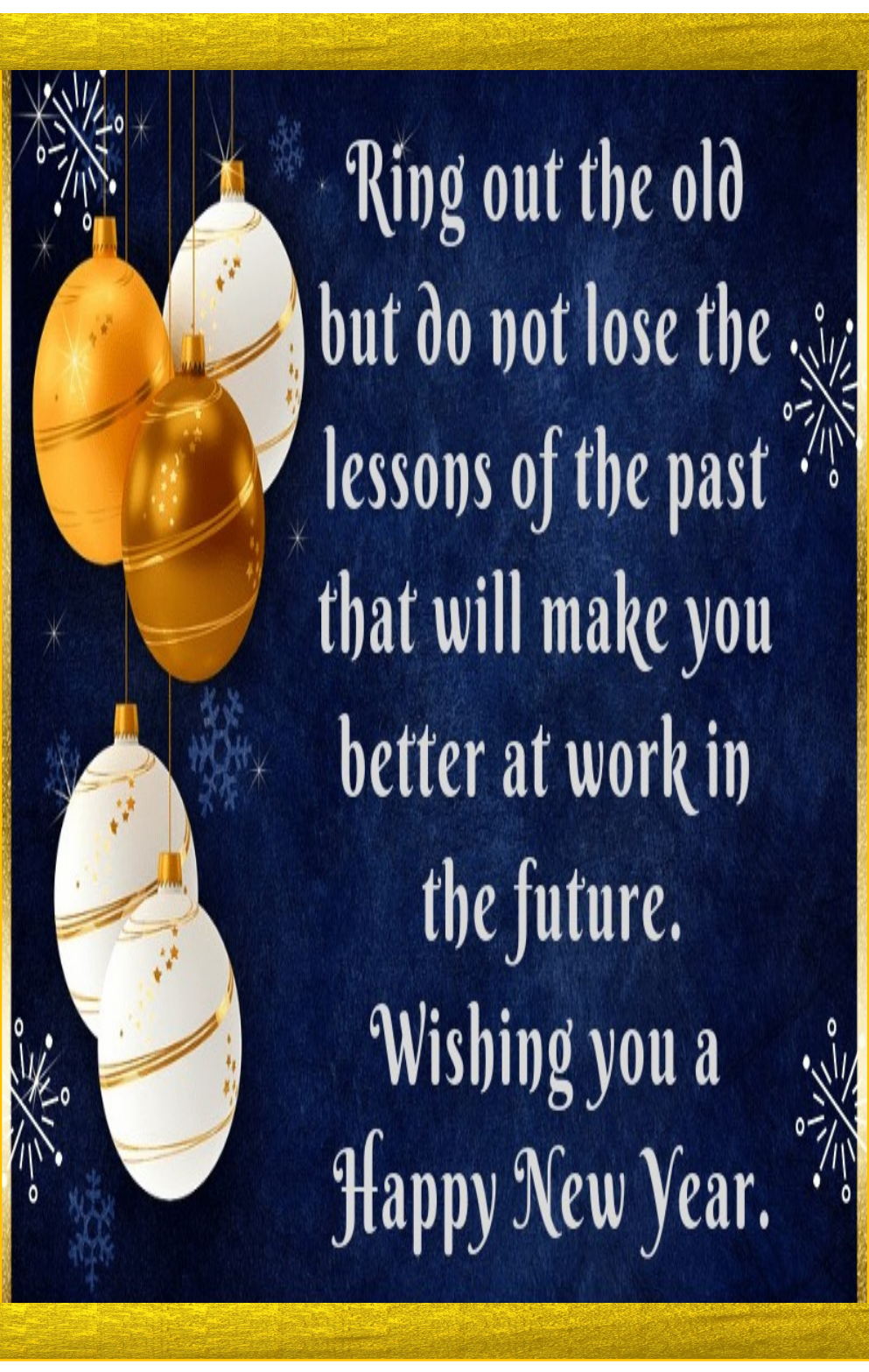


**CUPE LOCAL 40
ADULT UGLY CHRISTMAS SWEATER
&
CULTURAL DISH POTLUCK!**



**I SUPPORT MY
BARGAINING
TEAM**

Wages Representative Contract
Overtime Productive Employer
Unions **COLLECTIVE** Terms
Costs **BARGAINING** Health
Issues **BARGAINING** Hours Fair Salaries
Employment Agreement Groups
Participate Process Grievance
Regulate Negotiations Establish
Healthcare Employees Protection



Ring out the old
but do not lose the
lessons of the past
that will make you
better at work in
the future.
Wishing you a
Happy New Year.

Centennial RSVP Form

Local 40 is putting on an event for the 100th year of CUPE local 40. This form is being sent out to see who would like to come so we can have a head count of all who would like to attend. This event is an adult only event so please be aware. Please fill out the form below and send it to the email provided below or you can hand your paper form to the local attention to women's committee Chair – Heather Murtaqh. If you send this form to any other emails it will not be counted. This form must be sent back to the email below on or before January 5th 2024. Please mark your calendar so you know when the deadline is to return this form. If this form is sent any time after the date stated above it will unfortunately not be counted and you will not be able to attend.

Please email this form back to RSVPCUPELOCAL40@GMAIL.COM

Would you like to attend the CUPE Local 40 Centennial celebration in 2024? (please print your name clearly)

will you have a Partner come with you?

(please circle one)

YES

NO

Total number of Attending? _____

Is your partner a CUPE member as well? YES NO

Please note the member is only allowed to have one extra adult guest.

If you partner works with CBE as well, please only send one form in.

Please email this form back to RSVPCUPELOCAL40@GMAIL.COM

CUPE

*Canadian Union
of Public Employees*











CUPE 40



JANUARY 2024

Alzheimer Awareness Month
National Blood Donor Month
Sexual Assault Awareness Month



Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1 General Holiday NEW YEAR'S DAY	2 CBE WORK DAY or VACATION	3 #paintABpurple CBE WORK DAY or VACATION	4 CBE WORK DAY or VACATION	5 CBE WORK DAY or VACATION	6  Epiphany
7  Orthodox Christmas	8	9	10 #paintABpurple	11	12 Pay Day 	13 General Membership Meeting @ 9am (In-person) 
14  Orthodox New Year	15	16	17 #paintABpurple	18	19	20
21  NATIONAL HUG DAY	22	23  National PIE DAY	24  INTERNATIONAL DAY OF EDUCATION	25	26 Pay Day 	27  International Day of Commemoration in memory of the victims of the Holocaust
28	29 National Day of Remembrance of the Quebec City Mosque Attack and Action Against Islamophobia January 29 	30	31 #paintABpurple			