

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

<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



Please make this Newsletter available for all
CUPE Local40 members



February
2024

IMPORTANT



CUPE 40 General Membership



In-person Meeting

Time: 9:00 AM

Saturday - February 3, 2024

CENTENNIAL HIGH SCHOOL

Address: 55 Sun Valley Blvd SE,
Calgary, AB T2X 3W7



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.

In Person

If you would like to make an in-person appointment, please call us or book an appointment via Your Pension Profile.

LAPP pension benefits are administered by Alberta Pensions Services Corporation (APS) which provides member services on behalf of the Plan.

Mail:

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

PENSION



2024 Contribution Rate Changes

The LAPP Sponsor Board is pleased to announce that for the second consecutive year there will be a slight decrease for employers and members to all contributions paid on pensionable earnings above the Year's Maximum Pensionable Earnings (YMPE). Employer and member 2024 contribution rates on pensionable earnings above the YMPE will be reduced by 58 basis points from the 2023 rates. This adjustment brings contribution rates into alignment with how LAPP benefits accrue.

The way that adjustment breaks out for all Plan members is detailed in the chart below, which compares next year's rates with those members and employers are paying today.

While 2022's challenging economic conditions resulted in investment asset returns of -4.95%, the Plan continues to remain in a healthy financial position due to strong integrated risk management oversight of the LAPP Corporation Board of Directors and Sponsor Board. This led to the decision to decrease contribution rates on pensionable earnings above the YMPE.

Current market uncertainty may paint a different picture for the future, and LAPP's Sponsor Board will continue to take a prudent approach to setting contribution rates, minimizing the likelihood of future contribution rate increases.

	Contribution Rates for 2023	Contribution Rates for 2024
Member rate up to the YMPE*	7.45% on pensionable salary up to the 2023 YMPE	7.45% on pensionable salary up to the 2024 YMPE
Member rate over the YMPE	11.23% on portion of pensionable salary over the 2023 YMPE	10.65% on portion of pensionable salary over the 2024 YMPE
Employer rate up to the YMPE	8.45% on pensionable salary up to the 2023 YMPE	8.45% on pensionable salary up to the 2024 YMPE
Employer rate over the YMPE	12.23% on portion of pensionable salary over the 2023 YMPE	11.65% on portion of pensionable salary over the 2024 YMPE

**YMPE (Year's Maximum Pensionable Earnings) is a figure set each year by the Canadian government that specifies the earnings amount that can be used in calculating contributions to the Canada Pension Plan (CPP) and can be used in calculating contributions to registered pension plans, such as LAPP, for each year. The YMPE is set at \$66,600 for 2023. The 2024 YMPE is not yet known; LAPP Corporation will update employers and members when the figure is released.*

PRESIDENT'S REPORT



Dear Brothers, Sisters and Friends

By the time you have read this Newsletter your Bargaining Committee has met with the employer January 22nd and 23rd, this is going to be our first chance to discuss monetary items in our proposal and the increase we desperately deserve. A bargaining update email will likely be out before this Newsletter.

The [#paintABpurple](#) campaign continues across the province to bring awareness to the poverty level wages that Education Support Workers receive. Please continue to wear your purple on Wednesdays to show solidarity and look for big province wide events on the first Wednesday of each month. On February 10th there will be a rally in Lethbridge, please let me know if you're interested in attending with me, Local 40 has been leading by example in showing solidarity across the province! We will also be having another member engagement week in February, reach out if you're interested in having those important one-on-one conversations with our members.

In previous communication I have brought a few things to people's attention: cleaners getting an increase after their successful completion of probation, salary differential and certificates of illness. Please ensure that you're receiving the correct rate of pay by checking your pay stub, if there is an issue, reach out and we can help to get this resolved. If you're being denied salary differential or have any questions on the process, reach out to the union. Our Collective Agreement states that if you are absent for 6 days, a CBE Certificate of Illness is required, keep that form saved on your phone or print a few copies to save time not having to go back to the doctor to be compliant.

You are the Union!

In Solidarity,

Clay Gordon



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 16 – DELEGATES TO CONFERENCES, CONVENTIONS AND EDUCATIONALS

- (a) Except for the President's option [Section 9(a)], all delegates to conventions, conferences, and educationals shall be chosen by election at membership meetings.
- (b) To be eligible for election to attend conventions, conferences, and educationals, a member must be in good standing. For conventions and conferences, *a member must have attended at least six (6) of the previous ten (10) General Membership Meetings*. For educationals, a member must have attended at least two (2) of the previous ten (10) General Membership Meetings.

Nomination & Election for the: 74th Annual CUPE AB Division Convention Medicine Hat, AB March 19–22, 2024

Nominations will be accepted either through email @ cupe40election@gmail.com or through attending our monthly General Membership Meeting. Election will occur @ February 3, 2024 GMM .

Note: 6 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: January 16, 2024

If you have any health and safety concerns please contact:

CUPE Joint Health & Safety Committee (JHSC)

Heather Murtagh / (403-669-0383) hmmurtagh001@gmail.com
Noe Dizon / (403-918-6425) noeadizon@gmail.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 22 – SENIORITY

- 22.01 .1** General seniority shall be calculated from the first day of continuous present employment in a permanent position or positions.
- 22.01 .2** Department seniority is calculated from the first day a permanent employee works in a department and will consist of all time worked in that department. Where a permanent employee who has accumulated department seniority in a department named in Clause 22.03 transfers out of and, subsequently, back into that department, the employee's seniority shall include all prior employment in that department.
- 22.02.1** A departmental seniority list effective January 1, shall be provided to the Union on or before January 31.
- 22.02.2** The Board will provide the Union with a list of all employees in the bargaining unit. The list will include each person's name, job classification, employee number, home mailing address, and home telephone number. The list will also indicate the employment status (such as full time, part time or temporary) and if the employee is on a leave of absence. The list shall be provided twice a year on or before January 31 and July 31.
- 22.03** For the purpose of this Article, the following shall constitute departments:

Service Area	Department
Facility Operations	Part-time Cleaners
	Full-time Cleaners
	Facility Operators
	Maintenance Technicians
Warehouse, Records Management and Mail Services	Warehouse and Stores
Service Area	Department
Central Facility Services	Grounds and Landscaping
	Distribution Services
	Locksmiths
	Building Maintenance Technicians
	Tool Crib
	Mechanics
	Welders

INFORMATION for MEMBERS



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.

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.



Collective Agreement Review

THE CALGARY BOARD OF EDUCATION & CUPE LOCAL 40

ARTICLE 26 — PROTECTIVE CLOTHING

26.01 Protective Clothing

26.01.1 Protective clothing will be issued without cost to the employee when it is considered necessary by Management; such clothing shall remain the property of the Board.

26.02 Safety Footwear

26.02.1 Employees required to wear CSA certified Safety Footwear shall be entitled to an allowance of one hundred percent (100%) towards the cost of one pair of such footwear every two (2) years to a maximum of \$200.00.

26.02.2 Employees required to wear CSA certified Class 1 safety footwear shall be entitled to an allowance of eighty percent (80%) towards the cost of one pair of such footwear every year.

26.02.3 Reimbursement for Safety Footwear will be made upon submission of receipts to the appropriate Supervisor.

Calgary Board of Education	Safety Shoe Allowance Reimbursement Request For CUPE Local 40 Members
To request a reimbursement for safety shoes per the <u>CBE and CUPE Collective Agreement</u> .	
Procedure	
1. As per the Collective Agreement:	
a) Article 26.02.1 – "Employees required to wear CSA certified safety footwear shall be entitled to an allowance of one hundred percent (100%) towards the cost of one pair of such footwear every two (2) years to a maximum of \$200.00." (refers to Custodial Staff).	
b) Article 26.02.2 – "Employees required to wear CSA certified Class 1 safety footwear shall be entitled to an allowance of eighty percent (80%) towards the cost of one pair of such footwear every year."	
2. After your purchase, submit the original receipt and this completed form to:	
a) For Custodial staff – Facility Operations, Highfield.	
b) For CUPE Maintenance staff – Financial Services, Highfield.	
c) For Distribution Services staff – Distribution Services, Highfield.	
3. Your receipt must state "Safety Shoe purchase". Regular shoe purchases will not be reimbursed.	
4. Make a photocopy of the receipt and this form for your records.	
5. Send this request by inter-school mail to your appropriate approver. Do not use fax or email.	
6. Payment will be reimbursed under "BOT" on your paycheque.	
Employee Name:	_____
Employee ID #:	_____
Employee School/Site:	_____
Amount of Receipt: \$	_____ Date on Receipt (YYYYMMDD): _____
Date of Last Purchase (YYYYMM):	_____
Employee Signature:	_____ Date: (YYYYMMDD)
For Office Use Only	
Date Request Entered in eHR:	_____ (YYYYMMDD)
Processed By:	_____
<small>Personal information is collected under the authority of Alberta's Freedom of Information and Protection of Privacy Act (FIPPA). This information will be used to make reimbursement to the employee for the cost of safety shoes as per the Collective Agreement. It will be treated in accordance with the privacy protection provisions of the FIPPA Act. If you have any questions about the collection or its intended use, contact Financial Services, Calgary Board of Education, Highfield, 3610 - 9 Street S.E., phone 403-817-6338.</small>	

Collective Agreement Review

THE CALGARY BOARD OF EDUCATION & CUPE LOCAL 40

ARTICLE 12 — SICK LEAVE

12.05 Employees shall be eligible to receive sick leave provided that the illness of the employee which necessitates the absence of the employee is attested to, in writing, by a qualified medical practitioner (i.e. a registered physician, dentist or chiropractor) for the period of the employee's absence.

The Board may not require the attestation in the event an employee submits a signed declaration setting forth the nature of such personal illness and that the period of illness necessitating the employee's absence is five (5) working days or less.

12.06 A Calgary Board of Education Certificate of Illness completed by a qualified medical or dental practitioner is required by the Board for sick leave, where the absence is for a period in excess of five (5) working days. The information required on the completed Certificate of Illness shall include:

- (a) that the employee has a medical condition which renders him/her unfit for work;
- (b) that he/she is under the care of a doctor and receiving and participating in all appropriate treatment for that condition;
- (c) whether the employee is capable of performing modified work;
- (d) the date when the doctor will reassess the employee's condition and/or the expected return to work date.

Upon submission of a receipt for the cost of completing the certificate along with the completed Certificate of Illness, the Calgary Board of Education shall pay an amount up to the maximum specified in the Alberta Medical Association guidelines.

The image shows a 'Certificate of Illness' form from the Calgary Board of Education. The form is titled 'Certificate of Illness' and includes the following sections:

- Employee Information:** Fields for Employee Name, Last Name, Employee ID, and Position.
- Signature:** A line for the employee's signature and date.
- Physician Information:** Fields for the physician's name, phone, and email.
- Physician Signature:** A line for the physician's signature and date.
- Remarks:** A section for additional notes.

Organizing for Power's

May 9 -
June 13
2024

CORE FUNDAMENTALS

A weekly online training for organizers worldwide

#04P

Register now for Organizing for Power's Core Fundamentals programme, taking place from **9 May to 13 June 2024**. This six-week training programme for organizers worldwide is free and open to all groups of 10+, because we're only going to win if we're in this together. Join us starting 9 May to learn how to win more and win better in the campaigns that matter most to you.

If this is your first time, get ready to join a community of more than **35,000 people from 1,400+ organizations in over 110 countries** who have already taken this programme and are using its methods to **organize for power**. Or come back for your second (or third) time because, as our lead trainer Jane McAlevey always says, the best organizers never stop learning and never stop practicing.

Organizing for Power's Core Fundamentals will take place from May 9 to June 13, 2024, once per week and always on Thursdays.

Women's Committee News

Hello Brothers and Sisters, as January comes to a close and February is coming in, the Women's Committee wanted to make sure that everyone had stayed warm and toasty in those cold days in January. We hope that the upcoming Valentine's Day brings all your hearts a nice glow of warmth and love for your fellow members. The Women's Committee has put a deposit down for the venue for the Centennial Celebration. Now that it is confirmed with a set date, we will be reaching out to the members in the next few weeks to see who would like to help with organizing and setup like decorations and other things. So, please keep your eye out for volunteer callouts! Hope you all stay warm!

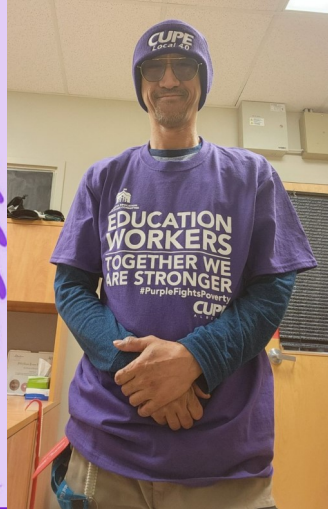
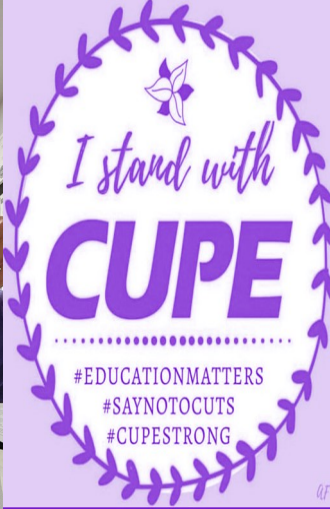
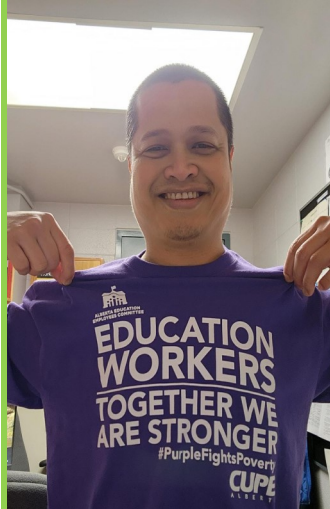
Thank you for your support!

The Women's Committee



Glimpse





Valentine's Day

Big Hugs

to

Family &

Friends

May today

be

filled with

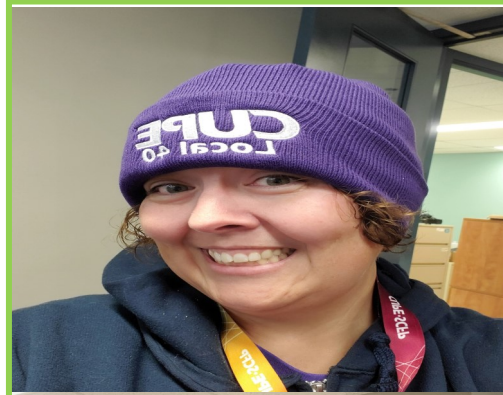
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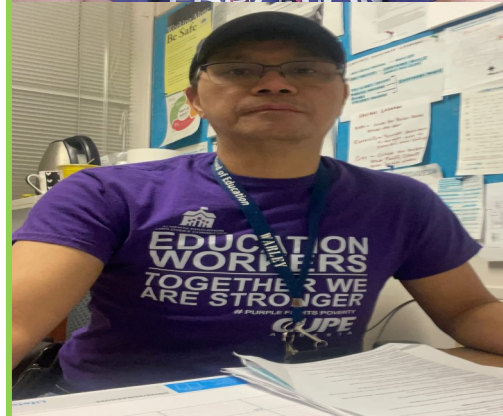
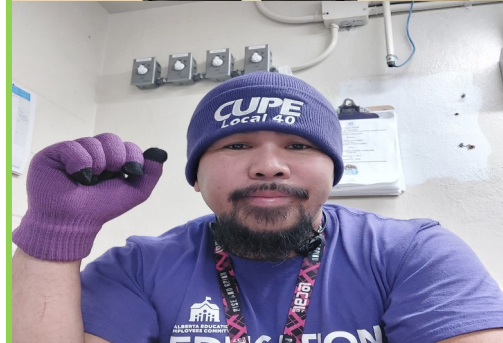


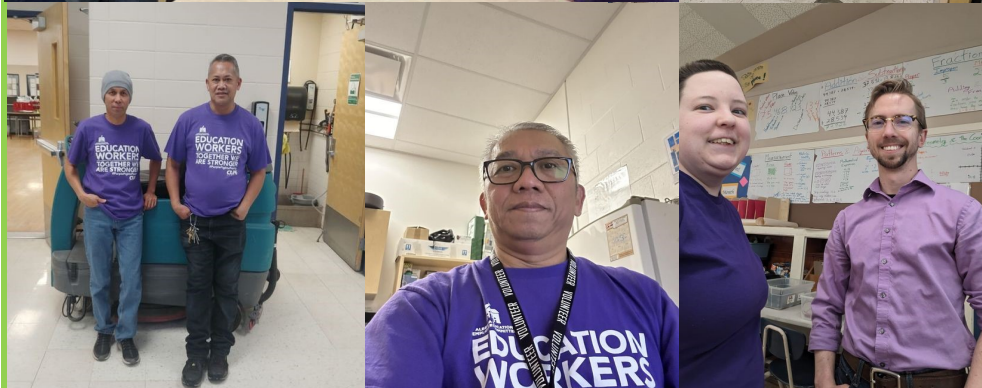
Happy
**Family
Day**

Wishing you a lot of love and happiness. Hold on to each other, because you will always have your family.



**SOLIDARITY WITH
EDUCATION WORKERS**





Feb 1, 2024 to Feb 29, 2024

Black History Month is a time to celebrate and highlight Black History and culture, and to honour the ancestors and leaders of Black communities, their accomplishments and their continued fight for liberation.

CUPE LOCAL 40

PLEASE JOIN US *for our*
CENTENNIAL CELEBRATION GALA

Gala

100
years



SCAN TO RSVP

SATURDAY
MAR 16 2024
5:30 PM

RIO BANQUET HALL
2850 HOPEWELL PL NE

*MORE DETAILS TO COME

I SUPPORT MY
BARGAINING
TEAM



Bargaining Update



CUPE Local40

**IMPORTANT
NOTICE**

SAVE THE DATE:

When: February 3, 2024 - Saturday

Where: Centennial High School

9:00 Am — General Membership Meeting

12:00 Noon — Information Session
(Ratification Vote)



ALL
MEMBERS

URGENT



SCAN TO RSVP

RSVP

CUPE LOCAL 40'S
CENTENNIAL CELEBRATION
GALA

If unable to open the qr code, please fill out information below and email directly to rsvpcupelocal40@gmail.com.

Please wait for confirmation email stating the rsvp is received.

Name _____

Will you have a partner come with you? Yes No

Please note that each member is only allowed **ONE** extra adult guest. If your partner works with CBE as well, please only submit one form. If bringing a non-member plus one, please note there is an additional fee for their attendance.

Total number of attending? 1 2

Is your partner a CUPE member as well? Yes No

Comments, Questions, Dietary Restrictions

Kindly RSVP by **January 30th** to secure your seat at this event.
Late notices will not be accepted. No exceptions.

If you know members who will not see this, please print out this form and give them one. Thank you.

**COME FOR DINNER, DANCING, AND AMAZING
DOOR PRIZES!!**

CUPE

*Canadian Union
of Public Employees*

CUPE 40



FEBRUARY 2024



Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2 WORLD WETLANDS DAY 	3 General Membership Meeting @ 9am (In-person) 
4 WORLD CANCER DAY 	5	6 INT'L DAY OF ZERO TOLERANCE TO FEMALE GENITAL MUTILATION 	7 #paintABpurple ROSE DAY 	8	9 Pay Day  National Pizza Day 	10 CHINESE NEW YEAR 
11 INTERNATIONAL DAY OF WOMEN & GIRLS IN SCIENCE 	12	13 WORLD RADIO DAY 	14 #paintABpurple Valentine's Day 	15 National Flag of Canada Day 	16	17 RANDOM ACTS OF KINDNESS DAY 
18 NATIONAL DRINK WINE DAY 	19 General Holiday No Work FAMILY DAY	20 WORLD DAY OF SOCIAL JUSTICE 	21 #paintABpurple International Mother Language Day 	22 WORLD THINKING DAY 	23 Pay Day  HERITAGE DAY (YT) 	24
25	26	27	28 #paintABpurple PINK SMTT DAY 	29 RARE DISEASE DAY 		