



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

<http://40.cupe.ca>

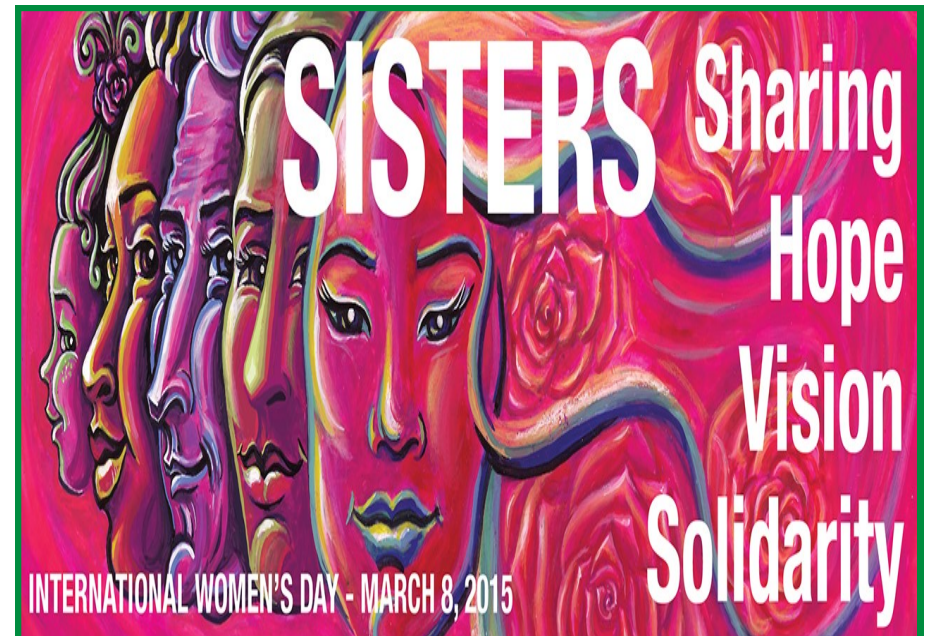
#105-811 Manning Road, NE
Calgary, Alberta T2E 7L4
Phone: 403-235-0530
Fax: 403-248-6714
Email: cupe40@telus.net

Please make this Newsletter available for all
CUPE Local40 members

MARCH 2024



IMPORTANT



CUPE 40 General Membership



In-person Meeting

Time: 9:00 AM

Saturday - March 2, 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.

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



Information About Your 2023 Tax Slip

You will receive a tax slip from us if you're receiving a LAPP pension, received a lump sum payment last year, or purchased service through LAPP. Your pension tax document is required to file your annual taxes.

All tax slips are posted to [Your Pension Profile](#) in February and you can access your tax slip by logging in to your secure online account. If you're not registered for the Go Green program, you will receive a printed tax slip in the mail. Mailed tax slips are sent out by the end of February and should arrive by the middle of March.

If you don't have an online account, you can create one easily by clicking 'Login' in the top right corner of the website and following the Register Now instructions. Once you're logged in, you will find a link to your tax slip on the dashboard.

If you're already registered with an online account and your communications preference is set to Go Green, you will **not** receive a printed statement in the mail. You will need to log in to [Your Pension Profile](#) and download or print your tax slip.

If you don't require a paper copy of your tax slip from LAPP (especially if you file your taxes electronically), please log in and change your communications preference to Go Green. This will ensure that your tax slip and other correspondence from LAPP are no longer mailed to you. LAPP provides the Go Green option for communications as a benefit to members who want to have electronic communications delivered in a prompt and convenient way. You can access your tax slips at your convenience from Your Pension Profile.

If you received a payment from LAPP and are no longer an active Plan member, or you purchased a buyback through LAPP: Your tax slip will be mailed to you by the end of February 2024. You can expect to receive it by mid-March 2024.

- Help [logging in](#)
- Information [about your tax slip and tips for printing](#)
- After you log in, [find your tax slip\(s\) here](#) (this link will only work after you log in)
- More information about [income taxes and your pension](#)



PRESIDENT'S REPORT

Dear Brothers, Sisters and Friends

As you are all aware, CUPE Local 40 has a new ratified contract and I'm hoping our gains will be reflected on our March 8th payday. Even though this round of bargaining is complete, bargaining is circular and we are never out of bargaining. Our next step to build on these gains is to elect a new **Bargaining Committee** at the April 6th General Membership Meeting and then a **Bargaining Survey** will be sent out to all of the members that are in good standing (have their cards and receive emails from the union). This survey will be your opportunity to let the Bargaining Committee know what you would like to see in our **Bargaining Proposal**, once the proposal is created, the membership will ratify (vote on) the proposal. Your Bargaining Committee **secured almost triple** what the government mandate was in regards to increases, but I know this is not enough, we are still behind. I promise that our goal is to build on these gains to increase our wages, which also increases our pensions.

We have finally come to an agreed position on **Salary Differential** with the employer after multiple grievances and meetings over the last eight months. Management has agreed with us on the intent of the language in the Collective Agreement: if an employee is substituting for an absent Facility Operator, they will receive that rate of pay, or the Non-ticket Absence Relief rate if they are not qualified, the length of shift does not matter. If you are a SFO and the 1IC is absent, you do not automatically qualify for salary differential, reach out to your supervisor and request to be designated, certain situations will result in a salary differential. If you're a Part-Time Cleaner/Facility Assistant with your 5th Class Boiler ticket, you do not automatically qualify for the 1IC's rate, there are other qualifications needed, but you will receive the Non-Ticketed Absence Relief rate. If you are a Full-Time Cleaner, with a 5th Class Boiler ticket, you will be automatically promoted to Entry Level Facility Operator, therefore fully qualified. Make sure you inform your supervisor of new certifications, check your paystub to confirm the correct rate of pay, and submit the salary differential form when applicable.

Our new struggle with the employer is their **Duty to Accommodate** practice and not awarding competitions to the senior candidate because they may have temporary or permanent restrictions. I feel this is against our **Collective Agreement** and the **Alberta Human Rights Act** that states an employer can not negatively impact any employee because of an injury. We will continue to push back against the employer until we agree on a practice that is compliant with the Collective Agreement and the Alberta Human Rights Act.

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>

Migrante Alberta members showing support for Alberta Education Workers.



Local 1099 – St. Albert Public Schools



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	Centennial	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: February 27, 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 6 - PROMOTIONS, VACANCIES AND TRANSFERS

- 6.06** All postings shall include information as to whether the facility currently follows a traditional school calendar, a modified school calendar, operates year-round, is a training school, or is twinned with other facilities.
- 6.07** A copy of each posting for all vacancies referred to in Article 6 shall be forwarded to the CUPE Local 40 office to the attention of the Secretary of the Union at the same time as they are posted.
- 6.08** An employee who is promoted within a department or accepts a position in another department shall be on a trial period for six (6) months. If the employee proves unsatisfactory, or chooses not to remain in this position during this period, they shall revert to their former position, or its equivalent in pay, as soon as either becomes available.
- 6.09** The Board maintains the right to transfer Facility Operations employees from one school to another whenever such a change is deemed by Management to make for more effective cooperation or greater efficiency within the staff. Prior to transferring an employee, the Board shall discuss with the Union the circumstances for such a transfer and outline the reasons in writing.
- 6.10** The Union and the Board may mutually agree to transfer employees between departments for good and valid reasons, on a case-by-case basis.
- 6.11** A posting will not be required where a vacant position is filled as a result of the application of Clause 6.09 and/or 6.10.



Spring Is the Best Season of the Year,
and Spring Equinox
Is the Best Day of the Best Season.

**Wishing You a
Blessed Spring Equinox Day!!!**



Collective Agreement Review

THE CALGARY BOARD OF EDUCATION & CUPE LOCAL 40

ARTICLE 26 – OVERTIME

- 11.01** Overtime shall be paid at the rate of one and one-half (1½) times the employee's regular rate of pay for the first two (2) hours worked each day, after, or before, the employee's normal daily working hours and at the rate of double the employee's regular rate of pay for each hour worked daily beyond the first two (2) hours.
- 11.02** Two (2) times the employee's regular rate of pay shall be paid for all hours worked on the employee's second and consecutive subsequent days off. This does not apply to Saturdays during the months of July and August but includes general holidays, which fall on a Monday.
- 11.03** Compensation for overtime worked may be taken in the form of overtime pay or time off in lieu as specified in Clause 11.01. The method of compensation for overtime worked shall be mutually agreed to by the employee and management.
- 11.04** Overtime rates shall apply to part-time employees only after they have worked eight (8) hours per day or forty (40) hours per week, and/or for work performed on holidays or regular days off.
- 11.05** Facility Operators in schools with two or more full-time caretaking staff shall mutually agree on overtime duty. If they cannot agree, or if the Facility Operators have private engagements occurring during the overtime period, overtime shall be assigned to available volunteers from the volunteer "overtime list." When the employee agrees to an overtime assignment, They shall be responsible for notifying their direct supervisor should they not be available to work. The employee shall provide at least two (2) working days' notice if they are unable to work the overtime assignment except in the case of emergent issues.

Overtime shall be distributed as equitably as possible.

Local 40 Bylaws

SECTION 17 – COMMITTEES

(a) Special Committees

A special committee may be established for a specified purpose and a specified period of time by the membership at a meeting. The members shall be elected at a General Membership Meeting, or may, by specific authorization of the membership, be appointed by the President or the Executive Board. Two members of the Board may sit on any special committee as ex-officio members.

When a member does approved Union business for a period of six (6) hours or more in one (1) day, the Union shall pay for the cost of meals, parking, and transportation when required.

(1) Bargaining Committee

This is a Special Committee, elected by the General Membership, and established at least six (6) months prior to the expiry of the Local Union's collective agreement and automatically disbanded when a new collective agreement has been signed. The function of the committee is to prepare collective bargaining proposals and to negotiate a new Collective Agreement. This Committee shall consist of five (5) members with three (3) members from the Executive Board and two (2) non-Executive members and two (2) alternates from the Executive. The President and the Chief Shop Steward positions from the Executive Board will be automatics to the Bargaining Committee. The Chairperson of the committee shall be the President of the Local. The CUPE National Representative assigned to the Local shall be a non-voting Member of the Committee and shall be consulted at all stages from formulating proposals, through negotiations, to contract ratification by the Membership. To be eligible for nomination, a member must have attended at least three (3) of the previous then (10) General Membership Meetings.

All members of Local 40's negotiating committee shall attend collective bargaining educationals.

WINNING THE FIGHT

CUPE ALBERTA CONVENTION 2024
March 20-22

Medicine Hat, Alberta

Local 40 CONVENTION DELEGATES

Clay Gordon
Noe Dizon
Ferdinand Flores
Joel Gatus
Grace Dizon
Jeef Heeg
Joy Malones
Liberty Baguio



May this St. Patrick's Day
find you with green in your
pocket and a little Spring in
your step!



call for **NOMINATIONS**

**IMPORTANT
ANNOUNCEMENT**



**ATTENTION
PLEASE!!!**

new BARGAINING COMMITTEE

NOMINATIONS
will be open at the
March 2nd GMM

Election and additional Nominations
will be at the
April 6th GMM

Nominations will be accepted either through email @
(cupe40election@gmail.com) or through attending our
monthly General Membership Meeting. Election will occur
@ April 6, 2024 GMM .



waging ahead.



WE WORK FOR ALBERTA KIDS



She is a dreamer, she is a believer, she is a doer, she is an achiever, and she is You. Happy Women's Day to you, our brave souls.

International
WOMEN'S DAY
♀



WOMEN'S COMMITTEE

Hello Brothers and Sisters, March is going to be a very busy month, with March 8th being **International Women's Day!** And also March 16th being the evening of our **100 year Gala!**

Please take a moment on March 8th to appreciate the women in your life. As for the Gala it is coming along well and I hope to see you there.

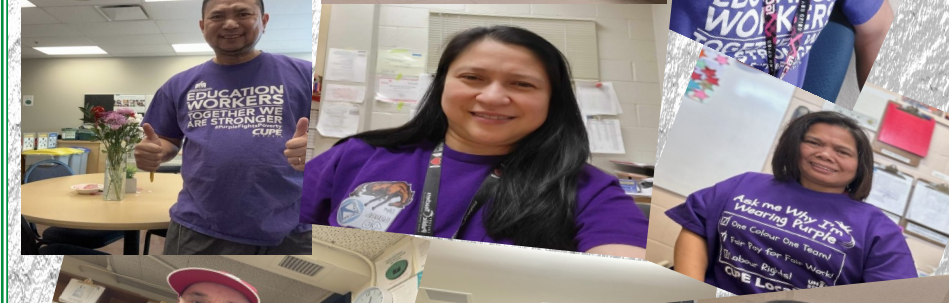
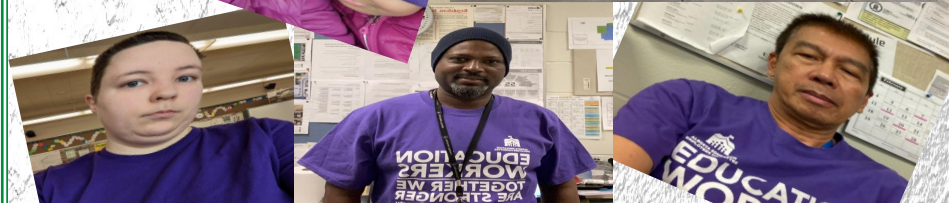
Remember if you have a non-CUPE member partner coming please email

RSVPCUPELOCAL40@gmail.com

And we will send you information on how to pay for their ticket.

In solidarity your Women's Committee!

Heather





WOMEN'S COMMITTEE



Local 40

Hello Local 40,

As you know the Gala is around the corner.

CUPE members this Gala event is for you to celebrate the 100th year of CUPE local 40!

With that we want to be upfront and let you know that members who have a plus one coming, that is not a CUPE member, will have to pay for their meal as the local is only going to be covering the members' meal.

The cost of this Gala event is \$70.00, this includes entry to the Gala and the meal, which is a buffet of wonderful food.

With this information if you could please send an email, RSVPCUPELOCAL40@gmail.com, to notify us the name of your plus one. You will then be sent back more information on how to e-transfer the money for the event, you can also pay by cheque as well.

We would love to see you all!

If you need more information, please email the RSVP email provided above. Thanks so much.

CUPE LOCAL 40

PLEASE JOIN US *for our*
CENTENNIAL CELEBRATION GALA

Gala

100
years



SCAN TO RSVP

SATURDAY
MAR 16 2024
5:30 PM

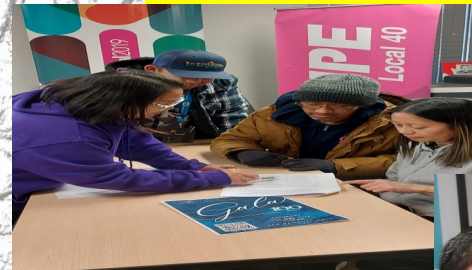
RIO BANQUET HALL
2850 HOPEWELL PL NE

*MORE DETAILS TO COME

Glimpses of



February 1st — Early Ratification Vote



February 3rd — Information Session/Ratification Vote





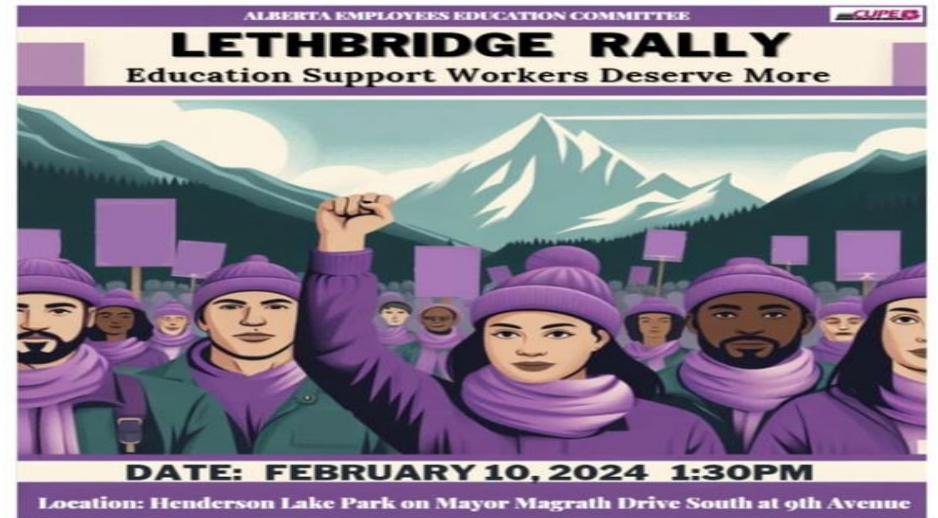
WAGING AHEAD: Alberta needs a raise

Alberta's workforce is the lifeblood of our economy, contributing to the prosperity of the province. However, the disparity between the cost of living and the wages earned by many workers has widened, placing an increasing strain on families and hindering our ability to meet basic needs.

Members of the Canadian Union of Public Employees, (CUPE) want a better future for Alberta workers. In our province, hardworking individuals are the backbone of our communities, yet they face the challenge of stagnant wages that fail to keep pace with the rising cost of living.

Over the last 10 years, inflation in Alberta has run at about 30% combined, but wages have not kept up. Not by a long shot. And with inflation at record levels, our wages continue to fall further behind.

Our campaign is a call to action for better wages that reflect the dedication and hard work of every Alberta worker. By advocating for equitable compensation, we aim to uplift families, fortify communities, and bolster the economic resilience of our province.



CUPE

*Canadian Union
of Public Employees*

CUPE 40

MARCH 2024



Brain Injury Awareness Month
 Deaf History Month
 Juvenile Arthritis Awareness Month
 Red Cross Month
 National Colorectal Cancer Awareness Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1 Employee Appreciation Day	2 General Membership Meeting @ 9am (In-person)
3 World Wildlife Day	4	5	6 #paintABpurple	7	8 Pay Day International Women's Day	9
10 Ramadan Spring Ahead! SET CLOCKS AHEAD ONE HOUR BEFORE BED SATURDAY NIGHT	11 Commonwealth Day	12	13 #paintABpurple	14 World Kidney Day	15 WORLD SLEEP DAY	16 Gala 100 SATURDAY MARCH 10 2024 5:30 PM RIO BANQUET HALL FOR MORE DETAILS TO COME
17 HAPPY St. Patrick's DAY	18	19 PERSIAN NEW YEAR	20 FIRST DAY OF Spring MARCH 20 #paintABpurple	21 INT'L DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION	22 Pay Day World Water Day	23 WORLD METEOROLOGICAL DAY
24 RIGHT TO TRUTH DAY 31 Easter	25 CBE Work Day or Vacation	26 CBE Work Day or Vacation	27 CBE Work Day or Vacation #paintABpurple	28 CBE Work Day or Vacation	29 GOOD FRIDAY General Holiday No Work	30

SEASONAL VACATION DATES

* CBE (Spring Break) March 25—April 1, 2024