

<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

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



Please make this Newsletter available for all
CUPE Local40 members

MAY
2024



IMPORTANT



CUPE 40 General Membership Meeting



In-person Meeting

Time: 9:00 AM

Saturday - May 4, 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

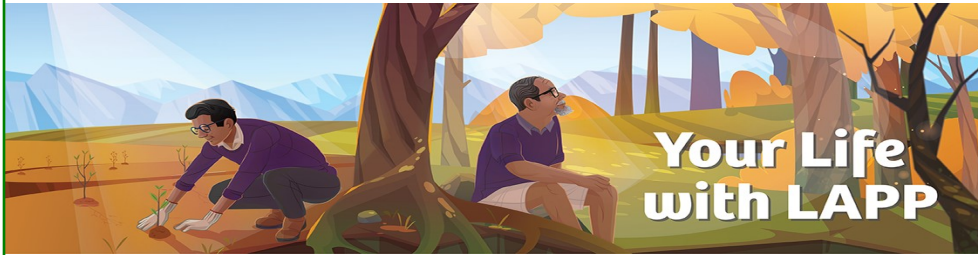
If you would like to make an in-person appointment, please call us or book an appointment via Your Pension Profile.

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



Your Life with LAPP

A pension for life is a wonderful thing, even if getting there can feel like a long process. Preparing for retirement is a marathon, not a sprint. Whether you're just warming up or powering through the finish line, we'll help you every step of the way.

We want you to know how your pension works and how it benefits you. We want you to be confident your pension is secure. And most of all, we want you to know that whatever changes occur in your life or at work, LAPP will be there, keeping pace with you.

We have the tools and information you need for every stage:

- If you're brand new to pensions and wonder how LAPP works;
- If you're thinking about buying back a leave of absence;
- If you marry, divorce, or have children;
- If you're wondering just how much your pension might be; and
- If you want to know how to start your pension or what to expect after that.

Together, we'll make sure you're Always a LAPP Ahead.

PRESIDENT'S REPORT

Dear Brothers, Sisters and Friends

On April 19th we received our negotiated wage increases and May 3rd we will receive our retroactive pay. This retroactive pay is at least 5% for all employees, dating back to September 1, 2023, and an additional 2.75% going back to February 13, 2024, we were also able to accomplish this with having no vacant positions in the Facility Operations Service Area. The wage adjustment prior to the application of the 2.75% were between 5% and 10%, this included a 7.45% increase for Part-Time Cleaners, which worked out to be a 10.2% increase for the lowest earners in our bargaining unit. Not only did we fight to bring up our lowest earners, but we also negotiated the removal of the Hire Rate, all Part-Time Cleaners now start at \$21.66 per hour. This substantial increase is compoundable and we will build on this gain in the next round of bargaining to not only help you now, but to also increase your best five years for your pension. Taking the government mandate of only 2.75% was never an option, even if they tried to buy the contract with multiple years of retroactive pay and CUPE never takes concessions, CUPE FIGHTS!

A 2.75% increase for Part-Time Cleaners would only be 54 cents per hour, we were able to bargain an increase of \$2.04 per hour for Part-Time Cleaners, CUPE FIGHTS! Before our new contract was negotiated, we were 27% behind because of inflation, nobody should settle for 54 cents per hour in this situation. I agree with all of you, we are still behind and that is why your newly elected Bargaining Committee will continue to fight and build on these gains. Nobody throws money at Education Support Workers, we earn every cent we get and we will earn our next contract, because CUPE FIGHTS!

The efforts you have made over the last year engaging members, attending rallies, supporting other locals and wearing Purple on Wednesdays shows your Solidarity with Education Support Workers across this province. Let me tell you, this does not go unnoticed, Local 40 is leading the way and CUPE will continue to FIGHT!

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>

MENTAL HEALTH SUPPORTS

MAKE THE RIGHT CALL

2-1-1

RESOURCE HELPLINE

If you need help finding the right resource or service for whatever issue, at the right time.



9-8-8

SUICIDE CRISIS LINE

If you're having thoughts of suicide or are worried about someone you know.

9-8-8

Suicide Crisis Helpline
Ligne d'aide en cas de crise de suicide

Albertans are continuing to navigate difficult challenges and tense circumstances during the COVID-19 pandemic, with increasing pressure mounting on workers and their families. If you or someone you know needs support, there are resources available. No one in our community should face these challenges alone. Please visit the Alberta Health Services (AHS) [Help in Tough Times](#) website or call 211 to find resources in your area.

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

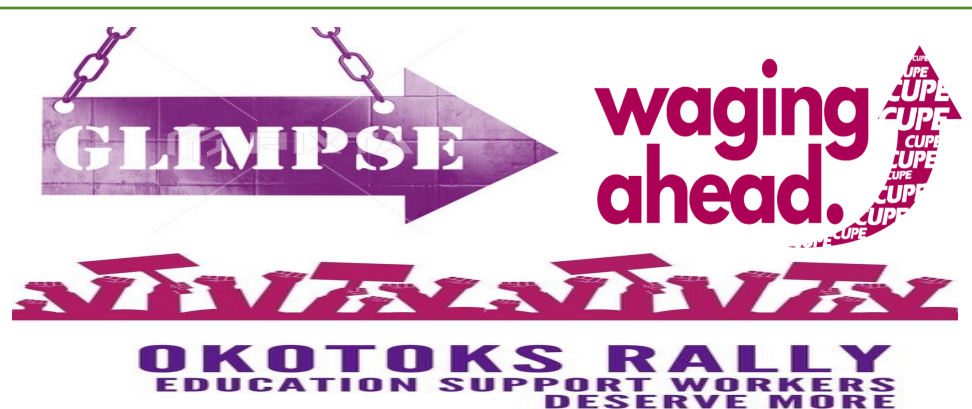
THE CALGARY BOARD OF EDUCATION & CUPE LOCAL 40

ARTICLE 11 - 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.





Collective Agreement Review

THE CALGARY BOARD OF EDUCATION & CUPE LOCAL 40

ARTICLE 19 SUPPLEMENT TO THE WORKERS' COMPENSATION BOARD

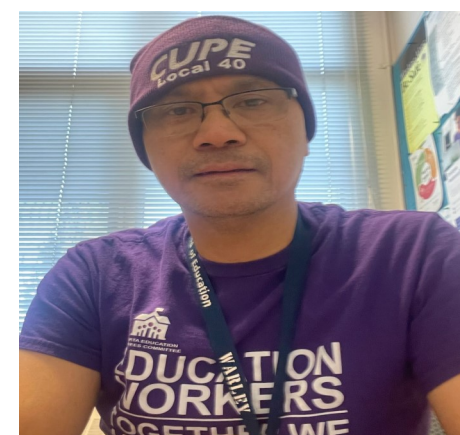
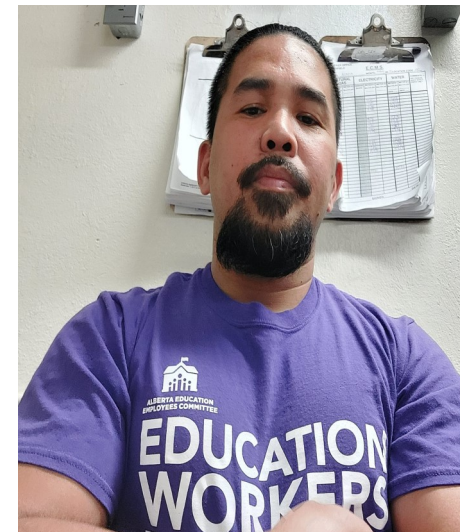
19.01 If a permanent or probationary employee is prevented from performing the employee's regular work with the "Board" on account of an occupational accident occurring in the performance of the employee's duties with the "Board", that is recognized by The Workers' Compensation Board as compensable within the meaning of The Workers' Compensation Act, the "Board" will supplement the award made by The Workers' Compensation Board for loss of wages to the employee by an amount which, when added to the award, will equal 100% of the employee's net wage (gross minus Canada Pension Plan (CPP), Employment Insurance (EI) and all other statutory deductions). This supplement shall be paid by the "Board" while the employee receives compensation from The Workers' Compensation Board, or until the employee is placed on a permanent disability pension (if accident was prior to January 1, 1995) or an Economic Loss Payment is established (if accident was January 1, 1995 or later) by The Workers' Compensation Board, or until the employee reaches age 65 or retirement age, whichever comes first.

Local 40 Bylaws

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

(a) Nominations

- (1) Nominations for Officers will be received at the General Membership Meeting held in the month of May. Further nominations will be accepted at the General Membership Meeting in the month of June.
- (2) Nominations will be accepted from members in attendance at the nomination meeting or from those members who have allowed their name to be filed in writing at the meeting, witnessed by another member.
- (3) To be eligible for nomination, the nominee must have been accepted into membership and continue to be a member in good standing.
- (4) To be eligible for election as an Officer, a member must have attended at least seven (7) of the previous ten (10) General Membership Meetings. Each candidate will receive a maximum of three (3) minutes to explain why they feel they are suitable to run for the position they have been nominated for.
- (6) A member may accept nomination for a position while holding office in any position. If successful in the election, their resignation from their current position will take effect at that time.



CUPE
#paintABpurple

WEDNESDAY



Nominations & Elections

Upcoming Elections for June 1, 2024
Nominations open May for the
following positions:

- ◆ **President**
- ◆ **Recording Secretary**
- ◆ **Sergeant-at-Arms**
- ◆ **Cleaner Representative**
- ◆ **Highfield Representative**

Note: 7 out of 10 General Membership Meetings attended.

If you are a card carrying member or want to be and not receiving the electronic copy of the Newsletter or Meeting Links please contact:

- * secretary treasurer: cupe40treasurer@gmail.com
- * recording secretary: recordlocal40@gmail.com

Your Vote Is Your Voice SPEAK UP

June
1



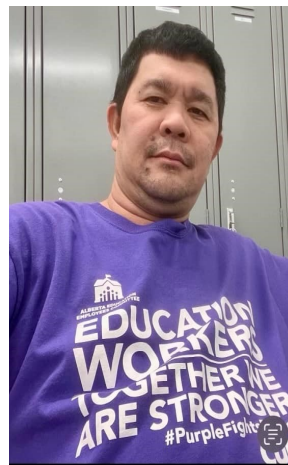
Clay Gordon for President

It has been an honour to be your elected President for the last two years and I would like to continue to represent Local 40 going forward. We have made important gains in the last two years and I would welcome the opportunity to continue securing gains for the members with the momentum we have gathered. Not only were we able to bust the Provincial Mandate for our first increase since 2015, but I also fought hard to get the CBE to recognize clauses in the Collective Agreement that they were violating for years:

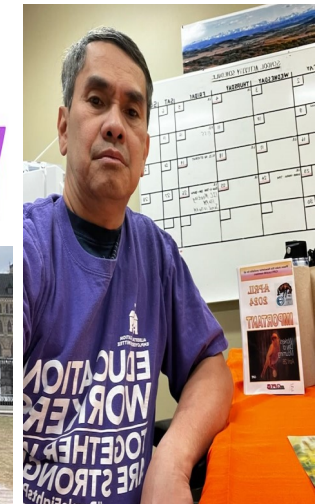
- Salary Differential
- Reimbursement of 5th Class Engineers Certificate of Competency course fees
- Recognition of the Entry Level Facility Operator position

Re-elect me and we will continue to win at the bargaining table and with Management.

Solidarity 🤝

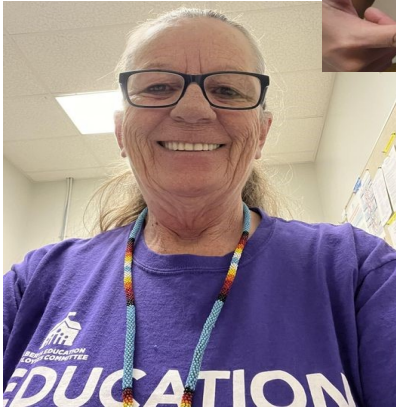


SOLIDARITY



We Support

waging ahead.



#paintABpurple



Hello Brothers and Sisters,

My name is Joel P. Gatus and I am your present CUPE 40 Cleaner Representative. I am offering myself for re-election this June 1st GMM. Helping me to get re-elected for my 2nd term, I will continue to help all of our members who need me just like what we have been doing. I will continue to make sure that as your representative, I will work on your behalf and always on your side. I have been on training and education that we have been using in helping our members and we will continually use it on your behalf based on our collective agreement.



In Solidarity 🤝



RE ELECT

RECORDING SECRETARY

Grace

Hello Brothers and Sisters,

My name is Grace Dizon and I am excited to announce my candidacy for re-election as your Recording Secretary. Over the past term, I've had the privilege of diligently documenting our meetings, crafting fun and informative newsletters, and ensuring that our membership processes run smoothly.

Moreover, amidst a surge in membership applications, I've remained dedicated to processing each one efficiently, resulting in a steady increase in our union's membership. Transparency has been a cornerstone of my approach, consistently communicating updates and developments to the union body.

With your continued support, I am eager to continue serving our local with the same dedication and commitment. Together, let's uphold our values and work towards a stronger, more unified union.

In Solidarity 🤝

CALL FOR NOMINATIONS

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.

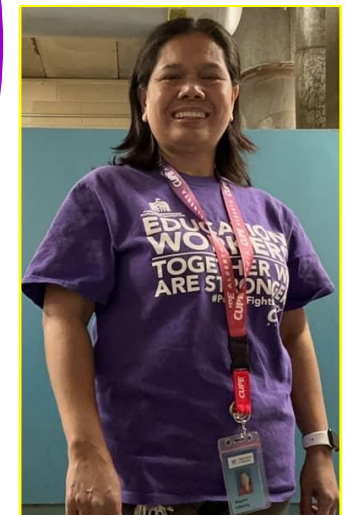
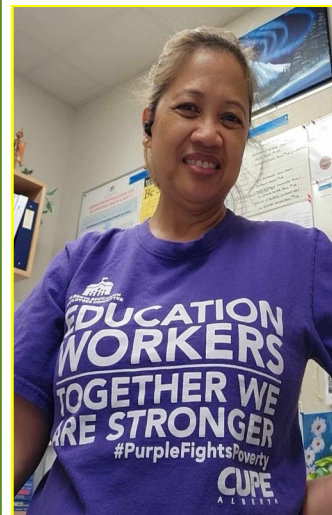
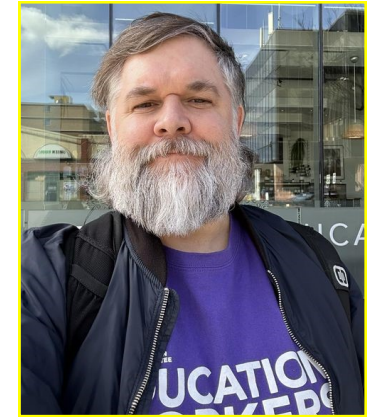
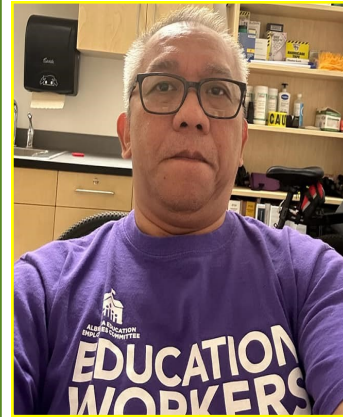
2024 National Sector Council Conference



October 7–10, 2024
Winnipeg, Manitoba

Nominations will be accepted either through email @ cupe40election@gmail.com or through attending our monthly General Membership Meeting. Election will occur @ June 1, 2024 GMM .

Note: 6 out to 10 General Membership Meetings attended.



**WEAR
PURPLE
DAY**



WEDNESDAY



**waging
ahead.**

CUPE
#paintABpurple



Alberta Education Employees Committee

(AEEC)

Conference

May 24 - 26, 2024

Calgary, AB

Delegates:

- ◆ Clay Gordon
- ◆ Dani Williamson
- ◆ AJ Pointmeier
- ◆ Grace Dizon
- ◆ Jeff Heeg
- ◆ Ferdinand Flores
- ◆ Heather Murtagh
- ◆ Noe Dizon
- ◆ Joel Gatus

Support Staff Retirement Banquet



Friday

May 10, 2024



Grey Eagle Resort & Casino



Calgary Board of Education



**Hello Brothers and Sisters,
this will be a short and sweet
little communication, it is now
April and May is on the way.
Spring is finally here, and we
are all excited! I wanted to
let you know that the women's
committee will be planning
some interesting things in the
coming months, so keep a look
out. Please keep enjoying the
nice weather. In solidarity
Heather Murtagh, Women's
Committee Chair.**

Happy Mother's day
to all Moms, Grannies, great
Grannies, step Moms,
Foster Moms and those who
lost their Mom.

Moms are Priceless!



MAY DAY

International Day of the Worker



CUPE 40

MAY 2024



Bladder Cancer Awareness Month
 Brain Tumour Awareness Month
 Celiac Awareness Month
 Cystic Fibrosis Awareness Month
 Melanoma Awareness Month
 Multiple Sclerosis Awareness Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1 International Workers' Day! 	2 WORLD TUNA DAY	3 Pay Day Retroactive pay will be paid.	4 General Membership Meeting @ 9am (In-person)
5 RED DRESS DAY	6 MENTAL ILLNESS AWARENESS WEEK STARTS	7 TEACHER APPRECIATION DAY	8 #paintABpurple TIME OF REMEMBRANCE & RECONCILIATION FOR THOSE WHO LOST THEIR LIVES DURING WWII	9	10 Support Staff Retirement Banquet	11 WORLD MIGRATORY BIRD DAY
12 	13	14	15 #paintABpurple INTERNATIONAL DAY OF FAMILIES	16 INTERNATIONAL DAY OF LIGHT	17 Pay Day Bike To Work Day	18 INTERNATIONAL MUSEUM DAY
19	20 General Holiday No Work Victoria Day	21 WORLD DAY FOR CULTURAL DIVERSITY FOR DIALOGUE & DEVELOPMENT	22 #paintABpurple International Day for Biological Diversity	23 WORLD TURTLE DAY	24	25 National Wine Day
26	27	28	29 INTERNATIONAL DAY OF U.N. PEACEKEEPERS	30	31 Pay Day World No Tobacco Day	