

<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



DECEMBER
2024

IMPORTANT





CUPE 40



General Membership Meeting

In-person Meeting

Time: 9:00 AM

Saturday - December 7, 2024

Local 40 office:

#105-811 Manning Road, NE T2E 7L4

DON'T FORGET



to bring your **Pink** CUPE Membership Card.



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



Lapp

PENSION

How Can I Pay For My Buyback

There are many ways to pay for the service you might wish to purchase. If you are an active employee, your payment options are based on the amount of your buyback. If you have left your employer, please see the Buyback Proposal for your payment options.

You can also find any active buyback proposals that are available for purchase by logging in to [Your Pension Profile](#) at the top right corner of this website and selecting Buyback Purchase from the drop-down menu.

To learn more about buying a leave of absence, you can read [Buying Service](#) or [Leaves of Absences](#).

Lapp

PENSION

Buying Service



Buying Service

What is Buying Service? And what does it mean for you?

Well, the more pensionable service you have, the larger your pension will be. You earn service every day you contribute to the Plan, but sometimes you are able to buy more service. This is known as a **buyback**.

Let's say you take time away from work because you're having a baby, taking a sabbatical or you need to tend to a personal emergency. If you're off work for a period of time and do not make contributions into the Plan, there will be a gap in your pensionable service. The good news is you can buy this service back and increase the amount of your future pension. If you want to know if your service is eligible to buyback, speak with your employer.

To make purchasing your buyback a little easier, we have several payment options available. You can purchase your buyback with any combination of payroll deduction, lump sum, and RRSP or LIRA transfer.

If you were paid out for service you earned with another Registered Pension Plan (RPP), you may be able to use those funds to buy pensionable service in LAPP (see [Buying Prior Service](#)). You can also purchase service from a period when you were held out by your employer from contributing to the Plan, for up to one year. This is called **probationary service**. Your employer's pay and benefits coordinator will be able to tell you which types of past employment are eligible.

President's Report

Dear Brothers, Sisters and Friends

Bargaining Update:

The government employee from the Provincial Bargaining and Compensation Office (PBCO), who is leading the bargaining for the CBE, informed Local 40 that they were canceling our November 18th and 19th bargaining dates the week before we were to meet. Their excuse was that the CBE's Bargaining Committee had not yet received a mandate and authority to bargain.

CUPE Local 40 had provided notice to bargain June 26, 2024, therefore we feel that the CBE is not bargaining in good faith and this is nothing but a delay tactic. Instead of filing a complaint with the Alberta Relations Labour Board about not bargaining in good faith, which would result in nothing, we filed for formal mediation. December 9th and 10th dates have been kept to exchange proposals, and hopefully we will start formal mediation in the new year.

Education Locals 2545 and 2559 continue to be on strike in Fort McMurray, they're still on the last round of bargaining and will not agree to the 2.75% mandate handed down by the provincial government. They have not seen an increase in almost a decade and a 2.75% increase would continue to pay poverty wages, our working environment is your child's learning environment!

The Member Engagement Committee was working hard in November contacting every single member and planning upcoming events. Their first event on November 27th at Jack James High School was an absolute success and I look forward to the rally on December 7th, after our General Membership Meeting, at the Education Minister's office.

Make sure you come by the office December 14th for the Kid's Gift Giving Party and get your picture taken with Santa, I've heard he's a top-notch Saint Nic, but I'll let you be the judge of that. Have a relaxing Christmas break, enjoy the time with your family, and I look forward to seeing you all in the new year.

Come out to the GMM on December 7th and the rally afterwards. When we fight, we win!

You are the Union!

In Solidarity,

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

Your three essential Health and Safety Rights

Across Canada, health and safety laws are based on the concept of the internal responsibility system, which says workers and employers should be able to meet and solve their health and safety issues as partners. To that end, health and safety laws in this country enshrine the following three rights to most workers. These rights form the basis for your health and safety at work.

1. THE RIGHT TO PARTICIPATE

All workers have a right to participate in keeping the workplace healthy and safe by taking part in activities like the selection of health and safety representatives or joint health and safety committee members, or by being a committee member themselves. With this right comes a worker's responsibility to report all hazards to their employer, without fear of reprimand, reprisal, or punishment. Through participation in health and safety-related activities, workers help decide what hazards can be tolerated in the workplace and what hazards must be mitigated.

2. THE RIGHT TO KNOW

Workers have a right to know about all hazards present in their workplace, and how those hazards may hurt them. Employers are required to provide the information, training, and supervision a worker needs to avoid being hurt by hazards in the workplace. Training and information about hazards should be provided before a worker is exposed so they know how to protect themselves. Despite what many employers claim, there is no law that supersedes a worker's right to know about hazards in the workplace.

3. THE RIGHT TO REFUSE

Health and safety laws give workers the right to refuse work they believe is unsafe to themselves or their coworkers. Ultimately, the right to refuse is provided so that a worker never needs to choose between their health and safety and having a job. In every province, a worker cannot be punished for refusing to do work that they believe will hurt themselves or others – it's the law. It is not up to the worker to prove whether their belief is justified. An investigation following the refusal will determine if the refusal should continue. Each jurisdiction has slight differences in the investigation process.

For more information on the right to refuse that's specific to your province, visit cupe.ca/health-and-safety.

For any questions on your health and safety rights, **contact** your CUPE servicing representative, or your CUPE health and safety specialist.

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

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cupe40president@gmail.com		403-650-0795 - Cell

Vice President

Ferdinand Flores	Le Roi Daniels	403-926-2122 - Cell
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Secretary Treasurer

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Grace Dizon	Centennial	403-926-4441 - Cell
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Chief Shop Steward

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Joel Gatus	Chaparral	403-708-8859 - Cell
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Sgt-at-Arms

Warren Manners	Distribution Serv.	403-874-0398 - Cell
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Effective: August 30, 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 8 DISCIPLINE, SUSPENSION and TERMINATION OF EMPLOYMENT

- 8.01** The Board shall have the right to discipline, demote, suspend, or discharge Employees for proper or sufficient cause. The Union shall receive written notice of the discharge or discipline of any Employee under the provisions of this Article.
- 8.02** Any Employee who is to be disciplined must be notified by the Board of their right to Union representation, before such disciplinary action takes place.
- 8.03.1** Written reprimands or other disciplinary action shall remain on an Employee's file for not less than six (6) months and not more than three (3) years, depending on the gravity (severity) of the infraction. Provided there have been no further written reprimands or other disciplinary actions of a similar nature during this period, the document will be removed from the Employee's personnel file.
- 8.03.2** The Board shall state on each written reprimand or other disciplinary action the period for which it shall remain on the Employee's personnel file and that Employee, and the Union shall be so notified.
- 8.03.3** An Employee shall have supervised access to their personnel file and be notified whenever a disciplinary report is placed on their file. The Employee may reply, in writing, to any such reports contained in their file. Such replies shall be removed at the same time as the report responded to is removed.
- 8.03.4** It shall be a shared responsibility between the Board, the Union and the Employee to ensure that the written reprimand or other disciplinary action is removed from the Employee's file. However, in no case shall the information contained in such be used against the Employee past the removal date.
- 8.04** An Employee covered by this Agreement may be dismissed for proper or sufficient cause whereupon the Employee shall not be entitled to notice or pay. An Employee who has been wrongfully dismissed, demoted or suspended and is later reinstated, shall be compensated in full for all lost regular wages, benefits and entitlements.

DIVERSITY SERIES

NEW!

IT'S LIKE EMPLOYERS ARE ON A MISSION TO BUILD A FORTRESS AROUND OUR RIGHTS! THIS CHAT SERIES IS HERE TO ARM LOCAL LEADERS WITH THE KNOW-HOW TO PROTECT THEIR MEMBERS' FUNDAMENTAL RIGHTS. LET'S GEAR UP AND STAND STRONG TOGETHER!

FREE

HOW CAN I ACCESS THIS SERIES?



THIS SHOW IS GOING DIGITAL-ONLY, FOLKS! GET READY FOR A MONTHLY DELIGHT, WITH EACH TOPIC GETTING ITS SHINING MOMENT. TO CATER TO ALL BUSY BEES OUT THERE, WE'VE GOT YOU COVERED WITH WEEKEND AND WEEKDAY EVENING SLOTS. TUNE IN FOR A SNAPPY PRESENTATION FOLLOWED BY SOME DISCUSSION AND Q&A FUN! EACH DATE AND TIME BELOW IS YOUR REGISTRATION LINK TO THE SESSION. JUST CLICK, REGISTER AND JOIN US!



SEPTEMBER

ACCOMMODATIONS 101

WHAT IS AN ACCOMMODATION? WHO HAS A RIGHT TO ONE? WHERE DO THEY GET THAT RIGHT? WHO HAS WHAT OBLIGATIONS? WHAT IS THE PROCESS? CAN THE EMPLOYER EVER SAY NO?

SEPT. 21ST @10 - 11 A.M.

SEPT. 26TH @ 6:30 - 7:30 P.M.

OCTOBER

LAST CHANCE AGREEMENTS IN DISABILITY CASES

ARE THEY EVER OKAY?

OCT. 19TH @10 - 11 A.M.

OCT. 22ND @ 6:30 - 7:30 P.M.

NOVEMBER

WHAT IS HUMAN RIGHTS?

WHAT'S THE DEAL WITH HUMAN RIGHTS AND WHY SHOULD WE CARE ABOUT THEM IN THE UNION SPACE?

NOV. 23RD @10 - 11 A.M.

NOV. 27TH @ 6:30 - 7:30 P.M.

DECEMBER

ACCOMMODATING AND BARGAINING CULTURAL PRACTICES

WHAT SHOULD WE DO TO MAKE SURE THE COMMUNITIES WE REPRESENT ARE REFLECTED IN OUR BYLAWS AND CONTRACTS AND WHY DOES IT MATTER?

DEC. 14TH @10 - 11 A.M.



Welcome to your new Mark's Commercial Digital Client Savings Card program. We are proud to be partnered with your organization. Below you will find the information you need to use your Digital Client Savings Card.

If at any time you have any questions about your program, or how to use your purchasing document, our team is available to help. Our customer service team is available Monday - Friday, 7:00 am - 5:00 pm (MST) via our toll-free phone line 1.855.592.7444 or email markscommercial.inquiries@marks.com.

HOW TO USE YOUR DIGITAL CLIENT SAVINGS CARD



Once your Digital Client Savings Card has been emailed to you, present it on your mobile device at any Mark's retail location. Your digital card must be shown at the point of each purchase. See link below to find a retail location near you

This digital card is re-usable and valid until the expiry date found at the bottom of your digital card. This digital card must be shown for discount to be applied. The discount will be applied to the product(s) listed on the card.

To maintain the optimal performance of your garments and/or footwear, please ensure to follow all wash and care instructions. Please follow the link below to carefully review our return policy



Collective Agreement Review

THE CALGARY BOARD OF EDUCATION & CUPE LOCAL 40

ARTICLE 13 - LEAVE OF ABSENCE

13.06 General Health Leave

- 13.06.1** An Employee may be granted a general health leave, without pay, for up to a period of one (1) year. A medical certificate shall be requested by the Employee Health Resource Centre in support of an application for, or return from, a leave of this nature.
- 13.06.2** An Employee who is declared fit to return to work from general health leave, as determined by the Employee Health Resource Centre, in consultation with the Employee's physician, shall be returned to their former position or, if unavailable, to an equivalent position.
- 13.06.3** When leave of absence without pay has been granted under this Clause, the maintenance of benefits shall be conditional upon the Employee paying, in advance, the full cost of such benefits. The period of leave shall not be credited for computation of sick leave or annual vacation. General and department seniority will continue during the period of general health leave.

13.09 Personal Leave

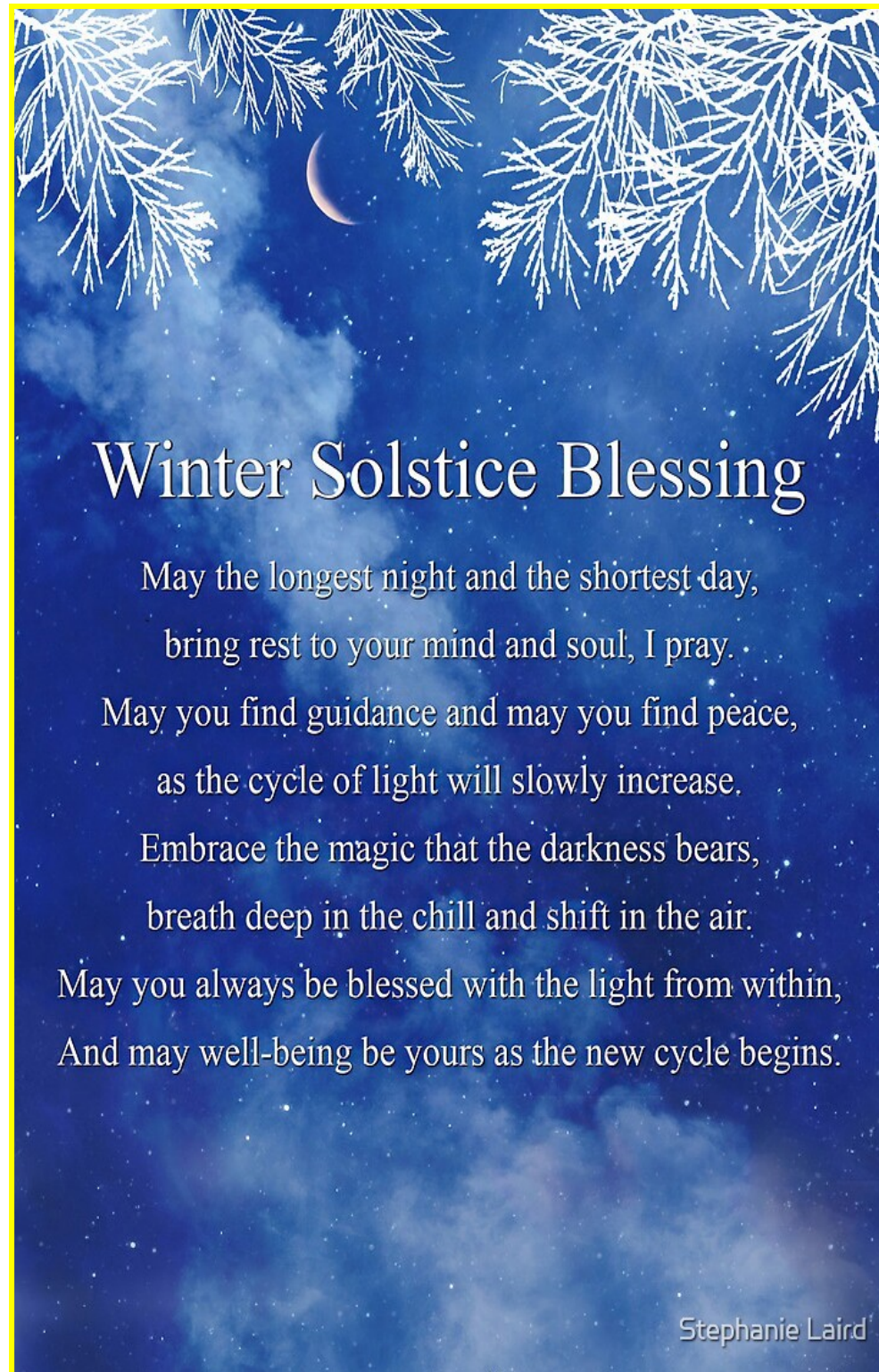
- 13.09.1** Upon written application with at least ten (10) working days' notice, Employees shall be granted two (2) paid personal leave days per calendar year. This mandatory notice is a requirement unless emergent circumstances beyond the Employees' control prevent such notice. Employees and their supervisor shall discuss the timing of the leave and it shall be scheduled at a time that meets operational needs.

Personal leave shall not be carried over into the following calendar year.

L40 Member Engagement Committee

&

Local 40 Poster Making



Winter Solstice Blessing

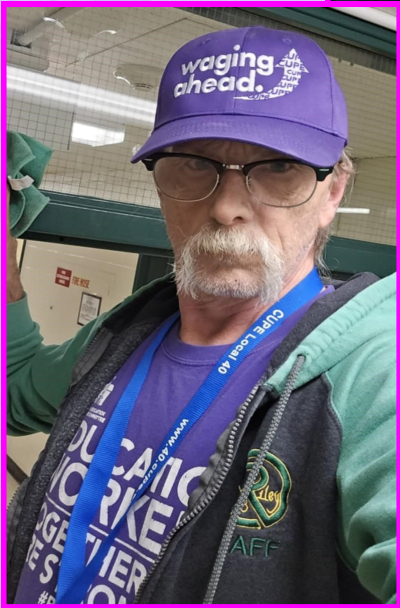
May the longest night and the shortest day,
bring rest to your mind and soul, I pray.

May you find guidance and may you find peace,
as the cycle of light will slowly increase.

Embrace the magic that the darkness bears,
breath deep in the chill and shift in the air.

May you always be blessed with the light from within,
And may well-being be yours as the new cycle begins.

Stephanie Laird





CUPE
#paintABpurple

RALLY November 27th at 11:30am

STUDENTS & FAMILIES DESERVE BETTER

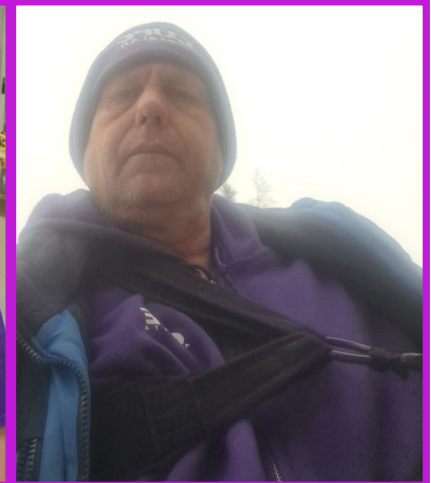
Jack James High School
5105 8 Ave SE, Calgary, AB
(Gathering on the corner of 52nd & 8th)

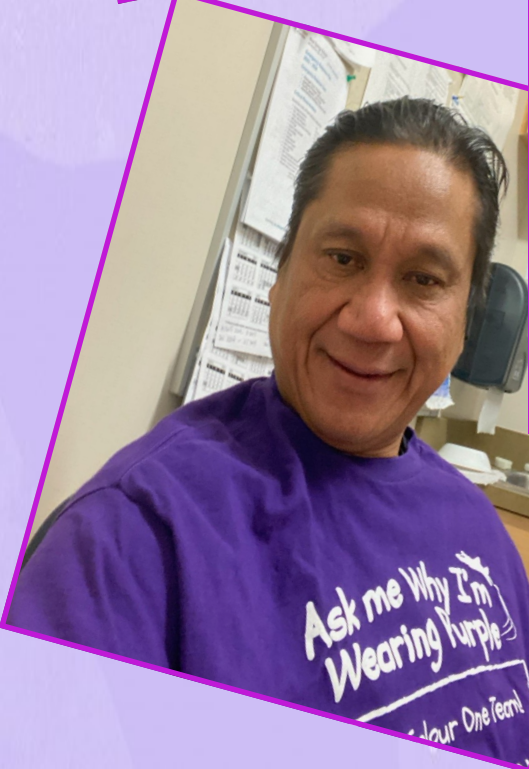
Organized by CUPE 40

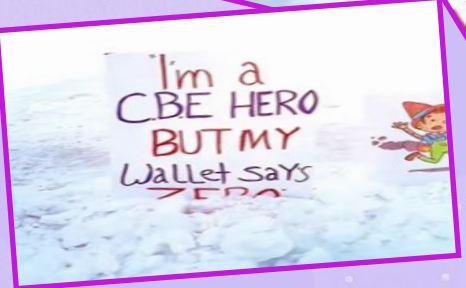
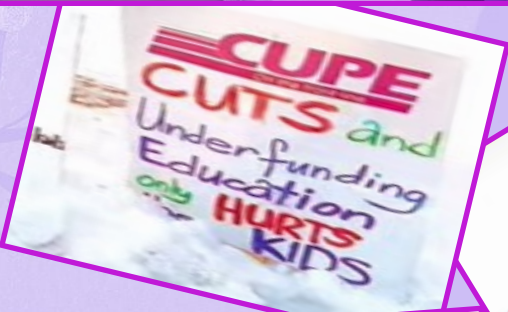
SUPPORT EDUCATION WORKERS.ca

BRING YOUR:

- Signs & Flags
- Warm Beverage
- Mittens and Toque
- Outside Voice!

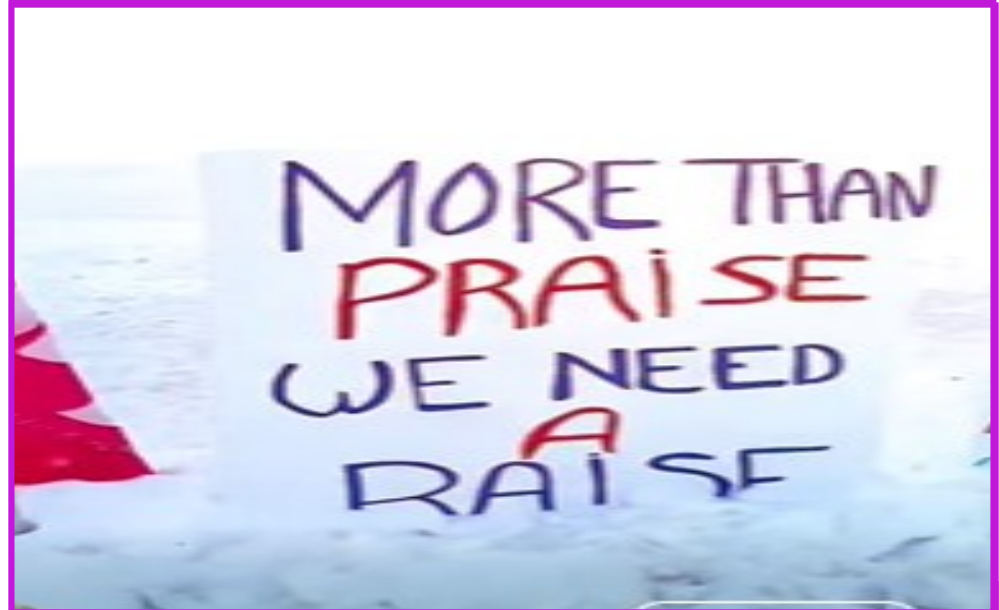








Purple Wednesday 🍌🍌🍌 Solidarity





WOMEN'S COMMITTEE

Hello Brothers and Sisters,

I just wanted to wish all of you a Merry Christmas and Happy Holidays! I hope everyone at the local stays safe and enjoys the season. Take time to relax, recharge, and spend quality moments with loved ones. I look forward to seeing you all in the new year, ready to continue our important work together.

During this time of year, let's remember the power of community and the strength we have when we support each other.

Remember, the Women's Committee is always here for you, and we stand together in solidarity.

H. Murtagh

WE ARE STRONGER TOGETHER





We wish you
Happy Holidays
and a
Wonderful New Year

HAPPY BOXING DAY



CUPE 40

DECEMBER 2024



Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4 NATIONAL COOKIE DAY	5 World Soil Day	6 Pay Day	7 Gen. Membership Meeting @ 9am (In-person)
8	9 GENOCIDE PREVENTION DAY	10 Human Rights Day	11 INTERNATIONAL MOUNTAIN DAY	12 INTERNATIONAL DAY OF NEUTRALITY	13	14 Children's Christmas Gift Giving with Santa! 1 to 3pm @ Local40 office
15	16	17 National Maple Syrup Day	18 INTERNATIONAL MIGRANTS DAY	19	20 Pay Day	21 Winter Solstice
22	23	24 (am) - Work Day or Vacation ----- (pm) - ½ Day for Christmas Eve	25 General Holiday Christmas	26 General Holiday Boxing Day	27	28
29	30	31 (am) - ½ Day for New Year's Eve ----- (pm) - ½ Day for Stampede Parade	January 1, 2025 General Holiday For New Year's Day			