



<http://40.cupe.ca>

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Calgary, Alberta T2E 7L4

Phone: 403-235-0530

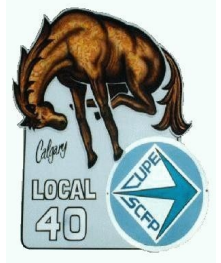
Fax: 403-248-6714

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

JANUARY
2025



IMPORTANT



CUPE 40



General Membership Meeting

In-person Meeting

Time: 9:00 AM

Saturday - January 11, 2025

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

Lapp

PENSION



Your Pension is Secure

There are several factors that go into ensuring that Your Pension is Secure. It certainly doesn't happen by magic, yet, at the same time, there is no exact science to it either.

It comes down to a number of professionals acting with your best interests in mind. These experts focus on growing the LAPP pension fund, carefully managing risk, and adequately funding the Plan. It's no small task, but you can rest assured that [Your Plan is in Good Hands](#) and that your pension will be there when you need it.

- Your Pension is Secure because it's backed by assets worth over \$63 billion and supported by a funding strategy aimed at covering the cost of current and future pension obligations while providing a funding cushion for unexpected events; and
- Your Pension is Secure because investments, funding, and risk are all managed by experts based on a Strategic Plan that is continuously reviewed and updated to the benefit of all LAPP members.



PENSION



Welcome to LAPP

A RETIREMENT INCOME FOR LIFE

LAPP is Alberta's largest pension plan, and we are dedicated to helping Albertans retire with dignity. Your LAPP pension comes with the peace of mind knowing it guarantees a secure income that will last throughout your entire retirement life.

At LAPP we talk a lot about the value of your Plan because we believe it's the best kind of pension available today.

President's Report

Bargaining Update:

At this point we have not met with the employer, but we have exchanged proposals and these can be found on our website 40.cupe.ca under Member's Corner. January 7th and 8th have been scheduled to meet, this will give us the opportunity to discuss and ask questions about the proposals.

Most of you have received phone calls from the Member Engagement Committee, they are doing really important work, we need to be engaged and on the same page to be successful in this round of bargaining. I appreciate all the work they have been doing and encourage you to join this committee.

The rally we held on December 7th was a great success, lots of members showed up, along with other CUPE locals; including Local 37, Local 520, Local 3911, and Local 5040. UNA was there and also the President of CUPE Alberta Rory Gill. Make sure you come out to the next rally and soak in the solidarity!

My absolute favorite event was on December 14th at the Children's Gift Giving Party with Santa, seeing all the member's kids and the smiles on their faces is an honour I don't take lightly, hopefully I did Santa justice. If you were not able to attend, and you registered for a gift, please reach out to arrange the pickup of your child's gift.

I'll see you next at the January 11th General Membership Meeting. Enjoy the winter break, have a Merry Christmas and a Happy New Year!

You are the Union!

In Solidarity,

Clay Gordon
CUPE Local40, 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

Clay Gordon C.U.P.E. Local 40 403-235-0530 - Office
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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cupe40treasurer@gmail.com

Recording Secretary

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recordlocal40@gmail.com

Chief Shop Steward

AJ Pointmeier Welding Dept. 587-891-6913 - Cell
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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

Warren Manners Distribution Serv. 403-874-0398 - Cell
cupe40sgt@gmail.com

Effective: January 1, 2025

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 12 - SICK LEAVE

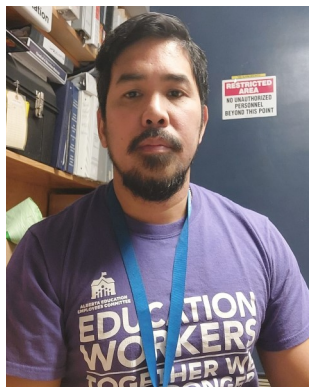
12.06 A Calgary Board of Education Certificate of Illness completed by a qualified medical or dental practitioner is required by the Board for sick leave, where the absence is for a period in excess of five (5) working days. The information required on the completed Certificate of Illness shall include:

- (a) that the Employee has a medical condition which renders them unfit for work; Collective Agreement CUPE Local 40 and the Calgary Board of Education 17 Expires August 31, 2024
- (b) that the Employee 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.

*If a Certificate of Illness is requested by your supervisor or the EHRC, have your doctor complete the Certificate of Illness form that is available on INSITE and submit the completed form to ehrc@cbe.ab.ca **DO NOT SEND TO YOUR SUPERVISOR**, your medical information is none of their business.



Purple Wednesday



Collective Agreement Review THE CALGARY BOARD OF EDUCATION & CUPE LOCAL 40

POSITION DESCRIPTION:

Full Time Cleaner vs Part Time Light Duty Cleaner

These two positions have the same Accountability, but different Purposes, Major Responsibilities, and Qualifications:

Light Duty Cleaner - Part Time

purpose

The purpose of this position is to perform effective and efficient light cleaning duties and services that optimize the quality of the teaching and learning environment.

major responsibilities

- Under general supervision, performs light cleaning/custodial duties such as cleaning enamel, sweeping and damp mopping washrooms, entranceways, hallways and classrooms in assigned areas, emptying garbage, vacuuming of carpet areas, washing furniture, cleaning glass, washing walls general dusting and operating powered equipment within assigned areas within the school.
- Maybe required to perform general security checks and secure the building.
- Performs other related duties as assigned.

qualifications

Education and Experience

- High school diploma preferred
- Six months related experience
- An equivalent combination of directly related education and directly related experience may be considered.

Demonstrated Skills and Competencies

- Understanding of basic cleaning techniques and processes ☑ Self-motivated individual able to work with minimum supervision
- Ability to work independently or as part of a team
- Ability to understand and speak in English. Ability to communicate effectively both orally and in written form.
- Reliability and dependability/ personal integrity and trustworthiness
- Demonstrated customer service orientation
- Ability to lift between 4 and 9 kilograms (approximately 10 to 20 pounds) on a frequent basis
- Physically able to complete all demands and responsibilities of this position
- Personal suitability.

Collective Agreement Review

THE CALGARY BOARD OF EDUCATION & CUPE LOCAL 40

POSITION DESCRIPTION:

Full Time Cleaner vs Part Time Light Duty Cleaner

Cleaner - Full Time

purpose

The purpose of this position is to provide facility operation services including heating, ventilation, security, routine maintenance and cleaning which optimize the quality of the teaching and learning environment.

major responsibilities

- Adheres to a comprehensive work schedule according to Facility Operations standards and frequencies, which include opening and closing procedures and other processes, procedures and schedules as required.
- Under general supervision of a qualified Facility Operator performs both light and heavy duty cleaning duties such as sweeping, wet mopping, damp mopping and scrubbing floors; stripping; sealing and refinishing floors. Services and cleans washrooms, classrooms, offices and other areas within CBE buildings. Removes waste materials, dusts and polishes furniture; washes and polishes glass; washes walls; and operates powered equipment. Vacuums carpets. Clean carpets when required.
- Under general supervision performs minor building maintenance within the scope of Facility Operations as directed by the Facility Operator.
- Participates in the care of school, grounds, lawns and shrubs. Removes snow and ice, cleans sidewalks, driveways and school grounds as directed.
- Safely moves heavy furniture, equipment and supplies.
- Facilitates public use rentals and after-hour school activities as directed.
- Performs general security checks and secures the building as directed.
- Actively participates in all training requirements.
- Performs other related duties as assigned.

qualifications

Education and Experience

- 12 months related experience
- Successful completion of probationary period required.





POSITION DESCRIPTION:

Cleaner - Full Time - Continuation

Demonstrated Skills and Competencies

- Must be able to lift between 11 and 25 kilograms (approximately 25 and 55 pounds) on a frequent basis.
- Must be physically able to complete all demands and responsibilities of this position.
- Must be able to work safely on ladders and at heights of 2.5 to 3 meters (8 to 10 feet) regularly and higher on occasion.
- The ability to start up, operate and troubleshoot boiler, heating and ventilating systems safely and efficiently.
- The ability to work independently, or as part of a team. Demonstrated ability to manage conflict effectively.
- Knowledge of good caretaking techniques.
- Ability to understand, speak and write in English. Demonstrated effective communication, interpersonal and human relations skills. Demonstrated ability to respect and value all individuals with sensitivity to diversity.
- Strong customer service orientation.
- Working knowledge of basic computer applications such as email and word processing.
- Must be self-motivated, demonstrated reliability and dependability/personal integrity and trustworthiness. Demonstrated optimism and flexibility.
- Must be reliable and have above average attendance.
- Personal suitability.

Please note the differences with the two positions and what is expected of you. If you are a Part Time Cleaner and you're covering for a Full Time Cleaner, you are expected to follow the Full Time Cleaner position description. These Position Descriptions are available on INSITE.

SAVE THE DATE

Building
strong locals

MARCH
3-6, 2025
MONTREAL



Mar 3, 2025 to Mar 6, 2025

Join us for CUPE's Building Strong Locals Conference from March 3-6, 2025 in Montreal. Gather with CUPE members from across the country to share experiences and learn strategies to make our locals more inclusive and effective in the fight for workers' rights.

MEMBER ENGAGEMENT COMMITTEE





CONVENTION CALL



EDMONTON, AB
April 24-27, 2025

AFL'S 54TH CONSTITUTIONAL CONVENTION

COMMON FRONT CONVENTION;
PUSHING THE WORKERS AGENDA



CONVENTION CALL

75th ANNUAL CUPE ALBERTA DIVISION CONVENTION

Calgary, AB | March 19-21, 2025

ALL AFFILIATED LOCAL UNIONS AND DISTRICT COUNCILS

Members of Alberta Division, you are hereby notified that the 75th Annual Convention will be held in person March 19-21, 2025 in Calgary, Alberta.

Convention will take place at the Sheraton Eau Claire 255 Barkley Parade SW, Calgary, Alberta over the entire three (3) days, so please plan accordingly.

Greetings Alberta Staff, Activists and Members

As an unprecedented and challenging year draws to a close, we want to thank all the staff, activists and members for your collective strength, dedication and service to our members and our union.

We will continue to mobilize and engage our members, to build worker power and solidarity in the province. Your hard work and commitment to our union and our members is invaluable and you are making a difference.

Wishing you a very safe and healthy holiday season. We hope you will all have an opportunity to take a well-deserved break to rest, rejuvenate and enjoy time with your near and dear ones.

Happy Holidays and Best Wishes for the New Year

Ann Lennarson
Regional Director – Alberta

Rory Gill
President – CUPE Alberta Division

CUPE

CUPE
ALBERTA

CUPE Local 40

ON THE FRONT LINE

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CUPE Headlines

Saskatoon public library workers vote in favour of tentative agreement

Demonstrations held throughout Quebec to protest the privatization of electricity and Bill 69

Workers demand new Houston

Bargaining Update

Click each link to view the attached files.

How Did We Get Here?

Final Ingoing Union Proposal

CBE - CUPE Proposals_2024

CUPE Local 474, Edmonton Public School Custodial Workers, ratified a contract December 5, 2024. This contract included the 2.75% for the first 4 years, ending August 31, 2024, and 12% over the next 4 years.

Regardless of this deal, CUPE Local 40 is continuing with coordinated bargaining with the other 39 CUPE Education Locals and feel that the deal 474 ratified leaves money on the table. We will not be acknowledging this deal as a trend and will continue to stand in solidarity with the other

education locals across the province to secure a fairer

Wear a green square to support the fight against Islamophobia



January 29, 2025

On National Day of Remembrance of the Quebec City Mosque Attack and Action against Islamophobia, we honor the victims and survivors of the 2017 attack, and recommit to eliminating Islamophobia, hatred and racism in Canada.

December 2024

Festive Greetings!

May this holiday season bring you much-needed rest, joy, and peace. Here's to a brighter 2025 filled with less stress and more appreciation.

On behalf of Calgary Public Teachers ATA Local 38, we wish you a very cheerful holiday season. The work you do in support of students in Calgary is deeply appreciated. Thank you for making a difference!

Warm wishes,



2.2 Holidays and Seasonal Vacation Dates – Custodial/Trades

Monday, July 1, 2024	General holiday for Canada Day
Seasonal Vacation Dates	(Summer Break) July 2 – August 23, 2024
Monday, August 5, 2024	General holiday for Civic Holiday
Monday, September 2, 2024	General holiday for Labour Day
Monday, September 30, 2024	General holiday for National Day for Truth and Reconciliation.
Monday, October 14, 2024	General holiday for Thanksgiving
Seasonal Vacation Dates	(Fall Break) November 11 - 13
Monday, November 11, 2024	General holiday for Remembrance Day
Seasonal Vacation Dates	(Winter Break) Dec. 23 – January 3
Tuesday, December 24, 2024 (am)	Work Day or Vacation
Tuesday December 24, 2024 (pm)	½ Day for Christmas Eve
Wednesday, December 25, 2024	General Holiday for Christmas Day
Thursday, December 26, 2024	General Holiday for Boxing Day
Friday, December 27, 2024	Work Day or Vacation
Monday, December 30, 2024	Work Day or Vacation
Tuesday, December 31, 2024 (am)	½ Day for New Year's Eve
Tuesday, December 31, 2024 (pm)	½ Day for Stampede Parade
Wednesday, January 1, 2025	General holiday for New Year's Day
Thursday, January 2, 2025	Work Day or Vacation
Friday, January 3, 2025	Work Day or Vacation
Monday, February 17, 2025	General holiday for Family Day
Seasonal Vacation Dates	(Spring Break) March 24 – 28
Monday, March 24, 2025	General holiday for Easter Monday
Tuesday, March 25, 2025	Work Day or Vacation
Wednesday, March 26, 2025	Work Day or Vacation
Thursday, March 27, 2025	Work Day or Vacation
Friday, March 28, 2025	Work Day or Vacation
Friday, April 18, 2025	General holiday for Good Friday
Monday, May 19, 2025	General holiday for Victoria Day



Hello Brothers and Sisters!

Happy New Year! As we welcome 2025, we bring in new ideas and fresh opportunities. Unfortunately, we also have to say goodbye to a wonderful member of our executive, Danielle Williamson, as she transitions into her new role with CUPE National. On behalf of the Women's Committee and the entire local, we want to extend our heartfelt thanks to Danielle for all her hard work and dedication to our local. We wish her the very best in her new role. She will be deeply missed, and her trailblazing spirit will always be remembered. We all know that Danielle will always be a Local 40 Gal, and Local 40 will always be your home.

As we enter the new year, we also welcome new changes and the growth of our members. Currently, our Member Engagement Committee is working hard to make an impact. However, we still need volunteers! If you'd like to help make calls and assist with planning rallies, please email us at heatherlocal40@gmail.com with your name, and we'd be happy to have you on board.

Also, please don't worry if you receive a call from Local 40, it's just our Member Engagement Committee reaching out to stay transparent and connected with all of our members.

Until the next call out, Brothers and Sisters!

In Solidarity,

Heather Murtagh



INTERNATIONAL DAY OF EDUCATION

"Warm wishes on International Day of Education to you. Let us never miss an opportunity to give a child, the precious gift of education."



WWW.INTERNATIONALDAYOFEDUCATION.COM

A New Year is like a blank
book, and the pen is in
your hands.
It is your chance to write a
beautiful story for
yourself



HAPPY NEW YEAR

CUPE 40 JANUARY 2025



Alzheimer Awareness Month
National Blood Donor Month
Sexual Assault Awareness Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			<p>1 General Holiday</p> <p>New Year's Day</p>	<p>2</p> <p>Hanukkah</p>	<p>3</p>	<p>4</p> <p>WORLD BRAILLE DAY</p>
<p>5</p> <p>National Bird Day</p>	<p>6</p> <p>Epiphany</p>	<p>7</p> <p>HAPPY ORTHODOX CHRISTMAS DAY</p>	<p>8</p> <p>#paintABpurple</p>	<p>9</p>	<p>10 Pay Day</p>	<p>11</p> <p>Gen. Membership Meeting @ 9am (In-person)</p>
<p>12</p>	<p>13</p>	<p>14</p> <p>Orthodox New Year</p>	<p>15</p> <p>#paintABpurple</p>	<p>16</p>	<p>17</p>	<p>18</p> <p>WEEK OF PRAYER FOR CHRISTIAN UNITY</p>
<p>19</p>	<p>20</p> <p>DR. MARTIN LUTHER KING JR.</p>	<p>21</p> <p>NATIONAL HUG DAY</p>	<p>22</p> <p>#paintABpurple</p>	<p>23</p> <p>National PIE DAY</p>	<p>24 Pay Day</p>	<p>25</p> <p>INTERNATIONAL DAY OF EDUCATION</p>
<p>26</p> <p>Lailat al Miraj</p>	<p>27</p> <p>FAMILY LITERACY DAY</p>	<p>28</p>	<p>29</p> <p>Chinese New Year 2025 Year of the Snake</p>	<p>30</p>	<p>31</p> <p>National Hot Chocolate Day</p>	