

Please make this Newsletter available for all  
CUPE Local40 members



<http://40.cupe.ca>

#105-811 Manning Road, NE

Calgary, Alberta T2E 7L4

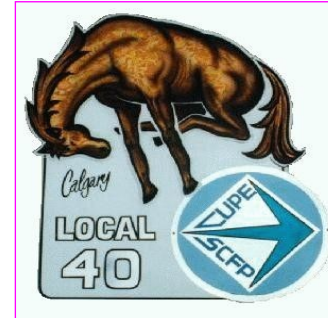
Phone: 403-235-0530

Fax: 403-248-6714

Email: [cupe40@telus.net](mailto:cupe40@telus.net)

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

**HAPPY** Father's Day!



**JUNE  
2024**

**IMPORTANT**



# CUPE 40

## General Membership Meeting



# In-person Meeting

Time: 9:00 AM

Saturday - June 1, 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](mailto: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



There's a lot that goes into managing a pension plan, but the good news is you don't have to worry about all those details.

## Your Plan is in Good Hands.

LAPP has many dedicated professionals acting with your best interests in mind and focused on what matters every day. If you want to learn about how the Plan is managed and who these professionals are, you've come to the right place. All the information you need is in this section and we're happy to share it with you.

LAPP is responsible for ensuring the pension needs of 301,223 members, some working, some who've deferred their pension, and some retired. We're accountable for the proper management and growth of a pension fund totalling over \$63 billion, and committed to providing a secure retirement income for LAPP members at a reasonable cost. This is a big commitment and one we will continue to approach with pride and enthusiasm for many decades to come.

## Who are we and what do we do at LAPP?

The governance, oversight, and strategic management of the Plan fall to those described in the section called [Our People](#). You can read more about the policies, planning, and strategic direction underpinning the work we do in the section called [Our Vision](#).

[Our Governance](#) explains what joint governance means today after the significant reforms made in March 1, 2019. Services related to day-to-day pension benefit administration and investment management are legislated and regulated by the Government of Alberta and provided by two designated Alberta Crown corporations detailed in the section called [Our Partners](#).

# President's Report

Dear Brothers, Sisters and Friends

We are coming to the end of another school year, seeing record enrollment and an increase of 9,000 students for the 24/25 school year! Alberta is the lowest funded per student in all of Canada, which makes the work that you do even more impressive. We will see an increase of staff and hours in the next school year, but we will continue to be stretched to provide the service we're accustomed to.

Local 40 is getting prepared for bargaining in the fall: a bargaining survey will be ready to send out at the beginning of June, so it can be completed before people go on vacation. Your bargaining committee is attending the Alberta Education Employees Committee's Mini-Conference this weekend where they will acquire new tools for bargaining and they will also be attending the CUPE Alberta Waging Ahead Bargaining Summit in June to strategize and be further educated. Also, attend the June 1 General Membership Meeting to engage in further discussions on bargaining a new contract. We have also ordered the little black books that contained our contracts, these are back by popular demand and will be distributed to your school in the next month.

I wish you all a wonderful and safe summer, enjoy this time with your family and friends, you deserve it! We are planning on having a Welcome Back BBQ on Labour Day, I look forward to seeing you there.

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

## 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](https://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.

the matter in labour-management meetings and raising awareness within the membership.

If you are looking for ways to deal with the work-related factors that add to stress, you can find more information on psychosocial hazards at [cupe.ca](http://cupe.ca).

You should also check in with your local executive. They have access to resources and assistance that can help deal with these types of problems. These complex problems can be easier to address with support.

## Stress hazards and the law

Employers are responsible for providing healthy and safe work. In some regions, CUPE members can access compensation for stress-related injuries and illnesses. However, Canada lacks clear explicit legislation and regulations around stress. Unions must advocate for legislation explicitly recognizing stress as a health and safety hazard.

## Advocating for change by filing for compensation

Canadian compensation systems provide support for work-related injuries and illnesses. There is research and medical evidence to support the work-related impacts of stress on workers' health and well-being.

This is why it is essential for CUPE members to file claims in cases of toxic stress. Filing claims for stress-related injuries and illnesses can challenge current practices.

Remember, stress claims can also be included as a part of other claims, such as ergonomic injuries.

## CUPE's commitment

CUPE acknowledges work-related stress as a significant health and safety issue and is committed to eliminating it. Efforts to reduce stress should be treated with the same level of dedication and diligence as other health and safety concerns.

For more information about critical incidents, psychosocial hazards, work-related violence and harassment, how work-related stress can be managed and more, visit [cupe.ca](http://cupe.ca).

## FOR MORE INFORMATION, CONTACT:

CUPE National Health and Safety Branch 1375 St. Laurent Boulevard, OTTAWA, ON K1G 0Z7  
Tel: (844) 237-1590 (toll free) Email: [health\\_safety@cupe.ca](mailto:health_safety@cupe.ca)



## 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](mailto:cupe40president@gmail.com) 403-650-0795 - Cell

### Vice President

Ferdinand Flores Acadia 403-926-2122 - Cell  
[cupevp40@gmail.com](mailto:cupevp40@gmail.com)

### Secretary Treasurer

Danielle Williamson Lester B Pearson 403-401-8626 - Cell  
[cupe40treasurer@gmail.com](mailto:cupe40treasurer@gmail.com)

### Recording Secretary

Grace Dizon Centennial 403-926-4441 - Cell  
[recordlocal40@gmail.com](mailto:recordlocal40@gmail.com)

### Chief Shop Steward

AJ Pointmeier Welding Dept. 587-891-6913 - Cell  
[cupe40chief@gmail.com](mailto:cupe40chief@gmail.com)

### Caretaking Rep

Joy Malones Saddle Ridge 403-383-3448 - Cell  
[carelocal40@gmail.com](mailto:carelocal40@gmail.com)

### Cleaner 1 Rep

Joel Gatus Chaparral 403-708-8859 - Cell  
[cupe40cleanrep@gmail.com](mailto:cupe40cleanrep@gmail.com)

### Highfield Rep

Jeff Heeg Trainer/Highfield 403-903-6427 - Cell  
[cupe40highfield@gmail.com](mailto:cupe40highfield@gmail.com)

### Sgt-at-Arms

Dave Manser Warehouse 403-470-8942 - Cell  
[cupe40sgt@gmail.com](mailto: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](mailto:hmmurtagh001@gmail.com)  
Noe Dizon / (403-918-6425) [noeadizon@gmail.com](mailto:noeadizon@gmail.com)

### Joint Worksite Health & Safety Committee (JWHSC)

Clay Gordon / (403-650-0795) [cupe40president@gmail.com](mailto:cupe40president@gmail.com)  
Abbie Mitchell / (403-970-9447) [abbiecupe40@gmail.com](mailto:abbiecupe40@gmail.com)  
May Reynaldo / (403-458-2975) [may.reynaldo@gmail.com](mailto:may.reynaldo@gmail.com)

# Collective Agreement Review

THE CALGARY BOARD OF EDUCATION & CUPE LOCAL 40

## ARTICLE 6

### PROMOTIONS, VACANCIES AND TRANSFERS

#### 6.12 Posting Vacant Positions After 180 Calendar Days

The following process is in place where an Employee in Facility Operations is absent from the work site due to illness/disability or WCB in excess of 180 calendar days:

- (1) The Employee is absent from the workplace on 90 calendar days of paid sick leave (Evergreen Plan).
- (2) The Employee uses 90 calendar days of paid sick leave and is then granted an unpaid general health leave or is picked up by the Extended Disability Benefit.
- (3) The Employee shall retain their position for an additional 90 calendar days. However, during this period, the Employee can voluntarily relinquish their position. If the Employee chooses to relinquish their position, the position is then considered vacant and can be posted.

In summary, a position is considered vacant and shall be posted 180 calendar days after the Employee first books off, that is 90 calendar days of sick leave and 90 days of unpaid general health leave, Extended Disability Benefit, WCB or a combination thereof.

This list is not complete. The way toxic stress affects a person depends on their body, their previous experiences, their cultural background and much more. When there is not enough time to rest and relax, the person may eventually become overwhelmed by events and consider medical leave.

#### **What causes work-related stress?**

Work stress can be caused by the type of work, the tools and space being used, and how work is organized.

Some examples include:

- Not having control
- Conflicting demands
- Not being involved in decision-making
- Lack of training, direction and clear responsibilities
- Overwork and bad shift schedules
- Job insecurity
- Violence and harassment
- Experiencing critical incidents
- Physical conditions like noise, vibrations, heat, overcrowding or poor air quality

The work-related factors that affect stress levels are called **psychosocial hazards**.

#### Intersectionality

Members of equity-deserving groups may have additional stressors to deal with, like violence or discrimination based on race, culture, origin, ability, gender identity or expression, or sexual orientation. Intergenerational trauma, like from colonization or racism, can cause mistrust of the health care or security systems we typically count on for help. Any action proposed must be respectful and inclusive.

#### **What can unions do about work-related stress?**

The first step is understanding how bad the problem is. Toxic stress can aggravate medical conditions or worsen injuries and illnesses.

If work-related stress affects one person, then the solutions could be individual, like accommodation or compensation. If it is a broader problem, then the occupational health and safety system should be examined by the joint health and safety committee or representative.

Solutions can be as varied as the people at work. These may include filing for compensation, negotiating an accommodations plan, developing a stress-prevention policy and program, running a survey (with or without the employer), discussing

## Work-related stress



Stress itself is not bad. It is a normal response to a situation that creates an urge to do something to respond to it. Stress can be a health and safety hazard if it is not managed well. Stress affects the way you think and the way you move.

Normal stress has a beginning and an end. It happens like this:

1. You face a threat or demand (stressor) and you start to feel stress.
2. Stress starts to go away when you deal with the threat or demand.
3. The situation is over when you can relax and no longer feel stressed.

For example, you might feel normal stress if you lose something important and get anxious for a short time. Stress in work is also normal. Sometimes there is a deadline or a big project that is important to you.

The thing to remember is that normal stress ends. In a work context, that means that there aren't more demands or threats than can reasonably be handled.

Toxic stress is what happens when you cannot relax because the stressors do not stop coming. This will interfere with your ability to rest and repair. There are medical problems that can appear in cases of toxic stress.

Toxic stress affects your body, your emotions, and how you think in a negative way. It can cause:

- Heart disease and stroke
- Headaches, muscle and joint pain
- Sleep problems and feeling tired all the time
- Mental health problems like mood swings, burnout, depression, substance-related problems or anxiety
- Difficulty managing stressors, which can lead to conflicts
- Difficulty concentrating and focusing on tasks
- Changes in appetite and weight
- Higher injury and illness risk

## Collective Agreement Review

### THE CALGARY BOARD OF EDUCATION & CUPE LOCAL 40

#### ARTICLE 16 - ANNUAL VACATION

**16.01.1** Annual vacations, with pay, shall be based upon full years of continuous service prior to an Employee's vacation entitlement date on the basis of the following schedule:

After one (1) year	15 working days (120 hours)
After five (5) years	20 working days (160 hours)
After sixteen (16) years	25 working days (200 hours)
After twenty-five (25) years	30 working days (240 hours)

**16.01.2** The vacation entitlement date for Employees shall be the Employee's general seniority date.

**16.02** Employees absent from work as a result of a WCB claim will have their vacation accumulation discontinued after a period of nine (9) continuous months.

Vacation accumulation will be discontinued nine (9) months from the 1st day of the month following the date of the WCB claim. Vacation accumulation will be reactivated on the 1st day of the month following the Employees' return to work.

An absence related to a WCB claim that does not exceed nine (9) months will not be subject to a discontinuance of vacation accumulation.

**16.03** Five (5) days (40 hours) of annual vacation may be carried over to the following year if an Employee is qualified for a vacation of at least fifteen (15) days (120 hours). This Clause is limited to a maximum of five percent (5%) of Employees in the Bargaining Unit.

**16.04** Any Employee terminating employment at any time in the Employee's vacation year, before the Employee has had vacation, shall be entitled to a proportionate payment of salary or wages in lieu of such vacation.

**16.05** Employees shall be entitled to use earned vacation on a year-round basis. Every effort shall be made to allow vacations when requested by Employees, after having first considered the efficient operation of a department.

Employees will be asked to indicate their preference for vacation time no later than May 1st of each year in order to establish an annual vacation schedule.

# 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.

# 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

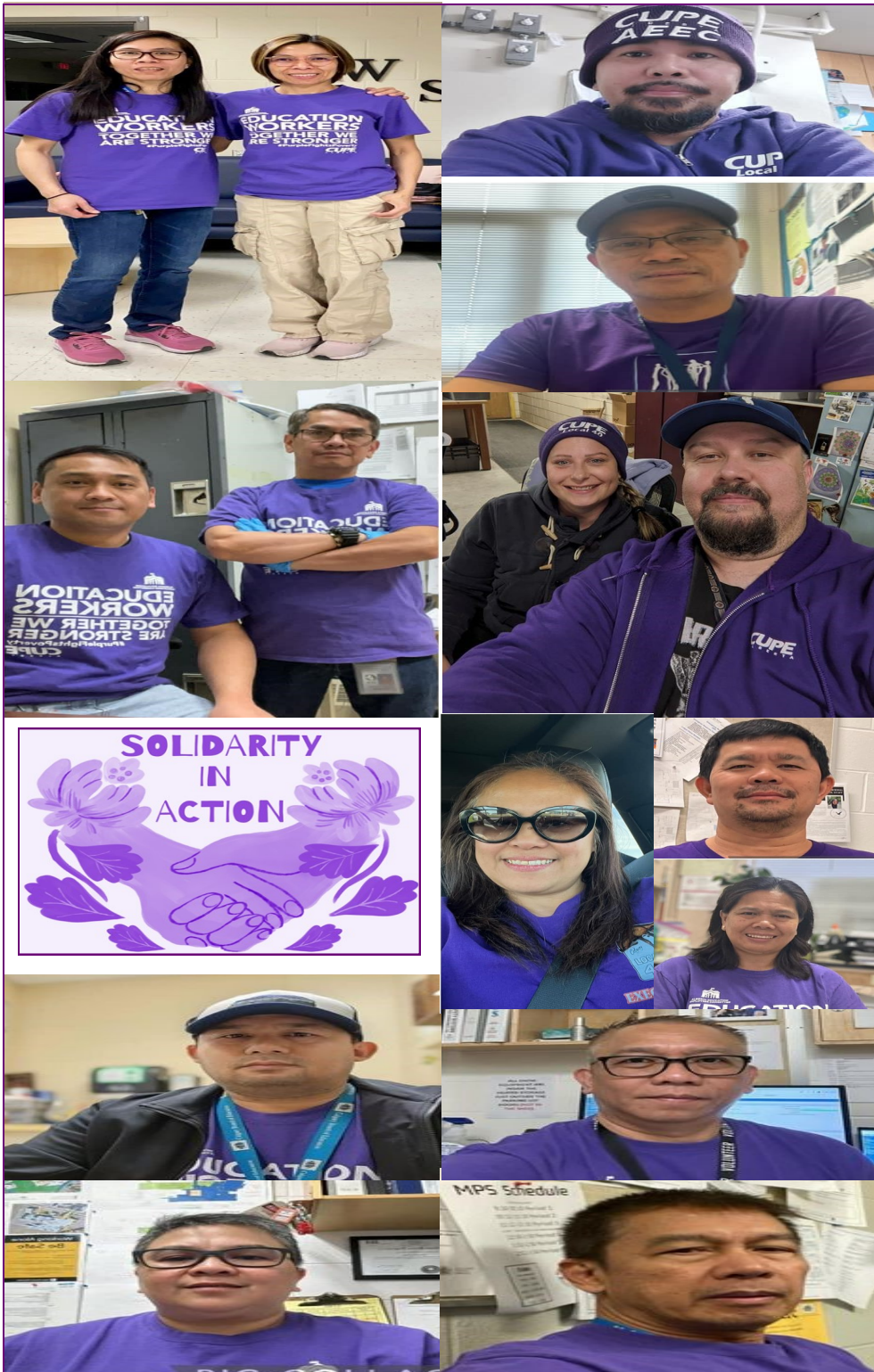
If you're having thoughts of suicide or are worried about someone you know.

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.





# Nominations & Elections

**Nominations & Elections  
June 1, 2024  
for the following  
Executive 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](mailto:cupe40treasurer@gmail.com)

\* recording secretary: [recordlocal40@gmail.com](mailto:recordlocal40@gmail.com)





# Mental health and well-being at work

*Health is a state of complete physical, mental and social well-being, and not merely the absence of disease or infirmity — World Health Organization, 1948*

Work is an important part of most people's lives, and there are many ways that work can impact workers. Work can promote mental health and wellness when it is well organized, designed and managed. Most importantly, it must respect human needs and limits.

Mental health and well-being affect a person's ability to realize their own potential, to effectively deal with the day-to-day stresses caused by life's challenges, to work productively and to contribute to their community.

Mental and physical health are deeply linked because the brain monitors and controls every part of our bodies. Physical illnesses or injuries have mental health symptoms (for example, pain can cause fatigue and concentration problems) and mental illnesses and injuries have physical symptoms (like diarrhea or vomiting). When one part of our body is ill or injured, it puts the whole body out of balance. When this happens, we need supports like accommodations or medical treatment.

## Intersectionality

Members of equity-deserving groups may have additional stressors to deal with, like violence or discrimination based on race, culture, origin, ability, gender identity or expression, or sexual orientation. Intergenerational trauma, like from colonization or racism, can cause mistrust of the health care or security systems we typically count on for help. Any action proposed must be respectful and inclusive.

## Signs there could be a problem

There are many signs and symptoms that you may notice in yourself, a coworker, a family member or a friend that can indicate there is a problem that needs more attention, possibly from a health care provider. Noticing symptoms in yourself or others is the first step.



Reminder to all and please pass on to your coworkers



# #PurpleFightsPoverty

# GO PURPLE



*Every Wednesday for the rest of the school year wear purple in support of Alberta Education Workers being paid a living wage*

## AB Education Worker Wednesdays



Watch out for changes that point to a decline in well-being, such as:

- Changes in eating or sleeping habits
- Withdrawal or isolation
- Sudden or unexpected change in alcohol or drug use
- Changes in personal appearance
- Changes in energy, sociability, physical health or behaviour
- Loss of focus or productivity
- Frequent absences
- Errors or accidents on the job
- Talking about strange ideas

If you notice signs that there might be a problem, avoid making a diagnosis. Only a health care provider can do that. Passing judgment on or making assumptions about yourself or others can unintentionally cause harm. The best thing you can do is be supportive and non-judgmental. There is no shame in being unwell.

People who are struggling under pressure are more likely to need support and help. That is how you can be most helpful.

### FOR MORE INFORMATION, CONTACT:

CUPE National Health and Safety Branch 1375 St. Laurent Boulevard, OTTAWA, ON K1G 0Z7  
Tel: (844) 237-1590 (toll free) Email: [health\\_safety@cupe.ca](mailto:health_safety@cupe.ca)



# Nominations & 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.

## 2024 National Sector Council Conference

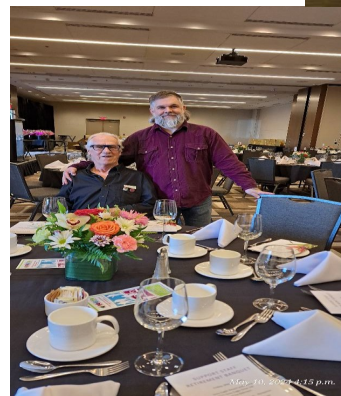


October 7–10, 2024  
Winnipeg, Manitoba

Nominations will be accepted either through email @ [cupe40election@gmail.com](mailto: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.**

## Support Staff Retirement Banquet





May 10, 2024 7:29 p.m.



May 10, 2024 7:29 p.m.

May 10, 2024 8:07 p.m.



# 2024 Bargaining Summit

*Empower. Unite. Win.*

*Build worker power and solidarity to win real wage increases for Alberta workers in bargaining.*

**Friday June 21 (evening) and Saturday June 22**

**Best Western Premier Calgary Plaza Hotel & Conference Centre**  
1316 33 St NE, Calgary, AB T2A 6B6

## Highlights Include:

**Official Alberta screening of "Bargaining Forward"**

*Witness the unity and resilience of 22,000 public sector workers in New Brunswick as they strike against wage suppression, sparking a nationwide movement.*

**Reclaiming Worker Power for Real Wage Increases**

*Explore how to empower workers for substantial wage hikes in Alberta!*

**Strike is not a Four-Letter Word**

*A powerful tool for change*

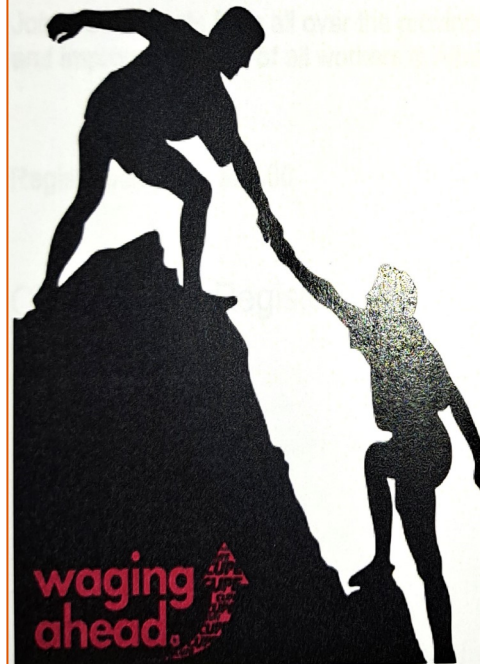
**Building Cross-Sector Solidarity**

*Working Together*

**Waging Ahead and Bargaining Forward**

*How do we move forward?*

**Mixer on Friday Night**



**waging ahead.**





we're celebrating  
**NATIONAL  
INDIGENOUS  
PEOPLES  
DAY**

June  
**21**



## Women's Committee

### News

Good day Brothers and Sisters,

I hope everyone had a wonderful Mothers Day and celebrated their mothers with love and kindness. As you know, it is coming up to June and it will soon be Fathers' Day, The Women's Committee would like to acknowledge the fathers everywhere. This Father's Day show your love to the fathers in your life. We, in the Women's Committee will be planning some events soon. We just want to let you know that if you need our support we are available for you. I hope you all have a wonderful June.

*Heather M.  
Women's Committee Chair*





Happy  
FATHER'S  
DAY



FUN

AWESOME

TENDER

HERO

EXCITING

RELIABLE

# CUPE 40 JUNE 2024



ALS Awareness Month  
Brain Injury Awareness Month  
Spina Bifida & Hydrocephalus Awareness Month  
Stroke Awareness Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	<p><b>JULY 1<sup>st</sup></b> <b>HAPPY CANADA DAY</b></p>					<p>1 General Membership Meeting @ 9am (In-person)</p>
2	<p>3</p> <p><b>World Bicycle Day</b></p>	<p>4</p> <p><b>INT'L DAY OF INNOCENT CHILDREN VICTIMS OF AGGRESSION</b></p>	<p>5</p> <p>#paintABpurple</p> <p><b>GLOBAL RUNNING DAY</b></p>	6	<p>7</p> <p><b>WORLD FOOD SAFETY DAY</b></p>	<p>8</p> <p><i>World Oceans Day</i></p>
9	10	11	<p>12</p> <p>#paintABpurple</p> <p><b>WORLD DAY AGAINST CHILD LABOUR</b></p>	<p>13</p> <p><b>INTERNATIONAL ALBINISM AWARENESS DAY</b></p>	<p>14 <b>Pay Day</b></p>	<p>15</p> <p><b>WORLD ELDER ABUSE AWARENESS DAY</b></p>
<p>16</p> <p><b>HAPPY FATHER'S DAY</b></p>	<p>17</p> <p><b>WORLD DAY TO COMBAT DESERTIFICATION AND DROUGHT</b></p>	<p>18</p> <p><b>SUSTAINABLE GASTRONOMY DAY</b></p>	<p>19</p> <p>#paintABpurple</p> <p><b>INT'L DAY FOR THE ELIMINATION OF SEXUAL VIOLENCE IN CONFLICT</b></p>	<p>20</p> <p><b>WORLD REFUGEE DAY</b></p>	<p>21</p> <p><i>National Aboriginal Day</i></p>	22
<p>23</p> <p><b>UNITED NATIONS PUBLIC SERVICE DAY</b></p>	<p>24</p> <p><i>Discovery Day</i></p>	<p>25</p> <p><b>DAY OF THE SEAFARER</b></p>	<p>26</p> <p>#paintABpurple</p> <p><b>International Day against Drug Abuse and Illicit Trafficking</b></p>	<p>27</p> <p><b>NATIONAL SUNGLASSES DAY</b></p>	<p>28 <b>Pay Day</b></p>	<p>29</p> <p><b>INTERNATIONAL DAY OF THE TROPICS</b></p>
						<p>30</p> <p><b>INTERNATIONAL DAY OF PARLIAMENTARISM</b></p>