



<http://40.cupe.ca>

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Calgary, Alberta T2E 7L4

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

Please make this Newsletter available for all
CUPE Local40 members



MAY
2025

IMPORTANT





CUPE Local 40



General Membership Meeting In-person Meeting

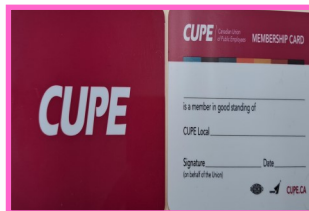
Time: 9:00 AM

Saturday - May 10, 2025

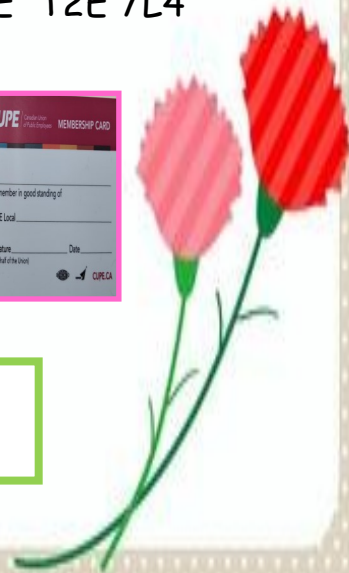
Local 40 office:

#105-811 Manning Road, NE T2E 7L4

Please don't forget
to bring your **Pink**
CUPE Membership
Card .

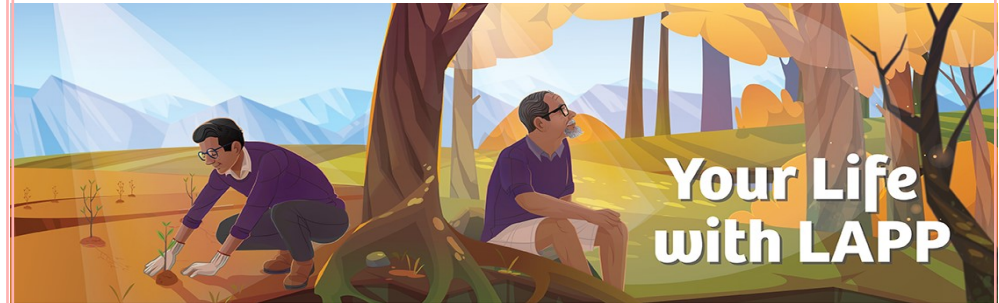


You Must Be a Card Carrying Member
In Good Standing



Lapp

PENSION



Your 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.



PENSION



For All Inquiries Related to Your LAPP Membership or Pension:

Secure Messages: Log in to [Your Pension Profile](#) to ask questions, request information, and submit documents related to your personal pension file using Secure Messages.

Contact our 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.

Phone: 1-877-649-5277

Fax: 780-421-1652

Have a general inquiry regarding LAPP?

This email address is for *general* inquiries only. Please use [Secure Messages](#) for all personal inquiries and requests for information.

Email: memberservices@lapp.ca

President's Report



Dear Brothers, Sisters and Friends

First of all, welcome back to work and congratulations on securing a new contract!

The members of Local 40 planned, mobilized, and executed a successful strike. What you accomplished is unprecedented and you should all be very proud of yourselves. Bargaining never ends, we are just in a different part of the cycle and we will be electing a new Bargaining Committee at the May 10th General Membership Meeting. As we did in the last round, we will build on our successes and be ready to bargain in 2028.

I would like to thank the Executive Committee, the Bargaining Committee, the Member Engagement Committee, the Strike Committee, and all of the members. We could never have done this without all of you, this was a team effort. Thank you for putting your trust in me and I promise to continue to fight with you by my side.

The Member Engagement Committee did fantastic work contacting all the members and we have never seen engagement to this level. At our last GMM we passed a motion to create a Social Committee, it's important that we stay engaged, building solidarity! If you are interested in joining the Social Committee or have ideas for future Local 40 events, reach out to myself or the office and we'll keep it rolling.

Our next project is getting the members and public ready for the municipal election in the fall, this is your opportunity to elect your bosses, the Trustees of the Calgary Board of Education. Our Anti Privatization/Political Action committee will be working closely with the Calgary & District Labour Council, we need to identify and support labour friendly candidates that actually care about public education. The students and staff at the CBE need trustees that will hold the government of Alberta accountable for the chronic underfunding of public education.

I look forward to the work we'll do going forward and CUPE Local 40 will continue to lead the change!

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.

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
cupevp40@gmail.com		

Secretary Treasurer

Abbie Mitchell	Richmond	403-970-9447 - 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

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 9 - HOURS OF WORK

- 9.01** The regular working hours for Employees shall be forty-one and one-quarter (41¼) hours per week, eight and one-quarter (8¼) hours per day, all year except for the period specified in Clause 9.03. The basic rates of pay for these hours of work will be as specified in Appendix "A" of this Collective Agreement.
- 9.02** No Employee will be required or expected to perform unpaid hours of work.
- 9.05** Any shift commencing after 3:30 p.m., or prior to 6:45 a.m., shall be paid for at the rate of eight and one-quarter (8¼) hours pay for seven and one quarter (7¼) hours work. Employees shall be entitled to at least an eight (8) hour rest period between scheduled shifts or the Employee shall be paid as per Clause 11.01.
- 9.06** Employees shall be entitled to two (2) fifteen (15) minute paid work breaks for each full day worked, one before the meal break and one after the meal break, times to be designated by Management. Employees who are employed in a position with an F.T.E. of less than 1.0 shall receive one (1) fifteen (15) minute paid work break for each shift of three (3) to five (5) consecutive hours, and two (2) fifteen (15) minute paid work breaks for each shift of more than five (5) hours. Employees shall receive one (1) fifteen (15) minute paid work break for each three (3) hour period of overtime worked in excess of their regular working day.



AEEC Membership Meeting

Annual General Meeting
May 3 - 4, 2025



“From Resistance to Results: Building Our Power Through Unity”

Celebrating Our Wins. Strengthening Our Future.

Working together, setting goals, and building power has set a path to real gains. We need to celebrate this success and move into the future with this momentum.

COMMITTEE & DELEGATES:

Clay Gordon
AJ Pointmeier
Grace Dizon
Jeff Heeg
George Kutzak
Rhett Brown
Abbie Mitchell
Heather Murtagh
Noe Dizon
Hazel Sabalboro
JB Sabalboro

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.
- 11.04** 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. The Employer shall provide the Union with a copy of the overtime list by September 30th of each school year and an updated list by January 31st of each year.

APPENDIX F Trial Procedure

Purpose:

The purpose of the Trial Procedure is to provide members in good standing an internal process to have complaints against other members dealt with in a fair and impartial manner. The Trial Procedure is not to be used for political gain or to resolve interpersonal conflict which does not have a foundation in one of the enumerated offences outlined in Article F.1.

Members are expected to attempt to deal with issues prior to resorting to file a complaint. Concerns are best resolved when members discuss the issues amongst themselves and arrive at mutual solutions. This can be accomplished either through one-on-one conversation or through facilitated/mediated discussions.

The use of mediation can occur at any time once a complaint is filed including during a trial.

F.1 Offences

A member who does any of these acts is guilty of an offence against this Constitution:

- (a) violates any provision of this Constitution or the approved bylaws of any chartered organization;
- (b) becomes a member by dishonesty or misrepresentation;
- (c) brings or urges another member to bring an action in court against the National Union, the National Executive Board, any officer of the National Union, a Local Union or any member of a Local Union about any matter related to the National Union or any chartered organization without exhausting any remedy under this Constitution;
- (d) attempts or supports an attempt to remove any member, group of members or Local Union from the Union;
- (e) produces or distributes any false report about a member of the Union about any matter related to the National Union or any chartered organization, verbally or in any other manner;
- (f) helps any organization competing with the Union in a way that is harmful to the Union;
- (g) steals or dishonestly receives any property of the National Union or any chartered organization;
- (h) uses the name of the Union or any chartered organization to request monies or to advertise without proper authorization;
- (i) without proper authorization, gives a complete or partial list of the membership of the Union or any Local Union to anyone who is not an official entitled to this information;
- (j) wrongfully interferes with the performance of duties by any officer or employee of the National Union;
- (k) sends out information designed or intended to harm or weaken the Union;
- (l) fails to respect the Local Union's picket line, works for the employer during a legal strike or labour dispute or engages in any strike-breaking activity;
- (m) acts in a way that is harassment or discrimination on the basis of sex, sexual orientation, gender identity, gender expression, language, age, race, ethnicity, ancestry, colour, place of origin, creed, disability, family status, marital status or record of offences.

May 5th is: Red Dress Day



The National Day of Awareness for Missing and
Murdered Indigenous Women and Girls and Two-
Spirit People.

2010 report by the Native Women's Association of Canada found:

- Indigenous women are 3x more likely to be harmed by a stranger than non-indigenous women.
- Between 2000-2008; Indigenous women made up only 3% of the Canadian Population but represented 10% of all female homicides.
- 16% of cases took place in Alberta.

AFL Convention Resistance Rally @ Alberta Legislature Building 🍌 🍌 🍌



F.2 Making a Complaint

- (a) A member in good standing of the Union (the complainant) may charge a member or officer of the Local Union (the respondent) with an offence by sending a written complaint to the Recording Secretary of the Local Union. The written complaint will set out:
 - (i) The specifics of the complaint, citing in detail the nature of the complaint, the members involved, the date and circumstances of the alleged offence, a list of confirmed witnesses and documents the complainant intends to rely upon;
 - (ii) which parts of Article F.1 have been violated and the specific act or failure to act which constitutes the alleged violation;
 - (iii) the complaint will be sent within 60 days after the complainant became aware of the offence.
- (b) The Recording Secretary will countersign the complaint and deliver a countersigned copy of the complaint or send it to the respondent by registered mail or by email within ten days of receiving it.
- (c) The Recording Secretary will forward a copy of the complaint and documents to the National President.

F.3 Determining Whether Sufficient Evidence Exists to Establish an Offence

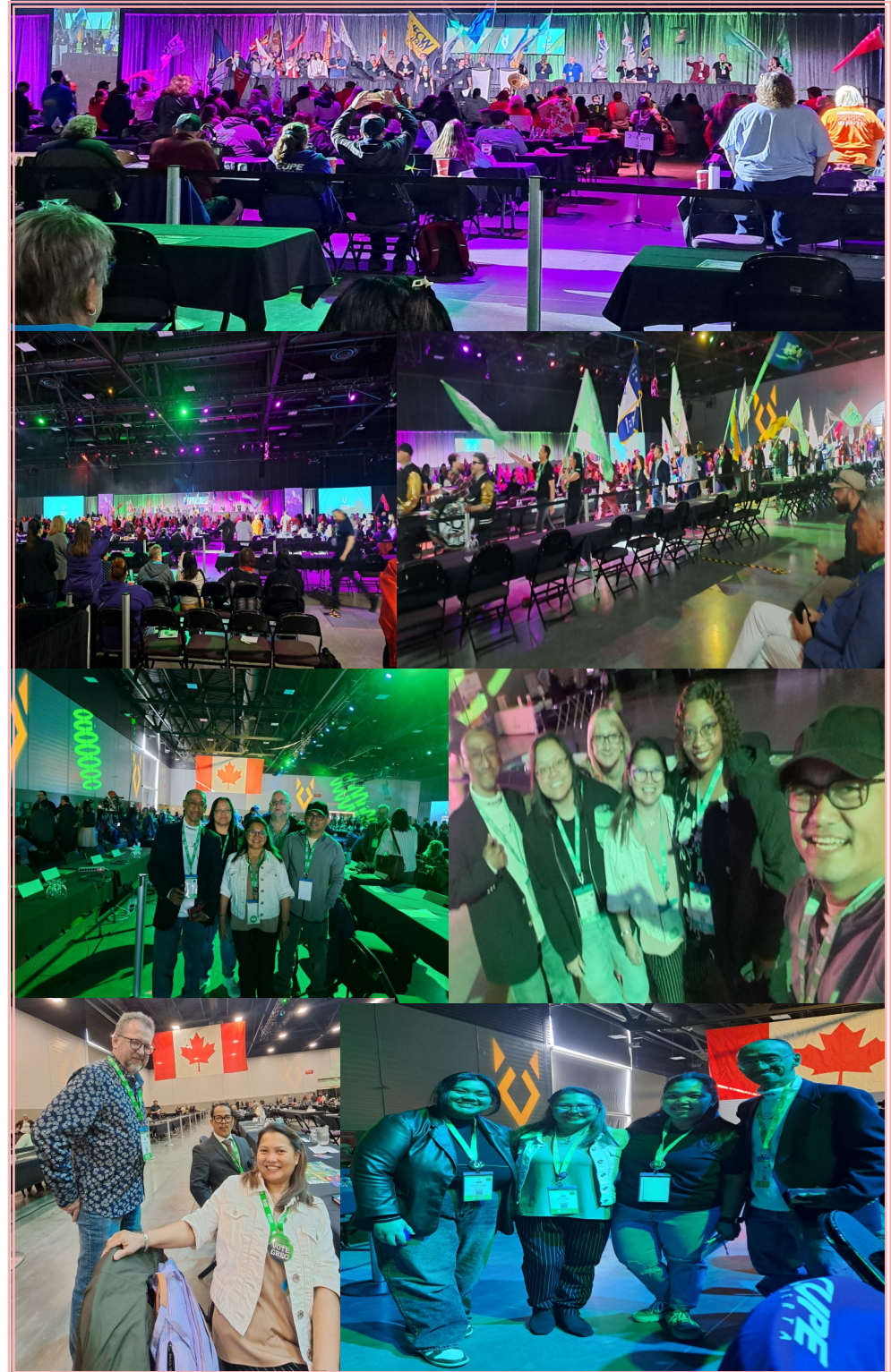
- (a) The National President will appoint an Assessor to review the complaint and determine whether it meets the requirements set out in Article F.2, and if sufficient evidence exists to establish an offence. The Assessor will report their findings and recommendations to the National President within 30 days of appointment. Upon request by the Assessor, the National President may extend the reporting deadline as required in the circumstances.
- (b) If the complaint is incomplete, the Assessor will advise the complainant in writing to request the missing information or documentation. The complainant will have 10 days from receipt of the Assessor's correspondence to provide the required materials. A complaint will not proceed until it is complete, and during this time, the Assessor's reporting deadline is suspended.
- (c) The Assessor may meet with the complainant and respondent either in person or through teleconference. When meeting with the parties, the Assessor will review the Appendix F process.
- (d) The National President will report the decision of the Assessor to the complainant, respondent, and Recording Secretary of the Local Union.
- (e) The complainant may request reconsideration of the Assessor's decision to the National President within 14 days of receipt. Upon receipt of a request, the National President will assign a different Assessor to review the decision as soon as possible.
- (f) A request for reconsideration of the Assessor's decision is not an opportunity for a complainant to re-argue their case a second time. The reconsideration will only be granted in the following limited circumstances:
 - (i) new facts that the complainant could not have brought to the attention of the Assessor, and which would likely have caused the Assessor to arrive at a different conclusion;
 - (ii) an error of fact or law that casts serious doubt on the interpretation of the Constitution; or (iii) a failure to respect the principles of natural justice.
- (g) The decision on the request for reconsideration is final and binding.
- (h) The National President will report the final decision to the complainant, respondent, and Recording Secretary of the Local Union.

F.4 Trial Panel and Trial Committee

- (a) The National Executive Board, upon recommendation of the National President, will appoint members from each region to serve as Trial Panelists for their respective regions.
- (b) Where sufficient evidence exists to establish an offence, and the matter has not been settled through mediation, the National President will appoint three members of the Regional Trial Panel to serve as the Trial Committee. If the complainant or respondent objects with valid reasons to the appointment of a member to the Trial Committee, the National President may appoint another member.
- (c) Members who have a complaint alleging a violation of Article F.1(m) may opt to use an alternate process adopted by the National Executive Board.
- (d) If a complaint or complaints charge two or more accused with an offence or offences based on facts, issues or circumstances that are similar or related, as determined by the National President, one Trial Committee will be selected to hear and decide the complaint or complaints.
- (e) The National President will assign a National Representative to provide support, advice and guidance concerning procedural matters to the Trial Committee.

F.5 Trial Committee

- (a) Prior to the commencement of the private hearing the Trial Committee will convene a teleconference with the complainant and respondent and their respective representatives to deal with preliminary matters concerning the trial including procedural questions.
- (b) The Trial Committee will hold a private hearing into the complaint or complaints within 30 days of being selected. The Committee will give at least 14 days' written notice to the complainant and the respondent of the time and place of the hearing. The notice will be delivered in person or sent by registered mail or by email.
- (c) The Trial Committee decides its own procedure in accordance with the rules of natural justice. The Committee can accept any oral or written evidence that it considers proper, so long as every member receives a fair and impartial hearing. The Trial Committee can decide any preliminary objection to the complaint and can dismiss the complaint. The Trial Committee will make the necessary arrangements to have a record of the hearing. The Trial Committee must act with all three members.
- (d) The cost of conducting a trial will include lost wages and reasonable expenses for the Trial Committee, the cost of a hearing room and the cost of keeping a record of the trial. The cost of the trial will be borne by the Local Union where the complaint originates.





EDMONTON, AB
April 24-27, 2025

AFL'S 54TH CONSTITUTIONAL CONVENTION

COMMON FRONT CONVENTION:
THE WORKER AGENDA



(e) The Local Union is not responsible for the costs of either the complainant or the respondent. However, should the Local Union agree to pay the costs for one party to the complaint, then they are obligated to pay the costs for both the complainant and the respondent.

(f) The complainant is required to prove that the respondent has committed an offence or offences.

(g) The respondent and the complainant have the right to be present at the hearing, to call witnesses and to cross examine witnesses called by the other side. They may choose someone to represent them at the hearing or at any other time from when a complaint is filed to when the complaint is resolved. The representative must be a member in good standing of a trade union affiliated to the Canadian Labour Congress, unless the law does not permit this restriction.

(h) If either the complainant or the respondent does not attend the hearing, the Trial Committee can dismiss the complaint, adjourn the hearing or hold the hearing and decide the complaint in their absence. The Committee can set terms that it considers appropriate for granting an adjournment. The Committee must consider the duty to accommodate when a request for an adjournment is made.

(i) The Trial Committee decides whether the respondent is guilty of the offence or offences by a secret ballot vote. The respondent is guilty only if at least two members of the Committee vote guilty.

(j) If the respondent is found guilty, the Trial Committee will decide any penalty and what, if anything, the respondent must do or not do. The decision may include:

(i) a reprimand;

(ii) a fine where permitted by law;

(iii) a suspension or expulsion from membership except where such suspension or expulsion from membership would lead to termination of employment;

(iv) a ban against holding membership or office;

(v) an order to stop doing the act or acts complained of;

(vi) an order to correct the act or acts complained of; or

(vii) any other order that the Trial Committee finds appropriate in the circumstances.

(k) The Chairperson of the Trial Committee will report the Committee's decision to the respondent and the complainant and the National President. The Chairperson of the Trial Committee when reporting to the National President will also provide the record of the hearing. The National President will report the decision to the Recording Secretary of the Local Union. The decision of the Trial Committee will be recorded in the minutes of the next general membership meeting.

F.6 Appeal

(a) The respondent can appeal a finding of guilt and any penalty or order by sending a written appeal to the National President. The appeal must be made within 30 days of when the decision of the Trial Committee was reported to the respondent. The complainant cannot appeal the decision of the Trial Committee.

(b) The written appeal by the respondent will set out:

(i) the part or parts of the decision that are being appealed;

(ii) the date on which the decision was reported to the respondent;

(iii) the reasons for the appeal;

(iv) whether the respondent wants a hearing or wants to make submissions in writing;

(v) the desired location, if a hearing is requested; and

(vi) the remedy requested by the respondent. The respondent will send the appeal to the National President by registered mail or by email and will send a copy of the appeal to the complainant and to the Recording Secretary of the Local Union.

(c) On receiving a copy of the appeal, the National President will send a copy of the record of the Trial Committee to the complainant and the respondent.

(d) On receiving the appeal, the National President will appoint three members of the National Executive Board to be the Appeal Panel. The Appeal Panel cannot include any member of the National Executive Board who has heard an appeal in the case under Article F.3(c). The Appeal Panel will hear and decide the appeal. The Appeal Panel will determine its own procedure and will give the parties a full opportunity to present their case and make submissions on the issues in the appeal.

Congratulations! to our striking locals on receiving the **May Day Solidarity Award** at the AFL Convention!

We'd like to offer a big thank you to the **AFL** for this honour!

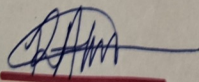


CERTIFICATE OF AWARD

THIS CERTIFICATE IS AWARDED TO:

WOMEN OF CUPE 40

CUPE Alberta Woman of Distinction Award



Raj Uppal
CUPE Alberta
Diversity Vice President

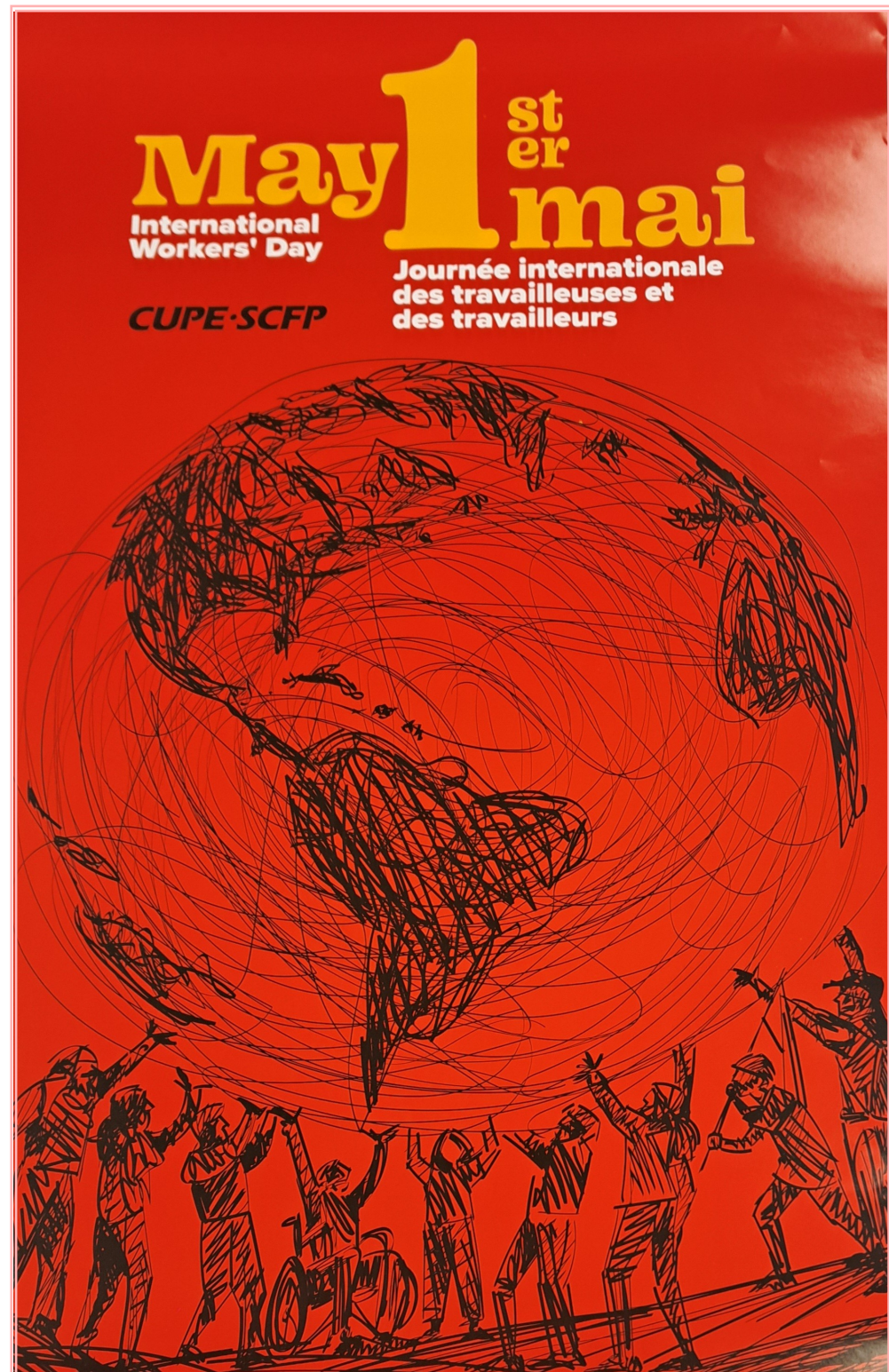


- (e) If the respondent requests a hearing, the Appeal Panel will send notice to the complainant and the respondent of the time and place of the hearing. The notice will be sent by registered mail or by email at least one month before the hearing.
- (f) The respondent and the complainant have the right to be represented at the appeal hearing. The representative must be a member in good standing of a trade union affiliated to the Canadian Labour Congress, unless the law does not permit this restriction.
- (g) The Appeal Panel can confirm or set aside the finding of guilt and can confirm, change or set aside any penalty or order made by the Trial Committee. The Appeal Panel will make its decision within 90 days of the completion of the hearing or written submissions. The decision of the Appeal Panel is final and binding.
- (h) The penalty or order of the Trial Committee will not be enforced until:
 - (i) the Appeal Panel has made its decision;
 - (ii) the respondent gives up the right to appeal; or
 - (iii) the respondent fails to appeal the decision of the Trial Committee as set out in Article F.6 (a) and (b).
- (i) If the appeal is upheld in whole or in part, the Local Union will pay the travel and accommodation expenses of the respondent for attending the hearing before the Appeal Panel. Travel and accommodation will be paid at the rate outlined in the Local Union bylaws. If the appeal is dismissed, the respondent will pay their own expenses.
- (j) The Appeal Panel will report its decision to the complainant, respondent, the National President and the Recording Secretary of the Local Union. The decision of the Appeal Panel will be reported to the next membership meeting and recorded in the minutes of the meeting.



Below are the donations that CUPE Local 40
Received during Strike from:

United Nurses of Alberta
Alberta Teachers Association
Alberta Teachers Association Local 38
CUPE Ontario Division
CUPE Local 4400
CUPE Local 4195
CUPE Local 561
CUPE Local 4222
CUPE Local 3912
CUPE Local 38





Happy Mothers Day
to all the Mothers
out there! It's
definitely not always
the easiest job,
but it is the most
rewarding!

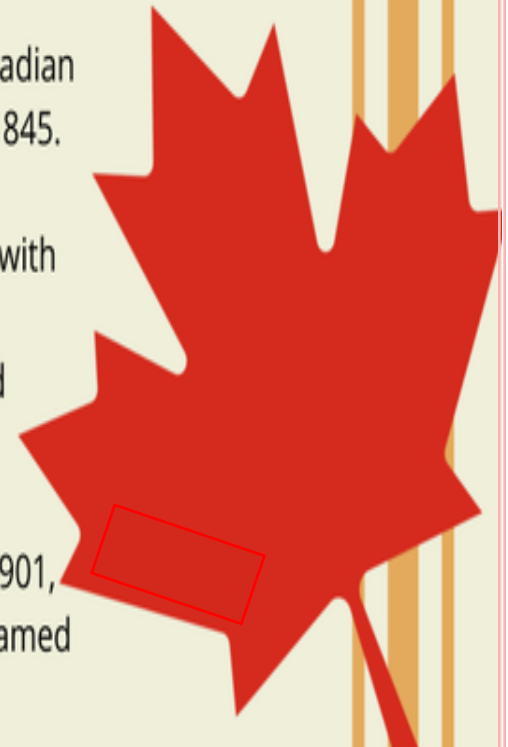
GUESS WHAT?

IT'S VICTORIA DAY!

Victoria Day was declared a Canadian holiday by the government in 1845.

At that time, it was celebrated with picnics, parades, sporting tournaments, fireworks and cannon salutes.

When Queen Victoria died in 1901, Canada's parliament officially named the holiday Victoria Day.



CUPE 40 MAY 2025



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

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1 	2 Pay Day 	3 World Press Freedom Day
4	5 RED DRESS DAY Mental Health Week	6	7 TEACHER APPRECIATION DAY	8 TIME OF REMEMBRANCE & RECONCILIATION FOR THOSE WHO LOST THEIR LIVES DURING WWII	9	10
11 Mother's Day	12 NURSES WEEK	13 MENTAL ILLNESS AWARENESS WEEK STARTS	14	15 INTERNATIONAL DAY OF FAMILIES	16 Pay Day INTERNATIONAL DAY OF LIVING TOGETHER IN PEACE	17 WORLD TELECOMMUNICATION & INFORMATION SOCIETY DAY
18 INTERNATIONAL MUSEUM DAY	19 General Holiday Victoria Day	20 National Rescue Dog Day	21 WORLD DAY FOR CULTURAL DIVERSITY FOR DIALOGUE & DEVELOPMENT	22 International Day for Biological Diversity	23 INTERNATIONAL DAY TO END OBSTETRIC FISTULA	24
25 National Wine Day	26	27	28	29 INTERNATIONAL DAY OF U.N. PEACEKEEPERS	30 Pay Day	31 World No Tobacco Day