

<http://40.cupe.ca>

#105-811 Manning Road, NE

Calgary, Alberta T2E 7L4

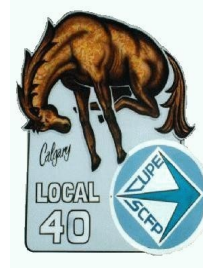
Phone: 403-235-0530

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



NOVEMBER
2024

IMPORTANT



NOVEMBER 11th



CUPE 40



General Membership Meeting

In-person Meeting

Time: 9:00 AM

Saturday - November 2, 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**

Lapp

PENSION

What are the common sources of retirement income I may use while retired?

Government Pension Plans

- Canada Pension Plan (CPP);
- Old Age Security (OAS); and
- Guaranteed Income Supplement (GIS).

Employer Pension Plans

- Your LAPP Defined Benefit Pension;
- Other Defined Benefit Pensions;
- Defined Contribution Pensions;
- Deferred Profit-Sharing Plans; and
- Group Registered Retirement Savings Plans (RRSPs).

Registered Investment Income

- Registered Retirement Savings Plan (RRSP);
- [Locked-In Retirement Account \(LIRA\)](#);
- Locked-In Retirement Income Fund (LRIF);
- Life Income Fund (LIF); and
- Annuities.

Non-Registered Investment Income

- Interest on personal savings;
- Interest from GICs;
- Dividends from or sale of stocks;
- Interest from bonds;
- Dividends from or redemption of mutual funds;
- Conversion of home equity;
- Income from business assets;
- Income from real estate; and
- Liquidation of personal assets.

Who to Contact for Retirement Planning Advice

We recommend that you seek advice from an [independent financial advisor](#) before making any retirement decisions. To help you choose the right financial professional, the Government of Canada has some helpful guidelines.



Thinking of Retiring

There are many things to consider before taking the final step to retirement. How much will you get from your LAPP pension? What kind of retirement lifestyle do you want? What are the benefits of working a little longer while you continue paying into the Plan?

One of the most common questions someone thinking of retiring asks is: "How much can I expect to get from my pension?" You can run a pension estimate using different scenarios with your [Pension Estimator](#). Or you can use the Pension Projection Calculator within [Your Pension Profile](#), using the current information we have on file for you.

You can rest easy knowing we're here to help you make one of the most important decisions of your life!

There's a lot that goes into planning for your retirement. The earlier you start your retirement planning, the more prepared you'll be when the time comes.

In retirement, many Canadians have a reduced income since they're no longer working. It's important to think about how much you'll need in order to retire comfortably, and, if you'll be relying on a reduced income, whether it'll be enough for the type of retirement lifestyle you want.

Because retirement planning can be a complex process with many things to consider, you may want to talk to a financial professional who specializes in retirement planning.

Other Sources of Retirement Income to Consider

If you're like most Canadians, the money you receive once you retire will come from different sources:

- The [Canada Pension Plan \(CPP\)](#) and [Old Age Security \(OAS\)](#) are government pensions most Canadians will have;
- You may qualify for another government program called the [Guaranteed Income Supplement \(GIS\)](#); and
- You may have [Registered Retirement Savings Plans \(RRSPs\)](#) or other investments, or you have a pension from another employer.

President's Report

Dear Brothers, Sisters and Friends

I'd like to take this opportunity to give an update on where Local 40 and the rest of the province is with bargaining. We ratified our bargaining proposals, with 100% in favour, on October 17th. Local 40 requested disclosure and bargaining dates in August, followed up in September, and was told that we would receive the documents requested by the end of September. That date came and went, also no dates to bargain from the employer were offered, another request was sent in October with more bargaining dates and a deadline of October 25th to provide the documents requested. If we do not receive the documents requested and bargaining dates by the end of day on October 25th, we will be filing a complaint with the Alberta Labour Relations Board that the Calgary Board of Education is not bargaining in good faith.

As I mentioned in last month's newsletter, education workers with CUPE Local 2545 and 2559 in Fort McMurray conducted a strike vote and the government of Alberta interfered with imposing a Dispute Inquiry Board, taking away their right to strike. We have also seen the same thing happen with CUPE Local 3550 and 474 in Edmonton recently, this is obvious interference from the government and nothing but a delay tactic. The government is interfering with bargaining by imposing poverty wage mandates and now interfering with our right to strike! These locals are mobilized and ready for a fight, the government is only delaying the inevitable.

We have to be prepared; we have to organize and we will not back down!

Your Member Engagement Committee will be working hard the next couple months to engage with all of our members, we will be having those important one-on-one conversations with every single member! We want to dispel any misinformation out there, provide information and answer all of your questions.

One last thing I'd like to share, if you have worked overtime or salary differential, make sure you have it all submitted as early as possible to ensure it's on your next paycheque. The Alberta Labour Standard clearly states that all money earned must be paid within ten (10) consecutive days from the end of the pay period, no exceptions! Your supervisor might have questions, but as long as you answer the questions prior to the cutoff, you will be paid in the correct pay period. If they miss it and you have submitted properly, they have to provide an off-cycle payment, otherwise it is Wage Theft!

November 2nd is our next General Membership Meeting, come out and have your voice heard.

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
cupevp40@gmail.com		

Secretary Treasurer

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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
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Caretaking Rep

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carelocal40@gmail.com		

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Joel Gatus	Chaparral	403-708-8859 - Cell
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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: 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 17 - GROUP BENEFIT PLANS

17.01 The Group Benefit Plans refer to life insurance, accidental death and dismemberment, supplementary health benefits, (hospitalization and major medical and vision care), dental benefits and Extended Disability insurance as outlined in the applicable group insurance policies.

17.02 Participation in the Group Benefit Plans shall be a condition of employment for all Employees who commence permanent full-time employment and for all part-time Employees who are employed in permanent positions of fifteen (15) hours per week or more. Employees who work fewer than fifteen (15) hours per week are not eligible to participate in Group Benefits Plans. Continued participation in the Plans is compulsory for those who had an option and elected to participate in the Group Benefit Plans.

17.03 Effective September 1, 2019, the cost sharing of the Group Benefit Plans between the Board and the Employees shall be:

	BOARD	EMPLOYEE
Life and Accidental Death and Dismemberment	100%	---
Supplementary Health Benefit	100%	---
Dental	100%	---
Extended Disability	75%	25%

17.04 The Board will administer the Plans in consultation with the Union through the Health and Wellness Committee.



DIVERSITY SERIES

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!



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

HEALTH SPENDING ACCOUNT

17.05 Health Spending Account

Effective January 1 of each year, the Board will contribute to the Health Spending Account and/or Wellness Account, as selected by the Employee, an annual amount of eight hundred (\$800) dollars for each eligible Employee covered by this agreement who are on payroll as at the first working day of the year. Eligible Employees will be actively at work, on maternity leave, on paid sick leave, on Workers' Compensation or extended disability.

Contribution to the Health Spending Account and/or Wellness Account will be prorated for Employees who occupy a position less than one full time equivalent (1.0 FTE) covered by this Agreement who are on payroll as at the first working day of each calendar year.

The unused balance in an Employee's Health Spending Account and/or Wellness Account will be carried forward to the extent permitted by law. Employees leaving the Board will forfeit any remaining balance in their Health Spending Account and/or Wellness Account.

17.05.1 An Employee hired after the first working day in the calendar year, will be eligible for the Health Spending Account and/or Wellness Account on the first calendar day of the month following their date of hire.

The contribution on the first calendar day of the month following the date of hire will be as follows for a full-time Employee:

Month of Hire	Contribution Amount	Contribution Date
January	\$733	February 1 st
February	\$667	March 1 st
March	\$600	April 1 st
April	\$533	May 1 st
May	\$467	June 1 st
June	\$400	July 1 st
July	\$333	August 1 st
August	\$267	September 1 st
September	\$200	October 1 st
October	\$133	November 1 st
November	\$67	December 1 st
December	\$800	January 1 st



AEEC Mini Conference October 19 - 20, 2024 Edmonton, AB



New Forms Available

in our

[CUPE Local 40 website:](https://www.cupe.ca)

40.cupe.ca

for easy printing:

- Personal Spending Account Claim Form
- Safety Shoe Allowance Reimbursement Request Form
- Application for Boiler Renewal Reimbursement

CUPE Local 40

ON THE FRONT LINE

HOME ABOUT US NEWSLETTER MEMBER'S CORNER **RESOURCES** CONTACT US PHOTOS AND VIDEOS

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Search

Follow us:



Forms

[Personal Spending Account Claim Form](#)

[Safety Shoe Allowance Reimbursement Request](#)

[Application for Boiler Renewal Reimbursement](#)



OUR TIME TOGETHER

SATURDAY, NOV. 16 1:00 – 4:00 p.m. EST

Indigenous, Black, and racialized CUPE members and allies are invited to a national gathering about how we keep building an anti-racist union.

Register now and spread the word!

Our Time Together: A national space for Indigenous, Black, and racialized CUPE members and allies

Start: Saturday, November 16, 2024 at 11:00 AM MT

End: Saturday, November 16, 2024 at 2:00 PM MT

Virtual event cupe.ca/event

Host Contact Info: antiracism@cupe.ca

The meeting will include English and French interpretation as well as closed captioning and ASL interpretation if requested. The deadline to register is Nov. 2, 2024. For more information, contact the Human Rights Branch at antiracism@cupe.ca.





Health and Safety at Work

Z N J O R I E Q U I P M E N T
 T N P F E T W H A Z A R D M L
 R F R K P P P E R S O N A L M
 A Y O Z O W O R K P L A C E F
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PERSONAL	RESPONSIBLE	ENVIRONMENT	DUTIES
REPORTING	BEHAVIOR	FIRSTAID	EQUIPMENT
POLICIES	SAFETY	HAZARD	WORKPLACE
RISKS	PROCEDURE	REDUCE	TRAINING

Save the Date 2025 AFL/CLC Winter School

January 12 - 17, 2025

Fairmont Jasper Park Lodge



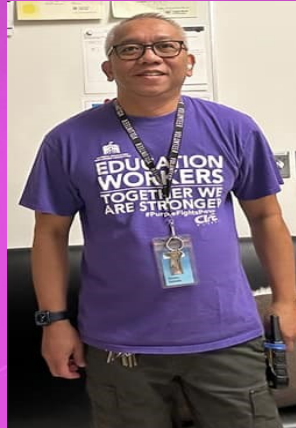
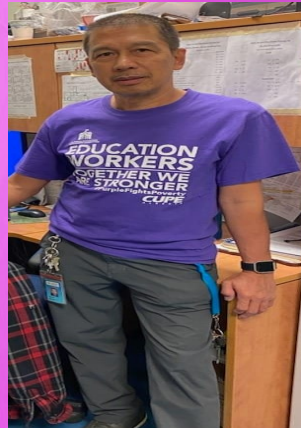
Purple Color Day! WEDNESDAY

Working Together





waging ahead.



CUPE Local40



The CUPE Local 40 Children's Christmas Gift-Giving

CUPE 40 will continue with its gift giving tradition. Please fill out the form with the following information and we will do our best to get Santa and his helpers to make a special delivery during this **Christmas Season**.



FOR CARD CARRYING MEMBERS & THEIR IMMEDIATE FAMILY ONLY

Please Note: This Does NOT Include Grandchildren, Nieces, Nephews, Etc.

For children **12 years and under** (as of December 31, 2024) including foster children.



MUST BE REGISTERED FOR GIFT PICKUP

Name of Card Carrying Member	Employee # of Member	School Work Site	Name of Members Child or Children	Age	Gender	Relationship to Member



* 1 Form per Card Carrying Member

Deadline of Submission: November 8, 2024

Email to: recordlocal40@gmail.com

Questions or more info.: call 403-235-0530 / 403-401-8626

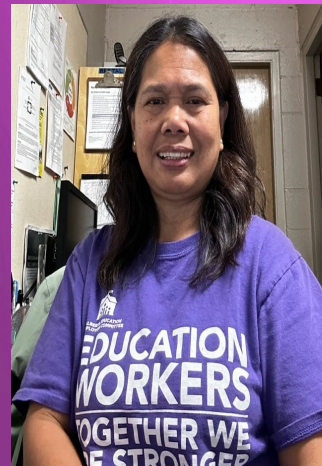
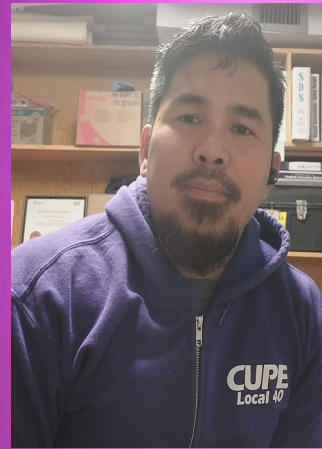
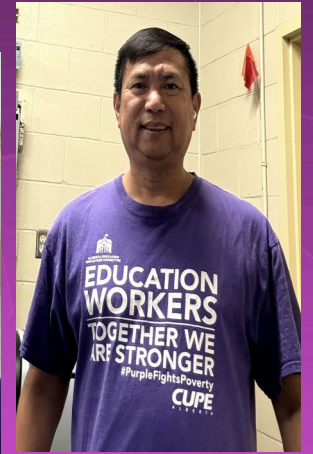
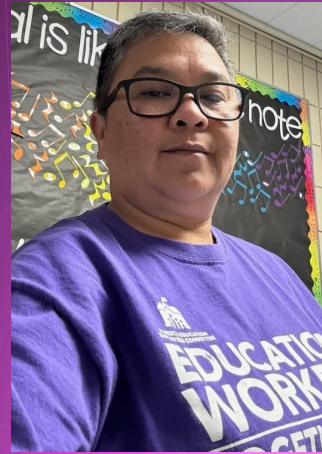
❖ If you need more copies pls. contact CUPE Local40 office.

❖ Please print legibly.





Learn how to advocate for workers' rights and public services in the workplace and through effective political action.



#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



Hello Brothers and Sisters, we have made it through September and October! As we move towards Remembrance Day, I would like you all to remember the brave men and women who fought for Canada during those times, so we may have the freedom to have a decent living wage and be appreciated for the amazing work we all do.

I wanted to also highlight our benefits from SunLife, as you may have heard that the bargaining committee had bargained for us to have a Health spending/wellness account. You will need to declare this soon. Please be aware that if you choose to use the account as a wellness account you will be taxed on those expenses. If you choose to use the account as a Health spending account (for medications and such, that SunLife states as health) you will not be taxed.

As we head into the holiday season, people may need someone to talk to, please be aware that CBE has brought on Telus Health Solutions for staff counselling needs.

As always, the Women's committee is here for you any time, please do not hesitate to reach out to us.

Your sister In Solidarity,

Heather Murtagh



WOMEN'S COMMITTEE



NEWS



Nov 1 -
All Saints' Day

Nov 2 -
All Souls' Day

Let us not forget
to remember and
pray for our
dearly departed
loved ones



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*Blood to memories
Lest we forget...*

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CUPE 40 NOVEMBER 2024



Diabetes Awareness Month
 Indigenous Disability Awareness Month
 Stomach Cancer Awareness Month
 World Pancreatic Cancer Month
 Osteoporosis Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1 Pay Day WORLD VEGAN DAY	2 Gen. Membership Meeting @ 9am (In-person) INT'L DAY TO END IMPUNITY FOR CRIMES AGAINST JOURNALISTS
3	4	 WORLD TSUNAMI AWARENESS DAY	 INT'L DAY FOR PREVENTING THE EXPLOITATION OF THE ENVIRONMENT IN WAR & ARMED CONFLICT	7	8 ABORIGINAL VETERANS DAY	9
10 World Science Day for Peace and Development	11 General Holiday REMEMBRANCE DAY <i>Lest We Forget</i> 11th NOVEMBER	12	 World Kindness Day	14 World Diabetes Day	15 Pay Day NATIONAL PHILANTHROPY DAY	16 International Day for Tolerance
17 WORLD DAY OF REMEMBRANCE FOR ROAD TRAFFIC VICTIMS	18	19 INTERNATIONAL MEN'S DAY <i>World Toilet Day</i>	 universal children's day	21 WORLD PHILOSOPHY DAY	22	23
24	 INT'L DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN	26		28	29 Pay Day BUY NOTHING DAY	30 DAY OF REMEMBRANCE FOR ALL VICTIMS OF CHEMICAL WARFARE