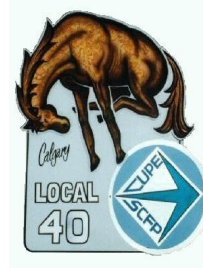


Please make this Newsletter available for all
CUPE Local40 members

OCTOBER
2024



IMPORTANT



<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

CUPE 40

General Membership Meeting

In-person Meeting

Time: 9:00 AM

Saturday - October 5, 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

Buying Service



Buying Service

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

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

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

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

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

PENSION

Leaves of Absence

Pensionable service is a key factor in figuring out how much pension you will receive. Because of this, you should consider buying service from times while you were away from work and not being paid, such as maternity and parental leave. This kind of buyback lets you avoid a gap in your pensionable service, and increases the amount of your future pension.

You may have the option to make the payments during your leave or wait until you return to work. You might even be able to use funds from a **Registered Retirement Savings Plan (RRSP)** or other retirement savings tool to pay for your buyback.

You can purchase up to five years of any kind of leave, and up to three years of maternity or parental leave. Additional years of parental leave can be taken against the five year amount.

For the first year of leave that you buy in LAPP, your employer pays the employer share of contributions with interest and you pay the employee share. Only the first year of leave in LAPP is cost-shared in this way. With any later leaves, you are responsible for paying both the member and employer share of contributions.

President's Report

Dear Brothers, Sisters and Friends

A lot has been going on around the province and our efforts to mobilize are more important than ever! CUPE 2550, Education Workers with the Greater St. Albert Catholic School Division, averted strike action by getting a deal done on Labour Day. The School Division was unwilling to back down from offering a two-tier contract that would see new employees take a ten percent wage cut. The threat of strike got the government to back down from the two-tier proposal and they received a new agreement that will now provide better wages to all.

Education workers in Fort McMurray, CUPE 2545 and CUPE 2559, also received direction from their membership to strike with a vote of 98%. In a flagrantly anti-democratic violation of workers' rights, the Government of Alberta forced the locals to the provincial Dispute Inquiry Board (DIB). The UCP government has steadily eroded workers' rights since it came to power. But this attack on collective bargaining, a Charter-protected right, is the most outright to date.

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

Local 40 has begun a member engagement campaign which includes the use of Call Hub, a voice and text messaging platform, to have those important one-on-one conversations with our members. Local 40 also spearheaded Calgary's Education Day of Action on September 21st, not only did hundreds show up, including allies from the ATA, UNA, HSAA and other CUPE Locals (8,38 and 520), thousands of Education Workers rallied around the province. September 21st will go down as one of the most effective days in CUPE Alberta history!

I look forward to seeing you all October 5th at our next General Membership Meeting, come out to hear how we're moving forward and to have a chance to win a piece of our new swag.

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

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

Grace Dizon	Centennial	403-926-4441 - Cell
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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 12 - SICK LEAVE

- 12.01** An Employee, upon commencement of employment for the first year in a permanent position, shall have access to two (2) days of sick leave for each full calendar month worked to a maximum of twenty-four (24) days. For the purpose of calculating sick leave, time on holidays, vacations and approved leaves of absence of four (4) weeks, or less, will be counted. Upon return to regular duties following an absence due to illness, a permanent Employee shall have access to any unused portion of their sick leave.
- 12.02** A permanent Employee with more than one (1) year of service shall have access to ninety (90) calendar days of sick leave. Upon return to regular duties following an absence due to illness, a permanent Employee shall have access to ninety (90) calendar days of sick leave.
- 12.03** A permanent Employee who has been absent due to illness for thirty (30) or more calendar days may be required to provide a completed Calgary Board of Education Return to Work certificate before returning to regular duties. This Return to Work Certificate shall verify that the Employee is able to return to their position on a continuing basis in order to reinstate the ninety (90) calendar days of sick leave. Upon submission of a receipt for the cost of completing the certificate along with the completed Return to Work Certificate, the Calgary Board of Education shall pay an amount up to the maximum specified in the Alberta Medical Association guidelines.
- 12.04** After ninety (90) calendar days of continuous disability due to illness, no further salary shall be paid and upon approval of the carrier, the Extended Disability Plan shall take effect.
- 12.04.1** For Employees who are covered by the Extended Disability Plan, sick days accrued to December 31, 1996 will be those paid in accordance with Clause 12.09.

DIVERSITY SERIES

NEW!

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



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.





New Forms Available

in our

CUPE Local 40 website:

40.cupe.ca

for easy printing:

- **Safety Shoe Allowance Reimbursement Request Form**
- **Application for Boiler Renewal Reimbursement**

A screenshot of the CUPE Local 40 website. The header features the logo "CUPE Local 40" in purple and pink, with the tagline "ON THE FRONT LINE" in red. A dark purple navigation bar contains links for HOME, ABOUT US, NEWSLETTER, MEMBER'S CORNER, RESOURCES (circled in yellow), CONTACT US, and PHOTOS AND VIDEOS. Below the navigation bar, there is a search box with the word "Search" and a search input field. To the right of the search box, the word "Forms" is written in a large, light blue font. Two yellow arrows point from the "RESOURCES" link to the "Forms" text. Below "Forms", two links are listed: "Safety Shoe Allowance Reimbursement Request" and "Application for Boiler Renewal Reimbursement", both in red text. At the bottom left, there is a "Follow us:" section with social media icons for Facebook, Twitter, and YouTube.

Collective Agreement Review

THE CALGARY BOARD OF EDUCATION & CUPE LOCAL 40

ARTICLE 13 - LEAVE OF ABSENCE

13.01 Compassionate Leave

13.01.1 On request, continuous or temporary Employees shall be granted leave of absence in the event of serious injury, major surgery, critical illness, death, or family emergency of a "near relative".

For the purpose of this Agreement, the term "near relative" shall be defined as the following relationships to the Employee or the Employee's spouse (including common-law or same gender spouse:

- Spouse, including the common-law or same gender spouse
- grandparents,
- parents (including legal guardians),
- brothers,
- sisters,
- children (including legal wards),
- grandchild/grandchildren,
- the respective spouses of all the above,
- other relatives who have resided in the home for at least two (2) years,
- and such other persons as the Superintendent of Human Resources, or their designate, may approve.

13.01.2 On request, an Employee shall be granted up to three (3) days leave of absence, with pay, in the event of a critical illness of a "near relative" and for the purpose of attending the "near relative". An additional two (2) days may be granted at the discretion of Management should the circumstances warrant extra time.

13.01.3 On request, an Employee shall be allowed a maximum of three (3) days leave of absence, with pay, upon the death of a "near relative". An additional two (2) days shall be granted if further time is required for travel purposes to attend the funeral/memorial service.

13.01.4 Employees may be granted, considering the efficiency and safety of the operation, time off without pay to attend the funeral of a co-worker.

PROTECT FREEDOM TO BARGAIN COLLECTIVELY

CUPE EDUCATION DAY OF ACTION



September 21

Fort McMurray	1:00 PM	Kiyām Community Park (Next to City Hall)
Edmonton	1:00 PM - 3:00 PM	Alberta Legislature (Violet King Henry Plaza)
Calgary	11:00 AM - 1:00 PM	North Glenmore Park Kingfisher (A) Picnic Site
Drumheller	10:00 AM - 3:00 PM	Farmer's Market 11 Railway Ave. E
Okotoks	11:00 AM - 2:00 PM	Southridge Drive
Leduc	10:00 AM - 1:30 PM	Farmer's Market Leduc Rec Centre



Fair wages and workers rights for Alberta Education Workers

Solidarity With
Fort McMurray
CUPE Education
Workers

Tell the provincial government to ditch
the mandates and stop interfering in
free collective bargaining!

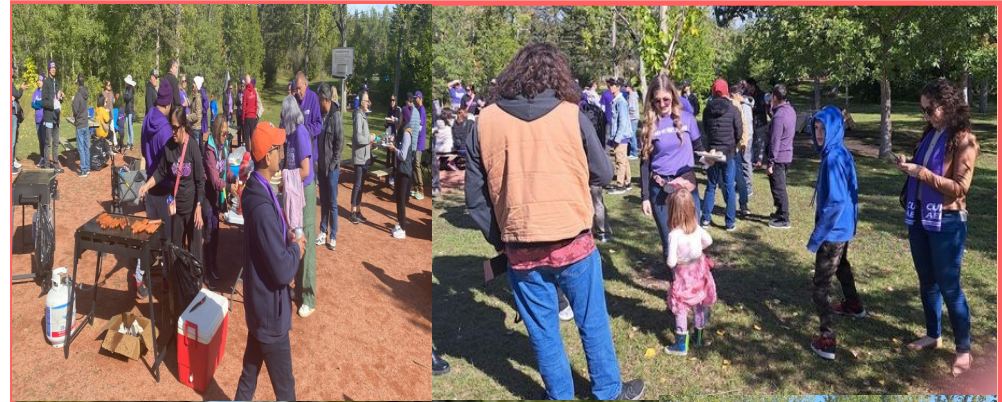


CUPE ALBERTA Healthcare Employees in Action



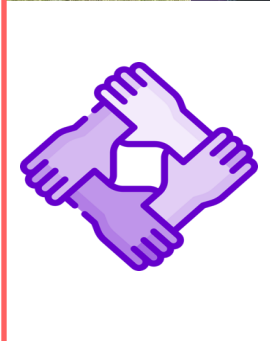
Thousands gathered across Alberta supporting the CUPE Education Day of Action!







STANDING IN
SOLIDARITY



CUPE education workers and their allies in Fort McMurray, Calgary, Drumheller, Okotoks, Leduc, and Edmonton took to the streets on Saturday, September 21, for an Education Day of Action, protesting the Smith government's violation of their Charter-protected right to free collective bargaining.

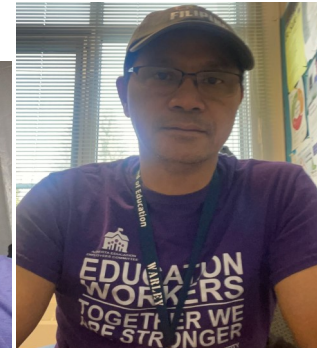
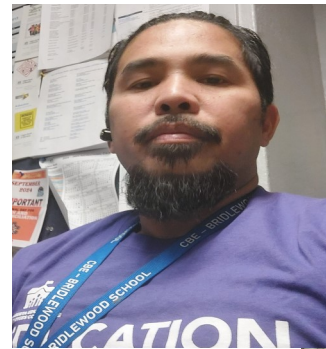
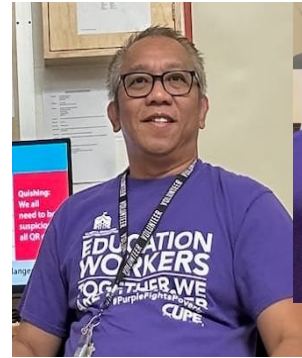


PURPLE WEDNESDAY



A Day of Action

BBQ At the Park



waging ahead.

Mobilizing for Bargaining Survey

- * It is a short survey, approximately 3 - 5 minutes long to complete.

<https://survey-sondage.cupe.ca/index.php/287721?lang=en>



Women's Committee News

Hello Brothers and Sisters, we had our CUPE BBQ this past weekend and it was a great turn out! Thank you to all who came out and an amazing thank you to the Executive for putting together this amazing event, which brought together CUPE locals to show solidarity!

On Wednesdays, keep wearing that **purple!** And Fridays, we can help show support by wearing **red** for the ATA.





WE ARE SENDING YOU

Thanksgiving

WISHES FOR BLISS,
HAPPINESS,
GRATITUDE,
AND CARE.

HAPPY
THANKSGIVING TO
ALL OF YOUR
FAMILY!



CUPE 40

October 2024



ADHD Awareness Month
 Breast Cancer Awareness Month
 Lupus Awareness Month
 Rett Syndrome Awareness Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		<p>1</p> <p>NATIONAL SENIORS DAY</p>	<p>2</p> <p>CUPE #paintABpurple</p> <p>INTERNATIONAL DAY OF NON-VIOLENCE</p>	<p>3</p> <p>NATIONAL BOYFRIEND DAY</p>	<p>4 Pay Day</p> <p>World Animal Day</p>	<p>5 Gen. Membership Meeting @ 9am (In-person)</p> <p>WORLD TEACHERS DAY</p>
<p>6</p> <p>FIRE PREVENTION WEEK</p>	<p>7</p> <p>WORLD HABITAT DAY</p>	<p>8</p>	<p>9</p> <p>CUPE #paintABpurple</p> <p>WORLD POST DAY</p>	<p>10</p> <p>World Mental Health Day</p>	<p>11</p> <p>National Coming Out Day</p>	<p>12</p>
<p>13</p> <p>INTERNATIONAL DAY FOR DISASTER REDUCTION</p>	<p>14 General Holiday</p> <p><i>Thanksgiving Canada</i></p>	<p>15</p> <p>INTERNATIONAL DAY OF RURAL WOMEN</p>	<p>16</p> <p>CUPE #paintABpurple</p> <p>World Food Day</p>	<p>17</p> <p>SPIRIT DAY</p> <p>INTERNATIONAL DAY FOR THE ERADICATION OF POVERTY</p>	<p>18 Pay Day</p> <p>PERSONS DAY</p>	<p>19</p>
<p>20</p>	<p>21</p>	<p>22</p> <p>National Nut Day</p>	<p>23</p> <p>CUPE #paintABpurple</p> <p>TAKE ME OUTSIDE DAY</p>	<p>24</p> <p>WORLD DEVELOPMENT INFORMATION DAY</p> <p>United Nations Day</p>	<p>25</p>	<p>26</p> <p>National Pumpkin Day</p>
<p>27</p> <p>WORLD DAY FOR AUDIOVISUAL HERITAGE</p>	<p>28</p>	<p>29</p> <p>National Cat Day</p>	<p>30</p> <p>CUPE #paintABpurple</p>	<p>31</p> <p>HALLOWEEN</p>		