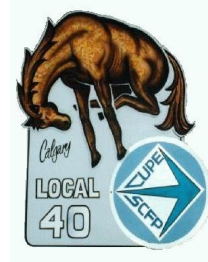


Please make this Newsletter available for all
CUPE Local40 members



OCTOBER 2025

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



Happy Thanksgiving Day





CUPE Local 40



General Membership Meeting In-person Meeting

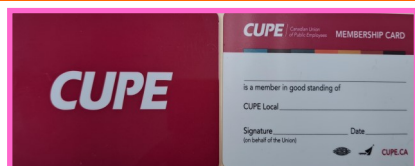
Time: 9:00 AM

Saturday - October 4, 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

What is the process to buy a leave?

If you want to look at buying a leave, the best place to start is with your employer's Human Resources or Payroll & Benefits area. If your employer tells us that you have a leave of absence that can be purchased, you will be sent a package called a Buyback Proposal early in the year. This Buyback Proposal will tell you what you need to know to purchase the gap in your service.

You need to let us know you want to purchase your leave of absence:

- Within 90 days of being sent your Buyback Proposal; or
- By December 31st of the calendar year after your leave ended, whichever comes first.

The due date shown on your *Buyback Proposal* will be set based on these timelines. Payment(s) must be made according to the schedule shown on your *Buyback Proposal*, but you can also pay for the entire buyback in one payment. You can even transfer funds from an RRSP to pay for your buyback.

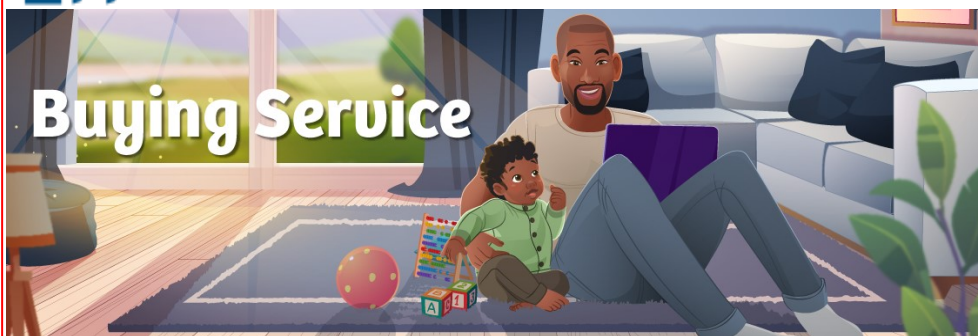
If you miss these timelines, you may still be able to purchase the leave but it could cost much more. If it costs more, it could be because you are paying for the full cost of that additional service, rather than just your own contributions.

Member Services Centre

LAPP c/o Alberta Pensions Services Corporation
5103 Windermere Blvd. SW Edmonton, AB T6W 0S9

Phone: 1-877-649-LAPP (5277)

Email for general inquiries: memberservices@lapp.ca
(lapp.ca)



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 through pre-authorized debit, payroll deduction; lump sum; 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.

President's Report

Dear Brother, Sisters and Friends

At this moment it looks like the ATA will be going on strike October 6th. This job action will not impact our work, report as usual and please support the teachers in any way you can. If there are picket lines and rallies, you can join them before work, during your lunch break, and after work.

There has been a change in process when it comes to Union Representation, I will no longer be notified of every meeting where a member may need representation, you will need to notify me of upcoming meetings where representation is required. This does align with the collective agreement where it states:

8.02 Any Employee who is to be disciplined must be notified by the Board of their right to Union representation, before such disciplinary action takes place.

Union Representation is your right and I highly recommend you seek representation for all meetings with Management or Human Resources. If you choose not to have representation, HR will provide you with a waiver to complete stating that you are waiving your right to Union Representation.

Lastly, October 20th is the next municipal election and this is your opportunity to elect your boss. The following candidates are who Local 40 is endorsing for Calgary Public School Board Trustee, you can vote for whomever you like, but these are the candidates that value public education and the most Labour friendly:

Ward 1 and 2 - Brith Hart
 Ward 3 and 4 - Laura Hack
 Ward 5 and 10 - No recommendation
 Ward 6 and 7 - Heather Hall
 Ward 8 and 9 - Susan Vukadinovic
 Ward 11 and 13 - Nancy Close
 Ward 12 and 14 - Charlene May

Have a great Thanksgiving and I hope to see you soon.

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.

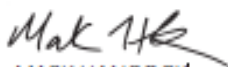
As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

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

Addiction and Mental Health Helpline

Available through Health Link

811 Health Link
Advice 24/7



If you are having trouble coping or need someone to talk to, call Health Link 24/7. Staff will assess your needs and provide advice immediately for your concerns.

1-866-332-2322

For more information on addiction and mental health visit [MyHealth.Alberta.ca](https://myhealth.alberta.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		403-650-0795 - Cell

Vice President

Ferdinand Flores	Le Roi Daniels	403-926-2122 - Cell
cupevp40@gmail.com		Facility Operator

Secretary Treasurer

- VACANT -	- VACANT -	- VACANT -
cupe40treasurer@gmail.com		

Recording Secretary

Grace Dizon	Centennial	403-926-4441 - Cell
recordlocal40@gmail.com		Full-time Cleaner

Chief Shop Steward

Abbie Mitchell	Richmond	403-970-9447 - Cell
cupe40chief@gmail.com		Facility Operator

Caretaking Rep

Joy Malones	Nelson Mandela	403-383-3448 - Cell
carelocal40@gmail.com		S.F.O.

Cleaner 1 Rep

Wendy Burke	Absence Relief/	587-500-4214 - Cell
cupe40cleanrep@gmail.com		Full-time Cleaner

Highfield Rep

Jeff Heeg	Facility Operator/	403-903-6427 - Cell
cupe40highfield@gmail.com		Trainer

Sgt-at-Arms

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

Effective: September 6, 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
Wendy Burke / (587-500-4214) cupe40cleanrep@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.



OCTOBER
SPIRIT



DAY

Collective Agreement Review

THE CALGARY BOARD OF EDUCATION & CUPE LOCAL 40

ARTICLE 17 - GROUP BENEFIT PLANS

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

Collective Agreement Review

THE CALGARY BOARD OF EDUCATION & CUPE LOCAL 40

ARTICLE 5 - EMPLOYMENT

5.08 Employees in More Than One Union

Employees who have part-time employment within the Calgary Board of Education in two (2) or more positions, and are subsequently members of more than one (1) Union:

- Total FTE for any Employee will not total more than 1.0
- Each part-time position will be treated as a separate entity, attracting the benefits and entitlements allowed for that specific FTE within the Appropriate collective agreement with the following exceptions:
 - only one group benefit plan may apply for extended medical coverage and dental plan. Representatives from the two Unions involved will assist in determining which benefit plan is the most advantageous to the Employee, if the qualifications are met for both collective agreements
 - No Employee will receive benefits beyond what a full-time Employee would receive
 - No duplication of entitlement will be received (e.g. only one long-service award, etc.)
- * If you are Part Time in multiple unions (Staff Association & CUPE), and asked to work extra time, you must inform your supervisor that you are in multiple unions and the extra time may put you in an overtime situation.

If you experience an injury while at work, please visit our CBE website. From there, navigate to the '[Public School Works](#)' section to complete and submit an incident report. This is an important step in ensuring your injury is properly documented and that any necessary follow-up can be initiated.

The screenshot shows the 'Public School Works' website interface. At the top right, there is a logo for 'PUBLIC SCHOOL WORKS' with the tagline 'Online reporting and safety information'. Below this, the main navigation bar includes 'PublicSchoolWORKS' and 'Accident Management'. The central area features a large green icon of a person falling, with the text 'Staff Accident Management' below it. To the right of this icon is a green-bordered box containing the text 'Report Employee or Volunteer Accident' and 'Submit Accident Report', with a yellow hand icon pointing to the latter. Below this box, there are sections for 'Additional Employee Resources' (including 'Show Key Forms & Information', 'Workers' Comp. Information, Forms & Services', and 'View My Accident History & Reports') and 'Administrative Links (Restricted)' (including 'Administrative Login').



For workers

If you have been injured at work, it's your right to report it. Tell your employer the details about your injury. Your employer will notify WCB about your injury if the treatment required is anything beyond first aid or if you missed time from work. It is also important you submit your report of injury to WCB.

It's your right to report a workplace injury.

If you feel you've been pressured by your employer to not report your injury to WCB we would like to hear from you.

**WORLD MENTAL
HEALTH DAY**
OCTOBER 10TH

*Take a break and prioritise
your mental health...*



OCTOBER 2



National
**CUSTODIAL
WORKERS**
Recognition Day

**THANK YOU
TO ALL OF OUR
CUSTODIANS**

CUSTODIAN APPRECIATION DAY



Thank you for keeping our schools and facilities clean!

NOTICE OF UPCOMING Nomination & Election

◆ Secretary / Treasurer

Bylaws: SECTION 10 – NOMINATION, ELECTION AND INSTALLATION
OF OFFICERS, COMMITTEE MEMBERS, AND
REPRESENTATIVES

(a) Nominations

- (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.

Nominations will be accepted either through
Email @ cupe40election@gmail.com
or through attending our monthly
General Membership Meeting.

CUPE National Convention 2025

Oct 6, 2025 to Oct 10, 2025



Metro Toronto Convention Centre, Toronto

Picket Pantry



- Canned Fruit
- Canned Vegetables
- Family size bags of Rice
- Canned Beans (no pork)
- Canned Meat (Tuna)
- Pasta and Pasta Sauce
- Peanut Butter / Jams
- Dried Beans
- Hot & Cold Cereal
- Soups
- Toiletries
- Period Products



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 children **12 years and under** (as of December 31, 2025) including foster children.

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						

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.





MENTAL HEALTH FIRST AID COURSE

The Calgary & District Labour Council is offering a virtual course **FREE** of charge to a maximum of 15 people. There will be a draw for the winners after we receive the names of those interested and able to attend.



NOVEMBER 10, 2025



8 AM - 4 PM



VIRTUALLY



DEADLINE TO ENTER

October 27th 4:30 pm

Participants will learn how to recognize signs that a person may be experiencing a decline in their mental well-being and encourage that person to: Talk about declines in their mental well-being; Discuss professional and other supports; Reach out to these supports; Assist in mental health or substance use crises; Use MHFA actions to maintain one's own mental well-being.



TO ENTER THE DRAW

Email admin@thecdcl.ca with:

- Your name
- Union Local
- Email address

DEADLINE TO ENTER

Enter by October 27th 4:30 pm. Only those who are drawn will be contacted the following day. You are responsible for your time-off work, we do not cover that.

HOW THE DRAW WORKS

If we receive more than 15 interested participants, we will draw for those who can attend. Open to CDLC affiliate members only.

COURSE INCLUDES

- One, 2-hour, self-directed module (to be done BEFORE the course begins,
- Two, 3-hour, virtual classroom modules, on Nov.10th.

FACILITATED BY

The Mental Health Commission of Canada who have trained more than 500,000 Canadians since 2007.

WHAT IS MHFA?

MHFA is the support provided to a person who may be experiencing a decline in their mental well-being or a mental health crisis.



INTERNATIONAL PRONOUNS DAY

pronouns

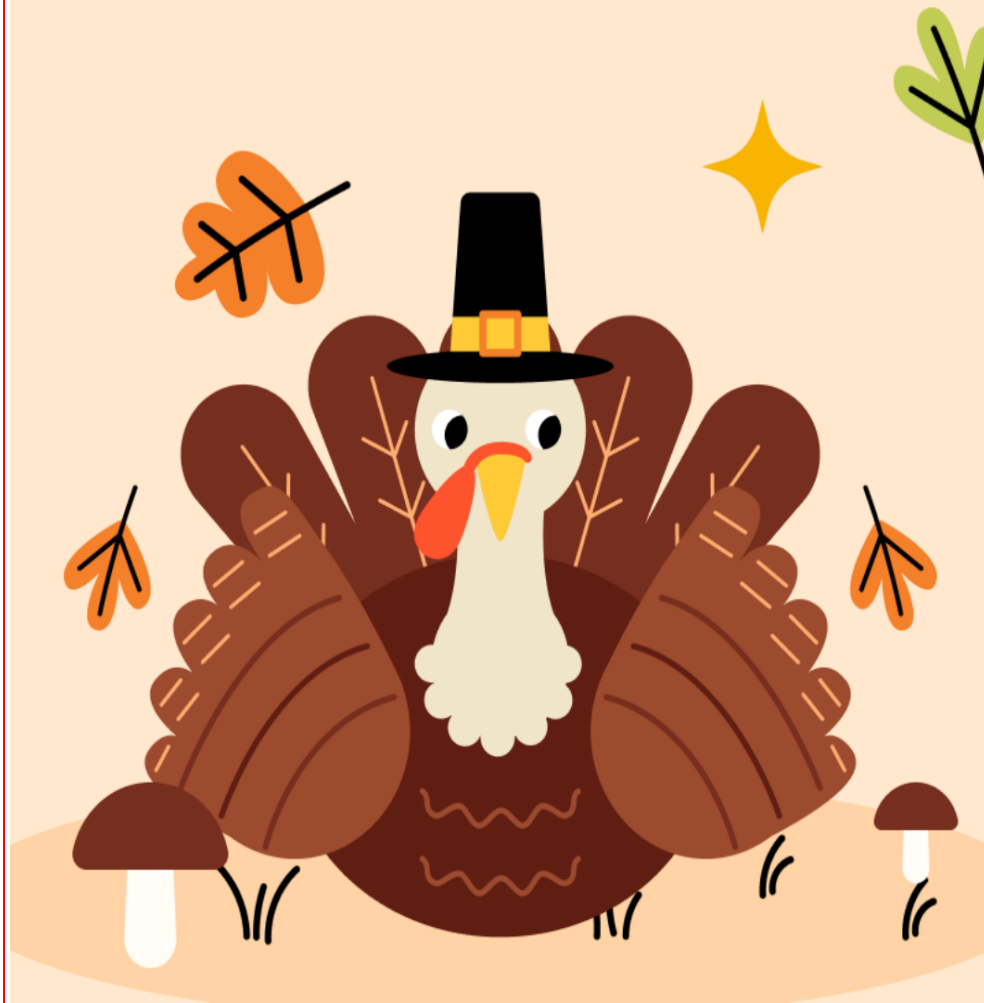


pronouns are personal
pronouns are important
pronouns are not a preference



Happy Thanksgiving

On this Thanksgiving Day, may your heart be filled with gratitude and your home with warmth. Wishing you a Happy Thanksgiving surrounded by family and friends.

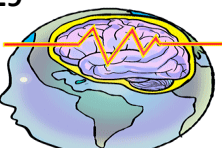


CUPE 40

OCTOBER 2025



Breast Cancer Awareness Month
Domestic Violence Awareness

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1  INTERNATIONAL DAY OF OLDER PERSONS	2  INTERNATIONAL DAY OF NON-VIOLENCE	3 Pay Day  WORLD SMILE DAY	4 Gen. Membership Meeting @ 9am (In-person)  World Animal Day
5  World Teachers Day	6  WORLD HABITAT DAY	7	8  WALK TO SCHOOL DAY	9  World Sight Day	10  World Mental Health Day	11  National Coming Out Day
12  NATIONAL FARMERS DAY	13 Gen. Holiday  HAPPY THANKSGIVING	14  NATIONAL DESSERT DAY	15  PRONOUNS DAY	16  World Food Day	17 Pay Day  INTERNATIONAL DAY FOR THE ERADICATION OF POVERTY	18  SWEETEST DAY
19  World Mission Sunday	20  WORLD STATISTICS DAY	21	22  National Nut Day	23	24  United Nations Day WORLD DEVELOPMENT INFORMATION DAY	25  NATIONAL TRICK or TREAT DAY
26  National Pumpkin Day	27  WORLD DAY FOR AUDIOVISUAL HERITAGE	28  National Chocolate Day	29  World Stroke Day	30  NATIONAL CANDY CORN DAY	31 Pay Day  HALLOWEEN 	