



<http://40.cupe.ca>

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HAPPY
Labour
DAY

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

Please make this Newsletter available for all
CUPE Local40 members

SEPTEMBER
2024



IMPORTANT

NATIONAL DAY FOR
TRUTH AND
RECONCILIATION

#OrangeShirtDay



CUPE 40

General Membership Meeting



In-person Meeting

Time: 9:00 AM

Saturday - Sept. 7, 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

STEP 1:

Calculate the number of years it would take her to reach age 65, AND the number of years until she reaches 85 points.



STEP 2:

Use the lower number (7 Years) to calculate the total pension reduction rate:



STEP 3:

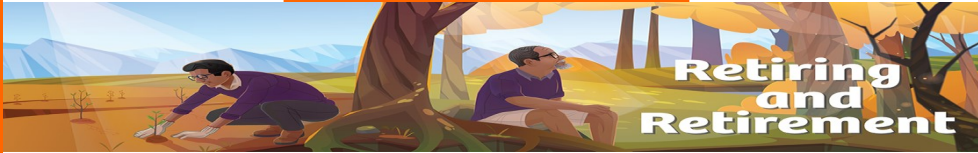
Determine the member's monthly pension with the reduction applied:

For this example, if this member waited to start her pension upon reaching 85 points or age 65 (the 'normal retirement age' in the Plan), her unreduced pension would be \$1,000 per month (\$12,000 annually).

Based on the pension reduction calculated in STEP 2, her pension will be subject to an early retirement reduction of 21%, which results in her pension being \$790 per month (\$9,480 annually).



PENSION



When Can I Retire?

You might be on your last lap at work and approaching the finish line of retirement. You're entitled to a lifetime LAPP pension at retirement, but there are several things you'll want to know and consider.

Every LAPP member is able to take their [unreduced pension](#) on or after their 65th birthday. This is considered the 'normal retirement age' in the Plan.

Based on a member's retirement plan, they should consider which option is better: collecting an early reduced pension to receive pension payments sooner or waiting to collect an unreduced pension at a later date.

How Early Can I Retire?

The *earliest* LAPP members can begin their pension is their 55th birthday. Retiring early like this normally means that the amount of pension you receive is [reduced](#). You can retire early with an unreduced pension, though, if you have enough [pensionable service](#) to meet something called 'the 85 factor.'

You may have the option of starting your pension earlier than age 55 [if you become disabled](#) and stop contributing to the Plan.

85 Factor (aka 85 Points)

If your *age* at retirement and your total years of pensionable service added together equal at least 85 points, then you're entitled to an unreduced LAPP pension as early as your 55th birthday.



You can begin your pension as early as age 55, but the amount of the monthly pension you receive will be reduced (unless you meet the 85 factor).

The amount of the reduction is 3% per year multiplied by the lower number of:

- The number of years it would take you to reach age 65, or
- The number of years until you reach 85 points.

The following example demonstrates how the early retirement reduction is calculated for a member deciding to retire early with the following age and pensionable service:



President's Report

Dear Brothers, Sisters and Friends

Hopefully everyone had a wonderful, relaxing and safe summer! I was able to take my 1986 campervan out to Saskatchewan for a couple weeks, visiting family and friends, and she only broke down on us three times. This time away recharged me and prepared me for the fight we have going forward. Hopefully you're also recharged and ready for the fall!

Local 40 has been working hard to coordinate with the other 40 Alberta CUPE Education Locals, CUPE Alberta, CUPE National and other Unions across the province to be prepared for this fall. Over 250,000 workers in Alberta will be going into bargaining this fall and we are working closely together to secure wages that catch up, and keep pace with inflation. The current Provincial Government boasted that they have a \$4.3 Billion Surplus, this clearly identifies that Public Education can be fully funded, Alberta is the lowest funded per student in all of Canada, and wages can absolutely keep up with inflation!

September is going to be a very busy month supporting our allies and hosting our own Day of Action with a BBQ on the 21st. Keep up to date with Days of Action and other important information by checking your emails, wear your Purple Ts on Wednesdays and I look forward to seeing you all at the General Membership Meeting on the 7th.

You are the Union!

In Solidarity,

Clay Gordon

HAPPY
LABOUR DAY

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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Sgt-at-Arms

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Effective: August 30, 2024

If you have any health and safety concerns please contact:

CUPE Joint Health & Safety Committee (JHSC)

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Noe Dizon / (403-918-6425) noeadizon@gmail.com

Joint Worksite Health & Safety Committee (JWHSC)

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Collective Agreement Review

THE CALGARY BOARD OF EDUCATION & CUPE LOCAL 40

ARTICLE 9 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.



CDLC's 2024 Labour Day

Fill the Van



FOOD DRIVE

Monday, September 2, 2024 ~ from 10 am to 2 pm
At the CDLC #321, 3132-26 St. NE Calgary

Non-Perishable food donations will go to the Calgary Food Bank and the Veterans Association Food Bank; Winter clothing to Mustard Seed; and period products to the Women's Centre.

The CDLC office will be open from 10am - 8 pm on August 20, 21, 22 & 27, 28, 29 for you to drop off your donations.

You could win!
FREE DRAW

MONDAY, SEPT. 2ND AT THE
CDLC OFFICE 10 AM TO 2 PM
#321, 3132-26 ST. NE CALGARY

Drop off your donations IN PERSON
on Labour Day and you can enter
the draw to win one of two Amazon
Fire Tablets or a Nintendo Switch!!

NINTENDO SWITCH
OR ONE OF TWO AMAZON
FIRE TABLETS

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.
- 11.03** Compensation for overtime worked may be taken in the form of overtime pay or time off in lieu as specified in Clause 11.01. The method of compensation for overtime worked shall be mutually agreed to by the Employee and management.
- 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.

CUPE Alberta & National Support

From CUPE Alberta:

Over 10,000 education workers serve notice to bargain

June 26, 2024

Today, the union representing 10,000 school support workers served simultaneous notice to bargain to 41 school districts for the contracts of education workers. CUPE represents school administrative staff, educational assistants, custodial workers and other classifications in the school system.

CUPE Alberta President Rory Gill explained that the 41 different CUPE Locals have never engaged in this level of co-ordination, but said the notice represents an historic shift in the union's approach.

"We're not going to let the province pick us apart one school district at a time," said Gill. "Our members are determined to get the respect they deserve."

Gill said the average education worker in Alberta makes \$34,000 a year. According to provincial government figures, Educational Assistants make only \$27,000.

"Poverty level wages and a decade of losing ground to inflation has changed our approach," said Gill. "Our locals are working together and will stand together as we fight for salaries that pay the rent."

"Education workers play a key role in our schools," said Gill. "But too many of them are working multiple jobs or relying upon the food bank. It's shameful the lack of respect we pay to people with such a high level of responsibility and passion for students."

From CUPE National:

More than half of all education workers across Canada are CUPE members. CUPE represents 131,000 workers in elementary and secondary schools across Canada in every classification in the school system – except teachers and management – in over 400 education bargaining units.

From almost 55,000 members in Ontario to representing 100 per cent of the education workers in New Brunswick and Prince Edward Island, CUPE's Education Sector remains one of the strongest in Canada. We represent the full range of support staff classifications in nearly every province.



The CDLC is offering a virtual

Mental Health First Aid Course

Wednesday, October 16, 2024 | 8am – 4pm

Free of charge to a maximum of 15 people.



Mental Health
First Aid Canada



If we receive more than 15 interested participants, we will draw for those who can attend. This is a great tool and educational opportunity to CDLC members only. Please make sure you are able to commit to all the modules before entering the draw.

To enter your name in the participation draw, email admin@thecdlic.ca with the following:

1. Your name
2. Union Local
3. Email address

DEADLINE SEPT. 24, 2024!!

ONLY those who are drawn will be contacted by Sept. 25th.

The virtual course includes:

- One, 2-hour, self-directed module (Module 1) to be done before the course begins
- Two, 3-hour, virtual classroom modules (Modules 2 and 3)

The zoom link and other details will be sent to the class participants only, by MHFA.

What is Mental Health First Aid...

Mental Health First Aid (MHFA) is the support provided to a person who may be experiencing a decline in their mental well-being or a mental health crisis.

Course participants will learn how to recognize signs that a person may be experiencing a decline in their mental well-being or a mental health crisis and encourage that person to:

- Talk about declines in their mental well-being
- Discuss professional and other supports that could help with recovery to improved mental well-being
- Reach out to these supports
- Assist in a mental health or substance use crisis
- Use MHFA actions to maintain one's own mental well-being



This Certificate Course facilitated by The Mental Health Commission of Canada who have trained more than 500,000 Canadians since 2007.
Go to mhfa.ca for their information.





Banff Time for Action Rally Saturday, August 17 11:30 am – 1:30 pm



Wages

CUPE members in education are fighting back after years of austerity and wage freezes. In 2021, New Brunswick education workers joined the province wide CUPE strike to demand that their pay at least keep pace with inflation and close the gap created by the government after years of being underpaid.

In Ontario, education members have been subjected to Bill 124 which froze their wage increases at just 1% a year. In 2022, CUPE ON launched the campaign “\$39,000 is not enough” reflecting the average income of a CUPE worker in the K-12 school system.

In BC, education workers secured an addition \$0.25 per hour wage increase plus an additional 3.24% for 2022, a minimum increase of 5.5% up to 6.74% for 2023, and a 2% increase plus 1% for a Cost-of-Living Adjustment (COLA) for 2024.

In part due to delays in bargaining because of COVID-19, 38 out of 41 of Alberta’s education sector locals are either at the table or heading to the bargaining table. Working together with the support of the Alberta Education Employees Committee members are challenging the government mandate which includes a zero in the first year and 2.25% split over the next two years with a complicated “gain sharing” scenario worth a paltry 0.5% if the GDP is higher than predicted by a significant amount in the second year. Members in Alberta have had 8-10 years of zeros and they are fed up with conservative wage mandates that will put them further behind. Members have agreed not to take the mandate at the table and are working hard to support one another to break the mandate.

After years of austerity bargaining in Saskatchewan, most education locals have been able to negotiate collective agreements providing for 2% of annual wage increases in the last two years. A handful of locals have been able to negotiate paid pandemic leave provisions.

Saskatchewan is one of the few provinces without any form of central bargaining for support workers. In recent years, there has been some effort made to align expiry dates. On August 31, 2022, 10 CUPE education collective agreements expired. Altogether, these 10 agreements cover 4,000 of CUPE’s 7,000 education support workers in the province. Given the continued underfunding of the education sector, and skyrocketing inflation, it will be extremely challenging for CUPE locals to negotiate wage increases that keep up with the rising cost of living.

In Manitoba, education workers were subject to wage freeze legislation. However, through coordinated bargaining, and in the case of Local 1630 a four-month-long winter strike, CUPE was successful in achieving modest wage increases in each year of the contract, including COLA in the last year of the deal.

Article 6

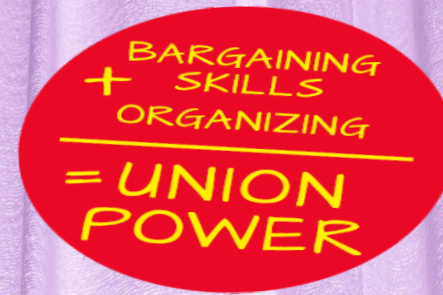
STRIKE PAY

- 6.1 A member who is entitled to strike benefits under these Regulations shall receive strike pay beginning on the first day of the strike.
- 6.2 For each calendar week, maximum strike pay is \$300 for a minimum of 20 hours of picketing or completing other assigned duties.
 - * Starting with the 8th week of the strike, strike pay is increased to \$350 per week, for a minimum of 20 hours of picketing or completing other assigned duties.
 - * Starting with the 12th week of the strike, strike pay is increased to \$375 per week, for a minimum of 20 hours of picketing or completing other assigned duties.
 - * Starting with the 16th week of the strike, strike pay is increased to \$400 per week, for a minimum of 20 hours of picketing or completing other assigned duties.

Normal strike schedule is 5 days a week, 4 hours per day. However, when deemed appropriate by the Strike Benefits Committee, and when approved by the National Secretary-Treasurer, schedule and hours of picketing can be designed differently to reflect the workplace and/or accommodate a member or group of members.

- 6.3 Strike pay will be issued to the local union in accordance with the Strike Fund forms, which must be submitted on a weekly basis.
- 6.4 A member participating in a rotating strike shall be eligible for strike pay commencing on the first day of participation in the strike.
- 6.5 A member who was entitled to strike pay and who has been dismissed or suspended for conduct directly related to a strike, may apply for strike pay to be continued beyond the termination of the strike.

CUPE Local 40 also has a Defence Fund that will be accessed to increase strike pay to a total of \$500 per week.



waging ahead.

BARGAINING SUMMIT



Mobilizing for Bargaining Survey

* It is a short survey, approximately 3 - 5 minutes long, and deadline will be August 30, 2024 to complete.

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





AUPE Rally

September 7, 2024

11:00 - 1:00 pm

Foothills Medical Centre
1403 29 St. NW, Calgary



CUPE Alberta Healthcare Employees

September 14, 2024

@ 12:00 Noon

Calgary City Hall
(800 Macleod Trail SE, Calgary, Alberta, T2G 5E6)



CUPE Alberta Education Employees

September 21, 2024

Education Day of Action

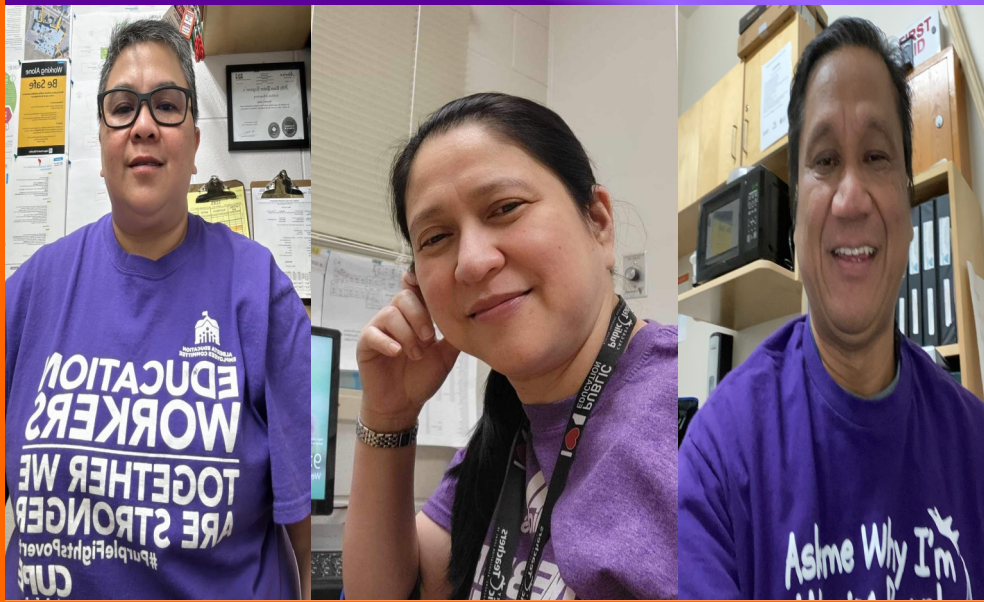
BBQ at the park (11am - 1pm)
North Glenmore Park Kingfisher (A) Picnic Site



PURPLE WEDNESDAY



Purple Power





Every Child Matters

Recognizing the National Day for Truth and Reconciliation

Take this time to reflect
and to honour Survivors,
their families, and their
communities.



Women's Committee News

Hello Brothers and Sisters! I hope everyone has had a wonderful summer. As you all know, you were sent some emails from our awesome President about bargaining information and surveys this is to help in the fight to get the wages we deserve! If you can please sign up for the strike information sessions and also for the strike committee. The longer the strike line the shorter the strike time!

On September 30th is Truth and Reconciliation Day, where we honor the children who never made it home and the survivors of the residential schools.

I hope everyone has a great start of the school year as we get to see the smiling faces of the children and welcome them back for another year of learning.

As we **WAGE AHEAD!** Remember, you are **important!** We all do such amazing work in our schools and other areas and we impact the day to day life of the children and the staff we interact with.





**NATIONAL
SECTOR
COUNCIL
CONFERENCE**

OCTOBER 7-10, 2024
WINNIPEG

4 DELEGATES

ELECTED LAST JUNE GMM:

- ◆ Clay Gordon
- ◆ Joy Malones
- ◆ Liberty Baguio
- ◆ Ferdinand Flores

Welcome
BACK to
SCHOOL
are you ready?!

CUPE 40 SEPTEMBER 2024



Muscular Dystrophy Awareness Month
Ovarian Cancer Awareness Month
Prostate Cancer Awareness Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2 General Holiday 	3	4 #paintABpurple	5 International Day of Charity	6 Pay Day Read A Book Day	7 Gen. Membership Meeting @ 9am (In-person) CUPE RALLY 11 - 1 pm Foothills Medical Centre 29th St., NW, Calgary
8 Grandparents Day International Literacy Day	9	10 World Suicide Prevention Day	11 #paintABpurple Ethiopian New Year	12 U.N. DAY FOR SOUTH-SOUTH COOPERATION	13	14 CUPE Alberta Healthcare Employees RALLY @ 12 noon Calgary City Hall
15 Mawlid Un Nabi International Day of Democracy	16 INTERNATIONAL DAY FOR THE PRESERVATION OF THE OZONE LAYER	17	18 #paintABpurple National Cheesburger Day	19 INTERNATIONAL TALK LIKE A PIRATE DAY	20 Pay Day	21 CUPE Alberta Education Employees * BBQ @ the park 11:00 am to 1:00pm @ North Glenmore Park
22 Fall begins	23 BI Visibility Day INTERNATIONAL DAY OF SIGN LANGUAGES	24	25 #paintABpurple NATIONAL DAUGHTER'S DAY	26 INT'L DAY FOR THE TOTAL ELIMINATION OF NUCLEAR WEAPONS WORLD MARITIME DAY	27 WORLD TOURISM DAY	28 NATIONAL SON'S DAY WORLD RABIES DAY
29 NATIONAL COFFEE DAY	30 EVERY CHILD MATTERS The National Day for Truth and Reconciliation and Orange Shirt Day	→ * Sept. 30 General Holiday National Day for Truth and Reconciliation				