
THE CUPE CONNECTION

Official Publication of the Canadian Union of Public Employees, Local 38
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Protect yourself and others— submit your overtime

Again Local 38 has found itself defending a member who has been working countless hours of overtime every week to meet an ever increasing workload. Unfortunately the member did not submit the overtime for the last year. Now faced with fatigue and burnout they have stopped coming in early and leaving late. They have also started to take lunch breaks as scheduled.

The reduction in work completed due to the fewer hours being worked has management questioning this employee and their work ethic and commitment to the job. Management is claiming previous incumbents have been able to handle the work without the need of overtime so why isn't the work getting done now?

Local 38 has asked the supervisor and human resources to review the volume of work task by task to assure themselves that the workload is in fact appropriate. The employer is reluctant to do this because they may have to find the budget to hire staff to assist the employee to complete the work.

It is situations such as this that puts hard working competent employees at risk. In the case above there are no co-workers doing the same work. In similar situations Local 38 has seen co-workers who do not put in the extra hours identified as poor performers and therefore subject to performance management.

For everyone's sake we encourage you to do an honest days work for an honest days pay. Should there be something that can't be done within your regular hours of work we ask that you inform your supervisor and let them determine how the work is going to be completed.

Have your say

The last 2 pages of this newsletter contain a membership survey to help identify issues for the upcoming negotiations with the City of Calgary. It is your responses and comments that the committee will use along with other issues identified through the office as the basis of our proposed changes to the collective agreement.

Please take the time to complete the survey and add your comments. We are asking that they be returned by mid June so that the committee can start its work prior to the vacation period.

Thought for the Month

There are two ways of exerting one's strength; one is pushing down, the other is pulling up.

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REGULAR MEETING**Tuesday, MAY 20, 2008 (DATE CHANGE)****7:00 p.m.****Union Office****1439—9th Avenue South East****BUSINESS: Regular****COMMITTEE ELECTIONS:**

- 1) Two (2) Executive members—2 year term**
- 2) One (1) Executive member—1 year term**
- 3) Five (5) members Occupational Health & Safety Committee**
- 4) Five (5) members Social Committee**
- 5) Five (5) members PR & Education Committee**
- 6) Five (5) members Equal Opportunities Committee**
- 7) Seven (7) delegates to CUPE District Council**

OPEN HOUSE DATE



*Important
DATE!*

WHY? To answer any questions or concerns or simply join us for a coffee

WHERE? Manchester Boardroom
2808 Spiller Rd. SE

WHEN? June 3, 2008, 9:00 am—11:00 am



*→ DON'T
FORGET!*

CUPE LOCAL 38 NEGOTIATIONS SURVEY FOR 2009 CONTRACT

CUPE Local 38 is preparing to open bargaining with the City of Calgary later this year. We need to formalize our proposals for negotiations. We therefore request that each member complete this survey.

Please rate the importance of the issues to you using a SCALE 1- 5 with 1 being not important and 5 being very important.

Not
Important Very
Important Important

A. MONETARY ISSUES

- | | | | | | |
|----|---|--------|--------|--------|-----|
| 1. | Length of contract | 1 year | 2 year | 3 year | |
| 2. | Wage Increase | 1 | 2 | 3 | 4 5 |
| 3. | Realistically I expect to receive a annual wage increase of: _____% per year | | | | |
| 4. | Vacation entitlement earned sooner | 1 | 2 | 3 | 4 5 |
| 5. | Up to 10 days off with pay to look after sick children | 1 | 2 | 3 | 4 5 |
| 6. | Unpaid leave, educational leave | 1 | 2 | 3 | 4 5 |
| 7. | No Contracting Out | 1 | 2 | 3 | 4 5 |
| 8. | Is there contracting out of work currently occurring in your area? If so, please provide details. | | | | |

B. WELLNESS BENEFITS

Not
Important Very
Important Important

- | | | | | | | |
|----|---|---|---|---|---|---|
| 1. | Free Access to City Recreation Facilities | 1 | 2 | 3 | 4 | 5 |
| 2. | Subsidy of \$200 or \$300 to any recreation facility or recreation activity | 1 | 2 | 3 | 4 | 5 |
| 3. | Transit passes for Local 38 members | 1 | 2 | 3 | 4 | 5 |

C. QUALITY OF LIFE ISSUES

Please rate the following issues on scale of 1-5 with 1 being Never and 5 being Always

- | | Never | | | | | Always |
|---|--------------|---|---|---|---|---------------|
| 1. Management is respectful and treats me fairly? | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | |
| 2. My workload is manageable and can be completed within the allotted time? | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | |
| 3. I am able to take my vacation when I want, my employer does not restrict me? | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | |

OTHER ISSUES/CONCERNS OR COMMENTS:

FOLD AND RETURN TO YOUR STEWARD OR MAIL TO: CUPE LOCAL 38

MAIL CODE: 132