
CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38
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MAY, 2008

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 over a year. To some degree they thought this was required in order to get their bonus. When 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 had management questioning the 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? However other employees in the work area have also had health issues due to the demands of their job.

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. By doing this you are not putting your bonus at risk. You are also providing management with the ability to know and understand the demands of the work being performed.

Call Centre Returned to ENMAX

At the beginning of May the Call Centre officially returned to ENMAX along with the back office functions formally turned over to Accenture Business Services for Utilities (ABSU). This was a very positive move to re-unite the 250 employees back to ENMAX.

CUPE Local 38 has spent over a million dollars protecting the call centre jobs as they moved from the City to ENMAX and finally to ABSU. This money was spent to ensure that stable decent paying jobs remained for those employees doing the work. We fought the move to have work sent to the Philippines and IT jobs to Toronto.

The long term members who have suffered through the uncertainty and turmoil can attest to the anxiety caused by working for a multi-national corporation whose only focus is the bottom line. ENMAX on the other hand is a municipally owned utility that has its roots deep in Calgary. As such, it needs to reflect the values of the citizens of Calgary, its customers. We all welcome the re-unification.

Thought for the Month

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

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? ENMAX South Service Centre
Boardroom

WHEN? June 9, 2008, 10:00 am—Noon



*→ DON'T
FORGET!*