

CUPE WIRE

Official Publication of the Canadian Union of Public Employees, Local 38
1439—9th Av. SE, Calgary, T2G 0T4, Phone (403)233-2700 Fax (403)290-1757
Email—office@cupe38.org Website-www.cupe38.org

VOLUME 27 ISSUE 2



February 2019

Mental Health in the workplace

What was once a taboo topic in the past, there has been a greater focus and understanding of the effects of mental health on in the workplace. According to the Mental Health Commission of Canada “workplace stress has become cyclical – it is a major contributor to mental health issues, which can subsequently impact workplace productivity”.

Current research indicates one in five Canadians will experience a mental health problem or issue within a given year, with 34% being a direct result of workplace stress. Mental health is relevant more than ever as employees have been constantly asked to do more with less. Over the past several years ENMAX has maintained a focus on cost cutting, but it has not been without a cost. Employees have had to work longer and harder, and often have more tasks to complete than hours in a day. Through their reduced workforce, ENMAX has created the conditions which lead to burn-out. Employees are now often taking more time off due to mental health issues, and disability claims have risen. The employer has reaped what they have sown. One has only to look around their workplace to see the effects.

For far too long, companies such as ENMAX has taken the position that an individual is responsible for their own mental health; yet, the employer has a role to play. The Mental Health Commission report identifies that how an employer behaves and supports employees in the workplace can positively or negatively affect the culture of where workers feel they can safely ask for support in times of need. The employer has to their credit, dedicated resources to mental health such as employee family assistance programs.

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Building #BalanceForBetter

Each year on March 8, International Women’s Day (IWD) celebrates the contributions and achievements of women in building a better world – economically, politically, culturally and socially. This year’s theme, Balance for Better, encourages us to seek out ways to foster and promote gender balance within our communities and organizations.

Throughout CUPE’s history, women have embodied this ideal, making significant contributions to the pursuit of equality for all through activism, education and social responsibility.

Locally within CUPE 38, we are proud to have a membership comprised of over 2/3 women, who are committed to serving our communities and working to create a better city every day.

This year, take a moment to acknowledge the contributions of women and consider how we can work collectively to achieve #BalanceForBetter.

To learn how you can participate in IWD 2019, visit www.internationalwomensday.com



International Women’s Day

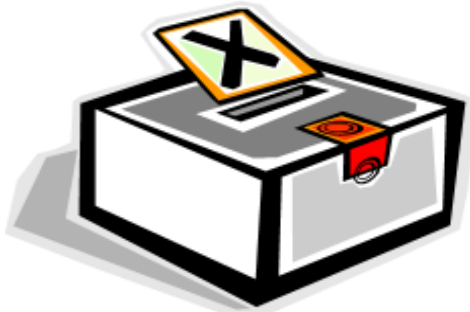
Advance Notice of CUPE Local 38 Elections

At the Regular General Meeting on April 23, the following positions will be open for a two (2) year term:

1. **Business Agent (Full Time)**
2. **Vice President**
3. **Recording Secretary**
4. **Five (5) Executive Members-At-Large**
5. **One (1) Trustees (Term to 2022)**

To be eligible for nominations for any of the offices, members must have attended at least 50% of the Regular General Meetings in the twelve (12) months immediately prior to the election. The member must be present at the April meeting, or indicate in writing to the Recording Secretary a willingness to stand for nomination.

In accordance with the CUPE Local 38 bylaws, in order to be eligible for the office of Business Agent, Vice President and Recording Secretary, a member shall declare their intention to run at the March Regular Meeting. This declaration can be made verbally at the March meeting or by submitting a written declaration witnessed by another member which is to be read at the March meeting.



Mental Health in the Workplace

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While these are positive steps, the employer has yet to deal with the fundamental issue of their own actions and behaviours. There is no relationship in the workplace more important than that of the employee-supervisor relationship. If the employer truly believes in mental health in the workplace, their own supervisors need to step up to plate and lead by example. Too often, employees are disciplined using the respectful workplace policy, while the same action by an exempt supervisor yields only a slap on the wrist. Employees evaluate actions, not words.

There is a silver lining. The fact is, change is upon us, and more than ever people are having these conversations. The stigma associated with mental illness is being broken down. If you or someone you know is experiencing mental health issues, have the conversation. Don't be afraid to ask for help. The first step towards change is awareness. No one needs to suffer alone. Mental health affects us all.

Connect with CUPE 38

Email: office@cupe38.org

Phone: 403-233-2700

In-person: 1439 - 9th AVE SE,

Calgary, AB T2G 0T4

Online: cupe38.org

THOUGHT FOR THE MONTH



“When obstacles arise, you change your direction to reach your goal, you do not change your decision to get there.”

~ Zig Ziglar

REGULAR MEMBERSHIP MEETING

All CUPE 38 Members Invited to Attend



When: Tuesday, February 26, 2019
at 7:00 p.m.
Where: CUPE 38 Office
1439-9 Avenue SE
Business: Regular