
CUPE PARKING LOT

Official Publication of the Canadian Union of Public Employees, Local 38
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Negotiations Wrap-up

The negotiations process is finally complete, and as of the September 5, 2019 ratification vote, we have a new collective agreement. All changes to the prior collective agreement are in effect starting from September 6, 2019, with the exception of the monetary increase for 2019. That means you will receive retro pay of .5% dating back to June 1, 2019. The employer has advised that the retro pay should be going out in October.

The significant changes you may notice right away will be the change to the Sick Benefits Letter of Understanding that was not signed into the agreement with this round. The old language in the agreement, with some adjustments, will be the language relied upon by the employer going forward for Sick Benefits. The “adjustments” to the language will be that instead of allowing a bank of 80 hours to be used for the waiting period to obtain Employment Insurance sick benefits, it will be reduced to 40 hours. This is because the waiting period for these sick benefits through Employment Insurance has been reduced to 1 week, previously it was a 2 week wait. If this waiting period increases, the employer will adjust the bank allowance accordingly.

Some of the changes to the agreement that will benefit members is the change in stat pay. Previously this was paid at 1 ½ times your wage, it has now been increased to 2x your regular wage for time worked on a statutory holiday. Standby pay has increased to \$35.00, up from \$25.00. Call out work that can be performed via phone or internet, will be charged at ½ hour pay minimum. Boot allowance has increased from \$130.00 to \$182.00 per year. While all of these changes may not impact all members, each member should see an increased benefit in this agreement.

It was a challenging round of negotiations this year and the message we received from our members, loud and clear, was that morale is low and you are feeling undervalued. In addition to this, we heard the members request for more communication from the Union. As a result of this, we will be doing this newsletter on a more regular basis and hope to have content that is of interest specifically to our members at the Calgary Parking Authority.

The CUPE Local 38 Bargaining Committee would like to thank everyone for their participation and continued patience throughout this important process. We enjoyed meeting with all of you during the information sessions and we look forward to keeping that conversation going. As soon as the new printed version of the collective agreement is available, it will be sent out to all members. Prior to that, upon completion of the proof reading, we will have it online at our website at www.cupe38.org. If you have any concerns, questions, or ideas for content in the newsletter, please call the CUPE Local 38 office at 403-233-2700 or you can send an email to office@cupe38.org.

Advance Notice

We will be holding a meeting of the sub-local of CUPE 38 in **November 2019**
Exact date will be forthcoming in the
October Newsletter

Agenda items will include elections of the following:

- Sub-local Chair person
- Sub-local Recording Secretary
- Stewards

We hope to see you there!

REGULAR MEMBERSHIP MEETING

All CUPE 38 Members Invited to Attend



When: Tuesday, September 24, 2019

at 7:00 p.m.

Where: CUPE 38 Office

1439-9 Avenue SE

Business: Regular & Elections

Elections:

1. One (1) Warden (Term to 2020).