

# LOCAL VOCAL

VOLUME 12, ISSUE 2

May 2010

E-mail: [office@cupe37.ca](mailto:office@cupe37.ca)

## Local 37 Table Officers

Kevin Galley  
President

Don Monroe  
Vice-President

Peter Kauffmann  
Recording Secretary

Chad Ennis  
Treasurer

Sam Basi  
Sergeant-at-Arms

Cyril Wilson  
Assistant  
Sergeant-at-Arms

Judy Richardson  
Assistant  
Sergeant-at-Arms

## Executive Members

Todd Hulse  
Jody Sallans  
Connie Ennis  
Mike Toth  
Elizabeth Tweedale  
Scott Cush

## Trustees

Wayne Gibson  
Paul Jones  
Archie Walsh

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## PRESIDENT'S MESSAGE

Dear Sisters and Brothers,

### Job Evaluation Project

The committee, made up of Union and Management, will be continuing the work in early August for two weeks. Then they will start again on September 11, 2010 and continue until the project is completed.

### Bargaining

In June a bargaining survey will be sent out to allow all members to provide their input as to what should be considered during the next round of collective bargaining. In September there will be a Special Called Meeting, where the members can vote on the issues that will be brought forward. Your input is important so please take the time to fill out the survey and attend the Special Called Meeting in September to speak about your issues.

### Civic Elections on October 18, 2010

It's not too early to start thinking about the upcoming elections. As Civic Employees this is an opportunity to elect our bosses. The Coalition of Civic Unions will be developing a web-site ([calgaryvoters.ca](http://calgaryvoters.ca)) to provide as much information as possible about the candidates, so that you can make an informed decision and vote accordingly.

### Job Stewards

We are always searching for members in all of work units to get involved with the Union and become a Job Steward. You can sign on as a communicator, someone who shares information between the union and co-workers, or you can become fully involved sitting in on disciplines and grievances. For more information please contact the office and speak with a Full Time Officer.

### Regular Union Meetings in July and August

This year we will be holding Regular Membership Meetings in July and August. We heard from a number of seasonal workers who expressed an interest in having these meetings. This is an opportunity for everyone to attend and provide their input as to the direction the Union is taking.

Summer is approaching fast, enjoy your vacation time with family and friends. Stay safe and travel safe.

In solidarity,

*Kevin Galley*

Kevin Galley  
President

## The President Wants to Hear From You!

Do you have a question regarding the Collective Agreement or another subject? Please send it to the office (mc 131) or email to [president@cupe37.ca](mailto:president@cupe37.ca) Kevin will respond by email, phone, mail, or in the Newsletter.

## RECORDING SECRETARY'S UPDATE

Hello Brothers and Sisters,

It has been a hectic couple of months here at C.U.P.E. Local 37's office. The executive and some members from the floor attended the C.U.P.E. Alberta Convention in Lethbridge on March 24 - 28, 2010. Of all the resolutions that were voted on, the one that hits closest to home is the resolution to lobby to remove fluoride from Municipal water systems. C.U.P.E. Alberta will be lobbying with both the municipal and provincial governments to cease the practise of adding fluoride to drinking water.

As Alberta's delegate to the C.U.P.E. National Environment Committee, I attended the National All Committees meeting in Montreal from March 28 - April 2, 2010. We discussed the strategic direction for the National Environment Committee and I have to tell you that being from the land of the Tar Sands is not looked upon too kindly in a room of environmental advocates from across Canada.

C.U.P.E. Local 37 has filed a policy grievance with The City of Calgary regarding the interpretation of The City of Calgary's Substance Use Policy and its negative effect on our membership. We have met with City Management and Labour Relations and are expecting to see a draft with changes to procedures within the next 4 weeks.

We are dealing daily with membership issues on Seniority, Overtime, Non-Selection, as well as a large number of grievances, on which we are meeting with City Management.

The race for Mayor has begun. Although I can't tell you who to vote for, all I can ask is that you take a look at the candidates and vote for who you feel will do the best job for you. Remember, you are voting for your next boss!

Bargaining for our next contract is just around the corner. We hope to finalize the bargaining survey in the next couple of weeks so that we can get your input as to what you would like to see added or changed in our Collective Agreement.

Many of you will be taking much needed holidays over the summer months and I would like to wish you a safe and enjoyable holiday. For those of you not taking holidays, we will be holding our General Membership Meetings on the second Tuesday of both July and August.

In Solidarity,



Peter Kauffmann  
Recording Secretary

### ***The Not So Simple Strike***

During bargaining, as a Job Steward, I hear a whole lot of talk about going on strike. Brothers and Sisters throw the phrase out not knowing what it takes to go on strike. So I ask "Do you know what it takes to go on strike?" This year as we go back to bargaining let me give you a quick idea of how the process works and what must occur in order to commit to a legal strike.

At 60 - 120 days from our contract expiring, our Union must submit in writing to The City that they want to enter talks. The Bargaining Committee that's on our side will in good faith enter negotiations with The City within 30 days of the written notice.

As bargaining ensues, proposals are exchanged and if both sides can't come to an agreement a mediator may be required to help both sides come to an agreement. If the mediator recommends a solution and both parties vote to agree to the recommendations they are bound by the recommendations and a new collective agreement is formed.

If mediation fails, our Union and The City can continue negotiations or both can agree to binding arbitration. Either way a 14 day cooling off period is required after voting on a mediator's report. After the 14 days either side can initiate a lockout (employer) or a strike (union) through a sponsored Labour Relations Board strike/lockout vote. If the vote is approved and sanctioned by the Board it will be valid for 120 days. The final step before a lockout/strike is a 72 hour notice to both parties and the mediator involved. During the notice, emergency meetings can be held to try to hash out a solution, but after that a legal strike ensues.

Not anyone can strike; some examples are Regional Health workers, the Police, the Fire department, and Public Servants to name a few. If the Cabinet decides that any sector strike is a public emergency they can be denied the right to strike.

It's not so simple to go on strike, but remember it is a tool in negotiations. If either side doesn't follow the rules it is an illegal lockout/strike and penalties can be and are enforced. If you have further questions, please just call the C.U.P.E. Local 37 office and ask for an officer. We are always happy to empower our members with information.

As a reminder, your ideas on where our Bargaining Committee is heading should be heard. Start thinking about where you want Local 37 to go this year and share your ideas with those around you. Who knows your idea may be the next big clause in our collective agreement next year.

By Scott Cush

## TREASURER'S HIGHLIGHTS

Happy spring everyone, let's hope we have seen the last of the snow on the ground. I have to say the union hall has been a very busy place this spring, as we work on the many grievances that have been pouring in and have some of our older cases coming up for arbitration. I have been busy trying to plan and budget for these cases but I still get amazed by some of the monetary charges that are associated with an arbitration. I'm glad that we have a membership that supports these arbitrations; some of our newer members should pay attention to see how this support and solidarity can impact our membership as a whole.

We have been very busy since elections; we have evaluated the new election system and looked for any glitches it may have. I would like to report that overall we did see an improvement in the number of people voting, as we saw about a 100% improvement since the last election with just over 600 ballots cast. Maybe the new system just might work. Since elections we have also had our annual C.U.P.E. Local 37 Retirement Banquet. Once again it was held at the Glenmore Inn; the food was excellent and I had heard a rumour that we had a C.U.P.E. Local 37 member cooking at the Glenmore Inn. It seems he was cooking for our banquet but I didn't catch the brother's name so if anyone out there knows who I'm talking about please tell him he did a great job.

If any of you out there are aware of a retiree, from years past, that have missed getting their union retirement watch please have them contact our office. Our front line office staff have been trying to track down many of the retirees from the last year or two that still have their watches held at the office and we would appreciate your help in this matter.

I would also like everyone to know that there is a date set for this year's Third Annual C.U.P.E. Local 37 Motorcycle Poker Run. This event is set for July 17, 2010. The cost is \$25 to participate and you will receive a t-shirt, food, and a good run which will be about 4 hours in length. There will also be a silent auction, a Poker Run with prizes, and many other events. I hope you all have a wonderful summer and please take time to spend with your family because the years go by too fast.

In solidarity,

*Chad Ennis*

Chad Ennis



# C.U.P.E. Local 37 3rd Annual Motorcycle Run



**DATE: Saturday, July 17, 2010**

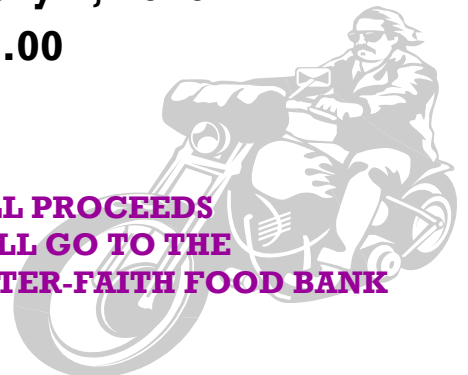
**REGISTRATION: On or before July 2, 2010**

**REGISTRATION FEE: \$25.00**

**Start Location TBD**

**INCLUDES: POKER RUN  
BBQ & SHOW 'N SHINE after the Run  
Prizes for Best in Show**

**ALL PROCEEDS  
WILL GO TO THE  
CALGARY INTER-FAITH FOOD BANK**



## Meetings

<b>EXECUTIVE</b>	June 1, 2010 July 6, 2010 Aug. 3, 2010	<b>OH&amp;S</b>	June 28, 2010 July 26, 2010 Aug. 30, 2010
<b>REGULAR</b>	June 8, 2010 July 13, 2010 Aug. 10, 2010	<b>TRADES</b>	June 8, 2010 July 13, 2010 Aug. 10, 2010
<b>JOB STEWART</b>	June 16, 2010 July 21, 2010 Aug. 18, 2010	<b>BY-LAW</b>	June 23, 2010 July 28, 2010 Aug. 25, 2010
<b>COMMUNICATIONS</b>	June 2, 2010	<b>SOCIAL</b>	June 15, 2010 July 20, 2010 Aug. 17, 2010

## Baskets, Cards & Flowers

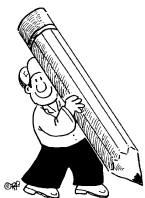
BLAZENKO, Kenneth	GANNON, Kenneth	MCCUAIG, Robert	STRASCHINITZKI, Fred
CAMPBELL, Gordon	GILLESPIE, Roy	MOSCA, Francesco	TEMPLE, Dwayne
CAMPBELL, Rick	GUERINO, Magaly	MULLAN, Perry	TOFT, Lincoln
CHITWOOD, Linda	HARTEN, Dale	PASKE, Harold	VAN HOLST, Gary
CORNELL, Mike	HERMANN, James	PEDERSON, Douglas	WAGSTAFF, James
COTE, Chris	HEROLD, James	RASHIDIAN, Jahangir	WILLIAMS, Daniel
COWAN, Brian	HULSE, Todd	ROTHENBURGER, Russell	WOWK, Jason
DOERING, Stacy	KRIWONOS, Peter	SHAW, Terry	WOZNIAK, Henry
FERGUSON, Daniel	LANGLOIS, Mark	SNIDER, Rodney	
FRY, Lonnie	MAST, Maurice	STOFFELS, Roy	

### Congratulations to all of our 2009 Honoured Retirees



In Solidarity,

Peter Kauffmann,  
Editor PK/ns



### Honoured Retirees

David Agnew
Bernardo Bitonti
Orrick Blake
Calvin Bridal
Bert Bross
Wallace Chalmers
Wayne Connolly
Paul Douglas
Dennis Galvin
Mary Gammon
William Hazzard
Michael Hobal
Daniel Kinsella
Richard Lenz

Robert Leschart
Donald Martin
Frank Muto
Alan Prest
Lonney Prete
Brian Rousch
Andres Salamanca
Garry Sartison
Agostino Secreti
Herrick Singh
Barry Slinn
Gary Sweetnam
John Taft
Maria Valdes