



Calgary Local 710 Newsletter

NC Art 2.02 The highest authority resides and comes

Vol. #6, Issue #1 – April, May, June 2024

cupw • sttp



Commonly Asked Questions...

Are we going on STRIKE?

Are you prepared for a STRIKE or LOCKOUT?

We heard a rumor we will be locked out...

What can I do?

\$ STRIKE Pay? \$



CUPW AND STRIKES

All workers are entitled to be treated with dignity, fairness and respect. Supporting negotiations towards a renewed collective agreement is the single most important thing you can do to protect and improve your wages and working conditions. Striking is a unionized worker's tool to achieve, defend and re-define these rights.

The prime aim of the Union is to achieve wages and working conditions which meet the requirements of its members. Therefore, the struggle of the members, committees, and officers through the negotiations with employers are of top importance to the Union.

The united strength, ability, morale, and resources of the Union have no more important target than the gaining, through the negotiating struggle, of the best possible results for its members. - Section 6.01 of the CUPW Constitution

A strike brings together workers with little or a lot of experience. Together, they come up with creative ideas, and use skills and brave actions to fight for better working wages and conditions.

CUPW has learned over the years that effective strikes win better salaries, benefits and working conditions for our members. It's part of our history.

Our Lessons

Here are some of the lessons we've learned:

- We must use a variety of pressure tactics to achieve our goals.
- Our tactics should escalate progressively. We don't engage in actions early on that we won't be able to duplicate or have impact with a second time.
- We aim for the element of surprise in our actions.
- We plan, plan and plan some more – and are ready for an alternate action if things don't go as planned.
- We vary our targets – from media releases to impacting services to slowing production – always putting the employer on the defensive.
- We prepare large-scale activities from time-to-time, bringing together members, labour allies and community partners to boost the morale of striking workers.
- We keep ahead of the employer by communicating regularly with members.
- We continually emphasize integrity, validity, and fairness in our demands and in our actions.

Different Types of Strikes

A **strike** is when unionized workers withhold their labour in an effort to pressure their employer into meeting their demands. Workers go on strike after negotiations have broken down or stalled. The goal is to compel the employer to return to the bargaining table and address workers' demands.

There are different types of strikes that serve different purposes. They may escalate in their intensity:

- A **work-to-rule** is when workers obey all the laws and rules applying to their work but perform their work more slowly or follow “the letter of the law” in an effort to stall productivity.
- A **sit-down strike** is a strike in which the workers refuse to work but stay inside the employer's place of business.
- A **sympathy strike** is a concerted work stoppage by workers in one bargaining unit to express solidarity with striking workers in another bargaining unit.
- A **study session** is a short “practice” strike that demonstrates to management what the consequences would be of a more prolonged strike.
- A CUPW **general strike** is a cessation of work by all CUPW members in a particular bargaining unit.
- A **rotating strike** is a series of surprise, up to day-long work stoppages of all bargaining unit members at various strategic geographic locations (i.e.: Ontario members on Monday, Quebec members on Tuesday, etc.).
- A **strategic strike** is a work stoppage by limited number of members of a bargaining unit at a specific number of locations.
- A **lock-out** occurs when the employer exercises its right to prevent bargaining unit employees from working when in a legal strike position.

There is always a large horizon...There is much to be done...I am not going to be doing it! It is up to YOU to contribute some small part to a program of human betterment.

- *Frances Perkins (1882 – 1965)*

Here are some things you can do to personally prepare for a strike:

- Watch for bulletin board notices in your workplace and keep aware of the status of negotiations. Visit CUPW's national website (www.cupw.com) and subscribe to edigest and other local mail notice lists.
- Participate in mobilization activities and help spread the word in your workplace.
- Support your bargaining team by voting "yes" at the strike vote. With a strong mandate to strike, the bargaining team has more leverage at the bargaining table. Voting "yes" does not necessarily mean a strike will happen, rather it means you are willing to support union principles of fairness and justice.
- Get your finances in order and your support networks in place.

It is important to remember that only members who perform strike duties, or other authorized activities will receive strike pay. Members who choose not to perform strike duties will not receive strike pay.

Here are some suggestions for specific items:

Auto and Home Insurance – contact the insurance agents and discuss ways to spread out the monthly premiums.

Car Loans – try to defer your loan payment, or discuss with the loan officer the possibility of refinancing to reduce the size of payment.

Credit Cards – find out what the minimum payments are to keep your account current. Avoid using your credit cards. You may owe money already and it would worsen the situation if you increase your debt load at this time.

Department Store Accounts – contact the business involved and discuss your situation.

Home Mortgages – contact your lender and try to work out a new payment plan, before payment is due. Some mortgage companies will defer a mortgage payment.

Renters – contact your landlord before rent is due. Try to reduce or defer payment temporarily until you are back to work.

Property Taxes – call the taxation office in your municipality to find out if payment can be delayed and how much the penalties will be.

Utilities – contact the utility office (electricity, gas, oil, etc.) you may be able to pay part of the bill and spread payments out.

If you are having trouble meeting your financial commitments, seek debt counseling. You do not want to destroy your credit rating for the future. Speak to someone from your union local executive for suggestions on how to approach your bank or other creditors (examples of these letters are included below). Many financial institutions will accommodate you in this situation. Develop networks with your colleagues, friends and family to support each other. This could include establishing a coordinated child care plan. If you are concerned about serious financial distress in the event of a strike, talk to your local or social steward for a list of resources that might be available.

Sample Letter to a Creditor

Dear (Name of Creditor):

Due to (explain reason) I am experiencing financial difficulty and am asking you to accept a reduced payment for (give period of time). At that time, I hope to (have my other bills paid – be back at work – have found a part time job).

I would appreciate your consideration in this matter, as I am not able to meet the regular payment of _____. I request that you accept _____ per month during this emergency.

Please do not place my account in the hand of a collection agency. I wish to deal with you directly.

Would you consider withholding interest on my account? I do not wish to go further in debt. I have been a customer of your organization for _____ years and have always paid my bills on time.

I will resume regular payments as soon as possible and will notify you immediately when I find out when this will be.

Sincerely,

Name:

Address:

Phone Number:

Credit Account Number:

Calgary Union Local 710 will be able to provide you with a Letter to a creditor, feel free to request for one.



Have You Signed Your CUPW Application for Membership?

- ❖ Attend and vote at General and Special meetings of the Union;
- ❖ Vote on referenda;
- ❖ Represent the Union or your Local as a delegate or hold Office;
- ❖ Exercise any other rights afforded under the Constitution and by-laws of your Local;
- ❖ Request a dues waiver;
- ❖ **Receive strike pay during a work disruption;**
- ❖ **FREE** life insurance for you and your family under the Union's insurance plan.

**NEED A CUPW APPLICATION FOR MEMBERSHIP CONTACT A SHOP STEWARD
OR:**

DANIELLE THOMPSON ~ SECRETARY-TREASURER

PHONE: 403-730-7018

EMAIL: SEC-TREAS@CUPWCALGARY.ORG



GRIEVANCE OFFICER

Urban Collective Agreement:

Discipline:

Letter on file – 15

Suspension – 10

Health and Safety:

Bully/Harassment/deterioration – 3

Rotation of duties violated – 2

Not accommodated with restrictions – 1

improperly conduct an investigation - 1

Compensation / Benefit Issues:

Leave denied unjustly – 4

Not paid for work performed- 4

Overtime /callbacks/extended/U-day – 9

Miscellaneous:

Grievance time denied - 1

Backfilling, cross section/classification – 6

Choice of work denied - 2

Contractors performing CUPW work – 2

Hinder Union/Rep – 2

Posting Lists/schedules - 1

Staffing improperly /vacancies – 12

Union/Local interference - 1

Route Measurement:

On demand pickup process – 1

Route information incorrect - 1

Temporary employees:

Discharge – 3

Arbitration Dates:

March 13 2024 – Formal: Arbitrator Norrie

March 27 2024 – Regular: Arbitrator
Hornung

March 28 2024 – Formal: Arbitrator
Denysiuk

March 28 2024 – Regular: Arbitrator
Hornung

Letter on file – 3

Suspension -1

Rural Collective Agreement:

Health and safety issues - 1

Drivers abstract - 1

CUPW Wins: Between Feb. & March 2024:

Days paid back – 2

Letter removed from file - 1

Straight time Paid – 5 hours

Over time Paid – 2 hours

Double time paid– 10 hours

\$44 paid to member – 1

\$50 paid to member – 3

\$60 paid to member – 6

\$67.20 paid to member – 1

\$80 paid to member – 1

\$208 paid to member – 2

\$275 paid to member – 3

\$100 paid to member – 2

\$120 paid to member – 1

\$150 paid to member – 1

\$170 paid to member – 1

\$200 paid to member – 1

\$1000 paid to member – 1

\$1700 paid to member – 1

CUPW - \$2000

Approximate wins:

\$ 6,282.20

In Solidarity,
Wendy Kipta,
Grievance Office



Organizing Committee



Since taking office in October, we've had a meeting every month. Our last one was on March 13th, 2024. Organizing committee has grown, which is very surprising and exciting for more people to turn out and learn more about organizing during this time of uncertainty with negotiations and dealing with the Corporation. Through organizing, we have come up with numerous ideas from buttons, signs and postcards to give to the members to send to Doug Ettinger and MLA's. In the next several months, we will have to get more information to be able to relay to our members into strengthen our organizational skills and strike preparation. I look forward to building and strengthening all of our members moving forward.

Sincerely,

Charlotte Ward
Chair of organizing committee



Choose, but choose wisely...

Your union and LJHSC committees work hard to keep the employer serious about your health and safety. Things have come a long way, but there is still much to improve.

When the corporation gives you half-hearted warnings that working conditions MAY BE hazardous and you should 'only do what you feel safe doing' --**please think about it.**

They are warning you that there is an increased risk, but it is up to YOU whether or not you assume that risk. YOU are the final authority on your health and safety. Do not undermine the strides we have made in workplace safety by voluntarily putting yourself at risk!

If you want to 'be a hero' and try to get everything done in the face of this warning, that is *your choice*. Deciding when it is safe or unsafe to work is ultimately up to you.

When the employer warns you of an extra risk, we hope you choose your health and the life you have with your loved ones over a pat on the head and a donut.

Local and Regional Education Courses

Local and Regional Educationals please watch CUPW bulletin boards for updated dates and times

Shop Steward Course - Friday April 12th, 2024 & Saturday April 13, 2024

Pension Whiz via ZOOM - Saturday April 13th, 2024

~~Strike/Lockout Prep Course - Thursday April 18, 2024, or Friday April 19, 2024~~ — **Postponed**

Social Steward Course - May 7th, 8th, 9th, 10th, and 11th, 2024

Welcome to CUPW Course - May 17th and 18th, 2024.

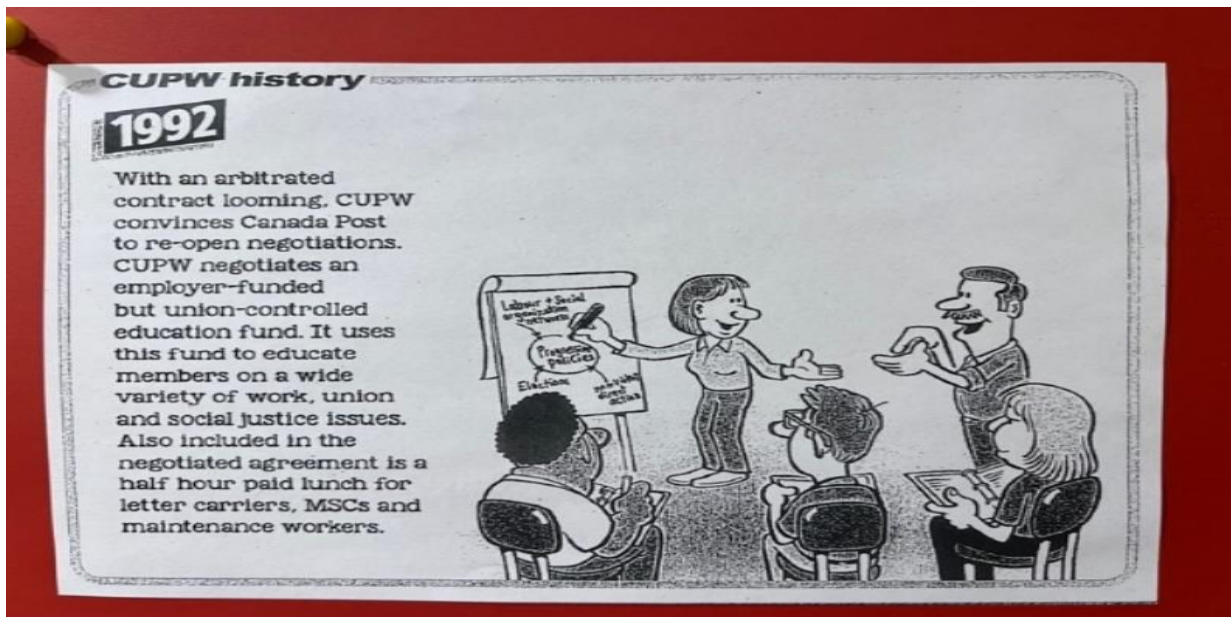
Bar Charts Course - Friday June 7th, 2024

Location for Local Educational:

Calgary Local Union Office: Unit #109, 5621 – 11th Street NE, or otherwise posted.
Contact the Local Union Office or the Secretary Treasurer to register @ 403-295-2556.

Must register six (6) working days before the date of the courses to allow for book offs.
Please read bulletin boards for more information.

ALL DAYS ARE MANDATORY.



Human Rights



The Human Rights Committee met in May via Zoom. We will meet again in August to firm up plans for the Pride Parade.

Amy Jullyan is the elected National Human Rights Representative for the Prairie Region. The National Human Rights Conference was this year. We discussed a lot about the importance of gender neutral bathrooms. Also building allyship on the work floor and in the world.

The Pride Parade is the first Sunday of September the 3rd. We are lucky to have received 2 Banners/Flags this year. We are hoping to design shirts this year for sale. We want to look more unified and identifiable this year. Other locals are interested in buying them as well. There has been swag brought in this year by Regional for us to wear for the Parade and potentially give out. We would like to have more signs this time out. We would like to support Drag Queens and Transgender people. The more support and attendance the better. Last year was a big success, this year will be bigger and better.

The committee would like to find more ideas for fundraisers and supports outside of work as well. We would like the committee to be a group of people doing meaningful work for the workplace and the community.

APRIL 2024

SUN	MON	TUE	WED	THU	FRI	SAT
	Easter Monday 01	02	03	04	05	06
	STAT					
Green Shirt Day 07	08	Eid al-Fitr 09	10	11	12	13
					Shop Steward Course	Shop Steward Course Pension Whiz
14	15	16	17	18	19	20
			Strike Captain Course Urban Shop Steward 8am, 12pm, 3pm	Strike Captain Course		
21	Earth Day 22	23	24	25	26	27
			Executive Meeting 5pm		RSMC Shop Steward 9:30am to 11:30 GMM 12pm	
Day of Mourning 28	29	30				

**** These dates are tentative and subject to change ****

Please note that Union meetings are now done in person, unless otherwise stated on the Bulletin Boards

MAY 2024

SUN	MON	TUE	WED	THU	FRI	SAT
			May Day 01	02	03	04
Red Dress Day 05	06	07	08	09	10	11
	Social Stewards Course	Social Stewards Course	Social Steward Course	Social Steward Course	Social Steward Course	Social Steward Course
Mother's Day 12	13	14	15	16	17	18
			Urban Shop Steward 8am, 12pm, 3pm	AFL Meeting Welcome to CUPW Course	AFL Meeting Welcome to CUPW Course	
19	Victoria Day 20	21	22	23	24	25
	STAT		Executive Meeting 5pm		RSMC Steward Meeting 9:30-11:30am GMM 12pm	
26	27	28	29	30	31	

**** These dates are tentative and subject to change ****

Please note that Union meetings are now done in person, unless otherwise stated on the Bulletin Boards

JUNE 2024

SUN

MON

TUE

WED

THU

FRI

SAT

01

02

03

04

05

06

07

08

Bar Charts Course

09

10

11

12

13

14

15

Father's Day 16

17

18

19

1st Day of Summer
20

21

22

Urban Shop Steward
Meeting 8am, 12pm,
3pm

23

St. John the Baptist
24

25

26

27

28

29

Executive
Meeting 5pm

RSMC Shop
Steward 9:30-
11:30pm
GMM 12pm

30

**** These dates are tentative and subject to change ****

Please note that Union meetings are now done in person, unless otherwise stated on the Bulletin Boards

THE COLLECTIVE BARGAINING PROCESS

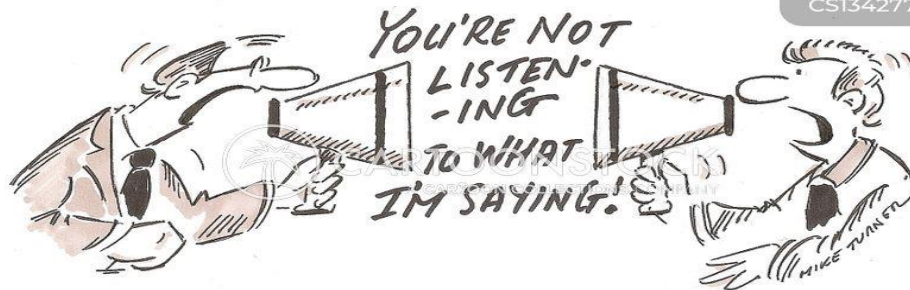
Strikes don't just happen. There are many stages in the collective bargaining process before it reaches an impasse requiring strike action.

The following are general collective bargaining steps that need to happen before strike action:

1. Before the existing collective agreement expires, the union begins preparations to bargain by reviewing the achievements as well as the demands that were not met during the last round of bargaining.
2. Members provide input into the bargaining process through their local and the demands from locals are debated and passed at a regional conference. The demands from the regional conferences are prioritized at the National Executive Board and create the national program of demands.
3. Workers ratify the program of demands at their local ratification meetings.
4. The National Executive Board selects the Lead Negotiators and the rest of the Negotiations Committees.

The Lead Negotiators forward the program of demands to the Employer's lead negotiators.

5. The negotiating committee sets dates with the employer for face-to-face negotiations.
6. The NEB and negotiating committee establish and implement the bargaining strategy.
7. Face-to-face negotiations begin. The negotiating committee keeps members informed throughout the process.
8. If the National Executive Board deems it appropriate, it will conduct a strike vote. The strike vote is conducted by secret ballot at membership meetings. At these meetings, members will be informed of the progress made and the outstanding issues in negotiations. A strong strike vote gives an extra push at the bargaining table.
9. If the impasse persists the negotiating committee may recommend strike action to the NEB who make the final decision.



MEANINGFUL NEGOTIATIONS?

Executive

President: Wycliffe Oduor

1st Vice Pres. (Health & Safety): Katrina Alexandropoulos

Secretary Treasurer: Danielle Thompson

2nd Vice Pres. (Grievance): Wendy Kipta

3rd Vice Pres. (Route Measurement): Clint Loor

Lead Shop Stewards:

Group 1- P04 & P05: Paul Coupland

Group 2 – Letter Carrier: Stacey Glenn

Group 2 – Transportation: Charolette Webb

Group 3 & 4 - Maintenance: Benjamin Corpuz

RSMC: Kim Livingston

Recording Secretary: Patricia Schmidt

Sergeant-At-Arms: Lisa Polsom

Organizing Officer: Charlotte Ward

Educational Officer: James Cole

Calgary Local Office

#109, 5621 – 11 Street NE

Calgary, Alberta T2E 6Z7

Phone: **(403) 295-2556**

Fax: (403) 295-0953

Calgary Local Website:

www.cupwcalgary.org

CUPW National Website:

www.cupw-sttp.org

Newsletter E-mail:

cupwnewsletter@shaw.ca

Sign up for e-Digest at:

<http://www.cupw.ca/en/cupw-edigest>

Office Hours:

Mon-Fri: 7am-5pm

Affiliate Offices For CUPW Calgary Local 710

Acme, Airdrie, Bassano, Blackie, Carstairs, Cochrane, Coronation, Delburne, Drumheller, Elnora,

Hanna, High River, Lousana, Millerville, Nanton, Okotoks, Oyen, Priddis, Standard, Strathmore,

Three Hills, Trochu, Vulcan.

***COME TO AN ORGINIZING
COMMITTEE MEETING!!***

*We need your ideas on how to fight back
against;*

SSD

Insufficient staffing and uncovered vacancies

Negotiations

Any other ideas

***Watch the CUPW bulletin board for dates and
times!***

