



LOCAL VOCAL

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E-mail: office@cupe37.ca

Local 37 Table Officers

Kevin Galley
President

Ted Bradley
Vice-President

Jeff Hyslop
Recording Secretary

Tom Dick
Treasurer

Gordon Symes
Sergeant-at-Arms

Chad Ennis
Assistant
Sergeant-at-Arms

Peter Kauffmann
Assistant
Sergeant-at-Arms

Executive Members

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Cyril Wilson
Dan Rosentreter
Joe Hermann
Dan Van Tassell
John Mandville

Trustees

Susanna Barlem
Katie Hrynewich
Mark Langlois

PRESIDENT'S MESSAGE

Dear Sisters and Brothers:

I would like to wish everyone a safe and happy summer, and I hope everyone has a great vacation!

In order to cover the full-time officers vacation we have 3 executive members coming into the office for relief and training. They are Chad Ennis, Peter Kauffmann and John Mandville.

The following are some issues that the Local is currently working on are:

- CUPE Local 37 is taking on a huge task in partnership with the City of Calgary. We are taking a look at jobs that have not been updated for 30 years, this process is called job evaluation or classification review. The Union committee consists of Beth Tweedale (Recreation), Scott Cush (Water Services), Kevin Fradgley (Fleet Services), Dan Van Tassell (Waste & Recycling), Maxine Copeland (National Representative) and myself. The employer's committee consist of Cheryl Biggs and Kymme Paul. We have met several times to work on the terms of reference which will be the principals which guide us through this process, once the parties reach agreement this "terms of reference" will be voted on by the membership at a membership meeting, sometime later in the fall of 2007.

Job Evaluation is a system designed to measure the value of jobs. A position analysis questionnaire (PAQ) will be distributed to the membership in the upcoming months, it's important that these questionnaires are filled out by you. The questionnaire will assist this project in telling us what work you perform for the City of Calgary which will establish the value of job within the classification scheme that is developed.

- We have had talks with the City regarding the new Central Stores Building and have informed them that our members work falls under Local 37's jurisdiction.
- Coalition of Civic Unions - This is a meeting of all the unions and associations that deal with City Hall. This enables us to share information and discuss common issues.

I hope to see you at a job site or at the regular meeting in September. If you have any questions or concerns, please call the union office.

In solidarity,

Kevin Galley

President



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Member News and Views



Recognition goes out to the following employees from Acadia Pool who were involved in a life saving rescue: Beth Chetner, Trisha Gray, Jan Kozbial, Linda Megenbir and Marnie Shields.



Jeff Taylor, an employee with Waterworks/Wastewater has been serving in Afghanistan for the past three months, he is due home at the end of August. Jeff was granted Military Leave from the City due to the benefits that he was offered. He is doing well and is looking forward to coming back to work.



I would like to thank my union with respect to my grievance and giving me back some of my dignity in regards to my situation. I would especially like to thank the President, Kevin Galley who went far beyond the call of duty to resolve the matter. (anonymously submitted by email)

Jeff Hyslop, Recording Secretary

Courtesy of CUPE FASTFACTS (Volume 14 Number 14)

Brother Jack Simpson honoured for bravery.....

CUPE National Representative Jack Simpson, of Lethbridge, Alberta, made us very proud last month when he intercepted a would-be robber (who had duct tape and a knife with him) who had snuck into a woman's van as she made a quick stop to the ATM. Brother Jack, along with two other men, was given an award for bravery from the Lethbridge chief of police for not only preventing the robbery and possible kidnapping attempt, but for also preventing the attacker from escaping before police arrived.

"We all like to think we'd be as brave when faced with such a dangerous situation," said CUPE National President Paul Moist. "We are proud of Jack's quick and selfless action, which may have saved someone's life."

FREE FAMILY BBQ

for Local 37 members

AUGUST 16, 2007

5:00 - 8:00 PM

CUPE LOCAL 37'S HALL

(5112 3 ST SE)

COME OUT AND MEET YOUR EXECUTIVE MEMBERS!

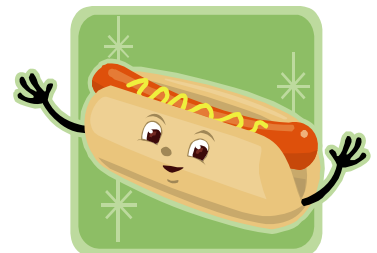
HAMBURGERS



SODA POP



HOT DOGS





Trades Corner News

Welcome to the first edition of the Trades Corner News!

I am writing this article to let everyone know that within Local 37 there is now a newly formed Trades Committee. It was formed in September 2006 and is still in it's infancy as to it's direction.

One of the first important roles of the committee was to keep trades people informed of workplace activities and to establish a communication network between the trades.

The committee which consists of various trades people suggested that a news article in the Union newsletter would be a first step to establishing a communication network, thus the trades corner news is to be a monthly article.

An important factor to know is that trades people represent 8% of the local membership and the committee believes that there is a need for involvement by trades people in all aspects of Union activities. We are hopeful that this news article will consist of trade news, workplace activities, humorous stories, retirement, new hires, etc.

If you are interested in being a part of the Trades Corner News please contact the trades committee via the Union office. So please watch out for the next months Trade Corner News.

Submitted by,

Kevin Fradgley



How to Ask for, Assess and Implement Requests for Reasonable Accommodation

Step I - Individual Asks for an Accommodation

- Notify the Supervisor, in a "timely" manner, that an accommodation is needed.
- Make the request verbally or in writing.
- Indicate how long you will need the accommodation for.
- Submit documentation (if necessary) to support the request.
- **For requests dealing with accommodating medical reasons for Sickness & Accident, Workers Compensation or Long Term Disability, refer to "City of Calgary Return to Work" Procedures.**
- Take an active role and work with your Supervisor to identify and explore options.
- *Suggestion: Keep notes which identify dates, individuals spoken to and details discussed.*

Step II - Employer Explores & Assesses Options

- The City will keep the individual involved in the process of evaluation options.

Step III - Employer Implements, Reviews & Adjusts the Solution

- The City will develop a plan of action to implement the reasonable solution.
- A series of times, dates, locations will be scheduled to monitor or discuss with the individual, whether the accommodation is successful or if there is need for adjustment.
- If adjustments are needed, the City will assess if they would be reasonable and how they can be implemented.
- There may be a need to determine if the individual could be accommodated at another level.
- Success of the accommodation working depends on the level of open communication amongst the individual, the employer and other impacted parties.

Refer to the Duty to Accommodate policy and guidelines by contacting your Supervisor or the Return to Work Co-ordinators who are there to help!

Contract Corner

7.00 Vacation, Holiday and Service Entitlements

7.01 Service

Service for the purpose of this Agreement commences on an employee's most recent date of hire, recall, or rehire in the City service and accumulates continuously until termination, resignation, failure to return from leave, layoff or discharge from The City. Employees with recall rights shall, upon recall, accumulate service earned since recall rights were acquired.

Excepting leaves of absence with pay (bereavement, paternity, witness duty, education and election), vacations and holidays, and leaves of absence without pay for Union Office or Union business, leaves of absence for more than 30 calendar days for any reason, shall effect a proration of vacation entitlement and service pay.

If a permanent employee is absent on Sickness and Accident or Worker's Compensation for a total of 119 calendar days or less, he shall not lose any vacation entitlement.



Baskets, Cards & Flowers

*Michael Archibald, Terry Bartlett,
 Frank Brezouski (Ret), Reginald Borreson,
 Andy Davidson, Kevin Galley, James Gould,
 Michele Gravelle, Daniel Hayes, Russell High,
 Chris Hormoth, Katherine Hrynewich,
 Morris Jordan, Tylor Keller, Wayne Kelly,
 Kerri Kipling, Len Ladouceur (Ret),
 Frank Leffingwell, Rick Lukacs,
 James McKenzie, Wesley Raisbeck, Ken Reed,
 David Schriener, Elise Shelley, George Slater,
 Gordon Symes, Michael Taylor,
 Gary Van Holst, William Young, Gerardo Zarra*



Richard Ropcean

How you can support the CWRC.....

Membership

The Calgary Workers' Resource Centre is looking for interested members!

If you are interested in learning more, please contact Amrit Bhardwaj at 264-8100 ext 24; or email her at outreachworker@telus.net



In Solidarity,

JH/tt

Jeff Hyslop, Editor



Meetings

A collection of various icons representing different meeting types, locations, and services. The icons include symbols for:

- Meeting rooms (chairs and tables)
- Service areas (ATM, DM, RM, SM, WALL)
- Accessibility (wheelchair, hearing aid)
- Facilities (kitchen, restrooms)
- Information (signs, brochures)

 The icons are arranged in a grid-like fashion across the page.



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 kevin.galley@cupe37.ca

Kevin will respond by email, phone, mail, or in the Newsletter.