



LOCAL VOCAL

VOLUME 11, ISSUE 2

APRIL 2008

E-mail: office@cupe37.ca

Local 37 Table Officers

Kevin Galley
President

Ted Bradley
Vice-President

Jeff Hyslop
Recording Secretary

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Sergeant-at-Arms

Peter Kauffmann
Assistant
Sergeant-at-Arms

Dan Van Tassell
Assistant
Sergeant-at-Arms

Executive Members

Cyril Wilson
John Mandville
Todd Hulse
Bob Dauphinais
Jody Sallans
Connie Ennis

Trustees

Susanna Barlem
Mark Langlois
Mike Toth

PRESIDENT'S MESSAGE

Dear Sisters and Brothers:

I would like to thank everyone who took the time to come out to vote in the Union Elections. There was a good turnout. It's great to see Democracy in action.

The Joint Job Evaluation project is underway and the Terms of Reference was ratified. There was a problem with bulletin #3 being mailed out on time by the City. Members received ballots the day after the vote had occurred. The City has apologized for this error and have restated their commitment to the partnership, to develop a new Job Evaluation System. When the project is completed it will be put into a Letter of Understanding and the Membership will vote on it.

Other issues the Local is currently working on:

There are twelve Grievances on the go for various issues and three pending Arbitrations, as well as three for Dismissals.

The new Central Stores building remains an issue as the City would like to have just one Union when the new building opens. We will continue to work towards a resolve that is acceptable to everyone involved.

A recent newspaper article suggests that the number of Multinova speeding tickets and red light camera violations from city vehicles are up from last year. I know that we are constantly under pressure to do more with less and to hurry to get the job done because quite often there is a backlog, but remember that anyone driving for the City is a professional driver and should always ensure that they follow all the rules and regulations of the road. Let's be safe out there!

I hope to see you at a Union meeting or Job Site soon.

In solidarity,

Kevin Galley
President

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RETIRING : It's Official...

Tom Dick has now moved to Saskatchewan to begin the next phase of his life. On behalf of CUPE 37's Executive Board and Membership we wish Tom All the Best!

MESSAGE FROM OUR NEW TREASURER

Hello to all CUPE 37 Members. I'm Chad Ennis, your newly elected Treasurer. I would like to first thank everyone that showed up for the elections. We had a huge turn out of around 500 Members and I was very pleased with the interest shown by everyone. I've been in office for only one month and I see so much to be done. It is almost overwhelming. Since the Elections, I have also been appointed to the CUPE National Committee on Literacy, which is another huge task. I am looking forward to all the challenges that I see coming up in my term in office and I hope I can live up to all the expectations you have for me. I would like to see you all at future meetings and welcome your comments. Please do not forget that we go into Bargaining with the City this year and the Ratification of Proposal's Meeting this Fall. Also, there will be a survey coming out soon regarding proposals for the contract. I invite you to submit your suggestions to the Bargaining Committee. I look forward to working for you and the best interests of the Union. Thank you all very much.

In Solidarity,

 Treasurer

SICKNESS AND ACCIDENT..... LONG TERM DISABILITY

There are a number of cases coming to the attention of the Union where Members are in distress over the administration and procedures relating to Sickness and Accident (S&A) and Long Term Disability (LTD) benefits.

If you are receiving S&A benefits and you are close to the 119 calendar day coverage ending (approx. 4 months) you must apply for LTD benefits through Great West Life. The application will be forwarded to your home approximately 4 to 6 weeks prior to the 120th calendar day of absence. You need to complete the application and supply medical documentation to Great West Life so they may adjudicate your claim. The adjudication process could take up to 6 weeks to complete, depending on the complexity of your illness, so the earlier you apply for LTD benefits the less chance there is for an interruption in your pay.

In the event that your disability claim has not been accepted on the 120th calendar day of absence you will need to apply to the City for a Leave of Absence. This leave of absence is without pay and is intended to maintain your employment status with the City while awaiting adjudication of your LTD claim. Should your LTD claim subsequently be accepted your LTD benefits will be back dated to the beginning of your LTD claim.

A Leave of Absence will also be required should your application for LTD benefits be denied. This Leave of Absence will only be approved if you are appealing the denial decision by Great West Life. All appeals must be submitted no later than 30 days from the date on the denial letter sent to you from Great West Life.

Also, under your Collective Agreement, it is your responsibility to maintain regular contact with your supervisor/foreman while you are on S&A. You are not required to divulge your illness, however, your supervisor/foreman is entitled to know how you are doing, when you are seeing your Doctor again and when it is anticipated that you may return to work. Please ensure that your supervisor/foreman, ECM and the City are aware of any changes to your address or contact phone number should those change while you are away from work.

Jeff Hyslop
Recording Secretary
CUPE LOCAL 37
(403)269-5333

STATISTICS RELATED TO CUPE 37 MEMBERS

- The average age of CUPE Local 37 Members is 42.5 years of age.
- The average years of service is currently 10.6 years.
- There are presently 2413 males and 563 females, for a total of 2976 employees in CUPE 37. (N.B.: Although these numbers include 1265 Seasonal and Temporary Employees, this data can change substantively in the Summer and middle of Winter.)
- As of January 1, 2007, 1173 Employees will be 50 years of age or older.
- The average age of Retirees is 61.5 years (based on data since January 1, 2004).
- The average years of service at retirement is 26.1 years.

LAPP - Local Authorities Pension Plan Board of Trustees

Grant Howell, Chair of the Local Authorities Pension Plan says:

Your LAPP pension is safe and secure. It is operating normally, as it has for the past 45 years. The suggestion that major or unfriendly changes are imminent is simply not correct.

The LAPP Board has been working with its partner Unions and the Government of Alberta to resolve a recent issue on voting and quorum requirements. To suggest that this one issue will lead to radical changes in your pension plan is simply not correct.

For further information go to www.lapp.ab.ca

NATIONAL EXECUTIVE BOARD HIGHLIGHTS

The National Executive Board met in Ottawa March 17-19, 2008.

Fightback Fund

In order to support Members who face extraordinary attacks on their rights by Governments and Employers, the NEB established a Fight-Back Fund with an investment of \$2.5 million from the 2007 General Fund surplus. This fund will operate in addition to the support offered from the Strike Fund and Defence Fund. While we have always supported Members who engage in political fightbacks including job action, this decision establishes a specific fund for this purpose. The National Officers will make recommendations to the NEB for expenditures from the fund.

CUPE Saskatchewan Takes On Anti-Union Laws

Tom Graham is quick to point out the new Provincial Government's hypocrisy: "The SaskParty demanded public hearings in 2005 when the NDP Government introduced changes to Labour Legislation", said Graham.

Then-Opposition Leader Brad Wall said public hearings would make "eminent good sense". But now that he's in Government, Wall's got no plans for public consultations on what Graham calls "extreme" legislation on essential services and the certification process. The Union has set up www.dontgiveuphope.ca to rally support against the laws.

CUPE 855 Settles With Kawartha Lakes

CUPE 855 Members voted March 20th to ratify a tentative Agreement with the City of Kawartha Lakes, Ontario, ending their 46-day old strike. The 430 workers went on strike on February 4th over contracting out and age discrimination. "Our fight is not finished", said CUPE 855 President Lyn Edwards. "The Province's Legislation to allow workers to continue working past the age of 65 was fundamentally flawed, turning mandatory retirement into mandatory discrimination."

Edwards said the local will look at legal challenges and other means to ensure workers get equal benefits and working conditions when they turn 65. The four-year contract will expire December 31, 2011.

Meetings

EXECUTIVE	May 6, 2008 June 3, 2008	JOB STEWARD	May 21, 2008 June 18, 2008
REGULAR	May 13, 2008 June 10, 2008	SOCIAL	May 21, 2008 June 18, 2008
BY-LAW	May 28, 2008 June 25, 2008	OH&S	May 26, 2008 June 30, 2008
COMMUNICATION	May—Cancelled June 4, 2008	TRADES	May 29, 2008 June 26, 2008

**All Committees will determine if they will meet in July and August. Please contact your Committee Chair Person.
We look forward to seeing you!**

Baskets, Cards & Flowers

BALLARD, Walter
BROSS, Bert
CHADDER, Terry
CHAREST, Jeannot
CHITWOOD, Linda
CHRISTIANSEN, Gordon
DICK, Tom
DIXON, Richard
GALVIN, Dennis

HARKNESS, Floyd
HENNESSY, Bill
HERRINGTON, Roger
LISKE, Janet
MacISAAC, Mike
MAYER, Brad
MCCULEY, Keith
McGREGOR, Margaret
MISURELLI, Glenda

PAGE, Joe
SCHRATTEMECKER, Roland
SMITH, Eric
TSCHOUMY, Jimmy
TUPPER, Lyle
VAN HOLST, Gary
WONG, Priscilla
YAKEL, Terry

IN MEMORY

COSTIGAN, Pat

ODERKIRK, Gary

WILSON, James

IMPORTANT NOTICE

This will be the last mail out for the Newsletter. The following options are open to you to view the Newsletter:

- The Newsletter will be sent to the work sites in care of the Job Stewards for distribution.
- You can view the Newsletter on line on our Website @ www.cupe37.ca.
- You can drop by the Union Office to pick up a copy of the Newsletter.

In Solidarity,



Jeff Hyslop, Editor
JH/nw



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