



**Canadian Union
Of
Public Employees
Local 30**

Edmonton Civic Employees

EPCOR

Edmonton Economic Dev.
Corporation

City of Fort Saskatchewan

Town of Thorsby

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April 21, 2020

Dear CUPE Local 30 Member,

Subject: COVID-19 - Update #3

As we progress through this increasingly challenging time, I want to thank everyone for keeping our municipalities working.

Throughout this situation, CUPE Local 30 has 2 main priorities:

1. Keeping our members safe
2. Keeping our members employed as long as possible and if laid off, have them recalled as soon as possible

Office Updates

Local 30 is following the recommendations of Alberta Health Services, the same as other employers in the province. Where possible stay at home.

We currently have one (1) clerical staff working from home. The other two (2) are isolating.

We currently have all three (3) Business Agents working. Gord and Michael are working from home, while Al is working from the office.

- The meetings that used to happen in person are now happening remotely. This won't change any of the processes. Just a reminder, most of the time the Union will receive a copy of NOI's however they don't have the members contact information on them so the BA may not be able to reach out. If a member is issued a NOI, please tell them to contact the Union office or by email (see email addresses at the bottom of this).

The President and Secretary Treasurer are also working from home.

- There are times when various staff has to go into the office (paying bills, checking mail, getting files, etc.); we coordinate with each other to limit times we are together. And, thanks to Al, we have 2 meter markings on the floor to help remind people.

Our guidelines for returning calls are still the same.

- They must return a call within 48 hours while trying for 24 hours
- The voicemail goes to their email as an attachment

The only change is that if you leave a message for the clerical staff during business hours (8:00 a.m. – 4:00 p.m.), they will call you back shortly to let you know that we have received your message.

We will continue to follow AHS guidelines and change our practices if/when they change.

Budget

We have some concerns about the loss of members and the effect it will have on the Budget.

The Executive Board has put a pause on Committee spending. The two biggest Committee budgets are the Social and Education Committees.

Conventions, conferences, and educationals across the province have been cancelled and the Executive Board will monitor our finances, as usual, and make decisions and/or recommendations as needed. If this affects our operation further, we will let you know.

Please feel free to talk to any Board Member if you have questions or concerns and they will bring to our next meeting.

Meetings

We are researching methods to hold a meeting. It may be more of a Town Hall call with information only as we don't have a way of voting on motions.

You may be wondering, how we can operate if there are no meetings. Section 10 of our Bylaws states that the Executive Board can run the Local between meetings.

Section 10. The Executive Board

- a) The Executive Board shall meet at least monthly and more often as may be required for the efficient conduct of the business of the Local. The Board shall be responsible for the satisfactory operation of the Local's business in the interval between meetings, general supervision of all Committees and adequate reporting of its actions to regular meetings of the Local. The Executive Board shall prepare and present an annual budget.

However, we are trying to find options for voting remotely. This will be important as we have negotiating Committees to choose, and an election to run soon.

Federal Wage Subsidy

Some members are asking about the 75% wage subsidy that the federal government is providing. Unfortunately, this money isn't for municipalities or their businesses. None of our members qualify for this subsidy.

City of Edmonton Update

Local 30 meets with Labour Relations and the other Unions and Associations. Our last meeting was a few days ago on April 17th. The City started off by telling us that they were as surprised as we were when the Mayor announced further layoffs. City Council was in a closed session then the Mayor came directly out to speak with the media.

1. We expressed during this meeting that the initial layoffs didn't include many Management, if any. We talked about how it looked to the Members and asked "If the Supervisor has no staff, why are they working?"

The City informed us that the first layoff was due to the closure of some business areas, mostly Recreation Centres. The Management was still working on organizing the closures, the refund process, and several other things to close off those areas.

This next set of layoffs is for financial reasons and will hit the other Locals more than it will hit us. We don't have numbers but we know Management will be laid off during this set of layoffs.

The City will be giving this next batch of layoffs (two) 2 weeks notice. The affected members should be told this week (April 20th to April 24th)

2. There have been some questions about losing seniority for Provisional members on layoff who may not get recalled within a year. The Local and the City have mutually agreed to suspend Article 18.01.01 for those being laid off or not recalled due to COVID-19.

18.01.01 Continuous layoff for a period of 12 consecutive months, voluntary resignation, or termination (except as otherwise herein provided) shall cancel provisional status.

No members will have their seniority affected for reasons related to COVID-19.

3. EI CERB Problem

When applying online for EI, the system kicks them to the CERB website where it asks questions about other income. When you declare that you have a sub plan then it affects the total amount you will get. This isn't what the City wants; they want all the money going to Members. They are working with the Federal Government and local MP's to get this fixed (you may recall the Minister talking about the problems with the app/software).

4. The City is still working on a solution for members with a medical recommendation that says they need to isolate as the impacts of getting sick with COVID-19 would be much worse for them.
 - They did have a plan but when reviewing it, they decided it wouldn't work
 - They are reviewing what other municipalities are doing
5. I met with Councillor Walters last week and he wanted me to pass on his THANKS for all the hard work you are putting in. Council recognizes it and is grateful.

EEDC

EEDC announced on Twitter that they were going to be laying off almost 1,100 hourly employees. We don't have final numbers but they are saying they will lay off 6 or 7 members. The Twitter announcement also said that the EEDC Board decided that all employees take a pay cut for the duration of COVID-19.

We have pointed out to them that we have a contract and any change in wages need to be negotiated. We pointed out there were other ways to reduce the budget. For example, reducing the members hours the same percentage allowing the members to stay at home.

There have been no decisions made.

EPCOR

EPCOR hasn't had any layoffs as they want to have a reserve of staff to do the work of members who are isolated.

City of Fort Saskatchewan

The City of Fort Saskatchewan has laid off over 100 employees. Approximately 16 of those were Local 30 staff.

There have been no other layoffs announced to date. However, in talking with a few Councillors, if this situation doesn't get better soon, they may have to lay off more.

Town of Thorsby

Thorsby has laid off a few of the Recreation Centre employees.

If you aren't getting called back, please reach out to me to look into. I have logs for all calls made into and out of the Locals phones for just such reasons.

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If you are unsure who your Business Agent is, please check this link:
<https://local30.ca/wp-content/uploads/2020/02/Confirmed-BA-Assignments-12-23-2019-converted.pdf>

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Stay Safe,



John Mervyn
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JM/sm Canadian Office and Professional Employees Local 458 