

---

---

## **President's Message**

*For unto us a child is born, his name shall be called wonderful counsellor, the mighty God, the everlasting father, the prince of peace  
Isaiah 9:6*

*Your Executive thank you for your support throughout the year and wish you and your families a Merry Christmas and prosperous New Year.*

### November:

- Sue Pearce our new National Rep has a meeting with the local's President
- President and Vice President attend Kids not Cuts Training on Saturday November 23.
- President and Rick Klimchuk meet with HR to discuss if there is a way to make the local's salary grid easier to understand.
- The local presents an information session on proposed changes to LAPP
- President and Vice President attend Trustee meeting.
- Kids not Cuts Coalition meets with the Education Minister. Vice President and President attend.

### December:

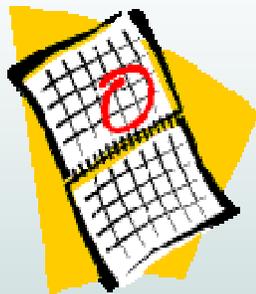
- The secretary workload committee meets with the District. Update will be presented by one of the committee members
- Monthly liaison meeting attended
- President and Vice president attend Trustee meeting
- Kids not Cuts coalition meeting President and Vice President attend
- Monthly Executive and Board of Directors meeting

*Wilma Ellenburgh  
President, Unifor Local 52-A*

### This month in labour history:

- ⇒ December 6, 1921 William Irvine of Calgary wins first federal labour seat in Alberta for Canadian Labour Party.
- ⇒ December 9, 1910 Bellevue Mine disaster, resulting from poor maintenance of the mine, claims lives of 31 miners in explosion.
- ⇒ December 19, 1966 Proclamation of Federal Medical Care Act.
- ⇒ December 21, 1932 Edmonton Hunger March is ended by police violence with over 100 arrested.

*The WOMEN'S COMMITTEE has planned three exciting events throughout the school year for all support staff.*



*The first event will be **January 15, 2014.**  
The topic " *How to shape self confidence and self-esteem when dealing with others.*"*

*Time: 5:00—7:00 pm*

*Presented by:  
Rocky Maze S.T.A.Y. Advisor JH Picard School*

**Seats are limited, please RSVP by email to [unifor52a@shaw.ca](mailto:unifor52a@shaw.ca) by January 7th, 2014.**



## Caring Report

We extend our prayers and sympathies to **Debbie Stocks** of St. Elizabeth on the loss of her husband, **Linda Anderson** of Sister Annata Brockman on the loss of her mother-in-law, **Marian Pylypa** of St. Cecilia on the loss of her mother, **Mary Murphy** of St. Mary on the loss of her father, **Eleonor Tan** of St. Francis of Assisi on the loss of her father and **Lois Witteveen** of St. Joseph on the loss of her father-in-law.

Flowers and wishes for a speedy recovery were sent to **Julia Rodriguez** of Father Leo Green, **Michelle Tidridge** of Austin O'Brien, **Natalie Maroney** of St. Monica, **Mara Neves** of the Service Centre, **Colleen Segin** of St. John Bosco, **Jennifer Stanislaus** of St. James, and **Janet Naccarato** of Archbishop O'Leary.

*Melany Fuentes-Rhoads is now the Caring Representative for UNIFOR and would ask to please remember to notify her if someone at your site has experienced a loss or is ill. The caring forms can be found on our website [www.ecssa.ca](http://www.ecssa.ca) and then click on the "Newsletter and Caring Forms" link. Please ensure that all information requested on the form is filled out. Thank You*



Visit [www.ecssa.ca](http://www.ecssa.ca) for past issues of newsletters, contact information, access to the Unifor 52A library, bursary applications and much much more.



## Bills 45 and 46 Frequently Asked Questions (FAQs)

November 29, 2013

To view article on the AFL website – please follow the link below:

<http://www.afl.org>

go to publications (front page drop down) – reports.

### Frequently asked questions (FAQs) on Bills 45 & 46

#### ***Bill 46 - Public Service Salary Restraint Act***

##### ***What does Bill 46, the Public Service Salary Restraint Act do?***

Bill 46 imposes a wage settlement of 0%, 0%, 1% and 1%, plus a payment of \$875 in the second year, on workers represented by the Alberta Union of Provincial Employees (AUPE).

##### ***Is Premier Alison Redford government breaking a promise that Premier Peter Lougheed made?***

Yes, Alison Redford is breaking a promise made by Former Premier Lougheed. When Lougheed took away all public-sector workers' right to strike, he gave them the ability to seek arbitration in the event of a bargaining impasse as a compromise. It was a weak compromise, but it was at least a mechanism to resolve a deadlock.

Premier Alison Redford is preventing the union from seeking arbitration because she knows an independent arbitrator will award salary increases that are fair and modest and keep up with Alberta's booming economy.

##### ***Is this legal?***

Bill 46 is likely illegal. The Supreme Court of Canada has ruled that workers have the right to join together to negotiate with employers on workplace issues and terms of employment. The Redford government is trying to take away these rights by forcing an agreement through law, rather than negotiating.

##### ***Are public-sector workers really overpaid? Can't we pay them what they're worth?***

By the standards of Alberta's booming economy, public-sector workers are not overpaid. Wages in the civil service have not kept pace with increases across the Alberta economy. Managers, construction workers and oil and gas workers have all seen faster wage increases than government workers. Last year, private-sector wages increased by 3.9 per cent, whereas public-sector wages increased by only 2 per cent.

Premier Redford could pay them a fair and decent wage if she wanted to. Fact is, our economy is strong and wages are going up for all jobs – so are the costs of life's necessities in Alberta. Yet Alison Redford wants these workers to take a wage freeze for two years and then increases that are less than inflation – that's a wage *cut*, not a wage freeze.

The Redford government can afford quality public services and decent wages for those who deliver those services, but they choose not to. The government goes so far as to brag that it could raise at least an additional \$10 billion and still be the least taxed province in Canada. And yet it pleads poverty when it comes to providing the services and staff that Albertans deserve.

##### ***Will the government go after the pay of other civil servants?***

The United Nurses of Alberta (UNA) are currently at the bargaining table with the government. The Health Sciences Association of Alberta (HSAA) will be in bargaining early next year. If Premier Redford is willing to use legislation as a tool to bully the AUPE, then there's little doubt that she's willing to use it on UNA and HSAA.

**780 456 3277**

**www.ecssa.ca**

**unifor52a@shaw.ca**

**If you are wondering if you should phone... phone!**

WE'RE ON THE  
WEB  
WWW.ECSSA.CA  
(NEW SITE  
COMING SOON)

**Unifor 52A  
Annual Banquet**

You are cordially  
invited to come and  
celebrate  
with your fellow  
Unifor 52A members  
An evening of friends,  
food and good spirits.

**Thursday, May 8, 2014**

More information to  
follow.

**Question and Answer:**

**What does UNIFOR stand for?**

UNIFOR stands for making the benefits of a union available to every Canadian. It is a union for workers, the unemployed, the self-employed, women, youth and students, diverse communities and new Canadians – a union for everyone. The name is the same in French and English. It reflects, in both languages, the core values that our new union stands for: unity and solidarity, strength and determination, and a modern, forward-looking perspective. It stands for safer work places, secure employment, wages and benefits that provide a decent standard of living, and dignity and mutual respect in the workplace. Unifor advocates for, and defends the rights of, working people in every sector of the economy and in every community in Canada.



**What is the first step in the grievance procedure according to the collective agreement?**

*23.2 An earnest effort shall be made to settle grievances fairly and promptly in the manner hereinafter described:*

**Step 1 (Immediate Supervisor)**

If a dispute arises between the Employer and an employee regarding the interpretation, application or alleged violation of this collective agreement, the employee shall first seek to settle the dispute through discussion with the immediate supervisor within ten (10) working days following the date the employee first became aware of or reasonably should have become aware of the occurrence of the act causing the dispute. The supervisor shall have ten (10) working days to respond to the dispute. If the dispute is not resolved satisfactorily, it may become a grievance and be advanced to Step 2.

*"Courage, my friends,  
'tis not too late to build a better world.  
Tommy Douglas*



**P.O. Box 1323  
Edmonton, AB T5J 2N2**

Phone: 780 456 3277

E-Mail: [unifor52a@shaw.ca](mailto:unifor52a@shaw.ca)

Website: [www.ecssa.ca](http://www.ecssa.ca)

*Support Staff  
The glue that holds it all together!!*