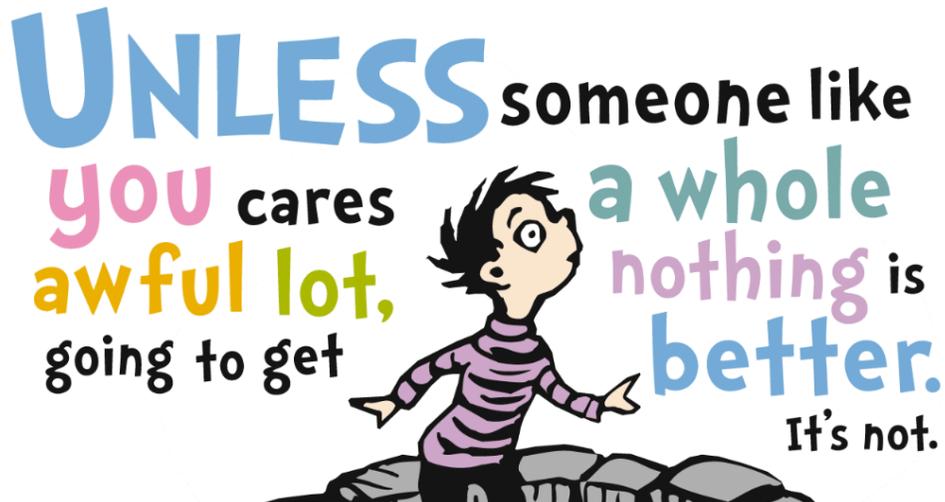


March 2026

# President's Message

A newsletter made by the President of CUPE 1048



**INSIDE,  
I ALSO  
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ABOUT:**

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## A Stronger Local Each Day

By Reid, President CUPE 1048

Hello everyone!

As we move further into the year, I want to take a moment to speak to you about the foundation of our Local. Over the last few months, we have seen some incredible wins. We have been challenging unfair policies, standing up for our privacy rights, and ensuring that the City hears our voices before decisions are made.

But as we grow stronger, we have to be more aware of the things that are designed to pull us apart.

On my desk, I keep a reminder of a simple word: UNLESS. It comes from a story we all know, but it carries a powerful truth for our workplace. Things don't just get better by accident, they get better because people like you care "a whole awful lot."



When we care for one another, we introduce the "unless." A manager might try to unilaterally change a schedule... unless we stand together. A department might feel forgotten... unless we shine a light on their hard work! Our strength isn't in a title, it is in the decision we make every day to look out for the person working beside us.

I know that sometimes the back-and-forth of Union business can feel like "drama" you didn't sign up for. I also know that there is a "quiet majority" in our Local who aren't interested in politics, you are here because you are a professional. You want to show up, do your job with pride, and bring home a powerful, fair paycheck to support your family.

*We are here to  
fight for you too!*

The most common way a Union is weakened is through division. Sometimes, those who work against us might try to frame the Union as an "obstacle", suggest that we are creating problems, or not handling things the right way. Don't buy into it. This type of commentary is designed to cause division. Your issues are our issues. When we allow ourselves to be divided, we hand our power back to the Employer. Your Union leadership team is committed to hearing your feedback and making adjustments to better serve our members. If you ever have concerns about how things are being done I can commit to making time to hear your concerns directly! Please email: [president@cupe1048.ca](mailto:president@cupe1048.ca)



# Let's talk Bylaw Updates

I want to extend a sincere thank you to everyone who has provided such wonderful feedback regarding our proposed Bylaw updates. The motion to adopt revised bylaws has been referred back to the committee for now, and we continue to rely on the existing bylaws at this time.

I've heard you loud and clear: we still have work to do when it comes to how we communicate these changes to our members.

We are committed to a process that is as transparent and accessible as the laws we are trying to build. We are heading in a very positive direction, specifically regarding updates that will ensure equal and fair access to our elections. This includes looking at "roving ballot boxes" and other ways to make sure shift workers, as well as ALL workers aren't left out of the democratic process.

**To keep this dialogue going, we have created a dedicated email address:** ["bylaws@cupe1048.ca"](mailto:bylaws@cupe1048.ca). We encourage you to use this to share further feedback on Bylaws, Policies, or Procedures. The Bylaw Committee will be taking the feedback received so far and working on meaningful revisions. I anticipate presenting the updated package for your review and adoption in the Spring of this year.

**OUR UNION:  
UPDATING BYLAWS**  
MAKING RULES SIMPLE.



*“Coming together is the beginning, keeping together is progress, working together is success” - Henry Ford*

*Thanks to  
Everyone who is  
helping to shape  
the future of our  
union!*

# Collective Bargaining

## Let's Strike a Committee!

As many of you know, we are approaching the expiry of our current Collective Agreement. This is the most critical work we perform as a Union, this is where we negotiate the wages, benefits, and working conditions that affect your life and your family for years to come.

Following the Notice of Motion provided at our last meeting, we are officially beginning the process of forming our Negotiating Committee.

According to our Bylaws, this is a special committee that must be established at least six months prior to contract expiry. It consists of the President, the Chief Shop Steward, and two (2) regular members plus two (2) alternate members.

At our next General Membership Meeting, we will be holding elections to fill these positions. We are looking for strong voices at the table, members who aren't afraid to speak up, who understand the realities of our various worksites, and who are committed to ensuring we do the best we can do for our members!

If you want to be part of the team that shapes our next contract, I encourage you to stand for election. This is where your expertise on the front line becomes our power at the table.

If you have any questions on what it is like to be a part of this committee or any other Local 1048 Committee, Please email me at: [president@cupe1048.ca](mailto:president@cupe1048.ca)



## Important Dates and Events

March 26<sup>th</sup> @ 5:15pm - General Membership Meeting  
March 29<sup>th</sup> @ 10am-2pm - Kopal Arena, Easter Skate