

InsideOut

**Canadian Union of Postal Workers
Edmonton Local**

APRIL 2012



CUPW Edmonton Local Union Office...photo March 21, 2012

Message from the Editor...Karen Kennedy

Unsung Heroine....Sometimes in our lives , if we are lucky, we meet extraordinary people...people who inspire us and make us want to be better than we are, to reach for the stars. The Edmonton Local has had such an extraordinary person in our midst for many years now...Carol Read.

Carol has touched many with her charm, wit and grace. She has the patience, kindness and gentleness that few would be able to maintain working full time as the local grievance officer over these 14 years. Carol decided not to run again and is returning to the workforce at the end of April, after training her replacement, Jerry Woods, letter carrier from Depot 4 and Chief Shop Steward letter carriers, who was acclaimed to her position.

Jerry certainly has big shoes to fill. The grievance work done in the Edmonton Local has stood out across the country for many years. Carol started working in the grievance office position helping the grievance officer at that time, Colin MacKenzie. Colin went on to do amazing and invaluable work at the National Union office and Carol continued Colin's fine work at the Local.

One of the fondest memories I will always cherish is Carol's love of music and song, her humming, whistling or singing as she walked about the union office. Carol always put in long hours and worried about doing everything well...on more than one occasion returning to the office late at night to make sure she had filed something correctly.

I know there are many of you who received her help in difficult times. So this month of April is your chance to speak to Carol and let her know how much you have appreciated her contributions on your behalf. It's time for a big thank you to Carol...THANK YOU!!!



Carol enjoys fine Indian food at a surprise dinner in her honour.



**HAVE YOU MOVED?
ARE YOU PLANNING TO MOVE?**
Don't forget to contact the union office
with your new address and phone number.

March 15, 2012 Bulletin No. 95

Union to Challenge Arbitrator Appointed by Minister Raitt

On March 14th we were informed that the Minister of Labour, Lisa Raitt, had appointed arbitrator Guy Dufort as the new arbitrator in the Final Offer Selection (FOS) arbitration between the urban CUPW unit and Canada Post Corporation (CPC).

In November 2011, following the resignation of arbitrator Osborne, the Department of Labour had asked us to submit the names of additional arbitrators. The Union complied with the request and provided a list of names. These names were in addition to the five names we had already sent on July 15th, 2011.

In our letter dated November 18th to the Minister of Labour, Arbitrator Dufort was one of the names on our list. His name was suggested to us because he was on the list of all Quebec arbitrators. This list has to be approved by both employers and central labour bodies, which means that the FTQ and the CSN accepted these names. It was also necessary to check whether the arbitrator was bilingual and to determine his degree of experience in labour relations. Since we believed that arbitrator Guy Dufort met these conditions we did not go any further.

When arbitrator Dufort made first contact with us he revealed the fact that he is involved with the Federal Conservative Party; and that he had been employed by Canada Post for several years and was involved in the PSAC pay equity case. These issues were unknown to us when the decision to put his name on the list was made.

Today we directed our counsel to contact arbitrator Guy Dufort and request, that considering the political and professional details that he provided to us, he not accept the mandate given to him by the Minister of Labour; and that if he has already accepted the appointment then we would ask him to recuse himself from the arbitration.

We will keep you posted on any developments as they occur.

The struggle continues.
In Solidarity,

Denis Lemelin
National President and Chief Negotiator
2011-2015 - Bulletin No. 37

*Get the latest information from CUPW delivered right to your inbox. Sign up for cupw.ca/eDigest. /
rgcope225*

What I Learned at the Regional School

In all my years with CPC I have worked in Edmonton. I have never had to work with the same people day in and day out, as Management is constantly pushing people from section to section. I have also never worked without supervisors, superintendents and managers constantly wandering around getting in the way and generally being a nuisance.

So when I was asked to facilitate a health and safety course for workers from small offices (under 20 people) I was a little nervous. When I had facilitated in Edmonton I knew the working conditions, I knew how management acted and in general what the workers thought of Canada Post but I wondered if the workers' experience in these small offices would be totally different. There were workers from offices where the nearest supervisor is hours away, where there were only 6 people, where they worked side-by-side with Postmasters, and a worker not from Canada Post but from a private company where CUPW represents the workers.

The reality I found while meeting some really wonderful people was that it just doesn't matter where you work: management treats people poorly no matter where you are. The experiences these workers discussed was easily recognizable: the employer ignoring health and safety concerns or dragging their feet to fix problems.

I have nothing but respect for these workers taking on their boss. I wish each of them the best and if sheer determination can make a workplace safer, they and their co-workers will have the safest job sites in all of Canada.

Darcy Griffiths

**Education Officer
Edmonton Local CUPW**



From the Secretary-Treasurer

...Cathy Furtak

I know that in today's world we are all very busy. Between work, family and day-to-day life many of us seldom have time to take time for ourselves let alone time for keeping our affairs in order. Should something happen to yourself or a family member not having our affairs in order can cause more hardship and be more inconvenient than taking the time on a regular basis to keep things in order.

Something as simple as a family vacation can cause problems, if you do not take steps to protect yourself and your family. On my family's recent vacation we had our credit card number compromised. We used this card once while on vacation and when we returned to check the transactions there was one that we knew was not a charge that we made. We then called the bank to ask about it only to have them inform us that the very next day 2 more large charges were attempted. The bank said that they had stopped both transactions, cancelled the card and started an investigation. This was something that could have been potentially very expensive and could have led to identity theft. Luckily we are in the habit of always calling our bank and credit card company prior to traveling. We let them know when we will be away, what cards we are taking, where we will be and for how long. This simple 5 minute call saved us hours of grief and thousands of dollars.

The same can be said for keeping our work affairs in order. How many of you are not in the habit of reviewing your file on a regular basis? Anything can happen at work or on your way to or from work. We should all make the time to ensure things are in order just in case the unthinkable should happen. Dependant and beneficiary information should be updated as soon as there is a change. It's a 5 minute call or 5 minutes to fill out new forms or write a letter informing Canada Post of any changes. Taking this time could save a lot of grief especially at a time that could be very difficult.

I would suggest that each member should take the time to review your complete personal file. Make sure this includes your pay and benefits file. This file should contain information from the first day that you worked at Canada Post. In particular look to see who you have listed as beneficiaries. Is everyone listed still important to you? Have you forgotten to add children who were born after you first filled out the forms? Do you need to produce supporting documentation to Great West Life to ensure that coverage for a dependant continues, for example if he or she is a full time student over 21?

As for those of you that are lucky enough to be retiring soon, you now have the opportunity to assess your plans and ensure that everything is set up the way you want it. It is also suggested that you review your file including your pay and benefits file for the same reasons as listed above. There are other things the soon-to-be-retired should think about doing and have in order before you inform Canada Post and the Pension Centre of your intent to retire. Getting your affairs in order before you retire will be in the next InsideOut, but for now review that file so you will know what you will need to do or change before you retire.



Route Measurement Update

The employer is charging forward with the implementation of sequenced delivery routes like a toboggan heading down a steep winding slope. There has been one day of hearings on the arbitration from the Depot 2 count and it is set to resume on March 19th, 2012. The build is progressing at Delton and so far appears to be on schedule. Depot 6 has been delayed because they are not sure where Depot 6 will be in 4 months. They are apparently going to start the build anyway???? Just not sure how that works.

The first round of bids by the displaced MSC's is now complete, so we know which MSC's are going to Depots 2, 6 and Delton. This could change but the projected net loss between Depot 2 and the Parcel Hub is currently at 8 ½ positions. Delton will likely be done their build in a couple of weeks.

So far volume counts are done at Depots 2, 4, 6, 9 and Delton, as well as Camrose which is not implementing sequenced delivery. Depots 3, St Albert, Depot 8 and Sherwood Park follow before summer and will be implemented by this fall. Depot 1 and Depot 11 are scheduled to be counted this fall and implemented in early 2013.

The Parcel Hub will be restructured 3 times by then, to adjust for the continuing reduction in MSC's. The 5 ton section will also be restructured to adjust for additional dispatches to the Depots with the 2 wave system for delivery.

The local is doing it's best to get rid of errors on the current routes that could impact the restructured routes fixed prior to the start of the build for each Depot. This has proven to be a considerable challenge. Primarily this is because even though the employer claims all the current walk folders containing the documents needed to verify routes are up-to-date, that has not been the case. Adding to the frustration is that some of the documents do not show all of the necessary information. Delivery assistance and duties on other routes are still not



showing on one of the forms where it should. Householder values are also an issue. Somehow the employer has taken a rate by point of call time value and restructured routes with the same number of calls and came up with less time value?

The documents for the restructured routes are even more of a problem. Until a couple of years ago the union received copies of the transportation, special allowance (shows details of parcel delivery time, RPO drop offs etc) and 103's (shows relays, SLB's and RPO clearances) with the restructure package. However increasingly they are taking the position that they are not required to provide these. They claim that they will be in the walk folders if we want to copy them. But when we went to Depot 2 to copy them, they were not yet in the walk folders. We have said many times that they can simply e-mail us an electronic version. They have refused. So instead we are forced to go to the Depot and copy them in order to do the necessary checks to verify the new routes. This makes it very late to make corrections. And all because an RMO refuses to take two minutes to send an e-mail.

The struggle continues

Brian Blair
Route Verification Officer
CUPW Edmonton



Environment Committee

The Edmonton local environment committee met on March 3rd at Culina's restaurant in the Muttart Conservatory. The committee discussed the budget for the coming year, promotion of **Bottled Water Free Day** on March 15th, and advertising for a nominee for the **Friend of the Earth** award 2012.

On **Earth Day April 22**, 2012 the committee encourages you to join them in reflecting on the environment, how important our individual actions are and to take the waste reduction challenge. What steps can you take to reduce your carbon footprint over the coming year? Examples: compost, grow your own vegetables, take the bus, ride your bike, carpool, buy bulk items to reduce packaging, recycle, buy used, replace your toilet to reduce water use, install a rain barrel for watering, grow native plants, etc. Share your goals with us.

Front Yards in Bloom

Are you interested in volunteering with this fun program? We are looking for those who would assist in the nomination process (distributing nomination forms to depots, collecting the completed forms, sending them to the City), distribute signs to nominated yards, and judge nominated yards in specific areas. Training for judges will be provided.

The CUPW Edmonton Local partners with the City of Edmonton and the Edmonton Horticultural Society for the Front Yards in Bloom. Anyone can nominate a front yard that they believe is deserving of recognition, but the program recognizes the unique way in which letter carriers, RSMC's and drivers (MSC's) connect daily to our community on the street.

We encourage our members who walk into those beautiful yards as they deliver the mail, to nominate! Contact the union office if you would like to share in Front Yards in Bloom 2012.



Bena Pattni and Jerry Woods at environment committee meeting Culina's restaurant, Muttart Conservatory. Photo, K. Kennedy.

Rural Ramblings

Hello once again to all RSMCs and RSMC advocates! Another month has passed, and as I write this the snow is beginning to melt. I have been receiving many emails and phone calls from members regarding our ongoing negotiations.

I'm glad to see so many of you taking an interest in our upcoming new collective agreement. However, to save yourselves a step, please bookmark the CUPW website at <http://www.cupw.ca> It's there that you will find the latest information on what the employer is offering as well as CUPW's official responses.

Many of you have been asking for my analysis and interpretation of the events. While I'm always glad to share my views and discuss matters, please remember that anything I can tell you is my personal views only. I have no secret insider information that isn't on the site, nor do I speak on behalf of the Local. If you are on Facebook and wish to take part in some lively discussions, below I will list the groups that I personally know are of interest to RSMCs.

RSMC's of Canada
 RSMC's of Canada Post
 We Support RSMC's!! Why Won't Canada Post??
 CUPW

All of these groups are closed groups, meaning you need to be invited to join. Usually it's fairly easy to find someone to add you, but if you have trouble, feel free to email me and I'll help you out.

Just because these groups are closed doesn't mean it's freedom to speak whatever you please, however! Management has snoopers everywhere, and although security is higher than in an open forum, it still pays to be prudent. Generally speaking, avoid using slanderous language like "incompetent, thief, liar", and always avoid using names in critical comments. Although nothing is foolproof, this will generally

protect you from retaliation from the employer.

It is also important to remember that these rules also apply to interpersonal dealings with members of the community. Even if you are on your own time, if a member of the public complains to the employer that you are slandering either their management members or the company, they will pursue discipline against you. Recently I have heard of a CUPW member who was brought up on discipline for allegedly complaining to a waitress at a bar about how he hated his job because his manager (whom he referred to by name) was in his opinion a tyrant and incompetent. At it turns out, that waitress was engaged to the son of the manager in question, and laid a complaint, which was verified by a busboy who was clearing the table. How this will turn out for that member remains to be seen, but it's clear that the employer takes these matters seriously, and it's incumbent on us to not place ourselves in a compromising position.

That's all for now, so take care, drive safe, and hope to see you at the next RSMC meeting!

Doug Frechette, Chief Steward RSMCs, Edmonton Local
postmandougie@yahoo.ca
 780.362.0785



RSMC Meeting Rural and Suburban Mail Carriers

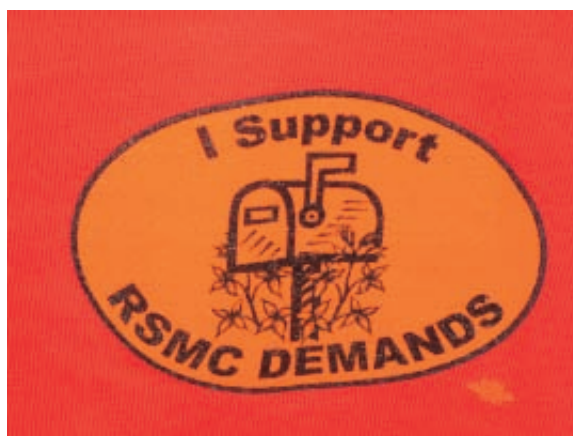
Saturday, April 21, 2012

10am to Noon

At the Union Office

11001 – 107 Street

(Red and white house across from the church)



Equinox in Jasper

January 27,28,29, 2012



Jullie French and her co-facilitator from CAW, during the Social Media workshop.

After 10 years of building the Equinox women's conference, the Edmonton Local women's committee partnered this year with the Alberta Federation of Labour Women's Committee to offer access to this amazing event to women from other unions.

In an attempt to keep the costs reasonable and to create access to the most-fully-unionized hotel in the province of Alberta, the final weekend of the 2 week AFL school was picked for the event. The Jasper Park Lodge is organized by CAW, the Canadian Autoworkers. Everyone who works at the Lodge is a union member, with the exception of the front desk staff. The hotel staff were amazing throughout the weekend and huge thanks to AFL Linda Robinson and Nancy Furlong who made the hotel and registration arrangements, as well as Maureen Werlin. There were joint meetings to work out details of the weekend and volunteers who took on specific pieces. Linda Nyznyk volunteered to silk screen each of the sweatshirts for the more than 50 participants and these beautiful jackets were one of the highlights of the weekend. The Friday evening panel of women in leadership was a great start to the weekend. Local President Bev Ray represented CUPW on the panel and did a super job. CUPW hosted the wine and cheese reception that evening, funded by donations from some of the sisters.

Saturday was workshops all day: Child Care, Social Media, Violence Against Women, as well as Yoga, Nature Walk and a rousing scavenger hunt. There was an uplifting plenary on Labour Music, performed by Wendy Daku, CEP member who works at the CLC Regina (Prairie) office. Sunday morning we heard from a local student and her teacher, on the Brewsters proposed glass observation deck and the feared impact on the town of Jasper and the environment and wildlife.

There were some wonderful women at the event, some from workplaces where there are very few women and this was a chance for them to share their stories and feel supported and not alone in the fight for equality for women in all aspects of our lives. And as we passed on to others the valuable lessons that we have learned over the years in planning this event, we understand yet again what a unique and deep connection we have developed as a women's committee, and as sisters in the struggle. We continue to learn together, and we can never stop fighting for our rights.

A deep thank you to the local, the region and the national for this opportunity to connect with sisters from other unions and encourage the involvement of women in their unions. The evaluations were positive and many are keen to do this joint organization again. We are looking at closer locations and reducing costs. This September 21,22,23 we return to the Strathcona Wilderness Center for the equinox weekend for CUPW Edmonton Local. Mark that date on your calendar and join us.



Kathleen Mpulubusi (far right) educating participants bundled up for the nature walk.



Linda Nyznyk, Kathleen Mpulubusi, Chris Novak, Mary Lussier, Karen Kennedy, Michelle Woods, Bena Pattni, Cori Longo. Photo, Jullie French.



Sabrina, a local Jasper student accompanied by her teacher, presented Sunday morning on the impact of the planned Brewster development of a glass observation deck outside of Jasper.



Report on the Edmonton Local March 4 2012 General Meeting

Meeting Called to Order by President Bev Ray
@12:30 p.m.

Harassment Policy read. The auditor was in attendance to answer questions. Auditor report for last fiscal year, July 1, 2010 to June 30, 2011 adopted.

We voted to **Excuse** Rhiannon Edwards, Terri Rolands, Gurjit Singh, Rashpal Sehmbly **from the February Meeting and to Excuse** Mike Painchaud, Nadine Carpentier **from the March Meeting.**

Motion to request a dues waiver for D. Misovic in 2007 was defeated.

Motion carried That the local write a letter to the University of Alberta condemning the granting of an Honorary degree to the CEO of Nestle Canada.

Elected:

Trustee Edmonton Local (September 2011 – 2013)

Jim Crowell as member, Brian Henderson as alternate

Local Area Council Delegates

Brian Henderson, Terri Rolands, Tara Forbes, Rashpal Sehmbly, Mikhail Bjorge, Michelle Woods

Local Temporary Workers Committee

Jerry Woods, Raj Sharma, Parminder Pannu, Rashpal Sehmbly

United Way Union Counsellor Program Level II

Tabled to next meeting.

Prairie School for Union Women

Tara Forbes , Michelle Woods , Ange Freer 1st alternate, Christine Vincent 2nd alternate

We will elect the new Election Committee at the next General meeting in April.

Brian Henderson, President of the Edmonton and District Labour Council, talked about the **National Day of Mourning, April 28th**, unveiling of the Monument to Workers Killed and Injured on the Job event. Begins at 1:30 p.m., location: Grant Notley Park 116 street-100 Ave.

AFL 100th Anniversary celebrations June 16th at Fort Edmonton Park. Events all day. Raj Sharma volunteered to be part of the planning committee. Alberta Labour History Institute will be part of the event also.

Motion carried that the local By-laws committee be tasked to review our By-laws with respect to union dues waivers and make recommendations to the General Membership Meeting in May 2012.

Motion carried that the local apply for 7:58 funding for the Prairie School for Union Women in June 2012.

Darcy Griffiths served a Notice of Motion for debate and decision at the next general meeting: To spend up to \$3500 to send two people to AFL facilitator training in June, cost to come out of accumulated funds.



Jamie Kass, CUPW National Child Care Co-ordinator, with the director of the Jasper Child Care Centre. Jamie, Linda Nyznyk, and Karen Kennedy toured the newly-renovated Jasper municipal child care centre in downtown Jasper, while attending the Equinox weekend women's conference. The centre is staffed with unionized workers...members of the Canadian Union of Public Employees...CUPE.

CUPW EDMONTON LOCAL

GENERAL MEMBERSHIP MEETING

Sunday, April 1, 2012

6 PM to 8 PM

Green and Gold Room

Commonwealth Stadium

(use Team store entrance, parking at LRT lot across the street)

Agenda:

Executive Election: Organizing Officer (2 year term)*

Elections:

Local elections committee, 5 members and 4 alternates, term to Dec 2013

Union counsellor training: Advanced Level, 5 members (available to those who have already taken level 1) 8

Wednesday evenings: May - June 2012

Notice of Motion: Darcy Griffiths moved that the Edmonton local spend up to \$3500 to send 2 people to AFL

facilitator training in June, cost to come out of accumulated funds.

***to be eligible for election to the executive, you must have attended 50% of the membership meetings in the previous year.**

***The Annual Meeting of the CUPW Society will follow adjournment. There will be an election for 3 positions as Directors.**



Edmonton Local QWL Course



Brother Dave Bleakney, National Union Representative for Education, and Sister Asma Burney, negotiator Urban Collective Agreement, facilitating the Quality of Work Life course in Edmonton, Feb 16 and 17.

The Edmonton Local offered a 2 day QWL course on February 16 & 17 , 2012. The course covered the tactics being used by the employer to manipulate workers into speeding up their work and the psychology being used to divide and conquer. Pizza, donuts, visa cards, restaurant coupons....special little prizes to make you go the extra distance and ignore the rules in the collective agreement. Although there is nothing wrong with wanting a peaceful and respectful workplace, that ‘peace’ should not come at the cost of losing your rights under the contract. An employer who respected your rights, would not ask you to ignore them.

The course showed how an employer uses positive and friendly language to try and exert more control over workers in all aspects of their work. Peer pressure is used as well as your own pride in your work, to get increased productivity. The ultimate goal is reduction in positions.

Participants in the course were from a variety of workplaces in the local. In attendance were:

Gord Buga, Tabitha Wurtz, Sanjiv Gupta, Joseph Meritt, Parminder Pannu, Nick Driedger, Robin Feakes, Patrick McGuigan, George Opstad, Andrew Gillespie, Cordell Ferguson, Linda Tiffin, Lorraine Newton, Ashiq Mavani, Teri Roland, Michelle Woods, Jerry Woods and Carla Fiddler.

Edmonton Local Executive Committee

President...Bev Ray (full time officer)
 Vice-President...Raj Sharma
 Secretary-Treasurer...Cathy Furtak * (full time officer)
 Grievance Officer...Jerry Woods *(full time officer)
 Health and Safety Officer...Mike Painchaud (full time officer)
 Chief Shop Steward-Bulk...vacant*
 Chief Shop Steward – Carriers...Carol Leighton*
 Chief Shop Steward – Letters...Parminder Pannu*
 Chief Shop Steward – Maintenance...Norm Burns
 Chief Shop Steward – MSC's...Todd Brooks*
 Chief Shop Steward – RSMC's...Doug Frechette
 Chief Shop Steward – Affiliate Offices...Linda Nyznyk
 Education Officer...Darcy Griffiths
 Recording Secretary...Bena Pattni
 Sargent-at-Arms\Editor...Karen Kennedy
 Organizing Officer...vacant*
 Route Verification Officer...Brian Blair

*effective April 1, 2012

Local Up-coming Events

April 6...Local Education Committee 6:30pm
 April 17...EDLC meeting
 April 19...Executive Meeting
 April 21...RSMC meeting 10am to noon
 April 22 ...Earth Day
 April 25...Local Pension Course
 May 1...May Day
 May 6...General Membership Meeting noon



Inside Out Deadlines

Friday at noon

May Issue : April 13

June Issue: May 11



Equinox in Jasper 2012