

InsideOut

**Canadian Union of Postal Workers
Edmonton Local**

August 2009



Basic Shop Steward Training, June 14,15,16, 2009: left to right: Sheila Babey, Timm Evans, Christine Gorgichuk, Larry Dionne (facilitator), Sandy Fedorak, Jack Seredynski, Lorna Balajadia, Dejan Misovic, William Tan, Kelly Duduman, Wayne Smith, Miguel Antipan, Erin Semeniuk, Carol Leighton (facilitator). (photo S.Wilson)



“InsideOut” is published ten times per year by the Edmonton Local, Canadian Union of Postal Workers.

Opinions expressed are those of the writer and not necessarily the official views of the Local. “InsideOut” material may be copied, provided proper credit is given.

Submissions are welcome for “InsideOut”. Please include your name and phone number. Requests for anonymity will be considered.

e-mail to editor@cupwedm.net

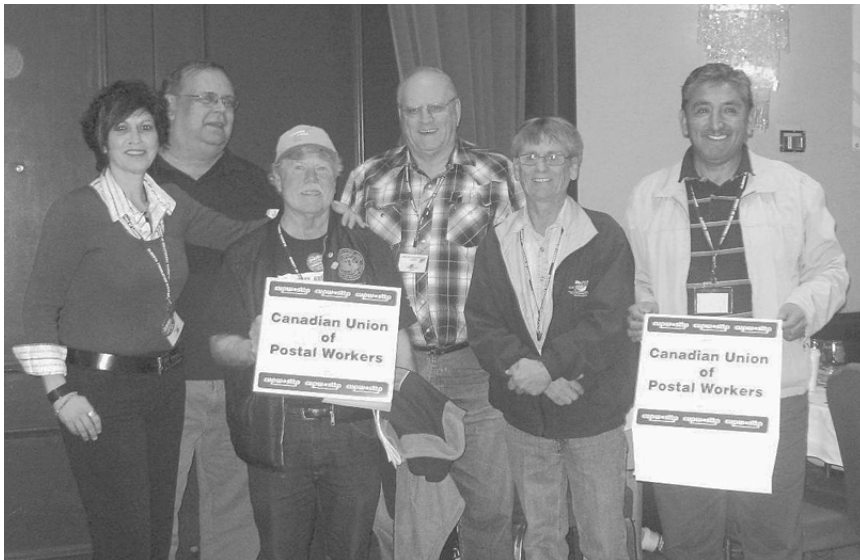
or

The Editor, InsideOut
11001 107 Street
Edmonton Alberta
T5H 2Z6

From the Editor:

In answer to questions about the CUPW Life Insurance.

CUPW Life Insurance is offered through Coughlin & Associates. The Union pays the premium for each member-in-good-standing of the Union to be covered by the basic life insurance (includes accidental death or dismemberment). In the event of death, the basic life insurance payment to the beneficiary is: **\$8000** (for member), **\$4000** (for spouse), **\$2000** (for each dependent child). Basic coverage drops to **\$1000** when you retire and ends when you turn 70. If you take a medical retirement, coverage reduces to **\$1000** when you turn 65. Optional coverage is also available for purchase. Optional coverage can be continued until the January 1st after you turn 70. Contact Coughlin for more information: **1-888-613-1234**



Presidents Edmonton Local..today and yesterday: Bev Ray, Brett Donaldson, Greg McMaster, Bill MacDonald, Brian Henderson, Ramon Antipan. Missing: Tom Olenuk, John Bail, Carol Read, Mona Sykes, Mason Duffy.(photo:Woodfield)

THE STRUGGLE CONTINUES.....

From Your President.....Sister Bev Ray

CONSULTATIONS

June and July were extremely busy months for the Local; multiple consultations were scheduled for both the EMPP and Collection & Delivery. While we were successful with negotiating alternatives to some of Canada Post's agenda, we are far from having satisfactory resolution on many issues.

Meetings with Collection & Delivery occurred in June to discuss Bar Charts and the union's intent to resurrect the bar chart review in depots. The review of bar charts provides the union the ability to track absences to ensure that the addition or deletion of additional relief positions follow Article 52.04(a) & (b). The Corporation claimed that we are over complement in C & D by 48 positions. We are already experiencing force back in some letter carrier depots which continues to raise concerns from the union on the corporation's validity of bar chart data. IKEA delivery has also been consulted on to review memorandum of agreement signed by our national union. We also met to discuss the move of Depot 4 and Depot 8 to the new super depot which resulted in several unanswered questions; as well as CPC's intent to have Depot 4 City Finals move to the EMPP projected for August 24/09; start times for Depot 4 and Depot 6; route adjustment reviews for routes at Depot 9 and Depot 2; proposed changes to registration and the outstanding 038 reviews for Depot 4, 6, 11, Delton, St. Albert, Sherwood Park, Wetaskiwin, Camrose and Fort Saskatchewan have still not been consulted on. We have also recently received notice from CPC of their intent to re-time MSC shuttles and to restructure the MSC hub. We are opposed to the timings and any restructure taking place in July/August and have sent a letter with our objections along with notice of their failure to advise our National Director regarding changes to the restructure schedule.

RSMC RELIEF POOL

The union had representatives participate in the RSMC consultation on the proposed relief pool that was scheduled for implementation in July as per their collective agreement. We discussed their proposed process for bidding vacation and coverage of uncovered RSMC routes which if implemented would have had restrictions imposed on RSMC's. The union's position was to negotiate a process that would mirror as much as possible what is established for bidding process and relief coverage of letter carrier routes. The Corporation is required to provide 24 relief positions in Edmonton and currently has only hired 5. As a result of our objections raised, implementation of the relief pool in Edmonton has been delayed.

EMPP

EMPP consultations have been ongoing to argue the union's position to the multiple changes being proposed by CPC. The changes have included parcels Sunday start time for shift 1 to 9 pm; proposed changes to direct market for summer hours; changes to transfer shift 3 where we were successful in halting the change to RD splits. More seriously was the proposed changes to originating and incoming where the corporation was proposing moving shift 2 originating to shift 1; reduction of P/T hours; and shifts ending and starting at 2:00 am. I met with members on all 3 shifts to talk about their concerns and we had members from the 3 shifts who volunteered to attend consultation. I think our members did a great job at consultation which resulted in 8 F/T and 4 P/T positions on shift 2; 11 F/T positions on shift 1; 23 F/T positions and 22 P/T positions on shift 3; No reduction of P/T hours and no shifts starting or finishing after 12:00 midnight for shift 3 and shift 1.

Documents submitted by the corporation show that the 2009 staffing profile provides a total of 33 positions being deleted. With the deletion of 28 positions already, CPC has not removed the assignments from the schedules in any sections and as a result has left our members wondering why the assignments have not been posted in the monthly bids. Because of the assignments being left on the schedule it has also given the employer much more latitude to shuffle PO'4s from section to section. The union's position is to expose the agenda of the Corporation by forcing them to adhere to the collective agreement. When a position is deleted they are required to remove the assignment from the section; have a section bid and consult on rotation of duties. We believe that it is time that the members are informed about the negative changes that are being imposed instead of CPC creating a false sense of staffing plans for the EMPP. The Corporation also informed us that they will be required to reduce temporary hours by 90%. So who is supposed to do the work?

I would like to thank Brothers Raj Sharma, Larry Dionne, Brian Mottershead, Rasphal Sehmy, Greg McMaster, Brian Blair, Chris Painchaud, Tom Poon, Jerry Woods and Sisters Asma Burney, Laure Lucyk, Carol Read, Yvette Brusseau, Judith Phiri, Rhonda Hilton, Sue Wilson, Brenda Swift, Peggy Maxwell, Ludmilla Miranda and Marygrace Caretero for all of their hard work at consultations.

MODERN POST CONFERENCE

Myself and Laure Lucyk attended the international conference on the Modern Post in Ottawa. Belgium, Britain, Korea, France, Australia, Norway, and the U.S.A. sent delegates to the conference to provide us with information on their struggle with technological changes imposed. They provided great information on how their countries have been battling the postal service to ensure that jobs are protected and remain part of a universal postal service. Our local intends to establish a modern post working committee to

create initiatives to educate our members directly on CPC's modern post strategy.

WORKFLOOR VISITS

On June 15th there was a national campaign to have executive officers visit the work floor to share information on modern post, local issues and union's efforts to provide quality representation of our members. While some of our executive committee were not available due to vacation, others made presentations at St. Albert Depot, Depot 3, Depot 6, Depot 11 and participants of the shop steward course visited the EMPP and Depot 2.

INTELCOM NEGOTIATIONS

The application submitted to the CIRB to de-certify CUPW as the bargaining agent for Intelcom was defeated! Negotiations for our private sector bargaining members are still not taking place, but we hope that Intelcom will now be a more willing participant at the bargaining table. Our local continues to work at strengthening our presence



with our private sector bargaining members, and we have filed multiple grievances on their behalf against the employer, Intelcom.

RSMC DEMANDS RATIFICATION MEETINGS

RSMC re-opener meetings were held in various locations in June. Some locations had higher participation and we will be scheduling meetings

again in late August/September for ratification of demands for the re-opener.

PRIDE PARADE

We had a great turn-out from our members who marched in the Pride Parade on June 13th, 2009. For the second year in a row we had a union float and strong union presence to support our gay/lesbian/transgender brothers and sisters. The union pride poster and fridge magnets were a huge hit and we handed out 500 posters & 500 fridge magnets to people watching the parade. Once again we did not have enough. We received great response from some of our members who watched the parade and were very happy to see a CUPW float.

LEONARD PELLETIER SUPPORT

National Aboriginal Day was June 21st, 2009. It is important to note that CPC still falls short of working with aboriginal communities to promote CPC employment and ensuring that their hiring practice provides equal opportunities for aboriginal people to be offered meaningful employment. There is currently a campaign underway to support the release of Leonard Pelletier who has been incarcerated for many years. Please look for this notice and join the campaign to send a strong message from the union in support of Leonard Pelletier.

EMPP CONFLICT RESOLUTION PROCESS TO RETURN

A new director has been hired at the EMPP (Tom Dixon). Myself, Asma Burney, Carol Read and Greg McMaster met with Mr. Dixon and addressed many issues that our members at the EMPP are experiencing. He has made a verbal commitment to improve working conditions at the EMPP and like other Directors we will wait and see if his promises are implemented. We took the opportunity to raise issues on the increase of conflict on the work floor and the multiple actions of the employer to hand out emergency

suspensions. He has confirmed his intention to bring back the conflict resolution process in the EMPP, and develop a process for members to exercise their right to complain; Appendix HH training will be initiated started with shift 1 at the EMPP. Executive committee members have also been successful in reaching an agreement to meet with the new director weekly to work on problems that the members are experiencing. Laure Lucyk, Asma Burney, Raj Sharma, and Larry Dionne will be meeting with the new director weekly.

EXPIRED VEHICLE OPERATOR PERMITS

The director for C & D has been less than enthusiastic in responding to our request to consult on the ongoing problem regarding the Vehicle Operator Permit backlog, and some members are being harassed to bid off their routes because of the employer's failure to keep VOP's up-to-date. If you are experiencing problems related to your VOP please contact the union office. I have sent a letter to our National President outlining the problem and asking him to get involved.

VISITING YOUR WORKPLACE

I have still been trying to get out to many locations to meet with our members on the work floor. Multiple trips have been made to Wetaskiwin, Camrose, St. Albert, Depot 4, and Depot 8, as well as visits to St. Albert, Depot 2, Depot 6, EMPP. It is not always easy to get to the work floor to meet with our members, however, the local is continuing to make every effort to increase the presence of our executive committee members on the work floor.

You are the union and when we work together; stand together and fight together we CAN make things happen!

In Solidarity,
Sister Bev Ray

HAVE A GREAT SUMMER!

Health and Safety

Hopefully by the time you read this article summer will be in full swing and all will be well. The sad part is by the time we get out the next issue of the Inside Out we will be talking about getting ready for winter since this edition deals with July and August.

Sick Leave Credits and WCB Claims

I want to give some advice if you have a time-loss injury at work. Previously I've talked about how it's important to report any injuries as soon as possible, so now I want to talk about what to do to ensure you get your proper sick leave credits returned back to you when the Workers' Compensation Board (WCB) approves your claim. Let me go back a bit. When you have a time-loss injury at work your supervisor enters it into the computer as "injury on duty pending". When you have an "injury on duty pending" your sick time will be used to cover your time-loss. If WCB approves your claim they will send you and Canada Post a letter notifying each of you of their decision. Usually they will approve all or some of the time-loss you've incurred due to your injury. At this point your supervisors have to credit back your sick time that they used while WCB was reviewing your claim.

The advice I want to give is: any time you have an injury at work that has required you to be off of work ALWAYS get your supervisor to give you a copy from their

computer of your sick time you have. The reason why I say this is because we've had workers not get back their proper amount of sick time owed to them. If you don't know how much sick time you had at the time of the injury, how would you know if they credited it back properly? **DO NOT TRUST THE BOSS TO DO THE RIGHT THING.**

I actually suggest that you get a computer print out from your supervisor of your complete time card monthly and file it away. This way you have a record of all your leave time owed to you and you can make sure it balances every month.



Moya Greene's Response to the Report Card

Most of you have heard about the report card that CUPW members filled out grading Moya Greene. The Union reviewed the

completed cards and sent Moya her grades, which were mostly very poor to failing. Moya decided that she would send a letter to Denis Lemelin, CUPW National President. One quote from her letter to Brother Lemelin in reference to the Local Joint Health and Safety Committees is... *"I am pleased to see that the local committees are working well and our people are making headway. We will be able to make even greater progress on injuries on duty and absenteeism once your organization can accept your role in improving and changing the culture and the structures of*

the programs. I know that this issue is important to our people who I hear from everyday and are committed to making changes”

This is an outrageous statement! Since the implementation of these new joint H&S committees in Edmonton and area the Union has struggled to get CPC to fulfill their commitments. Training for the members on the committee was constantly being delayed, many CPC trained members who took the training still do not know the rules of how the committees are run, H&S issues are still getting back-logged on the minutes, CPC is still telling the committees “we’ll get back to you next meeting” and finally, CPC is still putting cost and production ahead of H&S even though they tell us it’s their number 1 priority. I don’t know who’s giving Moya her information. Why would her managers, who work with a bonus system, tell her how it really is? They have no incentive.

The local joint H&S committees are not working well. We keep meeting to try and have members issues resolved but little is accomplished at the joint health and safety committee meetings. And **THAT** is the reality Moya.

Solidarity,
Mike Painchaud
 Full Time H&S Officer
 Edmonton Local

Pension Plan Advisory Council Election

This summer from July 16 up to Aug.13, as Canada Post Pension Plan members you will again be asked to vote for your representative on the Pension Advisory Council.

Thank you for supporting me for the past 2 terms. When first elected in 2003 we were coming out of bad economic conditions, and as we approach this election, we are in one of the worst economic situations this new pension plan has had to face.

As your elected representative on the Pension Advisory Council, I have raised questions on the sub-prime mortgage disaster which underpinned this set of events, and spoken up on behalf of the concerns members have about the security of our Plan.

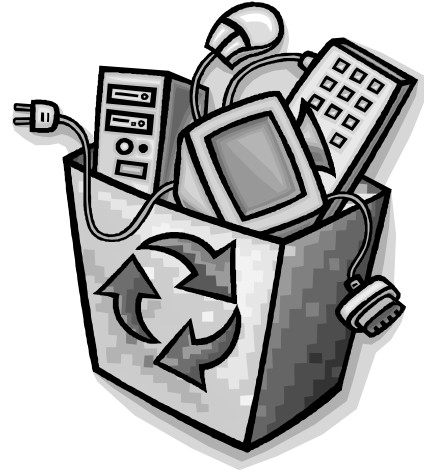
With your support I will continue to be an experienced vocal presence on the Pension Advisory Council.



Vote
Micki McCune

Recycling has become first and foremost on everyone's minds these days.

The C.U.P.W Environment Committee
is asking you to do your part.
Reduce, Reuse, And Recycle.



The City of Edmonton has a
Re Use Centre.
10004-103AAve
Edmonton
780-442-4380

Their goal is to see how much (by weight) they can save from the landfill by recycling office supplies, crafts supplies, small items, paper products, party supplies, etc.

The items are received by donation and they are resold at \$4.00 per bag, basically fill a bag for \$4.00.

It is a really good idea and a really neat place to pick up an item or 2 for a project you may need to finish or need parts for a costume, birthday party, etc.

Check It Out!

Noon – 6 p.m. Tuesday - Friday

Noon – 4 p.m. Saturday

Thursdays til 8 p.m.

Peggy Maxwell, member of the CUPW local Environment Committee

THE DIFFERENCES BETWEEN A GOOD RECYCLER AND A NOT-SO-GOOD RECYCLER:

GOOD RECYCLER: You fill up the recycle bin every week with cans, bottles, and jars.

NOT SO GOOD: You give the recycle bin to the kids to use as a toboggan.

GOOD RECYCLER: You take your used motor oil to the nearest recycling station or collection facility.

NOT SO GOOD: You avoid the used-oil problem by never changing your oil. You recycle engines instead.

APPLICATION EQUINOX 2009

NAME: _____

ADDRESS: _____

PHONE: _____ Cell: _____

EMAIL: _____

WORK LOCATION: _____

TALENT: _____

FEE: \$25.00 *Members CUPW Edmonton local** CASH _____ CHEQUE _____

PAYABLE TO CUPW EDMONTON

CIRCLE:

REGISTRATION MUST ACCOMPANY APPLICATION

T-SHIRT SIZE: S M L XL XXL

ACCOMMODATION REQUIRED: YES ___ NO ___ THIS IS A DORMITORY. BRING YOUR OWN PILLOWS, BEDDING, TOWELS, TOILETRIES, EAR PLUGS.

* Guest Speakers, WORKSHOPS, 2 NIGHTS & 5 MEALS, **Others: \$75.00

PLEASE INDICATE ANY DIETARY NEEDS: _____

RETURN TO: CUPW EDMONTON LOCAL, WOMEN'S COMMITTEE

11001-107 ST. EDMONTON, ALBERTA T5H 2Z6 DEADLINE : SEPTEMBER 10th**EQUINOX
2009****“Building Community: Talent to Share”**

**C.U.P.W. EDMONTON: WOMEN'S RETREAT WEEKEND
SEPTEMBER 25, 26, 27**

**STRATHCONA WILDERNESS CENTER
(20 MINUTES EAST OF SHERWOOD PARK)**

‘Open Stage’ Saturday EVENING

**JOIN US FOR THIS FUN WEEKEND OF EXPLORING WOMEN'S ISSUES: LOCALLY,
GLOBALLY**

FOR MORE INFORMATION, CONTACT: A MEMBER OF THE WOMEN'S COMMITTEE, OR
423-9000

THE STRUGGLE CONTINUES.....

CUPW

EDMONTON LOCAL

GENERAL MEMBERSHIP MEETING

SUNDAY , September 13, 2009

7pm to 9pm

Location: to be announced

General Meeting Report:

At the special meeting on June 25th, the budget for the next year (July 1, 2009 to June 30, 2010) was adopted. The motion to request a lifetime membership for Brother Ramon Antipan on the occasion of his retirement this fall, was passed unanimously .

You're Canadian if...

- you only know three spices: salt, pepper, and ketchup;
- you have more miles on your snow-blower than on your car;
- you know what a metre is;
- you design your kid's Hallowe'en costume to fit over a snowsuit;
- you find driving is better in winter because the pot holes are iced over;
- your local paper devotes three pages to national and international news and six pages to hockey;
- your town council votes to buy another Zamboni instead of another bus;
- you know which leaves make good toilet paper;
- you dig out your winter clothes when it gets to -20c;
- the trunk of your car doubles as a deep freezer;
- you list the four seasons as almost-winter, winter, still-winter, and construction.

(CCPA June 2009)

Edmonton & District Labour Council
Big Splash Open Golf Tournament
with the United Nurses of Alberta
and
SANDTRAP Golf Tournament
of the CUPW Edmonton Local

Sunday August 30th, 2009

Riverside Golf Course

8:00AM Start

\$110.00 per person: 18 holes Scramble, Cart, BBQ, Prizes
Deadline to Register: August 14 (as team, doubles or single)
to: Edmonton & District Labour Council, #101, 10425 Princess Elizabeth Ave. Edm.Ab.T5G 0Y5 phone: 474-4747
fax: 780-477-1064
email: edlc@telus.net

The Edmonton and District Labour Council
Annual Labour Day Barbeque
for the unemployed and underemployed

At Giovanni Caboto Park\Boys and Girls Club
95 Street and 109 Avenue

Monday, September 7 11:30am to 3:30pm

To Volunteer to help call:

CUPW:423-9000 or EDLC:474-4747

How to File a Route Measurement Grievance

The Route Measurement Manual is hundreds of pages thick, the table of values is almost as large and there are many complicated formulas that make up the total work load for a letter carrier route. In the end all it is doing is estimating the amount of mail (including householders and parcels) you get on a average day, how far you walk or drive in a day and how long it takes to do the timed tasks such as clearing an RPO.

In order to successfully grieve your walk evaluation, we have to demonstrate that one or more of these is incorrect. This is not always easy given the extreme amount of fluctuations there are in mail volumes. In order to prove that the figures are wrong then we have to keep track of what the volumes are for a long enough period of time to represent an average.

If it is a measured distance or the number of doors or steps that are wrong then correcting it is simply a matter of correcting the 038 or other appropriate form.

The grievance application form should include the following information:



- Details of what you believe is incorrect about your walk or why you believe it is not evaluated properly
- The walk number involved
- Copies of the documents from your walk file that you believe are incorrect
- Details of which supervisor was told that a problem existed and when you told them
- Copies of the pay stubs showing what you received, if you believe you have not received the proper over assessment payments
- Copies of the most recent 080/071 from your walk file to show what the current workload is on your route

If you need assistance in understanding the various documents in your walk file then contact your shop steward or provide details of why you believe your route may not be assessed properly in writing to the union office and we will have someone from the route measurement committee review it to see if there is a problem.

Brian Blair, Letter Carrier Chief Steward

From the Grievance Department

Back Pay for Letter Carrier Support Routes

CUPW and Canada Post signed a Memorandum of Agreement June 23, 2009 to resolve outstanding issues from the implementation of the Parcel Delivery Model. This provides for total payment of **\$165,322.46** to those in Edmonton who were on the new MLC Letter Carrier Support routes created October 16, 2006, up to the implementation of new Load\Unload times at various Depots in 2008.

The employer will review who was on these routes during the appropriate time period to determine compensation, (and pay our Union designate to verify the information). The time values updated were based on timings that the Union succeeded in getting the employer to carry out, after months of wrangling in the PDM Local Working Committee. Our National Representatives, through the signing of this Memorandum, succeeded in getting the payments retroactive to October 2006, not just the usual 6 months. Similar payments will also go to MLCs in Calgary and Winnipeg.

Thanks are due to Local Committee representatives Brian Blair, Carol Leighton, Joe Capellupo, and Greg McMaster; our Union Observers Bena Pattni and Mark Desrocher; and National Representatives Gord Fischer, Dean Duncan and Colin MacKenzie.

Solidarity,
Carol Read
Full Time Grievance Officer
CUPW Edmonton



CUPW Edmonton
Stewards' and Activists'
Appreciation Barbeque



*Saturday August 15
Noon to 3pm*

*Back Yard at Union Office
11001-107 Street*

RSVP: 780-423-9000, Sue

Our e-mail address:

union@cupwedm.net

CUPW Edmonton Local Website: <http://www.cupwedm.net>

FULL-TIME OFFICERS:

PRESIDENT

Bev Ray

SECRETARY-TREASURER

Sue Wilson

GRIEVANCE OFFICER

Carol Read

HEALTH & SAFETY OFFICER

Mike Painchaud

TABLE OFFICERS:

VICE-PRESIDENT

Raj Sharma

EDUCATION OFFICER

Larry Dionne

ORGANIZING OFFICER

Nick Driedger

RECORDING OFFICER

Yvette Brusseau

SERGEANT-AT-ARMS/EDITOR

Karen Kennedy

CHIEF STEWARDS:

BULK MAILS

Laure Lucyk

LETTER MAILS

Asma Burney

TRANSPORTATION

Greg McMaster

WICKETS & AFFILIATE OFFICES

Linda Nyznyk

STATIONS & DEPOTS

Brian Blair

MAINTENANCE

Norm Burns

RSMC

Jean Endruschat

UNION COUNSELLORS

Social Stewards

Brian Henderson EMPP

Karen Kennedy

Deb Orr EMPP

Ed Faust EMPP

Syed Rahman EMPP

Asma Burney EMPP

Peter Wright EMPP

Wendy Irvine EMPP

Brenda Swift EMPP

Virginia Switzer EMPP

Ross Adshead Depot 2

Deb Carson Depot 2

Gail Scollon D 2 City Finals

Ky Luu Depot 4 City Finals

Ernie Sommers Depot 6

Judy Cournoyer Depot 6

Mary Bain

Yvette Brusseau EMPP

Gloria Hogue Retired

Cathy McKinnon Retired

Parminder Panu EMPP

Sue Wilson Union Office

Ursula Webber Depot 11

Evelyn Fraietta Depot 11

Roseanne Plante Delton

Ruth Arkless Delton

Jean Endruschat Depot 1

Bena Pattni Depot 3

Milly Chung St Albert

Wendy Nowell MSC

Mike Pawlivsky MSC

Wayne Parker MSC

Russell Malin MSC

Lorraine Bartels EMPP

Lori Zurowski R.V.U.

Brenda Lekochinsky

Deanna Nielsen

Ajay Sharma EMPP

Larry Jones Retired

Laure Lucyk EMPP

Gord Buga EMPP

Linda Nyznyk Westlock

LIFETIME MEMBERS

Hazel Baril

Bill MacDonald

Gloria Hogue

Neil Martin

Larry Jones

Margaret Michaels

Sonia Ketsa

Bill Noble

Hubert Luken

Bill Schulha

Cathy McKinnon

David Boyd

Beth Nilsen

Sandi MacDonald

Doug Elves

Paul Otto

HAVE YOU MOVED?

ARE YOU PLANNING TO MOVE?

Don't forget to contact the union office with your new address and phone number.



CUPW float and banner at Edmonton Pride Parade June 13, 2009: Left to right: Asma, Leah, Cheyanne, Cassie, Larry, Laure, Claudia, Naomi, Ciara, Sami, Cori, Darcy, Peggy, Bev, Sue. (Photo by Karen)

August 2009

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3 afl kids camp	4 afl kids camp	5 afl kids camp	6 women's committee 4pm afl kids camp	7 afl kids camp	8
9	10	11	12	13 shop steward course	14 shop steward course	15 S.S.Course BBQ noon to 3pm
16	17	18	19	20 Executive committee 9am	21	22
23	24	25	26	27	28 EMPP Shop Steward Meetings	29
30 EDLC & CUPW Golf Tournament	31					

By choosing 100% Post Consumer Recycled fiber instead of virgin paper for this Inside Out Newsletter, the following savings to our natural resources were realized:

Trees Saved	1	Landfill lbs	115
Wood Reduced lbs	737	Net Greenhouse Emissions lbs	223
Water Reduced Gallons	1,083	Energy BTU (000)	1,466

Above information is based on use of the following products:

2500 sheets of 23x35 **Enviro 100** 50 lb. Offset

Data research provided by Environmental Defence



Deadline for September InsideOut Submissions: Friday, August 21th, noon.