



OFFICIAL NEWSLETTER OF CUPW 730 / DECEMBER 2022

INSIDE OUT

...yet another
Christmas of Heroes
at **Canada Post**

Management's
bonus



Your bonus

INSIDE OUT is the monthly publication of the Edmonton Local of CUPW.

This newsletter aspires to educate and inform members and affiliates about our union's activities, opportunities, and challenges, as well as to raise awareness regarding all things labour.

Opinions expressed are those of the author and not necessarily the official views of the Local.

The Communications Committee (responsible for this publication) is always interested in submissions of original articles, photographs, or illustrations. Prospective material must always concern CUPW or the labour movement, but submissions of general interest to the membership will also be considered.

We will also publish Letters to the Editor should you feel an issue requires further discussion. All submissions are subject to editing for brevity, clarity, etc.

To make a submission, or to get involved, contact the Communications Committee at communications730@gmail.com.

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**EMPOWER
ORGANIZE
RESIST**



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PRESIDENT'S REPORT NOVEMBER 2022

It's no secret that we are facing a crisis – but what are we willing to do about it?

Friends and comrades,
By now, I assume most of you have heard about the education workers belonging to CUPE in Ontario. In an attempt to keep their heads above water, the education workers have voted to go on strike. Instead of supporting the workers, the provincial government of Ontario has threatened them with back-to-work legislation – this in response to workers demanding a fair deal. Union leadership has vowed to stay out and defy the unjust legislation if it comes to that.

This all sounds too familiar to postal workers across the country. Workers that have pulled this country through a pandemic are now faced with companies profiteering off the pain of the working class. They claim it is the mystery of inflation, when, in reality, it is the age old problem of greed.

Our RSMC members face this everyday that they deliver mail and are treated as second class workers at the post office. Letter

carriers just lost 10.5 walks out of the restructures of Depot 2 and Mayfield. They are looking to lose another 15 at Rosedale. Canada Post just announced 6 more full-time P04 jobs are being eliminated at the EMPP this month. Not to mention the inevitable rollbacks and cuts that

“Workers that have pulled this country through a pandemic are now faced with companies profiteering off the pain of the working class. They claim it is the mystery of inflation, when, in reality, it is the age old problem of greed.”

will be proposed at negotiations in a little over a year.

The response to our friendly petition that we received from the federal minister is right inline with the provincial government of Ontario's response to education workers. Put simply, “You'll be happy with whatever we give you, now get back to work.”

Labour is in crisis. CUPW is in crisis. So what are we going to do about it?

It starts small and builds up. I hope that CUPE has been preparing their membership for this fight. It's a lot easier when you have won a couple small scraps before taking on the big fights.

The EMPP has introduced a second non-con belt. What would it take for our members to finally stop being pushed around and decide that they are only going to work one belt at a time? More than a button. How long will they put up with the racist and sexist behaviour from supervisors?

Shortly after this meeting, we will be having a discussion with the workers of Rosedale to discuss what they are willing to do in the face of yet another unjust restructure. How far are we willing to go to put an end to the continual growth of letter carrier routes?

Let's not forget about RSMCs. We are going to be hearing more about a campaign our Local has proposed in order to empower RSMC members to fight back and Make Them Pay. Just like in every aspect of organized labour,

our ability to make gains relies on our ability to engage our members.

No matter what the challenge is that we face as workers, the answer is always more attainable when we approach it together. We get there through meeting our co-workers where they are at. I will continue to make it out to the workfloors as often as I can to engage with workers,

invite them to attend GMMs and educations, and showing a way for each of them to take one step further toward a united force.

I keep talking about 2024 negotiations, but the reality is that we do have to start fighting now. We need to start preparing now. If we're going to stop the bleed that's killing the working class, we need to start taking this shit seriously now.

In solidarity,

DEVON RUNDVALL (HE/HIM)



**PRESIDENT
LOCAL 730 / EDMONTON & AFFILIATES
CANADIAN UNION OF POSTAL WORKERS**

SPECIAL GENERAL MEMBERSHIP MEETING ELECTION OF NATIONAL DELEGATES

**JANUARY 7TH, 2023, AT 10 AM
HYBRID FORMAT (UNION HALL OR VIA ZOOM)**

The Local Executive has decided to hold a Special GMM on January 7th in order to elect our delegates for National Convention. This will be a hybrid meeting, so you can attend in person at the office or online via Zoom. (In order to attend the meeting via Zoom, you must register online before noon on January 6th.)

The purpose of this meeting is to elect the 24 representatives that our Local wishes to send to National Convention to represent our members. These 24 members will be selected from the 32 delegates that attended Regional Conference. At National, they will vote on the resolutions that have been passed by the regional conferences held across the country, but they will also have the opportunity to be elected to Regional and National positions.



Because all members of our Elections Committee will be seeking nomination to attend National Convention, we will also be looking for volunteers to help us with the voting process at the GMM.

C&D REPORT

THIS MONTH'S THEME: Management makes up the rules, then doesn't follow them anyway

— Peter Hall

In June, I was one of the CUPW leads for the Mayfield volume count. We came across numerous issues. One in particular was about the Corporation's Route Measurement Officers (RMOs) determining what was "stale mail." According to the Corporate Manual System (CMS), mail becomes stale if it's a month old, and if the RMOs believed the mail was stale, they would not give us the values for writing it off during the volume count.

It was noted by CUPW members many times in numerous volume counts that the Corporation doesn't follow the CMS when it comes to customer mail boxes being full. It is ultimately the supervisor's job to deal with full mailboxes, but because we are told to clear the mail and then card it out to the RPO before it returns to the depot to be written off 2 weeks later, this mail could be up to 4 months old.

There are a number of issues with asking letter carriers to clear out the mail from full compartments. According to the CPC Act, Section 2 Part 48, we shouldn't be touching the mail once it's delivered. When it comes to the Letter Carrier Route Measurement System (LCRMS),

there is no indication of when mail is considered stale. I submitted a grievance asking the Corporation to either follow the CMS or give us the proper time values. The grievance is waiting to be heard by an arbitrator, but I did see that the RMOs changed their approach when it came to counting the "stale" mail in subsequent volume counts.

RMOs were not following the Mail Service Courier Workload Structuring System (MSCWSS) Chapter 5, which deals with creating pickup windows. So what this means is that the letter carrier can be in the middle of mail delivery and be called off for a customer pickup. If the MSCWSS was followed, a window would be established where there is nothing but pickups and potentially some operational flex time and unused scheduled time. To add insult to injury, some of these routes were built with 10 or 11 on demand pickups and were only receiving 1 to 2 minutes to drive and service.

In addition, the Corporation was not following Clause 47.04 Access to Information of the Urban Operations Collective Agreement at Mayfield, Depot 2,

and Depot 10. Either the required forms did not exist or the forms that were provided were so erroneous that they were completely useless. At Rosedale, we've continued to receive information that is not only late but also partial and incorrect.

Finally, it has been brought to my attention that Letter Carriers who are finishing early are being told they have to do CPC training within the remainder of their 8 hour shift. That may seem OK, but we have to remember that our routes are built to be 8 hours on average and this does not involve daily training. You might have to remind your supervisors of this and submit a grievance. Within the grievance, please note the amount of time it took to complete the training so that you get paid properly.



LOCAL ACTIVIST HISTORY: DELTON, 2013

— Kathleen Mpulubusi

From October 31st to November 2nd, 2013, letter carriers at Delton invoked Article 33.13 to protest the implementation of the double bundle system that CPC decided to vigorously enforce. More than 70 letter carriers invoked it and each of them had to have a meeting with a Shop Steward and IJOHS Committee member.

We had Stewards from all over Edmonton come in to assist. As a newly-minted Shop Steward, I found myself doing a number of the meetings. We also had the support of our full-time officers, including Local President Bev

Ray, as well as Chief Shop Steward Steve Cowtan, and Delton Shop Steward Miguel Antipan.

CPC lost their minds. They brought in representatives from Calgary and Vancouver, but we were prepared. We had meetings with activists and the Local Executive to discuss the double bundle method and to support members in what actions they wanted to take. We knew it could lead to suspensions, and it ultimately did.

Thomas Jolliffe was the arbitrator who heard the cases for the first 11 members who were suspended. After this, all other

discipline for members who invoked their right to refuse was settled and paid back to members. This culminated in the employer beginning to back off on forcing the two bundle method.

It was a proud moment for all of us to stand up and defend our rights, despite the consequences. We were able to give concrete evidence on the effects of the double bundle method and the harm it was causing us. This greatly influenced the ergonomic study ordered by arbitration and this is one of the reasons why you are not forced to walk with multiple bundles of mail.



VIEW FROM THE EMPP

– Stephanie Bourque

The RSMCs, the letter carriers, and the workers at the EMPP all inhabit different worlds within Canada Post. The EMPP is a unique environment in that it is a facility of around 400 workers per shift and we are together for the entirety of the shift.

Spending that much time together, accompanied with the level of seniority a lot of us have acquired over the years, creates a sense of family. We see most of our co-workers daily and, in a lot of cases, we see each other more than we see our family members. This is why we refer to our fellow union members as family members – brothers, sisters, cousins – to create that sense of unity and to show that we care for each other the same way we would care for our family members.

You would think that because of this, the workers at EMPP would be more unified and that the solidarity would be unbreakable. But this is not the case. Within the 400 workers on a shift, there are divisions: ethnic groups, religious beliefs, those who work with our current Executive and those who work against, and those who prefer to keep to themselves.

But the one thing that unites us all, whether you are a letter carrier, an RSMC, or a worker in the EMPP, is our fight and struggles against management and the Corporation: the health and safety violations that are overlooked or unaddressed, the constant staff shortages while

increasing individual workloads, the Corporation's abuse of our grievance system and their constant denials at first level grievance hearings to prolong the process and put a financial burden on our union while doing so.

These are just a few of the many trials and tribulations that we have all dealt with in one way or another. It's no secret that our union always seems to be fighting an uphill battle against management, and the amount of

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stress and frustration this creates for our members can be exhausting. It is important to remember, however, that any suffering endured, grievances unresolved, and any violations that are not properly investigated are a result of a decision that the Corporation has made and they are responsible.

Strangely enough, this does not seem to be the sentiment. Somewhere along the way, the perception is that our union is responsible. Unions build worker power by helping members stand together for better wages,

fair benefits, safe and healthy workplaces, and stable work hours. Unions also help workers gain more rights and power in their workplace and allow them to have more say over their working conditions by serving as a counterbalance to management.

When only a handful of members within a union are active, that union will not be able to function as intended. The few active members will achieve limited success, if any. Unfortunately, we see this reflected in the EMPP. There are a few active members who are heavily relied on by the remaining members. These active members are then blamed if they fail to achieve a particular goal against management.

Consultations are a good example of this. Often, representatives from each section have a goal in mind before going to consultation. When the representative from the section goes to the consultation and gets shut down by management, they get ridiculed when they go back to their work section.

This is misdirected. The members are so fed up with getting nowhere with management that it has come to be expected, but now the blame is on our union even though these are decisions made by the Corporation. A question I always hear is, “What is the union doing about it?” To which I say, “Well, you are the union, so what are you doing about it?”



HEALTH AND SAFETY UPDATE

– Rashpal Sehmbly

There are two things we've been noticing at the office that we would like to bring to your attention.

First, we are still dealing with COVID-19. If you have any symptoms of COVID-19, please ensure you notify the CPC facility that you work at. If you test positive, let CPC know and you will have 5 days off for quarantine/special leave. You will only be paid for your working days, so if your regularly scheduled days off are within that period, you will not be paid.

After the 5 days if your symptoms continue and you are not well enough to return to work, you may apply for short-term disability (STDP). Please let CPC know of your situation and that you will be applying for STDP. Because you've already been off work for 5 days, there is no waiting period for STDP.

If you see that you were actually put on leave without pay (LWOP) or any other leave, please contact our office so we can intervene on your behalf. Also important to note is that **CPC is not entitled to see a picture of your positive test result. If you have been asked to provide this, please contact our office.**

Second, we are noticing that CPC is creating issues for people with

workplace injuries that may require time off from work or modified duties. To ensure the proper steps are followed, please use the following as a guide.

1. Employee reports an injury
2. CPC and CUPW LJOHS Committee members investigate
3. Supervisor Incident Investigation Report (SIIR) produced
4. If employee needs to seek medical attention, get the doctor to fill out a Physicians Report for WCB
5. Employee can fill out WCB Worker's Report online or get a physical copy
6. An Election to Claim Form must be filled out and faxed to 1-819-934-6590.
7. To ensure the proper steps have been followed, please contact the Health and Safety Office as well.

Of course, we also get calls about how CPC likes to play games with injured workers. Every so often, we hear about how members have been told by a CPC representative of the negative repercussions that come if one applies for WCB. This leads to members applying for STDP, which is not the proper route and will only cause further problems down the road.

If you feel like you've been pressured to not report your injury, please contact us at the office and report your incident to WCB using their Claim Suppression Reporting form (https://www.wcb.ab.ca/forms/claim_suppression_reporting.asp).



JOB ACTION BULLETIN:

ROSEDALE



To ensure our health and safety, we need more than corporate platitudes. But what are we willing to do to get it?

- Satchel McWalkerson

On November 10th at 10:30 am MST, more than 40 workers on wave 2 at the Rosedale delivery depot in Edmonton, AB, presented a petition of over 100 signatures to the Route Measurement Officers restructuring our depot.

We did this for at least three reasons. First, we witnessed what happened with other recent restructures. Between Depot 2 and Mayfield, 10.5

routes were lost. Second, one side of Rosedale (Depot 9) looks like it could lose 8 routes alone. Third, while we are still waiting to hear about the possible losses in Depot 3, we are hearing from our union reps that it is looking like we could lose 15 to 20 routes across the depot as a whole.

While we understand that the reality of our jobs is changing, we also know that the numbers and data used to build our routes doesn't accurately reflect what we do. Because of this, we are overburdened, injured, and then blamed for our injuries.

The petition contains the following demands: no cuts, only gains; routes with a

percentage of coverage that reflect the delivery of the flyer portion (at a minimum, 33% plus the percentage of coverage formula applied to the remaining portions of the route); no loops with more than 60 points of call; and to build our routes in accordance with the Collective Agreement.

We are told every day to "Make it Safe, Make it Home," but the way our routes are being built does not make this possible. For a job with the highest rate of injury in the federal sector, we need more than platitudes.

STOP THE CUTS.



HUMAN RIGHTS DAY



December 10th marks Human Rights Day. This date was chosen to commemorate the day that the United Nations adopted the Universal Declaration of Human Rights. While the Declaration is a non-binding agreement, all member states of the United Nations have signed onto it. It sets out a broad range of fundamental rights and freedoms to which all of us are entitled regardless of nationality, place of residence, gender, national or ethnic origin, religion, language or any other status.

In South Africa, this day is commemorated on March 21st in remembrance of the Sharpeville Massacre. After demonstrating against an internal passport system designed to further segregate the population in Apartheid South Africa, a crowd of 7,000 went to a police station. The police opened fire on the crowd, killing 69 people and injuring another 180. This day is also marked as the International Day for the Elimination of Racial Discrimination.

There have been a number of themes over the years for Human Rights Day. In 2021, the theme was equality. In 2020, it was "Recover Better – Stand Up for Human Rights." In 2022, the theme is that it is the 75th Anniversary of the Universal Declaration of Human Rights. 



THINGS I WISH I KNEW

A few years ago, I learned that if the WCB physician's report says that your injury was not work-related, you should talk to your doctor about it. If your doctor disagrees with that report, they can provide some professional advice and help advocate on your behalf. My claim was accepted after my doctor got involved.

Are there any simple lessons you learned that made your experience easier? Let us know at communications730@gmail.com!

CUPWs who switch to management, thinking they'll do it so much better



RSMCs SAY: MAKE CPC PAY

RSMCs have been overworked and underpaid. High gas prices and inflation are just another drop in the bucket, but they serve to illustrate how equity has yet to be achieved!

- Elizabeth Smallwood

I started at Canada Post in 2008. At that time, I was a single mother and struggling to make ends meet. I started as a helper for my friend and at that time RSMCs still had to pay for their own replacements or helpers. They still do in offices with fewer than three RSMCs.

I worked with my friend for a few weeks and then applied for a job with Canada Post. I was offered one of the biggest routes in the depot at that time. I had an idea of what the job was about as I had been helping my friend, but I had never worked a route on my own.

On my first day, I started at 6 am. I had 5 sets of flyers and 5 lettertainers full of unsequenced



mail plus flats, as well as lots of parcels and packets. I was not offered any on the job training or assistance. I worked until 7 pm that day and I brought back mail. That's 13 hours on my first day.

I thought it would get better and everyone kept telling me it would get easier. As time went on, I

“...I was not only sacrificing time with my child but also sacrificing my mental and physical health. I dreaded Mondays and the anxiety was consuming me. I would be wondering how much mail I would have and knowing I would be responsible for getting it all done on my own.”

pushed myself everyday to finish my route no matter how long it took. 9 hours here, 12 hours there. There was the odd 8 hour day. I didn't stop for lunch. I didn't take breaks because if I

brought anything back, they made me go back out with it.

I was not only sacrificing time with my child but also sacrificing my mental and physical health. I dreaded Mondays and the anxiety was consuming me. I would be wondering how much mail I would have and knowing I would be responsible for getting it all done on my own.

The kicker was that I was still not making enough to make ends meet. It may have been more than I was making at my prior retail job, but now I was paying fuel as another expense for my job and my wage and vehicle allowance were not enough to cover the inflation of gas prices or the cost to maintain my car.

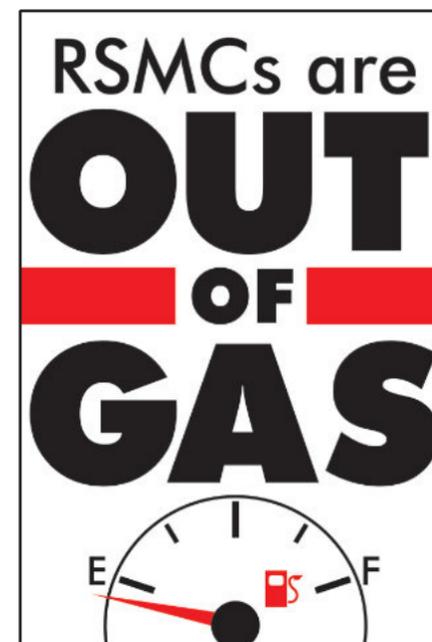
14-years later, this is still a reality for many RSMCs: working more than 8 hours in a day, even though the routes are built to be less, and we are paying out of pocket for gas to simply do the job on a daily basis. We work to get the job done because if we come back with mail today, it's still there tomorrow and we are expected to finish what is presented. Or we face discipline.

As RSMCs using our own vehicles to deliver mail, rising gas prices make our vehicle allowances seem like just a drop in the bucket, barely paying for a couple days of gas on many routes. The cost of living allowance is a joke and the government and Corporation won't acknowledge that RSMCs are working for free – now more than ever.

We work for a huge Crown Corporation that has money, even if they won't admit it. They should be paying us a living wage to cover the cost of inflation. We should not be paying out of our own pocket to simply do our jobs. We deserve to go home to our families healthy and happy, not stressed out and worn down from doing a thankless job for an employer who shows very little appreciation.

We need to send a strong message to the employer that we deserve better!

Make Them Pay! 



RECOMMENDED READING

Here's some articles we didn't have room to reprint this month, but which we think you'll find informative:

<https://www.rankandfile.ca/the-pandemic-and-the-return-of-class-struggle/>



The Pandemic and the Return of Class Struggle
8/3/2022

“We're not in this together”

by Ritch Whyman and Lee Gilchrist

<https://jacobin.com/2022/08/postal-banking-predatory-lending-canada-payday-loans>

Postal Banking Can Destroy Predatory Lending
8/12/2022

The payday loan industry is thriving in Canada, and borrowers are paying the cost through extraordinary interest rates and fees. There is a simple solution: postal banking.



A NEW DELEGATE'S PERSPECTIVE:

PRAIRIE REGIONAL CONFERENCE 2022

Letter McSorterson

I was nominated and selected to be a delegate for Prairie Regional Conference this year. Delegates from all the Prairie Region's Locals gather to debate, discuss, and vote on changes to our National Constitution. All resolutions passed at this conference will then go on to National Convention to be debated and discussed and voted on by delegates from Locals across the country.

It started on a Wednesday evening for me. I attended a one hour information session for new delegates. There were maybe 50 people in the room. We introduced ourselves and I was thrilled and impressed to hear the majority of people in the room were Shop Stewards or UJOWS members; many had been postal workers for 7 to 10 years, and even more in some cases. Did I feel a little out of my league with my mere 3-years? Surely. But I was also inspired.

We were briefed on the procedures of presenting resolutions, lining up at the mic for debate (3-minutes for each speaker), and then voting. Similar to the Local GMMs I have attended. Great, I'm ready – as ready as I'll ever be. After every resolution, there is an opportunity to register your dissent in order to speak against the current outcome at National.

Thursday morning, we met briefly as a Local to talk about the upcoming day and then we went

down to the room. The big room, full of union proud CUPW members. Wow, what a concentration of activist power.

As part of the opening session, we were given an opportunity to smudge with and then listen to a talk by Bernadette Lahtail, founder of Creating Hope Society. She recounted parts of her life and what it means to be visible after a lifetime of invisibility. It was powerful and moving and I am grateful to have seen and heard her.

Everything after that felt like it happened at light speed. After some introductions of the Chair and committees, it was right into reading and discussing resolutions. One after the other. The discussion was definitely lively at points. There were some resolutions I flipped and flopped on after hearing one good point or another. There were others I did not waiver on at all – like the ones our Local had put forward at our GMM.

One of the resolutions heavily debated was that temps should pay percentage-based union dues instead of a flat rate as the instability of work hours makes for small, non-existent, or in-arrears paycheques. Anyone dissenting seemed to say, "it's always been that way." This was a common argument for the weekend.

Another heavily debated resolution was to have anyone elected to Regional or National positions not be forced to move to where the office is (Winnipeg

or Ottawa, respectively). What an excellent change that would be! It's abundantly clear that in our very Local and across the region we could have and can still have knowledgeable and passionate representation if they weren't forced to uproot their life at the expense of the stability of their a family.

A longtime and intensely knowledgeable member offered heartfelt discussion to that about how it was just not an option for her family for a variety of exceptional reasons. It is a detriment to all of us to have that barrier up. There was, once again, the same "it's always been that way" dissent combined with a lack of comfort for remote work. Yet the whole world ran on remote work capabilities during COVID.

Both of these resolutions passed and the discussion will continue at National Convention.

Unfortunately, some members who were present at the conference used the platform to espouse exclusionary views, dissenting against gender-inclusive language. This showed a great lack in solidarity with members who were present who would benefit from such changes to the Constitution at absolutely no cost or loss of space to those already represented. And it got heated. Rightly. Not necessarily by the rules of the room either, but that was a lesson learned quickly with help from some of the leaders of our Local, as well as Regional and National.

Saturday was a nice break from resolutions. Election day for Regional and National committees. Some of our Local members were successful in their nominations. At this point, it was becoming a bit of a blur due to this being the third 10-13 hour day.

Sunday was the last day and, once again, it was all resolutions. There was an air of anticipation as a couple of resolutions could have provided the opportunity for exclusionary views to again

be shared at the mic – and I have not known people with views like that to turn down an opportunity to put them out there.

But the room was ready and lots of people from many Locals lined up at the microphones. It was the longest lines of speakers all weekend. One member in visible religious clothing spoke of losing her rights because of who she is. Another member spoke of losing her brother two months ago and how gender-affirming anything seems so unattainable now. It

was stressed over and over that these changes are a matter of life and death.

There were many fears, standing ovations, and hugs. I will never forget such a powerful act of solidarity. The resolution passed with a landslide vote. Not unanimous, mind you, but I'm choosing to focus on the solidarity in the room.

Next up: National Convention!



WORKER SOLIDARITY

LABOUR VICTORY AND STRUGGLE, AT HOME AND ABROAD



Starbucks – Two more Starbucks locations in Alberta have voted to unionize and join the United Steelworkers. Both locations are in Sherwood Park, one is at Beaverbrook Plaza and the other is on Sherwood Drive.

Sobeys – In October, UFCW members working at a Sobeys warehouse in Calgary voted 97% to reject an offer from the employer and voted 96% in favour of strike action if the offer doesn't improve. The strike vote is valid for 120 days and 72-hours' notice to strike can be given at any time during that period.

Canada's Wonderland – Stagehands as well as hair, makeup, and wardrobe workers at Canada's Wonderland voted unanimously to join IATSE.

US Rail Strike - Rail workers in the US were threatening to strike in order to gain sick days. The US Senate passed a bill to prohibit a strike bind workers to a contract that was initially proposed in September that did not include the sick days workers wanted.

Ontario CUPE Education Strike – The government of Ontario tried to invoke the notwithstanding clause to prevent CUPE members from further negotiating and striking and binding them to a 4-year contract. CUPE vowed to strike anyway and the government rescinded its planned use of the notwithstanding clause. A strike has been avoided with a tentative deal. Ratification votes started on November 24th.

Loblaws – Loblaws has laid off more than 500 members of Teamsters Local 987 at a distribution centre in Calgary after workers rejected two offers. Members are currently earning less than what is considered the living wage in Calgary and Loblaws has continued to post record profits – reporting a 30% increase in the third quarter.



Collective power and the democratization of our workplaces will allow us to stop job cuts, and benefit from the mechanization of our workplace. Otherwise, we will end up with fewer of us doing more work for less pay.

- Robert Hohnstein

Lately it has become a "necessity" for the bosses all over to fire people, cut costs they say, so that they can be profitable. At Canada Post we can see we are no exception to the rule other than the fact that the bosses seem to excel at cutting jobs! The latest examples of this are that over the past half year the company has decided to cut permanent positions in both the Edmonton Mail Processing Plant (EMPP) and the various depots littered around Edmonton.

Since June the EMPP has lost a staggering 18 permanent positions through attrition. The EMPP has also hired 65 casual workers to largely replace the diminishing pool of casuals who no longer return to work. However it is no wonder casuals don't return when they don't get consistent hours, which often results in precarious employment. To rub salt in the wound to postal workers in the

WORKERS' CONTROL OF SORTING AND DELIVERY THE WAY FORWARD

EMPP, management has recently instituted a new 'non-con' machine. This machine processes oversized and irregularly shaped parcels. Having this machine doubles the output of 'non-con' mail being processed throughout the plant. To run this new machine effectively would require an additional 7 workers alone! The solution by management is making the casuals run the machine more often than not, because hiring casuals into

"When we know our collective power we can do more than stop job cuts. We can fight to permanently end the casualization of labour and ensure permanent status for all and ensure full staffing"

permanent positions seems to be too much of an inconvenience for the company. After all, casuals don't get regular hours, benefits, and are harder to organize than permanent full-time and part-time workers.

Our letter carrier friends are not forgotten and have also been at the receiving end of management's job smashing truncheon. The depots in Edmonton have been going through "restructuring". That is the process of reassessing how many routes a depot should have and how long each route can be. Letter carriers already work very long routes (20 km-35 km of

walking a day) often with heavy loads and work in all sorts of weather conditions. Now in Depot 2 and Mayfield they have lost 10.5 routes between them. In Rosedale (an amalgamation of depots 3 and 9) they are on the verge of losing 15 fulltime routes. This doesn't mean there isn't any less mail needing to be delivered, on the contrary there is as much mail needing to be delivered, but the bosses feel as though the remaining workers are sufficient to carry this all out on schedule. One can surely appreciate the vote of confidence on the extraordinary abilities of the proficiency of letter carriers, but without an adjustment to pay or the amount actually being delivered this amounts to a formal pay cut by the company by making you work more for less. This is a sign of things to come for other depot restructures.

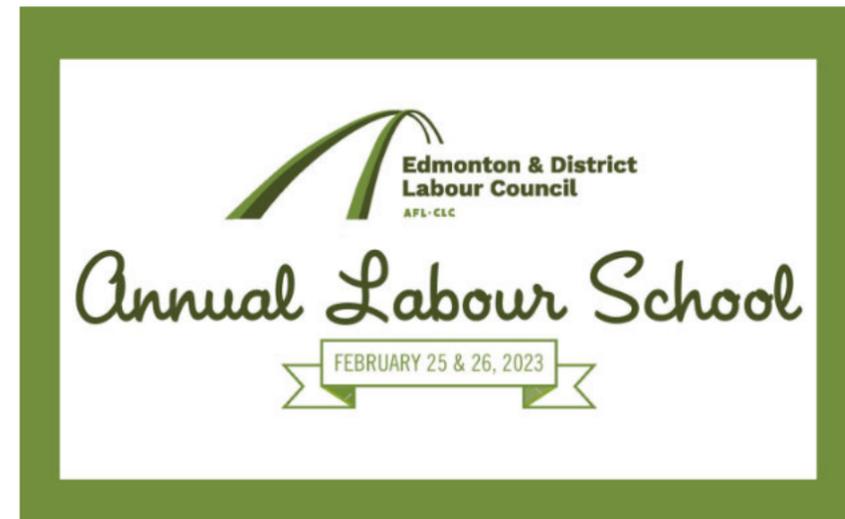
On November 5th there was a special meeting for the Rosedale workers on what can be done to prevent these cuts. The mood was certainly energetic with anger and militancy and there is a will to fight. The workers came up with some tactics on how to get others involved and save their jobs. This includes but is not limited to; buttons, petitioning and utilizing the right to complain. These were just some of the tactics discussed and were

since carried out to varying degrees of success. One young worker put forth a very simple demand: "NO CUTS, ONLY GAINS". It was excitedly taken up by the workers in the room. If jobs are lost, that's a cut. If more work is added without further financial compensation or hiring to share the work, that is a cut.

It is with this that we can see the capitalists at Canada Post are on the offensive and looking to cut us down at every possible turn in order to save a buck. They will continue the process of the casualization of labour, the intensification of work, and our rights, wages, and working conditions will continue to erode. If the aforementioned tactics fail to stop these attacks then the defensive tactics by the workers must be escalated by whatever means necessary to win the fight. As the famous unionist Big Bill Haywood once said:

"If the workers are organized, all they have to do is put their hands in their pockets and they have got the Capitalist Class whipped."

When we know our collective power we can do more than stop job cuts. We can fight to permanently end the casualization of labour and ensure permanent status for all and ensure full staffing. We can use new technologies and additional machinery to shorten the working week without loss of pay. However this can only be done when the power of the company is stripped from the hands of the bosses. In the end only the democratic control by the workers themselves can make all of these things a reality and it is something certainly worth fighting for!



EDLC WINTER SCHOOL 2023 REGISTRATION

February 25, 2023 at 8:00 AM - February 26, 2023 at 1:00 PM MST
Concordia University of Edmonton
7128 Ada Blvd
Edmonton, AB
T5B 4E4

We are very hopeful that we will be able to hold an in person school on February 25 & 26, 2023. Please note the registration deadline of Feb 3rd and the NO REFUNDS deadline of Feb 10th.

If you are a member of a union please **contact your union BEFORE registering** on the website. It's likely they have their own process and it's best if you consult with them first.

At this time we will ONLY be holding an IN-PERSON school and will not be going online if we are required to cancel. We STRONGLY ENCOURAGE MASKING and for you to cancel if you are feeling at all unwell. There is no need to increase exposure and pressures on hospitals at this time. We look forward to seeing you all and continuing the hard work we need to do to realize a more equitable world.

Course Selections

- Basic Shop Steward
- Advanced Shop Steward
- A Path to Reconciliation
- Organizing for Power - Taking Back the Work Floor
- WCB Advocacy
- Understanding your Union Meeting
- Building Bridges in Polarizing Times
- Campaign Fundamentals

For registration and detailed information on the course offerings, please go to <https://edmontonlabour.ca/events/winter-school2023/>

CHECK IT OUT



OVERBURDENED: A PODCAST BY POSTAL WORKERS, FOR POSTAL WORKERS

Tune in to Brandi Hughes and Kevin Hitchings (Saskatoon Local 824) talking about issues and current events that effect members of the Canadian Union of Postal Workers.

The latest episode: Building Worker Power with Edmonton's own James Ball!

CUPW is building capacity and preparing for the big fights of the future. We have been moving towards a more militant, stronger and more fierce union.

It's time to turn up the volume on worker engagement. The Prairie Regional coordinator, James Ball is here to talk about the next big step.



Brother Greg Mady, former letter carrier and champion of workplace safety, and currently President of the Edmonton & District Labour Council, is running for election as President of the Alberta Federation of Labour.

"I believe the labour movement is at a pivotal point in our history and the time is now to put the emphasis back on workers as the people who can bring about meaningful change."

Please consider giving Greg your support in achieving this important office that is in need of renewal and fresh, proactive perspective.

For more information, please visit <https://gregmady.com>.

We accept clean, gently used, or new winter outerwear for men, women, and children in need.

ITEMS ACCEPTED

- Winter coats
- Infant winter wear
- Toques, mitts, and scarves
- Snow pants (all sizes)
- Winter boots
- Insulated work wear - men's and women's
- Insulated work boots

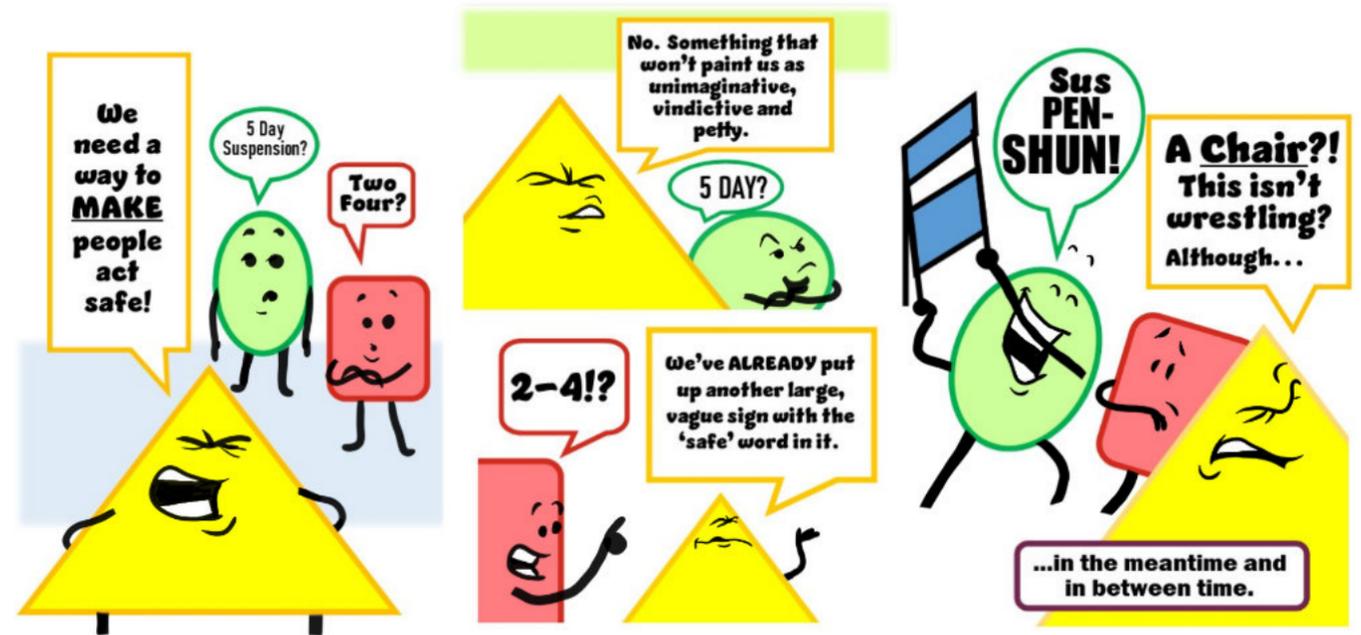
DO LOCAL GOOD

For more information or to donate online, visit coatsforkidsandfamilies.ca

United Way
Alberta Capital Region

Keeping our community warm.

If you're in need of winter wear call or text 211



Comic by Wes Schafer

SOLIDARITY STYLE

OFFICIAL CUPW 730 T-SHIRTS AND MERCH



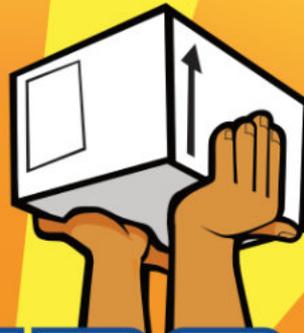
We now have Solidarity-style mugs and tote bags in stock!

100% of Orange “Every Child Matters” T-shirt sales will go in support of Creating Hope Society.

Shirts are also available in White and Monochrome Black editions.

More colours, styles, and sizing options are on the way!

Contact the Office for pricing and delivery options.



CUPW730.CA

YOUR MOST UP-TO-DATE INFO SOURCE

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