

# InsideOut

Canadian Union of Postal Workers  
Edmonton Local

July 2016

**In 1981 We Stood for a Noble Cause**

**Maternity  
LEAVE**

**FOR ALL CANADIANS**

**cupw•sttp**

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Our office hours are Monday through Friday from 7:30am - 5:00pm

Our Part-Time Administrative Assistant, Trish, answers the phone from 9am until 2pm. She may be able to assist you or put you in touch with an officer. You may also contact the Union in person or by email.

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Original written, photographed and illustrated contributions are welcomed for the purpose of publication. Guidelines are available upon request. You may mail or email your submissions c/o the Editor through the address and/or email below. Please include your full name, return email a/o mailing address and a phone number with your piece.

The InsideOut Committee meets once a month. If you are interested in joining the InsideOut Committee, please consider coming to a meeting or attending the monthly General Membership Meetings so that you can be voted into the Committee.

**Submit Articles by  
July 15, 2016  
For August**

**cupw•sttp**

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

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# WE ARE STRONGER TOGETHER



# Dare To Struggle And Dare To Win

It is remarkable what we've achieved simply by fighting for basic workers' rights and overall benefit of everyone in our society. It was our perseverance towards our goal for equality that led to one of CUPW's proudest landmark achievements, and it was our determination that contributed to the improvement of benefits and working conditions for women across Canada.

Not so long ago, the professional lives of Canadian women were limited by a woman's choice and desire to be a mother. This conflict of interest often forced women to quit their jobs in order to give birth and raise their families. If they chose to keep working, women lost their salary for the duration of their absence, meaning that a woman on maternity leave took a large financial hit. There were also psychological issues to deal with as well as they were often pressured to return to work as quickly as possible by employers and their dwindled bank accounts.

It was the members of the CUPW in the summer of 1981, showing their complete dedication and commitment towards all of their members, who took a stand. It lasted 42 days, but by the end of the strike the union gained strong support for benefits to help women recuperating after childbirth. That year CUPW successfully managed to convince Canada Post to grant women 17 weeks of fully-paid maternity leave, which at that time was hailed as a major victory and turning point in the treatment of female workers. Since then, CUPW has won many major benefits like maternity leave top-up to 93%, care and nurturing leaves, leave for sick children, and many more. "I'm impressed by the way postal workers have fought to keep the issue up front and haven't allowed the women's benefits to lose out," said Charlotte McEwan of the Women International League, and she is not alone in her opinion. Helped by the victories we achieved, women working in both public and private sector companies (like Bell Communications) have also managed to get maternity benefits.

***Paid maternity leave is a right we enjoy today because our union and other progressive unions like CUPW fought for that right. Our union paved the way. We deserve to be proud!***

**We all stand together to help each other  
and to help those  
who need our help in the future**

*Vimal Sharma*  
**Sergreant -At-Arms/Editor  
Shop Steward Shift 3, EMPP**

# *The Collective Agreement*

Ramon Antipan, (past president of the CUPW Edmonton local) once said that the “CUPW collective agreement was not invented or written in the board room by some scholar or PhD graduate. The language of our collective agreement came from the day-to-day struggles on the work floor, from the picket lines, from many of our members’ voices at conventions, strikes, suspensions, and from those who were falsely fired.”

Our collective agreement is not a book of individual rights. It is a collective right to protect the collective interest, to protect everyone, including temporary workers, letter carriers, inside workers, maintenance workers, retail clerks, heavy-duty mechanics, etc. Now, we want to include RSMCs under the same collective agreement as well.

What Deepak and his 22 vice presidents want is to promote individualism. Some supervisors and managers started doing this dirty work at Ottawa’s direction. There may be a few of us who will fall into Deepak’s trap as they might think that CPC’s “global offer” is good. This offer is an insult to hard-working CUPW members. This offer is a recipe to divide CUPW in groups.

What about pay increases? We did not have a pay raise in 2015. This global offer does not give us a pay raise in 2016 either and after that only a 1% pay raise in the years to follow. Also, this global offer includes taking away our 5 minute wash-up time before lunch which will reduce thousands of jobs. There will be no more top up benefits, reduced extended healthcare benefits, and no 100% pay for injury on duty. The employer is offering an inferior ratio formula under appendix “P”. Under the current formula we just gained 52 full time positions in the plant! The current offer gets rid of our double time overtime. Why is there no regard or respect for temporary employees? RSMCs make 26% less wages than urban operations for doing the same job. Why are they not entitled to have all of their work hours paid? Why are there fewer benefits for newly hired employees? The list goes on.

In the past few months the CUPW has helped us gain one walk in the Mayfield Depot restructure where I’m sure the employer expected to cut. We also were successful in maintaining four full time retail positions by stopping the closure of the St. Albert CRO and with the addition of the new west end drive-through location.

I would like to say thank you to all CUPW members of the Edmonton local. Dear sisters and brothers, you came by the hundreds to our strike vote meetings. Our Edmonton members gave a 96.5% strike vote mandate to our national negotiation teams. I salute you. We should have the same confidence in our national negotiation teams and national leadership. We all know that we don’t want a lock-out or a strike. We know that we want to work, but at the same time Canada Post must respect our dignity by offering us a fair collective agreement. Our strength is unity.

In the last 20 years, CPC had made billions of dollars in profits off of our blood and sweat. Last year we had half a billion surplus in our pension funds. In the first quarter of this year Canada Post has made a 44 million dollar profit. This is unprecedented. We deserve improvements, not rollbacks. We don’t want a lockout; we want to help the Canadian economy and businesses. We deserve a fair negotiated collective agreement, not an individualistic approach.



**Raj Sharma**

CUPW Vice President Edmonton Local

**THE STRUGGLE CONTINUES.....**

Thursday June 23 2016

2015-2019/122

***Sisters and Brothers: it's crunch time.***

We need to talk to our families, neighbours and communities about what is really going on. Here are some ideas for what you might want to say.

Management is still seeking massive concessions from us and they are still rejecting most of our proposals. Their aim seems to be to provoke a bitter labour dispute, souring the Liberal government's postal review. They are gunning for thousands of average jobs in communities across Canada: tax-paying jobs with decent benefits that our sons and daughters could look forward to.

Members of the public need to hear from us that postal workers are on their side. We want Canada Post to continue to be a profitable, public-sector success story, and we want everybody to know about our ideas for how to keep the post office thriving well into the 21st century and beyond.

We've presented to the Liberal task force about postal banking and other revenue-generating services that make the most of our vast network. We discussed restoring home delivery and checking in on our seniors. We talked about better rural and Indigenous services, including bringing back Food Mail to the North. We're trying to talk about these issues at the bargaining table too, but Canada Post management doesn't want to listen.

Our union has been trying to negotiate with Canada Post since December 2015. Remember that Liberal saying, "Because it's 2015"? One of our key issues is equality for our female-dominated bargaining group, the rural and suburban mail carriers. 70% of this group are women and they're making 28% less than the male-dominated urban group.

We've asked that the principle of pay equity be applied to the rural and suburban carriers. Let's not forget that the Pay Equity Committee just released a report calling for proactive pay equity legislation to stop gender discrimination and pay women equally for work of equal value. We can't wait for equality anymore.

Nobody wanted Deepak Chopra's mailboxes and nobody wants Deepak Chopra's cutbacks. His half-a-million-dollar annual contract plus bonuses was renewed by the Harper government just a couple of months before they lost the election and he refused to resign when the Liberals asked him to. He does not have a mandate to destroy our postal system, drive away business and force tens of thousands of Canadian workers out onto the streets.

There is no need for the kinds of cuts that Canada Post is demanding. Our submissions to the Postal Review Task Force include a detailed breakdown of Canada Post's finances. They have been profitable for the past 19 out of 21 years. In fact, had it not been for one-time events in 2011 and the introduction of an accounting change in 2013, CPC would have been currently enjoying its twenty-second straight year of profitability (see below).

In fact, Canada Post may be the only corporation that consistently hides its success instead of bragging. They hid a study on postal banking which showed that it could be a win-win strategy for Canadians. They have duped the public into falsely believing that Canada Post is in financial trouble while it continues to make profits, year after year.

As of July 2nd, Canada Post will be in a legal position to lock us out and we will be in a legal position to strike.

At this point, we are not sure what will happen as talks are still going. However, if a lockout or strike does happen, we need all hands on deck and we need your support. We as workers, in our communities and on our lines, will need to support each other and stay strong. That is the only way we can safeguard public services and decent jobs for workers in communities across the country. We can and will win this fight together.

### Some Supporting Facts

Canada Post segment profits over the past 5 years (net)

2016 Q1: \$44 million • 2015: \$92 million • 2014: \$204 million

2013: initially reported a of \$321 million profit but turned it into a loss of \$29 million because of new accounting

2012: \$77 million

2011: Canada Post had a one-time massive pay equity payout and a pension adjustment, plus it locked the doors of the postal system for 2 weeks, costing millions).

1994-2011: PROFITABLE

Cost of Self-Serve Mailboxes • Number of Households 800,000

Cost Charged to Developers per CMB = \$200 per address as a “partial cost recovery” so we know it’s probably more than that.

Percentage of Canadians Who Still Get Their Mail at The Door (Counting Apartments and Rural Driveways)  
When Canada Post announced the cuts to home mail delivery, it said that only one third of households got door-to-door delivery. The underlying message was that only a pampered few received this service. Many people took this to mean that two-thirds of households didn’t have home mail delivery. In fact, close to two-thirds (63%) received some form of home delivery at the time.

33% received door-to-door delivery

25% got mail delivered to the entrance of their apartment

5% got delivery to their homes by way of a rural mailbox

Only 25% of households received delivery to a community mailbox, group mailbox or kiosk.

12% got their mail through a postal box or by general delivery at a post office.

Between 2014 and 2015, CPC took home mail delivery away from 830,000 homes. Today, 3 out of every 5 households (57%) still get home mail delivery.

27% of households receive door-to-door delivery

26% get mail delivered to the entrance of their apartment building

4% get delivery to their homes by way of a rural mailbox

Only about a third (32%) of households have their mail delivered to a CMB, group mailbox or kiosk.

11% get their mail through a postal box or by general delivery at a post office.

**Mike Palecek**  
National President

# Postal Advocate

Hi, my name is Greg Mady and I am your new Organizing Officer. Some of you know me, many of you don't but what you need to know that I will work tirelessly to advocate on behalf of the membership. The catch is, I can't do it alone...

As you are well aware, we are in the midst of contract negotiations where the employer is wanting to take away all that past generations have fought for. This time around we have a unique opportunity - the federal government is asking citizens to give their input on the operations at Canada Post. This is an unprecedented chance for us to get every Canadian providing the government with feedback on how much they value the social service we provide. There is however, one hurdle preventing us from taking direct control over our jobs, benefits, and pension; the public has no idea what we actually do on a day-to-day basis. Every letter carrier has fielded questions from customers about what is going on at Canada Post and had to dispel the misinformation they have come to believe about our jobs. In order to protect and expand our rights to all our members we must educate all Canadians on the realities at Canada Post!

My first initiative as the Organizing officer is to do precisely this. But as you can imagine one person is not enough to bring our message to the people. I would like to create a group of Postal Advocates who can visit public events, farmers markets, & festivals so we can engage the public and get them on our side for the fight to come. To this end, I would like to invite every and all members of the union to the Organizing Committee meeting on July 7<sup>th</sup> at 7 pm in the Union office at 18121 107 Avenue to help get this initiative started. We will lay out the ground work and make the plans for our first public engagement. I look forward to seeing you all there as we lay the groundwork for a successful negotiation and postal review. ***Our jobs depend on it!***

In Solidarity,  
**Greg Mady**  
 Organizing Officer



Don't forget to share your opinion on the postal review as frequently as possible!

<http://www.tpsgc-pwgsc.gc.ca/examendepostescanada-canadapostreview/exprimer-share-eng.html>



## BY THE NUMBERS NOTES FROM THE ROUTE MEASUREMENT COMMITTEE

- **GOOD NEWS!** The Depot 6 (Mayfield ) build is now complete. There is a **GAIN** of 1 route. Thank you to **Dustin Hill** who was the union observer during the build process.
- The Depot 9 build review has been completed. Thank you to **Dan Murri, Erin Mannix, Jeff Buck, Rudy Kern & Roger Charuk** who worked hard to review the build package. Overall the build was well done but we did find irregularities and missing values from the new routes. The agenda has been submitted for consultation to CPC and we are waiting for the consultation meeting.
- A major demand put forth by CPC is to eliminate our paid breaks such as the half hour lunch and 5 minute wash up time. That would directly and negatively impact the number of routes. The math is simple: the number of routes in a depot X 35 minutes /480 minutes = the number of routes lost. For example at Delton Depot there are 90 walks X 35 minutes / 480 minutes = **6.5 walks lost**. This is before any other restructuring takes place.
- The next Depot slated for restructure is Depot 1, with the volume counted scheduled for September. However with our ongoing contract negotiations there may be adjustments to the schedule. In addition, depending upon what is negotiated there may be changes to the whole restructure process. A key demand by the Union is for complete access to information so that we are able to verify the data and ensure fair and manageable routes.
- There will be a Route Measurement Committee meeting sometime in July at a date to be determined. The meetings are open to anyone with an interest in route measurement. If you have questions or concerns about your routes, please contact me at [cupwedmroutever@gmail.com](mailto:cupwedmroutever@gmail.com).

Kathleen Mpulubusi  
Route Verification Officer



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## The Edmonton Pride Parade 2016

On June 4, 2016, The Edmonton Pride Parade celebrated 36 years of celebrating and bringing together the LGBTQ community, their families, friends, coworkers, supporters, the business community and the community at large, in a spirit of camaraderie, love, honour, pride and respect.

This year, CUPW Edmonton Local joined the Alberta Federation of Labour (AFL) and United Food and Commercial Workers (UFCW 401) in this festive day, supporting and celebrating Lesbians, Gays, Bisexual, Transgender/Twin-spirited and Queer/Questioning communities. CUPW has a history of fighting for social equality which is imperative for securing a better quality of life for ALL workers.

CUPW's National Human Rights Committee has a mandate that includes:

- The level of participation of equity-seeking groups in the union
- The education of the membership on equality issues
- The situation faced by equity-seeking groups in the post office, and
- Fighting racism, homophobia and discrimination against people who are differently abled.

One of the main topics of sexuality education is the distinction between sexual orientation, gender identity and gender expression. Sexual orientation is whether someone is physically attracted to men, women or both. Gender identity is each individual's internal and individual experience of gender. It is their sense of being a man, woman or both. Gender expression refers to the ways in which someone displays his/her's innate sense of being male or female. Each of us express our gender everyday – by what we wear, how we style our hair, even the way we stand, talk and walk.

Some individuals feel unsure as to their sexual orientation or gender identity for a long time.



Some individuals feel that they are LGBTQ at a young age; while others know that they are LGBTQ but fear what others would say. It is important that people who openly declare themselves as LGBTQ can be a frightening experience and this “coming out” takes a lot of courage. That is why, we, as union sisters and brothers need to show our fellow “outed” coworkers that we care for them and we accept them for who they are.

If you would like to know more information about LGBTQ issues or would like to get involved with our local human rights committee, I highly encourage you to call the union office at 780 423 9000 and speak to one of our full time officers for more details.

In Solidarity,  
**Cheryl Chow**  
 Shop Steward and  
 Labour Community Advocate (Social Steward)  
 EMPP, Shift 2

# EMPP Support Rally



Sister Maureen Whitaker-Winter from Oliver Square CRO. Retired July 17, 2016



Welcome to Executive Cathy Danard Chief Steward of Transportation

# We deserve better



# Canada Post isn't in Crisis!

With Canada Post making profits consistently for decades, and paying out \$1.5 billion in taxes & dividends to the government in the last 20 years the “crisis” is far from real. So far this year they registered a first quarter profit of \$44 million and without a work stoppage there is no reason why it wouldn't continue. The Corporation is self-funded, we don't cost the tax payers a dime, IN FACT we pay into the government! The Conference Board of Canada “projected a deficit” of \$250 million in 2012, in the end there was \$94 million in profits. All of their “crisis” numbers have been proven wrong as time passes.

## Nobody Sends Mail Anymore!

This is true, we have seen significant declines in letter mail volumes. HOWEVER, we have also seen higher than projected growth in parcel and packet volumes. They have increased between 30-40% year after year making us deliver the highest volumes of packages in Canada!

**We do understand the job as we know it needs to change.**

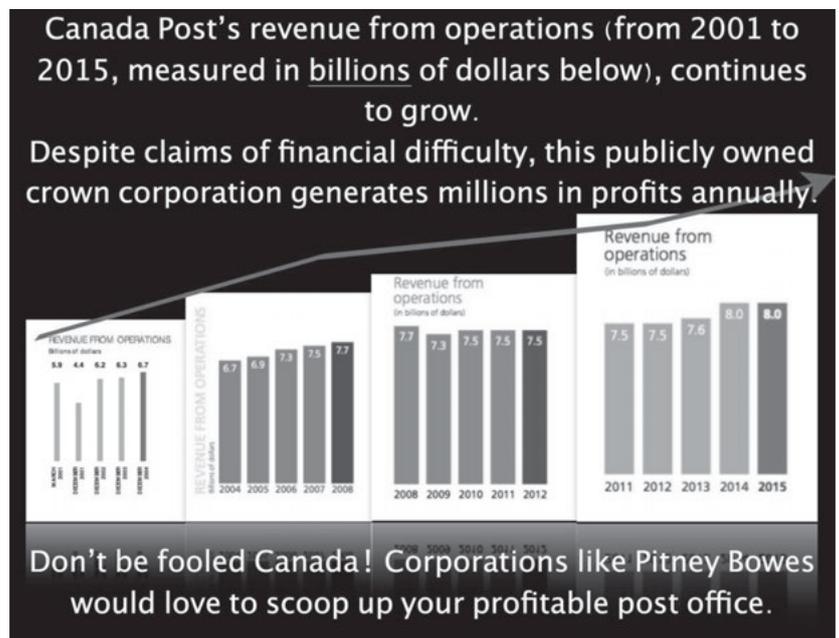
## That's why we need Postal Banking!

Despite the fact that the Corporations projections and estimates have been wrong on every turn, we do agree that something has to change. The main difference is we don't think that the elimination of services is the answer, quite the contrary, we are offering a service expansion! In order to protect door to door delivery and rural services we need to expand our revenue stream. Post offices all across Europe have banking services and they can generate  $\frac{3}{4}$  of their totally revenues which can then be used to subsidize the more costly ends of mail delivery (like rural areas) and pay even greater dividends back to the government.

## Contract is about equal pay for equal work!

Above all else, we want to work and provide services to Canadians. Not many people know exactly what happened in our last contract when we took deep pay and benefits cuts. Essentially it was illegally forced on us by the Harper government. Now that the illegality of the tactics used last time have been proven we are simply asking for what we are owed and to end the unequal treatment of everyone in our union. The predominantly female RSMC's make 28% less than the predominantly male urban workers and have considerably less benefits and this has to stop.

The corporation tried this same tactic in the early 80's, and in 1983 PSAC on behalf of about 2,300



employees, mostly women, filed a complaint claiming CPC paid lower wages to these clerical workers compared to work of equal value performed by men in various operations jobs, including letter carriers. They won this case 28 years later and Canada Post was forced to pay a HUGE settlement which caused them to register a loss for the first, and only time, in a 20 year period! We're not going to let them repeat history! We are going to learn from it and defend what is right!

**Greg Mady**

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## **Community Building within Our Union**

by Carmen Loiselle

### **Another Recipe and Some Homework**

Somehow the timeline for handing this article in always catches me off guard. Here is a simple and inexpensive recipe for summer eating.



### **Melon Salsa**

(Makes six generous servings)

- 1 medium cantaloupe
- 1 red bell pepper
- 1 small jalapeno pepper
- 1/2 a medium red onion
- 1/4 cup fresh mint leaves
- 1-2 tblsp. honey
- 2 tsp. white vinegar



Dice melon and peppers into 1/4 inch cubes. Finely mince onion and mint. Toss with honey and vinegar. Allow to sit at least one hour at room temperature before serving over grilled chicken or fish.

Source: 'Animal, Vegetable, Miracle' by Barbara Kingsolver

Now for the homework; this will not be difficult. It looks likely that we will be locked out soon. I plan to have a bit of fun with this, this time around. Lots of us are planning to bring various types of noisemakers to get some rhythm going. Please bring a noisemaker with you to the picket line. Maybe we will even do some dancing! See you on the line.

Solidarity Rocks!  
**Carmen Loiselle**

# Together We Bargain - Alone We Beg

