

InsideOut

**Canadian Union of Postal Workers
Edmonton Local
July August
2008**



Mardi Gras was the theme for this year's **Pride Parade** on June 14th. With the CUPW float and Pride Banner are local members (some uniformed), family and friends: Tom, Karen, Nick, Brian, Norm, Sami, Asma, Sue, Leah, Ajay, John, Tyler, Bev, Cori, Andrea, Rod, Cassie, Haley, Claudia, Greg, Holly, and Chica. CUPW Pride posters were distributed along the Jasper Avenue parade route finishing at City Hall.

From the EDITOR:

What a lot of positive comments from the last issue! The colour photos really added so much. It sounds like you would like colour in future InsideOuts and I'm all for it!

Thanks for the numerous articles that are coming in and now we are having difficulty deciding what to include. Keep the articles, photos and cartoons coming and we will do our best to find a spot for you!

The **Summer Barbeque** for shop stewards and activists is going to be held at a date to be announced, likely in August. For all those who remember previous year's, the family is encouraged to attend also and it is the local's way of saying "we couldn't do it without you" and "thanks" for the work that you do every day defending the collective agreements and the members rights. And we should always make time to have a little fun together!

The members of the local who just took the **Human Rights** weeklong training in Winnipeg, will be sharing their new skills and extensive knowledge of human rights with the local now. Congratulations to Bev Ray, Leah Baker, Asma Burney and Sue Wilson.

Asma is new to the executive but has quickly organized the local human rights committee to have regular meetings and activities. The committee meets monthly, as advertised on the bulletin boards, and is **open** to anyone who would like to attend. The elected members of the committee are : Kathe Shield, Ramon Antipan, Asma Burney, Sue Wilson, Raj Sharma, Bena Pattni and Bev Ray. There is one vacancy on the committee that will be elected at the next general membership meeting.

The local women's committee is also an **open** committee and meets monthly. We are planning our annual women's conference, EQUINOX, for **September 26, 27, 28** and the theme is **EQUALITY**. Brochures will be out in July.

Temporary Workers - Learn about your rights! Two information meetings are offered **July 12 and 19**. Check the back calendar for details.

"Stay strong. You are not alone because we stand together."
Solidarity, Karen Kennedy



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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.

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PRESIDENT'S MESSAGE

Canadian Labour Congress Convention

The Canadian Labour Congress is the national labour body that represents most of the unions from coast to coast to coast and deals with issues that concern all workers whether unionized or not. The triennial CLC Convention was held from May 26 to 30 in Toronto, with the theme "Unions Now More Than Ever". From the Edmonton Local, Sister Asma Burney and myself were elected to attend. Also, Sister Karen Kennedy attended from National Office and Brother Tom Olenuk attended representing the Edmonton and District Labour Council. CUPW had a number of delegates from National office, each Regional office and from locals across the country.

The delegates debated and passed resolutions and policy papers concerning workers. Some of the topics debated were:

- Pay Equity for Women: statistics show that a woman with the same education and experience as a male earns a considerable amount less.
- Crisis in the Manufacturing Sector: plants moving offshore and a decrease in 400,000 good paying jobs, replaced with low paying jobs in retail.
- Climate Change and Green Jobs: not new topics but needs attention and creation of new jobs such as building electric cars
- Public Healthcare: needs to be affordable and equitable and expanded to include Pharmacare, as the cost of prescriptions has risen through the roof. The horror stories that we heard as the individuals can't afford the cost so only take half the dosage prescribed.

The Action Plan adopted for the next three years, Building and Renewing the Labour Movement, includes:

- a complete structural review of the CLC
- a campaign to fight the growth of CLAC or Christian Labour Association of Canada
- addressing raiding within the labour movement

- fighting the growing gap: women's economic equality campaign, includes increasing the minimum wage, improving Employment Insurance benefits as most part time workers never qualify, fighting funding cuts to women's organizations and advocacy groups
- defending and expanding quality public services, including a renewed fight to halt the privatization of public health care, fighting private-public partnerships and opposing the deregulation of Canada Post. Brother Denis Lemelin, our National President, spoke on the current discussions taking place and the impact deregulation of international mail will have on the future of the post office and services for the general public.

A number of guest speakers addressed the 2000 delegates, but notably Phil Fontaine, National Chief, Assembly of First Nations, spoke about the living conditions on reservations, clean and safe drinking water, unemployment rates and the treatment at the residential schools, awaiting the official apology from the Federal Government. As well, Dr. Henry Morgentaler was introduced as the 2008 recipient of the CLC Award for Outstanding Service to Humanity and spoke about the historic struggle to gain the legal right for women to control their own health and their own bodies. The federal Conservative government has introduced Bill C 484, the Unborn Victims Act, which threatens these established and hard-won rights.

All in all I thought this was one of the better CLC conventions I have attended on behalf of the Local. As this is the last issue before September, have a safe and enjoyable summer.

Solidarity
Brian Henderson,
President



The Secretary-Treasurer's Report

-Sue Wilson



Pride Day: What a blast in Edmonton and Winnipeg! I was away on the Union Human Rights education in Winnipeg two weeks ago, and on our last day was Winnipeg's Pride Parade. The members from our class thought it would be great to take part in the parade and I must say what a hoot! So my Union Sisters that were with me in Winnipeg said that our Pride Parade in Edmonton was coming up and we should put a float in the parade. At the next meeting of the local Human Rights committee, the float for Pride Day was brought up and all agreed that the Edmonton Local would put in a float. I would like to say a big thank you to all the Brothers and Sisters for your help in making it happen. The event was great fun to do, but even more importantly, we must take a stand for Human Rights and show support for Bisexuals, Homosexual, Transgendered and Lesbian members of society.

There are a lot of things that go on in the city that sometimes get

forgotten so if there is an event that you would like the local to support please let the local know so we can address it.

GOLF: The Sandtrap Golf will be at 9:00am on Sunday, Sept 7 at Riverside golf course. We will be teaming up with the Edmonton and District Labour Council again this year. The cost is \$100.00 and includes golf, cart, dinner and prizes. Proceeds to United Way. Please contact the Union office 423-9000 to register by September 2nd.

FOOTBALL: The Eskimos office contacted us with a special rate for our members, families and friends. They have reserved a CUPW section for us on Friday night September 5th. The Eskimos will be playing against Calgary. Tickets start @ \$13.00. Deadline for ordering the tickets: August 15th. We have order forms at the office or you can order by mail. **Edmonton Eskimos 9021 -111 Avenue, Edmonton, Alberta T5B 0C3**



THE STRUGGLE CONTINUES.....

From the Grievance Officer...

Workplace Stress

The body responds to stress with a 'fight or flight response', a state of tension. When the workplace is always stressful for workers, the response in the body is chronic, simmering anxiety and tension. This wears the body down and opens the door to ill-health. Job stress has been linked to increased risks for illnesses, including cardiovascular disease and musculoskeletal disorders. Depression can be the by-product of a stressful workplace. Chronic stress weakens the body and mind. This will not surprise those of you who feel the day to day stress of exhaustion, long working hours and increased productivity pressure. Important additional causes of workplace stress include noise, crowding, shiftwork (especially the midnight shift), tedious tasks without ability to use skills, lack of control over work processes and lack of support from supervisors or co-workers. Sound familiar?

Management by Stress

It is stressful to have tasks over-regulated or to have so much work that it cannot humanly be accomplished in the allotted time. There is a stress response to being pushed too hard or to being constantly questioned and over-watched by supervisors. Micro-management is not good for your health, seriously. It's stressful to be grilled for overtime, hassled for sick time, and threatened with job loss for simple mistakes. And it's stressful to be treated like a machine with little regard for our humanity and our need for meaningful, varied work with some degree of control. Employer strategies to isolate workers, to move them at will or to ignore worker's family responsibilities raise the stress meter. Productivity pressures at the expense of safety practices, especially when the employer

preaches safety but doesn't allow the time necessary to work safely, create stress that can lead to increased injuries at work. Stress is distracting.

True Respect for Workers

Canada Post talks "respect" but true respect recognizes the humanity of workers. We all need to be treated well and to be free from harassment, to use our skills and have some control over our working lives, to have reasonable workloads and adequate training. Management who genuinely value and respect workers, read the research and reduce, not increase, workplace stress. They don't sacrifice workers health.

Demand Solutions, Become Aware

In order to effectively reduce work-related stress we need to tackle the actual causes of it at work. Individual coping skills, such as exercise and diet, can only go so far. Until the real causes of the stress at work are addressed, workers health will suffer. What are the causes of stress in your workplace? How can it be reduced? Learn about the causes and impact of stress at work. As a priority, we must demand that the employer reduce stress and work towards healthier workplaces for all our members.

In Solidarity,
Sister Carol Read,





HEALTH & SAFETY OFFICER

The lack of rotation of duties is causing serious problems on the work floor. Members are hurting, because they are working 6 to 8 hours on the same piece of equipment, without any rotation. What happened to rotating different duties every 2 hours ?

If you are hurting and tired and sore ,and are concerned about injuring yourself, inform your Supervisor about your concerns. If nothing is done to correct the situation, under Article 33:13 of the Collective Agreement you may

have THE RIGHT TO REFUSE .

Summer and DOGS

ARTICLE 33:22

“The Corporation shall take immediate action or measures to solve any dog related problem encountered by a delivering employee in the bargaining unit and **reported in writing to the supervisor.** A report regarding the action taken to resolve the problem will be provided to the employee and the local Union representative.”

We send our condolences out to those members who recently had someone in their family pass away. To those that are sick or injured, a speedy recovery.

AN INJURY TO ONE IS AN INJURY TO ALL
M J Tarnawski

Health & Safety Officer



THE STRUGGLE CONTINUES.....

Employer Makes Complete Mess of Route Measurement Data

Last December I started hearing two rumors: One, that pacing was missing from the 038 forms (that show the points of call on a route and pacing attached to each postal code) in Sherwood Park and, Two, that for reasons unknown some carriers at Depot 11 had lost sortation assistance. Shortly after that I started getting e-mails from other locals saying that they had similar problems.

When we investigated we found that non- variable pacing was missing, many points of call were missing and entire postal codes were missing from many walks throughout the city. We know the employer is using a new program to maintain the walk data. As they convert the data into the new program, calls and data appear to be disappearing. Locally, no one from the Corporation has admitted that errors were made. No one admits to removing the data deliberately or has given a reasonable explanation as to how it disappeared.

Regionally and Nationally, Canada Post acknowledged these problems were happening and in other locations worked with the union and corrected it. What I cannot figure out is why, when we pointed out last winter that data was getting corrupted during this process, they did not stop to figure out what was happening before they continued. You would expect the Depots converted lately to be better than the first Depots that were done. Instead Depot 2, the last

one I received data for, is worse than the ones done before it.

I requested from Delivery Services (the employer's route measurement department) something in writing saying how they intend to fix the problem and to provide the union with documentation that it had been fixed. Delivery Services assured me they were talking to the C&D (Collection and Delivery) managers daily. After a week or so I sent an e-mail to the C & D managers. I got no response. I forwarded that e-mail to their boss, who sent an e-mail telling them to respond to my concerns. I still have no response.



Their disregard for route measurement errors the union brings to their attention is an insult to all letter carriers. It betrays the trust that should exist between the carrier and those who maintain the route measurement information. If you are on a part-time walk, or your route is over 485 minutes with over-assessment

payments, your route evaluation makes up part of your paycheck. Errors on your 038 forms and other route measurement documents should be treated with the same diligence as your pay. Your pay should be correct and your route evaluation should be free of errors.

The union has received all Depot data except Depot 6, Depot 9 and Delton, compared the original data to the new data, and created reports showing what has disappeared. Grievances have been filed and I will post reports on the union board in each Depot so you can see to how your route was affected. We are

still expecting the managers to respond to the union's concerns.

All carriers should ask for copies of their 038's, check the bottom right hand corner for when it was printed and ask for a new one if it was not printed recently. Look for:

- pacing missing in condominium complexes, going into apartments or CMB sites
- points of call that you sort mail to that do not show up on the 038
- 038's without street distance (top centre)
- postal codes without an 038
- strange things happening with Directs

Bring any errors to your supervisor's attention and keep asking until they provide you with a copy of the corrected 038. If you are having difficulty understanding your 038's there should be a poster in each Depot that provides details of what the numbers mean, ask your shop steward or provide your question in writing with a copy of the 038 involved to the union office and someone from the union route measurement committee will review it and get back to you.

Brian Blair
Chief Steward Stations and Depots

Let Your People Go (On Single Day Annuals)

Our contract continues to be ignored by Canada Post.

The most recent example is Canada Post's attempt to limit our use of single day annuals. The corporation and the union entered into a local agreement in 1990. This agreement was upheld in 1993 through an arbitrated decision. This agreement stated how and when members could use their single day annuals. However, the corporation has told us *they* will decide if we can use these annuals based on their need to process mail (operational requirements).

I say "let your people go, Canada Post!" This is a violation of our rights and can be grieved.

If a member thinks a violation of the contract has occurred, ask to see a shop steward. Say "I want to see a shop steward." This cannot be denied by the employer (Article 9.04) and has to be done within a certain time limit. Do you have to tell the supervisor what the meeting is about? ABSOLUTLY NOT and there can be no

consequence for requesting a meeting (Article 9.05).

It is important to be clear — that while many actions of the employer are objectionable, if they are not violations of the contract, no grievances can be filed.

Second — we can use our right to complain (Article 9.07).

Third — Be creative and take a stance through your actions.

Shop stewards, or even the local executive, cannot stop the corporation from attacking our rights under the contract. They, by themselves, cannot stop the attack on rotation of duties, health and safety issues or any of the varied ways the corporation shows us to be useable, and then disposable, pieces of equipment. Canada Post can look for efficiencies but it cannot be in violation of our contract or at the expense of our health and safety.

Bob Hailes, Shop Steward

To: Manon Fortin, Regional General Manager, Prairie Operations

I am a rural RSMC. I've worked for CPC for seven years. In that seven year period I have never taken a day sick off work, and buried my mother on the weekend in order to continue mail delivery. I drive 170 kms daily, primarily gravel roads. I'm paid fifty cents a km for the first month and half of my year, and the remaining ten and a half months I am paid thirty-nine cents a km to deliver mail for CPC. It is written on my Schedule "A" that I am not paid for admail preparation. I am responsible for locating a replacement worker if I want to take holiday time. Therefore, since I am such a significant contributor to your team bonus, I hoped you might have expressed some appreciation. My fellow RSMC's and I were forced to delay our leaving time one morning recently so we could participate in the balloons, donuts and coffee in order for the inside workers to receive their CTI cheques. Our Area Manager told us three words: Good job RSMC's. Would you settle for a verbal acknowledgement or would you rather enjoy your team bonus? I helped you get your team bonus.

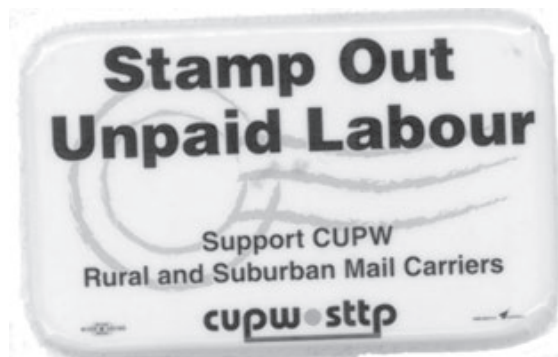
I am professionally offended by the blame placed on RSMC's as stated in the third paragraph of your "Focus On Our Business" bulletin. You state that the "biggest contributors to our costs are high absenteeism rates, lower than plan productivity and escalating RSMC costs in Alberta". No reference was made to the contractors that are being put into vacant RSMC positions. Are you aware that these contractors in Alberta are being paid significantly higher than RSMC employees?

The RSMC's that are employees for Canada Post within our rural community have worked faithfully for numerous years, delivering in all forms of weather, and plugging away with the high increase of admail that is thrown at us. Admail volumes continue to escalate with no monetary acknowledgement from Canada Post. With gas prices affecting our economy the RSMC's are processing extremely high volumes of parcels. Canada Post is reflecting the high cost of gas by increasing the surcharge on these parcels – it's 9% now, and it will continue to rise as gas prices rise. We, the RSMC's who deliver those parcels, have not had a penny increase to reflect the surcharge rate increase.

In response to your bulletin, I would respectfully like to offer a couple of suggestions. First, don't mail out Canada Post literature detailing team bonus benefits that we do NOT receive. That is very insulting to our non recognized efforts and it's simply easier not knowing about your team bonus. It's discouraging and demoralizing to us. Secondly, I would suggest that rather than a free cup of coffee annually (if you have an Area Manager that's willing to bite the bullet on their budget) put some of your energy into finding some affordable ways to encourage your RSMC employees.

Every one of our RSMC's in our local post office provide consistent efforts, process all their admail, deliver all their parcels, drive all those miles on roads that destroy a vehicle, and come back the next morning to start all over again (with smiles on their faces ...) Final suggestion Manon – recognize the efforts of your RSMC employees in a practical way and see what a positive effect this makes.

-An Alberta RSMC, Sylvia



THE STRUGGLE CONTINUES.....

World must tackle 'globalization without social justice' – UN official

10 June 2008 – The international community urgently needs to take counter measures to head off “globalization without social justice,” according to the head of the United Nations International Labour Organization (ILO). “Globalization without social justice... is generating growth without enough quality jobs... a steady increase in productivity, but not in wages... advances in combating extreme poverty, but deepening inequality,” Juan Somavia, [ILO](#) Director General said yesterday in his keynote address to the 97th International Labour Conference in Geneva.

Mr. Somavia said the ILO had a unique opportunity to play a central role in an emerging system of global governance which combined financial stability and investment for development with fair trade and decent work. Addressing the current financial problems on world markets, he said “We have heard much about the subprime financial crisis. But there is also what I would call a crisis of “subprime work” – substandard and vulnerable jobs – without fundamental rights, without basic security, without prospects for mobility and dignity.”

Mr. Somavia argued in his speech that the international community needed to build on the Millennium Development Goals (MDGs) – a set of anti-poverty targets to be achieved by 2015 – by developing a comprehensive “social floor” to prevent people from falling into destitution and to help them overcome poverty and move up the ladder of opportunity.

“We can significantly expand employment opportunities for the 3 billion people living in poverty,” he said. “We can help move to a jobs-intensive and sustainable growth pattern. We can consolidate respect for rights and dialogue as a productive road to peace,” he added.

Education Officer's Report

Educating the members in order to empower them should be one of the primary functions of our Union. With this said I am pleased to say that we have been busy putting on Route measurement courses both to MSC's and to Letter Carriers. Brian Blair has developed and facilitates one of the best local courses in the country. A Letter Carrier cannot help but leave this course with a new understanding and respect for the letter carrier route measurement system. The local has also developed a MSC course to educate the members on the very complex MSC route measurement system. We were able to put 9 members through a very intense hands-on one day course. With the overwhelming interest we received, we are hoping to put on another one. For the success and the development of the course I would like to thank Joe Capellupo for his hard work and attention to detail. The local has also received a constant stream of calls asking for Basic Shop Steward courses. I am happy to say we will be offering one on July 17-18 and will be offering another in the Fall. I hope you all have a safe and happy summer.

Carol Leighton



Mississippi Counts From Situation Room

Last week I was watching a movie with my family. In one scene the hero of the movie was visited in jail by his friend. A clock showed up on the screen and started counting down from 5 and as soon as 0 was on the screen the prison guard came and said “**YOUR TIME IS UP.**” I suddenly became thoughtful about the same situation at the EMPP. When two employees discuss what to do about the mail, how to sort, whether to dispatch or not, the supervisor shows up and starts circling the two employees and counting: “one-Mississippi, two-Mississippi” and so on to five. And says “**YOUR TIME IS UP.**” What do you think happened to the mail???

Groaning Sessions

If you watch CNN news then you know about **SITUATION ROOM**. It was very popular when the USA started the IRAQ WAR and is still on. Canada Post got an idea from CNN to start a situation room at EMPP. Every day, three times a day, the Big Bosses are having groaning sessions in the situation room. This room is beside the Transfer supervisor’s office. One time I had the bad luck to go in that room. What I saw there! The directions supervisors get from there is “How to get more with less.” That is the main frustration we are facing on the floor. This situation room represents the war room against the union and fellow workers just like the USA against IRAQ.

Harassment Against Sisters

When pregnant Sisters bring medical notes to the Boss saying they need accommodation, the Boss sends this to MANULIFE and they do the dirty work. ManuLife is sending customized letters to pregnant sisters asking “why they need accommodation.” Looks like MOYA GREENE and HER TEAM do not know “pregnant sisters need accommodation”. If this happens to you, contact your shop steward or the union office

immediately.

In the Communication section on shift one, Sisters are being harassed and put in tears by one notorious supervisor. The night shift manager knows that employees wrote and signed a petition to the past director about that supervisor’s SEXIST ACTIONS but still nothing has been done.

Letter Carriers

Newly hired letter carriers are dealing with discipline and the union should be notified. Householders are causing stress, too much walking, more injuries. Now the Boss has a brilliant idea “bring these injured letter carriers for groaning sessions at EMPP,” and is giving them health and safety lectures. These lectures do not even apply to the right workplace in some cases. And the CPC trainers are trying to create tension between Inside and Outside workers. One trainer commented “I believe Outside workers have legitimate injuries but Inside workers do not”. We cannot let them divide us! Groaning sessions in the situation room have created big dissatisfaction on the work floor and I am 100% convinced nothing will change. The new director at EMPP and new director for Outside workers are running around in circles in Edmonton but I have no hope for them. They have no courage to tell their superiors they are wrong otherwise they wouldn’t have gotten this job. SO MISSISSIPPI COUNT WILL CONTINUE.



Raj Sharma
Vice President Edmonton Local. =)

CLC Report and Kaizening on the Work Floor

My first CLC Convention was a very interesting experience: meeting representatives from other Unions across Canada and finding we all share the same concerns, not only in jobs but also for the country and the communities that we live in. This validated the fact that we are not alone in the fight against capitalism that is engulfing the whole globe.

There were some resolutions that I took exception to. I voted “NO” for continued support of the New Democratic Party, because it included a co-ordinating campaign amongst affiliates to grow the NDP by signing up as many union members as possible. I have always supported the NDP as of the three major parties it is supposedly the most labour-friendly. However, other parties are way more labour-friendly than NDP and more dedicated to bringing about social change as a whole. We as a country may not be ready for these affiliations but I do not see why NDP should be endorsed as being THE party for the labour movement to gain ground. This resolution was carried but not without opposition.

My favourite part of the convention was to attend all the different International Forums that were taking place during the lunch hours and after the adjournment. Foreign delegates from South America, Cuba, Africa, Denmark, Haiti and the United States, spoke about what’s happening in their countries. At the forum on Africa, the delegates from Somalia and Zimbabwe were women. The Somalian sister gave a glimpse of what’s going on in Somalia right now - it is almost a genocide against them by the Ethiopians backed by the American government, something we hardly hear on the media. The sister from Zimbabwe was an amazing young woman who talked about the atrocities taking place in her country. As workers she said we all have to unite and I quote “We MUST get political”. I was so moved by this sister’s speech.

What’s going on in our work areas: the DVD that was mailed to each and every one of us by the national office was titled “Working Lean”. It was made by CAW about the tactics being used in their car plants. The management technique used is called “KAIZEN”. This technique was first adopted by the makers of Toyota in Japan. It is all about “more for less”, getting ideas from the workers to improve production. At first workers feel empowered that their ideas are being given importance until those same ideas are used to eliminate staff and one person is now doing the job of two. Please think about this before you get “engaged” with giving management your ideas. In the end Kaizen is nothing but exploitative, stressful and uncaring of the worker and using the worker’s loyalty and pride to increase production. This DVD also has a segment on QWL and it will give you a much better understanding of where our boss is coming from.

In Solidarity

Asma Burney
Chief Shop Steward - Lettermail

THE STRUGGLE CONTINUES.....

Just a few 'thank yous' as I hang up my sorting thumb.....

To those at the Edmonton and District Labour Council who taught the shop stewards courses when I first joined CUPW and we had no Education Committee in our Local. They taught me to document, document, document everything and that I didn't have to know the CONTRACT by heart, only how to look information up and to use it.

To the union leaders at the local, regional and national levels of the CUPW and LCUC, and the Edmonton and District Labour Council and Alberta Federation of Labour who taught me much.....Especially to make sure I was out in front of the MEMBERSHIP, not following them.



To Jean-Claude Parrot and Bill MacDonald who taught me to show NO FEAR - TRUST THE MEMBERS and who taught me the importance of solidarity, democracy, transparency and inclusion in any organization I work in. The Edmonton Local embodies all these principles at work for the members.

To the members who gave me their counsel and their unwavering support over all these years, which made my job as steward and union activist a rewarding one.

And last, but certainly not least, to all those I worked with in the Main and Depot 11. With you I had one hell of a party.....Thanks!

(Sinful) Sandy MacDonald, retired

Report from the Last General Meeting, **June 1st, 2008:**

8 delegates to Area Council elected and alternates. Notice of Motion by Bev Ray to reduce local dues voted on in June 1st GMM **was defeated.**

Local Budget **adopted**, including the new increase, July 1, 2008 to June 30, 2009

Notice of Motion by Tom Olenuk **adopted** to increase the hourly top up for all the four full time officers to \$1.40\hour (from \$1.15) instead of pay for overtime, shift and weekend work.

THE STRUGGLE CONTINUES.....

WRIGHT ON THE BRINK
By Mike F.Wright

Good Morning campers. I've got to tell ya I was surprised how many people asked me if I was actually given a three day suspension. (last month's article "The Post Office in the (not too) Distant Future") The punch line in the story was that I was suspended 'over' the M.L. I should have probably clarified that by saying that I was suspended 'above' the M.L. Perhaps the article's title wasn't big and bold enough and people might've missed it altogether. Let me assure you I was NOT given a suspension. Nor did the big bad supervisor in said article chain me to my desk or for that matter time my washroom break. (As far as I know) If you know anything about my articles, it's that they're almost always fictional. These things never happened! Not yet, anyway.

It's all semantics. Whatever that means. I like to toss big words around as if to justify the eight months of journalism I took at college. (Unfortunately it was a two year course, so what does that tell you?)

Now it's time for the Top 10 reasons why I like to work at Canada Post:

1. I've got nothing else better to do between the hours of 1600 and 2400,
 2. Being at work eight hours a day five days a week gives my three VCRs a good workout and lots for me to watch during downtime,
 3. Good benefits, good pay and ...who am I kidding? What we need is a 30% raise like that Stelmach character!
 4. I get to work with only guys 95% of the time. In fact I'm thinking of starting up a musical act: Michael and His All Male Revue, or because it's the post office: Michael and His All Mail Revue. (Just kidding folks. I'd rather work with the ladies. Please! Or I'll quit!)
 5. The occassional fire drill which only seems to occur when it's -30. Hey, it's a break, right?
 6. The fact the good people in charge of the InsideOut give me free reign with my unbridled insanity,
 7. The daily commute and getting to battle it out with the other lunatics to see who's no.1 at the red light.
 8. Being able to read the lame postcards people send each other. (Just kidding, management!)
 9. The ability to make people believe everything you write in the InsideOut. And the number 1 reason why I like to work at the post office... (drumroll...)
 10. I've got no choice! I just can't seem to win the damn lottery!
- See ya next month my fellow castaways.
-

THE STRUGGLE CONTINUES.....

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

Local Executive
FULL-TIME :
 PRESIDENT
Brian Henderson
SECRETARY-TREASURER
Sue Wilson
GRIEVANCE
Carol Read
HEALTH & SAFETY
Mike Tarnawski

OFFICERS:
VICE-PRESIDENT
Raj Sharma
EDUCATION
Carol Leighton
ORGANIZING
Mike Painchaud
RECORDING SECRETARY
Darcy Griffiths
SERGEANT-AT-ARMS/EDITOR
Karen Kennedy

CHIEF STEWARDS:
BULK MAILS
Larry Dionne
LETTER MAILS
Asma Burney
TRANSPORTATION
Greg McMaster
WICKETS & AFFILIATE OFFICES
Marie-Anne Mahe
STATIONS & DEPOTS
Brian Blair
MAINTENANCE
Norm Burns
RSMC
Kathe Shield

Local Committees:
 Education
 Human Rights and International Solidarity
 Women's
 Environment
 Route Measurement
 Consultation and Grievance
 Shop Stewards
 Organizing
 Strike
 Temporary Workers Rights
 Health and Safety
 InsideOut
 By -Laws
 Social Stewards\Union Counsellors
 Election
 Part-Timers
 Good and Welfare
 Trustee
 Legislative\Political Education
 Disciplinary
 Pension and Retiree Benefits
 Labour Council Delegates
 Alberta Federation of Labour Committees

Inside Out Deadline

September Issue*

Friday, August 15, noon

*No Inside Out in August

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
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.**

Please attend your:

CUPW EDMONTON LOCAL GENERAL MEMBERSHIP MEETING

Sunday, July 6th ,2008

Commonwealth Stadium
11000 Stadium Road
Green and Gold Room

12:00pm to 2:00pm

July Events

- July 3: Route Measurement 1 to 3pm
- July 6: RSMC, 9:30am to 11:30am
- July 6: General Meeting noon to 2pm
- July 12: Temp Rights EMPP 9 to 11am
- July 16: Exec. 1pm
- July 17,18: Basic Shop Steward course
- July 19: Temp Rights C& D 9 to 11am
- July 22: Women's Committee, 6 to 8pm



Brian Henderson and Asma Burney attend the CLC Convention, Toronto

August Events

- August 20: Exec. 1pm.

July 2008

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August 2008

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24/31	25	26	27	28	29	30

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
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THE STRUGGLE CONTINUES.....