



Pizza
Does Not
Buy
Silence

InsideOut

May 2018
cupwedm.net



InsideOut

Empower // Organize // Resist

InsideOut is the monthly publication of the Edmonton Local of CUPW. The main purpose of this paper is to educate and inform members of the activities of and opportunities in their union, as well as raise awareness of anything else pertaining to the labour movement. Opinions expressed are those of the author and not necessarily the official views of the Local.

The InsideOut Committee is always interested in submissions of original articles, photographs, or illustrations to be considered for publication in our next issue. Prospective material should always concern CUPW or the labour movement.

Submissions should be e-mailed to the Editor no later than the 15th of each month.

Kyle Turner, Editor
editor@cupwedm.net

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President's Report



A Winnipeg Chief Shop Steward Suspended for 3 Days for posting this statement on the Winnipeg Mail Processing Plant CUPW bulletin board!

As you can see, Edmonton is not alone. Since news of what has been happening in Edmonton has

surfaced, many others within our local, and others, have been coming forward to share their stories.

CUPW National has been inundated with statements of violence and bullying on the work floor and is sharing them with Prime Minister Trudeau's office as well as the Minister Responsible for Canada Post, Carla Qualtrough. If you would like to include your story to

that growing list please feel to send them to us at the local office: union@cupwedm.net or Health.Safety@cupwedm.net

We will forward them to CUPW National for you or you can copy jlouisseize@cupw-sttp.org on your email.

If you would prefer to send them by mail, our address is on page two of this issue or you can mail directly to: Bully Bosses - 377 Bank Street, Ottawa, On. K2P 1Y3



By Nancy Dodsworth, President CUPW Edmonton Local

Why I Don't Break Bread with #Bully Bosses

I want to start by saying that I don't judge others for their decision to eat a hotdog or a doughnut. I know you work hard and I know there aren't a whole lot of perks around here. So, again, I don't judge your decisions.

But here is why I don't break with the boss: because it's a sham and an insult. They'll give you a few bucks' worth of pizza while stealing hundreds off your paycheque when they suspend you for putting in (or refusing) overtime.

They'll pay for a doughnut, but deny your special leave after you spend the night in the emergency room with your sick kid. You'll get a bag of free chips, but you won't get that comp time approved – YOUR comp time that you worked your ass off for and is YOURS. You might get a can of soda, but you'll have to hear, "You're not here to enjoy your life! No laughing or talking at work!"

Or how about the fact that this greedy corporation has stolen and would steal every single one of your rights at the bargaining table – your sick time, your pension, your paid lunch, your job security. They don't give us ANY of our rights – we've had to FIGHT for every single one, and they would strip them away if we'd let them.

If you haven't been bullied or treated unfairly at work, I can bet that you have at least seen it happen to someone working beside you. I have a challenge for everyone: look out for each other. Stand up for each other. Don't ever let the Sister or Brother next to you be mistreated – an injury to one is an injury to all! If you don't stand up, who will be left to stand up for you when the time comes?

And the time's coming – I've worked as a Shop Steward long enough to know that.

I will never eat pizza from someone I've witness make my Sisters and Brothers panic, cry, transfer, or even quit. I will never eat pizza from someone who has denied my co-worker's bereavement leave, leave to attend a cancer biopsy appointment, or leave to take their injured and elderly mother to the hospital.

And I will never apologize for defending those members. I'll take 1000 suspensions if it helps one person to also stand up to a #BULLY BOSS.

Pizza will never buy silence!

By Tracy Schmidt. Originally published in Winnipeg Local 856's Eye Opener. Reprinted with permission from the author.

Solidarity Shopping

A Case for Union Solidarity

I'm going to start off by asking you all a few simple questions. Do you know what UFCW is? What if I told you they were a union, would you know who they represent?

There was a time when solidarity amongst unions was so strong that only a small minority of people would not know the answers to those questions. While leadership amongst unions likely know or at least have an idea of how to answer these questions, I doubt many unionized workers outside of UFCW do.

The United Food and Commercial Workers Local 401 in Edmonton represents workers at Safeway and Superstore (among many more) in the capital region. Their Safeway contract expired over a year ago and their contract with Superstore expires later this year.

A basic tenet of the labour movement has always been solidarity – that an injury to one is an injury to all. Not only are we stronger when we work together as individuals to join a union, but as unions we are stronger when we work together against our employers. It is because of this fact that many major unions joined networks of labour councils so they could work together and offer their support in each other's campaigns, as well as lobby various levels of government to enact worker-friendly legislation.

When we exercise this power, we all benefit. And this is where you come in.

What can you do to help? Firstly and most simply, do what you can to get your groceries at either Safeway or Superstore and encourage others to do the same. Doing this will show that you value good paying jobs where workers have rights that are negotiated and protected by their Union.

Secondly, if UFCW Local 401 gets to a point where their members believe there is a need to strike to get the contract they deserve, you should immediately boycott locations being struck and tell your friends and family why they should do the same.

Pretty simple, right? Of course, if you want to be a true ally you will join me on their picket line where I am sure we will be welcomed with open arms!

In the end, we all benefit when unions negotiate strong contracts. It helps us bargain from their benchmark when we get to our own negotiations. If as a group we support each other whenever and however we can, our employers will think twice before they try to bully us into accepting unjust contracts.

When engaging in solidarity shopping, please consider shopping at the following unionized grocery stores in the Edmonton area: Safeway, Superstore, and North Central Co-Op (Millwoods Town Centre location only). Buying your groceries anywhere else will only help make the rich richer and hurt Edmonton's labour movement. It's time we don't just speak solidarity but act it!

Remember: an injury to one is an injury to all. (You can also go to the website www.goodgroceries.ca to learn more about working class struggle and have a chance to win \$250 in free groceries every week.)



By Greg Mady, Vice President CUPW Local 730/President of the Edmonton and Area District Labour Council

Workplace Activism and Union Procedures

A Beneficial Interaction

A couple of major victories in recent years illustrate the relationship between direct workplace actions and the seemingly bureaucratic aspects of both the Grievance Department and the Health & Safety Departments of the Union.

The correct approach to health and safety is exemplified by the activist model championed by the Alberta Workers' Health Centre and its founding director, Brother Kevin Flaherty. This involves focusing on membership mobilization, community involvement, and direct action rather than reliance on state institutions like the Workers Compensation Board or Department of Labour (although as a Union we must maintain our responsibilities in administrative requirements for WCB cases, health benefits, and so on).

Similarly, the Grievance Department requires in the Duty of Fair Representation that we file, process, and administer grievances against violations of our Collective Agreements by Members or by the Union. But major membership issues are forced to a head more by membership struggle than the necessarily bureaucratic aspects of grievance work.

Two examples illustrate the interaction of these aspects of our Union life, in both the Grievance and Health & Safety Fields.

First, a number of years back, the rising frequency of forced overtime on uncovered assignments (forceback) triggered widespread mass refusals across the city spontaneously by exhausted letter carriers and organized by rank-and-file activists. As well, grievances and health and safety complaints were filed on the Employer's failure to minimize compulsory overtime, as required under Article 15.14, with the help and support of Shop Stewards and Local Officers.

The crisis atmosphere generated by this agitation and commotion was combined with widespread evidence of a deliberate policy to rely on forceback instead of adequate

staffing by backfilling relief letter carriers on longterm absences and hiring sufficient numbers of temporary employees. This resulted in the National Union filing a National Policy Grievance in which Arbitrator Jolliffe ruled that this policy be reversed at that the employer take necessary steps to actually minimize forced overtime, subsequently resulting in a significant reduction of forceback.

“*The correct approach to health and safety is exemplified by the activist model championed by the Alberta Workers' Health Centre and its founding director, Brother Kevin Flaherty.*”

Second, the introduction of the “two-bundle system” with Postal Transformation and mechanized sequencing of mail triggered widespread invocation of the Right to Refuse Unsafe Work (Article 33.13). This resulted in mass suspensions, followed by grievances and health and safety investigations into the complaints.

Once again, this combination of direct action in the workplace and Union pursuit of “administrative” remedies resulted in a National Policy Grievance wherein Arbitrator Burkett ruled that the two-bundle system was indeed an imminent health and safety risk. The enforced ban on sorting in sequenced mail was subsequently relaxed and suspension days were reinstated through the regular grievance procedure.

Thus the mutual reinforcement between direct workplace action and structured Union procedures is shown to advance our struggles.

By Greg McMaster, retired member.

May is Asian Heritage Month

During the 1970s, prominent Asian Americans in the United States introduced a bill to designate a week in May as Asian-Pacific Heritage Week. In 1990, US Congress passed a bill, officially designating the month of May as Asian-Pacific Heritage Month.

Following the lead of our neighbours to the south, Chinese-Canadian Teresa Woo-Paw organized an Asian Heritage Month event in Calgary in 2001 to celebrate the contributions of Chinese Canadians. She invited many prominent members of the Canadian and Calgarian Chinese communities to attend and speak at the event. This included Senator Vivienne Poy, the first Canadian Senator of Asian ancestry. Senator Poy was impressed with the event, and took the idea back with her to Ottawa.

In 2002, the Government of Canada signed an official declaration designating May as Asian Heritage Month, in acknowledgment of the important roles that Asian Canadians have played in the shaping of Canada's history and society, while continuing to play important roles in the shaping of its future.

Following the declaration, Teresa and a number of other prominent Asian-Calgarians formed the Asian Heritage Foundation (Southern Alberta), a non-profit pan-Asian organization dedicated to celebrating the contributions of Asian Canadians within the cultural, economic, political, and social spheres of life within their communities, and within Canada.



Since then, the Asian Heritage Foundation (AHF) has played a crucial role in instilling pride and purpose into our communities, continuing the memory and legacy of our contributions, and redefining the mainstream narrative through engaging systems to create change.

As the largest pan-Asian organization in Alberta, the Asian Heritage Foundation supports and develops community through two key objectives: 1) Fostering awareness of the participation and contributions of Asian Canadians; 2) Raising awareness and addressing issues that impact Asian Canadians through advocacy, mainstreaming initiatives, policy, and education.

Through the month of May, Calgarians can join with cities across the country – Ottawa, Montreal, Toronto, Vancouver, Winnipeg, and more – to reflect on and celebrate the diversity and prosperity of our city and our country. AHF will continue to promote unity and cooperation among Asian Canadian communities, as well as between the broader citizenry of Calgary, in order to develop relationships that will lead to future initiatives.



Photo of "Missing Chapters: Untold Stories of Asian Canadians in Calgary" Photo Exhibit

Reprinted in full with permission from the Asian Heritage Foundation.

Visit asianheritagecalgary.com for more information.



CUPW CHILD CARE

Please Join Us in Welcoming Our Child CUPW Care Coordinator and Our Special Needs Coordinator

Juggling child care and work can be big challenges at the best of times. Add to this the additional challenge of raising children or adult sons and daughters with disabilities and it can be downright stressful!

Maybe there is someone that can use some help?

Please take a few minutes to welcome our CUPW Child Care Coordinator Shellie Bird and the Special Needs and Moving On Project Coordinator Gail Holdner as they come out to visit postal depots in Calgary and Edmonton.

The Calgary and Edmonton Locals will be hosting our project coordinators for the week of May 21st-25th 2018. They are here to talk to us about two important CUPW child care projects – Special Needs and Moving On.

We plan to get out to the plant and to the depots to talk to you and provide information about the projects. If you know of co-workers who might be interested in knowing more about these projects please help us pass on this information.

We want more members to know about and to benefit from our Special Needs Project. This project is a one-of-a-kind program that provides information, resources and financial support to help reduce the emotional, physical and financial stresses on families of children who have disabilities.

CUPW launched our Special Needs Project in 1996 after a union-sponsored study found that

parents who have children with disabilities face more barriers to workforce participation than others.

Our Moving On Project provides information, resources and financial support to members who have adult sons and daughters (18 years and older) with disabilities. The project was launched in 2005 to help support members with the additional challenges they face when their sons and daughters with disabilities “move on” to adulthood.

“This project is a one-of-a-kind program that provides information, resources, and financial support to help reduce the emotional, physical and financial stresses on families of children who have disabilities.”

Our coordinators want to come out onto the work floor to talk to you about these projects and to pass out information that we hope you will find useful or will know of other co-workers who will.

When we work together we can improve the lives of postak workers at work as well as at home, Take a moment to consider knowing more about our Child Care Fund and the programs it supports.

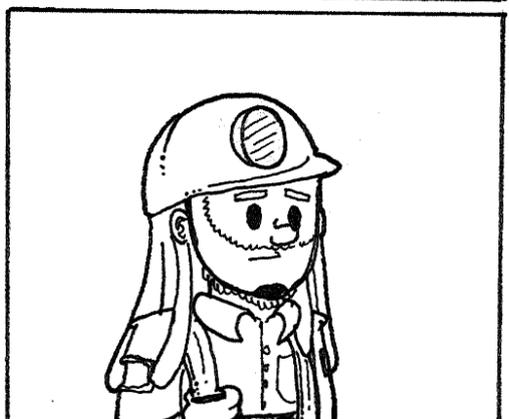
By Dave Bleakney, 2nd National Vice-President CUPW

No Relief

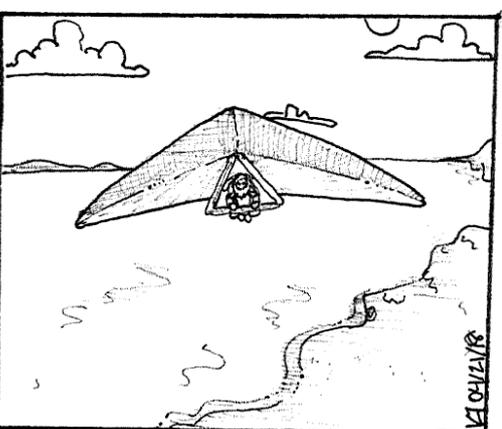
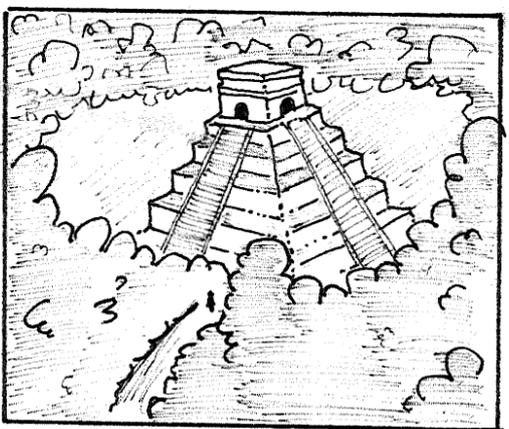
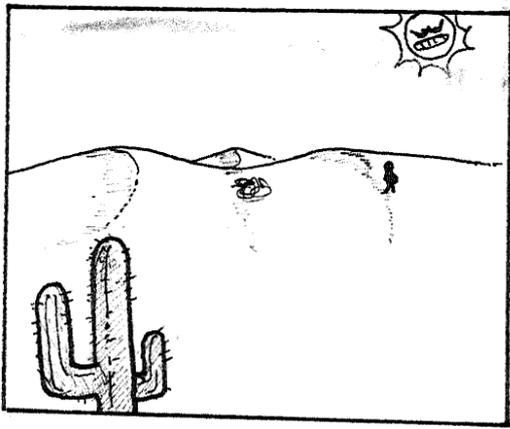
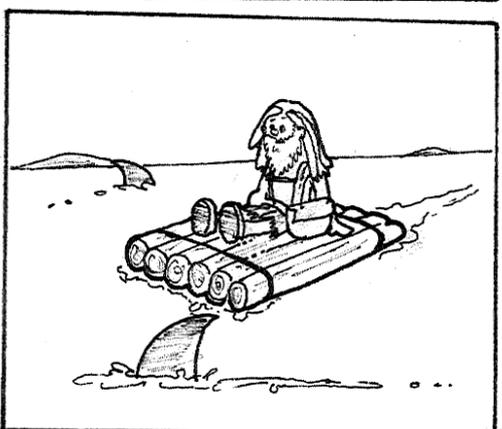
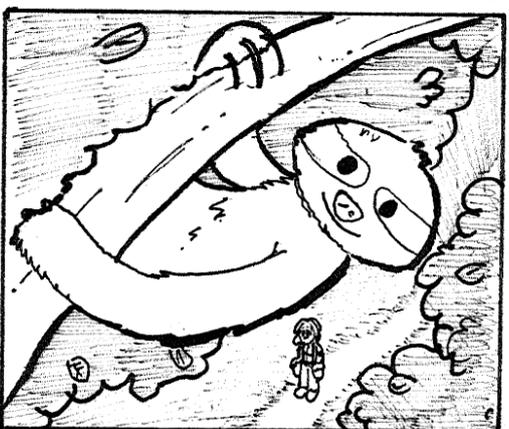
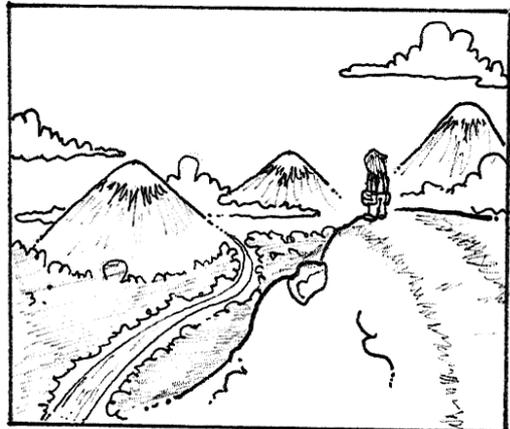
If you have any problems with the route, let me know.
I can see at least two,

The route owner has never said anything to me, so do what you can and I will get back to you.

This pull chart is clearly a treasure map that was drawn by a child...
Uh huh...



And the sortation case is just a hole in the floor.
Mmm



"The Coaching Opportunity, Part I"

Kyle Turner, 2018

You Have the Right to Remain Misrepresented

The Local Executive Needs to be Restructured – Here's Why

As it stands, your local executive is comprised of 18 members. That means approximately \$45,000 of your dues are paying for these 18 people to be booked off work to meet on your behalf once a month, ten times a year. Now how would you feel if you found out 10 of these people (\$25,000 of the total) could have been assigned to these positions regardless of their experience or without proving their commitment to workers' rights? As absurd as this example is, it is very much the reality of our local.

At our last General Members meeting (GMM), 10 positions on the Executive out of the 18 were up for election, but only 1 of those positions was challenged, leaving the remaining 9 to be acclaimed (my position included). Clearly, the membership cares so little about the role of our union that there are not enough active members who feel it is important to compete for these positions.

This is not a criticism of the membership; postal workers have proven that if you give them a good reason to be involved in something, like a strike or a mass mobilization against forced overtime, they will be there. If the members are not active, it is the leadership that must look in the mirror to see how they are unable to translate the bitterness of having an employer like Canada Post into what should be an army of torches and pitchforks.

Of our 2300 members, only around 225 members bothered to even come out to vote for the one election that was held. Elections are essential because it forces would-be leaders to make themselves and their ideas public, and, once a winner is declared, their term will be constantly judged based on what they ran on. Conversely, being acclaimed does nothing to instill a sense of accountability in the winner, and it becomes a roll of the dice what kind of person you end up giving your

“If the members are not active, it is the leadership that must look in the mirror to see how they are unable to translate the bitterness of having an employer like Canada Post into what should be an army of torches and pitchforks.”

dues to 'represent' you on the Executive. The most obvious first step to discourage this many acclamations would be to, simply, reduce the number of positions up for offer.

The other main consideration of having \$25,000 of your dues being sponged up by acclaimed representatives of questionable quality (myself included) means \$25,000 of your dues are not being spent on things that could actually make the union more relevant to the members, like creating part-time positions dedicated solely to communications or workfloor organizing, or offering more educationals to recruit and train workfloor activists.

Apparently even the few members that show up to general meetings felt that the current executive needed a restructure because they supported a motion this past March for the Executive to present a proposal to reduce the amount of executive positions at the April GMM. As a result, a comprehensive proposal was drafted with the aim of reducing the number of voting Executives from 18 positions to 9, and that the remaining 9 positions would seek to create more equal representation between the largest demographics in our local: the plant workers, letter carriers and RSMCs.

What follows are 3 packages consisting of 9 motions that will need the help of the membership in order to pass. Package 1 will be voted on at the May 6, GMM, Package 2 (and possibly 3) will be served to be discussed at the June GMM if Package 1 passes.

PACKAGE 1

Package 1 aims to establish 2 separate categories of Executive - one voting, one non-voting. The intention of creating these categories is to maintain the representative aspects of positions like, say, Route Measurement Officer, without it costing the money to be booked-off for Executive meetings. Another long-needed change is that, currently, \$7500 of your dues are paying for 3 Exec chief stewards from the plant to represent 700 plant workers as opposed to only \$2500 of your dues going paying for 1 letter carrier chief steward to represent 800 carriers. Clearly, this distribution is both grossly undemocratic and disproportionate, and must be corrected.

The goal of 'Motion 2' is to maintain the representative aspect of having a chief-steward for each shift of the plant while creating a mechanism to 'split' the vote between the 3 members as they take turns attending Exec members thereby saving the local money while preserving democratic proportionally. If this motion passes, the intention is to create a similar mechanism for letter carrier and RSMC chief-stewards.

Motion 1:

'Article 4 Local Officers and Executive Committee' be changed to 'Article 4 Local Officers, Voting Executive Members, and Non-Voting Executive Members' and this change will be reflected as follows:

4.1 - The Local Executive (herein referred to as the Exec) shall consist of eighteen (18) positions, 12 of which will be voting positions, 4 of which will be non-voting:

Voting (12) - 1. President, 2. Vice- President, 3. Secretary-Treasurer, 4. Grievance Officer, 5. Health & Safety Officer, 6. Education Officer, 7. Organizing Officer, 8. Recording-Secretary, 9. Editor/Sergeant-at-Arms, 10. Chief Shop Steward Letters and Depots, 11. Chief Shop Steward RSMC, 12. 3 Chief Stewards EMPP (Shift 1, 2 & 3 - 1 Vote shared and alternated between the 3 positions)

Non-Voting (4) - 1. Chief Shop Steward Affiliates & Wickets, 2. Chief Shop Steward Transportation, 3. Chief Shop Steward Maintenance, 4. Route Verification Officer

4.1.1 - Only the voting executive members are booked-off to attend the monthly Executive Committee meetings.

4.1.2 - Non-voting executive members may, by invitation from or request to the Executive Committee, be booked-off to attend the annual executive budget meeting or any other executive meeting deemed necessary. This attendance will be as a guest with voice but no vote.

Motion 2:

That the following duties be added to 6.12.1

6.12.1.1 - The Chief Shop Steward EMPP (CSSE) Shift 1 shall be the voting Executive member for the Executive meetings on the following months: January, April, July and October.

6.12.1.2 - The CSSE Shift 2 shall be the voting Exec member for the Executive meetings on the following months: February, May, August and November.

6.12.1.3 - The CSSE Shift 3 shall be the voting Executive member for the Executive meetings on the following months: March, June, September and December.

6.12.1.3.1 - If one of the CSSE positions is vacant, the Executive meeting allocation will be divided evenly between the 2 remaining CSSE positions as follows: numerically lowest shift (January, March, May, July, September, November), numerically highest shift (February, April, June, August, October, December).

6.12.1.3.2 - If two of the CSSE positions are vacant the entire Executive meeting allocation (12 meetings) will be given to the sole occupied CSSE position.

PACKAGE 2

Seeks to extend the model introduced in ‘Package 1’ to the Chief Shop Steward of Letters and Depots and the Chief Shop Steward RSMC which will create additional support for each position while not increasing the number of voting positions on the Executive Committee. Please note that the shared vote model proposed is the same between all the voting Chief Shop Steward positions, regardless of section: 1 vote, rotated between multiple representatives, designated based on date as detailed in the portfolio duties.

Motion 3:

That the Chief Shop Shop Steward Letters and Depots position be eliminated and that the following positions be added to the Local Executive as voting executive member positions with 1 vote shared between the 3 positions:

Chief Shop Steward Letters and Depots Zone 1 (D2, EDDD, St. Albert)

Chief Shop Steward Letters and Depots Zone 2 (Rosedale, Mayfield)

Chief Shop Steward Letters and Depots Zone 3 (WMS, Delton, Sherwood Park)

Motion 4:

That the following duties be added to 6.12.1

6.12.1.4 - The Chief Shop Steward Letters and Depots (CSSLD) Zone 1 shall be the voting Exec member for the Executive meetings on the following months: January, April, July and October.

6.12.1.5 - The CSSLD Zone 2 shall be the voting Executive member for the Exec meetings on the following months: February, May, August and November.

6.12.1.6 - The CSSLD Zone 3 shall be the voting Exec member for the Executive meetings on the following months: March, June, September and December.

6.12.1.6.1 - If one of the CSSLD Zone positions is vacant the Executive meeting allocation will be divided evenly between the 2 remaining CSSLD positions as follows: numerically lowest position (January, March, May, July, September, November), numerically highest position (February, April, June, August, October, December).

6.12.1.6.2 - If two of the CSSLD Zone positions are vacant the entire Executive meeting allocation (12 meetings) will be given to the sole occupied CSSLD position.

Motion 5:

That the Chief Shop Shop Steward RSMC position be eliminated and that the following positions be added to the Local Executive as voting executive member positions with 1 vote shared between the 2 positions:

Chief Shop Steward RSMC (Urban)
Chief Shop Steward RSMC (Rural)

Motion 6:

That the following duties be added to 6.12.1

6.12.1.7 - The Chief Shop Steward RSMC (Urban) shall be the voting Executive member for the Executive meetings on the following months: January, March, May, July, September, November.

6.12.1.8 - The Chief Shop Steward (Rural) shall be the voting Exec member for the Executive meetings on the following months: February, April, June, August, October, December.

6.12.1.8.1 - If one of the Chief Shop Steward RSMC positions is vacant the entire Executive meeting allocation (12 meetings) will be given to the sole occupied Chief Shop Steward RSMC.

PACKAGE 3

In a further effort to reduce redundancies on the Executive, the following 3 positions can be merged into other positions.

Motion 7:

6.10 - That the position Recording-Secretary be eliminated and that the Recording-Secretary duties be added to the Sergeant-at-Arms/Editor position.

Motion 8:

6.9 - Sergeant-at-Arms/Editor to be changed to Communications Officer position and add the following duties:

6.9.8 - Act as the administrator and moderator for all CUPW Edmonton online organs (the CUPW Edmonton website, Facebook, Twitter, Youtube, podcasts, etc) as well as online content creation. All of these duties are subject to the approval of the President.

6.9.9 - Maintain and update the CUPW Edmonton website.

6.10 - Attend consultations with the employer to take minutes on behalf of the Local for Local records as well as to report back to members.

Motion 9:

6.6 - That the positions of (6.7) Education Officer and (6.8) Organizing Officer be eliminated and that the Education and Organizing Officer duties be added to the Vice-President position.



*By Roland Schmidt, Organizing Officer
Rosedale letter carrier and Shop Steward*

By the Numbers

Route Measurement Update

There was a concern raised at the April GMM about how it was reported in the March issue of the InsideOut that 500-minutes were found at Delton yet the outcome of the volume count was an overall loss. The initial increase that was reported came out of our Union's preparation phase in making sure the route information was up to date and the changes to neighbourhood mail preparation as per Appendix D of our Collective Agreement, which now provides letter carriers time values to prepare flyers at the end of their shift.

The net decrease in time values and the loss of around eight full-time routes comes from a number of factors on the Corporation's end. There was an overall decrease in drive times for routes and a substantial tightening up of dead drives, where letter carriers would deliver to two areas that were some distance apart. Morning pre-clearances of RPOs have largely been eliminated, with the

exception of two RPOs that will continue to have morning pre-clearances. There will no longer be 5 pm SLB clearances, as the requirement is that they are now to be cleared sometime after 8 am. Time values for parcels did not increase as much as was hoped. There was also a substantial drop in the percentage of coverage from approximately 65 percent to 55 percent – this is something that must be addressed nationally as the formula is archaic and does not reflect our reality.

Our Union has filed grievances on the issues that have been raised, particularly regarding parcel times and the lack of access to information regarding the numbers the Corporation uses to build the routes.

By Kathleen Mpulubusi, Route Verification Officer

Did Canada Post bosses profit from fraudulent injury reports?

For immediate release

April 17, 2018

OTTAWA – The Canadian Union of Postal Workers (CUPW) has asked the Auditor General of Canada to investigate what led Canada Post to fraudulently report workplace injuries and whether these decisions led to improper bonuses being paid to senior management.

“There is no disputing that Canada Post submitted incomplete injury reports to Labour Canada for a number of years,” says Mike Palecek, National President of CUPW. “We’d like to know how this affected bonuses at Canada Post, which has the highest injury rate in the federal sector.”

Canada Post changed the reporting of lost time injuries to provide accident frequency rather than a raw number of lost-time accidents. This falls in direct contradiction with Labour Canada’s definition of disabling injuries. The improper redefinition seems to be a deliberate attempt by Canada Post management to report a steady reduction in disabling injuries in 2011, 2012 and 2013.

A 2009 special examination of Canada Post by the Auditor General found that manager scorecards recorded safety as the highest objective. This, coupled with the improper redefinition of disabling injuries by Canada Post, brings into question whether managers received bonuses that they weren’t entitled to.

Canada Post reporting to Labour Canada has been negligible and faulty, and these errors have permitted Canada Post to understate the actual incidence rate of injuries. CUPW wants to know why this is happening and put an end to this misrepresentation.

-30-

For more information, please contact Emilie Tobin, CUPW Communications, at 613-882-2742 or at media@cupw-sttp.org.

UNION EDUCATION OPPORTUNITIES!



Intro to CUPW and Unionism

Perfect for newer members, or for those just wanting to learn more about our union's democratic structure, how we function, our inspiring history and what basic rights are as a postal worker.

Taking Back the Workfloor

For those somewhat aware of their rights and those eager to make a difference in the workplace. Learn how to organize and develop workfloor strategies to fight back against the employer.

Basic Steward Training

The shop steward is a leader and advocate on the workfloor that is the first line of defense against bad bosses. Learn how to assert and support the rights won for all postal workers.

For questions or interest in any of these courses, please email organize730@gmail.com with the following info:

- full name
- phone #
- job title
- work location
- course(s) to take

Volunteers Needed!

Seeking participants from
each facility within Edmonton Local 730.

Edmonton Pride Parade

June 9, 2018 11AM - 1PM

TEXT: **I WILL** to 780-902-6644 or contact Andie Wirsch by phone, include your **first and last name and work location**, and name of any other participants you are responding for, and for additional information.

March in Solidarity with CUPW members in association with the Alberta Federation of Labour. A float is part of the groups' entry. Enjoy participating in a major event, promoting acceptance, peace and kindness. Wear rainbow colors. Bring your positive attitude.

This event is **FREE**, family friendly and **anyone** can participate.



RSVP BY
June 4!