

InsideOut

Canadian Union of Postal Workers
Edmonton Local

November

2008



Equinox 2008: front : Linda Nyznyk, Bena Pattni, Cori Longo,
back : Kathleen Mpulubusi, Brenda Swift, Trish Schlag, Mary Lussier

From the EDITOR:

Thanks to **Brother Rashpal Sehmy** who worked on the Federal Election campaign in Edmonton Strathcona. Great work ! The only MP who is not a Conservative in Alberta, is Linda Duncan from Edmonton Strathcona.

The Local is almost finished the election for **Full time Health and Safety Officer**. After the second round of voting, the results were: Brother Larry Dionne - 136, Brother Mike Painchaud - 106, Sister Lorraine MacKenzie - 79. Sister MacKenzie now drops off the ballot and the voting will be between Brother Painchaud and Brother Dionne.

Vote by mail in ballot if you work an hour or more outside of Edmonton, or, vote on **Sunday, Nov. 2nd**, from 8am to 6pm at the local office, 11001-107 Street. Results will be announced at the General Meeting that evening at 7pm.

And we are also in an election for **Chief Shop Steward BULK**. **Vote for either Sister Laure Lucyk or Brother Ramon Antipan** at the same time as the above election.

Both of the elections are for completing the **5 months** term of office remaining. The annual election for the normal 2 year term for each of these positions will be in **April 2009**.

The **Inside Out committee** meets once a month following the deadline to review articles submitted and make decisions. At our last meeting we also discussed the new changes that are proposed for the local website. You can find each issue of the Inside Out on the website, and in addition you can register to receive local bulletins by email. We hope to include committee information, forms that you can download, more photos, and other new ideas....including a new write-up about the local since that one was written 10 years ago! Check out the **local website** at: **www.cupwedm.net**

If you have other ideas on how we can use our website, let us know! And a gigantic thank you to **Doug Elves**, the webmaster.

The lengthy period that we have been in 'election' has taken it's toll on the normally congenial relationships that we have long maintained in Edmonton. **Brother Bill MacDonald's article on page 14** cautions against divisions in the local and we should all ponder his words of wisdom. I know that I will.

-Solidarity, Sister Karen Kennedy, Editor



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

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

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

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PRESIDENTS MESSAGE

Well the Federal election is now over and we can reflect on the results. We can see that the work of the union remains in the forefront in order for us to keep the post office a public service. We have heard from each of the political parties and their positions on where Canada Post should be moving towards. I don't feel it is necessary for me to repeat each party's position with the exception of the Conservatives.

Although the Conservative party has to deal with another minority government, we are still left dealing with the Strategic Review of Canada Post. The 'wish list' of changes submitted by Moya Greene and the Board of Directors would see the erosion of a public service and a change to that of a money-making enterprise, leaving us to wonder how we are going to service citizens from coast to coast to coast.

We need to take a look at the submission of Canada Post and the attacks they want the government to make on our benefits that we fought so long and hard for. Canada Post wants the Strategic Review Committee to take, and I quote: "an important opportunity to reaffirm to Canadians our enduring commitment to service and present our recommendations for change." These are some of the changes Canada Post wants for us, the worker, and the public:

1) A clear definition of what is considered rural. Canada Post wants the government to reconsider population as a factor and if the numbers are not there then they should be able to close your post office or at least charge more for the service you receive for living in a rural area (No more uniform rate for all Canadians). The new Modern Post.



2) Canada Post wants the government to appoint a third party to review the CUPW collective agreement and implement an employee share ownership plan. (We have already seen what happened to TELUS in Alberta and the loss of hundreds and hundreds of good-paying jobs.)

3) Canada Post wants an exemption from funding pension solvency deficits, meaning that if the Board of Directors makes bad decisions on investments they will have the workers or governments bear the cost. (Think of Wall Street... does that sound familiar?)

4) Canada Post goes on to attack our Union Constitution and Urban Collective agreement stating that we "oppose any collaboration with management and government serving managements interest" (We would collaborate if they had our interests in mind).

As for the Collective Agreement, they attack seniority, individual work measurement, the grievance procedure and technological change stating that these rights are too restrictive in the competitive world. Canada Post is asking the review committee to look at other countries such as Australia to reform our agreement. Wage increases there are directly related to modernization and productivity and the Post Office has seen a huge increase of part time workers and a corresponding decrease in full time positions.

Continued from President's Message page 3

Canada Post asks the government to look at our contract to make the necessary changes in order for them to proceed with their plans.

So the election is now over but is the work of postal workers over? I think not. In order for us to maintain what we have we will need to approach each and every MP from coast to coast to coast and ask them where they stand with respect to our Public Post Office.

December has been given as the time frame for the final report which is not that far away. Our jobs, our families and our communities depend on us to deliver their mail.

Any activity being put on by your local requires your help. Please get involved! You are the Union!

Solidarity

Brian Henderson
President

Editor: Thanks to Lorraine Newton who supplied the following:

From: [Layton, Jack - M.P.](#)

Date: 10/17/2008 1:51:07 PM

Subject: New Democrats support Canada Post

Thank you for writing with your comments about the future of Canada Post. We feel that Stephen Harper and his Conservative government's broad review of the Canada Post Corporation, Canada Post

Corporation Strategic Review (CPCSR), must be stopped.

This review threatens both the jobs of Canada Post workers and the services offered Canadians. This review could result in the de-regulation of Canada Post. When this direction has been pursued in other countries it has resulted in fewer jobs, less service and higher postal rates for citizens and small business people.

Canada Post currently makes money that disappears into the general revenues of government. The services provided by Canada Post could be improved if this money was used for that purpose. We already enjoy very affordable postal rates in comparison with other countries. Surely this is something worth protecting.

New Democrats have said that public hearings should be part of the review process. Our team supports the campaign being waged by CUPW against the CPCSR and will continue to work with like-minded groups like your local to stop the Conservative government's push for de-regulation.

Again, we appreciate hearing from you. We invite you to check our website at www.ndp.ca to learn the latest from our team of New Democrats. Sincerely,

Office of Jack Layton, MP (Toronto-Danforth)
Leader, Canada's New Democrats

Health & Safety

“Silence like a cancer grows”

The current CUPW collective agreement is a joint agreement. This means it was signed and agreed upon by **both** parties, the employer and the employee. The management at Canada Post seems to have forgotten this and require constant reminding. From staffing of assignments, duty-to-accommodate to using your benefits, Canada Post is always finding ways to intimidate workers into not using the provisions of the collective agreement. New members are the most at risk because they are likely to believe their supervisor and to believe that they are fair and have your best interests at heart.

Look at the policy statement set out at the beginning of Article 33, Health and Safety. Article 33.01: **The parties recognize an employee’s right to working conditions which show respect for his or her health, safety and physical well-being.** How many of you postal workers out there are ready to shove this policy down the throats of your superintendents. The same superintendents who cannot make a decision without consulting with their zone managers. There is no doubt that Canada Post has no intention of following its own policies.

At this point in time it seems like employers, not only at Canada Post, are reactive not proactive. Only when someone gets hurt or dies does anything change on the work floor. Now what exactly is the employer’s responsibility? The employer at Canada Post is responsible for providing a safe workplace for you, for providing updates and training, to provide safe working equipment and to provide enough staff to do the job. That is the responsibility of Canada Post, your immediate supervisors and their bosses.

As well the employee has certain responsibilities. As employees it is up to us to bring forward health and safety concerns, to be aware of the dangers on the work floor through education and training, to work safely, to refuse unsafe work and to know your worker rights under the collective agreement and the Canada Labour Code Part II . Under the Canada Labour Code all employees have the right to know of potential hazards, the right to refuse and the right to participate in the process of investigation.

It is our responsibility to report work place injuries and accidents. The employer cannot tell you whether to report it or not, whether it is WCB or not, whether to see a doctor or not. Whenever an injury/accident is not reported then Canada Post will claim that the work is safe. Some injuries take time to develop (chronic injuries) so there will be no record of an accident. If nothing is reported over time then WCB may deny the claim. Remember to protect your rights and the right to use your benefits by reporting each and every injury that occurs while you are working. This is what your claim for WCB may rest on, the simple reporting of the injury.

In Solidarity

Jean Endruschat, Acting H&S Officer





Greetings Sisters and Brothers,

Here we are with a new election at the Local Union. The members will be electing the Chief Shop Steward (Bulk Mail) for the EMPP on November 2, 2008.

I, Ramon Antipan have decided to seek the position of Chief Steward and therefore I am seeking and asking for your support. After almost 2 years since I left the position of Local President I feel I can continue to contribute to the work of the local as one of the Chief Shop Stewards at the Plant.

I continue to see the actions of the employer not only locally but nationally, in trying to implement the Modern Post concept that is none other than downsize and add more load\work, whether you are a Letter Carrier, Maintenance worker, MSC, RSMC, Retail or Plant worker. I have also observed the deletion of actual positions at the Plant, therefore postal clerk's duties and jobs have increased jeopardizing the health and safety and well being of our members. In spite of the local union advocating filling vacancies, the employer continues to delete positions.

On another front, we have experienced an increase in discipline being imposed in spite of being short of staff all the times. **WHAT HAPPENS TO THE CONFLICT RESOLUTION IN THE WORKPLACE INITIATIVE?**

I believe the employer (following Moya Greene's presentation to the Strategic Review Panel) is asking for a third party to "review" the collective agreement, because it is too "restrictive" and does not allow CPC to compete freely, and it is trying to convince the government to de regulate the Post Office. These stunts on the other hand, are just to position CPC for the next round of negotiations in 2010, 2011.

I believe we ought to prepare ourselves for that important battle and the sooner we start, the better we will position ourselves to defeat the anti-worker agenda of Moya Greene and company.

I always part from the premise that we constantly need to focus our energy in educating ourselves on the different issues that affect us and at the same time organize ourselves so we can mobilize with success whenever is necessary. Being against heavy handed discipline, reduction of staff, increase workload, closing retail outlet, restructuring Letter Carrier depots that result in longer walks and heavier load, increased load of RSMCs, etc. However, all of this cannot be done just by the local office; we need the participation of all of us, postal workers. That is how we will win a much better Collective Agreement in 2011.

So, on November 2, 2008 I ask for your support by voting Ramon Antipan for Chief Shop Steward Bulk Mail.

Hi , My name is

Laure Lucyk



and I would like to be your
Chief Shop Steward Bulk .

This is my first time running for a position in the Local as I am trying to gain experience and prepare the Local for the future. I do believe that I would be a great asset to the Executive. I would be your voice.

My work and knowledge is on the workfloor on the midnight shift. On a daily basis I deal with Manulife problems, cross-sectioning frustrations, harrassment, etc, etc.

We need to have solidarity on the workfloor so we can battle the boss.

Listening to the frustration from the stewards and members, we have to battle NOW for what is waiting for us in the future: Strategic Review and Modern Post.

I've dedicated my time and supported the Local, which I will continue to do. As a steward I've made sure the other stewards were informed of any information we got from our Local. I have supported, and will continue to support you in your struggles.

I hope you will come out and vote for me for Chief Steward.

**Solidarity,
Laure Lucyk**

On Sunday, November 2nd

**VOTE Laure Lucyk
for Chief Shop Steward - Bulk, EMPP**

Equinox 2008 - CUPW Edmonton

Women's Retreat - September 26, 27 & 28, 2008. The Edmonton Local Women's Committee organized our 7th Equinox with 26 sisters attending and enjoying a fun-filled sleepover weekend in the great setting of Strathcona Wilderness Centre.

We had beautiful weather, great food and workshops to enhance our knowledge and well-being.

Our theme was EQUALITY - We began the weekend with the presentation by Shirley Dixon on the gains women have made over the years. Shirley Dixon is from Regina and is our elected Prairie Representative to the National Women's Committee which was formed 18 years ago and works on women's issues and makes recommendations to the National Executive Board. Shirley also talked about the history of women in CUPW. Edmonton Local Women's Committee thanks Shirley for coming to Edmonton for Equinox.

On Saturday morning Nancy Furlong from the Alberta Federation of Labour facilitated a workshop on Women and Economics. Special thanks to Nancy for coming out so early on a Saturday and sharing a wealth of information on equality.

There was a presentation by Georgina Grayson and Linda Yeomans on Reiki. Everybody felt free and relaxed after this experience, and thank you to you both.

In the afternoon two sisters from the Sexual Assault Centre of Edmonton talked about what it is and some of the facts & myths and how to get help for victims.



Then we had our famous Tea Party with delicious tarts from Fresh Start the caterers.

Retired CUPW sister Cathy MacKinnon who has been doing the "Only Yes means Yes Campaign" for LEAF, gave us a touch of her educational that she has presented to four junior High Schools. Quite an eye opener for everyone, special thanks to Cathy.

Then we had a guided nature walk by our CUPW sister Kathleen Mpulubusi and we all were able to enjoy the trails of the Wilderness Centre and tried some bark and rosehips - which Kathleen said are full of vitamin C.

After Supper we had Improv Dance with Kristina Romtnyshyn (CUPW Sister) for one hour and we all just loved it. Thanks to Kathleen and Kristina. Then we joined Naomi and Cori for the bonfire- our thanks to Naomi for starting the fire, this was the first time we had the pleasure to enjoy the fire, have some popcorn and we loved watching the stars.

On Sunday we reflected on the events of the weekend, did our evaluations, took pictures and then it was time to say goodbye to wonderful sisters. We

would like to thank all the participants for attending and making it a success. Also special thanks to members of our Committee for all the work they put into organizing and clean up after : Linda Nyznyk, Brenda Lekochinsky, Brenda Swift, Carla Fiddler, Lorraine Bartels, Mary Lussier, Bena Pattni and Karen Kennedy. It is an open Committee and everyone is welcome., we meet once a month. If you have any suggestions for next years Equinox and would like to help organize feel free to contact the union office or any of the committee members.



Our next women's committee meeting is Thursday, November 13th from 6pm to 8pm.

Sister Bena Pattni

**Equinox T-Shirts 2008:
"Growing Equality" \$25.00
each.**



Equinox Participants: back: Brenda Lekochinsky, Mary Lussier, Carol Legg, Bena Pattni, Kristina Romtnyshyn, Kathleen Mpulubusi, Shirley Dixon, Liz Johnman, Linda Nyznyk
front: Karen Kennedy, Brenda Swift, Cori Longo, Naomi Cooper, Trish Schlag

From the Secretary-Treasurer

The results for the Rural and Suburban Mail Carriers (RSMC) vote on the tentative collective agreement has been released. There was acceptance of the re-opener of the collective agreement by 73.35% nationally and by 93.8 % in our local.

The Union and Canada Post Corporation signed the new collective agreement on October 8th, 2008 and it became official. Going into this re-opener we were told by Canada Post that there was no money and that we had overspent from the Financial Cap. Of course that wasn't the Union's position.

I would like to thank the RSMC Negotiating Committee for all their many hours of hard work.

For some they might feel this wasn't enough but it still was a gain in the right direction. We achieved a wage increase, vehicle allowance increase, transfer rights, 2 paid 'personal' days, payment for training relief positions...just to name a few.

Our auditor shared an information bulletin from Revenue Canada with us. Because a Rural Mail Carrier took her case to court, there was a ruling in May 2008 that Rural Mail Carriers are now being allowed to claim for cell phones by up to \$ 50.00 a month. Contact me if you would like more information.

As per our Edmonton Local bylaws, we still haven't declared the position of Local Health and Safety Officer filled. I encourage all the members to come out and vote.

Staying on topic with elections I'm happy to see that Alberta was able to elect a Federal NDP Member of Parliament and it was from our city.

The Local's annual audit should be finished for presentation to the December GMM.

The Regional 3 Day School will be held in Edmonton November 15,16 and 17. We had 29 applications and we have had 20 selected by the Region.

Solidarity,
Sister Sue Wilson
Secretary-Treasurer

Report from the General Meeting Oct.6

Election results for the 2nd run-off were:

Larry Dionne...136

Mike Painchaud...106

Lorraine MacKenzie...79

Brother Dionne and Brother Painchaud will now be on the final ballot. Voting on Nov. 2.

Lifetime Memberships were provided to Sister Beth Nilsen and Sister Sandi MacDonald.

Elected to the Alberta Federation of Labour **weeklong school** in Jan. 2009: **Larry Dionne, Laure Lucyk**, alternates: Cori Longo, Yvette Brusseau

Motion: Be it resolved that the mail in ballot process include verification of the mail in ballots with the mail out list prior to the ballots being removed and placed in the ballot box.

Carried

Motion: To set up an adhoc social committee to be elected at General Meetings each November, with 5 core members, to organize union social events and union fund-raisers.

Carried

...continued page 13

VOTE MIKE PAINCHAUD

My name is **Mike Painchaud**. I'm a Letter Carrier at Depot 9. I also worked at the EMPP and ELPP. Currently I am a shop steward and member of the Local Executive as Organizing Officer.

I am running for the position of Health and Safety Officer of the Local and look to you for your support and vote on November 2, 2008 at the union office. There is an advanced poll on October 29.

My decision to run for this position has been based on the need to continue the fight against the employer. Canada Post management will do anything in their power to not only undermine our collective agreement (C.A) but also limit the achievements the Union has been able to negotiate.

Modern Post

One of the other threats from the employer we are facing is the Modern Post concept, which will begin in Winnipeg in 2010. Once the Modern Post is up and running it will translate into **longer routes for Letter Carriers and RSMC's** due to the fact the new equipment CPC has acquired will be able to sequence the route of each Letter Carrier. This means way less sortation and more time on the street for LC/RSMC's. In turn, **for internal workers, it means reduction of processing time, less hand sortation, breakdowns, etc**, because the "machine will do the work".

All of these factors will mean more fatigue, more injuries, reduced or no rotation of duties at all, less possibilities of modified duties, etc.

Another aspect of the Modern Post is that there will be more motorized routes. This is a complete lack of regard to the environment.

Manulife

The Union at all levels right now is in a constant struggle with Manulife. I will continue to educate the members on how to deal with them and aggressively fight their agenda.

As Organizing Officer I had the pleasure and honour to hold the first demonstration against

Manulife in Canada. I mention this because I believe in organizing and mobilizing ourselves to fight the boss. I believe it is the best way of winning the battles.

Internal

I know **PO4s and Maintenance workers are constantly facing staffing issue** because the employer has eliminated positions. This affects a fair rotation of duties and results in more injuries. It seems the employer is managing by stress, putting internal workers at risk of more injuries as well. CPC is constantly hiring more supervisors to watch us and push their numbers. **I say "Not on our backs!"**

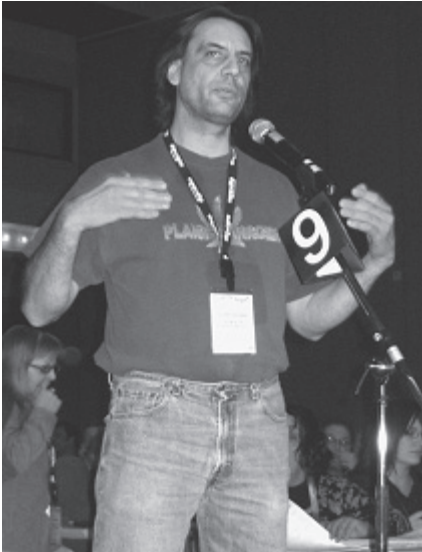
External

As noted earlier the LC and RSMC's work rules are under attack. The employer wants them to spend more time on the street which will definitely over stress our bodies. We already have an extremely high injury rate due to the nature of our work and now they want to make it harder. On top of that **the boss wants to rigidly instruct us on how to deliver our flyers instead of allowing the workers the freedom to do it in the safest and most logical way.** It is not uncommon to see carrier's satchels over flowing with mail and flyers and we are not even into the really heavy season yet for mail. **I say "Let us choose!"**



I am running because I have a passion for health & safety and truly believe we need to start preparing for the struggle in 2011 when we enter into negotiations again. In order to do that **I believe we have to continue to build an inclusive, participatory and democratic UNION**, where everybody is welcome to be part of the decision making process and the direction of our Union.

In conclusion, I will fight the boss alongside with all of you in order to preserve and improve our health and safety. We need to improve the unity amongst internal and external postal workers, making our Union more inclusive and participatory. **The members need to feel they are part of this Union.**
-Mike Painchaud



VOTE Larry Dionne

for Health and Safety Officer

This is it! **The election to select who your next Health and Safety Officer will be or the election for Health and Safety Officer (part III) the finale.** Again I thank all the people who came out to vote in the first two elections. I apologize to all the members for the inconvenience of having to come out to vote on three separate occasions for this election. This needs to be changed. A very good motion was put forward at the last General Membership Meeting to correct this. I encourage you to go and vote to support this motion and others which will hopefully strengthen our local.

My views on endorsements:

For this election where every member has an interest in who represents them as Health and Safety Officer I decided to have endorsements as part of my campaign. On that note I would like to thank Brenda Swift, Norm Burns, Carol Leighton, Greg McMaster, Brian Blair, Wedge McWhorter, and a very special thank you to Bev Ray, who took time out of her own holidays to take me around to the Depots and introduce me to many letter carriers around the city. I thought it was important to get endorsements from some executive members who have seen my dedication and commitment while working in the union office and on the executive committee.

Whose endorsement means the most to me?

My answer is quite simple, the endorsement of the membership. This includes the 133 people who supported me in the first election and the 136 people who came out to vote for me in the second election. For those who voted for other candidates I'm committed to earn your support if elected Health and Safety Officer.

Thanks to those who voted in the advanced poll. If you didn't make it to the advanced poll please come out and vote on Sunday, November 2 at the Union Office, from 8:00am to 6:00pm.

REPORT FROM THE GENERAL MEETING...Oct. 6 , 2008...continued from page 10

For the meeting of Sunday, Nov.2:

Notice of Motion: Moved by Bev Ray:

Whereas the current election process continues to be cumbersome and does not provide for an equal and fair process for voting: Therefore be it resolved that the elections will be done by roving ballot to all Letter Carrier Depots, EMPP and Wickets the week prior to the general membership meeting with 2 members of the Election Committee accompanying the roving ballot and mail in ballots for affiliate offices. The ballots will be kept sealed and secured in a locked facility until the day of the general membership meeting. The counting of ballots will take place the day of the general meeting and be completed 1 hour prior to the start of the general meeting.

(Tabled to this Nov.2 meeting for cost projection prepared by the Election Committee)

Notice of Motion: Moved by Carol Read:

Regarding Local executive elections: Whereas several ballots may be required when many candidates run for an Executive position and this is cumbersome and disadvantageous for the local and overwhelming for candidates, Be it resolved that a preferential ballot system be utilized where candidates are ranked in order of the preference on the first ballot and only one balloting exercise is required to achieve the '50% plus 1' requirement.

Notice of Motion: Moved by Karen Kennedy:

That we send two more delegates to the AFL School in Jan\Feb 2009. Rationale: This is a great learning opportunity and supports the Alberta Federation of Labour, and we have many new stewards who could benefit from this opportunity.

Notice of Motion: Moved by Larry Dionne: That the Edmonton Local change the make-up of positions on the Executive committee, so that the position of the Recording Secretary be eliminated and replaced with a Route Measurement Officer. Duties of the Recording Secretary either be split

between Secretary-Treasurer and Editor\Seargent at Arms or be added to one or the other as decided by the Executive committee. The duties of the new Route Measurement Officer would be decided by the Executive committee on recommendations by the Local Route Measurement Committee. Whereas the work of the executive committee members is ever increasing and the duties of the recording secretary have very little responsibilities and this position was to be an entry level position on the executive which we have no mechanism in place to ensure this happens and hasn't been happening. Whereas with a new Route Measurement system for RSMC's and the system in place for MSC's and Letter Carriers it is imperative we have a Route Measurement Officer.

Elections for November 2 Meeting:

5 members Local Social Committee(two must be young workers)

5 members Local Education Committee

4 members Local Inside Out Committee

2 members to attend the AFL Weeklong School in Jan 09 (if the motion passes)



President Brian Henderson presents Beth Nilsen and Sandi MacDonald with Lifetime Memberships at Oct.6 meeting



Comment from a Retired Member...

I attended the Edmonton Local meeting on Oct 5 because two retired members were receiving their Lifetime membership certificates. Congratulations to Sandy & Beth.

At the meeting a discussion about the lack of external shop steward meetings occurred. I was saddened to hear this. I exercised my right to speak to emphasize the importance of regular meetings of the shop stewards within a particular section.

When I started in the Post Office in 1958 we had to come back to the office at noon to eat our lunches in the lunchroom. We received an afternoon despatch of mail that had to be sorted before we went out on our afternoon routes. We also had to pull our letter mail for the PM delivery after this despatch was sorted. This provided an opportunity for members to talk to each other especially in the lunch room. Sadly over the years the afternoon despatch was discontinued and carriers had less time to engage in discussions.

One of the things we did in the old Local 15 was to have monthly steward meetings and out of this grew the weekly informal Saturday morning meetings at the coffee shop below the old office on 109 Street. These Saturday meetings were optional but well attended.

As the meeting this past Sunday progressed a division appeared amongst the membership present. I think the problem happens because we forget the purpose of the Union and why we have one to start with. Unions were formed to assist the membership in their daily struggles with management.

A union becomes strong when it is transparent to the membership and the membership understand its policies and the reasons for them. One way to achieve this is to keep the membership informed. The Shop Steward is the bridge between the membership and the executive. If the Steward body is involved through discussions then the membership will become stronger.

I urge all members of the Edmonton Local to reflect on this. The current contract expires on Jan 31, 2011. When the next contract is being negotiated we will be in the midst of a struggle similar to what the internal workers went through beginning 35 years ago. We can be strong and win or we can end with everyone reduced to part time hours and reduced benefits.

It is important to come together now so we are ready for the challenge when it comes. Some of the present leadership will be retired in the next five years and it is important to develop the secondary leadership now.

Bill MacDonald
Lifetime Member.

Wright On!

A Story That Needs No Title

This is the true story of a fictional character named Mack Wright. In high school Mack looked similar to John Lennon. (Coincidentally as I write this story it is Oct.9. Today would've been Lennon's 68th birthday.) Mack had long hair, granny glasses and a slight British accent. Or was it a speech impediment? In any event, unlike his hero, he had no musical talent. So he wrote song lyrics. And why not? It worked for Bernie Taupin, lyricist for Elton John. However, fame and fortune would elude him (Mack, that is) even though he offered up his lyrics to his hugely talented singer\guitarist sister and his somewhat less talented singer\guitarist drinking buddies.

Flash forward to 2008. Mack lies in a fetal position on his therapist's couch. "I could've been somebody. I could've been a contender," he sobbed. "I took a job at Canada Post to tide me over till my ship came in and 31 years later and near retirement, I'm still waiting! I'M MAD AS HELL AND I'M NOT GONNA TAKE IT ANYMORE!"

With that, Mack tore off all of his clothes and ran screaming through a plate glass window and fell twelve stories to his death.

Ah, life is funny, isn't it? I wonder how many of us dreamt of one day growing up and processing mail for a living. How many shattered dreams were laid festering on the roadside as we serve out a life sentence "working for the man?" Living a payday to payday hand to mouth existence? How many of us, besides poor old Mack, have been tempted to jump out of a twelve storey...

And now back to our regularly scheduled column.

People are always kindly suggesting ideas for my article, such as affairs ongoing at the post office. Well I can't do that without naming names, which kind of defeats the purpose of said article. Not to mention which I'd probably get sued for slander or worse, getting kicked in the butt.

Other ideas have included writing about the drama of the day. Current events pertaining to the hardships, infighting, back-stabbing and union versus corporation politics encountered daily at Canada Post.

But I find that all too tedious and depressing to deal with since this column is supposed to be a form of escapism from all that. Screw all that!

Here's to you Johnny!

-Mike Wright

– for whom every day is a bad-hair day.



Inside Out Deadline

December\January Issue

Friday, Nov. 14th, noon

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

CUPW EDMONTON LOCAL GENERAL MEMBERSHIP MEETING

Sunday, November 2nd, 2008

Commonwealth Stadium **7:00pm to 9:00pm**

November Events

- Nov.1: Letter Carrier SS mtg 10am to noon
- Nov. 2: Voting in Local Office 8pm to 6pm
General Meeting, 7pm to 9pm
- Nov. 8: Temp Workers (Internal,EMPP)
9am to 11am
- Nov. 11: Remembrance Day
- Nov. 12: Retirees:10am to 11:30am
- Nov. 13: Women’s Cmtte, 6pm to 8pm
- Nov. 14: InsideOut deadline: noon
- Nov. 15: Temp Workers External 10am
- Nov. 18: InsideOut Comtte: 4pm to 6pm
MSC Stewards 3:30pm to 5:30pm
- Nov. 19: Exec. 1pm

Equinox 2008



November 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
23/30	24	25	26	27	28	29

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

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

Above information is based on use of the following products:
2500 sheets of 23x35 **Enviro 100** 50 lb. Offset
Data research provided by Environmental Defence



THE STRUGGLE CONTINUES.....