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InsideOut

October/November 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
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President's Report

Holding the Line

Canada Post did away with our Collective Agreements once we started our rotating strikes on October 22nd. We have been answering many questions about our new terms of employment since then. Here are some things to keep in mind.

Pay. Remains the same rate as it was before we went out. For RSMCs, this includes all other allowances. For Urban, the only allowances that will continue will be that of lead hand, meal and beverage, on-call/standby, private vehicle kilometres, HH bonuses, and over-assessed route.

Benefits. Extended Health Care Plan (including prescription coverage), Dental, Vision, and Hearing will all continue. For Urban members, new Disability Insurance and Life Insurance claims occurring after any strike action will be discontinued.

Pension. No time will accumulate when not working, such as when out on the strike line.

Vacation. All vacation leave is cancelled, even leave that was previously approved. Employees must obtain approval to remain off and if approval is granted, leave will be unpaid. All other forms of paid leave, either new or pre-approved, will be subject to management approval and will be without pay.

Staffing. The Corporation may staff to meet customer needs. Please remember that our seniority, schedules of work, rotation of duties, and overtime lists are all bargained-for benefits.

STDP. Payments have stopped. If you are off of work due to non-work related reasons, please do apply for medical Employment Insurance right away. Contact Access HR for your Record of Employment (1-877-807-9090), and call Rashpal Sehmy (780-423-9000 ext. 4) if you have any questions.

Adoption and Maternity Leave. Top-ups have stopped. Only the EI Maternity base rate will be paid.

As our rotating strikes continue, it is very important that you do keep informed by keeping an eye on your CUPW bulletin boards, cupw.ca, or our local website cupwedm.net. We will be keeping our local office phone message updated

with information when we are called out again, and we will be staffing our local office for the full 24-hours during any 24-hour strike rotation we may be called on to do.

All picket line information is now up on our local website. This information is specific to picket line protocol and picket captain duties. Please feel free to read any or all of the information and offer help on the line where you can. Now more than ever it is important to present a respectful public face for all to see. Please do not talk to any media, however. This is for your protection as CPC will hold you accountable for anything you say.

Please remember that when we are on the picket lines, we are representing all of our Brothers and Sisters across the country. Let's do them proud!

I would also like to thank everyone for doing such a fantastic job holding our lines! And by holding our lines, I don't just mean the actual strike line or holding to the eight hour day. We also hold our line by maintaining our discipline, showing up to work, and working in a safe manner every day while not knowing when our next turn on the strike line will come. Working in offices that are filled with uncertainty and rife with rumours adds to the stressful time we are undergoing. Thank you to all of you that are doing your best to stop the rumour mill and keep things on an even keel for those that are struggling.

I also know that the overtime ban is a difficult strike action for some, but by keeping ourselves to a maximum eight hour day, we prove to the Corporation that we need better staffing solutions and that we need safer working conditions.

It is my hope that when all this is said and done, we will have a fairly negotiated Collective Agreement for all. If we keep holding our lines, we stand a very good chance of getting what we need. We will get through this and we will do it together. In solidarity!



*By Nancy Dodsworth, President of CUPW
Edmonton Local*

From the Editor

Doing More with Less

Putting together this issue when there was the potential for a labour disruption felt pointless. Things could have changed so rapidly that I wouldn't have been able to keep up. Or maybe I would have sent a collection of scathing critiques to the printer only to have the Corporation immediately say, "You know what? You're right. Let's settle this fairly."

While that would be nice in order to stop the uncertainty of our current situation, the issue would have been outdated immediately.

So I hesitated. When I finally decided to commit and ask for the days off required to put the InsideOut together, CUPW issued its 72-hours' notice to the corporation. The first day that I would have been working on this issue, I was on the picket line. I did manage to get halfway through this issue before my cat collapsed my ailing coffee table and sent my laptop to the floor, turning the whole operation into an expensive paperweight.

This has set this already late issue back even further. It's impossible to know what the situation will be by the time this is printed and put into people's hands, but I did my best to keep the content relevant.

As of now, it seems that the Corporation is still unwilling to negotiate – and even if an agreement is reached by the time this is printed, keep in mind the negotiations took almost a year with very little movement until strike actions were threatened then implemented.

The strike actions, however, have unveiled some interesting points. Or, I should say, re-unveiled as it happens every time workers threaten to strike: we found out that we are lazy and overpaid and that Canada Post is irrelevant because of all its competitors.

This is troublesome, but people just don't know what the job entails. People also don't know that Canada Post delivers parcels for its competitors because Canada Post operates in areas where other businesses do not. After striking, we also find out how badly people want us to get back to work because we are, I suppose, more relevant to them than they initially thought. They've been inconvenienced, and I can feel my blood boiling just thinking about how a late parcel is more important than our health and safety.

I try to avoid taking in this kind of thing because it makes me angry. I am hoping that I can do something useful with this anger in my capacity as editor.

There are three things I would like you to read. The first is an article called "Is it time to get rid of Canada Post?" by Jane Gerster, which originally appeared on Global News on October 18th, 2018. (I requested permission to reprint it here. Permission was denied, so I have provided a summary.) The second thing to read comes courtesy of Steve Cowtan, and he discusses the hypocrisy of our employer's superficial concern for health and safety. The final item to consider is a bulletin from CUPW that discusses the high rates of injury among postal workers.

“The strike actions, however, have unveiled some interesting points. Or, I should say, re-unveiled as it happens every time workers threaten to strike. We found out that we are lazy and overpaid and that Canada Post is irrelevant because of all its competitors.”

Is it time to get rid of Canada Post?

In this article, the author acknowledges our concerns about health and safety, overtime, and job security. This is quickly followed up with the question of what striking will actually accomplish, especially given the decline of lettermail and the increase in competitors for Canada Post.

To answer this question, Gerster turns to the work of two academics. First is Alan Freeman (honorary senior fellow at the University of Ottawa's Graduate School of Public and International Affairs). Freeman acknowledges the turmoil caused by postal strikes in the 1970s and 1980s that led to politicians being hounded by people who couldn't receive Employment Insurance cheques and other crucial deliveries. When considering today, Freeman asks a question: "does the federal government really have to be involved in parcel delivery?"

The second academic the author turns to is Ian Lee – an associate professor at Carleton University Sprott School of

Business who briefly worked at Canada Post headquarters in the late 1980s and also wrote a PhD thesis on the post office. Gerster draws most heavily on Lee's 2015 report published by the Macdonald-Laurier Institute (MLI). In this study, Lee writes that he doesn't believe outright privatization is the answer to Canada Post's problems. Instead, Lee suggests removal of door-to-door delivery, reducing residential delivery, franchising corporate-owned post offices, and eliminating Canada Post's monopoly on the delivery of lettermail.

In the time since Lee's studied was published, his position has changed. According to lee, privatization is the only solution for dealing with what he calls a "culture that doesn't seem capable of changing."

There is almost an alternative view offered here, as Gerster quotes CUPW National President Mike Palecek, who discusses how the Corporation is always saying they don't have enough money despite the continuous growth in parcel delivery and the fact that 1 in 3 parcels delivered in Canada is delivered by Canada Post.

Gerster shuts this down by going back to Lee, and I think this allows us to see the true point behind this article. According to Lee, the amount of money that the Corporation is making isn't much when considering its size and, continues Lee, the returns are "truly pathetic." There are ugly truths that we are unwilling to confront, says Lee: postal workers are paid more than private sector postal workers, yet public postal workers – and this is key to this entirely conversation – seem reluctant to be more productive with fewer people.

Doing More with Less, Neoliberalism, and You

The anchoring point that gives this conversation meaning is the prevailing ideology of neoliberalism. Neoliberalism rose to prominence in the 1970s and 1980s, and it is characterized by austerity, deregulation, free trade, reductions in government spending, and privatization – the selling off of publicly-owned services under the guise that the private sector can do it better.

Gerster cites Freeman and Lee and their credentials with the purpose of putting a neutral spin on the discussion. These people are professors and academics who study and analyze the facts. Lee worked for Canada Post in the 1980s when Brian Mulroney – Canada's poster child for neoliberalism – was the Prime Minister and when Canada Post introduced community mailboxes and started shutting down rural postal outlets.

When Lee's 2015 study was published, he was also suggesting what Canada Post had already been doing and was already planning to do in terms of the removal of door-to-door delivery. The institute that published this study was also founded by Prime Minister Stephen Harper's finance minister Jim Flaherty. We know how Harper felt about the post office and we are still fighting the outcomes of his government legislating postal workers back to work, even though it has since been deemed unconstitutional.

Indeed, Harper's attack on CUPW and the working class was imposing Lee's vision, or perhaps Lee was just echoing the vision of 30+ years of neoliberalism's thirst for austerity and privatization.

Make no mistake: there is no neutrality here. Not from Lee, and certainly not from me. We can feel in our broken bodies what doing more with less means for postal workers because postal workers have been doing it for years. We must not forget the forceback (forced overtime) refusals of 2011, the butchering of Delton undertaken by Route Optimization, or the 10-12 hour days that are to be accomplished within 8-hours, or the staff talks from management in which we are blamed for being injured despite the facts showing that we work in a system that injures us.

Now I do not know where to go from here. As we limp forward together, my hope is that we can collectively find ourselves somewhere less painful. Until we find that place, let us turn our attention to the lived experience of the neoliberal theory that would have us do more with even less.



By Kyle Turner, a jealous, bitter, and failed academic.

*To read the article from Global in full:
[https://globalnews.ca/news/4567926/
privatization-canada-post/](https://globalnews.ca/news/4567926/privatization-canada-post/)*

Hypocrisy

And the Struggle for Safety and Respect

No one likes to be called a hypocrite. To even take the position that you have the right to call out hypocritical behaviour in someone else comes with the pretense that you yourself have a firm grasp of the moral high ground. It's a precarious position to take as we all fall short of perfection.

However, being a risk-taker and sometimes a fool, I'll take on the challenge of being court jester for a day.

As postal workers, we often find ourselves exposed to corporate buzz words like 'respect', 'health and safety', and 'route measurement'. If you have been around long enough, those words can carry a degree of hypocrisy and can generate frustration, resentment, and disenfranchisement.

Trying to make sense of how wild variations in daily duties extend us well beyond a 'measured' eight hour day becomes more like dreamy confusion than science, and yet we are all pressed to explain the unexplainable – and that mind-numbing disorientation we experience at the end of a long day could be caused by more than just physical exhaustion.

At the other end of the workday, let's consider the culture of rushing. For letter carriers, we cherish the fact that we can rush through our day and get done early. Who wouldn't want to get on with other aspects of life if given a choice? However, excessive rushing generates a lot of injuries, both impact and repetitive strain injuries, and the employer knows it. An enlightened corporation would address this cultural hazard rather than continue to actively promote it or ignore it altogether.

“ Trying to make sense of how wild variations in daily duties extend us well beyond a 'measured' eight hour day becomes more like dreamy confusion than science, and yet we are all pressed to explain the unexplainable – and that mind-numbing disorientation we experience at the end of a long day could be caused by more than just physical exhaustion. ”

Often on our work floors, respect is interchanged with notions of submission, not mutual admiration. Health and safety is subjective to corporate profits. The letter carrier route measurement system (LCRMS), for example, works well until someone in corporate decides that it doesn't.

Labour costs, health and safety, and respect are firmly intertwined and how a company addresses one has an impact on the others.

If a company has created a scientific approach to measure out an eight hour work day based on safe work performance – like the LCRMS – but bastardizes the science to cut labour costs, then automatically health and safety is at risk. A clear message of disrespect is sent to the workforce.

How respectful is the requirement for justification of overtime on 'eight hour' routes that don't include mandatory flyer delivery for one-third of the points of call, unaccounted growing parcel volumes, unaccounted parcel delivery time values, and unaccounted parcel-marking for logical delivery order?

Excessive rushing also generates early end of day logout times and creates openings for the employer to increase job duties. For you and I, getting done early is a sign of an efficient and well-organized performance. For Canada Post, paying employees for non-productive time is considered a wasteful labour cost. Contrary to the LCRMS, they will dial down the volumes during a volume count to make the workload seem to reduced. But when the routes are rebuilt, we find the same workload from before the volume count spread out over fewer and fewer of us.

This is not a corporation that is willing to accept responsibility for perpetuating, instilling, and fostering a culture of rushing; rather, it is a corporation that will exploit legal agreements and turn around and blame you when you get injured.

Canada Post chooses to pressure less experienced and less competent new hires to get done on time while facing over-inflated routes without incurring overtime.

By turning a blind eye to root causes that generate competitiveness and peer pressure – like excessive early starts, hiding values to cut costs – the culture of rushing and its related injuries will continue. Today the disabling injury rate for letter carriers is more than five-times the average of the rest of the federal sector, which includes long shoring, mining, road transport, and railways.

Another example that makes me feel like I have acid reflux at its very mention is the multi-bundle delivery method. When workers across the city and country raised safety concerns and our Union provided ergonomic studies show that this method was unsafe, the corporation disrespectfully stuck to its guns and ignored all reason. This method was imposed on letter carriers under threat of discipline, with management citing that it was national policy. Again, health and safety and respect were cast aside to save minutes of sortation time per route.

Is the hypocrisy picture coming into view? How can we be convinced that respect exists or that a high standard of safety exists, or that Canada Post cares about our health when the aforementioned conditions and derelictions continue?



By Steve Cowtan, Chief Shop Steward of Depots/Stations, Shop Steward and letter carrier at Whitemud South



*Above: CUPW members at Rosedale Depot in Edmonton wearing black shirts to show solidarity with negotiating team.
Below: The Alberta Federation of Labour wearing black shirts in solidarity with CUPW.*



New CPC Report Confirms Injury Crisis at CPC

Action Necessary

This week's release of CPC's 2017 Social Responsibility Report confirms that there is a health and safety emergency at Canada Post! The report reveals that the most serious injuries (full-day lost time injuries) increased 36% last year. In fact the 2017 lost time injury rate was 46% greater than 2015. In the report the Corporation states "We are not happy with the results. Clearly more work must be done".

Injury Facts at Canada Post

- During the last four years there have been 30,774 injuries to CUPW members. Of these 14,751 were disabling injuries.
- One out of every 12 workers at Canada Post experienced a disabling injury in 2017.
- The disabling injury rate at CPC is 5.4 times greater than the rest of the Federal sector.
- 25% of letter carriers experienced an injury in 2017.
- One out of every eight letter carriers experienced a disabling injury in 2017.
- The increase in injuries is directly related to the introduction of Postal Transformation.
- During the past three years the number of disabling injuries for RSMCs has increased 30%

CUPW Demands Real Solutions

CUPW has several important demands aimed at reducing the number of injuries at Canada Post.

- Allow a single tie-out (end multiple bundle delivery)
- Reduce overburdening
- Update parcel volumes and adjust routes more frequently
- Correct the formula for percentage of coverage and mail volume index

- Limit compulsory overtime

- Improve Group 1 staffing to permit more rotation of duties

Canada Post Offers Nothing

For many years the only thing CPC management did to reduce injuries was to submit false reports to Labour Canada. Now the new management admits there is a problem but says No to all of our proposals to address the crisis.

Be Prepared to Fight for Your Future

Negotiations are the only time that we have the opportunity to make management address our health and safety issues. We have had years of lies and inaction. Now management tells us they are not "happy" with the results but they still do nothing.

It is time for action.

It is time that CPC comes to the bargaining table and negotiates solutions.

Support your Union. Fight for your future!

By Nancy Beauchamp and Sylvain Lapointe



Canadian Union of Postal Workers

Attention All Edmonton Local Shop Stewards: **LAST CALL**

We are updating all of our Shop Steward lists. Please contact Nancy Dodsworth, via text message, email, or call to confirm your status as an official shop steward in your location, by *November 30th, 2018*

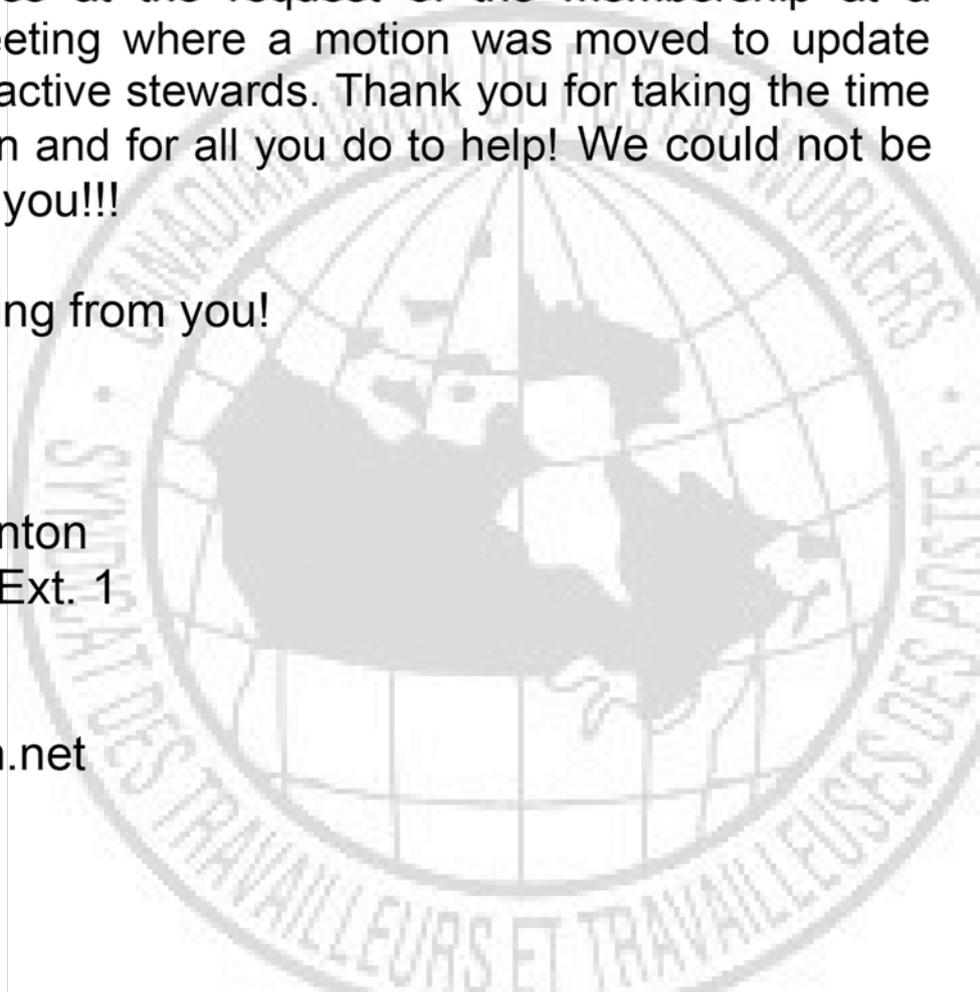
The following information will be needed in your reply: name, location (depot/wave, shift/section), if you are currently actively volunteering in the capacity of shop steward and if you would like your name listed on our CUPW Bulletin Boards at your work location.

If you have not yet responded to this request, please do so before ***November 30th, 2018*** so that we know we have permission to publish your name and file your name as a Shop Steward with the employer.

This status update comes at the request of the membership at a General Membership Meeting where a motion was moved to update and post a current list of active stewards. Thank you for taking the time to update your information and for all you do to help! We could not be the local we are without you!!!

Looking forward to hearing from you!

Nancy Dodsworth
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Guidelines for CUPW Shop Stewards

Edmonton Local 730

In the Edmonton Local, Shop Stewards are appointed by the Executive. If you are not prepared to fulfill the role of Shop Steward and follow these guidelines, you may be asked to resign.

Support the union. Don't trash it. Build solidarity instead. If you feel you must put down the union as a matter of course, or you are thinking of 'going management', resign as a Shop Steward. You are hurting the cause.

As a Shop Steward, you are an authorized **representative** of the union. Try to explain the union's side of the story. If you add your own opinion, clarify to the members that it is your opinion. The union has a **legal obligation to represent our members**. Shop Stewards play a major role in ensuring our responsibilities are met and our union is strong.

Support other Stewards in the workplace. Respect each other. Stewarding is difficult enough without stewards causing problems for each other. We are trying to build the union!

The union isn't perfect, and members have different opinions, but a Shop Steward should believe in the principle of "**united we stand**". When the union can't stop management from doing something, don't blame the union! See the broader picture. Be realistic with our members. Respect the democratic process. You may not agree with decisions of the union, but you should represent them in a manner that ultimately builds union strength and solidarity.

Avoid heavy-handed approaches with our members as these alienate members from the union and lead to stress, fighting, and backlash in the workplace. We seek to change through **education**. We prefer to settle our disputes by **consensus and discussion**, without intervention from management or the police. The Shop Steward is a friend of the members, not a guard or patroller. This is a delicate balance. It's about strategy, respect and friendship. The employer has the responsibility to ensure a workplace that is safe, healthy and free from harassment. Our role is to force the employer to respect the contract – not to engage in pitched battles with our members.

Read the contract and represent the members accordingly. If the matter is a violation of the contract, submit back-up to the union for a grievance. If you are unsure, seek opinions, but don't miss time limits. Don't advise members to see a lawyer (unless it is a criminal matter) or go to their member of parliament **instead** of using the grievance procedure. Our recourse is the grievance procedure.

Don't meet with management alone. Don't abuse the hard-won Shop Steward rights in the contract. Be accountable for your time off the work floor when investigating grievances. The grievance procedure is for **genuine violations of the contract**. Our members are already waiting a very long time for grievances to be resolved.

If you have a dispute with another steward or Executive, **talk to them directly and try to resolve the issue**. Resolve internal disputes without management present (for example, discuss contentious matters before, not during, a consultation). We need participation in the union and we need to be united in our cause. Treat each other well. Focus on **issues**, not personalities.

Be an advocate for **ALL** members, not just those in your section or shift. You are **representing the union**, not just yourself and your co-workers. Read bulletins. Attend Steward meetings. **Stay informed**. Don't guess at the answer. If you don't know, find out and get back to the member. Seek advice. Ask either a more experienced steward, a Chief Shop Steward, or phone the union office. Work with the Chief Shop Steward of your area. If you have information, pass it on to other stewards. If you hear rumours, check them out.

Send all notes from interviews you attend into the union office quickly so we can monitor the time limits for grievance submission. Your notes belong to the union, as you are attending the interview as a **representative** of CUPW.

Be a leader in the workplace. Set an example. Speak up against discriminatory comments. Protect members' rights to workplaces free from discrimination. Respect privacy and confidentiality of members. Be pro-active about Health and Safety, but respect the decisions of the Health and Safety committee.

Don't 'tell' on our members to management, especially about productivity. Productivity is the employer's concern, not the union's.

From the CUPW Edmonton Local By-Laws

6.14 The Local Shop Steward:

6.14.1 The Local Shop Steward is the link between the Local Executive Committee and the members of their worksite.

6.14.2 The Local Shop Steward promotes the policies of the Union and enforces the Constitution and the decisions of the members taken at Convention, through a referendum or at a GMM.

6.14.3 The Local Shop Steward ensures a strong Union presence on their worksite.

6.14.4 The Local Shop Steward enforces the Collective Agreement.

6.14.5 The Local Shop Steward promotes the objectives of the Union and those of the Labour movement in general.

6.14.6 The Local Shop Steward regularly informs the members of the decision of a GMM, the activities of the Union, the Union publications and any other item of interest for the Union and the well-being of the members.

6.14.7 The Local Shop Steward acts as advisor for the members, defends the interests of the members they represent, in all cases.

6.14.8 The Local Shop Steward keeps the Local President advised at all times on all problems, complaints and grievances among the membership.

6.14.9 The Local Shop Steward will be responsible for the completion of accident investigation reports, grievance back-up, health & safety complaints, or any other reports.



Striking CUPW members in Hinton, AB. Photo courtesy of Cheryl Ward-Krause.

16 Trucks

To the Tune of "16 Tons" by Tennessee Ernie Ford

Some people say the postie
ain't nothing much
Never there, when you're there
and so outta touch
Oh that darn postie
Oh where is he
He's on the corner
Two streets over
Knee deep in slush

He loaded 16 trucks
And what did they say?
Hurry up, you're loaded up
You're blocking the bay.

If there is a God above
You'd hear him say
"Those posties do
Deserve fair pay."

She woke up one morning
It was blizzard and cold
Check it out, an easy route.
Or so she was told

She took 8 trips full
To the R P O
And the supervisor said..
Good...
Yah got 8 more!

She loaded 16 trucks.
But what did she get
The daily risk
Of slippin' a disc
And reduced benefits.

I dont need to say
What you already know!
Rain, sleet, snow, or shine
It takes its toll.

He woke up one morning
And thought to himself
What do I got
When
I dont got my health?

I got a pension plan
Not much-
but It'll see me through
Unless the C P C
Wanna take that too!

He loaded 16 trucks
Then where was he
Retired at
sixty five.
Rehired at seventy three.

No one deserves to work
Their hands to the bone
And still not afford
To keep
their home.

She came home that evening
It was nine thirty
A twelve hour day with
no lunch, no break,
and no time to pee.

She said "Our company
States we're the epitome.
They'll tell anyone
But they won't tell me."

We loaded 16 trucks
What did we get
Another day over
And a twinge of regret

Oh Canada Post
Who do you hurt the most
When you act unfairly?
Remember please

It's only a little money.
A little money.

By Ben Harrison, letter carrier at Rosedale

Helping Those in Need

Postal Workers Building Communities

The Human Rights Committee and the Women's Committee have decided to work together in order to help people in our communities. We have been collecting new or gently used winter clothing, such as mittens, gloves, hats, and scarves, as well as personal hygiene products, which are in high demand.

Donation boxes were set up in lunch rooms at the depots throughout the city as well as at the EMPP and at our Union office. Affiliate offices were also encouraged to collect items and donate them to shelters in their areas. If you have photos of these donations, please share them with the Editor of the InsideOut (editor@cupwedm.net) or text message them to Nancy (780-719-4555) and let us know which office you are from.

Our campaign ran until September 28th. We will be donating what we collected to the Youth Empowerment and Support Services (YESS) in Edmonton. People have asked about donating money. If you would still like to do this, please make all cheques payable to Youth Empowerment and Support Services.

We have a very large local and together we can help out people in need. As postal workers, we are a large part of the neighbourhoods in which we work. Building that community is our goal. Thank you to everyone who donated or participated in any way with this project.

*By the Human Rights Committee and Women's Committee.
Photos courtesy of Kathi Gouldie.*





Above: CUPW members picketing in Camrose, AB. (Photo courtesy of Chriss Berger.)

Below: CUPW members picketing in Nisku, AB.





*Top Left: CUPW members at EMPP on strike.
Top Right: CUPW members and supporters picketing the EMPP.
Right: Parking lot meeting at Depot 2 in Edmonton, AB.
Bottom: CUPW members and supporters attending a rally at Liberal Member of Parliament Amarjeet Sohi's office.*





*Top: CUPW members showing support while attending the Prairie 3-day School.
Middle Left: CUPW members picketing in Wetaskiwin.
Middle Right: CUPW members trying to stay warm outside of the EMPP.
Bottom: CUPW members at the EMPP showing solidarity by wearing black shirts.*

Supporting One Another

International Day of Persons with Disabilities

With International Day of Persons with Disabilities quickly approaching (December 3rd), I've been tasked with designing a button.

In my view, we each have strengths and weaknesses that can serve ourselves and others. Some will see what we cannot do as a disability, but others will see the gifts within.

Disabilities represented on the buttons include visual impairment, hearing impairment, mental illness, intellectual challenges, acquired challenges, physical impairment, and speech impairment.

It doesn't come easy for everyone, but it is essential in the workplace that we be inclusive of all people and plan to work with and through impairments and challenges.

The button design represents the CUPW mission to support all in the workplace. The design is in the shape of a face. The eye represents visual impairments or challenges, such as colour blindness or the need for eyecare prescriptions. The keyboard represents intellectual challenges.

The stethoscope shapes the mouth and represents acquired challenges that arise from time-to-time in our lives by way of a virus or bacteria. The icon with the person and speech symbol represents speech impairment or language barriers. The face with brain activity sensors represents mental challenges, disorders, and moods. The ear represents hearing impairment. The wheelchair icon represents a physical impairment.



In this design, CUPW-STTP stands in for hair and represents continual growth, while the line "Supports All" makes up the neckline because if we are supporting all, we might be able to hold our heads up a little – or a lot! – higher.

In the centre, however, is a gift. This represents one's unique self and the fact that these differences need not be seen as detrimental.

Let's all give each other some positive attention when we do well and do our best to look for how to work through challenges when they arise.

I hope that you enjoy the design and I would like to thank you for reading. If you have the time, please send me a note and tell me what you think! You can contact me at awmwinspire@gmail.com. Please use 'Supports All' as the subject line.

By Andie Wirsch, member of the Human Rights Committee and Women's Committee, letter carrier, Shop Steward, and peer mentor at Depot 2



Photo of CUPW members at Whitemud South taking part in the black shirt solidarity campaign.

Orange T-Shirt Day

September 30th

At Edmonton's City Hall, which is on Treaty 6 land, a ceremony was held to honour all the kids who never returned home from residential schools. A few of us were able to attend and show support for the occasion, honouring the past and hoping to build a better future through awareness of what happened to the Indigenous peoples of Canada.

Several people spoke of the impact that residential schools have had not only on their lives but the lives of their families, friends, and communities. Children at the ceremony engaged in drumming and dancing, showing that they have been able to reconnect with the culture that residential schools tried to separate them from.



By Kathi Gouldie, photos courtesy of Todd Brooks

DEAR POSTIES,

KEEP UP
THE FIGHT

DONT BACKDOWN

SINCERELY,
THE WORKING CLASS