

InsideOut

**Canadian Union of Postal Workers
Edmonton Local
September
2008**



National Officer, Brother George Floresco, Edmonton Local President, Brother Brian Henderson, and National Director Prairie Region, Brother Gord Fischer chatted with local shop stewards and their families at the Local Barbecue, August 23rd, between RSMC votes on the tentative agreement. Extra food from the barbecue was donated to the Hope Mission.

From the EDITOR:

The Local is in the midst of an election for two Executive positions. Kathe Shield, who was elected as the chief shop steward for RSMC's following Sister Sue Wilson's election as the full time Secretary-Treasurer, took a management position in July, training RSMC's. That vacancy was filled by acclamation on August 20th, by **Sister Jean Endruschat**, letter carrier. Congratulations Jean!



The vacancy following **the resignation of Brother Mike Tarnawski**, full time Health and Safety Officer, is being filled now and this issue contains the campaign literature for each of the four candidates: Sister Lorraine MacKenzie, Brother Larry Dionne, Brother Rashpal Sehmbly and Brother Mike Painchaud. It is important that members of the local participate in this democratic process and vote for the candidate of their choice. It is great to see the interest in this position as this is extremely difficult and stressful work. **Vote** by mail in ballot, if you work an hour outside of Edmonton, or, vote on **Sunday, Sept.7**, from 8am to 6pm at the local office, 11001-107 Street. Results will be announced at the General Membership meeting that evening at 7pm. If no one candidate achieves 50% plus one of the votes, the candidate with the least votes drops off and we go through the voting process again, and so on until we have a clear winner with more than half the votes.

Also happening in the month of September are the **votes** on the **tentative agreement for RSMC's**. The agreement reached on July 4th and recommended unanimously by the RSMC Negotiating committee, was also ratified by the National Executive Board. Complete details of the agreement are presented at the ratification votes, where RSMC routholders will be able to ask questions, discuss and vote on the agreement. The meetings are being held across the country until Sept.28th.

The dates for Edmonton Local are:

Sept.5, 2008 French Culture Centre, Bonnyville, 5:30 to 7:30pm

Sept.6, 2008 Vermillon Library, Vermillon, 10am to noon

Sept.6, 2008 Camrose Legion, Camrose, 2pm to 4pm

Sept.7, 2008 Rec Centre, Morinville, 11:00am to 1:00pm

Sept.7, 2008 Best Western, Westlock, 3pm to 5pm

If you have questions about these meetings call: 1-877-423-2879 (toll free for all of Alberta)

And at the end of the month we have the local women's conference: **Equinox**. The details and the application form are also in this issue and we hope that you will join us.

-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.

e-mail to
editor@cupwedm.net

or
The Editor,
InsideOut
11001 107 Street
Edmonton Alberta
T5H 2Z6

PRESIDENT'S MESSAGE

A Thank-You to Brother Mike Tarnawski

Late July 2008 Brother Mike Tarnawski our Health & Safety Officer for the last twelve years with the Edmonton Local decided to step down as an officer. This is probably the hardest decision Mike has had to make and probably the hardest article I will have to write as a Union Activist and the President of the local.

There are some things that you don't know about Mike that everyone should know. He loved his work as the health and safety officer. His passion for the union was not only the health and safety of each and every member but the well being of each and everyone of us. Mike would argue on numerous occasions with the Corporation about issues such as weight limits, weather conditions, safe equipment and the latest, which is the use of Manulife to monitor our attendance and use of sick leave. These issues have not been easy to deal with over the years. With a Corporation who believes that most of us misuse this benefit even though through negotiations year after year we have maintained this right, Mike would say "We earned the credits we should be able to use them."

Mike also waged a tireless fight with WCB to ensure injured workers did not have to suffer a loss of income in addition to the stress and pain of an injury. I have seen Mike on many occasions go to members homes to make sure they were safe and following recommended programs proescribed by their doctors in order to maintain their employment. Brother Tarnawski would do office visits or plant visits whenever he felt it was time for the union to make a presence. Mike would be called at all hours of the night but that didn't matter to him. He said that this was his duty to the members and he did it without question.

Brother Tarnawski is also famous throughout the labour movement. Mike is by his own right a poet and the author of a poem that has been recited over numerous years. On April 28th, the Day of Mourning for Workers Killed and Injured on the Job, Mike recites his poem on the struggle

of workers as he has done for many years. He has also published his poem in our InSideOut and in many union magazines throughout the country including our national publications. When ever we were at a regional or national meeting Mike would take the time to generate a poem that would lighten the room and bring it to laughter. That was his goal and he did it no matter what the political cost.

This is all nice to say but you have to know the driving force and that is Betty, his wife for 35 years. In all the times I have dealt with Mike's family they have always maintained their support for Mike and the union. I have been invited along with my partner Liz to their home and felt like I was part of their family and still to this date maintain that feeling.

Mike you have encouraged me and others to maintain the health and safety of the membership. You have taught many activists of their rights in Health and Safety both in our local and our region You have always put your fellow workers welfare before your own.

Brother Tarnawski I just want to say that I have respected your support, your encouragement and enthusiasm over the years. I want to say thank you, we all want to say thank you for your years of involvement and dedication. Thanks again Brother!!!

Solidarity
Brian Henderson,
President



The Voice of Your Secretary-Treasurer



-Sue Wilson

RSMC Ratification Votes

Brother George Floresco (National Office) and Brother Gord Fischer (National Director Prairie Region) were in Edmonton, August 23 and 24 to conduct the RSMC ratification votes that have officially started across the country. The NEB recommends acceptance of this contract because it addresses a majority of issues that were brought forward to National, from across the country. There is an increase in pay per kilometer. Issues of an increase in pay, relief employees for major urban centers, a bi-weekly pay system, two days paid personal leave, a training allowance and transfer rights by seniority to name a few. There is no longer a 5% rule for extra calls. There will be another round of ratification votes in the Edmonton Local following the Labour Day weekend.

Congratulations to Jean Endruschat acclaimed Chief Steward of RSMCs. Jean is a mobile letter carrier who has been with Canada Post for thirty years and is very experienced with route measurement. Jean has worked with the Edmonton Local for the last 10 years as editor of the Inside Out, in conflict management, in route measurement, in health and safety and is the chair person of the Environment Committee. Jean can be reached at 780-966-7734 to discuss any of your concerns.

Shop Steward Barbecue

A really big thank-you to **Larry Dionne** and **Laure Lucyk** for the great job they did in organizing this event. Everyone who attended had a great time!

Education Officer's Report

Local Education: The Basic Shop Steward course will be offered September 11 to 13.

Regional Education: The Regional 3 Day School is being held November 15 to 17 in Edmonton. The courses are: Benefits, Route Measurement, and Health and Safety for Committee Members.

Applications will be available in the local office.

The Regional week long school is once again being held jointly with the Pacific Region in Naramata, BC. from October 21 to 26. The courses are: Leadership, Collective Agreement, and Youth.

If you are interested, submit your name to the office by **September 16th**, and the participants are selected by the Region after consulting with the local. The local Education Committee makes recommendations to the local on who should be selected.

Members of the Local Education committee are elected at the general membership meetings and include: **Darcy Griffiths, Carla Fiddler, Raj Sharma, Larry Dionne** and **Bev Ray**.

The next meeting is in September.

-Carol Leighton



From the Grievance Officer...

Union Did Not Agree to 1/3 House Holder Delivery !

The union did not agree to the 1/3 per day householder delivery system. The employer put this in place, across the country, despite our objections and our questions. It looks like we can't stop the 1/3 system via the collective agreement. This opinion comes from our national union. With minor exceptions, the contract has not been violated. If the 'splits' on your route are not adequate, you can grieve if corrections are not made once you bring this to the employer's attention. We will try a grievance on the 'compressed' delivery, when the requirement to deliver 1/3 leaves all of a particular set of householders being delivered on one day, but the opinion from the national union is that this is not a strong grievance. To put it another way, if the employer does try to discipline carriers for not following the 1/3 delivery system, they probably can.



Too Many Discharges!

In an attempt to allegedly improve flyer delivery rates, besides imposing the 1/3 delivery system, the employer has conducted an aggressive campaign of firings, 5 day suspensions, shown videos, given lectures, and sent letters to carriers. To monitor delivery and to discipline carriers the employer spot checks to 50 points of call, hires outside firms to monitor delivery and gets homeowners on routes to collect and report on the receipt of householders. Management uses invisible ink to mark householders with route numbers, checks cases and relay boxes, follows carriers on route and has an active Security and Investigations squad (S&I) who use an array of methods to police the

security of the mail, including householder mail.

We Don't Do Well at Arbitration

When the allegation of failure to deliver householders is proven, arbitrators tend to not have much sympathy. Even failure to deliver small numbers of householders can result in serious discipline and discharge. We don't do well at arbitration but this doesn't stop us from trying, and carriers should **grieve every disciplinary letter**, every waived suspension and every served suspension relating to allegations of failure to deliver mail or delay of mail.

Carriers Opposed to Employer's Actions

Most carriers would rather have the freedom to make these delivery decisions themselves. The householder overburdening situation faced by carriers has been made even worse with the imposition of the 1/3. Overall opposition by carriers is high and we have let our national union and the employer know this. Some carriers blame the union for not stopping management. How perfect for the employer. They impose an unpopular householder delivery system on the carriers, who turn around and blame the union. This approach plays right into management's hands.

You Are the Union! In every obstacle we face as workers, solidarity is the best approach.

**Solidarity,
Carol Read,
Grievance Officer,
CUPW Edmonton**

Route Measurement Report

It's hard to believe that it is almost 2 years since the parcel project was implemented. It is over 3 years ago since we started training observers and doing timings. This has been an awful lot of work but finally it is coming to a close. The new loading and unloading times have been entered for all motorized routes and a final consultation meeting on them is now scheduled. I would like to thank all of the many members who participated in the timings and did the observing for timings and restructures.

In my last report I talked of major problems with the 038's. These are the forms that determine the time values for you to sort and deliver the mail. We did finally have a meeting with management on it and unfortunately we were unable to reach agreement on how to fix the problem and ensure that any carriers who lost money because of the problem had been paid. We did however make some progress. The employer is paying for a member of the route

measurement committee to review the 038's at one Depot and another meeting is scheduled to discuss the results. We also confirmed the procedure to make corrections to 038's where errors are found:

- New 038's will be printed for all routes for the carriers to have at their case. This leaves them there so when you have time (perhaps while waiting for late PCI dispatch) then you can take a look.
- When you find an error you make a note on the 038 and give it to the supervisor.
- They then enter the data and wait for the RMO

(Route Measurement Officer) to approve it.

-When the Supervisor gets the updates back from the RMO they print two copies of the 038, one is given to you and the other goes in the files in the office.

-The time between when you give the 038 to the supervisor and when you get the corrected one back should be less than two weeks.

Here is a very basic outline of some of the places where the union is finding errors. Because of the way the errors occurred it will be necessary for you to go through all of them again even if you kept

yours up to date and knew they were right before.

You should have one 038 for each postal code you sort or deliver to. If you sort mail for someone else then they will have the 038 for those calls.

POC (Points of call) Some have gone missing. Check to see that individual calls are all listed on the 038 and that for apartment buildings it is showing the correct number of unit's ("K" value) For directs be sure that each call you are

required to sort the mail separately for, is shown.

Street Distance is at the top center of the form. On a foot route you should have street distance showing on any 038 that you deliver and that there is also a distance shown on distance on foot. There are some exceptions where an apartment building has it's own code separate from the rest of the calls on the block. It will have a note saying which 038 the distance is on. On Motorized routes it will show up as distance driven. Or if it is a single call near the end of the block then they may have paced it as variable from the intersecting street.



Non Variable pacing is shown on the right hand side of the 038 and is given where you deliver to two or more POCs.

A typical apartment building should show distance from the street into the building, number of doors (count only once), number of steps (count both ways) the number of panels and the distance and steps back out.

A condo complex or shopping mall will show any distance on foot from the street and back, and doors or steps.

A typical strip mall or business complex on a foot route will have distance from the street to the first call and then distance from the last call back to the street.

A strip mall or business complex on a motorized will have distance MM in and out from street, a MM stop distance from the truck to the POC and back to the truck.

A CMB site will have MM stop, distance from truck to the CMB and back and number of panels.

Brian Blair

Chief Steward Stations & Depots

Report from the Edmonton Local President...

Strategic Review

As you may be aware the government has authorized a review of Canada Post's mandate. What does this mean for postal workers? What does this mean for the general public?

The fact that government is not holding public hearings and is proceeding at a breakneck pace with the review suggests that it is not really interested in hearing from the real owners of the post office - the public. We fear that this committee will suggest that the exclusive privilege to deliver first class mail will be taken away and allow the private sector to compete for this business, putting our jobs in jeopardy.

We must also be concerned about the government taking steps to deregulate Canada Post . We want a universal public post office. We want to remain as a public service for the people and to remain affordable for all Canadians no matter where we live.

Each and every member of this union has a part to play in order for us to achieve our goal. I am asking you to take some time to write your MP or at least call your MP to share your concerns about the loss of jobs and the obligations Canada Post has when it comes to serving our communities.

EMPP Update

Consultation was held with the employer on the second faze of the changes to the new Originating and Incoming sections that will take effect either late this year or for the annual shift bid in January. The employer has given the

...continued page 12...

Considering Going Organic?

- no chemicals or hormones used**
- free of genetic modifications**
- grown with sustainable methods**
- natural pest control and fertilization**

These questions are to introduce you to **Rashpal Sehmy**, my candidate for Health and Safety Officer. All candidates will list what they have done as union representatives yet the position is a job that requires both knowledge and the ability to work with people who are having both health problems and personal problems. I feel **Rashpal** is this type of person. Read this and learn what I have to say about **Rashpal Sehmy**.

1. What experience do you have? Rashpal: First off I must thank my local and region for giving me the opportunity to take courses in; Health and Safety, WCB (Workers Compensation Board) appeals and many more also. I have served as a member of our Joint Health & Safety committee for almost 5 years.

2. Why do you want this job? Rashpal: For me or any union representative it should be about what we do best and that is to serve our members. I have a genuine interest in helping people and making sure we are not denied our rights.

3. What is your view on the most important issue? Rashpal: Any issue which creates an injustice to all postal workers is an issue. With changes taking place without proper notification to the union and health and safety committees, this creates more injuries which could have been prevented.

4. How will this affect your family with such a responsibility and commitment? Rashpal: Those of us that have become shop stewards or union representatives usually already understand the ideals of commitment. With it comes being responsible to our members. With a supportive family, my wife and ten month old son, I know its all about using ones time wisely. When it comes to our health & safety and all other matters if we sit back and do nothing our members will suffer. We must all take a stand to protect our jobs. I do this because of my family, so when my son does enter the job market all employers will see health & safety as an important issue.

5. Who would you vote for? Rashpal: I always tell people to choose the best person suited for the job.

Any questions or concerns please contact me in coding shift 3 or on any of my breaks, Thank-you.
Rick Kalewaska

**ELECT RASHPAL SEHMBY FOR
LOCAL HEALTH & SAFETY OFFICER**

**AN INJURY TO ONE
IS AN
INJURY TO ALL**

**PLEASE EXERCISE YOUR
RIGHT TO VOTE
ON
SEPT.7, 2008**



RASHPAL SEHMBY

I am Steve McGregor and I am proud to support **Rashpal Sehmy** for the position of our Local Health & Safety Officer. I have been a Shop Steward for the better part of 10 years and have been very active in dealing with work floor health and safety issues. **Rashpal** and I have worked together in both Transfer and Parcels for five years and I have always known him to be innovative and determined to better the working conditions of all workers. **Rashpal** has worked in several executive positions and committees and has the heart and knowledge that we have all come to know of our local executives.

Rashpal has the desire to help our members deal with an employer who shows little understanding or compassion for the sick or injured. I know that **Rashpal** sees Canada Post as having a responsibility to reduce injuries as well as treat our members with the respect and dignity as equals. I believe that **Rashpal** is quite capable of representing the members' best interest in Canada Post's ever changing mail processing plans. He's the kind of Postal Worker that will make sure that the members concerns are heard and acted on as much as possible.

Having worked at Canada Post for over 22 years I have seen many improvements to our working conditions because of our Health and Safety Officers. **Rashpal** would serve our union and our members with dedication and pride.

Any questions or concerns please contact me in parcels shift 3 or on any of my breaks, Thank-you.



Larry Dionne

for Health and Safety Officer

I ask for your vote for the position of full time Health & Safety Officer, Edmonton Local.

I am currently on the local executive as Chief Shop Steward (Bulk). I work on night shift in Parcels at the EMPP along with my partner Laure who is also a shop steward. As empty-nesters, we dedicate more and more volunteer time to the Edmonton Local.

What Training Do I Have?

I have taken many Union courses but these ones are most relevant to **Health & Safety**:

| | |
|-------------------------------|---------------------------------|
| Regional CUPW H&S Course | Appendix DD H&S Comm. Training |
| CUPW Human Rights Course | Appendix DD Facilitators Course |
| Regional CUPW Contract Course | W.C.B. Appeals Training |

How Involved Am I In The Union?

I currently am an **active and elected** member of many local and national committees. The ones directly related to the **Health and Safety** position:

| | |
|---|----------------------------|
| Local H&S Committee | AFL H&S Committee |
| EMPP Joint H&S Committee | AFL Human Rights Committee |
| National Human Rights Committee (appointed alternate) | |

If Elected Health & Safety Officer what positive changes do I plan to introduce?

- Functioning Workplace Hazard Prevention Program (WHPP) committees.
- Improving the local's WCB appeals process and better educating WCB advocates.
- Training replacements for the H&S officer while maintaining confidentiality.
- Using direct action and other available tools to fight the boss on H&S issues.
- Involving the Union H&S committee in recommending grievances.
- Monitoring closely modified duties and enforcing the duty to accommodate.
- Scheduling regular rehab committee meetings with the employer.

I have and will continue to push for improvements to the RSMC contract, especially Art.17 (Sick leave), Art.20 (Injury-On-Duty) and Art.24 (H&S) at all levels of our union.

Members need to know their rights around H&S. We need more local and regional H&S courses for our shop stewards as well as training for the members and shop stewards on how to deal with Manulife. Members, shop stewards and joint committee members need **union** Health and Safety Training.

A Safer Workplace and Prevention is the Key to Reducing Injuries.

I'm asking for your vote on Sunday September 7th, 2008. Vote at the Union Office (11001 107 Street) between 8:00 AM and 6:00 PM.

For Results Vote Larry Dionne



Live & Breathe Health & Safety

Brothers and Sisters:

My name is **Lorraine MacKenzie** and I have put forth my name for the position of **HEALTH AND SAFETY OFFICER**.

For the members who don't know me... let me tell you a little about myself. I have been employed with Canada Post for 22 years and have witnessed a lot of changes along the way, some good and some appalling... My main focus has always been the Rights of the Members. I was the President of the Mackenzie Local for 2 years. I have been with the Edmonton Local for 8 years. After 2 years, I recognized an immediate need to become a shop steward with our Local and since then have been committed to aiding our members in the protection of all our rights in the Collective Agreement. I was appointed to the Health and Safety committee in 2003 and the last four years I have been voted back by our membership. In 2007 I became co-chair of our Local Joint Health & Safety Committee and have been involved with the Education and Election Committee. I am running for this position because I am passionate about the Health and Safety of all our members and want to be available in the office to all our members. I am running for this position because I am a fighter and not a quitter which is an essential Leadership Quality I have to offer you. I am prepared to combat and conquer in the battle with Manulife. One of the many goals I have is to inform the RSMC'S of their Health and Safety Rights and to keep continuous contact with them. I am running for all the brothers and sisters I meet who wake up every day and work hard to make a difference for their families at zero health risk to the employer,

but with 100% of our own blood, sweat, and tears. I know that if we stay together, as a union and a people, there is no challenge we cannot meet, no barrier we cannot break. Inside workers and Outside workers, we are all CUPW Members and WE ALL DESERVE TO BE SAFE! I am looking for your Support and your Vote to assist me in becoming the successful candidate in this election.

In Solidarity, **Lorraine MacKenzie**

It is with great pleasure that I recommend **Lorraine MacKenzie** for the position of Health and Safety Officer.

Lorraine has always displayed a high degree of integrity, responsibility, and ambition. She is definitely a leader rather than a follower. In addition to her excellent accomplishments, she has proven her leadership ability by organizing and facilitating an incredibly informative Health and Safety Course.

This is to provide all members the tools we need for our own Health and Safety.

She is also a most dependable co-worker. Her good judgment and mature outlook ensure a logical and practical approach to her endeavours.

Lorraine MacKenzie would be a beneficial advocate to all of us as our Health and Safety Officer, and I am happy to give her my wholehearted endorsement.

In Solidarity,
Yvette Brusseau

Hi , my name is **Mike Painchaud** and I am running for the position of **Health and Safety Officer**. I've worked at Canada Post since March 1999 in the EMPP, ELPP and currently as a letter carrier at Depot 9. I've been active in our Union since 2001 and became a shop steward shortly thereafter. I have represented the local at Area Councils, National Convention and in consultations with the employer. Currently, I am **Organizing Officer** on the local executive and also sit on the Health and Safety committee. I have experience in the Union office, replacing the fulltime Health and Safety Officer , and the President.

In the last year, my **Organizing committee** has worked with the Health and Safety officer fighting back against the harassment from Manulife. We also held rallies opposing the unjust treatment of workers by Canada Post, with good turn outs for all.

Another large project that I have had the privilege of working on is the **seniority review**. On behalf of Carol Read (local Grievance Officer) I have reviewed over 150 grievances concerning member's seniority with great success. The project is still going, with new grievances coming in continuously. The Edmonton local has put a lot of work into this and we are finally seeing positive results that we can share with the members.

Some courses I have taken are:

Advanced Shop Steward, WCB Advocacy, Organizing , Globalization, Quality of Worklife, Leadership , Benefits , Port Elgin (UEP)

A PLAN FOR ACTION

I have been an active member of the Health and Safety committee since November of 2003. The committee discusses health and safety issues for consultation with the employer, reviews accident reports and prepares for WCB/Sunlife appeals. Recent changes to the Canada Labour Code really changed how we deal with H&S matters, especially for letter carriers and rural post offices. Each individual work location must now have their own

H & S committee.

The Health and Safety officer must diligently keep track of all these smaller committees while still being able to handle the committee in the EMPP. **Having worked in the EMPP as well as numerous letter carrier depots, I know that I can achieve this task.**

The Health and Safety officer has to ensure their work in the office when they are away can still be done. Sometimes we are dealing with members who are being sent home by Canada Post and we need to be able to help these members immediately or help resolve compensation issues.

Another task is to work with our Shop Stewards on how to deal with Manulife when they are harassing our members at work. The committee needs to come up with a strategy on this and then provide it to the stewards on the floor so that they know what to do in these situations.

Canada Post seems more aggressive than ever when it comes to dealing with injured workers. They try to make it so difficult for them to fully recover before they return to work. They try to tie up their compensation claims, force workers to get an unreasonable amount of documentation filled out, and force workers to do modified duties on an off

shift from their regular one. We often see injured letter carriers being sent to midnight shift.

The Health and Safety officer, along with the committee, needs to work at finding solutions to these problems and educate the members on their rights around health and safety in the workplace. **I can do this work and more.**

On a personal note, I would like to thank Brother Mike Tarnawski for all his years of dedication and service to the members of this local and the rest of CUPW. My family and I would like to wish you the best of luck on your future endeavors.

Please come out and vote Mike Painchaud as your Health and Safety Officer. Sunday September 7, 2008 @the Union office at 11001 – 107 street from 8am to 6pm..

Thank you and solidarity,
Mike Painchaud



(report from the President) continued from page 7...

union the number of positions they feel would be required to operate each shift and section. Of course the employer informed the union that they will be deleting another two full time positions and increasing the current level of part time positions by a further 10 positions.

At least we will see an increase in day shift positions, a long standing battle the union has had with the employer. We will also see some positions on the day shift return to 7:00 AM start, some on afternoon shift to 15:00 and some on midnights return to 23:00 and the return of about half of the midnight positions to Sunday to Friday work week. Of course with these proposed changes the employer has stated that the part-time positions will be now a five day work week with weekends being 8 hour shifts and Monday to Friday being 5 hours. The union has made a counter proposal asking for some part-time positions to remain at three 8 hour shifts as we know that some of our members prefer the three day work week for a number of reasons. We have seen staffing levels increase for these two sections but, and there is always a 'but', we don't know where these positions will come from. The employer has stated that the current staffing levels for the plant will remain the same so if one section receives more staff then another section will lose positions. Of course management has stated that if production levels increase they can make a better case for more full time positions. I can assure you that this will not be the case. How can anyone believe that increased productivity will result in additional positions?

West Edmonton Retail

An Appendix T project has been agreed to at the national level which will see the current retail outlet moved from West Edmonton Mall to a new facility agreed to by the local union and management . Staffing levels will increase by one full time position and a reduction of one part-time position. We believe that the staffing levels will not be sufficient to met the needs once the facility is fully operational. The proposed days of operation are Monday to Saturday, opening from 8:00 AM to 19:00 Monday to Friday and 12:00 PM to 17:00 on Saturday. The union has proposed that we use the model being used in Sherwood Park.

External Operations

Management have been doing surprise audits on letter carrier cases to see if letter carriers are doing the 1/3,1/3 and 1/3 delivery. Even though the union has expressed our concerns over this process, management has been handing out 24 hour notices on a weekly basis and most cases result in discipline for delay of mail.

On another note the union has negotiated a process with the employer that will see each and every O38 be reviewed for accuracy. This was achieved after the union complained about data being moved from the old process to the new AIM process. After the review of one depot we were able to prove that pace values, drive times and complete addresses (to name a few) were completely missed during the conversion. We are hoping to start this process within the next two weeks and to be completed by the middle of October.

-Brian Henderson,
President

EQUINOX 2008

Growing Equality

Join Us for This Weekend of Exploring Women's Issues In Your Workplace and Community

Guest Speakers, Workshops

Strathcona Wilderness Center (20 minutes East of Sherwood Park)

Workshops:

Friday, September 26 , 7:00pm to 9:00pm

Saturday, September 27, 9:00am to 5:00pm

Sunday, September 28, 9:00am to 11:30am

Application: Equinox 2008

Name: _____

Address: _____

Phone Number: _____

Email: _____

Emergency Contact: _____

Work Location: _____

Fee: \$25.00*

Cash _____ Cheque _____

Payable to : "CUPW Edmonton"

Registration Fee Must Accompany Application

T-Shirt Size: Small ___ Medium ___ Large ___ XL ___ XXL ___ XXXL ___

Accommodation Required: Yes ___ NO ___

This is a Dormitory. Bring your own pillows, bedding, towels, toiletries and ear plugs.

*Shared Washroom Facilities

*2 Nights, 5 meals & snacks included

*\$75.00 if you are not CUPW Edmonton Local Member, is space allows

Please indicate any dietary concerns: _____

Deadline for Registration: September 12th, 2008

Return to: CUPW Edmonton Local, 11001-107 Street, Edmonton, AB T5H 2Z6

Questions? Karen, 423-9000 or leave a message for the women's committee

Report on Prairie School for Union Women...June 2008

For the 12th year in a row, the Prairie School for Union Women delivered an intensive four days of learning and sharing in a supportive environment at beautiful resort of Waskesiu Lake in Prince Albert National Park in Saskatchewan. **Yvette Brusseau, Cori Longo, Jean Endruschat** and myself were fortunate to be elected at our monthly general union meeting and sent by CUPW Edmonton Local to take advantage of this educational designed for women and to encourage continued participation in our Union. I would like to take this opportunity to Thank CUPW for all four of us. Any woman, whether she is a long time activist or just getting involved can attend this school. They offer a good variety of subjects and each course has 15 participants. This provided us with the opportunity to meet women from 18 different unions with a wealth of knowledge to share.

On Monday June 16th, we started with a plenary session by Barb Byers from the Canadian Labour Congress who gave us some eye opening statistics on economic equality between men and women with a breakdown by unionized women, women of colour, aboriginal women and women with disabilities. She also talked about the Harper government cut backs on funding for women's research groups and the CLC year round campaign on **EQUALITY ONCE & FOR ALL**, which was launched on International women's day in March, web site www.onceandforall.ca

On Tuesday we had a speech from Sandra Ahenakew on **Breast Cancer Awareness**. Her whole family is affected in a very serious way by Cancer. She has lost several members due to this killer disease and still has some that are fighting it. She herself is a survivor of Breast Cancer with both her breasts removed. Cancer has changed her life but she still brings humour in her speech.

On Wednesday we had Jan Cibart talking about "**Inside and Out**", about people coming out of the 'closet' and living a life that is accepted by our society today. Her speech was also very moving. We were served lots of good food and the accomodation was very good which definitely enhanced our learning process. Some of the courses we chose were Women Speaking Out, Occupational Health & Safety and Popular Education. We had great Facilitators and to break up the monotony of too much brainwork we had a team of wise women who came and gave us wonderful episodes of energizers which made the learning part filled with some fun and physical activity.

We had some organized water activities like kayaking and canoeing, and a walking tour. After supper we had music and refreshments. Wendy Daku from COPE Regina brought her guitar and her collection of great labour music and she played all through the week even when her fingers were numb from playing. She just kept icing them and played and sang beautifully. We also had the pleasure of sharing "**So So Solidarity Show**" with Wilma Groenen who is a famous Singer/Songwriter. After that we enjoyed a great night of Karaoke! Yvette and Cori sang and somebody put my name down for a song I did not even know but I still went up there and sang. We had a great time. Before I get carried away with all this fun we were having I am forgetting to mention that each class presented a skit or a song with the course as their theme.

Sadly, Thursday rolled around and it was time to say good bye to a wonderful experience and 130 wonderful sisters we met. We all parted with a prayer led by Sandra Ahenakew and a hug from each sister. How can I forget the lucky rocks Sandra said we had given to each other for a safe journey home.

Bena Pattni - Member of Edmonton local women's committee

THE STRUGGLE CONTINUES.....

WRIGHT ON

A Story of Epic Proportions

As I sit down to write this, I light up a big fat stogie, take a sip of Kokanee beer, rip off my shirt and set about the manly task of contributing yet another article to the pages of the Inside Out.

Interestingly, the one question friends, family and co-workers, as well as people on the street ask me the most often is...

“Mike, do you believe in reincarnation?”

Here then is the story of just one of the many past lives I have lived.

I can vividly recall being a little girl living in the Swiss Alps. I remember running through the lightly falling snow, my long blonde hair blowing in the breeze. My name, as I’m sure you’ve guessed, was Heidi. Enjoying life to the fullest, I would bound up the steps to my grandfathers’s cabin clutching a bag of bonbons I had purchased at the local general store. Life was good. Or so I thought. One day my evil stepmother abducted me and forced me to work at a German labour camp. There I was ordered to sort mail, dump mail bags and push 200 pound monos up a steep incline using a tortorous device known as a “handjack”.

After some time had passed, my dear old white-haired grandfather rescued me, had my evil stepmother committed to an insane asylum and returned me to the carefree frivolous lifestyle I had embraced previously.

And I lived happily ever after.

Okay, I know most of you were probably crying as you read this sad dark tale but the truth is that this one particular past life actually prepared me for a lifetime of indentured servitude , er, I mean the golden opportunity of working 30 plus years at Canada Post. And being raised in the Swiss Alps no doubt inspired my obsession and love affair with watches.

But enough of this zany booze-addled nonsense. It is time now for some serious work-related discussions.

Huh? My time is up?

Well, see ya next time, deadline permitting.

-Mike (exactly where am I?) Wright-

Inside Out Deadline

October Issue

Friday, Sept. 12th, noon

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

Please attend your:

CUPW EDMONTON LOCAL
GENERAL MEMBERSHIP MEETING

Sunday, September 7th, 2008

Commonwealth Stadium
 11000 Stadium Road
Green and Gold Room
7:00pm to 9:00pm

September Events

- Sept. 7: Voting 8am to 6pm
- Sept. 7: General Meeting, 7:00pm to 9pm
- Sept. 10: Shop Steward Mtg, CUPE 124 St.,
 Guest speaker: U.S. Postal Union
- Sept. 10: Retirees, 10:00am to 11:30am
- Sept. 11,12,13: Basic Shop Steward Training
- Sept. 12: InsideOut deadline: noon
- Sept. 12: Equinox registration deadline
- Sept. 13: RSMC: 10am to noon
- Sept. 17: Exec. 1pm
- Sept. 18: Women's Committee, 5pm to 8pm
- Sept. 26: EMPP\City Finals Stewards Mtg
- Sept. 26,27,28: Equinox Women's Conference

October General Meeting:

October 5th at noon.



Mike Tarnawski

September 2008

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

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

