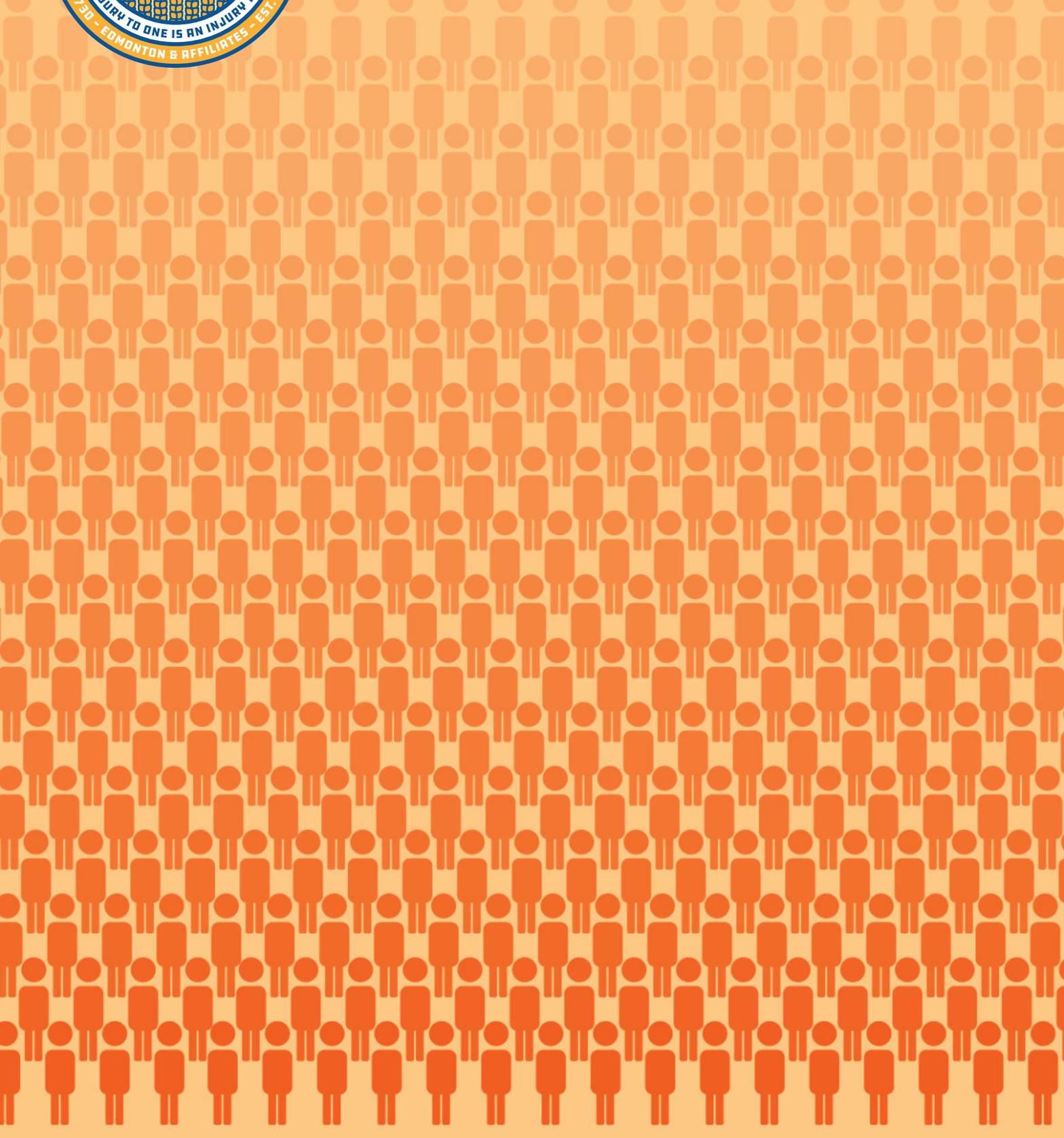




OFFICIAL NEWSLETTER OF CUPW 730 / SEPTEMBER 2022

# INSIDE OUT





**INSIDEOUT** is the monthly publication of the Edmonton Local of CUPW.

This newsletter aspires to educate and inform members and affiliates about our union's activities, opportunities, and challenges, as well as to raise awareness regarding all things labour.

Opinions expressed are those of the author and not necessarily the official views of the Local.

The Communications Committee (responsible for this publication) is always interested in submissions of original articles, photographs, or illustrations. Prospective material must always concern CUPW or the labour movement, but submissions of general interest to the membership will also be considered.

We will also publish Letters to the Editor should you feel an issue requires further discussion. All submissions are subject to editing for brevity, clarity, etc.

To make a submission, or to get involved, contact the Communications Committee at [communications730@gmail.com](mailto:communications730@gmail.com).

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**EMPOWER ORGANIZE RESIST**

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# PRESIDENT'S REPORT SEPTEMBER 2022 GMM

## I NEED A !@#\$ING RAISE

### Friends and comrades:

None of us are working at Canada Post because we like the paper cuts. We are doing this for the money. Let me be honest with you: one of the many reasons I became a Shop Steward years ago was because I wanted a raise. Clearly that Shop Steward role and even the President's chair doesn't come with more money, but I knew that I needed to do my part in the fight to improve all of our lives.

If you are hearing or reading this, then you are involved in our union, at least to some degree. Hopefully at some point in your involvement with our union, you have realized that your ability to make a difference in this world or even in your workplace is exponentially more effective through collective action. Often you will hear us talk about this. It can mean any number of things, from everyone in the building wearing a button to a full, nation-wide general strike.

But to get to any of that, we need to address some serious issues coming from the plague of individualism that has impacted not only society but also our union.

Instead of members attacking each other over some perceived slight, we need to realize that management is the cause of the vast majority of strife in the workplace. Instead of manipulating the system or getting in good with a supervisor

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***“Ultimately, it will come down to walking on a picket line to win our demands and improve the lives of all postal workers. This is Unionism 101. We all know this, but we need to walk it out – the greatest challenge we face in getting to this point is ourselves.”***

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to get an extra hour of overtime, talk to your coworkers about how to put pressure on the company to improve staffing. What about the newbies that are being exploited by a supervisor?

Ultimately, it will come down to walking on a picket line to win our demands and improve the

lives of all postal workers. This is Unionism 101. We all know this, but we need to walk it out – but the greatest challenge we face in getting to this point is ourselves. We have four previous Local presidents sitting in this meeting today, and I'm sure they would agree with me that one of the greatest challenges of this role is not management but the conflict within the membership and leadership of our union.

All too often, it seems that a number of individuals are more apt to create division instead of fighting together against management. If these members spent the same amount of energy coming up with solutions instead of spreading rumours, we would have management licked. We might actually be able to fix the staffing problems in the Plant – or the favouritism, or any number of problems, like that 7% raise I want.

You might be saying, “Oh great, we have another full-time officer looking for a raise!” Let me explain. Every now and then you will hear a Local or Regional or National officer put a motion forward explaining why, but this is not what I'm suggesting. Don't

get me wrong: full-time officers work hard and are paid less comparatively to officers in other unions. CUPW prides itself on its officers making a working class wage, and this is something I agree with.

This is why, despite my desire for a raise, full-time officers should only get a raise when everyone gets one.

I bring this up because this is what our members want. We asked during the last round of negotiations what our members wanted and the number one answer was wages, followed by benefits (which is, in fact, another form of compensation).

The best way for us to get a raise and better benefits is by being the union that CUPW has a reputation for being: a militant

union willing to fight the boss and the government. We have an opportunity with National's organizing plan (Building Worker Power) to prepare our union for 2024. Just like our banner boldly claims: Agitate, Educate, Organize!

Edmonton is in a unique position where we already have much of the structure in place to make this work. We can be an example for other locals of how to prepare and empower workers. We have a few important steps that we can take. The first being the elections happening today the VP and Chief Shop Steward, but also the committees. These committees can play an important role in the Local if filled with the right people. The communications officer is another important step, but I'll

discuss that at a more appropriate time.

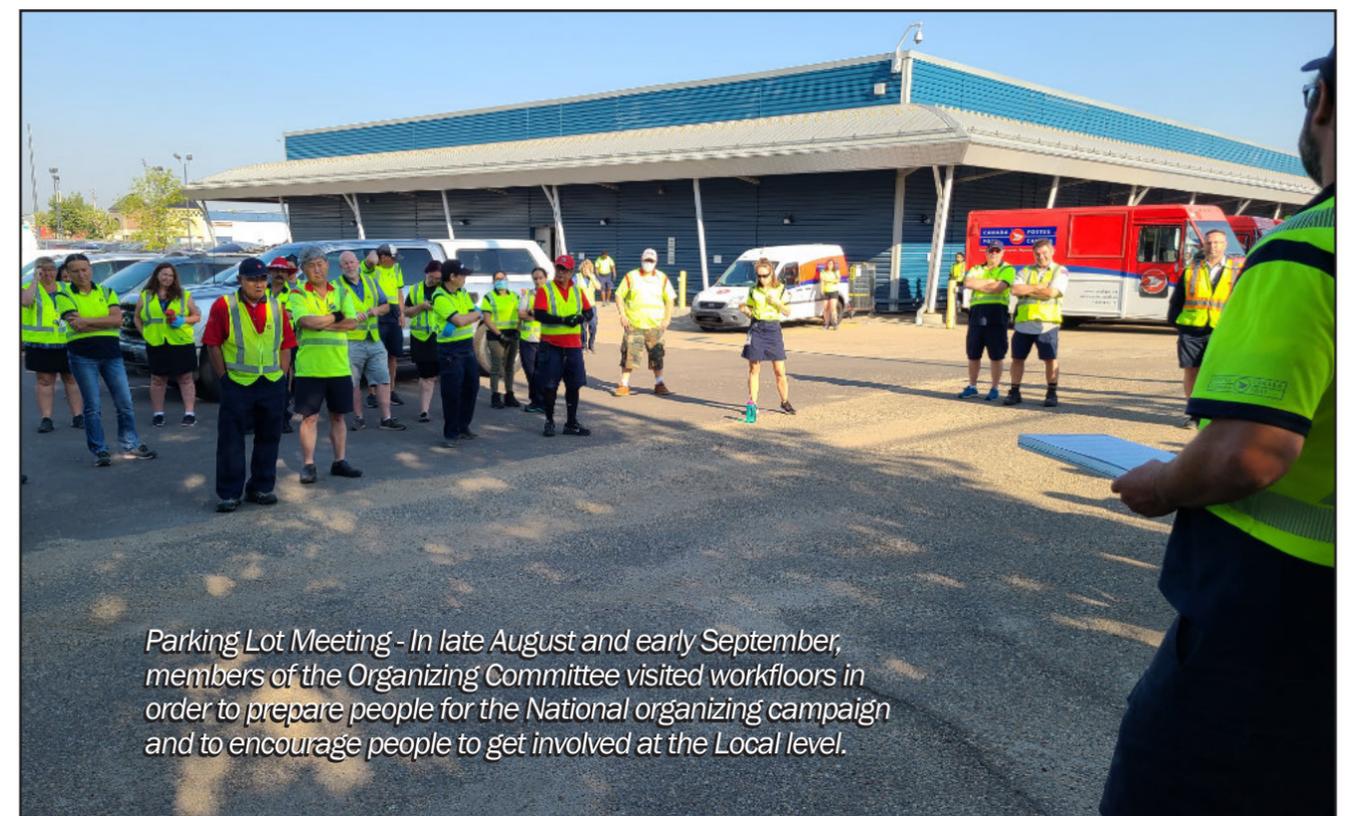
There is no shortage of opportunities to either disrupt or build the power of workers. I ask that you choose to contribute. In whatever way you can, help build our capacity to make a difference in this broken system and get me—I mean us—a raise.

In Solidarity,

**DEVON RUNDVALL (HE/HIM)**



**PRESIDENT  
LOCAL 730 / EDMONTON & AFFILIATES  
CANADIAN UNION OF POSTAL WORKERS**



*Parking Lot Meeting - In late August and early September, members of the Organizing Committee visited workfloors in order to prepare people for the National organizing campaign and to encourage people to get involved at the Local level.*

# THE TEST OF ORGANIZING

*What do the members want?*

*What will the members support?*

By James Ball

**W**hen someone is new to organizing, they frequently have goals of their own. Those goals are usually what has been the catalyst for a person to follow the organizing path. On my own path, I found frequent violations of the Collective Agreement compounded by the ineffectual timelines of the grievance system to be my catalysts.

An organizer can have the best ideas, but if the members don't support it, it will not effectively mobilize them. There is nothing wrong with having goals as an organizer, but those goals have to pass the test. The organizer shouldn't have to convince the members they are dissatisfied with something. The organizer is there to convince the members that they have the power to fix it. In our "Taking Back Our Workfloor" course, we train members in how to do this.

Following the principles of AEIOU, an organizer's job is to agitate the members into disclosing what makes them unhappy at work; to educate the members on their rights and their power as a group to demand satisfaction; to inoculate those members to prepare for retaliation from management; to organize the members who are supporting

the goal into acting in a united fashion; and to foster unity among members to act as one.

Not everyone has to be an enthusiastic supporter. Some may just not want to be involved, but it is an important test to observe that there isn't a significant group of members who are strongly opposed.

What will the members support? What do the members want? These two questions are perhaps the most important test

***"The goal of our organizing is to build solidarity and unity and we can't achieve this by supporting fringe elements and personal interests."***

of organizing. Asking these two questions has saved me a great deal of energy and time. Should you find that you are leading a small group and there is a similarly enthusiastic group that is strongly opposed to your goal, you should stop and ask yourself the aforementioned questions.

Look around and see if the bulk of the members are involved. Are you organizing to represent the membership or is it the interest of just a few members? The goal of our organizing is to build solidarity and unity and we can't achieve this by supporting

fringe elements and personal interests.

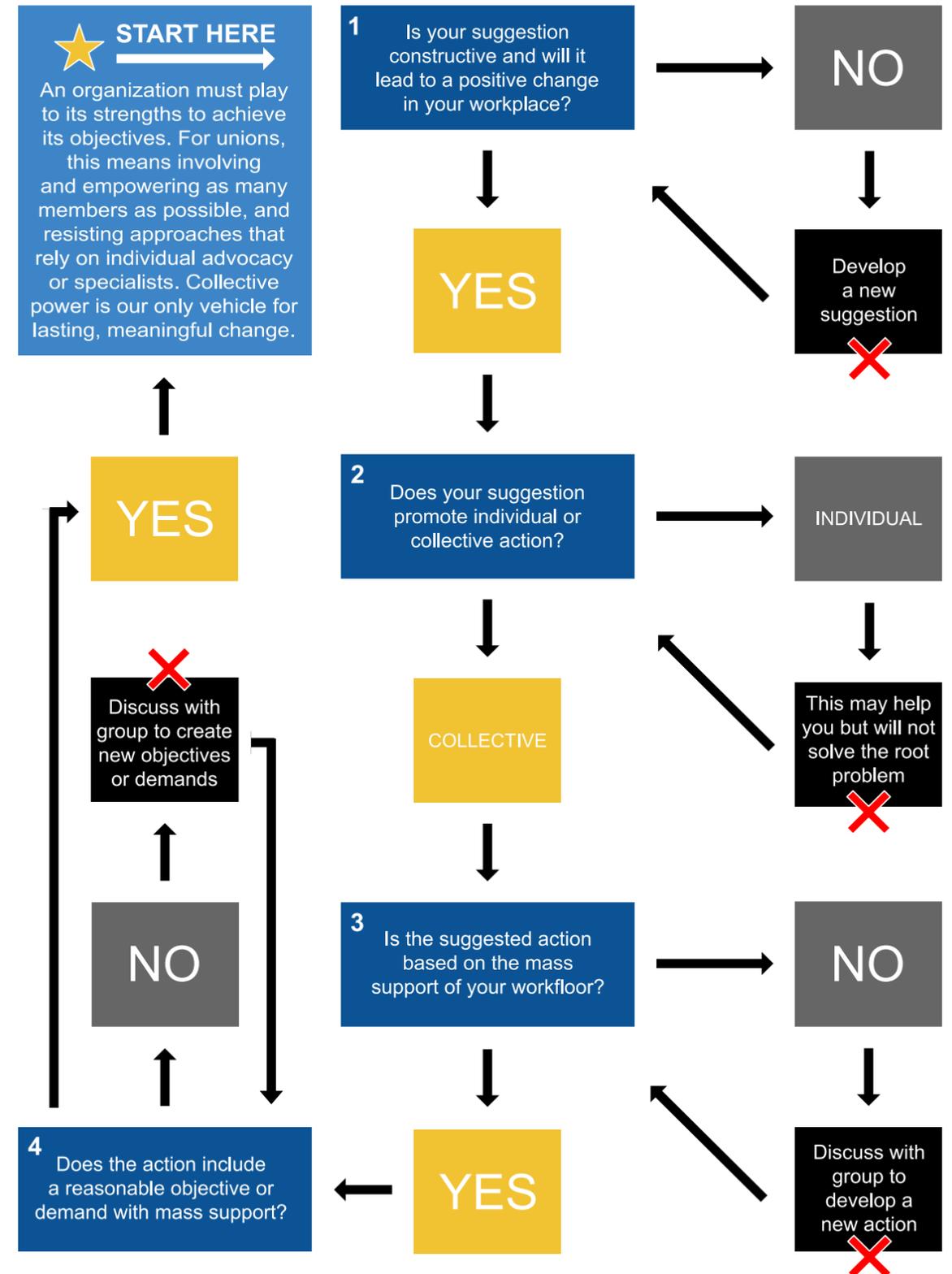
I recently put a member's demand for support to the test. They approached a group with their concerns and asked for support in organizing around the issue. Applying the AEIOU of effective organizing showed that very few members shared the concern. As there has been no action in regards to those concerns, the question must have failed the test of organizing.

Organizing only works when it channels the collective power of a unified workfloor. Doing effective organizing means finding and supporting the best interests of the whole membership. It shouldn't be used to divide us, to place the benefit of a small group at the cost of the rest of the members. When you believe you have identified a source of dissatisfaction for the membership, you need to ask the members if they will support action.

Education is the key to success in organizing. When an organizing opportunity arises and you want to support the members by taking effective action with a supportive role or a leadership role and applying the AEIOU method, we have you covered. Our Local has our "Taking Back Our Workfloor" course. You should apply for it. It's an exciting one-day class that could change your workplace for the better!



## BASIC PRINCIPLES OF EFFECTIVE WORKFLOOR ORGANIZING



# ROUTE MEASUREMENT BY THE NUMBERS

## THE ROUTE MEASUREMENT DUMPSTER FIRE OF 2022



### 10.5 JOBS (AND COUNTING) UP IN FLAMES

By Kathleen Mpulubusi

**W**hen the restructures started up again after the COVID hiatus, we knew it would be ugly. Mail volumes have been dropping continuously and, alarmingly, parcel volumes were also starting to drop from their COVID highs of 2019-2020. Comparisons show that mail volumes have dropped on average by 30% and that packet and parcel volumes have dropped by 10-15%.

Faced with this reality, we knew that routes would be cut, particular at Depot 6 (Mayfield), which has not seen a restructure since 2017. Complicating the restructures at Depot 6 and Depot 2 is the fact that routes from Depot 2 are being moved to Depot 6 to create Depot 10.

The results are chilling. Four and a half full-time routes have been cut from Depot 2 and Depot 10 and six routes have been cut from Depot 6. This is a loss of 10.5 jobs, but we are not done yet. Rosedale (Depot 9 and Depot 3) are just starting the restructure process and there will be routes cut.

The Route Measurement Committee has been hard at work since the beginning of the year reviewing routes, observing volume counts, and crunching numbers to keep Canada Post accountable. It has been challenging and frustrating work with the employer ploughing ahead to meet their own timelines.

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There are several areas of concern that need to be addressed.

**Access to Information.** We have had endless difficulties accessing basic route information to review the newly built routes. We have had issues with forms issued and then re-

issued because of “errors.” We the question the accuracy of the data that they are basing the builds on. For Depot 2, we have had numerous delays and arguments about the lack of access to information. We are also suspicious that CPC really does not want trained observers to be looking at the data too closely and wants to hinder the review process as much as possible.

**% Coverage.** CPC uses a formula to determine how many points of call (POC) a carrier will actually deliver to on a route. This is called the Percentage of Coverage. The lower the percentage, the further one has to walk or drive to deliver mail. This is why we have routes of 20+ km now. At both Depot 6 and Depot 2, the Percentage of Coverage has dropped on average by 10-15%. We now have routes at Depot 2 that are at 35% coverage, which does not even give enough time to deliver flyers let alone any other mail.

With lower Percentage of Coverage, delivery loops are built with larger numbers of POC. There are now delivery loops with over 100 POC. This

means a loop could easily be at least 2 to 3 km, or more – combined with carrying the mail, flyers, and packets, this added strain on the body creates a health and safety concern.

At Depot 2, routes were built as close to 480-minutes as possible, with one route built to 480.65 minutes. This leaves a route with no buffer time to account for extra POC, extra pickups, or heavy volumes of mail and parcels. It was agreed to build routes to a maximum of 475-minutes to allow for some wiggle room. Routes will quickly become overburdened and will not be

able to be completed on a daily basis, particularly for relief carriers.

**Unscheduled Pickups.** CPC announced that they were going to potentially give every route time to do Unscheduled Pickups even if those routes did not have Scheduled Pickups. Our union disagreed because there is a detailed process already in place to give routes time for Unscheduled Pickups. What we have noticed is that routes are given less than a minute for Unscheduled Pickups, which is not a meaningful amount of time to do any sort of pickup.

This is just a taste of the many issues the Route Measurement Committee has had to deal with so far. The system CPC uses to build routes is outdated and does not reflect our current reality. The work conditions of letter carriers is only going to get worse unless we can have meaningful change in how delivery routes are built. These routes now represent an increasing strain on letter carriers and their ability to deliver mail safely and without serious injury to our bodies.



Postie Picnic Potluck – On August 20th, members of CUPW Local 730 held a potluck picnic at Borden Park

# "CASUALS GET SCREWED" TIME FOR A BOLD CHANGE

By Robert Hohnstein

*The Corporation relies on casual employees to keep the mail moving, but these employees find themselves exploited, receiving fewer benefits than their permanent co-workers, and often left wondering if they are a part of our union at all. What can we do to fix this situation?*

"Casuals get screwed" is a common saying at CPC. Anyone who has worked here knows this saying quite well. Everyone starts as a casual before they can move on to becoming full or part-time employees. Casuals are called in to fill temporarily vacant roles when a permanent employee can't come in for any period of time or when the volumes increase and more workers are required.

Casuals are in a contradictory position where they are important in keeping operations running while at the same time being seen as completely expendable by the Corporation. This has led to CPC having a heavy reliance on the work of casuals while utilizing their "expendable nature" to squeeze out as much profit from their work as possible. This creates miserable working conditions for

casuals and undercuts the positions of permanent employees.

These miseries begin immediately. Shifts are not guaranteed for casuals and are completely dependent on if you are needed on a given day. This makes the work seasonally dependent. In heavy seasons, such as Christmas or back to school, you can get called in every day up until you've already worked 5 days in a given week. In the slower seasons, you can get no shifts for weeks or even months at a time. Because of this, it is normal for casuals to work 2 or 3 jobs to ensure a steady income.

Casuals are also expected to accept 80% of the calls they receive. This means workers must juggle their other jobs and make sure they can come into work often enough so they don't get laid off by the Corporation. It's impossible to say for certain how long you'll stay in a casual position. It depends on permanent employees leaving and creating a vacancy. The wait varies, but generally, it seems to be between 1 to 3 years on average in urban areas and double or triple that in rural areas. This alone makes it unnecessarily difficult for someone waiting to get a permanent position at Canada Post.

When it comes to the job itself, things also vary depending on where you work. If you are sorting the mail in the processing plants, permanent workers have a rotation system where they are moved to different areas every couple of hours so that they do not develop repetitive strain injuries from doing the same task over and over. Casuals do not have a rotation system. Good supervisors will try to rotate casuals appropriately, but casuals are at the mercy of management's good will because they have no obligation to do this.

This means a casual can be working in the section that deals with oversized and overweight parcels for 4 hours straight (or more), for example. This problem is compounded by the fact that since casuals are generally the youngest and most inexperienced workers, they often don't know their rights. You can, for example, request to be rotated for health and safety reasons. It's not guaranteed you will be, however, meaning casuals are often at a higher risk of injury.

For letter carriers who are casuals, they are frequently given a completely different route every day. When you are on a new and unfamiliar route where you haven't learned the

most efficient way of completing it, this leaves casuals doing overtime. If it happens often (which it does for casuals), the Corporation stops paying you the OT. Letter carriers in general also face cuts in the form of longer mail routes, heavier loads to deliver, and fewer permanent routes.

These conditions exacerbate the strain on the human body. Casuals do not get company disability benefits either. Casuals can get WCB or medical EI, but the former has to get approval from the employer, which is often a struggle, and the latter runs out eventually. As one worker stayed on the matter, "If they break us, they should pay to fix us."

Casuals also do not receive any benefits or even the option to opt in for having an affordable basic benefits package. We must pay out of pocket for things like eyesight, hearing loss, or physiotherapy. Working with industrial machinery, heavy mail, and delivering long routes leads to wear and tear on the body. The Corporation actively fights against any improvement for the casuals and energetically works to make things worse if it helps to improve their bottom line.

Where is our union in all this?

Everyone in CUPW knows casuals get screwed, yet very little is said about their conditions or how to improve

them. When someone is hired, they get 15-minutes with a Shop Steward for educational purposes. This is the first interaction a worker has with CUPW and, to say the least, it is a lacklustre at best as this is not enough to adequately teach workers about their rights, how their union operates, or even its purpose.

Of course, the bosses love this. It keeps workers ignorant and allows a regime of fear to fester. This first impression of the union only shows impotence to new workers and can negatively stain the worker's view of CUPW for years to come.

The second impression is that casuals pay full union dues regardless of the hours they work. If they work only a handful of shifts in a month, they will have their entire cheque eaten away and maybe even find themselves forced to pay arrears. They are also not provided with the education about the importance of union dues or how to be exempt from them in a bad month.

When I've talked to casuals about our union, it was sadly stated that they do not feel like they are even part of a union. The union takes their money and does nothing to help improve their situation. That is the perception on the workfloor among casuals and even some permanent employees. The fear, apathy, and even anti-union sentiments start right at the

beginning and will only continue fester and rot the longer the casuals are left in the cold. As long as that continues, the bosses will continue to undercut the casuals which undercuts permanent employees.

This doesn't have to be the case. CUPW has a rich history of militancy and fighting for workers' rights. With negotiations coming up, CUPW must proceed to champion the cause of the casuals. CUPW must specifically target them with an all-out educational campaign to get them involved in the union and mobilize them to fight for their own rights.

Our union must demand to eliminate the distinction between casuals and permanent employees. This must include, but not be limited to, guaranteed hours upon hire, regular schedules, shorter routes, rotational rights in the Plant, access to disability benefits, the elimination of the lower tier of the two-tiered wage system, and that wages rise with increased inflation. Finally, we must demand permanent status for all the existing casuals.

Only by fighting for our most vulnerable members can we stop the cuts on both casuals and permanents alike and reinvigorate the fighting spirit of the CUPW to prepare for the larger battles ahead.



# STDP AND RESOURCES

By Rashpal Sehmbly

**O**ur office has seen an increase in calls regarding mental health and addictions issues. These are often paralleled in members who have suicidal thoughts or have attempted suicide. This is never an easy subject matter to discuss. This is made even more difficult when coupled with the increase in Short Term Disability claims that are being denied by management at the first level.

If you are struggling with a mental health issue, Edmonton has a number of resources available. There should also be a list of Social Stewards posted to the union bulletin board and if there isn't please contact the office.

When it comes to our side of STDP, what we see is that members are often not sending in enough medical information to the STDP provider. This results in claims being denied.

The additional information that is needed is as follows: Complete list of symptoms and associated severity consistent with diagnosis; details of a treatment plan; copies of any relevant test results or investigative reports; copies of any clinical chart notes relevant to the claim; prognosis for recovery; any restrictions and limitations; any MRIs, x-rays or physiotherapy or chiropractic treatment plans; and any psychological or psychiatrist reports or any specialist reports relevant to the claim. ✉

## LEAVE FOR ABORIGINAL TRADITIONAL PRACTICES

By Rashpal Semby

**I**n 2019, it was announced that there would be changes made to the Canada Labour Code to allow Indigenous peoples five days of leave per year to engage in traditional practices. These practices include hunting, fishing, harvesting, and other practices as prescribed by regulation.

Recently, we had a member try to utilize this leave and be told by their immediate supervisors that they had to use up their personal days prior to taking such leave.

This is not the case. This is Leave Without Pay (LWOP) and employees requesting Leave for Traditional Aboriginal Practices are not required to use their personal leave credits first. If you run into any difficulties with this please contact me or any of the full-time officers. ✉

If you or a loved one is experiencing a mental health or addictions issue, there are a number of resources available in Edmonton.

**Mental Health Clinic** main switchboard: 780-342-7700

**Access 24/7:** 780-424-2424, the hub for all mental health services offered by Alberta Health Services including the Mobile Mental Health Care Team. (10959 102 street, directly across from the Royal Alexandra Hospital.)

**Distress Line:** 780-428-4357.

**Edmonton Walk-In Addiction** Out-Patient Services: 780-427-2736, 10010 102a Ave.

**Alberta Health Services** 24 Hour Addiction Line: 1-866-332-2322

**Alberta Health Services** 24 Hour Mental Health Line: 1-877-303-2642

**Employee and Family Assistance Program** 1-866-565-4903

# WORKER SOLIDARITY

By Kyle Turner

**CUPW Local 730** – In early August, workers at Depot 2 in Edmonton marched on the boss in order to obtain the necessary information to bid on new routes after a restructure. For whatever reason, management seemed to think this wasn't necessary to share.

**BCGEU** – Members of the BC General Employees' Union, the largest union in BC (representing 33,000 public sector employees and 86,000 employees total), went on strike on August 15th. A tentative agreement was reached on September 7th and it contains raises that are tied to inflation. A ratification vote has not yet been held.

**CUPE Local 2099** – Workers for the City of Mount Pearl, NL, went on strike in July after being in bargaining with the City since March. The City wanted to introduce a two-tiered system to give inferior benefits to newer employees, but the Local has refused such a concession. On August 26th, workers burned copies of the City's final proposal on the picket line at City Hall. At a council meeting, it was revealed the City had spent \$44k on video surveillance of its striking workers.

**Unifor Local 531** – After being certified in May of 2021, unionized members of WestJet in Calgary and Vancouver were able to ratify their first contract in July of 2022. These members will see their wages rise by between 13 and 40%. Other gains include a uniform allowance, paid breaks, seniority rights, 12 sick days for full-time and 10 sick days for part-time workers, minimum rest periods, and improved scheduling. Unifor Local 531 represents nearly 800 baggage service agents, customer service agents, and priority service agents.

**The Naujawan Support Network** – The Naujawan Support Network, which is a collection of international students and migrant workers from Punjab, India in Ontario, has won back more than \$200,000 in stolen wages. This group was started after people started noticing an increase in suicides and GoFundMe campaigns to have bodies sent back to India, with the realization that worker exploitation was one of the big reasons behind this.

**Starbucks** – The Starbucks in Calgary at Millrise Centre became Alberta's first unionized Starbucks location. The unionization drive in Lethbridge failed due to a 50-50 vote, while what is required is a simple majority.

**Unifor Local 40** – The strike at HBC Logistics ended in late June with workers voting 80% in favour of the new contract. The new contract contains raises of 13.3% over the course of three years, \$1,500 in retroactive wages, and no concessions.

**Labourers' International Union of North America Local 506** – Scaffold workers in Alberta who collectively refused voluntary overtime were deemed to have taken part in an illegal strike by the Alberta Labour Relations Board. This is a result of a labour law that is anti-worker and does not allow strike actions (however loosely defined) while a Collective Agreement is in force. ✉

## LETTER TO THE EDITOR

By Adam Hufnagel

I'm not sure how many people in our union are following what's going on with the postal worker strike in the United Kingdom right now, but I think our union can learn a lot from their messaging and how they are bringing the public on their side.

I think the pandemic has opened a lot of people's eyes to the glaring inequality that continues to grow in our society and our communities. Honestly, I think it's the labour movement's moment to push for real change and I

think it provides our union an opportunity to be leading the way.

During the pandemic, CPC asked our members to put our health and safety at risk, and many of us made the decision to meet that moment. We worked hard – we worked bloody hard – and we fucking delivered.

Many of us would work then return to a home of solitude, a place where we couldn't see our loved ones because we dutifully stayed at home in order to protect others. I have friends at work who lost family members and couldn't

grieve properly because they couldn't be with their loved ones. I know of a few others who went through heartbreaking divorces and couldn't turn to anyone because they wanted to follow all the rules.

All our members went through this collective trauma in unique ways, but we still did our jobs. We all noticed the increase in parcels – and at the height of the pandemic, I had several extra carts of parcels every day. It was stressful. There were also people who had very strong feelings

about the pandemic itself and that was honestly very draining.

It bothers me that after all this, we are letting CPC come into our depots to cut our routes, increase our loads, increase our stress, and decrease our wages. There's a banner hanging on the side of my depot that says, "Heroes work here!" It's a sham and we all know it, but no one is willing to talk honestly about it.

There is a lot of apathy in the depot. We are tired and beaten down, and we need our union leadership to meet this moment. ✉

# EDLC LABOUR DAY BBQ 2022

On Sept 5, 2022, the Edmonton & District Labour Council held its 31<sup>st</sup> Annual Labour Day BBQ, with plenty of food, family fun, entertainment, and many familiar faces lending a hand!



# BRITISH POSTAL WORKERS ARE ON STRIKE TODAY

By Dave Ward  
Originally appeared on Jacobin.ca 8/26/22

**Over 115,000 British postal workers are out on strike today.** Why? They're tired of austerity.

Today we are seeing a tremendous demonstration of unity as over 115,000 postal workers walk out and man picket lines in villages, towns, and cities up and down this country. They are striking because they won't accept their living standards being absolutely hammered by greedy business leaders who I don't believe are being honest with their workers.

Every single person in this country relied on a postal worker during the pandemic. They kept us connected to our communities, to our loved ones, and to vital goods and services. At the time, Royal Mail called them heroes. But now, when these same people are suffering from skyrocketing inflation and soaring energy bills, the company has turned their backs on them. Instead of offering a real pay raise to do right by their workers, Royal Mail Group has imposed a real-terms pay cut of 2 percent.

This is an insult, particularly when our members delivered record profits of £758 million for Royal Mail, with millions paid out to shareholders. This is not about affordability, it's about pleading poverty when those who create all the profit are expected to see their wages collapse.

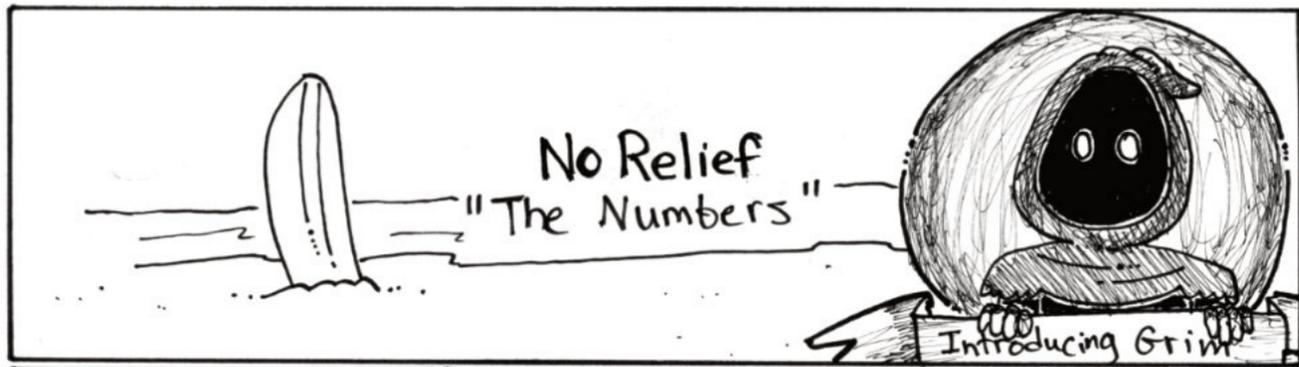
That's what this dispute is about. But the motivation behind our members coming out is shared by tens of millions across the country. At this moment in our society, the majority of workers are expected to work harder and harder for less and less. While CEOs seem to be constantly on the take, ordinary people have had worse living standards year after year since 2008.

We can't go on like this. We can't keep on living in a country where bosses rake in billions while workers rely on food banks. Corporate failure gets rewarded over and over again, while the people who keep society going are punished.

In the face of the cost of living crisis, there has never been a more crucial time for workers of this country to stand up for a decent wage and a secure future. This is an opportunity to confront corporate greed, disgraceful profiteering, and the degradation of services and say: enough is enough. 🇬🇧



Royal Mail workers and CWU members gather during a strike for fair pay on August 26, 2022. (@CWUnews / Twitter)



The numbers are in for this quarter.



And...



They're perfect. Great job!



Sorry, what's that?



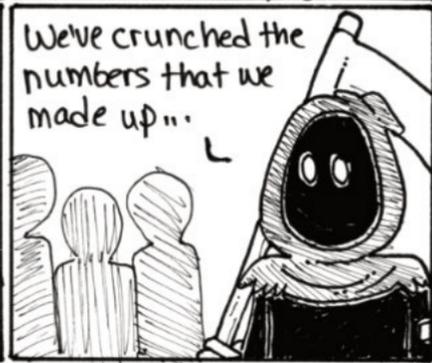
Oh!



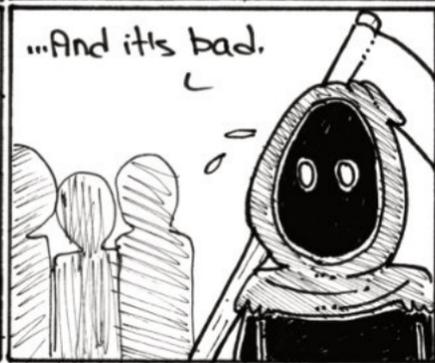
Thank you!



Next, we'll be hearing from our work intensification officer.



We've crunched the numbers that we made up...



...And it's bad.



Real bad



So I hope you enjoy what you do.



Because those of you who remain will be doing a lot more of it.



Pardon?



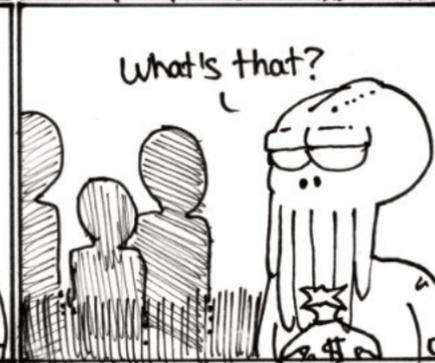
Oh!



Thank you!



OK, everyone, back to work!



What's that?



Why do we get rewarded while your jobs keep getting worse?



First of all, these sacks of gold coins are unrelated.

Second, we—

AHHHHHHH

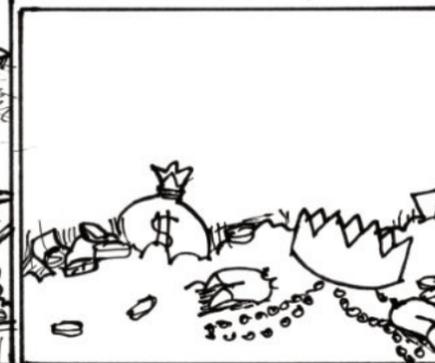
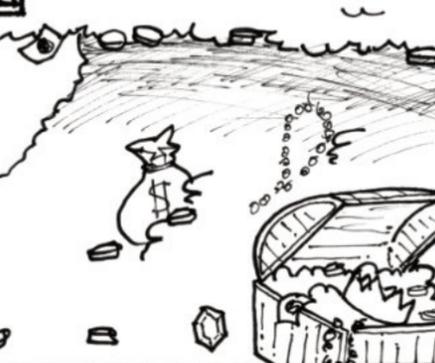


Sorry to interrupt, but the numbers are in and they are gooooooo ooooooo!

oooooo!



#gulp#



Second, we're all on the same team here.

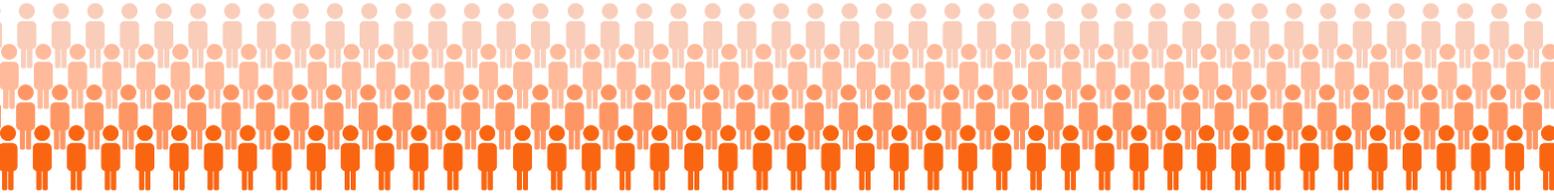


#sigh#



Now please stop bullying us and go back to work.

## ABOUT THE COVER: TRUTH AND RECONCILIATION IN CANADA



Since we published the July 2021 issue of InsideOut, hundreds more unmarked graves have been found at residential schools in Canada. The current number of graves stands at more than 1,100. The total number is unknown due to incomplete records, but estimates suggest the number could be anywhere from 3,000 to more than 6,000.

The National Centre for Truth and Reconciliation, located in Winnipeg, has documented 4,118 children who died at residential schools. The Centre has millions of records and thousands of witness statements left to go through. Raymond Frogner, who is head of these archives, believes the total number could increase by 5-times the currently known number.

If you or anyone you know has been affected by the residential school system, there is a national Indian Residential School Crisis Line that provides emotional and crisis referral services: 1-866-925-4419. There is also the British Columbia-based Indian Residential School Survivor Society and you can find out more information about the IRSSS at [www.irsss.ca](http://www.irsss.ca).



**YOUR MOST UP-TO-DATE INFO SOURCE**

**TWITTER @CUPW730 FACEBOOK.COM/CUPW730**

**YOUTUBE: CUPW LOCAL 730 - EDMONTON & AFFILIATES**

**NEWSLETTER E-MAIL: COMMUNICATIONS730@GMAIL.COM**

## SOLIDARITY STYLE OFFICIAL CUPW 730 SHIRTS



**To order:** email [union@cupwedm.net](mailto:union@cupwedm.net) with your shipping address and size. Please note that the XS-L shirts are a more tight fit. The XL-XXL sizes fit as normal. All extra proceeds from a 'comrade' sale goes to our local Goods & Welfare Committee to help members facing sudden hardship.

**REGULAR - \$30**  
**COMRADE - \$40**  
**SHIPPING - \$5**

### CUPW LOCAL 730 BOOK CLUB

**TEAMSTERS REBELLION: LESSONS FOR A CUPW REVOLT**

**STARTS: SUNDAY, OCTOBER 16TH, AT 3PM MST.**



WE ARE PLEASED TO ANNOUNCE THE RETURN OF OUR LOCAL'S BOOK CLUB. THIS TIME WE WILL BE READING FARRELL DOBBS' "TEAMSTER REBELLION."

DOBBS OUTLINES THE PROBLEMS, STRATEGY AND TACTICS USED BY THE MINNEAPOLIS WORKERS TO FIGHT AGAINST THE BOSSES, TO MAKE THE UNION INTO A REAL FIGHTING ORGANIZATION, AND WHAT IT TOOK FOR THEM TO WIN.

TO GET MORE INFORMATION ABOUT HOW TO REGISTER AND WHERE TO GET COPIES OF THE TEAMSTER REBELLION, PLEASE SCAN THE QR CODE OR VISIT OUR LOCAL WEBSITE AT [CUPW730.CA](http://CUPW730.CA).



# **CUPW 730 EDMONTON & AFFILIATES GENERAL MEMBERSHIP MEETING**

**VIA VIDEO CONFERENCE  
SATURDAY, OCTOBER 15, 2022  
10:00 AM – 12:00 PM**

**REGISTER @  
[CUPW730.CA/CALENDAR](https://cupw730.ca/calendar)  
BY OCTOBER 14 @ NOON**