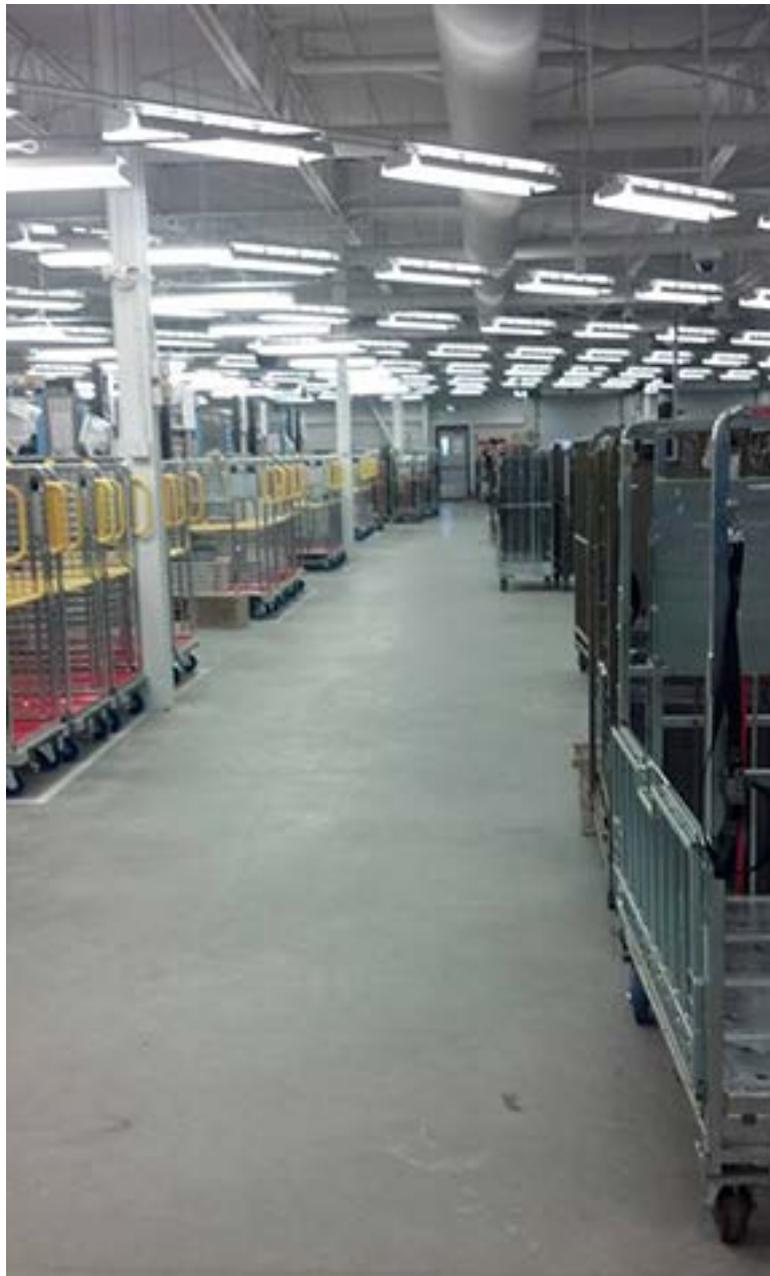


# *InsideOut*

**Canadian Union of Postal Workers  
Edmonton Local**

**JULY / AUGUST 2013**



**Warm and cozy Edmonton Downtown Delivery Depot**



Letter carriers in Bloom



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

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## President's Message

(from a Bulletin issued by the National President CUPW)

# What is the Federal Government Doing Behind Closed Doors?

June 20, 2013 - 09:00

Free Trade / Bulletin

2011-2015/175

Media reports indicate that the federal government has agreed to give Europeans more market access to our postal services as a result of negotiations over the Canada-EU Comprehensive Economic and Trade Agreement (CETA).

The term "market access" is used in trade agreements to refer to conditions relating to market entry, such as tariffs or customs regulations and procedures. However, it traditionally means providing greater entrance to a market. As you may recall, the government increased access to our postal market in 2010 when it deregulated international letters. It is possible that the government has locked in its deregulation of outbound international mail through CETA, which would prevent a future government from being able to reverse this move.

CUPW has written to Steve Verheul, Canada's Chief negotiator for CETA, asking for more information. We are also attempting to arrange a meeting with Verheul.

### What we want

CUPW has urged Verheul to protect postal services with fully effective reservations. Specifically we have asked the government to take an Annex II reservation because it would protect existing and any new non-conforming measures and allow for future policy changes.

For example, an Annex II reservation would give the federal government the policy flexibility to reverse postal deregulation that is not working.

A leaked document from October 2012 indicated that the government had taken an Annex II reservation for postal services. We have asked Verheul if Canada has maintained this position.

### What the government has said

CUPW has urged the federal government to resist making any moves that would deregulate or

liberalize postal services (i.e. allowing private companies to deliver lettermail).

During a civil society update on April 26, 2010, Verheul stated that, "for postal in general, [they] would not be moving on Canada Post's ability to handle letters." He assured us "that would not be compromised." In a letter dated September 2, 2010, he confirmed that "Canada has and will continue to maintain its position with respect to preserving Canada Post's domestic monopoly for letter mail."

CUPW has also urged the government to oppose efforts to change the classification of postal and courier services or add new obligations imposing so-called pro-competitive regulation on the postal sector.

In a letter dated March 22, 2010, Verheul stated "In the context of all of its international trade negotiations, including negotiations with the EU, Canada has taken the position that the current classification is adequate to respond

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**(president's message continued)**

to the demands of our negotiations partners for liberalization. Meanwhile, discussion with the EU with respect to the possible application of procompetitive regulatory principles are still at an early stage, but Canada does not see value in prescribing regulatory approaches to the sector under the rubric of trade agreements.”

We hope to be able to update you on this matter in the near future.

In solidarity,

**Denis Lemelin**

National President, CUPW



**The local Education Committee organized a three day school for Shop Steward Training on July 25,26 and 27th, 2013. The school was facilitated by Brother Larry Dionne and Sister Angela Freer.**

**Local Health and Safety Officer:**

**JUST SAY ‘NO’ TO THE HOME VISIT**

Often when you are out of the workplace due to illness or injury, you will receive phone calls and letters from those contracted by Canada Post to ‘handle’ your absence. If ever you are contacted by Sunlife, Great West Life etc, because they want to come do a home visit, please call the union office. We can arrange a meeting here at the union office instead. Members should not meet these people on their own and definitely you should not allow them into your home.



**SIIR REPORT HAS REPLACED SAIR REPORT**

Canada Post has introduced a new form called a SIIR (supervisor incident investigation report). This replaces the previous form that was called SAIR (supervisory accident investigation report). They have been using the new forms for over a month. Very few of the ones faxed in to the local have had union involvement. Section 8 of the form is where the employee’s representative from the LJHSC (Local Joint Health and Safety Committee) is to sign and comment. This is NOT for an LJHSC member from CPC to sign and write their comments. It is just for the employee’s representative. This is **only** a form change; the process for investigation and so on still remains the same.

Section 8 of the form is provided here:

<b>SECTION 8 - Health and Safety Committee Information</b>	
Comments by the Employee representative of the LJHSC or site Health and Safety representative	
LJHSC or site Health and Safety representative   représentant du GLCSST de l'employé ou du représentant	
Name   Nom	Title   Titre
Signature by the employee representative of the LJHSC or site Health and Safety representative / Signatur	

Code A - Type Of Occurrences

Code A - Types d'inci



This is the new Edmonton Downtown Depot (EDDD). Depot 1, 11 and HUB have all been combined within.

# CUPW Prairie Region...Education Seminar October 4, 5, 6 , 2013

Edmonton, Alberta

**Chateau Lacombe Hotel, 10111 Bellamy Hill**

Courses:

- 1. Basic Shop Steward (Urban or RSMC\PSBU)**
- 2. Knowing Our Benefits**
- 3. Solidarity Skills, Level 1**
- 4. Letter Carrier Route Measurement Course**

Applications are available in the union office and on the bulletin boards in the workplace. The local Education Committee will review applications and make recommendations to the Region regarding course participants. The decision is made by the Region. Please mail in or drop off your completed application so it is in the local office in advance of the deadline of August 26<sup>th</sup>, 2013.

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**Local Grievance Officer:**

Hello, Jerry Woods here.

The Union has won the national policy grievance related to the entitlements we were denied when we were locked out. The corporation is refusing to implement the decision and the Union is proceeding accordingly.

Three more recent victories in the grievance office have got jobs back for 3 temporary workers.

That's the good news.

However:

The number of grievances this office receives shows no sign of letting up as the corporation continues to violate the collective agreement. The backlog continues to mount.

I have been instructed by Region to reject grievances that are incomplete and therefore unwinnable. I am seeing an increased number of partial grievances, which I keep in the hope that my request for more information will be heeded. In many cases this does not happen and in these cases I am often left with the decision to file anyway and hope the necessary information arrives later, potentially incurring more rejection and calls from Region, or to kill the submission. I will take this opportunity to once more include the



**Grievance Filing Policy of the Edmonton Local**

1. In order for a grievance to be filed the "Internal Grievance Investigation Form" and all relevant documents must be received by the Local's Grievance Department within 15 working days from the date the employee first became aware of the action or circumstances giving rise to the grievance. The employee on behalf of whom the grievance is to be filed is responsible for ensuring the above conditions are met.
2. The Local will assess the merits of a written complaint and if appropriate a grievance will be filed. The Union retains jurisdiction of the grievance.
3. When the Collective Agreement has been violated the Local has the right to file a grievance even if the grievor refuses or declines to use the grievance procedure.

**The grievance procedure is a written procedure; to win a grievance requires evidence.**

OK, that's all I have time for at the moment. I will close with this; I have heard that there are workers out there who are afraid of management, afraid of getting into trouble, afraid of getting yelled at or singled out. If you are one of these workers go talk to your shop steward or call this office. No one should be afraid at work. You have rights that were hard-earned and need to be defended.

Thanks,

**Jerry Woods**  
*Canadian Union of Postal Workers*  
*Grievance Officer*  
*Edmonton Local*

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## Some New Gains

### Made in Benefits

There were some gains made in the area of Benefits in this round of bargaining that all of us should be aware of.

#### **Compensatory Time:**

A big welcome addition to group 1 members is that they can now bank their overtime hours as comp time. We were fighting to get this for a long time and finally achieved it in this round of bargaining. It is however not as straightforward as it used to be before for our group 2 members. We got the comp time but it came with some changes for group 2 members as well.

It is clearly explained in article 15.32, this is how it works: When our members do overtime, they can let CPC know whether they want the time paid out or if they want it to be converted into compensatory time. This can be done by filling out a form that the supervisor has at his desk or through the ESS system in the employer's website that all employees who have computers can access. (To get more information about ESS please talk to your supervisor)The employer was also mailing out forms for the employees to fill out and return.

Once you have the time banked and you want to use it at a later date, the request has to be made in writing and must be approved by CPC. Once it has been approved it cannot be withdrawn within a five (5) working day period before the start of such leave.

Unlike the prior contracts, at the end of each

leave year (March 31) members who have unused comp time left in their bank will be automatically be paid out UNLESS, a WRITTEN request has been made in advance, to carry over the time to the next leave year. Again, unlike the previous contracts, a member can only carry over a maximum of FIVE (5) days of compensatory time. This request can be made on forms provided/mailed by CPC or through ESS on their website.

It is important to note that besides getting paid out at the end of each leave year, the payouts will take place on July 1, October 1 and January 1 of each year. Please make sure you make a written request if you do NOT want to get paid out during these times. Payout of compensatory time at any other time during the year will not be allowed.

#### **Birth or Adoption Leave:**

The spouse of our member who is giving birth to a child or is adopting a child can now get 2 days leave instead of 1 day as in the previous contracts. This benefit can be found under article 23.04 of our new contract.

This is a great leave for our young workers who are starting families and have to look forward to a hectic lifestyle. To be able to take an extra day to spend time with their spouse and the new baby will give them a bit of a breather before coming back to work.

This one day is another leave that is in addition to all the other leaves that already exist in our Collective Agreement.

#### **Pregnant Employees:**

A great and much needed change has been

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made to article 33.20 that will affect our pregnant sisters on the work floor. Although this existed in the Canada Labour Code, it has now been entrenched in our Collective Agreement as well. It is the cessation of work for pregnant employees if the job functions pose a risk to their health or that of their foetus.

A member who exercises her right under this must consult with a doctor and get a medical certificate from her doctor stating that her current functions pose a risk and the expected duration of the potential risk and the activities and conditions to avoid in order to eliminate the risk.

If the employer cannot find a modified job for her right away she is entitled to take a leave of absence 'with pay' until the employer can find her a suitable job or inform her in writing that they cannot find work that would be suitable for her.

Our temporary workers are not covered by this in the contract, but please note that they ARE COVERED under the Canada Labour Code and therefore can still exercise this right.

There have been many instances where our pregnant sisters are being made to perform their normal duties even when they are not feeling well and the are providing doctors certificates. This MUST stop!

**Dental Plan:**

The Dental fee schedule that applies will be only one year behind as of the signing of this Collective Agreement. Please look up article 30.04 for details. The fee schedules change on April 1 of each year.

I am hoping members will take note of all these changes and gain better understanding of the benefits in the new contract..

In Solidarity

**Asma Burney**  
**Shop Steward - shift 3**



## *In My Opinion.....*

### **We Must Demand A Public Inquiry**

Canada Post was the only crown corporation who was making a profit year after year. Yes, Canada Post had made more than a billion dollars in profit and that benefited Canadian taxpayers. One thing has to be remembered: Canada Post is not a business, it is a public service; just like any other public service. Public services are not to make profit. When Canada Post was making more than a billion dollars in profit, what was the government doing? They were taking away money from postal workers and soon started a hidden agenda based on greed and lies to destroy the union.

A few things have to be remembered. In modern day society Canada got three anti-union Prime Ministers: Brian Mulroney, Paul Martin and Stephen Harper. Martin brought "neoliberalism," and Moya Greene to Canada Post. Moya's agenda was to privatize Canada Post and she aggressively started working towards that. Meanwhile, Stephen Harper became Prime Minister. Of course, Moya had to leave. Now Harper brought Deepak Chopra as Moya's successor. Canada Post was still making profit, productivity was increasing, customer service was improving and we were still a profitable company. Here are some facts; in 2007 group one (inside workers) worked hours were about 34, 059, 058 compared to 28, 419, 534 in 2012. This means that about 17% less worked hours equivalent to 2712 less full time jobs. At the same time, in 2007 group two (external workers) worked 52, 034, 823 hours compared to 46, 872, 482 hours worked in 2012. 9.92% fewer hours were worked equivalent to 2482 less full time jobs. In other words about 5194 less employees trying to maintain the same quality of good service. Mail was not declining as fast as the number of employees was. Ad-mail, Ao's and parcels were up. First class letter mail was a little less but, most importantly Canada Post was still making profit.

In 2011 we went for negotiations thinking we deserve better. However, Stephen Harper and Deepak Chopra had a different game plan. Chopra said we're broke and have no money. Suddenly our profit disappeared because Canada Post borrowed billions of dollars to modernize the Post Office and gain more productivity. So the profit we used to make, turned into interest payments. Hundreds of millions of dollars now have to be returned in interest payments every year. Meanwhile, as workers we were stunned and shocked. We had already lost severance pay now we lost sick-time. We have accepted two-tier wages and there is no guarantee for a pay increase in the last year of the current collective agreement. We found ourselves cheated.

On the other hand Canada Post has changed it's delivery service greatly. Many communities won't get their mail daily. Two day service turned into three day service, A.M. priority delivery is gone, stamp prices are rising, small and medium plants are closing, CPC is closing the CPC-owned retail outlets and spending lots of money on media, advertising that Canada Post will be losing money in the future. From coast to coast to coast municipalities are crying out about the closure of the retail outlets. Small communities are protesting and saying that they want mail delivery daily. As a result, dissatisfaction has risen and Canada Post employees are under stress.

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**THE STRUGGLE CONTINUES.....**

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This mind game has a long-term goal. Chopra and his team are working towards the privatization of the Post Office. The government is waiting for a public outcry stating that the postal service is bad so they can privatize it. Their friends (big multi-national corporations) are waiting for that. This government is dealing with the European Union behind closed doors about the postal service. Now the real questions are: How are the borrowed billions of dollars being spent on the Post Office? Who is being awarded these contracts? How was the decision made, who was involved and who is going to benefit?

Controversy is nothing new at the Post Office. Remember, the sponsorship scandal when Jean Chretien was Prime Minister and André Ouellette was the chairperson of Canada Post. Canada Post's money was mismanaged. In my opinion the same thing is happening now. We spent billions of dollars on construction and equipment. For example, in Edmonton the new construction is poor, the roof is leaking, dock doors are faulty, dock plates are causing problems and the new dock is congested and unsafe. Poorly designed loose load belts are not working. The quality of the new letter tubs is poor. Health and Safety issues with I.D.C carts are rising. This is a small example of how that money is being spent.

The union must demand a public inquiry. How will this moneymaking crown corporation lose money in the future? All locals and the NEB must dedicate resources towards a campaign to save the public post office. We have to find ways to approach our communities through community newspapers, community hall meetings, to engage the citizens about the attacks on their public postal service. It is imperative that National and Regional Officers be directly involved with the locals to organize our members on the workforce. We have an uphill battle approaching. We can win it if we are united.

The struggle continues. . . .

**Raj Sharma**  
**Vice President CUPW**  
**Edmonton Local**



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## Front Yards in Bloom

The largest of its kind in Canada, Front Yards in Bloom recognizes residents for attractive front yards and promotes community engagement. This annual event also improves our city's standing in the national Communities in Bloom competition.

Front Yards in Bloom started in 1999 and received 150 nominations in its first year. Top yards will be announced and awarded at the Edmonton in Bloom Awards by the National Communities in Bloom Judges.

- Front Yards in Bloom is a partnership program between:
  - Edmonton Horticultural Society
  - Canadian Union of Postal Workers
  - City of Edmonton
- Front Yards in Bloom receives support from several local groups:
  - Edmonton Federation of Community Leagues
  - Edmonton Naturalization Group
  - Sustainable Food Edmonton
- Front Yards in Bloom is sponsored by the Realtor's Association of Edmonton
  
- Edmonton in Bloom recognizes and celebrates attractive front yards that make Edmonton more beautiful.
- It encourages positive community engagement and fosters community spirit in neighbourhoods across Edmonton.
- This year more than 2300 nominations were received which was an increase of 25 per cent over last year.
- The program has received support and assistance from over 120 volunteers and 49 community league groups citywide.
- Nominations must be for a front yard or a yard visible by everyone.
- Front Yards in Bloom recognizes the hard work and passion that goes into making our yards and communities greener ... cleaner ... and more attractive.
- It not only encourages green thumbs it also helps foster community spirit in neighbourhoods across Edmonton.
- Front Yards in Bloom encourages livable, sustainable neighbourhoods, which affects Edmontonians quality of life.
- Front Yards in Bloom also encourages neighbours to connect with each other to create a strong, vibrant, livable community.

### Yard Categories

- Front Yards in Bloom: an aesthetic front yard designed with textures, height, dimension, colours, and character. The planting and landscaping maximizes colour, bloom-time, groundcovers, cultivated beds and decorations. Landscape features also invite visitors to enjoy the beauty of the yard.
- Natural Front Yard: a yard with a "natural" aesthetic, using native plants, limited pesticides and herbicides, and reduced water use. Landscaping creates plant communities and local biodiversity. The top Natural Front Yard is selected by the Edmonton Naturalization Group.

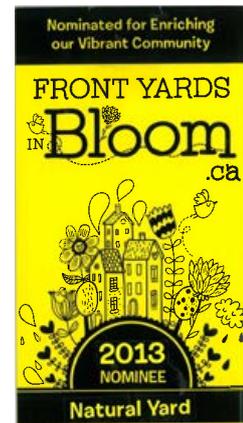
- Edible Front Yard: a yard incorporating edible fruits and plants into the landscape design. Landscaping includes everything from vegetables and grains to fruiting trees, berry bushes, or even mushrooms. The Edible Front Yard category will be selected by Sustainable Food Edmonton

Edmonton in Bloom Awards  
August 15<sup>th</sup>, 7pm  
City Hall

National Communities in Bloom Judges Tour  
August 15 and 16  
Citywide

The benefits of this program are:

- neighbours celebrating neighbours
- encourages beautification
- builds community
- increases livability, walkability, and sustainability of communities



(this information is provided by the FYIB program)

The Edmonton Local provided more nominations from letter carriers this year than ever before....thanks to all of you who volunteered to nominate yards and assisted in the huge success of this program for 2013. Local volunteers also assisted with the placing of signs and preliminary judging of the natural yards category. This program celebrates the role of mail delivery and the relationships and connections in our community. Participation in the FYIB is supported through the local Environment Committee.

## *Equinox....2013...Bread and Roses*

We are building a women's conference for **September 13, 14 and 15th**. Why not join us for a workshop or discussion group?...learn about issues, meet other women who share your concerns, together we can change the world!

The CUPW Edmonton Women's Committee has been meeting monthly and organizing an annual women's conference for a number of years. Several times the event has been held at the Strathcona Wilderness Centre.

This year the committee is holding the event in Edmonton. Please hold the dates and plan to attend! There will be food, nature walks, dance, yoga ....and serious issues explored...



*We call this the Bread and Roses approach to organizing an event.*

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## Rural and Suburban Mail Couriers...RSMC

After nearly one year of meetings and discussions, CUPW and Canada Post signed a memorandum of agreement on June 5, 2013 regarding the introduction of the RSMC suite of products, and on an addendum to the MOA signed on October 5, 2012 regarding the introduction of right-hand drive vehicles (RHD). These negotiations took place under Article 35 of the RSMC collective agreement, which deals with technological changes. The Union not only had to identify the adverse effects resulting from the introduction of the RSMC products and RHD vehicles, but it also had to ensure these adverse effects for all employees were minimized.

The memorandum of agreement includes the following highlights:

- **RSMC Products**
  - **RSMC Reaching Device (RRD):** The parties agree that Canada Post will modify the existing RRD in an attempt to reduce the Rapid Upper Limb Assessment (RULA) score. Once modified, the RRD will be jointly tested with Golder Associates. The Corporation undertakes to develop a second generation RRD system. This second generation will also be tested jointly with this same firm
  - **Accommodation:** In the event of injuries, the Corporation shall accommodate the employee in accordance with the collective agreement. The Union will be represented by the CUPW National Director for the Region.
  - **Training:** The Corporation will make every reasonable effort to reach an agreement with the Union regarding the development of the training material, peer trainer selection and the train-the-trainer process.
- **Right-Hand Drive Vehicles:** Employees who choose to buy, retrofit or modify their vehicle as a RHD vehicle will receive special allowances in accordance with the terms related to special allowances under Appendix "A" of the collective agreement, in addition to the special allowances outlined in the memoranda of agreement.
- **Vehicle Specifications:** The parties have agreed to a number of principles regarding vehicle specifications, special allowances under the collective agreement and values for delivery to rural mail boxes (RMB), using the RRD or a RHD vehicle.
- **Restructures:** The parties have agreed to extend the period that a laid-off employee remains on the recall list to 24 months, rather than the current 12 months under the collective agreement. Such employees will be offered any vacant position that arises within a 75 km radius from their current installation.

This memorandum of agreement settles all matters brought to the table by the Union that have been agreed upon. However, the parties agree to re-open negotiations under Article 35 of the collective agreement should issues arise that are not covered or are unforeseen by the memorandum of agreement.

Additional information regarding this memorandum of agreement will be sent to you in the near future.

In solidarity, Serge Champoux  
National Union Representative - Health and Safety

## Edmonton Local Executive Committee

President...Bev Ray (full time officer)	Chief Shop Steward MSC's...Todd Brooks
Vice-President...Raj Sharma	Chief Shop Steward RSMC's...Sue Wilson
Secretary-Treasurer...Cathy Furtak (full time)	Chief Shop Steward Affiliate Offices...Mike Painchaud
Grievance Officer...Jerry Woods (full time)	Education Officer...Teri Roland
Health and Safety Officer...Lorraine MacKenzie (full time)	Recording Secretary...Nick Driedger
Chief Shop Steward-Bulk...Gohar Zaidi	Sargent-at-Arms\Editor...Karen Kennedy
Chief Shop Steward Carriers...Carol Leighton	Organizing Officer...Nancy Dodsworth
Chief Shop Steward Letters...Parminder Pannu	Route Verification Officer...Greg McMaster
Chief Shop Steward Maintenance...Norm Burns	



**The Edmonton Local Office is located at 11001-107 Street.** It is the corner house. The four full time officers may be reached at 780-423-9000 and each has their own voicemail and cell phone. The executive assistant, Trish, will answer the phone and may be able to assist you or put you in touch with an officer. General meetings are held 10 times per year (not February or August) and are the 1<sup>st</sup> Sunday of each month except for January when it is the last Sunday. Meetings that fall on a long weekend are held the next weekend instead.



**THE STRUGGLE CONTINUES.....**

## **Inside Out Deadlines**

Friday at noon

September Issue: August 16, 2013



**The Main Post Office in downtown Edmonton, home for many years to sorting and delivery workers, is being torn down now that the asbestos has been removed. Letter carriers have relocated to the nifty new building pictured on the front cover.**

### **What's Happening:**

**August 9....Deadline entry to EDLC Golf Tournament**

**August 14....Environment Committee meeting 6pm to 8pm**

**August 15....August executive meeting**

**August 24....EDLC Golf Tournament**

**August 24...Deadline entry for 3 day School Oct 4 to 6**

**August 29....EMPP Shop Steward meetings**

**September 8...September general membership meeting at noon**

**September 14....Equinox Women's Conference**