

InsideOut

**Canadian Union of Postal Workers
Edmonton Local**

April 2010



Sam Palmer , Jullie French and Cori Longo of Edmonton CUPW join hundreds at the Join Together Alberta rally on the steps of the Legislature, protesting cuts in public services, March 20 2010 (photo Greg McMaster)



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

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Next General Membership Meeting - April 11

Lions Senior Citizen Recreation Centre

11113-113 Street

6:00pm to 8:00pm

Executive Election: Chief Shop Steward Bulk

Elections: Climate Change Course, Area Council delegates, CALM Conference, By-laws committee

Contract Demands Resolutions

Notice of Motion (see page 13)



News From Transportation

The Parcel Hub Restructure is still underway, with our Union Observer Todd Brooks continuing to do an excellent job (with help from Randy Painchaud and Dave Straticchuk). Transportation Shop Steward meetings were held in February, with Stewards from the MSC Parcel Hub, Shuttle Unit (5-Ton), and PO4s from City Parcels (PDSL). Contract negotiations were discussed, and concerns expressed about the place of MSCs in the bidding of positions and assignments with the “Modern Post” changes - expected in 2012 in Edmonton. Article 29 Tech Change agreements may be possible to ensure equity in bidding, as positions/assignments are reduced in the the MSC, EMPP, and Letter Carrier categories.

I appreciate being returned as Chief Steward Transportation, but want to assure you I am seeking a replacement. I notice that all Local Executive members up for election were acclaimed without challenge, and I think that is a sign of growing unity in our Local. Congratulations to Carol Read, Sue Wilson, Raj Sharma, Jerry Woods (LC), Karen

Kennedy, Nick Driedger, and newly-elected Chief Steward in the EMPP Ajay Sharma.

The employer wants to attack our Benefits, Pensions and Sick Leave, and they are starting to seek out individual members’ opinions on the upcoming contract negotiations. They are angry that we are discouraging this (and their productivity measurement campaign in the Plant). **STICK WITH THE UNION!** We are surveying members on contract issues, and we will be considering and adopting OUR contract demands at our April 11 General Membership Meeting, and voting to ratify them this fall.

We have had controversial contract settlements in 2003 and 2007 but we have not had a strike/lockout since our contract expired in 1997. Many members have started since then and have not been through that experience. Contract struggles are why we have what we have now and have not lost gains made in the past - Health & Safety, Maternity Leave, Stewards’ Rights, Union role in Restructures, Temp. Rights etc.

Be ready to get involved in CUPW Negotiations/Strike preparation. Save some money (!). The Union’s objective is not to strike, but to settle, but the best way to avoid a strike is to be ready for one. And if it comes to it, “The Longer the Line, The Shorter the Strike”.

Greg McMaster

Chief Steward Transportation



Report from the Local Retiree's Committee

The retiree's committee is submitting two resolutions to the Local for consideration in the upcoming negotiations.

One of these resolutions is to include the provisions of the Dental plan, and the Vision and Hearing Plan under article 30.03, which would ensure they continue to be an option for members after retirement.

The other resolution deals with keeping the Pension Plan as a "Defined Benefits Plan". As you may be aware Canada Post has changed the Pension Plan for all newly hired 'management and exempt employees' hired after November 1, 2009 to a "defined contributions" pension plan.

The differences between "defined benefits" and "defined contributions" are thus:

Under "defined contributions" you pay a set amount each month into the pension and when you retire your contributions and the interest earned will determine the amount of benefits you receive. If the market goes up you will do well, but when the market goes down like it did last year you will find the amount you receive decreases, possibly quite drastically.

A friend of mine who has been a member of a "defined contribution plan" for the past twenty years saw his pension assets decrease by \$50,000.00 last year because of the Market crash.

Needless to say his retirement has been set back a few years.

Under "defined benefits" you pay a set amount each month but when you retire the amount you will receive every month is set. You are not subject to the whims of the market. Your pension will be set at 2% of your highest five consecutive years income times the number of years completed service you have. Thus 30 years service would amount to a pension equal to 60% of the average yearly wage of your five highest year's earnings.

Join us at our next local retiree's committee meeting on Wednesday, April 14 at the Union Office, 11001-107 Street, at 10am.

Bill MacDonald
Lifetime Member



Congratulations to David Seath-Smith on his retirement!...(photo Maude Duncan)

WICKETS & AFFILIATES

Report by Linda Nyznyk
Chief Shop Steward of Wickets & Affiliates



I am pleased to report that on Saturday Feb. 27th we had a large meeting of clerks from Wickets/Affiliates and Depot Registration. There were many concerns raised, such as:

- Positions not being filled.
- Vacation Schedules
- Rehab Assignments
- Transfers
- Modern Post

Noteworthy was the fact that there was so much to discuss. As such we have scheduled another meeting for **April 17, 2010** at noon at our Union Office on 11001-107 street (Edmonton). There are many issues out there and we encourage all the Brothers and Sisters in Retail\Wickets, Affiliate Offices, and Depot Registration clerks, to join us. Sharing information, hearing opinions and concerns and developing solutions together helps us all stand together facing the rapidly changing workplace. Special thanks to local President Sister Bev Ray, who chaired the meeting, and to Sister Brenda Lekochinsky who took minutes.

At the moment, my plan is to schedule these meetings to be held approximately every two months with the added possibility of alternating between holding them on Saturdays and Sundays.

Your input is invaluable: Bring your concerns to these meetings: Being Proactive is the best road to be on!

In Solidarity,
Sister Linda Nyznyk



What are you willing to fight for?

The Organizing Committee recently put out a survey, the last question in that survey asks you:

“If threatened, what things would you be willing to go on strike to protect?”

This isn't an idle question. Moya Greene was hired to do a job. She was hired to turn Canada Post into a company that makes enough money that rich people will buy it. Part of that is cutting expenses. You, dear reader, are a major expense. Running a post office is a pretty profitable business if you get rid of all the people.

The Corporation has spent a lot of money trying to convince you that what they are doing is best for all of us. This is money that could have been spent on our benefits plan, on our pensions, or on our sick time. They also spend time hauling people into “interviews” to find out why they are calling in sick. They waste money that could be spent on improving door to door delivery, and hiring Manulife to harass us.

In less than one year our contract runs out and everything is up for negotiation. They will try and reduce our sick time; they will try and force

more work on us; they will try and attack our pensions. They will do this out of sheer greed, not because they care about providing a valuable service to the public but because they think they can make money off of our backs. When this happens we will be faced with a choice: we can either accept a drastic cut in our standard of living or we can strike.

No one wants to go on strike. A lot of us are new to Canada Post, I've only been here four and a half years but that has been enough time for me to learn a thing or two about how this Corporation works. I remember when my dad was on strike and I was a kid, he did that for me so he could have the things he needed to raise his family right. I remember my mom meeting with her shop steward in our kitchen to discuss the harassment she faced because of her physical disability at her job. My family fought to have the things they needed to raise a family with dignity.

Canada Post is the best job I've ever worked, I also like the fact that I do work for society that is (mostly) useful. The idea of striking scares the crap out of me just like it probably should scare a lot of you. Still though the idea of a life without sick days, the idea of having management on my back to work harder than I do now, the idea of what the Corporation would do if we weren't willing to strike is much scarier.

We also have power... the power to fight back. Not just to stop them from taking things away but also to improve our job. We control the mail, all they care about is money, but they need us to make that money. That gives us power. That's why I'm saving money in case we have to strike and you should too. That is why you should talk to the senior members in your workplace about what the old strikes were like, that

is why you should think seriously about what would happen if the government orders us back to work. In the past we've defied the government and made some of the biggest gains we've ever seen.

Also if you have the time you should get involved, talk to a Steward or come out to an organizing committee meeting. They are the third Thursday of every month at the union office at 5pm. We are already talking about what we need to do to make the post office work for the public and the people who work there, it's a big job and we could use your help.

Nick Driedger

 **NOTRE DAME DES BANANES**

Edmonton's most dangerous choir ...
Invites you to join us
in commemorating

May Day

with an evening of solidarity
& music featuring

Maria Dunn



The Struggle Continues

May 1st
2010
Concert

Ukrainian Centre
11018 97 St
Edmonton

Doors 7:00 pm
Music 7:30 pm

Tickets \$15
\$8/low-income

Contact:
Karen - 483-8999
or
Naomi - 465-7893

For info about the choir see
www.notredamedesbananes.ca



It was an unfashionable Tuesday in March and I had 7 sets of flyers for my apartments, I finished at 40 minutes after 5. When I got back I asked the one fella who was at his case if he was putting in his overtime, he said no. In fact he worked under the assumption that he would be kicked out of the depot at 5 pm so having finished just before five he parked around the corner and hid until 5:15, then entered the building to sort his flyers for free. Really nice guy though. I like him. Anyway I came home and fashioned supper out of some plain noodles the kids had left me, in a mushroom soup sauce with cheese, pepper, artichoke hearts, green olives and some ham slices and washed it down with a bottle of wine... and then I wound up here typing away and then going back every few words to correct keying errors. At risk of getting lost in the minutia, I listened to a few songs by Country Dick Montana and then figured I'd study on my article.

Sooooo, long story slightly shortened I wound up reading "Confessions of a Capitalist," by Ernest Benn. Ernest was an earnest, but not that great a political writer and that's why you've never heard of him. Still, he wrote a lot of books on the subject and I have some admiration for mediocre persistence because hey, I sort mail for a living. Ok for those I haven't yet alienated, for those whose attention hasn't shifted to "Jersey Shore" or Sportsdesk, here, from a chapter called:

"Who Do I Rob?"

The simplest illustration of the right distribution of income that I remember is to be found in the accounts of the North-Eastern Railway Co. before the War. The Company had an almost equal number of railway workers and of shareholders. Each shareholder had contributed on the average £1,500 of capital. Each worker received in wages an average of £75, and each shareholder received an average of £75 in dividends. It took, therefore, £1,500 of capital to find employment for one worker*. The capital received the 5 per cent, which we have noticed in a previous chapter as the minimum inducement which will bring it into being, and the worker received the whole of the rest of the money which was paid by the users of the NorthEastern Railway. The most superficial examination of this position will show it to be completely sound and will indicate the only ways in which it could be altered**.

Any diminution in the £75 paid to the shareholders would discourage or stop the provision of any further capital for the North-Eastern Railway***, whereas any increase in the money paid by the users of the railway could have been applied to the increase of the wages of the workers, and was, in fact, the only source from which any such increase could come****. Had the workers, for instance, been willing to apply themselves to the use of labour-saving devices and to give twice the service with the

same number of workers, or the same service with half the number, each man could have had double wages and with them acquired the spending power to employ the other half of the railwaymen in the provision of all the other things that the double wages would call on to the market.

Notice anything here? Howzabout this: had the workers, for instance, been willing to work twice as hard, with less benefits, for less real dollars, without reporting any injuries, why just think how big the Moya bonus would be, Toto! Right here right now we are entering a difficult portion of our time at Canada Post. Privatization forces are at work everywhere. There's money to be made here. Sharks are at work and not many MPs have the knowledge or will to defend us. Yes the time has come for new technologies, and these new technologies should bring benefits to both Canadians as a whole and to the employees of Canada Post. Even the long-dead capitalist hack I just quoted at length functioned under the misguided conception that what is good is good for all. Well not here it isn't; not at Canada Post. The idea here seems to be cut all costs, bullying will cut costs in OT and injuries, let's get people to not report! Let's cut costs, then cut the workforce and cut benefits. It seems management is just repeating that age-old adage: "Let's make these miserable bastards miserable, because... well because we're not them! We're better, we're management!"

It's not all one-sided though; did you know that even though your supervisors lost their sick time, they get it back if we successfully keep ours? Not just sick time either.

On a positive note I will be circulating copies of the Norman grievance, March 5, 2010. This is a Regular (non-binding arbitration) out of Winnipeg wherein a member's steward advised management they would not be attending an Injury-on-Duty interview as that was a WCB matter. The Shift 2 manager's follow-up letter stated: "I made you aware of the consequences of not participating in the interview process and also advised you were not getting proper representation." Testimony was given stating the shift manager had twice advised the member "should seriously consider his choice of representation."

In article 5.01 of your Collective Agreement the corporation is required to refrain from interfering with "activity in the Union," and in 9.06 the Corporation "agrees that Union Stewards shall not be hindered... in any way in the accomplishment of their duties.... while representing employees in accordance with the provisions of this article." The arbitrator awarded the Union \$1000. Something to keep in mind out there.

Alright, the wine is starting to wear off and I still need to tell you we need more stewards for the times ahead. Fort Saskatchewan, Depot 2, Depot 3, Delton. Stand forward, step into the real world, let us show you something. It'll be stimulating. 780-423-9000.

-Jerry Woods, Chief Shop Steward, Stations and Depots

*sez who?, I love this, say a number once and then repeat it later in a different context, as relevant, Canada Post does this ALL THE TIME, as in "20 percent of your wage comes from flyers," So what, If there were no flyers then it would be zero percent.

** You will not question my weird sphere of thinking, I AM THE EMPLOYER!

***No it wouldn't; See Goldman-Sachs re: derivatives.

****I haven't got six pages to list all the stuff wrong with this....



FIGHTING WORDS

The surveys are rolling in and from the looks of it the patience of our membership is running out.

Roland Schmidt, Steward, Depot 3

The expiration of the Urban Operations Collective Agreement at the end of January 2011 may still seem far away but the need to prepare ourselves is very much immediate. There are two main reasons for this, both of which are welcome consequences of being a part of a democratic organization. First, our membership needs to be mobilized: no matter how good we think our arguments for improving our Collective Agreement may be, or how much the public may or may not support us, the only real force capable of winning our demands is the mass support of our 48,000 members. Second, democracy means open debate, and considering how many members we have it is no simple task to involve everyone: councils need to meet at every level of the Union (Local, Regional, National) and our main demands will be decided based on what our membership is most

willing to fight for. This past month saw our Local firmly commit itself in both respects.

Area Council – Survey Strategy

On March 12, 13 the Edmonton Local held an Area Council to discuss how Canada Post will approach negotiations trying to fully implement the corporate vision of the Modern Post, as well as strategies our Local should pursue in order to prepare our members. In summary, the Council was a very sobering experience. Letter carriers, you thought admail was a problem before? Imagine the way it is now, except twice as bad. Imagine more sets each day and still no delivery time values for them – all on top of presequenced mail (70% of your mail will be pre-sorted) making your in-depot sortation times smaller and your walks longer. Plant workers, you thought section-crossing couldn't possibly get worse? Wrong. Canada Post's goal is to make each position in the plant as automated as possible so most of the work wouldn't require *any* form of training, meaning it would be easier for the company to further ignore your seniority rights and move you wherever they wanted.

As grim as all this may seem Canada Post won't be able to get away with it unless *we let them*, which is precisely what the second part of Area Council addressed: how we are going to fight back. Our union has a long, well documented history of membership asserting ourselves to force substantial demands into reality such as our paid maternity leave (we made this a national standard) and iron-clad job security (we are one of the only jobs in North America with this). The 'Negotiations 2011' surveys are our Local's first step in connecting with members about what our positions of strength to rally around will be when the time comes. The response to the surveys we've already collected has been tremendous.

Nothing official can be said of the results yet but (so far) it looks like our members are already lacing up their gloves – they just want to know when they can get in the ring.

Democracy Redux

As you are reading this the contents from the surveys will be in the final stages of being compiled. From there the information will be turned into resolutions to be debated on at the next Local General Members Meeting on Sunday, April 11. **If there was only one union meeting you should attend every 3 or 4 years, this is it** (see the events calendar in this issue for more details). Once passed they are packaged with other resolutions in the Region, debated further at that level and then sent to National for official adoption as the demands we will present to Canada Post in Fall 2010.

While the resolutions are being debated at the various levels, our Local will already be advancing information campaigns based on the survey results and asking members to start taking small steps (e.g. wearing buttons, signing petitions, attending meetings, refusing company snacks, etc) towards strengthening our unity and sending management a clear message as we near negotiations. The involvement and support of every member counts: talk to your co-workers about your concerns, make sure to ask your shop-steward about any negotiation information you're uncertain of and educate yourself on the issues. We need to start building as much momentum as we can now so that when the time comes Canada Post won't even know what hit them.

STRENGTH IN NUMBERS

This article is the result of a conversation Lorraine and I had about my concern with certain things that I have seen and heard on the work floor. Some CUPW members feel intimidated to speak out if management is abusing our hard won collective rights, or worse, they are not even aware that they have certain rights. Other CUPW members complain about our union's activities or what they feel are lack of them. It is NOT the purpose of this article to discipline any CUPW member, but rather to begin a conversation on the work floor via this article to answer any questions, ease fears and ultimately to foster a sense of unity among all of our members. In this way it is our hope that we will make our union really strong and proud.

HARD WON RIGHTS

The current CUPW collective agreement is known to be one of the strongest and most progressive amongst any union in the country. Some tough bargaining took place to make this a reality. One example is our right to have a proper rotation of duties and for management to adhere to that rotation. What is happening on the work floor however is that many sections across all shifts are chronically understaffed and supervisors continually complain that they can't follow the regular rotation because of understaffing. How convenient! Management has used the current recession and not having enough money as excuses for understaffing . We need more staff! Seek advice from your shop steward on how to approach this problem.

Remember that whenever you go into a new section (no matter for how short or long a period of time), always ask another CUPW member who the shop stewards are in that section. That way if you find yourself in need of a shop steward you can tell management who you want to see.

If you want to talk to management about a question or a complaint, tell them you want to have a Shop Steward present. It is your right. And please **DON'T EVER GO ALONE** into a disciplinary meeting. Take a shop steward. It is your right. It's always helpful to have a witness and another pair of ears that may hear something you miss.

Intimidation is a commonly used tactic for getting staff to work harder or faster. Don't fall for it. Look out for yourself and work smart! Look for ways to support other CUPW members in this struggle as well. Try to focus on the positive but also let others make their own choices. Remember you have the right to refuse any work you feel is not safe or if the work you are doing may place someone else in harm's way.

Also remember we as long time employees were left with a legacy of a good contract, but management is systematically taking away the rights and benefits we fought long and hard for. We need to set the stage for the up and coming brothers and sisters to continue the struggle, and a struggle it will be. The new employees need to gain the confidence in themselves to stand strong, remember what we fought for and continue to do so.

KEEP THE CONVERSATION GOING

There have been and will always be things that we disagree on within the Union, but we must put that aside now and come together, united, and prove that the West can be counted on and that we are as strong as the East.

And sometimes it is difficult to see the rationale behind a decision made by a union local about an issue. It is vital to ask questions and have conversations with other CUPW members. The local welcomes inquiries from all its members; if you don't know to whom you should direct your question, talk to or leave a message for Trish at the front desk. The Edmonton local's phone number is 780-423-9000. You may also want to check out the following websites: www.cupwedm.net , www.cupw.ca . You will find a multitude of resources there. Another option is to attend the monthly General Meetings. They are open to all members. You're paying good money, come meet the people who make up the leadership in the local and see the strong support you're getting! Find out about some of the committees that carry out the work of the union.

Our union is only as strong as its members! Let's support each other.

In solidarity,
Lorraine Newton (the long time employee)
Carmen Loiselle (the relative newbie)

General Meeting Report...March 7th, 2010

The local decided to hold a one day environment course (Climate Change) on Earth Day, April 22 for up to 25 participants, to be elected at the April 11 General Membership Meeting.

The local decided to establish the Tom Olenuk Environment Award, to be awarded annually, criteria to be developed by the Environment Committee.

The local decided to elect two additional sisters to the Prairie School for Union Women, in June in Saskatchewan.

The local decided to elect area council delegates to fill vacancies and to hold an area council delegates meeting on the Friday evening, March 12 and all day Saturday, March 13.

The local voted to endorse Brian Henderson as the candidate for President of the Edmonton and District Labour Council, at the election in March. (note: Brian did win this election by acclamation and is now the full time President of the EDLC... congratulations Brian!)

The local endorsed the campaign to go plastic bottled water FREE!

Elections: The following were elected to local committees:

Local By-laws committee: Larry Dionne, Karen Kennedy

Local Social committee: Ernest Sommers, Rick Morgan, Gail Treleavin

Local Election committee alternates: Yvette Brusseau, Donna Bursey

Area Council Delegates: Parminder Pannu, Jerry Woods, Lorraine Klemchuk, Ernest Sommers

Prairie School for Union Women: Liz Johnman, Mary Lussier, alternate: Donna Bursey

Notice of Motion: Brusseau: that the local purchase 100 union-made t-shirts, approximate cost \$2000, have a contest for the design, all the members can submit their entries and the winner to be decided by the executive who can make a timely decision.

At the conclusion of the meeting, the local women's committee shared the DVD 'Killing Me Softy' and provided popcorn!



2010, 2011 & Beyond

There is a collision course of epic proportion that has been written on the wall for some time now. And it is coming much closer. Many of the local union executive attended the first meeting with the employer to discuss implementation of Modern Post in Edmonton. There was a weekend meeting in Calgary which discussed Modern Post and the collective agreement that expires in less than a year. In April and May at local general membership meetings we will select resolutions reflecting what the local wants in the next collective agreement. This is your opportunity to have your say on what should be submitted for contract demands. This is followed by a regional conference in June. There, each of the 8 regions narrow down the demands and send them on to the National Executive Board. The National Executive Board in July begins the process of developing the package of demands that they hope best suit the 48,000 members in the Urban bargaining unit. These will be given to the employer in the fall and at that time the union will receive the employer's demands on what changes they are seeking in the new collective agreement.

This will be an extremely difficult round of negotiations, given that we anticipate huge job cuts with Modern Post. On top of that we are somewhat going in blind, in that we do not know, as carriers, exactly what our job will look like in 5 years. Based on some of the bulletins the Employer is not sure either. Even though the implementation in Winnipeg is scheduled for this fall, the employer has not explained the details of how some of the work will be done within the wording of the current collective agreement.

So what can you do as a union member? Watch for bulletins in the work place, and on the local and National web sites. Be at the local meeting where we discuss and vote on the local demands. Talk about it in the work place. Treat rumors by the supervisors and other management with suspicion. Save your money. It could be a long strike. In the 32 years I have been at the Post Office I have spent about 4 months on the picket line. There were several long and bitter strikes in the sixties and early seventies before I started. We did not get the wages and benefits in the current collective agreement because the employer wanted to give them to us. We got them because we were willing to go on strike and stay on strike until they met our demands. What would our collective agreement (and our job) look like if the members in the past were never prepared to go on strike and/or stay on strike until the employer met the demands? We never got better walks unless we were prepared to go on strike for better walks, We never got better pay unless we were prepared to go on strike for better pay. We never got job security or better working conditions unless we were prepared to go on strike for it.

Brian Blair
Local Route Verification Officer



Our e-mail address:

union@cupwedm.net

CUPW Edmonton Local Website: <http://www.cupwedm.net>

FULL-TIME OFFICERS:

PRESIDENT

Bev Ray

SECRETARY-TREASURER

Sue Wilson

GRIEVANCE OFFICER

Carol Read

HEALTH & SAFETY OFFICER

Mike Painchaud

TABLE OFFICERS:

VICE-PRESIDENT

Raj Sharma

EDUCATION OFFICER

Larry Dionne

ORGANIZING OFFICER

Nick Driedger

RECORDING SECRETARY

Bena Pattni

SERGEANT-AT-ARMS/EDITOR

Karen Kennedy

ROUTE VERIFICATION OFFICER

Brian Blair

CHIEF STEWARDS:

BULK MAILS

vacant

LETTER MAILS

Ajay Sharma

TRANSPORTATION

Greg McMaster

WICKETS & AFFILIATE OFFICES

Linda Nyznyk

STATIONS & DEPOTS

Jerry Woods

MAINTENANCE

Norm Burns

RSMC

Peggy Lee Maxwell

UNION COUNSELLORS

Social Stewards

Sue Wilson Union Office

Karen Kennedy

Deb Orr EMPP

Ed Faust EMPP

Syed Rahman RETAIL

Asma Burney EMPP

Peter Wright EMPP

Wendy Irvine EMPP

Brenda Swift EMPP

Virginia McGregor EMPP

Ross Adshead Depot 2

Deb Carson Depot 11

Gail Scollon Transfer

Lori Zurowski R.V.U.

Ernie Sommers Depot 6

Deanna Nielsen

Mary Bain

Yvette Brusseau EMPP

Gord Buga EMPP

Parminder Pannu EMPP

Ursula Webber Depot 11

Roseanne Plante Depot 9

Ruth Arkless Delton

Jean Endruschat Depot 1

Bena Pattni Depot 3

Milly Chung St Albert

Wendy Nowell Retail

Wayne Parker MSC

Lorraine Klemchuk EMPP

Brenda Lekochinsky EMPP

Ajay Sharma EMPP

Laure Lucyk EMPP

Linda Nyznyk Westlock

LIFETIME MEMBERS

Hazel Baril

Gloria Hogue

Larry Jones

Sonia Ketsa

Hubert Luken

Cathy McKinnon

Beth Nilsen

Doug Elves

Bill MacDonald

Neil Martin

Margaret Michaels

Bill Noble

Bill Schulha

David Boyd

Sandi MacDonald

Paul Otto

HAVE YOU MOVED?

ARE YOU PLANNING TO MOVE?

Don't forget to contact the union office
with your new address and phone number.



Jerry Woods, Michelle Woods, Jullie French, Sam Palmer, Cori Longo at the Join Together Alberta Rally, March 20, wearing Alberta tartan. (photo Greg McMaster)

April 2010

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1	2 good friday	3
4 easter sunday	5 easter monday	6 resolution writing workshop 1:30-3:30 pm 5:30-7:30 pm	7 women 6pm - 8pm	8	9	10
11 general meeting 6pm	12	13 environment 6pm - 8pm	14 retirees 10am	15 exec 9am organizing 4:30	16	17 wicket meeting noon
18	19	20	21 City Wide SS Meeting 6:30-8:30 pm	22 earth day climate change course	23 AFL mid term forum calgary	24 AFL mid term forum calgary RSMC noon-2 pm
25	26	27	28	29	30	

Deadline for May InsideOut Submissions: Friday, April 9th, noon.

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

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

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



THE STRUGGLE CONTINUES.....