

InsideOut

**Canadian Union of Postal Workers
Edmonton Local**

APRIL 2013



Message from the Editor...Karen Kennedy

As I write this the local is about to consult on new schedules proposed by CPC for the registration clerks who work in each Depot. We are part of Collection and Delivery post office (C & D) but we are 'group 1' which is a different job classification than those who are depot assistants and letter carriers (Group 2). Our work is being eroded systematically by the employer on a daily basis. Letter carriers who have not yet been assigned for the day are being sent to 'help', injured letter carriers are sent over to 'help out' and even scheduled to start early in the morning with us, to do our work: marking packets, sorting the mail. Sorting the mail: xpresspost, priorities, registers, customs, cod's, parcels, packets: this is Group 1 work. In our PT Training it was all explained that way. In the Depots it is a different story. The Employer is trying to "Blur" the lines"it's all inside duties", they say, "everyone can do everything". And everyday we see some letter carriers grabbing their own mail instead of letting us or the D.A's distribute it. This erodes our work.



Please, think about that the next time you decide to do our work because you want to finish your day a few minutes early. Our jobs depend on it.

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(cover photo (Kennedy): High Level Bridge & LRT Bridge)



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

Vice President Report.....

Bargaining Unit Work – We know that the Post Office is changing. The boss tells us it's for the good but it sure doesn't seem that way on the floor. Instead of staffing properly supervisors are competing with one another at the EMPP to see who can perform more CUPW bargaining unit work. This is happening in all shifts and sections. You can see them working the EFM, pushing IDC carts, working run-outs, AO's, admail, priority belt, etc and they feel no shame in doing so. When you see this happening make sure you record it, get a witness and file a grievance.

Pay Problems – So many part-timers are having issues with their pay. The boss is consistently messing up their hourly wage. Please keep track of your pay stubs and track the hours you work, especially if you work extended hours. If you are a part-timer and the employer keeps casuals working past the end of your shift without offering you extended hours, make sure you file a grievance.

Work Method – I have no idea who is planning the new work methods. Everything is getting mixed into one mono (admail, priority, xpresspost, parcels, lettermail, AO's) even though customers pay premiums for some of these services to be delivered at a quicker rate. This is terrible service to provide to the customers that pay to keep this company going. This is a big mess. Despatches are being missed on a daily basis because they do not have enough staff which causes even further delays to accumulate. The boss doesn't respect our rotation of duties which results in workers getting tired and injured. Then the boss intimidates and bullies the workers they injured due to their lack of staff and respect for the rotation of duties.

Hospital – The hospital section of the EMPP is under fire right now. Parcels are flying off the belt and hitting employees. This area is dangerous. Some workers have used their right to refuse when sent there to work. This has been reported to Labour Canada and we are waiting to hear from them. The employer has implemented some band-aid solutions but they are not working and are unacceptable.

Dock – The dock issues are becoming health & safety concerns for workers. Because the way the dock plate lips pair up with the trailers, there is a steep drop that is causing back pain in the drivers as they are driving their Hysters in and out of the trailers.

Lastly – I would like to thank Brother Mike Painchaud for the years he has put in as Local Health & Safety Officer. It was a pleasure working with him over the last 2 terms. He will be missed by many. On another note, I would like to welcome Sister Lorraine MacKenzie as the new Local Health & Safety Officer. She brings great experience in dealing with health & safety issues and WCB advocacy.

Solidarity,

Raj Sharma
Vice President
CUPW Edmonton Local





Local Executive Officers who were not in attendance at the April General Membership Meeting were sworn into office by President Bev Ray at the April 18th Executive Meeting: Greg McMaster (Route Verification Officer), Teri Roland (Education Officer), Norm Burns (Chief Shop Steward Maintenance), Nick Driedger (Recording Secretary), Mike Painchaud (Chief Shop Steward Wickets and Affiliates). (photo:Kennedy)



Health and Safety

This will be my first bulletin as the fulltime Health and Safety Officer for the Edmonton Local.

Whether you are working inside a postal facility or outside driving and delivering, the procedures which must be followed when a worker is injured at work are the same. It is not a decision the supervisors or Managers make, it is spelled out in the Collective Agreement and the Canada Labour Code.

Procedures to follow in the event of accident and/or injury at work:

-NOTIFY your supervisor immediately

-First Aid or Medical attention is a priority, if needed

-Accident Investigation must be done by the Employer with a member of your LJOSH (Local Joint Occupational Safety and Health Committee)

SAIR – (SUPERVISOR ACCIDENT INVESTIGATION REPORT) accident investigation must be done with a member of LJOSH. If no LJOSH member is available then a shop steward should be involved in the investigation. For Depots and Outside workers that may require calling someone from EMPP if no one is available from the depots.

-once the investigation is complete, the supervisor will type up the SAIR. This report should tell the injured worker's story of what happened. It is not a venue for the supervisor to write his/her editorial.

-The injured worker should ask for a copy of their SAIR, a WCB booklet if required, and a copy of the C-40 form(employer's WCB Form) that they send in.

-the SAIR needs to be signed by a shop steward, so if you were not part of the investigation as a shop steward, be sure to review the content of the SAIR with the injured worker before signing it and also write on it : “not part of investigation”

If Canada Post fails to follow these steps, then file a grievance.

Let's not simply talk about safety, let's live it every day.

Lorraine MacKenzie
Health & Safety Officer
CUPW Edmonton Local
T 780.423.9000
C 780.915.2269
F 780.423.2883



CUPW Edmonton Local Pension Course

Learn about your Canada Post Pension and your post-retirement benefits. Questions welcomed!

Thursday **May 23, 2013**

To register: complete the application form for local education, attached, and return it to the local office, 11001-107 Street, Edmonton, T5H 2Z6, fax: 780-423-2883, union@cupwedm.net

For more information, contact Teri Roland, Local Education Officer at 780-423-9000.

Application for Education in Edmonton Local CUPW

Event:

Dates:

Work Location: SHIFT TIME:
Name: Sister Brother

Address: City: AB PC:.....

Home Phone: Work Phone:.....
email Address:.....

Please advise if you have any environmental or food allergies, mobility, medical, hearing or vision issues that we should be aware of.

DATE **Signature of Applicant**
(MUST BE SIGNED OR WILL NOT BE ACCEPTED)

Short Term Disability Plan



One of the major changes in our New Urban Operations Collective Agreement is the deletion of old article 20 as it pertained to sick leave and the introduction of STDP (Short Term Disability Plan) in the current Article 20. This plan is complex and needs time and effort put into understanding it. I will in this article endeavor to explain it as simply as possible with a few possible scenarios included, as I was at the table when the negotiations were taking place.

The very first thing I would suggest to our members is to read the article at least a couple of times if you are trying to understand it. Always refer to it in the collective agreement going forward whenever there is a question around STDP and you are looking for an answer. I would also suggest reading any material sent from Canada Post and this information can be useful when challenging the supervisors, superintendents and managers as most of them are not familiar with the language. In fact, some of them have been misleading our members when they call in for leave. There is also a booklet put out by CUPW National. It is available on National's website and also at our union office. The Chief Shop Stewards will be able to provide it if asked.

STDP is a plan that provides 70% guaranteed income for up to 30 weeks when approved by the employer's disability management provider Great West Life/Morneau Schepell. The STDP covers a full or part time **permanent** member when she or he gets sick, suffers from an injury that happens outside of work, or is hospitalized. One does not have to earn sick time any more (we'll talk about accumulated sick time later in the article). Sick notes or certificates are not required either. If the boss needs a medical certificate (for whatever reason) they would have to give time to the member to go to the doctor as stipulated under article 33:10.

Under this plan all regular full time employees are credited with **7 personal days** and part time employees with a prorated amount expressed in hours based on their scheduled hours as of January 1st. of each year. If there are less than 10 working days worked/paid in a calendar month in the case of a full time employee and less than 40 hours per month for a part time employee (except for members on parental leave) their personal days will be reconciled to reduce the allotment of such days. If after such reconciliation their personal days have a negative balance, the value of those days will be recovered from their next pay. If there is a change in schedule or status as in part time to full time in the middle of the year the # of hours towards the personal days will go up or down. This will also be reconciled at the end of the year. If there was a negative balance due to such change the value will be recovered by March 31 of the following year. It would be a good idea to keep track of the hours worked. The allotted personal days can be used, cashed out (all 7 days) or up to 5 days carried over to the following year, at the member's request.

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(Short Term Disability continued)

There can only be a total of 12 personal days in a year (starting in 2014). Any payouts requested will be based on the hourly rate of pay at the end of the year and payment will be made by March 31 of the following year.

If you are wondering what happens to the remaining **sick leave credits** that so many of our members had, they will now be converted to **top-up credits**. These top-up credits will be used when the STDP kicks in to top up the 70% pay to 100%. So for one day of STDP only 30% of one day's top up credits will be used, in other words one day of accumulated leave will be used for 3 days of STDP with 10% still remaining. The negative side to the top-up credits is that we cannot use them when we are not eligible to go on STDP, so if all personal days are exhausted and we get sick for 3 days we cannot use top-up credits because we are not on STDP even if we have a lot of them still remaining in our account. We may have to use our comp time or annuals if we do not want to go on leave without pay.

The personal days can be applied for and used in several different ways. They are divided into two categories: **Planned personal days and Urgent personal days**. Planned personal days can be used in multiples of 2 hours or for the entire shift when it is convenient for the member and the corporation. Approval is required by the boss and a leave form can be submitted requesting a planned day at least 3 days prior to the leave and not more than 3 months in advance. An urgent personal day does not have to be used in multiples of two hours. It can be less than 2 hours or even in minutes. It includes illness, emergency, or for circumstances beyond one's control that attribute to the absence as in 'special leave'. They can also be used during the qualifying period under the STDP.

How does STD work and how do you apply for it? There is a waiting period of 7 calendar days (qualifying period) for a member who gets sick and has to go on STDP. If a person gets sick and

does not think he/she will be back at work for more than **7 calendar days**, that person is now eligible to go on STDP. A call should be made to the supervisor informing her/him about the illness and the expected time of return. If the illness is expected to last a day or two, the urgent personal days will be used, if longer than 7 calendar days the supervisor must immediately inform Great West Life and Access HR who will then Xpresspost to the member an STDP kit which would include at least two forms that need to be filled out. One is the 'employee statement' to be filled out by the member and the other is the 'physician statement' to be filled out by the attending physician in sections B and C. Section D is also filled out by the physician if the absence is expected to be more than two weeks. **IMPORTANT** to read the fine print on the forms. The **member pays any costs** related to filling out these forms. Once filled, both forms must be mailed or faxed to Great West Life. It is good to do it ASAP rather than to wait 14 days from the onset of the disability as stipulated.

Does the member get paid during the waiting period? **Yes**, in most cases; if she has personal days then those personal days will be used to cover the absence. Personal days will be used for the working days in the time period of course, not the rotation days. If the member has exhausted all or most of her personal days, she can use top-up credits if any, to receive pay during the waiting period. If there are no remaining top-up credits, comp time or annuals may be used or else leave without pay.

If the member gets **hospitalized** as in surgery or an accident, there is **0 days waiting period**. The same process as explained above would have to be used. The difference is that personal days do **NOT** have to be used, as the STDP will start from day 1. If a member knows the date of hospitalization the process can be started in advance, if not he may have to call the employer or, if not able to do so on his own, someone else would have to make that call

on the member's behalf informing them of his hospitalization so that the STDP process is started ASAP to avoid disruption in pay.

Any accident or injury that occurs outside of work also has 0 days waiting period if medical attention is sought within 24 hours of the injury, or 0 days after medical attention is sought or hospitalization occurs, if not sought within 24 hours.

What happens if the claim is not approved? If GWL/MS does **NOT APPROVE** the claim, they will inform the member in writing. The member will have 7 calendar days from the time of the decision to file an appeal. One of the reasons for not approving the claim is 'non-compliance', eg. if the forms are not filled out by the required date and the member has not made a request for extension. The member will continue to get paid 70% from Canada Post during the absence up until the time a decision is rendered by GWL/MS. If the appeal is approved the member will go on STDP, or, if the appeal is denied Canada Post will recover the monies paid during this period. If it is deemed that the claim was denied for non compliance, Canada Post will claw back the monies paid in one lump sum in the following pay. But if the member was in compliance but the claim was denied for other reasons, the member will have to pay back the monies received during this period at the rate of 10% per pay period as stipulated in article 35.06. If an appeal needs to be filed please be prepared to provide more information to GWL/MS if that is what was lacking in the initial claim. There is a time limit of 30 calendar days to provide such additional information. If the first level of appeal is denied **the member and the Union will be informed** in writing and the process to go to the next level of appeal explained. The member will be represented by the Union who will have 14 calendar days to inform the case manager of the intent to appeal. The Union may also decide to not go ahead with the appeal if the case is not strong. The cost of the

second and final level of appeal will be shared by the Union and Canada Post. The third party hearing this appeal will be a medical professional and her/his decision will be final.

In this contract Article 24 Injury on Duty Leave was also changed. A member on WCB will now be paid 75% of their pay instead of 100%. The rationale provided by CPC was that when a member on WCB did her income tax returns she got back 120% based on 100% of her pay, because the pay during the WCB absence is not taxed. When the pay is 75% of the gross she would get back 100% (or a little bit more) of the pay after the income tax returns. **The top-up credits as mentioned earlier, can now be used to top up the 75% of the pay during IOD to 100% when someone goes on WCB as well.**

What happens during IOD pending? Up until the previous contract the member got paid from his sick leave credits while waiting for approval of IOD. The same concept continues except that the sick leave now is 70% not 100% and any remaining sick leave/ top-up credits will NOT be used for this purpose. Everyone regardless of whether they have remaining top-up credits or not, will get paid. The member will get paid 70% up until the WCB claim is approved and once approved will start getting 75% and the 70% pay that was being received will also be reconciled to 75% and if there are any top up credits remaining the pay will then go to 100%. If the claim is not approved by WCB the member would then have to go on STDP and the rules for STDP would apply.

What happens to members who are on Graduated Return To Work Program where they work fewer hours than their regular scheduled shift, as per their doctor's instructions? It is understood that if a member is on a GRTW program, she/he was off work earlier due to illness and already approved by GWL/MS, and is on STDP if the illness happened after January 1/13. If the member works 5 hours a day

(Short Term Disability continued)

instead of 8 in case of a full time member, the member will get his regular pay for the 5 hours and 70% for 3 hrs. plus the top up (if any) to 100%. If the GRTW program started prior to Jan 1/13 and the case was being handled by GWL/MS then that case will be transferred to STDP automatically and a letter will be sent from the case manager advising the member of the next steps. A letter will also be sent to the member's supervisor and Access HR. (see employer's information sent to all members) If the member is on GRTW, while on STDP those weeks will be counted towards the 30 week period limit.

What happens to members on IOD pending and working fewer hours as per their doctor's instructions and WCB refuses their claim?

These members should right away apply to go on STDP. If WCB did not approve their claim because it was deemed that their injury occurred outside of work then there is 0 days waiting period to go on STDP and if they are able to provide the information on the required forms filled by their physician then they should get paid regular wages for the hours at work and 70% plus top up (if any) for the balance of the hours.

What happens to members on IOD pending and WCB refuses their claim and they have appealed WCB's decision? The union's position is that they should be able to go on STDP till the results of the appeal are known. **The employer is not in agreement with this.** The Union considers this to be a violation of the Collective Agreement and has filed a national grievance. We will have to wait for the decision.

When members go on STDP, is the cause of illness kept private by GWL/MS or does Canada Post know why the member is not at work and why they are restricted from doing certain duties when they return to work? Why a member goes on STDP is between the member and his/her case manager. The case manager just **informs** Canada Post that the member is on STDP and upon his/her return **informs** Canada Post of the duties that member can perform. **They do not provide Canada Post with the reasons** for the member's absence or restrictions.

I am hoping this article has helped you with some of the questions that you may have. More questions and scenarios will crop up as we go along. Please feel free to contact me by email: usma90@hotmail.com if you have any questions related to STDP and I will get back to you ASAP with answers.

In Solidarity

Asma Burney
(Shop Steward - shift 3)



Shop Steward & Union Activist Meeting EMPP & City Finals

Thursday May 30th, 2013

Meeting will be held at the Union Office, 11001-107 Street

First Meeting: 8:30am to 11:00am Second Meeting: 13:15 to 15:30 pm

Agenda -Preparing Grievances, other work floor issues (Shop Steward concerns)

These are Book Off meetings These meetings are open to all those who have taken a steward course, are waiting to take a steward course or who are Union Activists. 3 hours book-off for stewards only.

Gohar Zaidi: Chief Shop Steward, Bulk Mail **Parminder Pannu:** Chief Shop Steward, Letter Mail

CUPW EDMONTON LOCAL
GENERAL MEMBERSHIP
MEETING

Sunday May 5, 2013

Noon to 2 PM

Green and Gold Room

Commonwealth Stadium (use team store entrance, parking at the LRT lot across the street)

Agenda:

Local Executive Election
Organizing Officer...1 year term (to April 2014)
Proposed Budget July 1,2013 to June 30,2014

Notices of Motion 1. SOCIAL COMMITTEE Social Committee plan events for all member and families using up to \$8000.00 from the social fund and not from the union dues and to have the committee provide information to the June GMM.

2. WOMEN'S COMMITTEE Whereas under the National constitution Women at the Regional and National levels of the union are required to be members of the National Women's Committee, Whereas in order to educate, develop leadership and promote the issues impacting women, Whereas we are committed to promoting the issues of women and women in leadership, Therefore be it resolved to change the Local Bylaws to be brought in line with the principles of the National Constitution. That all women elected to the Local Executive Officer positions will automatically be members of the Local Women's Committee

3. INCREASE WAGES FULL TIME OFFICERS Whereas CUPW National Constitution is based on the principles of justice and fairness; **Whereas** the Edmonton Local Bylaws **Art. 7.13.1** states the rate of pay for full time officers based on a forty hour work week; **And Whereas, 7.13.2** states that full time officers agree to waive their forty hour week in respect to overtime, any shift differential and weekend premium, but be given an additional \$1.40 hour towards their wages; **And Whereas, 7.13.3** states that full time officers are entitled to all rights and benefits under the Collective Agreement, which contradicts **7.13.2** in that no officers are paid for overtime, shift differential or weekend premiums; **And Whereas** this section of the local bylaws in fact contributes to full time officers annual income to be below that of other workers. Furthermore, the demands and requirements of the full time officers do not reflect the wages they are paid; **Therefore be it resolved** that the Edmonton

THE STRUGGLE CONTINUES.....

Local Bylaws be changed and that the rate of pay for Full Time Officers will be equivalent of a Union Representative wage.

Local Committee elections

Human Rights Committee.....8 members, 2 year term

Environment Committee.....8 members, 2 year term

Good & Welfare committee...1 member

Temporary Workers Committee.....2 members

Election Committee....3 Alternates

Organizing Committee.....2 members

Health and Safety Committee.....1 member

Trustee Committee....1 alternate

CALM Conference.....2 delegates, May 23 to 25 Edmonton



Executive officers and new shop stewards being sworn in at the April General Membership Meeting by Jerry Woods, full time Grievance Officer. (photo: Kennedy)

Local Joint Occupational Safety and Health Committee (LJOSH)

The following members are Union representatives on the EMPP LJOSH:

Raj Sharma (shift 3)...Co-Chair

Jimmy McAuley (shift 2)

Nikki Brosseau (shift 2)

Gohar Zaidi (shift 2)

Ray Fitzgerald (shift 3)

Yvette Brusseau (shift 1)

Brian Mottershead (shift 1)

Please take any health and safety concerns to them.



THE STRUGGLE CONTINUES.....

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...vacant* election May 5
Chief Shop Steward – Letters...Parminder Pannu	Route Verification Officer...Greg McMaster
Chief Shop Steward – Maintenance...Norm Burns	



Carol Read was presented with a LIFETIME MEMBERSHIP by Local President, Bev Ray, at the April General Membership Meeting. Carol retired in January 2013. (photo: Kennedy)

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 1st 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.



Inside Out Deadlines

Friday at noon

May Issue: May 10, 2013



Three Generations of Local Health and Safety Officers: just elected: Lorraine MacKenzie, just retired: Mike Tarnawski, just returning to the workforce: Mike Painchaud

What's Coming Up:

May 1...May Day March: gather at 6pm Corbett Hall 112Street & 82Ave

May 2,3...Local Trustees Meeting

May 3,4,5...3 day Regional school in Edmonton

May 5...noon...General Membership Meeting Green and Gold Room Commonwealth

May 10...Take Back the Workfloor Course

May 16...Local Executive Meeting

May 23...Local Pension Course

May 23...UnionCcommunicators 1 day course U of A

May 24,25,26...CALM Conference U of A (Canadian Association of Labour Media)

May 30...EMPP shop steward meetings, book offs must be requested

June 2...6pm...General Membership Meeting , Green and Gold Room, Commonwealth