

# InsideOut

**Canadian Union of Postal Workers  
Edmonton Local**

**April 2016**



*Local CUPW President, Larry Dionne speaks to a reporter outside the St. Albert Post Office regarding the outlet's proposed closure, despite it's ongoing profitability and great service.*



*Members of the CUPW Edmonton Local Executive stage an information picket at the St. Albert Post Office the morning of Thursday, March 17th to inform the public and oppose it's proposed closure. (Cover Photos by Gohar Zaidi, except lower left picture by Parminder Pannu)*

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Our office hours are Monday though Friday from 7:30am - 5:00pm

Our Part-Time Administrative Assistant, Trish, answers the phone from 9am until 2pm. She may be able to assist you or put you in touch with an officer. You may also contact the Union in person or by email.

## **CUPW Edmonton Local 730 - Executive Committee**

### **Full-Time Officers / Staff**

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CHIEF STEWARD MSC	<b>Nancy Dodsworth</b>	<a href="mailto:dodzilla@shaw.ca">dodzilla@shaw.ca</a>
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CHIEF STEWARD RSMC	<b>(position vacant)</b>	
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### **Table Officers**

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# InsideOut

April 2016 Edition

Canadian Union of Postal Workers

Edmonton Local 730



Cover Photo: (Photos: G. Zaidi and P. Panmu)

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**6:00pm - 8:00pm (Union Office)**

InsideOut is published by the Local Chapter of the Canadian Union of Postal Workers. Opinions expressed are those of the writer and not necessarily the official views of the Local.

Original written, photographed and illustrated contributions are welcomed for the purpose of publication. Guidelines are available upon request. You may mail or email your submissions c/o the Editor through the address and/or email below. Please include your full name, return email a/o mailing address and a phone number with your piece.

The InsideOut Committee meets once a month. If you are interested in joining the InsideOut Committee, please consider coming to a meeting or attending the monthly General Membership Meetings so that you can be voted into the Committee.

## The Editor, InsideOut

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

## InsideOut Committee

Vimal Sharma, Carmen Loiselle,

Michelle Ream, Charandeep Singh





## From the Editor

Next month, InsideOut will have a new Editor. His name is Vimal Sharma. Vimal has been with Canada Post for at least nine years. He's a Shop Steward and works as a PO4 at the EMPP (Edmonton Mail Processing Plant). When I first met Vimal he was working as a transfer driver. He's one of those people that speaks up when it is important to do so, and always stays aware of his surroundings. Once you finally get to know him you notice his kindness, his smile and his sense of humour. I look forward to seeing how Vimal reshapes the InsideOut.

I admit I have fulfilled my term as editor while feeling quite overwhelmed. None of the problems I've encountered with the publication of this newsletter have been insurmountable. The various obstacles have taken a toll on me though. I feel it is finally time to step back and

recuperate. That being said, as I've told Vimal, I am happy to help him as much as I'm able to. I have accumulated a few plans and resources that will (hopefully) improve the experience of Vimal and any future editors.

I didn't get involved with our union because I needed an extra social life, or something to do in my spare time (both entirely valid reasons). Even though I've acquired excellent friendships and received encouragements I'd never have enjoyed without my union involvement, I got involved for other, more pressing reasons.

When I first reached out to the union office I'd experienced some serious unpleasantness at work. The grievance officer (at the time), Carol Read, was so helpful and supportive. It was the first time in my life I received real help with difficult, work-related issues and problems.

Prior to meeting Carol, I had sought out help on the work floor, but at those key junctures didn't receive the assistance I so needed. In my frustration, I really wanted to understand what my rights were. It was a long-time shop steward by the name of John McTaggart that gave me an application form for a shop steward course; he knew I wanted to educate myself. He made sure to help me get on board with that plan.

To be honest, I didn't actually want to become a shop steward (too scary!). I just wanted to know my rights. The funny thing about knowledge is, once you have it, it gets shared. I started helping co-workers right after finishing my first course. It was nice to be able to answer questions and inform people (even supervisors) of correct work practices. Life was suddenly easier and less confusing for quite a few of us.

Several months after I'd completed the course - while attending a CUPW union meeting - the (then) President, Bev Ray, asked me if I had

decided to become a steward yet. I said “I’d like to.” and “I’m thinking about it.” During the meeting she suddenly started swearing me in along with my union sister (and classmate) Michelle Tarnowski. It was a surprise followed by lots of great developments. One of the developments was serving you as Editor.

It hasn’t been easy. But unions don’t exist because life is easy! I’m involved because I want my work life and my personal life to be better. (and) Let’s face it; work affects the rest of your life. Even when my days aren’t going especially smoothly, I feel better than I did before becoming a steward. I feel empowered, knowledgeable, more socially and politically conscious (never thought I’d be saying that), and more secure in general. Try it. You’ll like it!

Things change though. As of April 2nd I will no longer be on the Executive Committee. That means I will automatically be down from sitting on eight committees to only six. I will still be

involved in volunteering with some committees and even certain organizations (LEAF, EDLC, AFL and the CLC); I’ll still endeavour to contribute to InsideOut by submitting pictures and articles; and I will still apply for educational opportunities so I can be a better help to my union brothers and sisters, relatives and friends. Depending on the future, I may even accept nominations for another executive position (but not just yet). Right now I’m taking a break – but not from stewardship. I am still committed to helping whoever asks.

Right now I extend an invitation to you to help me welcome Brother Vimal to this position. I also ask each of you to consider making this publication your own by getting involved. Let’s keep InsideOut as interesting and diverse as ever!

Lisa Swaren,  
Outgoing Sergeant-At-Arms / Editor  
CUPW Edmonton Local  
Shop Steward, Shift 3, EMPP



*New stewards, Lisa Swaren and Michelle Tarnowski, being sworn in by (then President) Bev Ray on Thursday, September 26, 2013 at a CUPW meeting at the old union office. Also Pictured (left to right): Lorraine McKenzie-Lawson, Joey Meritt, and Vita Lorence (Picture: stock photo, CUPW)*



## Teaching Students about Social Justice Issues and Unions

Do you remember any of your social studies classes from when you were in school? I remember a grade eight class where the assignment was to learn to correctly label every African country on a map, list its capital city, and memorize a few other facts about each country. Reflecting back, I question the usefulness of this exercise. Growing up, it could have been more useful for me to have learned about the world at the time including African issues of colonialism and apartheid in South Africa, or the Vietnam War and civil rights movement in the US.

Today, many teachers have embraced the need for students to better connect their learning with their communities, country and world as it exists. More focus in our schools is now placed on relating learning to the issues of our time.

The Aspen Foundation for Labour Education was organized with the goal of providing students in our public education system with the knowledge and skills they need to succeed in 21st century Alberta. Specifically, Aspen's goal is to develop materials and programs for students that will enhance their learning about

social justice and labour issues.

In practice this means that Aspen provides teachers with supplemental materials that they can use to enhance their teaching. We have developed materials on issues ranging from the benefits of cooperative action, to social injustices (e.g. Chinese head tax), to globalization, to the history of Medicare and learning about union history and how they work to name a few.

A recently completed project has been to take Maria Dunn's music and performance concerning the GWG factory that existed in Edmonton until 2004 and turn it into a video ballad. We developed meaningful and engaging projects and lessons for six different grade levels concerning issues at work, working women's issues, immigrants, globalization and unions. We have begun to promote this resource called **GWG: Piece by Piece – A Resource for Alberta Teachers** and to show teachers how to use it. This resource and others are freely available online to be downloaded by any teacher or viewed by any member of the public (go to: [www.afle.ca](http://www.afle.ca)). The video ballad is an hour of good entertainment!

Another program of the Aspen Foundation is our **Grants in Support of Social Justice Learning**. Upon application, we provide a few schools with a small grant to encourage students to become involved in their school and community life through engaging in social justice projects that make ours a better society. The brochure that is sent out to every public and separate school in Alberta can be viewed on our web site. In addition, school projects are posted there.

Aspen has been working with teachers for some time now to encourage social justice and labour education in our schools. The task is immense. Our success is measured by the appreciation



shown by teachers when they see our materials.

The Aspen Foundation is only successful because of the broad support of the labour movement in Alberta. Unions have taken on the challenge of supporting us financially and in its governance. This support can also be viewed on the AFLE web site, [www.afle.ca](http://www.afle.ca).

This year CUPW 730 again contributed to our annual work and success. We thank you for

your support. As a non-profit and registered charity, AFLE also encourages individual, tax-deductible donations.

Together, we will achieve a better education for our students and better world. Let's make public education work for us all!

Gary Hansen, Executive Director  
Aspen Foundation

## Surprise Speakers at CUPW Prairie Spring Regional

These pictures were taken at the Crown Plaza Hotel during the CUPW Spring Regional Educational. The dates were March 11th, 12th and 13th of this year. Tom Mulcair and Linda Duncan were there as surprise guest speakers to assure the workers that they had not forgotten about our struggles, and will continue to sup-

port Postal Workers.

There were many courses offered including Basic Shop Steward, Introduction to Social Steward, Solidarity Skills, and Temporary Worker's Rights. I was in Solidarity Skills, Level I. It was a great course. I highly recommend it to all members.

Cheryl Chow  
PO4, EMPP (Edmonton Mail Processing Plant)



*Dave Bleakney (CUPW National) and Todd Jarema (CUPW Regional) pictured with NDP Leader Tom Mulcair and Edmonton Strathcona (NDP) Member of Parliament, Linda Duncan (Photo: Cheryl Chow)*



*Tom Mulcair encourages postal workers at the March 2016 Spring School (Photo: Cheryl Chow)*

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## Report on Recent Meetings

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Hi Everyone!

It was a busy week in our Local. Lots of meetings, lots of activists (and always room for more)! I was happy to join in on a few of them and am looking forward to finishing off school in April so I can be more active and involved.

Wednesday afternoon was the **Letter Carrier, Shop Steward and Activists meeting**, it was well attended with almost all depots city wide represented. As a former letter carrier that has been involved with fight backs on the two-bundle system, force back (and more), it was great to have an afternoon free of classes so I could attend part of it and hear what has been going on in the world of letter carriers. Updates were given from all depots, with good conversation happening around the stated issues. A very full and busy agenda was planned and covered during the two-hour meeting. It was really great to see so many active and involved letter carrier shop stewards!

Unfortunately, due to my school schedule I was unable to attend our **Local Executive Committee meeting** (thankfully the last one I will have to miss because of school). I was given reports by some of the executive members that attended. The morning was spent in St. Albert doing an information picket and community outreach in front of the Corporate Retail Office (CRO). Canada Post is moving towards the process of closing it, as they did the Mayfield Common CRO in 2012. From information shared with me it sounds like members of the St. Albert community are really leading in the fight against the closure. The afternoon portion of the meeting was spent back at the local office dealing with local business - a very full and busy day.

Saturday morning was the **Route Measurement Committee meeting** with updates on where depots are in the CPC restructure schedule. It was good to be able to make a commitment to those there that with my school days almost done I am ready and willing to get back to helping out where ever I can.

For those that have gone through a restructure it can be a pretty unsettling time and CPC doesn't do much to help lessen it. We discussed the four phases of a restructure: Prep., Volume Count, Assessment and Build-Phase and the common issues that have been arising in each. We discussed how vital it is for letter carriers to be involved and take an active role in all the phases. Their knowledge of their routes is gold when it comes down to helping our union get the best results possible. Warren Melnyk also gave us updates on where our Local sits in the current restructure arbitrations. I am amazed at the knowledge those involved with the Restructure Committee have and am grateful our Local has such a strong Route Measurement Committee (and activists involved with it).

Saturday afternoon brought the **Strike Committee meeting**. I was able to practice some of the Vice President duties by chairing the meeting; something I have done a lot of in the past and am happy to report came back to me very easily, even after my time away from it. The first thing on the agenda was the discussion of the timeline of where we are in regards to negotiations and a possible strike. We discussed the locations that would be best for picket lines and the timings of them for city wide locations; depots, EMPP, CROs, along with some affiliate offices. We look forward to hearing from more affiliate offices on their ideas for possible strike or lockout picket line locations and needs. We also discussed the need to be inclusive to all members, regardless of ability, and did some brainstorming on what role members played in the past and what may work in the future. We had a good conversation around supplies that will be needed and how to ensure access to them for all members. During our communication section of the agenda points were brought up about the need to network with the labour community as well as the need to establish a strong communication network with all of our members both before and during a strike or lockout.

In Solidarity,  
Nancy Dodsworth,  
Chief Steward MSCs, CUPW Edmonton  
Edmonton Mail Processing Plant  
(MAM II Technician in Training)

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## By the Numbers ...Notes From the Route Measurement Committee

Thank you to Dan Murri, Jenn Reimer and Cordell Ferguson who worked very hard as your union observers during the Depot 9 Volume Count held from February 22nd to March 4th. They did a great job, working long days to ensure all the values were accurately recorded and verified. Jeff Buck and Erin Mannix also deserve thanks for the hard work they did during the preparatory phase to make sure all the existing routes were updated (so that the database is as accurate as possible) before we start the next phase of the restructure process: "The Build". Last but not least, the carriers of Depot 9 who cooperated with us to do the extra work required during the count: again many thanks. With the employer limiting the number of observers we can have during the count, we

rely on the carriers more than ever to assist us.

Warren Melnyk attended the National Route Measurement Committee meeting on March 5th and 6th in Ottawa. The concerns we have here in Edmonton are echoed all across Canada. The restructure issues that we have identified here - such as the lack of information determining the parcel and mail volume indexes - are the subject of arbitration in every region across the Nation. Overall, the employer certainly expects letter carriers to do work with absolutely zero pay, like for the calculation of "Neighbourhood Mail", customer pickups and driving to customers (showing as zero time value). There were discussions with members of the National Negotiating Committee to get a better understanding of what we need, and the wordings to achieve for the collective agreement(s) for both urban and rural bargaining units. There were also discussions on route restructures for RSMCs, and what to do for these members as part of the negotiations.

An RSMC "Know Your Routes" course is scheduled for Saturday April 23rd, from 10 am to 12 pm at the Union Office. All RSMCs are encouraged to attend. We need your knowledge so that we can assist RSMCs to make sure your routes are updated correctly and that you are getting full pay for the hard work you do.

Kathleen Mpulubusi  
Route Verification Officer  
CUPW Edmonton (Delton Depot)

### Route Measurement Calendar

Date	Activity	Location
<b>Mar 7<sup>th</sup> – 31<sup>st</sup>, 2016</b>	<b>Prep. Phase</b>	<b>Depot 6</b>
<b>April 4<sup>th</sup> – 15<sup>th</sup>, 2016</b>	<b>Volume Count</b>	<b>Depot 6</b>
<b>March 29<sup>th</sup>, 2016</b>	<b>Build Starts</b>	<b>Depot 9</b>



*Mary Lussier, Kathleen Mpulubusi and Susy Fong celebrate International Women's Day 2016  
(Photo submitted by Kathleen Mpulubusi)*

## **The Bread and Roses Update - The Edmonton Local Women's Committee**

*The following are remarks I made at the Spring School held on March 11th:*

Why women's committees? This past Tuesday on International Women's Day I was at a dinner and discussion talking about women's issues. At one point I got up and addressed the group of about 100 people. After the event was over Sister Cori Longo (formerly of CUPW and now with the Canadian Labour Congress) came over and said to me, 'Look at you. Five years ago, could you imagine doing this?'. I replied, 'No, but look at you too! Five years ago, could you be where you are today?'.

What did we have in common? We both got our start in union life with the Edmonton Local Women's Committee. Today I stand before you as the Regional National Women's Committee Representative, Edmonton Local Route Verification Officer and Shop Steward at Delton Depot. Being with all the friendly and supportive sisters gave me confidence and

boosted my self-esteem. From attending my first Equinox to now, I always know that no matter what happens in my work life the sisters on the Committee have my back. The confidence and growth in self-esteem that I have gained from my union involvement has spilled over into the rest of my life.

So, I have some questions I would like to ask. One: "How many of the sisters here are part of or have attended women's committee meetings or events organized by a local women's committee? Two: If you have, what has interested you? Three: If not, what would interest you in being part of a local women's committee?

These questions and others formed a good part of our discussions at the National Women's Committee meeting that was held in Ottawa from February 27th to 28th. Under the National Constitution, Article 9.21, "each local shall constitute a local Women's Committee".

The Local Women's Committee has three main roles. One: to encourage the involvement of women in the union; Two: to educate the membership on equality issues facing women, and; Three: To find ways of improving the situation of women in the workplace.

Overall it was generally agreed that as a start, we need to work on improving communication about women's committees at all levels of the union: local, regional and national. We need to build a better network of supportive women at all levels. We recognize that women's committees are a perfect gateway to union involvement. In the Edmonton Local Women's Committee we take an informal approach to meetings so that our meetings are a safe place for us to discuss the issues affecting us at work. We can talk, laugh, cry, eat and then feel better about going out to face the world again. We've done work helping to organize the recent International Women's Day event, the Annual Equinox and more.

As part of this four year mandate each region has to organize a regional women's conference. In Ontario, three regions combined forces to put on a very successful tri-regional conference attended by over 200 women. In the Prairie Region, we are just starting to discuss a conference. This is the very beginning of the process. If you are interested in being part

of the discussions - from helping to organize or being a happy participant or just generally wanting to be more involved - then I want to hear from you.

It was a very happy and fortuitous day when I went to my first union event: the Edmonton Annual Equinox. That feeling has never changed over the years. Every time I go to a women's event - a march, conference, school etc. - I leave renewed and inspired and more than ever want to spread the good feeling around. So please stay tuned. Thank you.

THE WOMEN UNITED WILL NEVER BE DEFEATED! SOLIDARITY!

Kathleen Mpulubusi  
Route Verification Officer  
CUPW Edmonton (Delton Depot)

**Next Women's Committee Meeting:**  
**Thursday April 7, 6:30 - 8:30pm, Union Office**  
(Discussion of Planning of Annual Equinox  
Event tentatively set for September)



*International Women's Day 2016 (Photo by Kathleen Mpulubusi)*



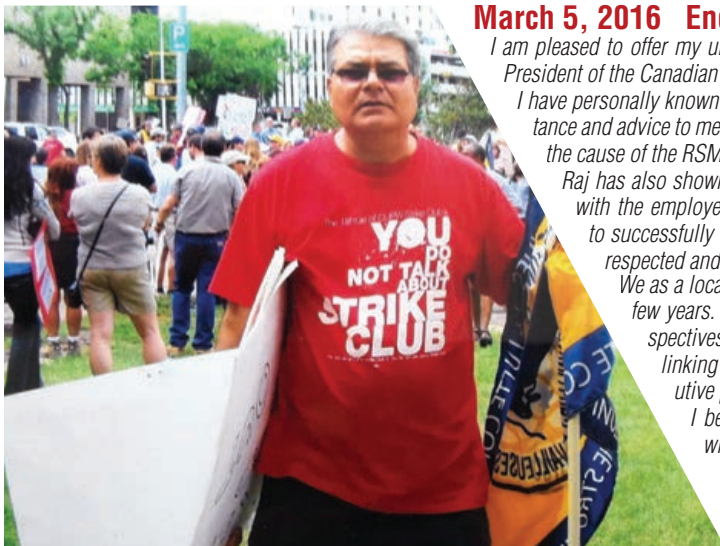
RE-ELECT

# RAJ SHARMA

FOR VICE PRESIDENT  
EDMONTON, LOCAL

18121 107AVE  
**SATURDAY**  
**APRIL 2**

**2016 10:00 AM-5:00 PM**



## March 5, 2016 Endorsement for Raj Sharma

*I am pleased to offer my unreserved endorsement for Raj Sharma in his campaign for Vice President of the Canadian Union of Postal Workers Local 730.*

*I have personally known Raj for almost seven years. In that time he has offered his assistance and advice to me on numerous occasions and has worked diligently to help forward the cause of the RSMC's within CUPW.*

*Raj has also shown himself to be a strong worker's advocate, winning many battles with the employer. His deep knowledge of our collective agreements allows him to successfully confront management and ensure that the workers continue to be respected and protected.*

*We as a local have seen many new faces elected to our executive over the past few years. Change is a wonderful thing and brings in fresh ideas and perspectives, however it is equally important to have some degree of continuity linking us to our past. Raj with his many years of experience on our executive provides this link and helps us preserve our institutional memory.*

*I believe Raj is the best candidate to fill the role of Vice President within our local, and I urge all members to consider the above and vote for Raj on election day.*

**Doug Frechette** Current RSMC, Wetaskiwin Depot  
& Past Chief steward RSMC's Edmonton Local

## SISTERS & BROTHERS

My name is Raj Sharma, and I am currently holding the position of Vice President of the CUPW Edmonton Local. I am a PO5 (dock worker) and work on shift 3. I have 22 years of experience of CUPW struggles. The Vice President's job at the Edmonton Local is to run the union office in the absence of the President. These duties include chairing meetings, consulting with employer, being the chairperson of the Strike Committee, and any other duties directed by the President. I have fulfilled these duties to the best of my ability. In 2011, when the employer imposed the lockout on us, I worked 12 -16 hours daily organizing the picket line, gathering supplies, organizing strike payout checks, organized potlucks, drummers, umbrellas in the pouring rain fire wood, and communication with the media. I was actively involved on picket lines in the last two strikes.

I was actively involved in the Save Canada Post campaign in St. Albert, Sherwood Park, Mill Woods, and Depots 4 and 8 areas. I have delivered thousands of leaflets to the Save Canada Post campaign. I took our struggle to with members of Parliaments. We organized petitions and collected thousands of signatures from Canadians in support of our campaign.

In my youth days, I was actively involved in student politics and the CUPW journey of my family has not been any different. My wife, Anita Sharma, is an active Shop Steward on shift 2 at the EMPP, and in May 2015 at the national convention in Toronto, she was elected as the first alternate for the National Women's Committee, representing the prairie region.

I believe in the collective approach, as the union is not about individualism. It is through this belief and learning from my 22 years of experiences that I have achieved many victories for the union with the help of many others.



*From the very first union meeting I went to in 2004 Raj Sharma has always been a big supporter of the RSMC's. I'm very pleased to endorse Raj in his campaigning for vice President of the Edmonton local. From the many years that I've worked with Raj on the Local executive I can honestly say that Raj has made more motions than any other executive members that I know of to include The RSMC in their fight to gain equality with the urban brothers and sisters. Raj has had many Conversations with me to learn about the RSMC's; he has always made it important that RSMC's are included in all parts of the union. A vote for Raj means a vote for the RSMC's*

**Thank you, Sue Wilson ( Past Chief steward RSMC )**

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

## MY ACTIVE PARTICIPATION

1. As a worker's advocate, I was successful arguing the case, over turning the employers allegations. That a letter carrier did not deliver householder and was suspended for 5 days **(all 5 days of the suspension were won back).**
2. Letter carriers from Delton, Rosedale, and EDD were suspended when they used their right to refuse to follow two-bundle system under health and safety grounds. I was successful in overturning this decision as well.
3. **When employer was releasing temporary workers at EMPP, over availability issues and were getting fired. I fought and won back their jobs.**
4. Recently I assisted a formal arbitration for wrongful dismissal of an EMPP worker, and we were successful.
5. I had argued cases where individual members and the union received tens of thousands of dollars in damages. I argued cases about inside workers, RSMC, letter carriers, MSC and retail workers. I may not have won every single case, but my track record is good with the collective approach.
6. Currently I am working on grievance backlogs since the 1995 Collective Agreement.
7. As a trained human rights investigator, I have been involved in many investigations, and the union was successful in the end.

**I HAVE ALWAYS LISTENED TO MYWORK FLOOR AND THEIR ISSUES, AND HAVE WORKED ACCORDINGLY. I AM A MEMBER OF THE EDUCATION COMMITTEE AND IT IS PUTTING FORWARD MANY COURSES. BUT, WE NEED TO IMPLEMENT SOME SMALL FOUR-HOUR COURSES AT OUR AFFILIATED OFFICES SUCH AS:**

- ◆ For RSMC's to know their rights
- ◆ For letter carriers to know their rights
- ◆ For PO4's to know their rights

**I am looking forward to the education committee implementing training courses about the picket line as soon as possible.**

*I am a trained facilitator. Education is the backbone of this union. I have facilitated human rights, health and safety, and Shop Steward courses. Currently I have another responsibility too.*

### **I am a co-chair of the EMPP Health and Safety Committee.**

My goal has always been to bring forward the workforce voice to our Union meetings and have a fair debate:

- ◆ *At two national conventions I spoke and opposed the increase of union dues. My opposition was not about me not wanting to pay more dues, but because the national union should act to restructure the whole CUPW which is way outdated. We should be using the latest communication technology.*
- ◆ *After defeating the motion mentioned above at the national convention, the national union put a ten-dollar surcharge yearly on the membership. I put forward a motion to reduce our local surcharges equivalently. This motion was passed.*
- ◆ ***I opposed the motion that was put forward at GMM to give a raise to four fulltime officers (almost \$10,000 a year, equal to UR wages. ) and pay raise motion was defeated.***
- ◆ *I opposed the motion to cut back \$200 honorariums to our retirees because I believe honorarium presentations on the work floor by the union are an organizing tool.*

## MY VISION

*Our local has grown really big. We are responsible from Jasper to Kitscoty, St. Paul, Camrose, Wetaskiwin, Athabasca, Fort Saskatchewan, Leduc and so on. In my opinion, we cannot serve all of these locations on a timely manner. This is unfair for our members. I strongly feel that our local union needs to be restructured, and if these locations can take care of their own day-to-day business, we should provide them with training to be their own successful local.*

*By doing this, we can put a cap on our local surcharge so that when we get a pay raise; our local union dues surcharge will not go up. Our own local executive committee has to be to be re-structured to improve communication, so we can give a timely response.*



**MY VISION OF THE CUPW EDMONTON LOCAL IS AN INCLUSIVE AND COLLECTIVE APPROACH. I'M LOOKING FORWARD TO YOUR VOTE AND SUPPORT ON VOTING DAY.**

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





*I am endorsing Brother Raj Sharma for the re-election of the position of Edmonton Local VP. During the course of my tenure at Canada Post, I have found Brother Raj eager and willing to help our fellow Brothers and Sisters in their time of need, be it during working hours or after hours. Brother Sharma has been an activist throughout his entire postal career, who possesses extensive knowledge of the collective agreement. Brother Sharma is well educated with troubles faced within the letter carrier world as well. When presented with a challenge, Brother Sharma tackles it with sheer determination and will not settle until he feels the Corporation has been held to task. There was once a time while I was still a temporary employee, employer suspended me for allegedly not delivering householders. Brother Sharma successfully had the Corporation reimburse me for a served 5 day suspension. He won all 5 days back for me. I have full and complete confidence in Brother Sharma's capability to continue acting as the Edmonton Local VP.*

**Ange Freer** (Rosedale Depot), Past Chief Shop Steward Letter Carrier, Edmonton Local

*I have known Raj for over 10 years working at the EMPP, and he has always listened to the issues and concerns of all of us, and always had them addressed quickly. Raj is a well respected employee with lots of knowledge and experience that he shares amongst us. I have had numerous courses that Raj has facilitated my coworkers and I, and we all have all benefited from his teachings. Recently, I was wrongfully fired by the employer. It was a nightmare for my family and I. Raj was involved in helping me get my job back on February 15, 2016. He was supportive and very helpful in the arbitration process, and I cannot express how thankful I am for him helping me out and getting my job back. We are all thankful for having Raj as part of the Edmonton executive, and I have FULL SUPPORT in his re-election for Vice President. Thanks;*

**Lawrence Tsong,** EMPP Shift 3

*I cannot forget the 2011 Lockout/Strike when employer imposed a hardship on all of us. However, we were very well prepared at the EMPP. The employer began the lockout during shift 3 (this was my first strike that I took part and was directly involved in). Raj Sharma instantly took control on the picket line, yelling "Employer is locking us out and we are locking them in!". The entire management department was locked inside and was not permitted to leave. With the help of everyone in the union and negotiating for hours with the police, they were allowed to leave, but on foot only. This was an example of unity, members getting involved in decision-making, and strong leadership. We are currently in negotiation with Canada Post, and we need an able-bodied leader. I am fully supporting brother Raj Sharma for Edmonton Local VP.*

**Rosie Nijjar** Shop Steward EMPP Shift 3



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





## Nancy for Vice President

Hello:

I am Nancy Dodsworth and I am running for Local Vice President. I started with Canada Post as a Christmas Casual in 1999, became a Temporary Letter Carrier in 2000, and gained permanent status here in Edmonton in 2003. I have been very active within our Union for well over a decade.

I volunteer on numerous Local committees and positions. My strongest passion being that of a Shop Steward and helping folks on the work floor. I believe that our Union's strength comes from the work floor and I want to be the person that helps to get your voice heard. I have had the pleasure of working in many different locations and positions in Canada Post: from PO 4, (full time and part time on all shifts); full time MSC, Letter Carrier (full time and part time) both before and after Postal Transformation. I am currently in the apprenticeship program to become a machine service

technician, a MAM 11 (in CPC language), in the Technical Services Section in EMPP. I can't wait to finish up the school part of the program this April and get back to the work floor to help out where I can.

I was president of Courtenay local, responsible for representing a diverse membership including Letter Carriers, RSMCs, PO4s and smaller Affiliate Offices. Prior to being president I was the Grievance Officer of the same local. Both roles expanded my understanding of the challenges that all members regularly face, such as discipline, injuries, STDP, vacation schedules, shift schedules, letter carrier/RSMC restructures, and the list goes on. I learned as much as I could about RSMC issues in order to support them and help them fight for their rights, both collectively and under the Canada Labour Code. I focused on establishing excellent lines of communication between the main local office and all the affiliate offices. This communication was key in being able to make positive changes for all the members in the local. An informed membership is an active membership and it is my goal to help bring that forward here for all the members in our Edmonton local.

Your Vice President is responsible for the strike committee. This round of negotiations is crucial. We are at a cross road that will determine our success in achieving the rights of RSMCs and Urban Operations members to become unified under one collective agreement. There is a lot of work to be done and I am determined to take it on!

For more information and updates please come visit my Facebook page: 'Nancy Dodsworth for CUPW Edmonton Local Vice President', my Blog at <http://nancyforvp.blogspot.ca/>, or email me at [dodszilla@gmail.com](mailto:dodszilla@gmail.com)

In Solidarity and Respect,  
Nancy

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## A Brief Outline of Nancy's CUPW Activities:

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St. John's Local, Shop Steward	2003 ~ 2007
Campbell River Local, Shop Steward	February 2007 ~ July 2007
Courtenay Local, Shop Steward	July 2007 ~ July 2011
Courtenay Local, Grievance Officer	September 2007 ~ September 2008
Courtenay Local, President	September 2008 ~ July 2011
Edmonton Local, Shop Steward	September 2011 ~ Present
Edmonton Local, Organizing Officer	May 2012 ~ December 2013
Edmonton Local, Chief Shop Steward Transportation	February 2016 ~ Present

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## Nancy's Endorsements:

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*I am proud to support Nancy Dodsworth for the position of Vice President of the Edmonton Local. I have known Nancy since 2013. She is hard-working, dedicated and cares about the future of Postal Workers and our Postal service.*

**Lorraine MacKenzie-Lawson ~  
Health & Safety Officer CUPW Edmonton Local**

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*"In the time I have known Nancy, I found to her to be impeccable with her word, thoughtful with her actions, and a strong union activist who always seeks to do what is best for all of our members.*

*For example: Nancy currently serves as an administrator on two CUPW-related Facebook groups – a task that can be daunting considering some of the thorny issues and conflicts that can arise among our members there. I find her approach to these issues to contain equal parts compassion and levelheadedness. Although she gets no credit, compensation, or photo opportunities for doing this work, Nancy tirelessly provides strong support to the other administrators as well as the members there, allowing for the exchange of ideas among our membership while at the same time ensuring that discussions take place in*

*an environment that is safe and respectful for all participants.*

*These skills and attitudes would bring a breath of fresh air and allow her to shine as our Local Vice President.*

*I can honestly say it would be an honour to serve with her on our Local Executive."*

**Chris Hepburn ~  
CUPW Edmonton Local Education Officer**

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*An awesome day on the **Save Canada Post Campaign** with Sister Yvette Brusseau at Edmonton City Hall (January 2014)*

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*I am writing to give my support to Nancy Dodsworth in her bid to become Vice President of the Edmonton Local of CUPW. I have known Nancy for over a year and she is one of the friendliest and welcoming people I have met at a Union function. If there is a person at a meeting she has never seen before and they look a little overwhelmed, she is one of the first to welcome them and make them feel comfortable.*

*She is a very knowledgeable person and is always willing to learn. Although she is not an RSMC, she has great understanding of the specific struggles faced by RSMCs and she is willing to help with these struggles.*

*Nancy is a very level headed and rational person and is not of the “me” mentality. She is truly doing what she can for the membership, not for just herself, her section, or her friends.*

*I urge everyone to go out and vote on April 2, 2016 at our CUPW union office, and vote for Nancy. Vote for a positive difference. Thank you.*

**Karry Biri ~  
RSMC Sherwood Park**

*Nancy would be a breath of fresh air. Her wide experience both inside and outside would be a great addition to the executive. She is upbeat, positive and knowledgeable. I hope people take the time to get out and vote.*

**Kathleen Mpulubusi ~  
CUPW Edmonton Local Route Measurement  
Committee & Letter Carrier Delton Depot**

*Nancy came to our local in 2007, and was an immediate activist and valued member of our Local. She is organized, committed, and dedicated to our Union. I had the pleasure of working with her as Presidents of adjacent locals and enjoyed her inspiration on campaigns. During the 2011 pre lock out, rotating strikes, Nancy and I traveled to communities such as Nanaimo and Victoria, to support our Brothers and Sisters on the picket line. We got home at 3am. This is the type of unstoppable energy that Nancy brings to the table. She lives and breathes the Union line. She has been a backbone of support as a Sister, a champion for the Union. It is not about what she does, It is about who she is.”*

**Monica Judd ~Former President,  
Campbell River Local (2002 – 2016)**



**CUPW sisters Michelle Woods, Nancy Dodsworth, and CUPW Retirees Susy Fong and Mary Lussier  
Annual Women's Day March, Sunday, March 6th, 2016 (Photo: K. Mpulubusi)**



## The St. Albert Post Office on 13A Perron Street



(Photos: Gohar Zaidi)

THE STRUGGLE CONTINUES.....

## Update on Proposed Closure of St. Albert Post Office

Hi Sisters and Brothers

Just giving you an update of what has been done since The Union Office got notice about St. Albert Corporate Retail Office (CRO).

On March 3rd, Local President, Brother Larry and I went to St. Albert CRO in the morning and talked to the CUPW members working there. We got some first-hand information about what is happening there. At 2:45pm Sister Kathleen Mpulubusi, Brother Larry Dionne and I went to see Michael Cooper who is the Member of Parliament from St. Albert (and whose office is just across the street from the

retail office). We brought to his attention our concerns regarding the proposed closure of the retail office and the negative impact it will have on our community. The meeting lasted more than one hour. We also invited Michael Cooper to the open public forum.

We planned Information Pickets in front of the Retail Office and an upcoming Public Forum. We are also tried to get five minutes to speak on the issue at an AGM for the nearby Local St. Albert Community Hall.

All these plans were detailed in the next Organizing Committee Meeting.

Ajay Sharma, Organizing Officer  
CUPW Edmonton Local  
PO4 (EMPP)

**ST. ALBERT  
TOWN HALL MEETING  
APRIL 6TH, 2016  
ST. ALBERT CURLING CLUB  
3 TACHE STREET  
ST. ALBERT**

**\* 2:00PM - 4:00PM MEETING**

**\* 6:30PM - 8:30 PM MEETING**

## CUPW Edmonton Local **GENERAL MEMBERSHIP MEETING**

Saturday, April 2nd, 2016,  
6:00pm - 8:00pm

CUPW Office:  
18121 - 107 Avenue, Edmonton

## Upcoming Committee Meetings

*All union membership and committee meetings are held at the CUPW Office  
at the address above in the Greg "Jedi" McMaster Boardroom  
(unless otherwise specified)*

**Saturday, April 2nd**

**Local Elections for Vice President**  
10:00am-5:00pm at the Union Office

**GMM (General Membership Meeting) 6:00pm - 8:00pm, Boardroom**

**Tuesday, April 5th**

**Human Rights Committee Meeting**  
8:30am-10:30am, Boardroom

**Thursday, April 7th**

**Women's Committee Meeting**  
6:30pm-8:30pm, Boardroom

**Thursday, April 14th**

**Organizing Committee Meeting**  
7:00pm-9:00pm, Boardroom

**Friday 15th - Sunday 17th**

**Basic Shop Steward Course**  
Union Office Edmonton

**Saturday, April 19th**

**InsideOut Committee Meeting**  
11:00am-12:00pm, Main Floor

**Friday, April 22nd**

**Environment/Earth Day**

**Saturday, April 23rd**

**RSMC Know Your Routes Meeting**  
10:00am-12:00pm, Boardroom

**Thursday, April 28th**

**Moment of Silence:**  
**International Day of Mourning for**  
**Injured and Deceased Workers**