

InsideOut

**Canadian Union of Postal Workers
Edmonton Local**

APRIL 2014



Sculpture: LUNCHBREAK by J. Seward Johnson Jr., Churchill Square, Edmonton Centre
(Photo: Lisa Swaren)



Lisa Swaren Incoming Sergeant At Arms / Editor Inside Out

Welcome to the April Printing of CUPW's InsideOut Newsletter. I feel honoured to be involved with CUPW - in every way. As the Editor, I hope to help connect the members of our Union with each other.

It is our differences that make us more qualified to inform each other. CUPW has a very dynamic membership. You are invited to send in your best comments, views and original writing. Although my professional experience at Canada Post is limited to the indoor endeavours of a Temp PO-4 Shop Steward, I fully intend to convey the views of all postal workers. In addition to presenting a kaleidoscope of work-related issues, I'm hoping for your perspectives on where Canada Post meets culture, orientation, family life and health. InsideOut welcomes the views of Part-time, Full-time and Temporary Mail Handlers, Postal Clerks, Mail Despatchers, Letter Carriers, Mail Service Couriers, R.S.M.C. Drivers, Wicket/Counter Clerk Lead Hands, Technicians, Engineers, and even Retirees. This newsletter gives us an important opportunity to edify and strengthen our community.

I thank those who have encouraged, enabled and inspired me to become involved in this important work; Cathy Furtak, Larry Dionne, and Bev Ray (along with so many of my co-workers). Special thanks to Karen Kennedy who has taken valuable time to show me the ropes. As for all my Sisters and Brothers of Canada Post, I hope you will enjoy reading InsideOut just as much as you have in years past.

Karen Kennedy Previous Sergeant At Arms / Editor InsideOut

My term as editor is now complete and I have moved into the executive position of Chief Shop Steward Wickets and Affiliates.

Together, the new editor Lisa and I reviewed the InsideOuts for 2013 this week, and sent in our submission for the annual CALM (Canadian Association of Labour Media) awards. There are so many good writers in this local and we need to continue to hear from you! Your contributions make the InsideOut special.

As I leave this editor desk there are many to thank for all these years of doing a task I have loved and who have made it so enjoyable. Some of them are:

Always to be counted on for an article in a crunch: Brian Blair, Greg McMaster, Carol Read, Cathy Furtak.

With un-ending patience when the computer program needed a skilled touch: Brian Blair, Norm Burns

Person for whom I wrote the most ghost articles: Carol Leighton (who is wished great happiness in her transfer to Penticton!).

Always able and willing to provide excellent photos: Gohar Zaidi

The unionized printer, ABC Press, has been wonderful to work with and deep gratitude to Jason Roper and to Olindo.

And my deepest thanks to you, the reader. I remember how touched I was to see my 'PDT Wars' cartoon had been hung up on a carrier's case!

The InsideOut helps keep our community connected and reminds us that we are not alone. It has been a rich and rewarding experience. Thank You!Karen Kennedy



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



Cathy Furtak
Full-Time Secretary-Treasurer

What Is Union? What Is Solidarity? Are You Part Of Either?

Since the lock out of June 2011, and since the new collective agreement was ratified, I have seen an attack on postal workers from multiple fronts. Firstly, Canada Post has been violating the collective agreement at will, and on a very regular basis. They do not believe that they need to consult with our Union, and when they do it is far from meaningful. We object and argue, but they just continue to interpret the Collective Agreement in any way that will suit their needs, and then proceed how they want. They force our Union and members to file grievances to resolve these issues.

Did you know that the grievance procedure (which is a long process under article nine of the Collective Agreement) was put in place because the employer wanted to have this process? By accepting the grievance procedure, the Union gained the following rights:

...to have Unions legally recognized

...to recognize the Union as the sole and exclusive bargaining agent
 ...to define and prohibit unfair labour practices
 ...to provide remedies for unfair labour practices
 ...to provide for compulsory conciliation prior to a legal strike
 ...to prohibit mid-contract strikes and lockouts

Make no mistake that the corporation is only interested in profits, bonuses for management and privatization. They have no interest in their employees, or their lives or the challenges that many workers are facing (and will be facing) if Canada Post and the Conservative Government are successful in the cuts to Canada Post (as proposed in their "5 Point Plan"). All postal workers need to understand that this plan will not only affect letter carriers but will affect all postal workers.

Here are a few things for you to consider and think about. You may or may not agree with me but I need to throw my two cents into the pot:

One point that makes no sense to me is that CPC is saying that 6,000 to 8,000 jobs will be lost across Canada in the next 5 years and that this will happen through attrition (via harassment and bullying in my opinion) and retirements. If I look at the current number of letter carrier walks in Edmonton (approx. 1,000), and estimate that at least one-third (and I think one-half is more realistic) will be lost to routes with all Community Mail Boxes (CMBs), that would leave us with 333 letter carriers in Edmonton having to retire or leave Canada Post. When I look at the membership, years of service and ages of the members, I cannot make a list of 333 people (letter carriers or inside workers combined) that would be able to retire without being penalized for retiring before the age of 55 or before having the ability to contribute for the full 35 years of pensionable service. What this tells me is if a letter carrier is at risk of losing their route - and

still wants to work at Canada Post to make the full retirement requirements - that person may be looking to use their seniority to apply to transfer inside.

Since Canada Post is willingly and regularly violating the Collective Agreement, what else do you think that they could do in Edmonton to get rid of at least 333 employees... Hummm. Maybe they don't follow article 53 or article 11? Hey, maybe they will just make up rules as they go along... Never heard of this before, have you?

With all the issues going on right now are you happy to go to work? Do you still like your job, or do you just dread waking up knowing that you have to go to work? Whether you are a letter carrier or an inside worker, you are without a doubt under attack by the Corporation and the Conservative Government. This Federal Government wants to privatize Canada Post without any regard for you the Postal Worker.

I think that it is also fair to say that of late, Canada Post has done a very good job of creating confusion, chaos, disorder, and a total lack of regard for workers that has led to anxiety, panic, conflict, dissention and financial hardship for Postal Workers. God forbid if you get injured on the job or get sick for any length of time.

All of this has shown itself in some very unpleasant ways. Members have called the office in dire straits, some because of finances and some wanting to end their lives because there has been so much upheaval and there seems to be no help coming to them. Some have been calling the office to leave nasty messages. None of this is healthy for any of us.



A Piper at Depot 2 for Kevin Steadman's Last Day
(photo: Karen Kennedy)

I am not saying that your calls and situations are not important because **each and every call is important to you and to us**. Your Full Time Officers and Executive Officers have personally been on the receiving end of more than one call involving a member with very serious problems up to and including eviction, substance abuse, domestic violence, suicide and even having to go to a member's home with police (only to find that they have passed away).

In this local we have over 2,200 members. Not just in the city of Edmonton but as far east as Paradise Valley, west soon to possibly include Jasper, north to Cold Lake and south to Wetaskiwin. Going east to west (that is about 620 km) and north to south (about 376 km), that is a geographical area of about 233,120

square kilometers that the local office needs to service. Alberta covers 661,848 square kilometers. We have 18 people on the Local Executive, four of which are in the office full time. The other 14 people are still working at their full-time or part-time jobs and volunteering a substantial amount of time and effort to our Union and its members. We are working to benefit all union members.

So in sharing all my thoughts on our current situation I would like to remind all members about what UNION is...

UNION IS

...the state of being united.

...something formed by uniting two or more things.

...a combination of a number of persons joined or associated together for some common purpose.

Its main purpose is to look after and promote the interests of its members. For a union, this means looking after the rights of workers and their interests at work, within their industries and beyond in the community.

Unions provide one of the few ways that workers can have a voice on the job and influence what happens in their society. When people come together with a common goal in mind, they are far more powerful than when they try to reach goals as individuals.

When workers act together they have a better chance of getting what they need at work and beyond.

The benefits most workers receive today are largely the result of what unions have gained in improvements to their members' wages, benefits and working conditions over the last 100 years.



Cathy Presents the Retirement Honorarium to Kevin Steadman at Depot 2 in March

I would like to remind all members about what SOLIDARITY is...

SOLIDARITY IS

...union or fellowship arising from common responsibilities and interests, as between members of a group or between classes, peoples, etc.: to promote solidarity among union members.

...a community of feelings, purposes, responsibilities and interests.

...a deep and consistent commitment to the collective (Union) based on an active respect for difference.

Solidarity means actively seeking and incorporating difference in meaningful ways.

You the membership need to know that the current full-time officers and all executive officers are working hard and doing their best to service the membership. Take into consideration that we also have families and perhaps some of us are going through very similar circumstances as you are; some of us have family, medical and personal problems as well.

Just because I am a full time officer does not mean that I am immune to what is happening on the work floor. We follow the same Collective Agreement in the office and have the same rights and benefits. This is true for all full-time officers.

Finally if “you the membership” are not happy with the Local or how it is running then I would encourage “all of those unhappy” to start attending **General Membership Meetings**. They happen on the first Sunday of every month (this can be changed to enable more participation) - except for January and August - and alternate from a start time of Noon one month to 6 pm the next month.

The next meeting is on April 6, 2014 at 6:00pm at the Green & Gold room at Commonwealth Stadium. It’s like voting; if you don’t vote, you should not be able to complain. If you do not participate in your Union or work to better your Union, can you complain.....? I don’t know.

Each and every one of us, from Full-Time Officers, from the Executive Committee and from the general membership needs to take a long, hard, honest look at themselves and their co-workers and what is happening in the workplace. We all need to decide if we have a common purpose with the people that we work with. We all need to decide if we have a common responsibility to one another and common interests. If the answer is yes, then we should be able to put differences aside and stand in Solidarity for the common good of all postal workers. We are in the midst of the biggest attack on our jobs, on our livelihoods, on our Union and on the Canadian public service that we represent. Now is not the time to be disrespectful to each other, combative and or dysfunctional. This is a fight that we can win, but we need to work together.



Kevin Steadman, Depot 2
(Photo: Karen Kennedy)



Omnibus March, March 1, 2014
(Photo: Gohar Zaidi)



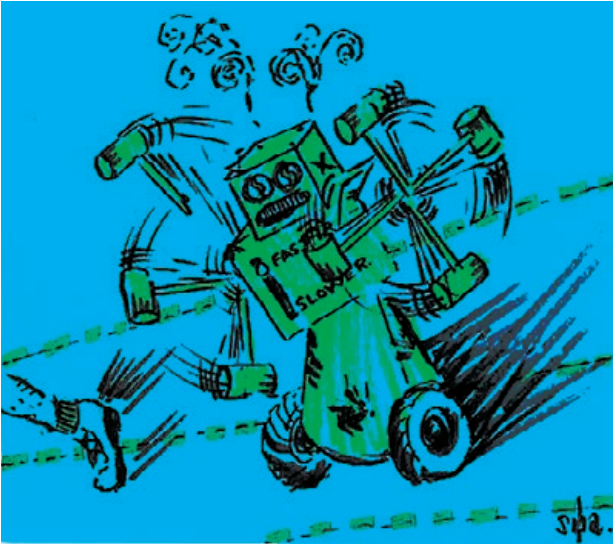
Omnibus Protest Against Harper



Larry Dionne, Bena Pattni, Michelle Woods, Ajay Sharma at the Omnibus protest against Stephen Harper, on Saturday March 1st, 2014
(Photos: Gohar Zaidi)



THE STRUGGLE CONTINUES.....



Lisa Swaren

Shop Steward, EMPP, Shift 3

Chair, Temporary Worker's Rights Committee

Robots Robots Robots

Remember the amazing Ikea furniture robot? It was the crowning achievement of showroom sensations. Crowds would gather to watch it punch and pull and stress a sofa and it did this all day long. We as customers could marvel over the durability of stylish, yet economical home furnishings, every time we shopped for all that is Swedish for common sense.

When the aforementioned mechanical furniture puncher first came to Edmonton in the early 80's, it was still a novelty to see a real robot, or hear a computerized voice (domo arigato, Mr. Roboto, domo...domo). Sadly, several tired decades later in the futuristic destination of 2014 our societies love affair with robots has come to a grinding, groaning halt. For most of us, the experience of encountering an android at the end of a telephone help line induces an immediate stress response, "Press one for English. Press two for French. Your response was not understood. Goodbye." We've come full circle from beguilement to resentment. Why did the fanatic eagerness we felt towards such

modern marvels evaporate away? What caused such useful innovations to come to have such a nagging, grating, hateful effect on us?

Yeah well. Maybe robots aren't demonstrating how good life can be like they were when sales professionals were involved in their programming. Perhaps instead of demonstrating how loyal our living room furniture will be to our family together time, our beloved robots are doing a new kind of job. Maybe we are the furnishings they have been programmed to test.

Here at Canada Post our robots are working a lot faster than the people that scrambled to get them ordered, assembled and operational. The contraptions we now bump and wrestle with are working harder and more speedily than their designers ever intended them to. Unlike the Ikea robot and the sofa it tested, our devices are breaking down. So are the humans. If the machines can't keep up, how are the people expected to cope? What's causing increased injuries? Machines are. Just ask the LJOSH committee.

At the plant, MLOCs (Multiline Optical Character Readers) which can each process up to 47,000 pieces of letter mail an hour, are dropping screws more often than people visit the washrooms; outside, Transits, Right Hand Drives and Step Vans are sometimes taking more sick days than the carriers that use them (mechanics are busy); P.D.T.s and hand held scanners are dying before their first birthdays, leaving workers in a daily race to be the lucky one that grabs a unit that works. It's like a game of musical chairs, but the music (at least at the plant) isn't a Styx song, it's the sound of racing machines with problems of their own. Careful! Don't catch your hand.

It's no secret that broken machinery is often repaired with fishing line, duct tape, elastic bands and other improvisations. While we're pushing reset buttons and signaling Tech Services, the Tech Services Team is devising solutions that just aren't in stock. There never seems to be enough

parts to keep the machines safely intact. Not only is personal safety being treated as a passé concept, so is quality assurance. Check out the shredded letters, packets and parcels. Running the machines faster than the manufacturer recommended does not compute; nor does the increase in injuries.

But there's an even newer addition to our automaton work crew. Not everyone at Canada Post has been allowed the privilege of experiencing it. No. That's reserved for EMPP's Temporary Workers (a.k.a. On-Call Casuals). What is this technological masterpiece? Presenting, The Eclipse Phone System.

When does Eclipse make an appearance in your day? When you are in the shower, with soap in your eyes, or helping a fiercely combative customer at your other job, or driving in dense traffic in the downtown core, or even three hours into a dead sleep after yesterday's surprise night shift. Your phone rings. You frantically reach out to answer your ringing phone. After a 2 to 32 second pause (you just never know) the robot begins her message, "This is Canada Post Corporation. For service in English press one. For service in French press two.", "Today is...(date)", "Enter your Employee Number followed by the number sign.", "Your presence is required at (time) on (date) at the 86823450", "Press one to accept. Press two to refuse", "You have accepted the work offer for... (date) at 86823450.", "Thank you." ...click

Well that's nice. Instead of a location, a supervisor's id number a number PC&R did not give to any employees so your guess is as good as mine where we are expected to report to. Instead of being told how long the shift is (or if there are other shifts to choose from a mere start time). If you miss the call, you may or may not receive a message. It differs from day to day, and from person to person. Yet it is considered by PC&R to be a work offer; one that will be counted against you if refused or missed.

Does the automated staffing system call people in order of seniority? Not necessarily. Does everyone get the same message? No. They sometimes differ.

Does PC&R (staffing) honour the ten-minute response time they said we'd have if we miss the call? Often the answer is no. Many call back within two to three minutes to get the now famous, "You are out of sequence" message.

Realistically, No robot ever violated you OR your rights. Robots are just the extended arm of the people who appointed them to carry out measured tasks. So when the machine is malfunctioning, breaking labour laws, going too fast, or the broken corner rips your arm open and you need stitches, accountability rests with the robots' employer.

There are many ways we have permission to handle the matters of safety in the workplace. Encourage yourself to hold the employer accountable. CPC is obligated to provide a safe work environment; one that includes understandable work offers and safe machinery (imposed cruise control features on MLOCs can be modulated).

MLOCs have cruise control? No they don't. They do have speed settings though. Think of it this way. If you were in a car being driven by someone else, and the car was in cruise control mode, travelling at 100 mph through a construction zone, would you just yell about being uncomfortable, or would you ask the driver to brake? That wouldn't happen if the car was broken down (like so much workplace equipment already mentioned). But in the case of the telephone robots, and belt systems and sorting machines that are unreasonably programmed, or going too fast to physically manage (safely), we can ask the employer to make them function appropriately. There is no reason to prevent what is reasonable, feasible, and practical. We can reform the robots by reducing danger... to the point of safety.

So when the robots are getting you down, take action to protect against injury.

The first thing we need to do is inform management of the problems.

When no solutions are forthcoming, the next step is to fill out a Hazard report; management has 24

(robots robots robots...)

hours to respond.

Third step is to report these first steps taken to the head of the LJOSH Committee. The LJOSH comment box is on the main wall (around the corner from the First Aid Room at the EMPP).


Failing that you can ask to meet with management.

Certainly, after all this you have earned your right to refuse unsafe work under article 33 of the Collective Agreement. It is also the right time to ask for time off the work floor to meet with your Shop Steward and file your grievance.

Remember, there are lots of robots, and lots of coworkers but you only have one body. Protect it. Don't be a robot. Be a good worker, and take the steps to protect your ability to do your job safely.

Section 217.1 Canadian Criminal Code

"217.1 Every one who undertakes, or has the authority, to direct how another person does work or performs a task is under a legal duty to take reasonable steps to prevent bodily harm to that person, or any other person, arising from that work or task."



EXTENDED

Postal Transformation:

Do you take it home with you?

Have your say!

Fill out the survey!

All individual responses will be anonymous and confidential.

For more information, ask your local.

CURE 1777

NEW DEADLINES

for your survey

April 7 - PAPER

April 14 - ONLINE

At the last General Membership Meeting....March 2nd 2014

The local meeting began with the singing of Bread and Roses by the Local Women's Committee to mark International Women's Day on March 8th. Coffee and snacks were also provided.

Sisters Cori Longo and Karen Kennedy were elected to the vacant Executive positions of Recording Secretary and Chief Shop Steward Wickets and Affiliates respectively.

The motion "to research and develop a rate of pay for our full time officers that more accurately reflects the amount of work and hours our full time officers put in" ...was amended to add "that a committee to research and develop the officer wages be struck from the GMM today and report back to the GMM" and the amended motion was carried. Elected at the meeting to this wage\work of the full time officers committee were: Nancy Dodsworth, Rashpal Sehmbly, Karen Kennedy, Ange Freer, Jack Seredynski, Cori Longo, Amir Sheik, Sue Wilson, Linda Nyznyk, Mary Lussier, Kathleen Mpulubusi and Bena Pattni.

Brian Henderson announced that he is no longer continuing as the President of the Edmonton & District Labour Council and is returning to the EMPP. A motion of appreciation for Brian's accomplishments with the EDLC was passed unanimously.

Elected to the local Trustee committee: Rashpal Sehmbly. Brian Henderson accepted the position of Alternate.

Elected to the Route Measurement Committee: Sue Wilson

Elected to the Election Committee: Elaine Hauer

Elected to the ByLaws Committee: Jerry Woods, Karen Kennedy, Rashpal Sehmbly, Ange Freer, and Brian Henderson accepted as alternate.

Elected to the Human Rights Committee: Rod Jassman.

Elected to the InsideOut Committee: Lisa Swaren

Elected as EDLC delegates representing CUPW at the Labour Council meetings: Brian Henderson, Bev Ray, Karen Kennedy, Ange Freer, Rashpal Sehmbly, Jerry Woods.

Motion carried to table the AFL Committee elections to the next GMM.

The election committee reported on the results of the executive elections.

Executive notices of motion and others were presented for debate and decision at the next general meeting April 6th. *Please refer to the meeting notice for the motions and rationale.

GENERAL MEMBERSHIP MEETING

Sunday APRIL 6, 2014

6pm 8pm Green and Gold Room Commonwealth Stadium
(use team store entrance, parking at the LRT lot across the street)

Notices of Motion to be debated and voted on:

Executive Motion: that the local office be immediately temporarily re- located to another space while we make decisions regarding repairs, reno, rebuild or permanent move of the office. Monies to come from reserve for building repairs (\$4504.82 and that this is brought to the membership as an executive recommendation).

Executive Motion: That the Edmonton Local brings the Local bylaws in line with Article 5 of the National Constitution, and change Area Council Delegates to Regional Conference Delegates.

Executive Motion: That the Edmonton Local add the following new duty to the education officer: That the Local Education Officer shall be responsible for the recruitment and co-ordination of Appendix HH and DD facillators.

Executive Motion: that the Edmonton Local sends an individual to the CALM Media Conference 2014, monies to come from InsideOut supplies. (Approximate cost \$2,300).

Motion: Moved that the local dues assessment as provided for in Article 7.12 of the local by-laws, be fixed at \$10.00 per member, per month effective July 1, 2014, the new budget year.

Rationale: The local dues assessment is increasing each time our wages increase. Because both the base dues rate used nationally and the local dues assessment are using a formula which is a percentage of the hourly rate, the impact on members of the local is a double increase.

Moved by Karen Kennedy

Motion: Moved that the full time secretary treasurer position of the Edmonton local be changed to a part time position effective July 1, 2014, the new budget year.

Rationale: We need to do this now as we are electing 2 full time officers for 2 year terms. The changes to door to door delivery are going to impact the local in a major way within these 2 years and we need to prepare financially by reducing costs for the local. The work of the secretary treasurer is also assisted by the executive assistant and the bookkeeper. We will need to review the duties of the other fulltime officer's as well.

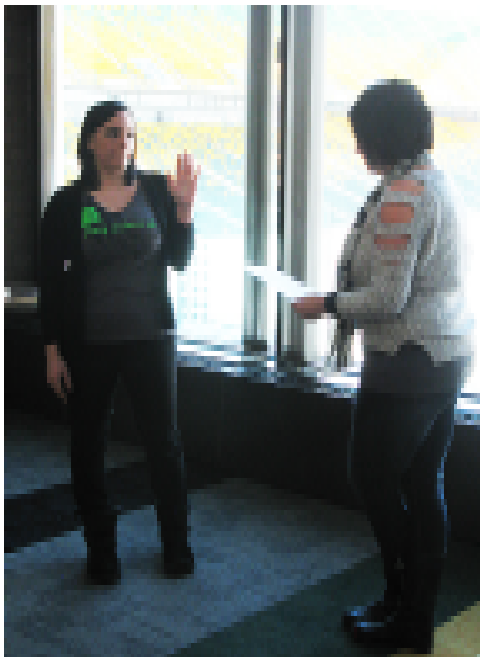
Moved by Karen Kennedy



Uvan Yeung is sworn in as a shop steward at the January GMM by President Ray (Photo: Lisa Swaren)

Elections:

Executive Officer (Temporary) Chief Steward Stations and Depots (approx 3 months)
 Education Committee 1 Member (to November 2014)
 Environment Committee 1 Member (to May 2015)
 Women's Committee 3 Members (to September 2015)
 Election Committee 1 Alternate (to December 2014)
 Organizing Committee 2 Members (to September 2014)
 Social Committee 1 Member (to November 2014)
 Inside Out Committee 1 Member (November 2014)
 Bylaws Committee 1 Alternate (to February 2016)
 EDLC Delegates 2 Members (To February 2015)
 Prairie School for Union Women 2 Women (June 8-12/14 Waskesiu Lake, SK)
 Prairie School for Women 2 Women pending 7.58 funding
 PIA Annual Conference 2 Members April 11-13, 2014
 (4 Members Friday night plenary (only)
 AFL Mid Term conference 15 Members May 23-24, 2014
 Calm Conference 1 Member May 1-3/14(pending approval)



Cori Longo is sworn in as the Executive Recording Secretary at the March 9th GMM
 (Photo: Karen Kennedy)

President Ray swears Christina Rousso in as a Shop Steward at the Monthly Shop Steward Meeting, March 27th
 (photo Swaren)



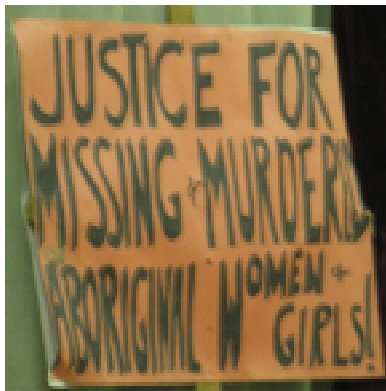
International Women's Day March 8th

The International Women's Day March, organized by an ad-hoc committee of women from various backgrounds, assembled at Corbett Hall on Saturday, March 8th, and, after a few preliminary speeches, marched down Whyte Avenue to Trinity Hall on 101 Street. There was a program commencing with music performed by Maria Dunn. The women from our local women's committee were invited up on stage to join her in singing Bread and Roses. The program included speakers from the New Democrats and from Aboriginal Youth, to name a few.

Bena Pattni spoke on behalf of CUPW about the attacks on the post office and the Harper Conservative Government plans for removal of door-to-door delivery.



Bena is interviewed prior to the march



Marching in celebration of IWD (Photos: Karen Kennedy)

Men and Feminism Forum March 11th



The forum at the U of A Law Centre was well-attended. Gil McGowan, president of the AFL, spoke on women in the labour movement and the gains for women who are unionized compared to non-unionized women. Dr. Lise Gotell, Chair Department of Women's & Gender Studies at the U of A, spoke about the attacks experienced by feminist and our society, and Dr. Barret Weber, Instructor Department of Sociology, U of A, spoke about the way feminism is viewed and the attacks he experienced from Men's Rights Groups.



At the Men and Feminism Forum from the Edmonton Local were Bena Pattni, Kathleen Mpulubusi, Michelle Woods, Susy Fong, Linda Nyzynk, Cori Longo, Claudia Kennedy, Mary Lussier and Karen Kennedy.

(Photo: M. Werlin)



Fern De Loos is presented with his retirement honorarium by Karen Kennedy on March 14th

(Photo: Sharon Monson)

Fern De Loos retired in March from route 229 at Depot 2...just before the new restructure (which eliminated 10 full time routes) took effect.

Fern started at Canada Post in April 1984 counting mail in a restructure in Sault St.Marie Ontario. He was immediately put to work to deliver mail in the afternoon. In 1990 his first position with the Local union was as the Chief Shop Steward. Then he moved to Vice President, then President of the local.

He was elected as the first alternate for arbitration for the Central Region and also was a WCB advocate. Fern also helped build rehab walks in Sault St.Marie based on the restrictions of the individual. He taught at Educationals and was in the first group of postal workers to graduate from Port Elgin.

He served two terms as the National Trustee for the Central Region and in 2004 left Ontario to transfer to Edmonton.

We wish Fern many happy years of retirement and hope he will drop by to visit his friends at Depot 2 once in a while...with coffee.

THE WORLDPRIDE HUMAN RIGHTS CONFERENCE JUNE 25-27, 2014

Mark S. Bonham Centre for Sexual Diversity Studies
University College
15 King's College Circle
Toronto, ON
M5S 3H7

WPHRC14.com



CUPW Edmonton Local

Executive Elections 2014 Results

The Local executive is comprised of 18 officers. Four officers work full time for the membership in the local union office. Each executive officer is elected for a two year term. Half of the executive are elected each year for the purposes of continuity.

The following nine executive officers were all elected by acclamation and will join the executive on April 6th when they are sworn in at the General Membership Meeting:

Secretary-Treasurer (full time in union office): Cathy Furtak (re-elected)

Grievance Officer (full time in union office): Jerry Woods (re-elected)

Vice-President : Raj Sharma (re-elected)

Chief Shop Steward Letters: Parminder Pannu (re-elected)

Chief Shop Steward Shift 1: Amir Sheikh (new position)

Chief Shop Steward Stations and Depots: Ange Freer (replacing Carol Leighton)

Chief Shop Steward Transportation: Todd Brooks (re-elected)

Sergeant-at-Arms/Editor: Lisa Swaren (replacing Karen Kennedy)

Organizing Officer: Ajay Sharma (replacing Nancy Dodsworth)

Elected March 2nd to the two vacancies on the Executive:

Recording Secretary: Cori Longo (replacing Nick Driedger)

Chief Shop Steward Wickets and Affiliates: Karen Kennedy (replacing Mike Painchaud)

***For the full listing of the executive effective April 6th, please check out the back inside cover.**

Would YOU Like to Attend These Events?????

**5 day School , CUPW Regional...Gimli, MB . Learn 'Solidarity Skills'
May 25 to 30, 2014**

Deadline to apply is **April 22** in the Regional Office so fill out an application early as it is signed by a local officer before it is sent off...applications in the local office.

**Alberta Federation of Labour (AFL) Kid's Camp...at Goldeye Centre, near Nordegg.
August 4 to 8, 2014**

Looking for **volunteer Adult Leaders**. Call 780-483-3021 for more info

**Alberta Federation of Labour Mid Term Forum...U of C in Calgary
May 23, 24, 2014**

Equity Caucuses Friday afternoon, Forum is Friday evening May 23 and Saturday May 24. We are electing these delegates at the General Membership meeting on April 6th.

**Prairie School for Union Women...Waskesiu Lake, SK
June 8 to 12, 2014**

10 courses to choose from, including facilitator training. Electing at the April 6th GMM.

**Public Interest Alberta Annual Advocacy Conference...Chateau Lacombe
April 11 to 13, 2014**

Keynote Speaker, Vandana Shiva ,opens conference 7pm Friday evening April 11th. Her topic: Creating Earth Democracy: Reclaiming the Commons from Corporate Enclosures. We are electing delegates to attend this conference at the April 6th GMM.



Edmonton Local Executive Committee ...effective April 6th, 2014*

President...Bev Ray (**full time union**) (from letter carrier)
 Secretary-Treasurer...Cathy Furtak (**full time union**) (PO5 EMPP afternoons)
 Grievance Officer...Jerry Woods (**full time union**) (from letter carrier)
 Health and Safety Officer...Lorraine MacKenzie (**full time**)(PO4 EMPP midnights)
 Vice-President.....Raj Sharma (PO5 EMPP afternoons)
 Chief Steward Carriers...Ange Freer (letter carrier, loaned to National 3 months)
 Chief Steward - Shift 2...Gohar Zaidi (PO4 EMPP day shift)
 Chief Steward - Shift 3...Parminder Pannu (PO4 EMPP afternoon shift)
 Chief Steward - Shift 1....Amir Sheikh (EMPP midnights)
 Chief Steward - Maintenance... Norm Burns (Maintenance EMPP)
 Chief Steward MSC's...Todd Brooks (MSC 5-ton shuttle EMPP)
 Chief Steward RSMC's...Sue Wilson (RSMC Delton)
 Chief Steward Affiliate Offices...Karen Kennedy (registration PO4 Depot 2)
 Education Officer...Larry Dionne (EMPP midnights)
 Recording Secretary...Cori Longo (EMPP afternoons)
 Sergeant-at-Arms\Editor...Lisa Swaren (EMPP afternoons)
 Organizing Officer...Ajay Sharma (EMPP midnights)
 Route Verification Officer...Greg McMaster (MSC EDDD)



Bev Ray addresses the plenary at the Three-Day Regional School in Edmonton, March 7th, 8th and 9th (Photo: Lisa Swaren)



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. General meetings start at noon or at 6pm alternating each meeting.

Inside Out Deadlines

Friday at noon
May Issue: April 11, 2014



Upcoming Events

- April 6.....General Membership Meeting...6pm to 8pm
- April 8.....Women's Committee Meeting...6:30pm
- April 10.....Human Rights Committee....9am
- April 11 to 13.....Regional Presidents Meeting...Edmonton
- April 11 to 13.....Parkland Institute Conference
- April 17.....Executive Meeting...10am
- April 22.....Earth Day
- April 24.....EMPP Shop Stewards Meetings
- April 26.....Labour Appreciation Night
- April 26.....Postal Banking Symposium
- April 28.....Day of Mourning
- May 1.....May Day
- May 1 to 3.....CALM Conference, Montreal
- May 4.....General Membership Meeting...noon to 2pm
- May 5th to 9th.....CLC Convention , Montreal