



OFFICIAL NEWSLETTER OF CUPW 730 / APRIL 2023

# INSIDE OUT

## MANAGEMENT!

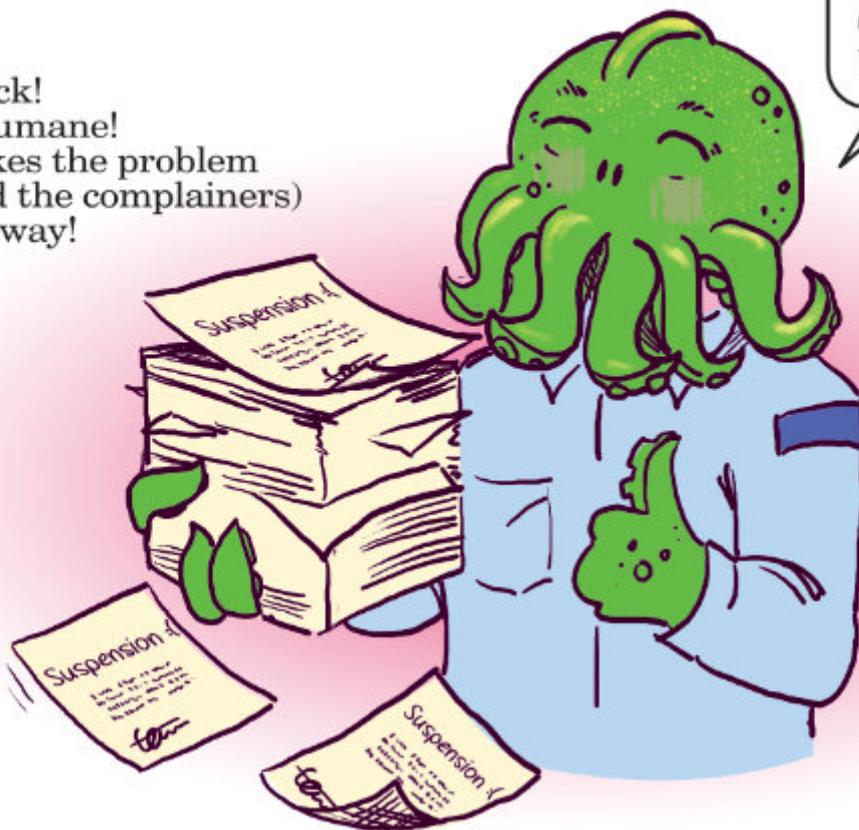
Are your workers:

- Complaining about unsafe conditions (again)?
- Insisting on their (annoying!) rights?
- Insisting on five minutes of YOUR valuable time to negotiate? (insufferable!)

Then why not try:

## A Giant stack of 5 DAY SUSPENSIONS!

- Quick!
- Inhumane!
- Makes the problem (and the complainers) go away!



"WOW, it was so easy!  
Just copy and paste!  
AND I didn't even have to  
talk to a minion! Awesome!"

- L.Dritch,  
Corporate Employee  
of the Month

(Currently enjoying  
a bonus)

**INSIDE OUT** is the monthly publication of the Edmonton Local of CUPW.

This newsletter aspires to educate and inform members and affiliates about our union's activities, opportunities, and challenges, as well as to raise awareness regarding all things labour.

Opinions expressed are those of the author and not necessarily the official views of the Local.

The Communications Committee (responsible for this publication) is always interested in submissions of original articles, photographs, or illustrations. Prospective material must always concern CUPW or the labour movement, but submissions of general interest to the membership will also be considered.

All submissions for publication are subject to the approval of the Local President, and may be edited for brevity, clarity, etc.

To make a submission, or to get involved, contact the Communications Committee at [communications730@gmail.com](mailto:communications730@gmail.com).

Communications Committee members:

Kyle Turner Raina Dakus  
Wendy Crispin Natasha Fryzuk  
Ryan Malmo-Harper

**EMPOWER  
ORGANIZE  
RESIST**



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## LOCAL EXECUTIVE FULL-TIME OFFICERS



**PRESIDENT**  
Devon Rundvall  
[union@cupwedm.net](mailto:union@cupwedm.net)



**SECRETARY-TREASURER**  
Karry Biri  
[Treasurer@cupwedm.net](mailto:Treasurer@cupwedm.net)



**GRIEVANCE**  
Elizabeth Smallwood  
[Grievance@cupwedm.net](mailto:Grievance@cupwedm.net)



**HEALTH & SAFETY**  
Rashpal Sehmbly  
[Health.Safety@cupwedm.net](mailto:Health.Safety@cupwedm.net)

## LOCAL EXECUTIVE TABLE OFFICERS



**COMMUNICATIONS OFFICER**  
Kyle Turner  
[communications730@gmail.com](mailto:communications730@gmail.com)



**1ST VICE-PRESIDENT ORGANIZING**  
James Ball  
[organize730@gmail.com](mailto:organize730@gmail.com)



**2ND VICE-PRESIDENT EMP**  
Parminder Pannu  
[empp730@gmail.com](mailto:empp730@gmail.com)



**3RD VICE-PRESIDENT COLLECTIONS**  
Peter Hall  
[depots730@gmail.com](mailto:depots730@gmail.com)



**4TH VICE-PRESIDENT RSMC**  
Osamah Abdullah  
[rsmc730@gmail.com](mailto:rsmc730@gmail.com)



**5TH VICE-PRESIDENT AUXILIARY**  
Kathleen Mpulubusi  
[auxiliary730@gmail.com](mailto:auxiliary730@gmail.com)

### ADDRESS

18121 107 Avenue NW  
Edmonton, AB  
T5S 1K4

### HOURS

Monday to Friday  
7 a.m. to 5 p.m.  
Closed weekends

### CONTACT

Office: (780) 423-9000  
1 (877) 423-CUPW  
Fax: (780) 423-2883



# PRESIDENT'S REPORT 600-0 MARCH 2023

**By now you will have heard** about the incident at the Edmonton Processing Plant (EMPP) on February 16th. Roughly 40 individuals mostly from the parcel section had a confrontation with management. They had a series of concerns and complaints regarding safety and working conditions that they wanted addressed by their management. After weeks and in some cases months of following the “proper channels”, management failed to respond.

Time and again these members were told “work now, grieve later”. This is part of the Rand Formula, the compromise that unions have made with the ruling class. This compromise gives unions automatic and mandatory dues (closed shops) in exchange, workers are restricted from directly affecting their working conditions.

Nearly eighty years ago this compromise seemed like a good deal for unions. For forty years workers prospered under this arrangement. However the tide began to shift in the 1970's. Workers wages, and union power have been in decline since.

This policy takes the power away from the worker and places it in the hands of “union experts” lawyers. No longer can a group of workers confront their management, and fix the problems that affect them directly. Instead they are to file a grievance and hope the system will dole out justice.

This was all demonstrated at the EMPP

on the 16th. A group of postal workers attempted to address their concerns with management. Seven items, mostly health and safety related, would have cost five minutes of the shift manager's time. Instead of listening to the workers or discussing possible solutions, management called the cops.

**“Solidarity isn't everyone singing a union song off key together. It's not refusing to be critical of leadership. And it sure as hell isn't everyone agreeing and getting along. Solidarity is what I saw on the floor of the EMPP on the 16th. It's workers standing together as a group to confront a crooked manager.”**

It is a tough lesson for workers. Management requires absolute compliance, if not they will respond with brute force. We have seen it time and again, once workers flex their collective strength, the ruling class responds with violence. This violence takes the form of hired thugs, and corporate lawyers. For our roughly forty shift 3 workers it's taken the form of a five consecutive day suspension for each member. That's 6 ½

months of suspension instead of a five minute conversation.

I can assure you that this is not a post office issue, this is a Labour issue. Last week I was teaching a version of our organizing class at the EDLC school. We had a group of 11 workers from across labour. Every participant, from the bricklayer to a librarian, had a story of management refusing to address the real life concerns of workers. Workers were instead forced to rely on the neutered grievance system and union officials far removed from the concerns of workers.

The mantra of “work now, grieve later” is shoved down the throats of workers. Even as a local president there is the expectation on me to enforce this policy with workers. Trust the system and hope we can win before an arbitrator. But the system is rigged. If the grievance system is meant to be a fair and reasonable way of settling differences between workers and management, then what is happening with the scorecard?

600-0 That's the score. Members of the Edmonton local alone have filed roughly 600 grievances over the last year. Canada Post has filed zero. With a ratio like that how can anyone look workers in the eye and spout “file a grievance”. It personally breaks my heart every time I've said it to a coworker.

So what is the solution?

The same solution that we had 200 years ago...solidarity. Solidarity isn't everyone

singing a union song off key together. It's not refusing to be critical of leadership. And it sure as hell isn't everyone agreeing and getting along. Solidarity is what I saw on the floor of the EMPP on the 16th. It's workers standing together as a group to confront a crooked manager. What I hope to see is the rest of the local standing in support of those forty. I'd love to see this be the catalyst of change in the hearts and minds of every postal worker in Edmonton.

Is this what it's going to take to get us to start pushing back collectively?

I hope so. But it's not up to me. It's a decision that every worker must make individually. Are they able to see themselves in these 40 suspended coworkers? I know I can, because I have story after story of this aggressive power struggle played out across the local.

I have a list the length of my arm of “problem supervisors”. In fact, so many of our coworkers have had to deal with a bad boss that I had reached out to the director of the city requesting a special consultation. After the events of the 16th the director canceled that meeting. Yet another example of Canada Post perpetuating a toxic work environment. Yet another example of workers following the proper procedures to deal with an issue, and Canada Post disregarding their concerns.

Many of the greatest victories that Labour has achieved were accomplished through illegal job actions and strikes. Considering both the Government and Canada Post's attitude towards worker rights, postal workers will most likely have to cross that line again. 

**DEVON RUNDVALL (HE/HIM)**



**PRESIDENT  
LOCAL 730 / EDMONTON & AFFILIATES  
CANADIAN UNION OF POSTAL WORKERS**

## Building Worker Power



CUPW is only as strong as our workfloors are organized, unified around a plan, and willing to mobilize. Union leadership will never have the power to defeat the boss and government on their own. Without mass buy-in from our members to strengthen CUPW from the workfloor up, our jobs as postal workers will keep deteriorating.

The corporation is positioned to use Amazon and the pandemic as excuses to cut us down in bargaining in 2023. We must be ready, but our capacity to fight forward will only be proportional to how many of us are committed to building the solidarity of our union, in whatever way we can.

The Building Worker Power campaign is the first time since 1988 that CUPW has committed to a National plan to build up the internal capacity of our members to confront the employer directly on the workfloor. For this campaign to succeed we will need hundreds of members to volunteer as workfloor captains to be trained to help their co-workers collectively assert their rights.

### What does a Work Floor captain do?

There is no shortage of problems at work – the role of the workfloor captain is to help channel deeply and widely felt frustrations into demands for a better workplace that can be won using time-tested tactics. Regional Organizers and Local CUPW Executives will coordinate the efforts of the captains in their Local and throughout the rest of the Region.

This is a volunteer position and will only take as much of your time as you want to offer.

### How do I become a Work Floor captain?

If you are interested in supporting this initiative to empower our workfloors, please contact the Organizer for your Region listed on the campaign website [bwp.cupw.ca](http://bwp.cupw.ca). They will be able to answer any questions you have about the role as well as coordinate with your Local to arrange training sessions.

I'm not ready to become a Work Floor captain.

How can I still support the campaign?

Sign up to join the campaign on our website: [bwp.cupw.ca](http://bwp.cupw.ca) to receive updates

# WORKER SOLIDARITY

## LABOUR VICTORY AND STRUGGLE, AT HOME AND ABROAD



**Cape Breton University Faculty Association** – On February 5th, 2023, CBUFA reached a tentative agreement with Cape Breton University. On February 7th, the agreement was ratified with an 83.7% yes vote.

**University of PEI Faculty Association** – On March 20th, the UPEIFA went on strike. According to the Faculty Association, the UPEI Board of Governors has refused to meet and has since requested that all bargaining be done over email. Members of UPEIFA are striking for a number of reasons, including having enough faculty to keep class sizes manageable, reasonable workloads so that faculty can focus on student success, pay equity and job security for sessional instructors, and office, classroom, and lab spaces kept in good repair.

**Public Service Alliance of Canada** – Over 165,000 members of PSAC have been without a contract for a year. PSAC is currently going through its strike votes sessions, with the deadline to cast their votes on April 11th. The federal government has accused PSAC of bargaining in bad faith. Members of PSAC are rejecting the federal government's offer that would include a wage offer below inflation. PSAC is also asking for anti-oppression training for all workers and management as well as remote work and better work-life balance.

**Michigan State Senate** – On March 21st, the Michigan State Senate voted to repeal the state's Right to Work law. Right to work refers to a law where members do not have to be a member of a union or pay dues as a condition of employment in a unionized workplace yet still enjoy the protections of the union. Once the process is complete in Michigan, there will be 26 states with right to work laws still in place.

## TIME LIMITS ON GRIEVANCES AND ELECTRONIC GRIEVANCES

*By Elizabeth Smallwood, Grievance Officer*

The employer has been raising concerns about time limits when it comes to first level grievances. Management has used this as a reason to deny grievances even when the time limit has not passed, prefacing their replies with “the employer reserves the right to raise time limit objections at any point during the grievance procedure.”

As per Article 9.10 of the Urban Collective Agreement and Article 9.06 of the RSMC Collective Agreement, grievances concerning one employee need to be filed not later than the 25th working day after the date on which the member became aware.

When it comes to et al. grievances, which concern a group of people filing a grievance, you have up to 60 working days after the date that the first person became aware.

Electronic grievance forms are available on our website ([cupw730.ca](http://cupw730.ca), under resources). If you submit an electronic grievance, please send a hard copy in the mail to our union office and send a follow up email to the Grievance Officer.

Hard copies of grievance forms are available at all postal facilities. If there aren't any available in your facility, please contact our union office and we can send you some copies.

## ANTI-SCAB LEGISLATION

*By Elizabeth Smallwood*

During the week of January 29 February 4, 2023, I attended the National General resolutions and Policy committee meetings in Ottawa. On January 31, 2023, I had the opportunity to attend a rally to lobby the government to protect workers in the federal sector and push through anti-scab legislation. Many unions were present including CUPW, UNIFOR, Steel Workers, and labour organisations, including the FTQ, as we gathered to make some noise at Parliament Hill.



A speaker at the rally summarized the importance of this legislation, “Employers across the country will have you believe that bringing in anti-scab legislation would make the world collapse if workers have a fair share. Quebec and British Columbia already have anti-scab legislation; this means protection for workers, fair bargaining, and no tipping of scales by using scabs. Workers have the fundamental right to free and fair collective bargaining, and scabs should not play a role when it comes to free and fair collective bargaining.”

CUPW members across the country will benefit from this bill which was put forward by Alexandre Boulerice, NDP labour critic. Using replacement workers during strikes and lockouts give the employer little incentive to reach a fair deal, Liberals and Conservatives historically have been known to refuse to ban the use of scabs during strikes and lockouts. This is a step towards free and fair collective bargaining, and puts some of the power back in the workers hands.

## STRIKE PREPARATION

The Collective Agreement between the Canada Post Corporation and the urban members of Canadian Union of Postal Workers expires on January 31st, 2024. That is less than a year from now. It's our union's objective to satisfactorily negotiate, in good faith, an agreement that addresses most of our concerns.

Uncertainty and worry always ensue in the event that negotiation talks break down. To alleviate some of your stress, my best advice is to save a financial nest egg of 2 months' worth of car and rent payments, food and day care payments, and any other financial concerns you might have. You might also want to establish a line of credit with your financial institution.



# THE BOOGEYMAN OF THE ILLEGAL WORK STOPPAGE

By Kyle Turner

**O**n February 16th, when the workers on Shift 3 at the EMPP were trying to exercise their Right to Complain (Article 9.07), I was messaged by someone from another union with questions about what was happening. I had no idea. By the time I found out, the event was over.

Since then, there have been a number of rumours and analyses provided about what happened that evening. Again, I wasn't present, but as someone who was trained in workfloor organizing, I would like to share some thoughts on what I've heard.

## Management Panicked

It has been interesting to talk to coworkers about this, as they generally felt that the management of that shift must be incompetent. For me, it looks like they panicked. To which I would

suggest if you can't handle a group of workers approaching you with their concerns, don't put yourself in a position where you are managing a group of workers.

The workers on Shift 3 had scheduled this meeting in advance with management and had requested/given notice that the Local President would be there for union representation. When the workers confronted management, management decided to focus on the Local President. Management was looking for a technicality to get out of the situation. Instead of dealing with the situation that management created by not listening to the workers in the first place, they ended by scapegoating the full-time officers and banning them from all facilities.

If my experience at CUPW has taught me anything, it's that you don't win through technicalities. You win through organizing. The structure of

management doesn't allow for organizing. It's something that is evident in the early days of postal worker associations, which you can learn about in the documentary "Memory and Muscle," and that's people fighting for promotions.

Of course, there is also a saying that management is the best organizer when it comes to workers. I think this situation at the EMPP is another example of that. What management should have done was give the workers 5-minutes to voice their concerns. This is what happened at Rosedale when workers marched on the boss to request that the banning of our full-time officers be rescinded.

Was management listening? Not really. Did they try to make it sound like we were lied to by our Local union about what happened? Of course.



The second part of the panic was revealed a week later when the manager suspended around 40 workers for 5-days, all at the same time. I can't think of a more embarrassing way to try and save face, especially when dealing with a work environment that's all about bonuses and promotions. Good luck not having others constantly bringing up this situation when the time comes for reviews and promotions.

## Our Rights Are Not Guaranteed

Something that stuck with me since my initial letter carrier training is just how anti-union trainers, supervisors, and management are. Of course, we have to fight for every right that we have and they cross our picket lines and reap the rewards, but, again, there is no room for solidarity there.

When it comes to the rights we have won, management likes to hand-wave these away by saying that they have the Right to Manage. They do have this right, Article 2.01 actually says that "It is recognized that the Corporation exercises rights and responsibilities as management, which are subject to the terms of this collective agreement" (emphasis mine).

I've heard a number of stories over the years of supervisors telling postal workers that the Collective Agreement is merely a suggestion. Of course, we've surely all heard supervisors saying "work now, grieve later."

The point of this is that management will do what they wish, but they can only get away with it if the workers

don't know or don't care about their rights. Unfortunately, as the incident at the EMPP showed us, there can also be consequences when we choose to use our rights as negotiated in a legal document.

Now, there has been some criticism of the approach the workers took on Shift 3. I've heard people say a few times that the workers should have used their Right of Refusal (Article 33.13) if they had health and safety concerns. This is a fair question, but based on what I've heard from the workers involved – it's always important to go back to the source – workers tried this and were ignored and even disciplined for it.

I've also witnessed firsthand a member of management threatening a postal worker that their health and safety concerns might be deemed frivolous. The worker was following the guidelines as provided by management. In the not so distant past, we had also been told the number of injuries at the depot was disgusting and that we should be ashamed of ourselves. So what are we supposed to do?

The important thing that workers must know is that any coordinated action can be deemed an illegal work stoppage. It's a boogeyman the Corporation has at its disposal: even anything that is technically allowed under the Collective Agreement can be deemed an illegal work stoppage if it's done as a group.

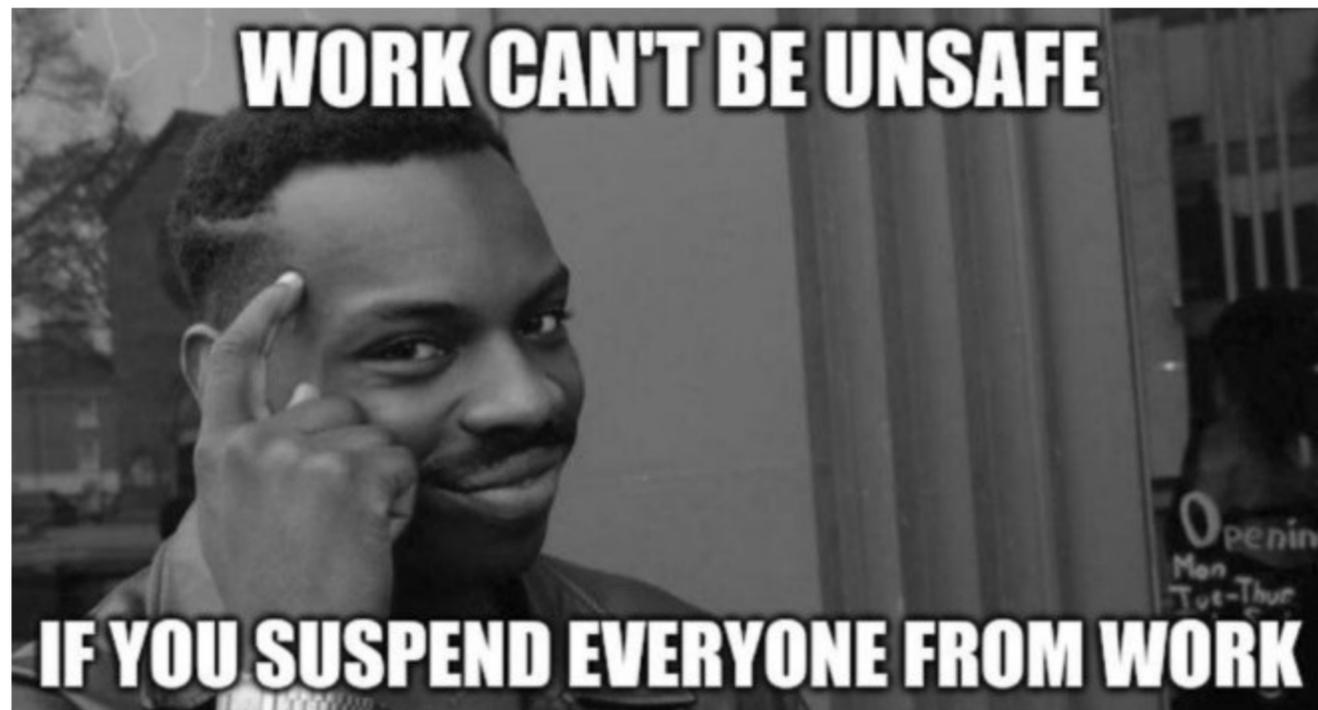
The painful irony is that this is where your strength is, when we act as a group. Our rights are contingent on us exercising them collectively.

Because of this, I have no doubts that using Article 33.13 instead of 9.07 would have had the same conclusion. Management has bonuses and awards to collect off the backs of our work, so we can't expect them to take anything seriously that might get in the way of that.

## Conclusion

The law is on the side of the employer and, if the employer wants, they can waste our time and money by claiming anything is an illegal work stoppage. It won't necessarily hold up in every case, but that is something that an arbitrator will get to decide years down the road – based on how the system is currently setup.

So where does this leave us? In the end, workers will do whatever they are ready for and capable of doing, and whatever makes sense given the conditions that management has created. The important thing is that whatever action workers decide to take, they are aware of the potential consequences and decide if it's finally worth the risk. ✈️



# COST OF LIVING CRISIS: FIGHT OR CRAWL?

By Lee Gilchrist, for rankandfile.ca

On October 25, City of Winnipeg workers in CUPE Local 500 ratified a tentative agreement recommended by their bargaining team. The union negotiating committee's email to members on October 25 announced that the deal was ratified by 75 percent of members, although how many members voted was not disclosed.

Some members have expressed anger at the contract and the union leadership. Manitoba's inflation is above 7 percent but the wage offer was 10.2% over 4 years, plus a \$900 signing bonus. The contract is retroactive to March 1, 2021 and expires February 28 2025.

The contract was described as "status quo" by several Local 500 members who spoke to Rankandfile.ca. The last contract was ratified by only 60 percent of members. One member explained that the \$900 signing bonus "got a lot of people to vote yes."



CUPE Local 500 members had little opportunity to study the contract let alone organize a "No" campaign. The tentative agreement was announced on October 11, but the wage offer and other "agreement highlights" were not distributed to members until October 24, one day before the vote.

The local held two information meetings on October 24, one in the morning and another in the evening. Several members reported the union leadership using "scare tactics" at the meetings to encourage ratification. This included the scenario of a 60-day strike going to arbitration and resulting in a worse wage settlement. Manitoba labour law says that 60-day strikes are sent to arbitration. Local 500's negotiating team also said the contract was a better deal than Winnipeg Police Services, Winnipeg Fire Department.

Bargaining with the City had dragged on since March 2021 with a 93% strike mandate secured by the union in July 2022. A strike headquarters was opened up in September. The tentative agreement came four hours before the strike deadline.

## BCGEU Blues

The CUPE Local 500 ratification follows closely on the heels of the narrow 53.4% ratification of the BCGEU tentative agreement for 33,000 provincial workers in British Columbia.

With a solid 94.6% strike mandate, BCGEU members struck over the last week of August and first week of September until a tentative agreement was signed on September 7.

The tentative agreement contained wage increases over 3 years of between 10.74 and 12.99 percent. The wage offer is almost identical to the NDP government's pre-strike offer of 10.99% over three years. BCGEU's bargaining committee was pushing for 10% over 2

years with a Cost of Living Adjustment (COLA). Inflation in BC is running above 8 percent.

Unlike CUPE Local 500 members, BCGEU members had a full month to prepare for the ratification vote. During this period, Rankandfile.ca spoke with several BCGEU members around the province but could not find any organized "No" campaign, despite widespread opposition to the deal. "This doesn't fly," said one member before the vote. "It might not go through."

However, with ratification, the BCGEU wage settlement sets a precedent for tens of thousands of other BC public sector workers, including the Hospital Employees Union now in bargaining. Established by the BC NDP government

in 1993, the Public Sector Employers Council now conducts de facto pattern bargaining with over 300,000 public sector workers. Under the BC Liberal regime of 2001-2017, the PSEC became incredibly powerful, expanding beyond its mandate without much challenge. It even becoming a vehicle for union-busting, as in the case of its attacks on the BC Teachers' Federation in 2012.

As union activist Wael Afifi argued in Rankandfile.ca in 2014, the push for a return to local bargaining has become a "forgotten struggle" among BC Federal of Labour affiliates due to the PSEC's origins in the labour-backed NDP. Afifi also wrote that the PSEC's brutal mandates under the Liberals provided union leaders leverage against their own members to vote the NDP back into power. With the BC NDP now enjoying its fifth year in power, the PSEC has not been restructured.

## Private sector settlements

Rankandfile.ca has reported several key inflation wage strikes in detail in the private sector. These strikes have been popping off up and down the Windsor-Quebec corridor and beyond.

With inflation hitting hard, workers in logistics, manufacturing, food processing and custodial services have fought back and have begun scoring wage increases unseen in many years.

Since the summer of 2021, we have seen settlements in bargaining and strikes that include 25% over 6 years at the Olymel pork plant in Quebec. Arcelor Mittal workers outside Montreal won 26% over 6 years, or \$9/hour.

Sobeys warehouse workers in Terrebonne, Quebec won an immediate 28% wage increase and an additional 12% over 3 years. Their counterparts in Whitby secured 19.5% over 4 years without a strike. Custodians across Toronto secured 15% over 3 years.

Ontario faced a near general strike of the skilled trades this past May. Over 40,000 were out and residential, commercial and industrial builds were shut down. Angry member rejected offers recommended by union leaders. Wage and benefit gains were the highest in decades. Where leaders settled for "me too" clauses, those leaders have felt the heat from members.



With no coordinated movement behind these contract fights, some of which have culminated in strikes, workers have been winning 4-5% per year wage increases. Inflation has, without question, been the decisive element in fuelling militancy.

However, there is very clearly a diverging trend between private and public sector wage settlements. With a recession on the horizon, and elite institutions like the banks and IMF counseling Canadian governments to prepare austerity measures, public sector workers will be coming into the firing line if they aren't already. Lower public sector wage settlements will have the added effect of encouraging private sector employers to hold a firmer line.

## \$39,000 is not enough

However, the future is unwritten. Another massive public sector confrontation is shaping up in Ontario. 55,000 education workers are looking at a November 4 strike deadline. The Ontario School Board Council of Unions (CUPE) represents school workers of many kinds, from EAs and ECEs to the trades, custodians, social workers, office staff, library workers and more.

On October 31, Ford's government tabled pre-emptive strikebreaking law against the education workers with an imposed contract. It remains to be seen if CUPE leaders have any plans for defiance against these authoritarian laws that violate the right to strike. The government has refused to bargain in good faith, and Minister of Education Stephen Lecce has peddled outright lies, such as the recent claim that the union is demanding 50 percent wage increases.

Education workers have been fired up and look solid. In early October, an impressive 45,000 of 55,000 members voted 96.5% in favour of a strike mandate.

The union campaign has centred on wages with the slogan of "\$39,000 is not enough". The figure is the average wage of the 55,000 workers, 60 percent of whom are laid off every summer.

Having accepted the Bill 124 wage cap of 1% per year in its last round of bargaining, OSBCU is fighting for significant wage increases after a long decade of wage-cutting freezes and below-inflation increases.

The dispute is the first real direct labour dispute it has faced since the teacher strikes of early 2020 were abandoned in favour of a quick settlement a month into the pandemic.

There's a huge reservoir of hatred for the Tory government in Ontario. The problem is that such sentiment has not been organized to confront Doug Ford's Open For Business austerity agenda. Will OSBCU's fight become a catalyst for change?

## Fighting the Cost of Living Crisis

With a recession looming, there is still little prospect of inflation being tamed. Despite what politicians in Canada say, the inflation crisis is a problem of globalized capitalism. Inflation is happening everywhere around the world and can't be boiled down to government spending, as federal Conservative leader Pierre Poilievre would have you believe, or "greedflation" as federal NDP leader Jagmeet Singh puts it.

Price gouging is an indisputable factor in the inflation crisis, but the source of inflation remains the shattering of lean and brittle profits-first global supply chains during the first months of the pandemic. The shipping and distribution of raw materials, semi-finished and finished goods has not recovered.

The Russian invasion of Ukraine is another factor that is boosting inflation, and the massive increases in arms spending will be another major factor in boosting inflation (just as the 1970s inflation crisis also had roots in America's brutal war against Vietnam, Laos and Cambodia).

To fight the cost of living crisis, the necessity of coordination and solidarity across unions is becoming absolutely critical.

Despite inflation beginning to pinch in late 2021, no provincial federation of labour has moved to organize a common front against inflation wage cuts and the corporate profiteering involved.

Once again, union activists are pushing a stagnant union bureaucracy to act. This past week, the Hamilton & District Labour Council passed a motion pressing the Ontario Federation of

Labour and Canadian Labour Congress to organize a fight against the cost of living crisis by:

Preparing to organise local forums to discuss how to build a broader fight back against the cost of living crisis

Organising mass pickets in support of striking workers and mobilise its affiliates to oppose any back to work legislation or attempts to legislate away the right to strike

Building towards a national day of action on May Day demanding price controls, mass funding for geared-to-income housing, and taxation of the pandemic profiteers

HDLC is taking the lead on their own motion by organising their own forum in December.

Labour militancy has increased in the private sector, but the ramping up of interest rates to discipline workers is going to be a damper on that militancy. As with BCGEU and CUPE Local 500, permanent austerity in the public sector has already had a damaging effect on union power.

Although high interest rates are the harbinger of a recession that will break up the tight labour market and drive up unemployment, there is little hope high interest rates will actually tame inflation. We are facing a dual crisis of high unemployment and high inflation. Employers in the private and public sector will find union-busting opportunities irresistible.

After all the sacrifice during the pandemic, will organized labour fight or crawl against the cost of living crisis?



# CONTINUED TOXICITY AT DEPOT 2

**After it became clear there was a trend of toxic behaviour from management at Depot 2, Nancy stepped in to try to find a way forward for the depot. What she was met with was further unhelpful behaviour from management, as they continued to tell everyone to get over it.**

*Nancy Dodsworth*

After representing numerous members with their complaints at Depot 2, it seems clear that CPC management is unwilling to deal with the root causes of the issues and complaints being raised.

Management, at all levels, continues to tell members that what has happened to them in the past should be moved aside and that they should move forward. The Director of Edmonton Collection & Delivery has asked that the past not be brought up. The Superintendent at Depot 2 has stated, "What's in the past is done. We can't do anything about that."

What management at all levels fails to understand is that for those workers who were impacted by past and present management, those issues are still very real and relevant to them. These aren't things they can "just move on" from. Until management recognizes, acknowledges, and takes accountability for the failures, past mistakes, and impact made on workers on the floor, the past will not and cannot be laid to rest.

Unfortunately, after my involvement as a Shop Steward at Depot 2, it has been shown to me that CPC management has an "us versus them" mentality. Management very clearly talked about their "team" when talking about the

supervisors/superintendent. In the next statement, they remembered to include the worker in the meeting in their definition of "team" – by broadening their concept of "team" to include all of those at Depot 2.

Management then went on to say, "I don't care what Nancy has to say. She is not part of our Depot 2 team."

These statements from CPC management and the way they conduct themselves in meetings/interviews clearly demonstrates to me that they are not willing or able to work with CUPW union representatives, no matter how much work they have done to support members or encourage members to be optimistic/hopeful about the newer management team at Depot 2.

I have gone on record stating that Depot 2 was left a mess by previous management. I have previously stated that I have seen some positive changes in some areas at Depot 2, but I have also stated there are mistakes happening that need to be better addressed in order to show the workers in that depot that CPC management is trying to make a positive change for all.

After today's meeting, it has become clear to me that the current management team is not interested in any feedback or recommendations that may come from me or any CUPW advocate.

I have spent the last year listening to many different workers from Depot 2 tell their stories. There have been workers that I have talked to that are dissatisfied with the way management has dealt with the concerns they have raised and some that are dissatisfied with the way their coworkers behave. The root cause I am seeing from everyone – union-friendly or not – is the

lack of consistency in the application of work rules, dealing with complaints, and getting clear information on what changes are happening and why they're happening.

The numerous complaints show me that CPC management is still not doing the right thing as far as the workers are concerned. How are workers supposed to move on if past traumas and transgressions are not acknowledged or addressed? How are workers supposed to move on if they are told by their current manager to stop complaining/whining? How are workers supposed to have confidence that their workplace is safe and free of intimidation if management continuously fails to demonstrate this?

I have tried to help and now I feel extremely frustrated. I can only imagine the hopeless frustration the workers at Depot 2 must feel. Management is right in that I am not physically a part of the Depot 2 "team," but they are wrong because when I stepped up to help with Depot 2, I took on the responsibility of trying to make a positive change for all at Depot 2. I became part of the support mechanism on that workflow. Not to mention that I firmly believe that an injury to one is an injury to all.

The management team, at all levels, may strongly disagree with the points I have raised to try to make improvements at the depot, but that's on them now. As is the continued distrust and toxicity of that depot.



## THE HOW AND WHY OF ROUTE MEASUREMENT

*By Kathleen Mpulubusi,  
Route Measurement Committee*

**Whew! It's been a wild ride** for the Route Measurement Committee. Since this time last year, the Committee has been in constant restructure mode. Canada Post is making up for time lost during the pandemic. To date the following depots have been restructured: Depot 2, Depot 6, Depot 10 (created from Depots 2 and 6), Depot 9, Depot 3 and St. Albert. The volume count for Depot 1 is done with the building of new routes to start shortly. Sherwood Park and Depot 11 are yet to start. Depot 11 (Downtown core) will be particularly challenging because it has not had a restructure since 2017.

The RSMC's have also had route restructures. Delton, St. Albert, Spruce Grove, Sherwood Park, Morinville, Hinton. Currently Whitemud South (90 routes) are being reviewed. The RSMC committee drives the new routes to ensure accuracy and note safety concerns. Their work has been very beneficial to make sure the routes are safe and fair to members.

CUPW has fought hard over the years to ensure that the Union has a say in the design and implementation of routes for both LC's and RSMC's. Articles 46, 47, 48, 50, Appendices D2 and Y are just some of the articles in the Collective Agreement that apply. We are the watchdogs to make sure that Canada Post is open, fair and accountable in route design and restructures. A case in point is the Depot 9 restructure. Upon reviewing the results of the build, it was apparent that there were major problems with the new routes that if implemented would cause major issues. Members of the Committee and the Depot 9 carriers worked together to force Canada Post to halt the restructure and to rebuild the routes again. In the process we gained 1 route back.

The Route Measurement Committee does not operate in a vacuum. One of the key aims of the Committee is to teach LCs and RSMCs about route measurement. We work closely with the members to help them with their route concerns, go over the data and note discrepancies and make sure the route

values are as accurate as possible. The more educated members can become about their routes, then the better they can advocate and bring forth issues and concerns. If members are very interested in learning more and helping with restructures, then we will bring them in to train. Over the years, this is how we have grown and renewed the Committee. From being a part of the Route Measurement Committee, members have gone on to take a more active role in the Union often becoming Shop Stewards and taking on other roles in Union leadership.

The Edmonton Local Route Measurement Committees (Letter Carrier & RSMC) are well known across the Region for their work and advocacy in keeping Canada Post open, fair and accountable. As is often said, "All routes are equal, but some are more equal than others" We work to make sure that delivery routes are fair and manageable for members and to empower and educate members.



# Bread & Roses

## THE BREAD & ROSES UPDATE

**“We Fight for Bread, but we Fight for Roses too.”**

### IWD 2023

For over 100 years, International Women’s Day (IWD) has been a day when women protest and demand their rights of equality and justice for all. “The rising of the women is the rising of us all” from the poem “Bread and Roses” rings just as true today as in 1911 when it was first published. This is a powerful statement that it is not just basic rights and jobs that women fight for but also respect, dignity and a full life.

This year, two events were organized for IWD. These events are organized by Women for Rights and Empowerment (@EdmontonW4RE) with the assistance of the Local Women’s Committee:

On Sunday March 5, the 12th annual march took place along Whyte Avenue. About 100 people braved the chilly weather to raise our voices together to demand better. It was great to meet and march with people from all different sectors who share the same goals and views.

On Wednesday March 8, we had a dinner and forum where local women active in a variety of struggles spoke about their concerns and issues. We heard about the poor working conditions of care workers with precarious work and pay. Care work is predominantly done by women, BIPOC and migrant workers and is generally considered unskilled labour. Why as a society do we pay so little to look after our most vulnerable? Why is this work considered to be undignified and not given the respect it deserves? It

appears the pandemic has taught us nothing in this regard. I also highlighted the RSMC “Make Them Pay” campaign to increase the gas allowance so the RSMCs don’t have to pay to deliver the mail. RSMCs are not alone in this, other home care workers are in the same position of having to pay to do their job.

As someone said to me, “My cup is always filled when we can all come together. We learn and grow so much.” It is so true. This is how we build our strength, by learning and coming together.

Kathleen Mpulubusi  
Chair, Local Women’s Committee



## HEALTH AND SAFETY UPDATE

Rashpal Sehmbly

**O**ur employer certainly has a way of causing more financial grief to our members than required.

Currently in Edmonton, when an employee has a workplace injury, the employer is also handing them an OFA Form for their doctor to fill out. See attached.

CPC says it is part of their “ Early Intervention Kit” and “it assists us in identifying opportunities to accommodate these employees and get them back at work as soon as their health allows it. If employees have to pay for these documents, we’ll do the same thing that we have always done; they provide their Team Leader with the receipt and an expense claim is put through allowing for a quick refund to the employee’s bank account.”

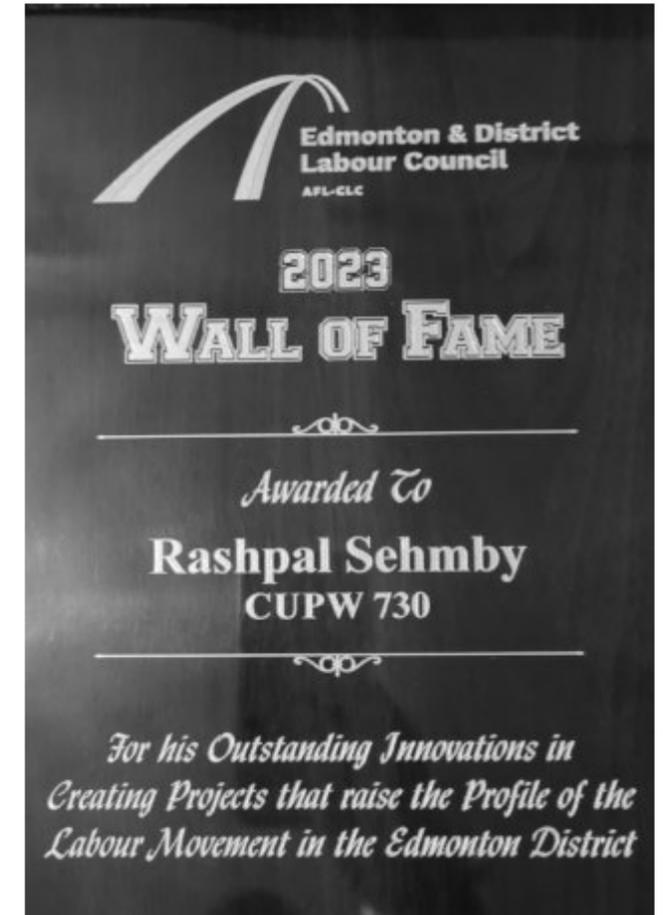
Historically, when an employee was injured and sees a doctor/hospital to report a workplace injury, there was no cost involved to our members.

Even though I disagree with this added step, we must inform our members that they will be asked to get the OFA form filled out and there will be a cost associated with it. Ensure a copy of a receipt is kept by the member and one handed in to the supervisor for reimbursement.

We have had a few members filing “claim suppression” reports to WCB, whereby they were asked to NOT to report their injury to WCB/submit STDP paperwork.

In Alberta the following link can be used for any one being asked to not report a workplace injury to WCB. If you feel like you’ve been pressured not to report your injury, let us know by completing our confidential form:

[https://www.wcb.ab.ca/forms/claim\\_suppression\\_reporting.asp](https://www.wcb.ab.ca/forms/claim_suppression_reporting.asp)





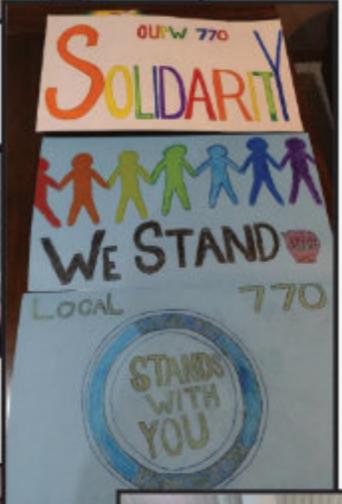
# LACOMBE



# LETHBRIDGE



# RED DEER



# CALGARY



# SOLIDARITY

After workers were suspended on Shift 3 at the EMPP for exercising their Right to Complain, our Education and Organizing Officer Dave Lambert put out a call for a show of solidarity with a black shirt day. We have since received photos from across the prairies and even outside of the region. Thank you for your support!



# SASKATOON



# TEMPORARY WORKERS

By Aden Edey

When you're a temporary worker at Canada Post, you have to deal with a lot of crap: long stretches of time without work, an ever-changing rotation of co-workers and supervisors, and inconsistent hours that tend to get eaten up by taxes and union dues. It's a wonderfully sadistic system that seems purposefully designed to ensure only the most dedicated and masochistic individuals actually get to work as letter carriers, RSMCs and inside workers, and while that's great for breeding militant union activists over the long term, it also has the unfortunate side-effect of alienating anyone who wants to pay their bills on time.

Everyone I know from my orientation quit long ago, and it's a story I hear often whenever I talk with others on the workforce about what brought them to Canada Post. For better or worse, working for this company has been one of the best jobs I've ever had, but it's also been a struggle. It's been a struggle to figure out whether anyone really cares about the challenges we casuals/temps face, and it's been a struggle to get involved in the union when it doesn't always feel like they care about the same things I do.

And yet, as time has gone by and I've failed to find a job that's substantially better than being a Casual Postal Clerk (yes, really), I've managed to carve my niche and figure out ways to survive even when it feels like our corporate overlords are doing everything possible to make sure casuals don't get called in for shifts. Part of that survival strategy involves taking educational courses with the hope of getting paid for them, and earlier this March, I had the chance to participate in a three-day Regional Course called "Temporary Workers".

Now I'll admit: I was desperate, needed money, and didn't want to start making porn in order to pay for my living expenses. But I also felt that I needed a refresher on knowing what my rights were as a casual; beyond helping myself, I could also potentially help others who were in the same situation as me.

Of course, all of that happened during the weekend, but more unexpectedly, I realized there were some wonderful

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**"That sense of collective willingness built upon itself to create an atmosphere of collaboration..."**

**"For better or worse, working for this company has been one of the best jobs I've ever had, but it's also been a struggle"**

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opportunities to connect with other co-workers across Alberta, Saskatchewan and Manitoba. From the lowest seniority casual to the National Director of the Prairie Region, your status didn't matter as much as your willingness to be involved. That sense of collective willingness built upon itself to create an atmosphere of collaboration, which was especially helpful during the "Temporary Workers" course as we worked through class material with our facilitators, Myron May and Darla Jattansingh.

I think it was good to be given a proper explanation of how to navigate the Collective Agreement and how it pertains to casuals/temps, especially Article 44, but I also found it valuable to learn the history of how the National

Union has fought for the rights of casual workers over the decades. We've gone from having no representation to having full representation by our union, with the ability to vote on contracts and participate in elections, and we've gone from earning substandard wages to earning wages that theoretically allow us to thrive within our means (if only we got called in more often).

Overall, the course was a good use of my time, and I look forward to taking more of them in the future, as well as continuing to nurture the relationships that I started to develop within that three-day time period. I also encourage other casuals/temps to take these kinds of courses, not just for the pay, not just for the chance to build community with other postal workers, but also to see that, yes, CUPW does actually care about casuals. It's been a slow, imperfect journey to ensure that justice and fairness can be rendered upon the lowest rung of the ladder, but it's been a journey nonetheless, and for once, I feel optimistic that things will continue to get better in the years to come, especially with contract negotiations around the corner.



On March 9th, 2023, workers from the EMPP organized an info picket outside of their workplace in order to show solidarity with the members from Shift 3 who were suspended and to raise awareness among other shifts about what had happened. Members from other unions, such as the Amalgamated Transit Union (ATU) and Athabasca University Faculty Association (AUFA), also attended to show their support for the suspended workers.



**YOUR MOST UP-TO-DATE INFO SOURCE**  
**TWITTER @CUPW730 FACEBOOK.COM/CUPW730**  
**YOUTUBE: CUPW LOCAL 730 - EDMONTON & AFFILIATES**  
**NEWSLETTER E-MAIL: COMMUNICATIONS730@GMAIL.COM**

# SOLIDARITY STYLE

## OFFICIAL CUPW 730 T-SHIRTS AND MERCH



TRUTH &  
RECONCILIATION  
EDITION



PINK  
SHIRT  
DAY  
EDITION



**T-SHIRTS \$30**  
"COMRADE" PRICE \$40

\*UP TO 3XL  
UNISEX +  
LADIES STYLE

ALSO AVAILABLE IN WHITE AND  
MONOCHROME BLACK EDITIONS

100% OF ORANGE "EVERY CHILD MATTERS"  
T-SHIRT SALES WILL GO IN SUPPORT OF  
CREATING HOPE SOCIETY.



|          |      |
|----------|------|
| TOTE BAG | \$10 |
| MUG      | \$10 |
| PATCH    | \$ 5 |



LGBTQ+  
PRIDE  
EDITION

PINK AND PRIDE EDITIONS ARE **CURRENTLY IN PRODUCTION** AND  
WILL BE AVAILABLE FOR PURCHASE \*VERY SOON\*  
CONTACT THE LOCAL OFFICE FOR PAYMENT AND DELIVERY OPTIONS  
FOR ALL MERCH