



OFFICIAL NEWSLETTER OF CUPW 730 / DECEMBER 2021

# INSIDE OUT

ANOTHER YEAR, ANOTHER PEAK SEASON EDITION



**DELIVERY IN THE DARK**

**IT'S RESTRUCTURE TIME AGAIN!**

**WOMEN'S COMMITTEE REPORT**

**TIPS FOR RETIRING**

**BAR CHARTS AND YOU**



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**INSIDEOUT** 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.

We will also publish Letters to the Editor should you feel an issue requires further discussion. All submissions are subject to editing for brevity, clarity, etc.

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

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EMPOWER ORGANIZE RESIST

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# PRESIDENT'S REPORT NOVEMBER 2021

## IS THE VACCINE POLICY AN EFFECTIVE ORGANIZING ISSUE?

[21.11.19 - This President's report was first given at the November 6, 2021 GMM but has been edited to include the latest updates on CPC's vaccine policy.]

### Comrades & friends,

After almost two years this pandemic has ground everyone down into a frustrated, demoralized husk. Instead of building up our local organizing capacity to fight to improve our jobs, we've been backed into a defensive posture to bide our time. We were told by our governments that a high enough vaccination rate would lift the pandemic but they underestimated just how many people would be unwilling to get vaccinated. Unfortunately, the end still seems a long way off due to the bitter division deepening between the vaccinated supermajority and the rest that will not vaccinate for religious, health or conspiracy-fueled reasons.

As stated in a previous dispatch, personal opinions and fake news don't eclipse the facts of what we are facing; the pandemic is devastatingly real and still poses a serious threat to our healthcare infrastructure. A high vaccination rate remains one of the most effective safeguards we have in modern society to reduce severe health outcomes from bogging down or completely collapsing our entire healthcare system. No one wants this to be happening, but here we are,

doing our best with the hand we've been dealt.

### What is 'the union' doing?

Before detailing the implications of CPC's vaccine policy, I want to acknowledge the exceptional work being done by my colleagues in the local office, and those who have recently covered for us. It is not widely known but officer jobs in our local require longer hours for less overall compensation than the floor positions left behind. Officers don't get admail values, or paid for their overtime or weekend work but they persist in their duties because they believe in serving and empowering our membership. It's an incredibly demanding and stressful responsibility even under normal circumstances.

This pandemic has been an unimaginable hardship for everyone. I can't speak for my CUPW comrades who have been on the workforce this whole time but I will say that the working conditions in the local office have deteriorated to a point well below what would be acceptable in most Canadian workplaces, nevermind CPC workfloors. No one should have to come to work to be verbally abused, threatened with legal action and personally blamed on a nearly daily basis for mask and vaccine policies they have absolutely no control or say over. Disagreement is an essential part of any democratic organization but

what's happening here has nothing to do with disagreement and everything to do with misguided expectations of who dictates health protocols and what is realistically needed for a labour union to effectively mobilize on an issue.

To be clear: neither our local or CUPW National created, or supports, CPC's current vaccination policy. CUPW leadership believes in the science of vaccination and seeks to challenge vaccine-hesitation with alternatives like rapid testing while patient and persistent education gets us to the needed vaccination rate threshold to end the pandemic. Guiding our members through this uncertain chapter and being honest with them about the consequences of CPC's vaccine policy is very different from supporting the policy. Again, CUPW does not support CPC's current vaccine policy. When it comes to navigating CPC's vaccine policy, it is important for membership to understand the two major options at their disposal:

### 1. Procedural (grievances and legal appeals)

a. **National group grievance:** Since CPC expressed intent to introduce a vaccine policy, the higher levels of the union have been seeking constant legal advice on what options might be available to our members who will not be vaccinated for whatever reason.

CUPW National now feels [prepared to proceed](#) with a National group grievance it announced early November to challenge CPC's vaccination policy. If we require individual members to file grievances to support this, we will let everyone know; until then, we'll wait for further direction from National.

Please understand, this grievance is not something that is guaranteed to resolve quickly or favorably. If you want to avoid CPC disciplinary measures, our office is advising that anyone not wishing, or able, to vaccinate, to still truthfully attest their status, and apply for indefinite administrative leave without pay while the group grievance makes its way through arbitration – a process that could take months.

b. **Cease & desist application:** Back in October, CUPW proposed a rapid-testing option for the non-vaccinated that was ultimately rejected by CPC. CUPW publicly announced Nov 18, 2021 that it will challenge CPC's flip-flop on the rapid-test option by submitting a [cease & desist application](#). Despite how legally intimidating these words may sound it is important that our members do not assume this challenge will be successful. Anyone promising you it will be successful is giving deeply irresponsible advice; it may work, but do not plan your future around the possibility of getting back all the wages you lost while on leave.

Beyond the group grievance and cease & desist application, the only solid legal ground established was the option for non-vaccinated members to choose administrative leave without pay instead of termination. At this time, no other *credible* legal options have materialized. As always, up to the minute information on the vaccine policy and our legal challenges can be found on our [National union website](#) or by subscribing to the National union [email list](#).

### 2. Workfloor organizing & mobilization

As we've experienced over the decades, legalities are more likely to undermine working class power than reinforce it. Our union is at its most powerful when our members are unified and organized on an issue and willing to fight for our demands directly from our workfloors, regardless what the law of the land currently states. This process, however, is not a switch that can be flicked on or off at will. Serious job actions necessitate tremendous risks that should only be undertaken with proper training and when there is mass floor support for

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***“Organizing is, at heart, not about the hill that you personally want to die on, but about how many people can actually be rallied to that same level of belief.”***

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an issue. Here are a couple core organizing principles our local teaches in the “Taking Back Our Workfloor” course that are especially applicable in the context of this pandemic:

a. **Shared belief:** An effective organizer understands that they must always meet members where they are at, not where they would like the members to be. If an organizer is passionate about fighting for an issue that the vast majority of the members currently and vocally disagree on, a good organizer realizes this issue will not have the immediate solidarity required to overcome inevitable reprisal from management.

It would be a huge mistake for the organizer to try and belittle or lecture members for not

supporting their position as it would only serve to ruin the organizers reputation moving forward and isolate them from their peers. Potentially winning someone over to a new belief takes openness on their part and an incredible amount of time.

b. **Strength in numbers:** Organizing is, at heart, not about the hill that you personally want to die on but about how many people can actually be rallied to that same level of belief. As stated in the point above, you can't force or berate someone into sharing your beliefs. The moment you try to blame or shame the very people you need to organize, you move further away from the change you intend to create.

Organizing success can only be achieved if there is considerable unity around an issue among a strong majority of the affected group, and a mass willingness of that group to risk consequences to create change. An effective, trained organizer inoculates their peers by making them aware of, and preparing them for, the consequences of their intended actions. Group capacity as determined by mass participation and preparedness are exponentially more likely to deliver success than wishful thinking or spontaneous bravado. Simply put: you need the numbers to have the strength to challenge power to force the change.

To summarize, a labour union has two major tools to navigate any given crisis. In the context of this pandemic, the legal route has been exhausted pending any new developments. This means the only substantial option the union has left to (theoretically) confront the vaccine policy would be workfloor organizing. Here are some questions to help frame if this member-dependent strategy is even viable:

(continued on next page)

## PRESIDENT'S REPORT

(continued from previous page)

- Where does union power truly come from? An individual paid officer demanding a specific response from membership, or a workforce united on an issue and collectively willing to risk discipline to disrupt production?
- Is vaccine refusal a position with popular support among most of our members? Would those that are vaccinated be willing to risk any degree of discipline to fight for the rights of someone they believe is prolonging the pandemic?
- How many of the members attempting to rally workforces against the vaccine policy are widely trusted by their peers as well as properly trained as workforce organizers?

Does answering these questions leave you with the sense that a mass majority of our membership would be willing to risk the unlawful job action needed to overcome state enforcement of a vaccine policy during a once-in-a-lifetime international health crisis? If your answer is 'yes' you must also be willing to risk personal legal consequences and share responsibility for jeopardizing the livelihoods of everyone involved. If your answer is 'no', you are back precisely where you started, without the support necessary to organize around this issue, and no amount of abusive or disrespectful behaviour towards fellow union members changing that fact.

These questions are a mirror for any worker serious about creating change in the world. We, as workers, do not have great personal wealth or influence – we only have the potential to organize our overwhelming numbers to collectively fight for a

cause. Unlike the comments sections on social media, real world interactions have lasting social consequences. Online is not real life: do not assume everyone agrees with you and don't delude yourself into thinking that you can rally people to your cause by ridiculing their beliefs or demanding that they respect your own – doing so only turns people further against you. You can have thousands of internet friends like your posts but if you're unable to have respectful face-to-face conversations with your co-workers, the change you desire will never become a reality. Solidarity is about enforcing collective power over a

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***“What is ‘the union’ doing? Precisely what it is legally able to and what the democratic majority of its membership are willing to do, for better or worse.”***

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shared belief – it is not something that can be demanded from those with fundamentally different beliefs.

The power of the union begins and ends with the membership, and the membership belongs to and answers to no one person. What is 'the union' doing? Precisely what it is legally able to and what the democratic majority of its membership are willing to do, for better or worse. I am not an opportunistic lawyer telling you what you want to hear in exchange for grotesque consulting fees. I am not a politician manipulating your emotions with misinformation so I can win my next election. I am not a social media personality saying whatever sensational nonsense I can to manufacture a subscriber echo-

chamber. My intention with this report is to honestly detail the reasonable options our members have to face this crisis.

We are stuck with whatever the courts and governments decide for us until enough of us agree to collectively fight for something different. This truth applies to our struggle against back-to-work legislation just as much as it does the current CPC vaccine policy; the difference between the two is that only one of these fights actually has the broad support to muster the solidarity necessary to win. Either those advocating change adapt to how worker power is actually built or they will keep alienating themselves from the very people they need to win to their cause. This truth may be frustrating to some but accepting it sure beats trying to wage a war armed with nothing but wishful thinking.

We all know this pandemic and vaccine controversy is not ending anytime soon. Fighting with each other on our workforces over irreconcilable differences can only result in CPC disciplinary notices. Please be patient and respectful with one another because for as long as this pandemic keeps dragging on, and long after it's over, your workforce family isn't going anywhere, and we are all stronger when we focus on what unifies us rather than what divides us.

In Solidarity



**ROLAND SCHMIDT**  
(HE/HIM)  
**PRESIDENT**  
**CUPW 730**

# DECEMBER 6TH



## NATIONAL DAY OF REMEMBRANCE AND ACTION ON VIOLENCE AGAINST WOMEN

It has been over 30 years since the murder of 14 young women at Polytechnique Montréal (December 6, 1989). This act of violent misogyny shook our country and led Parliament to designate December 6 as The National Day of Remembrance and Action on Violence Against Women.

As we mourn their loss and remember their lives, we reaffirm our commitment to fight the hatred that led to this tragedy, and the misogyny that still exists today. In Canada and around the world, women, girls, 2SLGBTQIA+ (two-spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual, plus) and gender diverse individuals face unacceptable violence and discrimination. Gender-based violence in Canada has been magnified and amplified by the COVID-19 pandemic. There have been reports from police services, shelters, and local organization of an increase in calls related to gender-based violence across Canada during the pandemic.

The National Day of Remembrance and Action on Violence Against Women is about remembering those who have experienced gender-based violence and those who we have lost to it. It is also a time to take action. Achieving a Canada free from gender-based violence requires everyone living in this country to educate themselves and their families and communities on gender-based violence, centre the voices of survivors in our actions and speak up against harmful behaviours.

## WINhouse CANADIAN UNION OF POSTAL WORKERS DONATION DRIVE IN SUPPORT OF WIN HOUSE WOMEN'S SHELTER

CUPW is assisting with a donation drive to support WIN House and their mission to aid and empower victims of domestic violence and abuse. Please consider helping out with new donations of the following high-need items:

- Shampoo, conditioners, soaps, body wash, toothpaste, toothbrushes, deodorant, ladies' razors, combs, hair brushes, hair ties, tampons, feminine pads;
- Diapers, baby wipes, baby spoons, baby food, children's toothbrushes and toothpaste;
- New clothing: Ladies' pyjamas, undergarments, socks, sweaters; children's and baby clothes, pyjamas, socks.

A tax receipt can be obtained for a cash donation.

Look for more information and collection boxes in your work location in the coming days, or go to <https://winhouse.org/how-to-help/donate/> to find out more ways to help



# DELIVERY IN THE DARK

By Warren Melnyk, Retired Lifetime Member

*Wave 2 letter carriers - especially those with visual impairments - know this health and safety risk all too well.*

When Canada Post decided to merge the duties of Letter Carrier (LC) and Mobile Service Courier (MSC), it was intended to combine all functions of mail delivery to one vehicle in each service area. Previously, MSC routes were split between doing LC support jobs, such as dropping relay bags for foot routes, delivery of oversized parcels, customer pick ups, street letter box (SLB) clearances, and retail post office (RPO) clearances and drop offs. MSCs did not need to spend time at sorting cases while at the depot, so these routes started a little later.

Of course, combining LC and MSCs into the LC position reduced the number of jobs by reducing the number of people working in a given delivery area. This is what they called "Modern Post." More vehicles were needed at every depot and there was an increase in parcels that were to be sent to and sorted at the depots. This did require more depot sort staff,

equipment, and space. The first thing they did was drastically shrink the lunch rooms and the office space for supervisors. The second thing they did was shrink the sorting areas for LC cases by splitting the workspace between two waves.

Despite this, mail for wave 1 and wave 2 was still combined. It was only once it was in the depots that it could be distributed according to wave. This combined with the introduction of sequenced mail – that is, mail sorted by machine – put the burden directly on LCs by both reducing the time in the depot for sorting and allowing for longer outside delivery times. This allowed for later start times.

This finally brings us to the problem of trying to deliver mail in the dark. Historically, the clocks would spring ahead 1 hour in March and fall back 1 hour in October. This meant daylight for most 9-to-5 jobs while going to work but darkness when going home. For those of us working outside, it means finishing your work after dark. If your normal finish time is 5 pm, then setting the clock back 1 hour means you have another hour to work in the dark.

During my time as a LC, I experienced

both wave 1 and wave 2 routes. While wave 1 seemed pretty normal as long as volumes were normal, wave 2 was extremely frustrating: not being able to see addresses until you got to the door, trying to read the mail with the help of street lights – and one time I came across a black dog that I could not see.

The Corporation's solutions were to bring in high visibility vests and head lamps, which are designed for seeing one task at a time. Walking and reading mail became impossible and quickly identifying hazards on the street became even more difficult because of the limited range and how they offer no light for our peripheral vision. There were even problems with delivering to community mailbox (CMB) routes because of the address labels in the boxes. Of course, the task light was the only answer the Corporation had. Workers with transition eyeglasses – part of the lens for reading, the other part for distance – constantly struggled between reading and walking with a single task light.

While someone on wave 1 would not notice these problems unless they had a heavy mail day, people on wave 2 and wave 3 constantly struggled. I

know this because I bid to wave 1 and stayed there just to avoid the shift in the dark. Of course, no longer setting our clocks back would help, and for the first time we have the opportunity to vote on that. There are, however, other solutions that we proposed over the years to minimize the impact on those doing the delivery.

Here are some of the ideas we have presented over the years.

Change the route start times with the time changes, even if it was just the routes that didn't need need to be on the street for late day clearances and pick ups. We even suggested running

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***“Walking and reading mail became impossible and quickly identifying hazards on the street became even more difficult because of the limited range [of headlamps] and how they offer no light for our peripheral vision.”***

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a trial of just a half hour change for only late wave 2 and wave 3 routes, leaving all other routes as they were.

Change all CMB address labels to larger, high visibility text.


Exterior lights on the passenger side of the delivery vans, even if they were magnetic or able to be hanged on the passenger side door while delivering. This could have assisted in CMB areas without nearby street lights and with door-to-door parcel delivery, allowing us to see addresses and hazards on our way to the door.

We had some success in restructuring to identify areas that were better

suited to late day delivery. Areas deemed higher risk were structured to be delivered earlier in the day, while lower risk and better lit areas could be done by wave 2. Almost all mail rooms and apartment panels or multiple residence buildings were better suited for wave 2, though this wasn't always possible. Any commercial buildings needed to remain with earlier delivery.

While I retired at the beginning of the COVID-19 pandemic, I found it interesting to hear that the Corporation could and did identify routes that could have their start times adjusted to further split the waves in order to stagger case sharing. It's commendable if this worked, though I was not there to witness the glitches in that. It was, however, one of the ideas we put forth years ago to assist people who were delivering in the dark.

CPC currently has a pilot project that will see four people share a case, with late wave 1 and late wave 2 begin their day delivering mail and then come back and sort mail for delivery for the next morning. The Corporation is willing to test this to save space, but they wouldn't even consider these ideas when they were brought up to address employees' concerns about delivering in the dark.

I'm certain there are some of you out there who may have ideas or suggestions to address these ongoing delivery concerns. While not everyone will agree completely on the direction to go in with the increase in outdoor delivery work and the decreased inside sort and preparation work, there will be ever-changing products and processes. These need to, first and foremost, address the impact on employees and it doesn't always have to be at an added cost. It will certainly be easier if we can unite for what is best for the group. 



# TIPS ON RETIRING



Adapted from a *Regional Bulletin* by Karry Biri, Secretary-Treasurer

**The retirement process can be confusing and intimidating! Know your rights and always reach out to your local with any questions.**

**Y**ou do not have to give Canada Post any advance notice that you are retiring. However, it is strongly advisable to give 3 months advance written notice. This is to avoid problems and in order to have a smooth retirement.

You can retire any day of the week, and you can retire any month in the year. However, in order to maximize your pension indexing (increases in your pension to keep up with the cost of living) it is advisable not to retire on the last day of the month.

Ensure you have at least ten (10) days of pay in the month you wish to retire, in order to maximize your vacation, and personal days. Ten days of pay in a month is different from 10 days of work in a month, as CPC will claw back any paid leave that you did not earn. Days of pay include vacation leave, personal days, comp time, days in lieu, paid special leave, quarantine leave, etc.

Your retirement notice should include your name and your Canada Post I.D. It should say: "I am planning on retiring. My last day of work will be \_\_\_\_\_. My first day of retirement will be \_\_\_\_\_ (it is the next day). Please give this notice to

Access HR, the Canada Post Pension Centre, and all other pertinent Canada Post departments and people"

Both RSMCs and Urban members, need to have fifteen (15) years of continuous service (includes your On Call Relief service as per Clause 8.04 and temporary service as per Clause 44.17) of the RSMC and Urban agreements respectively). A member can be entitled to post-retirement benefits with less than 15 years of service if they are approved for Canada Post Medical/Disability retirement or

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***"A member can be entitled to post-retirement benefits with less than 15 years of service if they are approved for Canada Post Medical/Disability retirement or retire due to a total disability with an unreduced pension."***

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retire due to a total disability with an unreduced pension. You also must be part of the plan as an active employee in order to be eligible for post-retirement benefits.

There may be a delay between being taken off the Canada Post extended Health care plan as an active employee, and obtaining benefits under the retirees extended health care plan. Canada Life is advising some new retirees that this may take up to three (3) months. Therefore, if

possible, it is advisable to completely fill all your prescriptions, shortly before your retirement date. During this delay period you are still covered. You will have to pay the full amount of your prescriptions and then submit for a reimbursement.

When you retire, you will need to apply for your post retirement benefits within 60 days of your retirement. If you decline coverage, you cannot opt in after the fact. You are not compelled to choose all of the benefits. If you opt for this you must pay for this monthly. The money comes out of your bank account.

Full time Urban Operations bargaining unit workers may owe Canada Post money as a result of the pay advance you received from Canada Post in January 2018. This pay advance was to ensure continuity of your pay as Canada Post switched the method in which they paid people. If you do owe Canada Post money for this payment, it will say so on the bottom of your pay stub.

Canada Post will also balance out your vacation and other leave credits, and anything else that the payroll department needs to review. If you owe money to Canada Post, you will be notified by letter. In some situations, Canada Post has held back the final paycheque of people who owe money

The Urban Operations annual leave year runs from April 1 to March 31st. The RSMC annual leave year runs from January to December. If you are a worker in the Urban Operations group

you earn annual leave credits each month you are entitled to pay for 10 days in that month. If you are an RSMC you accumulate credits each month in which you receive pay. You will need to consult the Collective Agreement to determine how much annual vacation leave you are entitled to.

"Entitled to pay" includes paid leave – e.g., annual leave, sick leave, pre-retirement leave or statutory holidays.

Your vacation leave allotment bid/scheduled prior to the beginning of the fiscal year will be prorated should you retire before the end of the fiscal year. Remember that you are only entitled to vacation leave credits for the months you were paid at least 10 days.

If you are entitled to 6 weeks of vacation (21-27 years of service) vacation is earned at 2.5 days per month. That means that if you are an Urban member and retire on September 25, you will earn 15 days of vacation leave. As an RSMC you will earn 22.5 days. If prior to your retirement date you have taken more annual leave than what has been earned, you will owe that back. On the other hand, if you have taken less, Canada Post will owe you that time.

Check the calendar carefully. Adjusting your retirement date could entitle you to some more annual leave. You also want to ensure that you don't end your employment owing annual leave

If you are entitled to pre-retirement leave, use all the leave that is available to you. It will not be paid out if it is not used. Please speak to your Shop Steward about accessing pre-retirement leave.

If you have any questions or concerns, contact the local's Secretary-Treasurer, pension center, or Access HR.



# WORKER SOLIDARITY

Kyle Turner, Rosedale, Shop Steward

***Current union and worker-lead actions at a glance.***


**Nabisco** - Workers represented by BCTWGM who were on strike at Nabisco ended their strike on September 18th, 2021. The health care plan was maintained, though there was some disagreement among workers about a new weekend shift that was created, which led workers in Portland to largely reject the contract.

**IATSE** - The International Alliance of Theatrical Stage Employees (IATSE) was demanding a higher minimum wage, more rest time between shifts, and to end streaming services' classification of "new media," which allows for a lower minimum wage. The IATSE strike authorization vote passed with 98% voting in favour. The vote on the contract was close, but it ultimately passed, in part due to an electoral college-like system.

**Superstore** - Workers at the Real Canadian Superstore, represented by UFCW 401, have voted 97% in favour of strike action if an agreement is not reached with the employer.

**Kellogg's** - 1400 workers represented by BCTWGM went on strike in the US on October 5th, 2021. Main issues of contention are wages, pensions, retirement benefits, and vacation time. Kellogg's is currently using scab labour.

**John Deere** - On October 14th, 10,000 members of the United Auto Workers (UAW) went on strike against John Deere in the US. Some of the concerns of UAW members included wages, retirement benefits, and new hires receiving worse retirement benefits. They are also hoping to get rid of a two-tier wage system that was implemented in their 1997 contract.

**Hilton Metrotown** - Workers at Hilton Metrotown in Burnaby, BC, represented by Unite Here local 40, were locked out in April 2021 after staging a one day strike to protest mass firings. The lockout impacts room attendants, front desk agents, kitchen staff, and other hourly workers. According to Unite Here, this has unfairly targeted both women and immigrant workers. 





# BAR CHARTS AND YOU

## REPORT ON BAR CHART CONSULTATION AND STAFFING

Peter Hall, Whitemud, Shop Steward and 3rd VP Collections

### Local CUPW team halts CPC's plan to remove six relief positions.

Recently, I was part of a team who spent five days reviewing Canada Post Corporation's (CPC) day logs for all the Letter Carrier Depots in the city, Transportation Operations and the Edmonton Parcel Hub, as well as Wetaskiwin, Camrose, and Fort Saskatchewan.

Day logs are the documents a staffing supervisor uses to record how they assign the relief in their depot - we examined a year of day logs per depot and facility. Incidentally, the bar chart year goes from September to August, so we were reviewing the Sept 2020 to Aug 2021 charts.

Once the supervisor does their year's worth of bar charts, they compile the info into a trend report, which looks at percentages. It is the trend report that determines whether we gain or lose relief for each depot. For example, St Albert's trend report determined they would lose two relief. In EDDD, the trend report determined they would gain three relief.


When we looked at the Prairie's trend report, we saw that the corporation was planning to remove six relief positions. However, after our October 13, 2021 bar chart consult with management, they agreed to leave things "status quo." In this instance, status quo means that they will not implement the planned changes, but reserve the right to delete the relief positions if they deem it necessary.

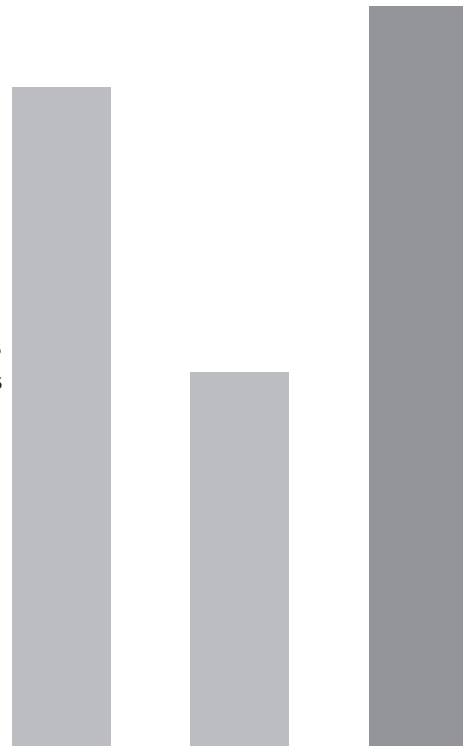
So, adding in the six relief positions the corporation agreed to leave as status quo, we are keeping nine relief positions above those recommended by the trend report. Again, with the stipulation that management reserves the right to remove relief if operationally required. Additionally, within the field depots (Fort Sask, Wetaskiwin, and Camrose) we are keeping two above the relief recommended by the trend report, once more with the stipulation that CPC can remove those positions if they aren't deemed necessary.

In St Albert, the corporation had recommended we remove two relief positions. When our group looked into their paperwork we found that their day logs didn't match their monthly summaries and that, by extension, those monthly summaries didn't match the yearly trend reports. Because their paperwork was so confusing, we were able to put a stay on removing those two relief positions until the day logs are corrected, which would then ideally lead to an accurate trend report. We believe that with an updated trend report from St. Albert depot we would find that their recommendation to lose two relief would be incorrect. CPC agreed to book a CUPW member off for two days in October to go through the bar charts with a depot observer and the St. Albert staffing supervisor.

Furthermore, we asked CPC to look into offering bookoffs city-wide for CUPW members to work as observers within each depot to review staffing reports as they're being completed. The reasoning behind this is to help keep the bar charts more accurate on

a monthly basis which would lead to more accuracy during the annual review. This will save time and resources in the long-run. Finally, we also asked them to refine their reporting to be more uniform across the city. For example, if management is using a temp to cover an absence, we ask that they identify the person as a temp, rather than just write in a random name.

Our team felt that this consult's outcome was adequate but we could always use more depot knowledge throughout the city and prairie region. We look forward to getting more CUPW members involved - it doesn't matter how much experience you have, we're looking to involve all interested. As the saying goes, "knowledge is power" and we are continually looking to improve our ranks within CPC. 



# IT'S RESTRUCTURE TIME AGAIN!

Jenn Reimer, Delton, Shop Steward and Route Measurement Officer

A hidden benefit of the COVID pandemic is that depots were spared the pain of volume counts and restructures for a while. Unfortunately, CPC has decreed that COVID or no COVID, they need their pound of LC flesh, so here we go again!

The first 2 depots on the block are Depot 6 (Mayfield) and Depot 2. The schedules are as follows:

DEPOT 6 (MAYFIELD)		DEPOT 2	
Restructure Phase		Restructure Phase	
Preparation Part 1	Dec 6 - 10, 2021	Preparation	Jan 3 - Feb 4, 2022
Preparation Part 2	Dec 27, 2021 - Jan 14, 2022	VOLUME COUNT	Feb 7 - Feb 18, 2022
VOLUME COUNT	Jan 17 - Jan 28, 2022	Assessment	Feb 21 - Mar 11, 2022
Assessment	Jan 31 - Feb 18, 2022	Restructure	Mar 14 - May 6, 2022
Route Build	Feb 21 - April 1, 2022	IMPLEMENTATION	IMPLEMENTATION
IMPLEMENTATION	July 18, 2022		

The Route Measurement Committee has already met with Route Optimization regarding the preliminary planning for the restructures. They have agreed to have CPC paid joint training with CUPW and CPC for Letter Carriers on how to review and update Edit Books. We also will be doing timings for RPO Clearances, Customer Pickups and Drive Times.

Look for your friendly CUPW Route Measurement Volunteers at the Depots soon! We will be talking to carriers, depot support and reviewing all the routes to make sure the database is up to date and everything is accounted for. We will need everyone's help to keep CPC honest and accountable!



If anyone has route measurement questions or issues? Do you want to get involved in restructures? We will train! Contact: Jenn Reimer, Route Measurement Chair, at [cupwedmroutever@gmail.com](mailto:cupwedmroutever@gmail.com).





# REPORT FROM THE WOMEN'S COMMITTEE

## HARASSMENT, THE OPERATIONS ROOM, AND MORE

*Kathleen Mpulubusi, Delton, Shop Steward and Women's Committee Chair*

**O**n October 18 myself, Nancy Dodsworth, Kristine Bowman, Elizabeth Smallwood, Karry Biri, Gwen Kroetsch, Cheryl Chow, and Local President Roland Schmidt, met with Orlando Llorca, Director of Mail Operations, to discuss some recent concerns that we have with the past and current harassment of women and others in the EMPP.

The main points we wanted to address in this meeting were the following:

1. CPC's actions and inactions in the naming of the Operations room at the EMPP.
2. The need for education of Supervisors and Superintendents on dealing with complaints of harassment and the procedure to follow when filing complaints.
3. The provision of menstrual products for members and accommodation for members in dealing with period issues at work.
4. The unprofessional conduct of CPC management in conducting 24 hour interviews and grievance hearings with women CUPW representatives.

### The Operations Room Saga

CPC decided to name the Operations room at the EMPP the "Sly Sleiman

Room" complete with a plaque and photo in memory of Sly Sleiman, a plant superintendent who passed away in 2020. Mr. Sleiman was well-liked among many members and management in the EMPP but the feelings were not universal. Mr. Sleiman had grievances against him for harassment and bullying of members. In addition, as a Superintendent he was accused of inaction when supervisors under him engaged in sexual harassment and bullying of members, which is subject to arbitration.

The Women's Committee and other members immediately complained to Orlando Llorca, stating that the naming of the room be immediately rescinded and that the plaque and photo taken down. Orlando did respond quickly and complied with our request. Unfortunately, a few weeks later, a petition began to be circulated in the EMPP on company time with the approval of supervisors to allow the naming of the Sly Sleiman Room. Again, the Women's Committee and other members complained to Orlando and the petition was immediately stopped.

In our meeting, Orlando offered an apology for this whole sorry situation. He stated that the petition was not endorsed or supported by CPC. He has also held meetings with all the Supervisors and Superintendents involved. He did further commit that this whole situation would not happen

again. He acknowledged that this whole situation caused division and anger on the workforce at the EMPP.

CUPW wants assurances that management will take our concerns seriously when brought up and accountability by management. This situation clearly shows how complicated issues of harassment and bullying can be. A person accused of harassment and bullying can be both a friend to many and a foe to some at the same time. The people who are friends will act in disbelief when someone who is the subject of harassment makes a complaint and may be quick to defend their friend and denounce the victim of harassment.

### Education on Harassment Complaints

We discussed the need for education of Supervisors and Superintendents on how to handle harassment complaints, particularly in regard to Human Rights Complaints, but also for general bullying, harassment, and workplace violence. Article 56 in the CA specifically deals with Human Rights complaints. There is also the new Bill C-65 process which involves filing a Notice of Occurrence for a complaint with a 3rd party investigation and attempts to resolve the situation. CPC stated that the Bill C-65 process supercedes Article 56. CUPW objects, as Bill C-65 does not have timelines and accountability for

members as to when their complaints are dealt with. Article 56 should be done in conjunction with Bill C-65. This is an area where we will need to have ongoing monitoring and discussion.

### Menstrual Period Supplies


There was a discussion on the need for Canada Post to supply menstrual period products for members in their facilities. Access to menstrual products is rapidly becoming a Human Rights issue and one where accommodation is needed. We felt that products should be provided free of charge in Canada Post facilities as is being done by the City of Edmonton in their facilities. Orlando stated that was not

possible but did commit to installing dispensers in the main ladies washrooms at the EMPP and at the Depots.

### CPC Management Behaviour in 24 meetings and Grievance Hearings

Orlando stated that he would review with members of the Management team our complaints about their unprofessional and bullying behaviour in meetings. It would appear that this has been done as there has been a noticeable improvement in some management's conduct in these meetings. However, this will be monitored.

Overall, this meeting was a good opportunity to discuss our concerns. This now gives us a line of communication as issues arise. Orlando did indicate that they are open to discuss emerging issues and want to act in good faith. We now have a reference point to hold CPC to account. If anyone has other issues to discuss or areas of concern, let's bring them forward.

Thank you to everyone who participated in this important discussion. 

## IN MEMORIAM: SANDY MACDONALD



Sandy MacDonald (McGuire) was a long-time Shop Steward and activist in the Edmonton Local, first in the Plant and then in Registration in LC Depot 11 (Main Bus. and Main Res.). In 1974, Sandy led the EMPP into the street in the "Coders to PO4" wildcat, demanding the operators of the new Coding & Mech machinery be classified PO4, not PO1, as the Post Office Department started out with.

As recently as the 2018 strike, Sandy picketed with the Local at Delton Depot in her wheelchair, and was interviewed by the Alberta Labour History Institute, along with her partner Bill MacDonald.

*Greg McMaster*

Sandy's Alberta Labour History Institute: <https://albertalabourhistory.org/sandy-macdonald/>





# ROUTE MEASUREMENT BY THE NUMBERS

## INTRODUCING APPENDIX QQ

Jenn Reimer, Delton, Shop Steward and Route Measurement Officer

*You're not alone if you're confused about CPC's claims that our routes are showing a loss of volume over the last year and a half.*

This summer we have started to see how the new Appendix QQ will be used and apply to depots around the local. For those that have never heard of this, Appendix QQ is a way for Route Optimization to yearly update and assess your route, based on mail volumes and parcels, as long as it will benefit the letter carrier.

Sounds pretty great doesn't it? Especially when you take a look at the last year we've all been though, with Canada Post reporting Christmas-level volumes well into the first half of the 2021 and record numbers of 1 million parcels delivered daily! Surely we should all be getting route measurement gains on our routes... right?

Unfortunately, the reality is far from that. The local Route Measurement team reached out to national to further explain the details of exactly how this works. They explained that the agreement was that the loss/gain of both the Mail Volume Index (MVI) and the Parcel Volume Index (PVI) would be averaged out and only applied if there was an increase to the route.

So we ran our own simulation to see how this would play out: if a depot with

approximately 80 routes had a 5% drop in mail volume over the last year how many parcels would be needed to balance out the loss of sort and mail delivery? At an average of 1 min for delivery per parcel the depot would need to see a gain of approximately 20,000 parcels per month for letter carriers to start seeing an increase to

**"...with Canada Post reporting Christmas-level volumes well into the first half of the 2021 and 1 million parcels delivered daily... Surely we should all be getting route measurement gains on our routes... right?"**

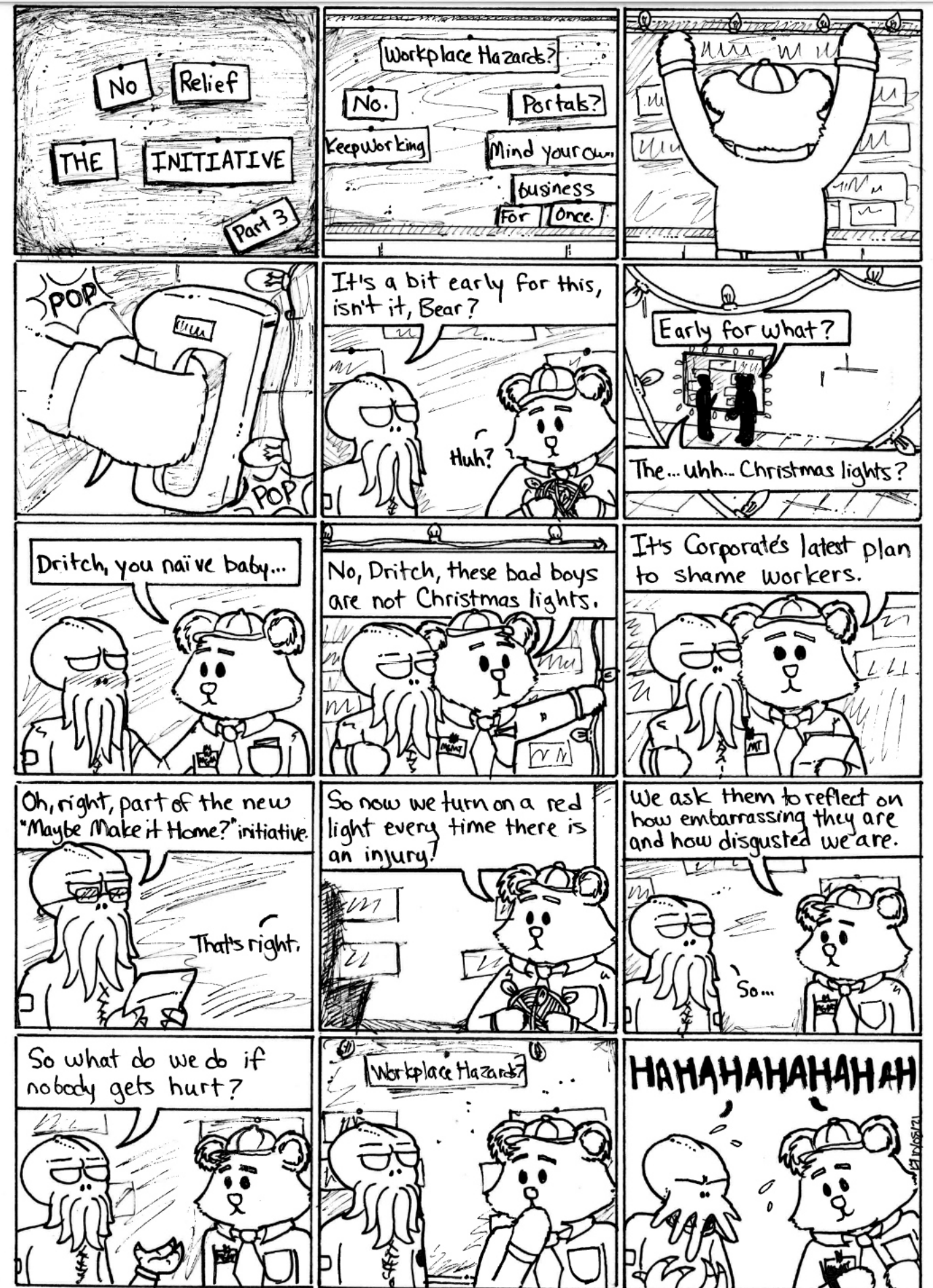
their routes. With the MVI dropping so drastically over the years and continuing to do so, it's highly unlikely that we will ever see this Appendix being beneficial to actually helping letter carriers get fair structure to their routes.

The local route measurement committee came up with several demands that were put forward at the regional conference to help update the LCRMS, letter carrier route measurement system. Without changes to the LCRMS system and balancing our workload from the current 80-90% reliance on mail volumes to 20-10% parcel volumes we will always sit at a loss for establishing

fair and adequate values for the shift in product that we now primarily handle in the real world.

However, Appendix QQ could potentially turn into the perfect tool for management to use when deciding which depots are the best candidates for a restructure. The Depot's so far that have been evaluated as per the QQ process are: St. Albert with an average loss of 16.84 min/route (a total loss of 286.35 minutes) Delton with an average loss of 15.97 min/route (total loss 1309.72 minutes) Depot 8 with an average loss of 22.73 min/route (total loss 36.47) Fort Saskatchewan with an average loss of 21.12 min/route (total loss 190.10) Depot 1 with an average loss of 24.25 min/route (total loss 945.77) Sherwood Park with an average loss of 24.22 min (total loss 314.89) and Depot 3 with an average loss of 26.67 min/route (total loss 1146.78).

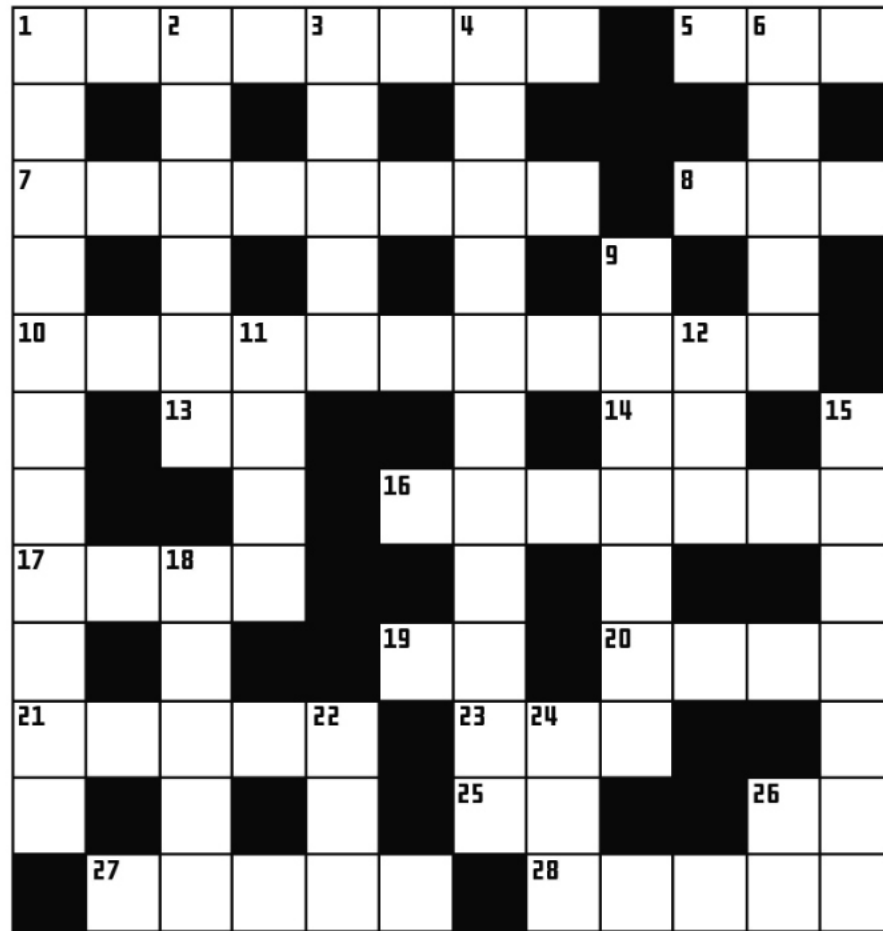
The local Route Measurement team will continue to work to help protect letter carriers the best that we can. If anyone is interested in learning more about route measurement or if you have questions you can contact the committee [at.route.cupw730@gmail.com](mailto:at.route.cupw730@gmail.com).



Kyle Turner, 2021



**CROSSWORD BY NATHEN (EDMONTON DOWNTOWN)**



Solution to previous puzzle:



**Across**

- 1 predominance, especially that of one state over another
- 5 New Democratic Party
- 7 to reflect upon; contemplate
- 8 first women
- 10 union member chosen to represent the workers in a factory or department
- 13 classical Japanese dance - drama
- 14 reply of refusal or denial
- 16 any of various distensible membranous sacs found in most animals
- 17 an uncle's wife
- 19 \_\_\_\_\_ and \_\_\_\_\_ interminably
- 20 the part of the earth's surface not covered by water
- 21 sides of an octagon
- 23 dead on arrival
- 25 scandium
- 26 alcoholics anonymous
- 27 to make amends
- 28 nuclear power plant

**Down**

- 1 the Dominion Lands Act of 1872 stated that a qualified settler could get a quarter-section of land by paying a registration fee of \$10.00
- 2 \_\_\_\_\_ Society of many denominations founded (1899) to place Bibles in hotel rooms
- 3 term refers to a distinct group of people who have a common history and heritage of mixed Indigenous and European origin
- 4 Holland
- 6 geneticist who featured on a radio series "Quirks and Quarks" and the TV series "Suzuki on Science" and "The Nature of Things"
- 9 Nelson \_\_\_\_\_; imprisoned for 26 years, won the Nobel Peace Prize in 1993, became the President of the African National Congress in 1993 and was inaugurated as the first democratically elected President of South Africa in 1994
- 11 to send by mail
- 12 fishing pole
- 15 Our present Prime Minister
- 18 \_\_\_\_\_ shift
- 22 2000 pounds
- 24 occupation
- 26 active duty

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- REGULAR - \$30**
- COMRADE - \$40**
- SHIPPING - \$5**



# CUPW 730 EDMONTON & AFFILIATES



## GENERAL MEMBERSHIP MEETING

VIA VIDEO CONFERENCE  
SUNDAY, DECEMBER 5, 2021  
6:00 PM – 8:00 PM

REGISTER @  
[CUPW730.CA/CALENDAR](http://CUPW730.CA/CALENDAR)  
BY DECEMBER 3 @ NOON



2022 POCKET CALENDAR  
LOCAL 730 EDITION  
AVAILABLE NOW