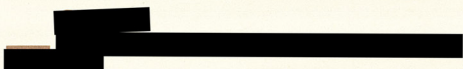
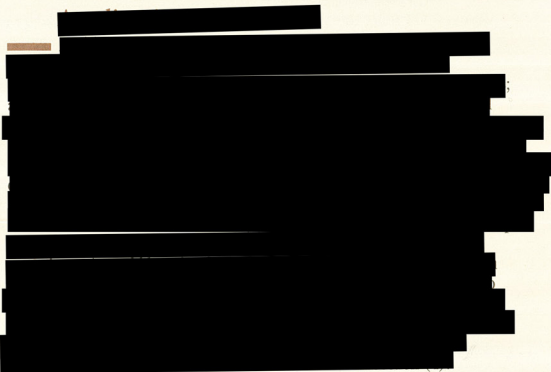
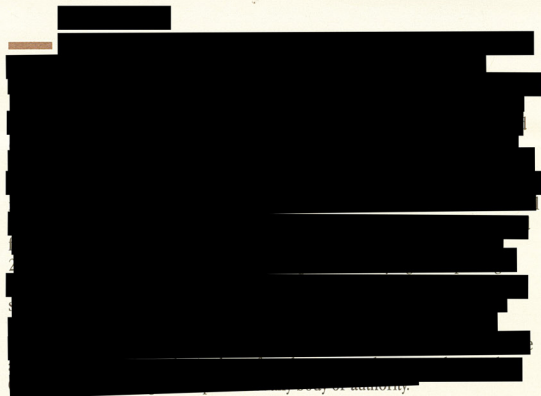
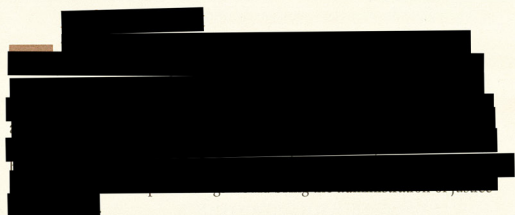




DIAN OF RIGHTS EEDOMS



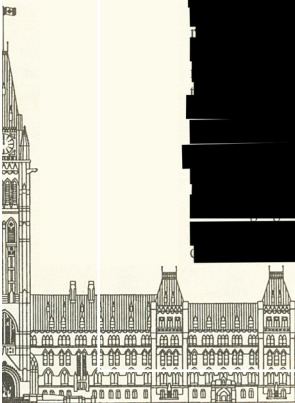
"We must now establish the basic
hold us together as Canadians so
way of life and a system of values which make us proud of the
country that has given us such freedom and such immeasurable joy."

InsideOut

Winter 2019

cupwedm.net

P.E. Trudeau 1981





InsideOut

Empower // Organize // Resist

InsideOut is the monthly publication of the Edmonton Local of CUPW. The main purpose of this paper is to educate and inform members of the activities of and opportunities in their union, as well as raise awareness of anything else pertaining to the labour movement. Opinions expressed are those of the author and not necessarily the official views of the Local.

The InsideOut Committee is always interested in submissions of original articles, photographs, or illustrations to be considered for publication in our next issue. Prospective material should always concern CUPW or the labour movement.

Submissions should be e-mailed to the Editor no later than the 15th of each month.

Kyle Turner, Editor
editor@cupwedm.net

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From the Editor

When we went back to work and did not defy legislation, I was terribly disappointed. Months have passed and my disappointment hasn't really subsided. Like everyone else, I was also tired and I wanted it to be over, but being legislated back to work did not magically make our injuries stop or prevent workers from working unpaid hours.

What it did do was continue the narrative that CUPW and CPC are on equal footing: two groups of equal power who just couldn't get along. This isn't true, of course, but it certainly makes it easier to legislate us back to work.

The strike was an interesting time. It was my first, and I know that I and many other people found some backbone. During the overtime ban, I found the opportunity to refuse to unload my step van after doing a customer pickup and clearing two retail postal outlets and two street letter boxes. The power steering in my van failed at the final stop. Someone was sent to pick me up, but we didn't make it back to the depot until the exact time my shift ended.

So I reported to the supervisor that my shift was over and I wouldn't be emptying the vehicle. There was a look of confusion. I said my shift was over and that I was going home but the vehicle was on the dock. There was some swearing and some supervisors ran to the dock to unload.

Some time after that, I heard from co-workers that they overheard supervisors talking about the strike and how they didn't like it because it changed people. This is interesting because it's both true and not true. We were just as tired and miserable as ever, but what changed was that we knew where to focus it.

What changed was that these supervisors got to witness class struggle first hand. My apologies to those of you who weren't aware this has been happening the entire time., and a special congratulations to those people who didn't notice it and will still not be aware even after reading this.

After we were legislated back to work, community members and members of other unions stepped up for us. These people have accepted that an injury to one is an injury to all and they see that our struggle is also the struggle of the working class as a whole. They have been arrested. They have experienced, like us, harassment from our supervisors. Because of my involvement in the labour movement, I'm aware that supervisors at Rosedale chose to call picketers "fucking losers," while the refrain of choice at the EMPP seemed to be to tell these picketers to get jobs.

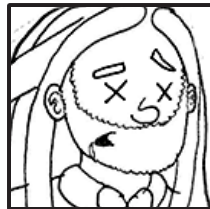
But this is APOC we're talking about. This association is not allowed to strike, has no qualms with crossing our picket lines, and has clauses in its Collective Agreement with CPC that actively drafts off our successes. They can't act in solidarity with us, so it makes sense that they couldn't understand a community picket.

The unfortunate thing is that some of our own members seem to not know how to accept the compliment for people caring enough about the struggle to setup a picket. There have been a troubling number of CUPW members threatening picketers and driving at them or even being the ones to call the police. This is not a respectable way for a union member to act. If you can't accept that we're a part of a broader struggle, please just pull over and get out of the way of the class struggle.

But we're all on the same team here, right? (No, we're not.)

Perhaps most disappointing, Dennis McKay of CPC's Security and Investigation tried to coax a CUPW member to just drive through the community picketers. Luckily, this CUPW member didn't do it. While we can't refuse to cross a picket line just because there is a picket line, we can refuse unsafe work. If you don't feel safe crossing a picket line, pull over, call your supervisor, and let them know what's happening. You're not getting a bonus for making it through. You're making people afraid to support us because we're showing that we'll run them over. But I digress.

This issue is dedicated to the people who have been willing to give us their time and support, to be arrested or risk arrest, and to be abused by CPC management. In the following pages, you'll find photos of the community pickets that have sprung up across the country in defence of our right to strike since that right was cancelled on us. Thank you!



By Kyle Turner, Editor, Shop Steward, and letter carrier.

(Note: This issue was delayed to include nominee information for the Executive elections, but this ended up not being necessary.)

Separate Sortation and Delivery

The Spectre at the Door

A new acronym is making the rounds in the depots. Whispered in hush tones – SSD. What is SSD? It stands for Separate Sortation and Delivery and it's brought to you by the diabolical engineering (and non-delivery) minds of CPC. It's the latest attempt to wring more blood ('productivity') from long-suffering carriers.

With SSD, the routes are sorted by routers who will sort multiple routes over their shifts. They will only sort the non-sequenced mail and bundle it for delivery. The carrier will have to put together sequenced and non-sequenced mail bundles, mark packets and parcels, and collate mail. Then it's loaded into the truck and off you go.

According to CPC, this model is necessary to create more space in depots for parcels. But is that the real reason? At the North Fraser Delivery Centre in British Columbia, this was the result after conversion to SSD: Reduction of three full-time routes and two part-time routes and the creation of ten routers. Route Optimization and depot management thinks it's great: they applaud the cost savings and the "improved customer service."

But what about us, the people who actually have to do the work?

For employees, SSD is known as Systemic Service Destruction. The inside time to prepare and load your vehicle is cut down to 20-30 minutes, with the 20-30 minutes of sort time on each route now given to the routers. Because of this, the routes can now be extended that much time for outside delivery. How much more can be added on? Another loop of 30 hours or 10 more parcels. How about five more Customer Pickups, CMB deliveries, or another RPO clearance, or 2-3 more kilometres of walking on top of the 15-20 (or more) kilometres already walked each day.

This delivery model completely flies in the face of CPC's current slogan of "Make it Safe, Make it Home." Is CPC living up to Article 33.02, which states that "the Corporation has the primary responsibility for ensuring that safe conditions prevail" and Article 33.02 (b)(i), which states "...provide and maintain workplaces, equipment, work methods and tools that are safe and without risk to health"?

Is SSD a safe work method? More delivery work outside for fewer employees. In the Corporation's mind, fewer people outside equals fewer injuries. But for the people actually doing the outside work, more time outside equals potential for greater injuries. More fatigue, more overburdening, greater possibility of slips, trips, and falls. Will the number of injuries actually be reduced?

Depots currently being restructured to SSD are using the Letter Carrier Route Measurement System (LCRMS). The current LCRMS has major issues which negatively impact route design. The percentage of coverage calculation does not include flyer coverage or flyer weight when building routes. The calculation of parcel values, PCI, and mail volume index is information currently withheld from our Union and CPC is not currently accountable to provide accurate information. Until the LCRMS is updated to reflect our current delivery reality, then the SSD model will have a negative impact on us and our work.

We know this is coming, but it can also be fought. In Calgary, the Royal Oak depot which was slated for SSD restructure successfully stopped the restructure. A depot-wide petition was signed by employees and letters were also written to management. In Edmonton, there are no depot restructures scheduled for this year – but what about next year? The Rosedale LJOSH committee passed a motion to compel CPC to do a Risk Assessment on SSD.

We have to be ready. We can close the door on the spectre and make CPC truly live up to its primary obligation to provide safe work for all. If we have safe work, then we can truly make it safe.

By Kathleen Mpulubusi, Route Verification Officer, Shop Steward, and letter carrier.

C&D Shop Steward Meeting

Strike Review

Twenty-four local members, Shop Stewards – both urban and rural, including Chief Steward of Depots/Stations, Chief Steward RSMCs, LJHSC members, route measurement committee volunteers, picket captains, and the local President met to discuss the 37-day rotating strike action of 2018. Topics discussed included correspondences and tactics of both the Union and the employer, the usefulness of the tools available to us, and how to better prepare ourselves for work disruptions in the future.

Discussions around the employer included the obvious and complete lack of willingness to negotiate in good faith. Global offers were designed as strategic attacks on the solidarity within the union and were not actually offers that we could accept based on our program of demands from the membership. It would be reasonable to presume the employer is well versed on how our internal bargaining process works and therefore their offers were clearly nothing more than strategic maneuvers.

More work needs to be done to help members understand the process of how demands get from the membership to the bargaining table and the role these demands play in negotiations. Management exploited this lack of understanding by providing offers that fell well below the target of our demands, disrespectfully bypassed our elected National Executive Board, leafleted members with \$1,000 signing incentives designed to create dissension within our membership – clear attacks on our democracy and unity.

Targeting members on STDP/LTD and members on adoption and maternity leave was seen as a strategic maneuver intended to create suffering and put pressure on our union representatives. This was perceived as a form of corporate terrorism, designed to harm our most precarious members and create a psychological attack on union activists.

Please note, CPC's bulletin New Terms and Conditions of Employment if Required, dated October 16th, 2018, wherein the employer outlines the punishments that would be imposed once any work disruption occurs. The November 2nd bulletin, Stressful Interactions and Your Safety, was designed to stifle discussion and action and ultimately empowered a minority of anti-union members to become aggressive toward pro-union members. This was experienced in a number of depots. Management displayed their bias when 'investigating' incidents and

handing out heavy discipline to pro-union members. Shop Stewards and picket captains received a total of 18 suspension days.

Discussions around CUPW strategy focused on the overtime ban and how more work needs to be done to help members understand different strategies that could be applied by the union as part of the strike action. Historically, sit-ins, occupations, overtime bans, strikes by groups, and sabre-rattling actions, are examples of tactics that have been used and could be used again in the future and members need to be educated and understand how and why these are applied and how to participate.

The overtime ban, perhaps driven from the work floor as a result of growing friction between members willing to work overtime and members desiring that everyone to cease working overtime, resulted in instability on the floor and opened up a weakness in our unity that the employer took advantage as stated in the above paragraph with the release of the Stressful Interactions and Your Safety bulletin handed out to every member.

Depot picket captains, Shop Stewards, and secondary leadership did an excellent job educating, communicating, coordinating, and organizing. It cannot be stated enough just how important their work was and how well they did this work. Our 37-day rotating strike was a live exercise without precedent, without practice, and the union activists went above and beyond by holding parking lot meetings, organizing and informing members, operating and maintaining the phone tree, visiting depots and picket lines, organizing actions and providing support, and coordinating live strike exercises. All of this while performing their full-time duties – nothing short of amazing volunteers!

The phone tree was recognized as a critical communication tool. Suggestions for improvement included getting the tree activated and tested before ratification votes. The phone tree was, at times, bloated and needed to be limited to under ten people per branch.

The strike kits were also low on supplies and suggestions included a kit for every picket captain. Picket captain training sessions were also suggested and regarded as very important.

In terms of the membership, the majority of depot members were onside and willingly participated in the strike action, both on the picket line and with the overtime

ban. A small minority were actively working overtime and management actively and surreptitiously solicited these people to do so. Conflict was generated by this. It was agreed upon that membership communication and education must continue as a high priority.

Our history and unionism in general needs to be imprinted on everyone. Suggestions included an active Communications Officer, more application of Article 6 (15-minutes with a newly assigned member), mandatory education for all members perhaps at time of signing or 'welcome to CUPW' sessions to be provided on an ongoing basis, a YouTube 'Welcome to CUPW' video, Skype and/or Facebook Live events, and depot visits.

Inoculation to the pressures and tactics of management and the negative media portrayal was also discussed as important prior to strike action. A 'What to Expect' information campaign would be useful.

Guest Speaker

Greg McMaster, hired in 1979, and longtime activist with our Union, gave an excellent presentation that covered subjects such as the origins of unions in Europe and North America in the 19th and 20th centuries, the challenges they faced including charges of sedition and restraint of trade, the post-WWII trade union explosion, the implementation of the RAND formula in the 1940s (the exchange of collective bargaining for terms that suspend the right strike during active contracts), the growth of public sector unions in the 1960s, including our postal worker union born out of the 1965 strike.

Greg spoke to the emergence of back-to-work legislation in Canada in the 1970s and how when a crisis presents itself, government is often quick to retract our right to strike by implementing such legislation. In 1978, our Union was faced with instruction to return to work, but Jean-Claude Parrot, under direction from the CUPW membership, refused to order postal workers back to work. This led to the RCMP raiding CUPW offices and the jailing of Jean-Claude. He was one of the three Union heads that were jailed for defiance during these early implementations of such legislation and making them modern day folk heroes.

At that time, other unions launched campaigns to collect money and pay fines levied on unions that defied legislation. The legislation has since evolved to direct fines not only for the Union as a legal body but also the Union representatives and the members who defied. Greg spoke

of the 1987 strike during the time Brian Mulroney was Prime Minister and how that government used the police and school buses full of scabs to break the strike. That strike ended in back-to-work legislation with an issue-by-issue arbitration process.

The appointed judge was open-minded and listened to the concerns raised by both sides. He travelled the country and visited postal stations, and although postal workers at that time thought it was the end of the world. He ended up imposing a contract that, in the end, wasn't that bad for posties.

Three other occasions, in 1991, 1992, and 1997, we were very effective and able to negotiate out from under back-to-work legislation and get a settlement. However, the 2011 legislation imposed by the Harper Conservatives resulted in the threat of full-package final offer selection, but ended with a negotiated settlement where large concessions were made around sick leave and the two tier wages but the pension remained intact.

Greg recognized that back-to-work legislation is always a bitter pill to swallow, but also encouraged all of us to keep our eye on the prize.

One question of note that was asked of Greg pertained to the benefits and detriments of the merger of CUPW and LCUC. Greg reviewed the difficulties that came with the merge and explained how the employer had made an application to the government to review and merge the bargaining units to which the Labour Board ordered a vote. The members voted and the unions merged, creating a 50,000 member strong union. This resulted in the end of the scabbing-out-work tactic used by the employer/government.

Other Topics Discussed

A comprehensive plan to engage membership in the depots was formulated and all members in attendance were interested in participating. Workers Compensation Board reporting avoidance was discussed as well as on-boarding and seniority violations, Article 17.06, and Separate Sortation and Delivery. Much of this discussion will continue at a future meeting.



By Steve Cowtan, Chief Shop Steward of Depots/Stations, Shop Steward and letter carrier at Whitemud South

Current Vice President Stepping Down

Secondary Leadership and the Broader Labour Movement

As you may or may not be aware, last March I was elected into a full-time position as President of the Edmonton & District Labour Council. The Vice President position within our local is not a paid position and it only has two duties – to fill in for the President if able and to chair the Strike Committee. With negotiations heating up at the time and a distinct absence of trained individuals with the available time to do the work required in our local, I thought it best to stay in the position to help see our local through what ended up being the most unorthodox job action in CUPW history.

My full-time position at the EDLC requires me to do anything possible to help an affiliated union during a job action and that is exactly what I was able to do in this role. Any of you who made it to the Plant to picket probably noticed that often there were more allies from the community and broader labour movement on the line than our own members. While this is a sad reality for our local, it is crucial that we maintain and develop these relationships in order to increase our strength internally.

In order to help my brothers and sisters within CUPW realize their strength, I have always attempted to lead through educating, empowering, and enfranchising members to get

them interested and involved in the workings of our union. Despite vocal opposition from some of the gatekeepers within our local, I will always argue that this is the only true method of organizing that a democratic organization should pursue.

It is this empowering leadership style that guides me and I will continue to bring it to CUPW as an active member within our local. However, at this time, with a pending legislated contract, there is no reason for me to continue to hold the position of Vice President. It is time for me to step aside and cultivate and nurture the secondary leadership that makes any organization strong. I will work closely with my successor, if he or she so chooses, in order to ensure the best transition for our membership.

In the meantime, I hope to see you all GMMs. Please know that I will continue to work closely with all of you and work to spread CUPW's concerns among the labour movement and the community as a whole.

By Greg Mady, EDLC President and former Vice President of CUPW Local 730.

Conference and Convention

As per Edmonton Local 730 By-Laws: 13.3 Delegates to any and all forums, conventions, conferences, such as Regional Conferences, National Convention, Alberta Federation of Labour Convention and Forums, Canadian Labour Congress Convention, shall within a month after attending such, submit a written report to the Executive. Such reports shall be a minimum of 350 words.

Delegates were reminded of their obligation to report on the Conference at the first Caucus meeting as well as by email on Monday, December 10th, 2018.

As of December 28th, 2018, the following delegates filed their Pre-Convention Conference Reports: Ajay Sharma, Amardeep Bains, Amir Sheikh, Andie Wirsch, Chris Hepburn, Dustin Hill, Greg Mady, Jeff Buck, Joey Merrit, Karry Biri, Kathi Gouldie, Kyle Turner, Nancy Dodsworth, Palvinder Arora, Rashpal Sehmbi, Roger Chau, Roland Schmidt, Sanjay Malhotra, Sanjiv Gupta, Sarjit Parmar, Shingara Bath, Steve Cowtan, Vimal Sharma, Carl

Hentzelt, Gurjit Singh, Kathleen Mpulubusi, Parminder Pannu, and Cathy Furtak.

The following delegates have not submitted reports: Dave Roberts, George Opstad, Liz Wilson, Lisa Swaren, Todd Brooks, and Warren Melnyk.

The following delegates have been selected to attend the 2019 National Convention in Toronto: 1) Rashpal, 2) Ajay, 3) Parminder, 4) Amir, 5) Nancy, 6) Vimal, 7) Shingara, 8) Palvinder, 9) Sanjay, 10) Greg, 11) Steve, 12) Sarjit, 13) Gurjit, 14) Dustin, 15) Sanjiv, 16) Chris, 17) Amardeep, 18) Todd, 19) Carl, 20) Karry, and 21) Roland.

The following people have been elected as alternates: 1) Jeff, 2) Kyle, 3) Kathleen, 4) Roger, 5) Andie, 6) Cathy, 7) Lisa, 8) Dave, and 9) George.

By the Numbers

Update from the Route Measurement Committee

The National Letter Carrier Restructure schedule was just released. There are no restructures scheduled for the Edmonton local this year.*

It also seems that the Whitemud South restructure from last year has been dropped. The union filed an objection to the restructure, stating that the volume count data should not be used because the county occurred during the strike action period. In fact, on October 22nd, there was no data recorded at all because the Edmonton local had its first rotating strike day. The Letter Carrier Route Measurement System (LCRMS) is very clear that volume counts should not be done during work stoppages because it is not an accurate reflection of normal workday volumes.

Even though letter carrier restructures are not scheduled, it does not mean that there are no restructures occurring. MSC restructures for the 5 ton hub are ongoing and with the pay equity decision for RSMCs, there are now RSMC restructures scheduled.

With RSMC restructures, the union only gets 30 days' notice and no timeline on when the restructure will be complete. We are given only ten working days to review

the new schedules and we are given no data to determine if the values are accurate.

As part of the pay equity decision, RSMCs will not get 2.75 minutes for Personal Contact Item (PCI) delivery and 2.31 minutes for lock changes. This time will be pensionable. Unfortunately, these values will not be added to routes until later this year and we are concerned that the new routes being built now will not have sufficient time allotted.

Again, just like with letter carriers, we do not have access to information on PCI data and no real way of verifying the values used.

Despite this, the fight for open, fair, and accountable routes continues.

By Kathleen Mpulubusi, Route Verification Officer, Shop Steward, and Letter Carrier at Delton.

** This changed on March 14th, when CPC made it known that they plan on doing volume counts at Depot 2 and Whitemud South.*

What's Your Story?

The CUPW Local 730 Human Rights Committee wants to hear from you!

Submit your story! Were you born in another country? Did you grow up on a farm? Are you an only child? Everyone has a unique story and we want to hear yours in 500-words or fewer. Share a photo if you like!

E-mail your story to kathies_corner@yahoo.ca. If approved by the committee, your story will be featured in the InsideOut.

We encourage everyone to participate!

No Relief

No Relief



Photo Submissions



Human Rights Committee dropping off donations to Youth Empowerment and Support Services (YESS). Photo submitted by Kathi Gouldie.

Why International Women's Day?

March 8th

International Women's Day is celebrated on March 8th. It has long been an important occasion for women to defend their rights and the rights of all. It is deeply rooted in union history and collective struggle.

In 1909, 20,000 women garment workers in New York went on strike for union recognition and better working conditions. Up until that time, the union leadership was dominated by men. After the success of the garment workers' strike, the first Women's Day marches were organized in 1910. Women demanded higher wages, better working conditions, and the right to vote.

The first International Women's Day was celebrated in 1911 in Europe with people marching for women's rights to work, vote, hold public office, and to end discrimination. On International Women's Day in 1917, Russian women workers organized strikes and demonstrations to end the war and improve working conditions. The actions of women workers led to more mass demonstrations culminating in the Russian Revolution of October 1917.

In 1975, International Women's Day was celebrated and recognized for the first time by the United Nations. Today, International Women's Day is more important than ever. Many would think that women have gained equality and that the battles are done. Yes, we can vote, we have choices in work and family, and there are more women in positions of leadership.

But are the battles over?

Women still earn less than men. Women are still not present in equal numbers in business, politics, and union leadership. In CUPW, there are only two women currently on the National Executive Board (Bev Collins and Jan Simpson) and in the history of CUPW, there has only been one woman national president (Deborah Bourque).

Globally, women have less access to education and health care and are more likely to experience violence than men. The "Me Too" movement has shone a spotlight on sexual harassment in which the majority of survivors are women. Indigenous women in Canada are fighting for justice for the missing and murdered Indigenous women as our history of colonization has led to injustices that are still present today.

As unionized working women, we are in a fortunate position. We are paid equally with men. We have many benefits that women may not have in non-union workplaces. CUPW was the first union in North America to negotiate paid maternity leave into our Collective Agreement. Our recent victory achieving pay equity for RSMCs (who are 70% women) is a blueprint for other unions to also deal with pay equity issues.

As union members, we know the benefits of working collectively to improve our working conditions and protect our rights. Rights that can be taken away with the stroke of a pen. That is why unions have always been in the forefront of International Women's Day, and so on International Women's Day we march. We march to think globally of all the women around the world who do not enjoy our rights and freedoms. We act locally to keep our vigilance and protect our hard fought for rights. Rights that benefit everyone.

By Kathleen Mpulubusi

FRIDAYS FOR FUTURE

Our Children Are Standing Up For Us

Let's Stand With Them

What is #FridaysForFuture?

Children are required to attend school. But with the worsening climate destruction, going to school begins to be pointless. Students are asking us:

- Why study for a future which may not be there?
- Why spend a lot of effort to become educated, when our governments are not listening to the educated?

#FridaysForFuture is a movement that began in August 2018, after 15-years-old Greta Thunberg sat in front of the Swedish parliament every school day for three weeks, to protest against the lack of action on the climate crisis. She posted what she was doing on Instagram and Twitter and it soon went viral.

After the Swedish general elections, held September 9, 2018, Greta decided to continue striking every Friday until the Swedish government reduces its carbon emissions in accordance with the Paris Agreement.

Students all over the world are standing up. You can find a map of worldwide actions (including Canada) at the following website: <https://www.fridaysforfuture.org/events/map>

If you don't see an event there, you can still discuss climate change with your children or contact an MP and demand change.

The science is clear. We have limited time to act. Alternatives are possible but we must pursue them now. There will be no jobs on a dead planet but a Just Transition could generate new jobs and create a sustainable society.

Through our Delivering Community Power campaign, we aim to act with all sectors of society, including Canada Post, to create a sustainable post-carbon economy and give future generations a chance.

It is noteworthy that a crown corporation with the largest vehicle fleet in Canada receives no government subsidies while private corporations and large polluters do. It is of concern that those delivering mail do so in increasingly volatile, unexpected, and severe weather conditions.

We are facing a certain climate catastrophe where severe weather events are becoming the norm. This must change and we must act to benefit society and our communities.

Greta requests that people strike in front of their closest town hall, every Friday until our governments act. Take a picture and continue to grow the movement's presence online using the hashtags:

- #FridaysForFuture
- #ClimateStrike

If not now, when? If not us, who? Please show your support if there is an event in your community. Together we can fight for a different future and a better society.

In solidarity,



Dave Bleakney
2nd National Vice-President

2015-2019/Bulletin #511

/btcope225



Community Picket Photos



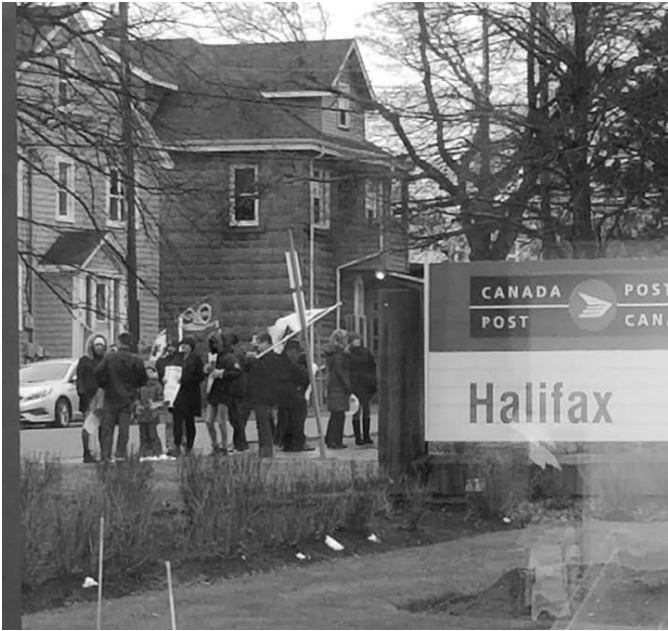
Top left: Whitehorse, Yukon, on November 28th, 2018, a lone picketer stands in solidarity with CUPW.

Top right: Hamilton, Ontario, on November 28th, 2018.

Middle Left: Windsor, Ontario, on November 29th, 2018.

Bottom left and right: Edmonton, Alberta, on November 30th, 2018.





Top right: Halifax, Nova Scotia, on November 30th, 2018.

Top right: Halifax, Nova Scotia, on December 2nd, 2018.



*Middle left: Hamilton, Ontario, on December 3rd, 2018.
Picketers burning a copy of the injunction.*

Bottom left: London, Ontario, on December 4th, 2018.

Bottom right: Ottawa, Ontario, on December 5th, 2018.





Top right: Fredericton, New Brunswick, on December 6th, 2018.

Top right: Kingston, Ontario, on December 7th, 2018.

Middle left: Hamilton, Ontario, on December 9th, 2018.

Middle right: Sydney, Nova Scotia, on December 10th, 2018.

Bottom left: Montreal, Quebec, on December 10th, 2018.



Top: Edmonton, Alberta, on December 10th, 2018.

Left: Dennis McKay of CPC's Security and Investigation, who tried to get a CUPW 5-ton driver to push through the bodies of the community picket on December 10th.



Bottom: Montreal, Quebec, on December 12th, 2018.

Next page, top: Saskatoon, Saskatchewan, on December 17th, 2018.

Next page, middle right: Saskatoon, a firefighter puts out community picket fire.

Next page, middle left: Vancouver, British Columbia, on December 17th, 2018.

Next page, bottom: Winnipeg, Manitoba, on December 12th, 2018.







Top: Mississauga, Ontario, on December 21st, 2018.



Left: Palestinian postal workers showing solidarity with CUPW on December 19th, 2018.

Bottom left: Victoria, British Columbia, on December 22nd, 2018.

Bottom right: Hamilton, Ontario, on January 7th, 2019.

Next page, top: National Association of Letter Carriers showing solidarity with CUPW on January 15th, 2019.

Next page, middle: Hamilton, Ontario, on January 18th and February 8th, 2019.

Next page, bottom: Edmonton, Alberta, on January 29th, 2019, during which the police and CPC management failed to produce a legitimate injunction.





Anti-Bullying Day

February 27th, 2019

February 27th is Anti-Bullying Day. The first event occurred in Berwick, Nova Scotia, in 2007 when organizers David Shepherd and Travis Price distributed pink shirts to show solidarity with Chuck McNeill, a student who was bullied after wearing a pink shirt on his first day of grade nine.

Because of this, pink has continued to be the colour chosen to show solidarity on Anti-Bullying Day.

The following questions come from the Human Rights course that CUPW puts on. Please read them and take a moment to consider the answers.

1. In harassment/bullying/violence...

a. Intent matters. If a person did not intend to harass/bully/or be violent, then it cannot be seen as harassment/bullying/violence.

b. Impact matters. It does not matter if the person or action was intended to be harassment/bullying/violence. What matters is the impact on the person to whom the action is directed.

c. Impact and intent cannot be separated. They have to be looked at together.

2. In harassment, the “reasonable person” test is used to determine whether harassment/bullying/violence is welcome or unwelcome. This means:

a. The test is about whether a reasonable person standing in the shoes of the alleged harasser knew or ought to have known that the conduct in question was unwelcome.

b. The test is whether a reasonable person standing in the shoes of the alleged harasser knew that the conduct was unwelcome.

c. The test is whether the reasonable person standing in the shoes of the alleged harasser was provided with education to know that his/her conduct was unwelcome or ought to be unwelcome.

3. In a harassment/bullying/violence situation, when a person sends mixed messages about whether the conduct is welcome or unwelcome by saying one thing but doing another...

a. There can never be an allegation of harassment/bullying/violence. A reasonable person could not know this was harassment/bullying/violence.

b. There can be allegations of harassment/bullying/violence. A reasonable person should have known this was harassment/bullying/violence.

c. The context needs to be looked at. What would a reasonable person understand in these circumstances?

Thank you for taking the time to read this. If you have any problems answering the questions, the responses can be found at the bottom of this page.

By Kathi Gouldi, Recording Secretary and retail clerk at South CRO.

Answers: 1 - b. 2 - a. 3 - c.

Volunteers Needed!

Seeking participants from
each facility within Edmonton Local 730.

Edmonton Pride Parade

June 8, 2019 10:30AM - 1PM

Contact by text, phone, or email with your will to participate in this years' March
in Solidarity with CUPW members:

Kathi Gouldie

Local 730 Human Rights Committee Chair

780-886-2034

kathies_corner@yahoo.ca

Andie Wirsch

Local 730 Pride Parade Coordinator

780-902-6644

awmwinspire@gmail.com

Let us know your **first and last name and work location**, and name of any other participants you are responding for, and for additional information. A float is part of the groups' entry. Enjoy participating in a major event, promoting acceptance, peace and kindness. Wear color and bring your positive attitude. This event is **FREE**, family and friend friendly - **anyone** can participate. Hope to see you there!

Executive Reformation Update

Building an Active, Knowledgeable, and Streamlined Executive Committee

In November 2018, we finally elected enough members to the Executive Reformation Committee to actually begin our mandate of making a proposal to reduce the size of the Executive of the Edmonton local. So far we have met three times, and we plan to continue to meet so that we can achieve our goal.

But let's start with a little background. What is the Executive? What does it do?

In our by-laws, it says, "The Executive Committee shall be responsible for the direction and administration of the Local in line with the orientation decided by the members according to the Constitution, the resolutions adopted at regular meetings or the mandate via referendum." Of note is the line that says "in line with the orientation decided by the members," which means the ultimate authority in our Local is indeed our members.

It goes on to say that the Executive shall also enforce the National Constitution, represent the membership to the employer, be responsible for making public statements, and have the responsibility for making recommendations to the members or make decision in line with the Constitution. So, really, the Executive can make recommendations to the membership, but then the membership decides.

What other decisions can the Executive make? Realistically, the Executive can only do administrative things without the consent of the membership. Specifically, the Executive may not spend more than \$1,000 without the permission of the membership.

Think of the Executive as being the bottom of an upside-down pyramid: the important decision-making power is at the top with you – the membership. Below the membership are your local Shop Stewards who are serving and supporting you. At the bottom is the Executive, with the main duty of serving and advising the membership and keeping things running smoothly.

The Edmonton Local currently has eighteen Executive positions. Here is a summary of what that looks like right now.

President (full-time officer): Chair GMMs and Executive meetings; interpret the by-laws; sign official documents; ex-officio member of all committees; official spokesperson for media issues; ensure affiliate offices get support; report to GMM from Executive; liaison to National Office.

Secretary-Treasurer (full-time officer): bookkeeping/local finances; distribution of bulletins, notices, etc.; maintain by-laws as amended (upon approval by National).

Grievance Officer (full-time officer): grievances at first level; gathering necessary back-up information; use expertise of Local for arbitrations.

Health & Safety Officer (full-time officer): chair/coordinate Health & Safety Committee; co-chair joint H&S meetings; keep records relating to H&S; handle Workers Compensation Board claims/appeals; assist with H&S issues.

Vice President: replace President if absent; chair of the Strike Committee.

Education Officer: chair of the Education Committee; ensure Basic Steward course is available; ensure membership is educated on rights under Collective Agreement, Constitution, Local by-laws, and legislation.

Organizing Officer: Chair of Organizing and Legislative/Political Education Committees.

Sergeant-at-Arms/Editor: guard door/record attendance/maintain decorum at membership meetings; edit the newsletter (the InsideOut).

Recording Secretary: record minutes of GMM and Executive meetings; keep file of proposed by-law changes.

Route Verification Officer: chair of Route Measurement Committee; coordinate route measurement work; report on route measurement issues.

Chief Shop Stewards: lead/coordinate Shop Stewards; keep Shop Stewards informed; ensure adequate Union representation; hold Shop Steward meetings once per month; assist in first level grievance hearings;

be on Route Measurement Committee if applicable. There are currently eight Chief Shop Stewards: EMPP shift 1, EMPP shift 2, EMPP shift 3, Maintenance, Transportation, RSMCs, Wickets and Affiliate Offices, and Stations and Depots.

Now, consider how a meeting with eighteen people functions. It can be difficult to get everyone present for a meeting, let alone getting them to agree on a direction or to make recommendations. This is why the Executive Reformation Committee was created.

To help re-energize the Executive Committee, we have come up with a framework and proposal to reduce the total number of Executive Committee positions to nine. The following are unchanged: President (full-time officer); Secretary-Treasurer (full-time officer); Grievance Officer (full-time officer); Health & Safety Officer (full-time officer); and Vice President, now known as the 1st Vice President.

The new positions we are proposing be on the Executive Committee are as follows: **2nd Vice President** (EMPP) – Chief Shop Stewards for Shifts 1, 2, and 3 would report to the 2nd Vice President; **3rd Vice President** (Urban C&D) – Route Verification Officer, Chief Shop Stewards of Stations and Depots and Chief Shop Steward of MSCs would report to the 3rd Vice President; **4th Vice President** (RSMC) – RSMC Route Verification Officer, Chief Shop Stewards of RSMCs for each zone in the city, and Chief Shop Stewards of Affiliates for each zone in the field would report to the 4th Vice President; **5th Vice President**, who would be directly responsible for servicing the areas of Wickets, Registration, Maintenance, and the Garage similar to a Chief Shop Steward.

The following positions would all be officers of the Local but no longer on the Executive Committee: **Education Officer** (reports to the President); **Editor/Recorder** (combines Editor and Recording-Secretary duties, reports to the President); **Organizing Officer** (reports to 1st Vice President); Chief Shop Stewards of EMPP Shifts 1, 2, 3; **Route Verification Officer Urban**; **Chief Shop Steward Letter Carriers** (one for each zone manager in the city); **Chief Shop Steward MSCs**; **Chief Shop Steward Affiliates** (one for each field zone manager); **Route Verification Officer RSMC**; **Chief Shop Steward RSMCs** (one for each zone manager in the city).

These officers would all report to the appropriate Vice President or President, which means they would be required to provide regular updates to their contact on

the Executive regarding new information or progress related to their area. If there is a vacancy in the position, the Executive member would then be responsible for the duties of their reports.

The **Sergeant-at-Arms** would now be a duty assigned at membership meetings and no longer an elected position. All Chief Shop Stewards and other Officers of the Local would be members of the Organizing Committee. Chief Shop Stewards would also be responsible for floor visits in their areas. The various Vice Presidents would, working with their Chief Shop Stewards, call and host Shop Steward meetings.

With these changes, we hope to help reduce the cost of meetings for the Executive as well as revamp and streamline the Executive to make it easier for them to function productively. We also hope to encourage more competition for Executive Officer positions. It seems to happen too often that we don't have enough interest in being on the Executive – how many times have we had a position acclaimed because there was only one person willing to be nominated, or even no one nominated in advance so that we have to go to nominations from the floor at a GMM?

Our goal is to make sure that members on the Executive have been elected into their position, that they are interested in and committed to their position, and that they are active in their role. Remember, the Executive Committee is an administrative body and serves our Local to keep things running smoothly. Let's do our best to have an Executive that is active, knowledgeable, and has the trust of the ultimate authority in our Union – the membership.

Thank you for taking the time to read through what we have worked on. This is an ongoing process, so we would like to hear any questions or feedback you may have. Feel free to contact Carl Hentzelt at the Union Office.

By the Executive Reformation Committee: Amir Sheikh (EMPP Shift 1), Cathy Furtak (EMPP Shift 2), Dustin Hill (LC, Mayfield), Warren Melnyk (LC, EDDD), Karry Biri (RSMC, Sherwood Park), Elizabeth Tjostheim (RSMC, Rosedale), Kathi Gouldie (Recording Secretary, South CRO Retail), Steve Cowtan (Chief Shop Steward Stations and Depots, LC, Whitemud South), and Carl Hentzelt (Grievance Officer).



CANADA CHARTER OF AND FREEDOMS

Whereas Canada is founded upon principles that recognize the supremacy of God and the rule of law:

[REDACTED]

2. Everyone has the following fundamental freedoms:

3. [REDACTED]

[REDACTED]

[REDACTED]



[REDACTED]

[REDACTED]

[REDACTED]

