

# *InsideOut*

**Canadian Union of Postal Workers  
Edmonton Local**

**February**

**2009**



**Local Letter Carrier Shop Steward Meeting, January 2009**

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## From the Editor:

### Happy New Year !

**Resolutions** are often made at the beginning of a new year, with hope for positive change. Not everyone makes resolutions and we asked a few members to share theirs with you. That interesting and light-hearted piece is on page 14.

**The Local Joint Health and Safety Committees** do a lot of work to keep the workplace safe and ensure the Employer will deal with issues. In recognition of that work, we have included the list of the union reps on the committees. The list is on pages 5 and 6.

**The Postal Credit Union** is sometimes forgotten. Payroll deductions are possible through this Credit Union and I encourage you to read about it on page 9.

At the **February General Membership Meeting**, the local will be electing a new **Organizing Officer**. The term is from Feb.1st, 2009 (the day of the election) until the election in April 2010. The nominations and election will all be done at the February General Meeting as the First item on the Agenda. The successful candidate will be sworn in at the end of the meeting. In order to run for this executive position, you must have attended at least 50% of the general membership meetings in the previous 12 month period.

**The Alberta Federation of Labour Convention** is April 23 to 26 in Edmonton. Resolutions for the convention from CUPW will be discussed and adopted at the February General meeting also.

**The Edmonton and District Labour Council Spring School** is the first weekend in March. A variety of courses are being offered. We will be electing 6 delegates to attend the school at the February Meeting.

Solidarity  
**Sister Karen Kennedy**



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Submissions are welcome for “InsideOut”. Please include your name and phone number. Requests for anonymity will be considered.

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## PRESIDENTS MESSAGE

Another year has come and gone and I hope everyone had a really good Christmas and New Years with friends and family.

Looking back over the last year we have seen the employer aggressively attack our work. We can only expect the employer to charge forward with more changes based on what the Modern Post has in store for us as postal workers.

We have seen the employer use Manulife to deal with the employee attendance program, their involvement in WCB and our long-term disability insurance. We have seen emergency suspensions being handed out (seems like on a daily basis at times) than followed with further suspension after the interview process has been completed. Also on the rise is the number of discharges and worker-to-worker conflicts which the employer only seems to deal with by the threat of discipline. Our Director for the plant refuses to continue with the Conflict Resolution Program, which was established by the Union and the past Director, and she will provide no rationale.

There has been discipline to letter carriers for refusing to take out their own relay bags even though there are no time values added to their day for this task. The employer has also been doing audits on letter carrier cases to ensure the 1/3 rule is being followed. If a carrier misses one or two points of call on a given day, again they answer with suspensions and the threat of further discipline up to and including discharge. These attacks are not just at the local level. The Corporation as part of the Postal Transformation (the Modern Post) has filed grievances dealing with:

- reduced manual sorting time
- increased motorization
- unaddressed admail collation
- delivery of all products by delivery agents along their routes

Once again Moya and her flunkies are out to reduce the work force by any means possible. All at the cost of you and I. She did this at CN which now experiences a reduced work force and a horrendous safety record.

We have seen the aggressive approach the employer took when dealing with the union that represents the clerical and technical staff. She eliminated sick leave and replaced it with short term disability insurance. We don't really know how it works except to say that Manulife will decide if you qualify instead of your own doctor.

Now more than ever we have to support one another in the future struggles that lay ahead for us. There is no doubt in my mind that in 2011 Moya and her thugs will have CUPW hit the streets with the same game plan. Rumour has it that Moya has already said she expects us to go out on strike over her proposed agenda whatever the cost will be. I can only say that we should start saving now to show her we are prepared and willing to support our union to save our jobs, dignity, sick time and the future of our public post office. Remember, the longer the line the shorter the strike.

Solidarity,

Brian Henderson, President  
CUPW Edmonton Local



## Local Health and Safety Officer:

I'd like to wish everyone a Happy New Year! Hopefully 2009 will bring health and happiness to us all.

As you have probably heard by now our Sisters and Brothers of UPCE are back to work after a long hard struggle. The employer bullied these workers thinking that they would cave easily and not put up a fight. Though I hear they are not very happy with the outcome I would like to congratulate them on the struggle they took on against this vicious corporation.

This brings me to my next point. The contentious issue that came out of their negotiations is the short term disability. This is the system CPC put in place to replace the current sick and family leave provision in their contract. It eliminates their ability to accumulate sick leave credits and only pays a maximum of 70% of their wage if Manulife approves their illness. You may be eligible for top up if you have sick credits left over.

The reason why I want everyone to be aware of this is because one can only assume Canada Post will be coming after our sick time next round of negotiations. We are already having a hard enough time with Manulife's constant harassment towards our members and now CPC wants to have them be in charge of whether we are entitled to our hard fought for sick leave. I believe that we can fight Canada Post in our next round in order to retain our sick leave. Our contract is up 2011. It is coming fast. We have to make sure that we let CPC know that our sick time is not up for negotiations.

We are still having problems with many of our joint health and safety committees. Minutes are

done incorrectly, employer's not following agreements made in the committee's, committee members are not given enough time for the prep meeting, etc. Every committee should have 2 hours of prep time for their meetings. If the boss is not giving it to you please call me.

When you have health and safety concerns arise at your workplace please advise one of the union representatives on the committee, if available. These members' names are posted on the H&S board at the workplaces. If you can't find who they are, call the office and we will gladly direct you. In most cases they are who you would contact for H&S issues. You can still feel free to contact myself as well.

The weather has been miserable so please be safe out there and please share any warm clothing that you have laying around out there for the new carriers if they are in need.

Solidarity, Mike Painchaud  
Health & Safety Officer, Edmonton Local



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## Local Joint Health and Safety Committee Members

<u>Names</u>	<u>Location</u>
Susanne Januszewski	Depot 1
JoAnn Clement	Depot 1
Jean Endruschat	Depot 1
Brian Pretty	Depot 2
Cori Longo	Depot 2
Wayne Keith	Depot 2
Bena Pattni	Depot 3
Roger Charuk	Depot 3
Roland Schmidt	Depot 3
Gerry Woods	Depot 4
Steve Cowtan	Depot 4
Christine Vincent	Depot 4
Aaron Smith	Depot 6
Judy Cournoyer	Depot 6
Pam Bushie	Depot 6
John Parker	Delton
Julie French	Delton
Andrew Gillespie	Delton
Greg High	Depot 8
Linda Kaszap	Depot 9
Rudy Kern	Depot 9
Josh Zapf	Depot 9
Elizabeth Johnman	Depot 9
Ursula Webber	Depot 11
Leah Baker	Depot 11
Gloria Miller	Depot 11

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continued...

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## **Local Joint Health and Safety Committee Members**

<b><u>Names</u></b>	<b><u>Location</u></b>
Dan Murri	Sherwood Park
Warren Melnyk	Sherwood Park
Susan Brodeur	St Albert
Shannon Wilson	St Albert
Mike Tarnawski	St Albert
Lorraine Mackenzie	EMPP
Bob Hailes	EMPP
Brenda Swift	EMPP
Raj Sharma	EMPP
Kerry Brandt	EMPP
Larry Dionne	EMPP
Wayne Parker	EMPP (MSC)
Donna Bursey	EMPP (MSC)
Ray Fitzgerald	EMPP (MSC)
Joanne Banack	Camrose
Patti Morphy	Camrose
Kim Stashko	Wetaskiwin
Marilyn Goebel	Stony Plain
Mary Bain	Stony Plain
Marquise Piche	Spruce Grove



## From the Grievance Officer...

CPC is throwing a lot at us these days and we need to be organized, united and strong. Our local has many determined and educated shop stewards, ready to enforce our contracts and ensure protection of the rights we have achieved over so many years of struggle. Members are encouraged to learn and use the contract. Support each other and your shop stewards in the workplace in real and meaningful ways. Participate in your union, stay informed, and prepare for the future. Solidarity has always been our strength. Although the UPCE strike outcome was disappointing, the worker to worker solidarity that was expressed was not. UPCE members have thanked us for the support.

CPC's willingness to resolve issues with the union goes through phases and this seems to me to be one of those down times. Thankfully, the contract forces the employer to discuss certain issues with the union. Without these mandated consultations, it is worrisome to imagine the directions this corporation would try to go. Don't hesitate to submit grievance back-up when your rights have been violated. Eventually, the words in the contract will prevail.

### Work of the Bargaining Unit

Some supervisors can't resist doing CUPW work and in doing so they are in violation of Article 39.01 of the Urban contract. This clause, which prohibits non-bargaining unit employees from doing bargaining unit work, protects our jobs. In the grievance back-up for violations, include the name of the supervisor, a description of the CUPW work done and the exact times. Also provide the name of the CUPW member who would normally have done that work, as this is the member who should receive payment.



If you have a witness, include their name, as well, to confirm your observation of non-bargaining unit employees doing CUPW work. (On the other hand, some of our own CUPW members sometimes can't resist acting like supervisors, often at the prompting of management. This can create conflict and hard feelings in the workplace).

### A Few Basics.

If you are too ill to work and don't have paid sick leave, there is sick leave without pay. You may qualify for EI (Employment Insurance) when you are on sick leave without pay. If you are a permanent employee covered by the Urban contract, you may also qualify for the long term disability insurance payments through SunLife.

Inform the employer of your current contact information so they can reach you. Whenever you are absent from work contact your supervisor, report your absence and apply for leave by submitting a leave form. Follow through on the status of your leave request and ensure that management has approved your leave. If you don't report for work but don't contact management and request and obtain leave, the employer may move to discharge you.

**Carol Read**  
**Edmonton Local**  
**Grievance Officer**

### Education Officers Report

The deadline for the Regional weeklong school being held February 17 to 23 in Naramata, BC is January 28th.

The courses are :  
 Collective Agreement  
 Human Rights Training

Applications should be forwarded to the Regional office as soon as possible so that the deadline is met.

The local Education committee, like other committees in the local, is an open committee. Core members are elected but anyone can participate. I would encourage anyone who is interested in education to attend our meetings.

Next, the committee will be working on developing the two courses that have been requested by the Executive, as well as preparing for our next Basic Shop Steward training, to be held in February.

If you are interested in being trained as a Union Shop Steward, please submit your name to the local union office.

The local pension course will be scheduled as soon as we are able to arrange it.

Solidarity,  
 Carol Leighton



**Allan Paron will retire in  
 March from LC Depot 1**

### **Executive Election Notice**

- an Election will be held at 7:00pm, Feb.1<sup>st</sup> at the GMM for Organizing Officer.
- nominations at the meeting or accepted in writing if unable to attend.
- annual executive elections (8 positions: President, Health and Safety Officer, Education Officer, Recording-Secretary, Chief Shop Stewards (4): Bulk, Wickets & Affiliates, Maintenance, and RSMC) will be held in April.
- nominations are now open until Feb.27<sup>th</sup>. Election day is April 6<sup>th</sup>.



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## Edmonton Postal Credit Union

I am writing this article to see if we can get more members interested in the Edmonton Postal Credit Union. At present we have about 450 members. We have lost some members over the past year due to retirements.

This past year some of the Directors of the Credit Union have visited the Stations and Depots in Edmonton on a Friday morning to ensure that the postal workers there are aware of our existence. We hope to get to the Plant in the west end this spring. That will require three visits, one for each shift.

The Credit Union is completely independent of the Post Office. The directors are elected to three year terms, one third each year at the Annual General meeting, which is on February 19, 2009.

The Credit Union makes loans at rates that are competitive with the banks "Line of credit". We also have the advantage of payroll deduction for both loans and savings.

With the changes planned for the Post Office and the perceived upcoming fight for the next contract in 2011, now would be a good time to join the Credit Union.

Call 780-426-3595 (1-4 PM Tuesday to Thursday - answering machine the rest of the time) Verna or Bev will either answer your call on the above days or return your call when they are next in the office.

Bill MacDonald, Director  
Letter Carrier (Retired)

Sandy MacDonald  
Postal Clerk (Retired)



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### **Boycott of Petro Canada Over**

**The workers of Communications Energy and Paperworkers Union (CEP) local 175, have signed a new collective agreement.**

**This ends the 13 month lockout at the Petro Canada in Montreal.**

**The Canadian Labour Congress has now ended the Boycott of PetroCan.**

**Thank you for your support!**

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

## NEWS FROM TRANSPORTATION

### UPCE Strike

Mail Service Courier drivers mainly conducted ourselves well when held up by picket lines. A few jumped the curb and raced through the picket lines, but most were patient and generally supportive. Parcel Hub drivers waited in line, and discussion developed on our radios. Grumblers were reminded, not so much by Shop Stewards but mostly by rank-&-file drivers, that "they are fighting our battle" for Paid Sick Leave, and "We'll be there next - 2011".

Everyone was being watched by a cast of management: S&I (Security), LR (Labour Relations), and Operations (APOC). This was a good lesson for new MSCs for future strikes.

The strikers had the best participation ever from UPCE (Payroll Clerks, Administration, PC&R). They voted down the forced vote on Canada Post's so-called "final offer", and were out there in force in -30C cold, picketing and dancing to their stereo and fire barrels (provided by CUPW).

Back at work, they enjoyed a new level of solidarity among themselves and other Post Office workers (CUPW). Bid sheets were repaired, pay problems addressed, and customer supplies resumed.

THE STRUGGLE CONTINUES, for UPCE, CUPW Operations and RSMCs, and CPAA!

### UNION ELECTIONS

Several Local Executive positions, including Local President, plus delegates to the Edmonton & District Labour Council and Alberta Federation of Labour convention, are coming up in the next 3 months. I encourage Local leaders and Members and those who attend General Membership Meetings, to vote based on qualifications and stands on issues, not on former alliances or stances on earlier elections or votes on previous issues.

Greg McMaster

Chief Steward Transportation



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## Modern Post/ Old Issues

The employer is currently working on a multi billion dollar project to cut jobs. They call it Modern Post. This will be the most drastic change to the Letter Carrier's job ever. Much of the change that the employer has proposed is based on their mistaken view that they can continue to add to the work Carriers do without additional cost (overtime).

Some Carriers have helped to perpetuate this myth by viewing the job only as "how can I get done as early as possible today". Some tricks Carriers have used to achieve this: starting before their scheduled start time, skipping breaks and instead of waiting for the driver to get there with their relay bag just throwing it in the cab and taking it with them. At one time Carriers would do this and finish at 1:00. Now carriers are doing this and finishing at 2:30 or later.

At the same time the employer is taking away some of the flexibility that carriers have had in how they do their job. The 1/3 a day householder snafu is a very good example. Rumor has it that the new scanners are a pain in the butt if you don't do the SLB's in the order set up. A major change that is coming with Modern Post is that the plant will sequence most of your letters. They will be sequenced in the order the walk was set up. Now there will be far more work involved if you want to make changes to save a step or two.

So what is the union doing about this? There are weekly consultations on how all this will evolve. The collective agreement requires that when such changes are made that they eliminate the negative impact. However, maintaining the ability of the Carrier to do their route out of order was never part of the collective

agreement. Flexible start time was discussed in past negotiations except the employer's view of it was that you could start whenever you want but they would only start paying OT from your scheduled finish time. Consultations are therefore primarily on: how the job can be done safely, are proper time values given, can the job be done the way it was intended, and is there a violation of the collective agreement. The objective of the Union is to create jobs that can be done for your entire career.

The more we try to get cut corners, whether it is taking out that relay bag, skipping lunch or simply minor changes to the line of travel, the more difficult it becomes for the Union to argue that better time values are required. If we fail to get proper time values then it becomes difficult or impossible for carriers who attempt or are forced (because the employer has changed the process) to do their route in 8 hours. This is exactly what has happened in some areas in the US where in-line sortation has been in place for years.

Brian Blair  
Chief Steward Stations and Depots



**REPORT FROM THE GENERAL MEMBERSHIP MEETING...Dec. 7, 2008**

- The annual audit report was adopted for the year July 1, 2007 to June 30, 2008.
- A number of members had their dues waived for sick, maternity and parental leaves without pay.
- The local is asking the National Union for contract interpretation on a question regarding Temporary workers.
- The local is requesting that the National President discuss the new rules from the Canadian Labour Congress for the Employment Insurance appeal boards representatives, with the CLC.
- The local is endorsing Brother Tom Olenuk for the position of Edmonton and District Labour Council President at the up-coming election.
- Education Committee election: elected: Ramon Antipan, Darcy Griffiths, Asma Burney, Jean Endruschat and Carla Fiddler.
- Union Counsellor Course election: elected: Laure Lucyk, Gordon Buga, Yvette Brusseau, P. Panu

The following motions will come to the next general membership meeting on Feb. 1<sup>st</sup>, 2009:

Notice of Motion

Tabled from previous meeting regarding creating a union route measurement position.

Notice of Motion:

That the local adopt articles 7.32, 7.33, 7.34, 7.35 and amend 7.36 and change wording in all from the National, Regional officers and union representatives to say local full time officers and have these incorporated into our local by-laws.

M/L. Dionne

Notice of Motion:

That Article 12.1.3 be changed to

“The proposed changes amendments or additions shall then be considered in the proceedings of the subsequent regular or special meeting of the local; and will require a majority vote of the members present or in the case of the proposed changes amendments or additions to article 7, known in the Edmonton local By-laws as the financial by-laws, these changes, amendments or additions will require a 2/3 majority vote of the members present for their adoption and acceptance after approval of National office.

M/L. Dionne

Notice of Motion:

To add to the local by-laws article 7.19:

When prior authorization has been received, a member of the local who uses their personal vehicle for union purposes will be entitled to an allowance of 52 cents per kilometer for the first 5000 kilometers and 46 cents for any additional kilometers per calendar year, which comes from the Rural and Suburban Mail Carriers (RSMC) collective agreement.

M/S. Wilson

**Notice of Motion:**

That the local hold a one day workshop hosted by the local by-laws committee on the local by-law structure, involving members of the local executive, activists and interested retirees in the process of reviewing our local structure in regards to:

- the number and role of full time officers
- the work load in the office
- the number, duties and role of the local executive officers
- the number, duties and role of the shop stewards
- the communications within the local
- the consistency with the national constitution
- the voting process and procedure
- and any other items covered in the local by-laws

and the local by-laws be written in clear language, monies to come from special projects.

M/K. Kennedy

## **The Friendly Voice on the Phone...**

**Trish started working as the part time Executive Assistant to the local Secretary-Treasurer, for the Letter Carriers Union of Canada in early 1982. She was hired by Local 15 while Brett Donaldson was the local President. Brett was not there at the time however...he was on vacation leave. When he returned, Beth Nilsen, Guy Willoughby and Laura Lee had hired Trish.**

**The position was open to anyone to apply and Trish heard about it from her brother, John, who was a letter carrier at that time.**

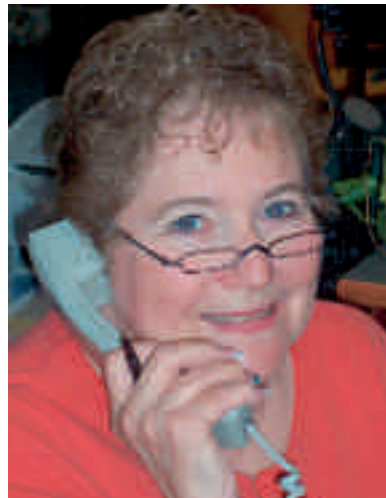
**There were 25 applications and 5 were interviewed. She was later told that she was hired because she was friendly and had a number of years experience working at a bank. The part time hours**

**worked well for her young family.**

**At the time of the merger in 1989, Trish came to work in the combined office on 124 Street and has remained with CUPW and we love her!**

**She has seen a lot over the years but her most memorable moments were during the 1987 LCUC strike, with all the phone calls and arrests.**

**- editor**



**Question: Did you make a resolution for 2009? What would you like to see happen this year?**

1. More interaction in our local, more direct and clear communication.....Bena Pattni
  2. Proportional voting system so my vote will count for the party of my choice rather than the 'first past the post' system that gives a minority control of the legislature. Turf the Tories!....Bill MacDonald
  3. Abolish Force Back.....Andrew Gillespie
  4. I don't care what kind (colour) of belt you have...your pants will still fall down....Brenda Swift
  5. A world without bosses....Nick Driedger, Transportation Operations
  6. Carol Read wants an answer from management: "Who do these people think they are?"
  7. A second language would benefit me 100%. Sign language is also a great idea. Better Understandings.....Lorraine Bartels
  8. It would be nice if management would start following the contract the way it was written instead of the way they would like it to be written....Carla Fiddler
  9. No MODERN POST...EVER!!!...Mike Painchaud
  10. How do I use my right to complain?! I have a lot to say!!!...Yvette Brusseau
  11. To replace the CEO with someone who respects workers and who does not have connections to Tim Hortons...Brian Henderson
  12. I do not make resolutions anymore because I never keep them.....Tom Olenuk
  13. ATTEND MORE FOLK FESTIVALS! ELECT WOMEN! WORLD PEACE!....Karen Kennedy
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# Wright On

## Wright Lets Off Steam

One day in December before the Christmas rush, I was sent to another section (whose name I won't mention to protect the guilty) because Coding at the time had no mail. Once there, I saw the prettiest girl – the most beautiful woman – I ever laid eyes on. I was gob smacked. Dumbfounded. Here was my dream girl. The future Mrs. Wright.

I approached her with my usual style and panache. I smiled and wiggled my eyebrows.

“Hey babe. Do you know who I am?”

“No! TAKE OFF!” she said in words to that effect.

So instead of a story of romance in bloom, I'm now going to feed you more of the same crapola you've come to expect from me. Here, then, are some of the things that irk me in the workplace:

1. The temperature. It's always either too hot or too cold in the cafeteria. Oddly enough, the temperature rises when I've just worked my butt off on ML and lowers when I've just spent two hours coding. Maybe it's a middle-age thing.
2. The Biggest Loser. A reality show about people who, on national television, lose weight. Or their dignity. Whatever. My question is why is that show not about me? I lost my hair (and dignity) at age 21. I should be the biggest loser! I demand a recount!
3. Guys. I work in a section where the female to male ratio is 3 to 1. Yet I manage to work only with dudes! I'm sure the first thing supervisors new to the section are told is “You must make sure Mike works at least 60 feet from the nearest woman.” They won't admit it to my face, but 31 years of experience tells me otherwise.
4. Noise. I can sit happily at a rock concert 2 hours at a time. Doesn't bother me in the least. But the post office? It's a constant eight hours of deafening din. Machines going, things beeping, people screaming, it's all too much! Maybe it's just a middle-age thing.
5. Smoking Room. It's not too much to ask, right? Where's a guy supposed to smoke his big fat stogies? Out in the freezing cold? I think not!

See ya next month!

Mike Wright. 3:17am, Jan.8

### Inside Out Deadline

March Issue

**Friday, Feb. 6th , noon**



# CUPW EDMONTON LOCAL GENERAL MEMBERSHIP MEETING

## Sunday, February 1st, 2009

Commonwealth Stadium **7:00pm to 9:00pm**

**February Events**

- Feb. 1: Executive Nominations Open
- Feb. 1: General Meeting  
7pm to 9pm
- Feb 4: Women's Committee  
6:00pm to 8pm
- Feb 18: Retirees,  
10:00am to 11:30am
- Feb. 6: InsideOut deadline:  
noon
- Feb. 6 : InsideOut Committee:  
4pm to 5pm
- Feb 19: Exec. 1pm
- Feb 27: Executive Nominations close 4pm



### February 2009

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>
<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>
<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>

By choosing 100% Post Consumer Recycled fiber instead of virgin paper for this Inside Out Newsletter, the following savings to our natural resources were realized:

Trees Saved	1	Landfill lbs	115
Wood Reduced lbs	737	Net Greenhouse Emissions lbs	223
Water Reduced Gallons	1,083	Energy BTU (000)	1,466

Above information is based on use of the following products:  
2500 sheets of 23x35 **Enviro 100** 50 lb. Offset  
Data research provided by Environmental Defence



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