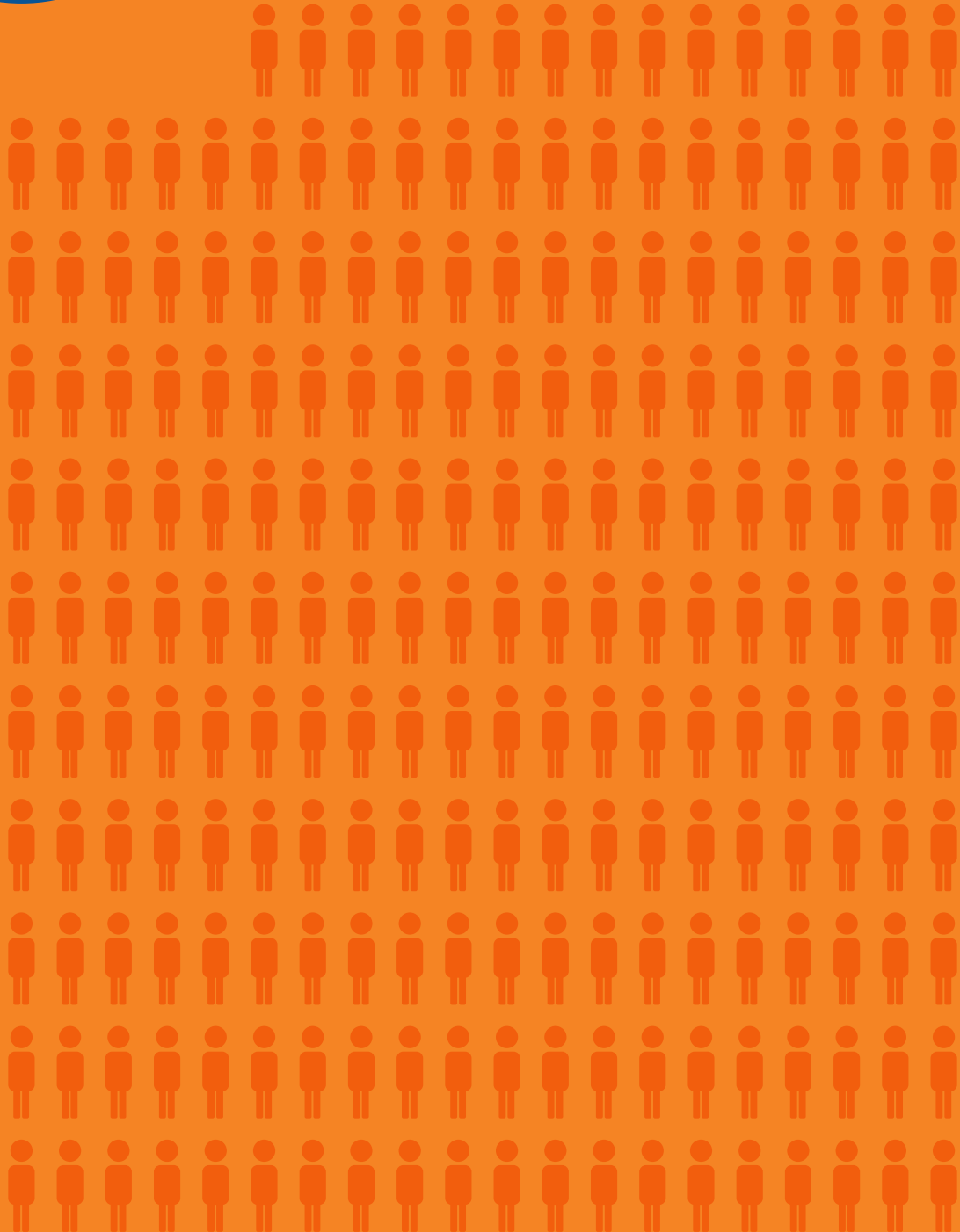




OFFICIAL NEWSLETTER OF CUPW 730 / JULY 2021

# INSIDE OUT





**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).

Communications Committee members:

Natasha Fryzuk  
Kyle Turner  
Wendy Crispin  
Chris Pilgrim

EMPOWER ORGANIZE RESIST

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## LOCAL EXECUTIVE FULL-TIME OFFICERS



**PRESIDENT**  
Roland Schmidt  
[union@cupwedm.net](mailto:union@cupwedm.net)



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



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



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

## LOCAL EXECUTIVE TABLE OFFICERS



**COMMUNICATIONS OFFICER**  
Natasha Fryzuk  
[communication730@gmail.com](mailto:communication730@gmail.com)



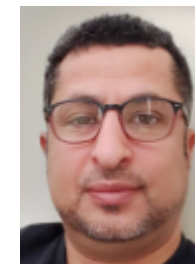
**1ST VICE-PRESIDENT ORGANIZING**  
Devon Rundvall  
[organize730@gmail.com](mailto:organize730@gmail.com)



**2ND VICE-PRESIDENT EMPP**  
Chris Pilgrim  
[empp730@gmail.com](mailto:empp730@gmail.com)



**3RD VICE-PRESIDENT COLLECTIONS**  
Vacant



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



**5TH VICE-PRESIDENT AUXILIARY**  
Kristine Bowman  
[gmrw730@gmail.com](mailto:gmrw730@gmail.com)

### ADDRESS

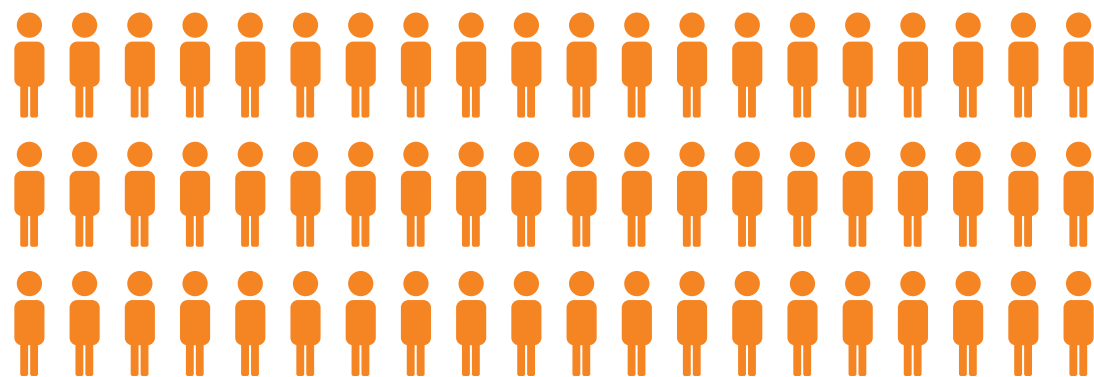
18121 107 Avenue NW  
Edmonton, AB  
T5S 1K4

### HOURS

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

### CONTACT

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



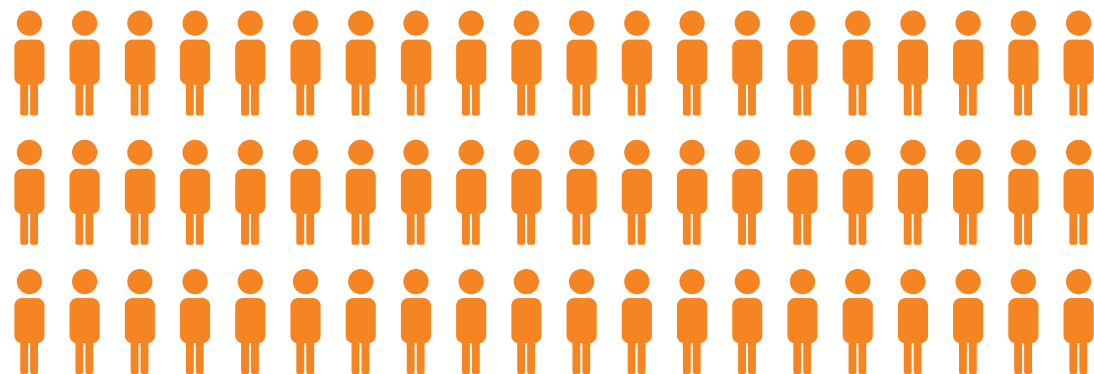
## CUPW NATIONAL STATEMENT: EVERY CHILD MATTERS TO CUPW

**A**s the Canadian colonial project continues to unfold, horrors like the mass grave at the Tk'emlúps te Secwépemc First Nation continue to emerge. But to uncover and face the truth is part of the way forward, and we hear and join the call from many Indigenous leaders to find and document the gravesites of the many more children who were stolen from their families, denied their language, denied health supports and respect, abused and then buried without dignity, all by our colonial system. All children deserve love and respect, as do all survivors of the residential school system. #everychildmatters

CUPW sends condolences and stands with the bereaved families and communities, and all those who are still dealing with the system's violence and its effects. Genocide is Canada's shame that we have a duty to confront. Untold pain and loss remains to be addressed, and terrible injustices continue. Not enough has been done to pursue better relations between nations and to support healing of the long-term and intergenerational traumas.

We ask our members, and everyone, to read and implement the TRC recommendations ([http://trc.ca/assets/pdf/Calls\\_to\\_Action\\_English2.pdf](http://trc.ca/assets/pdf/Calls_to_Action_English2.pdf)), support the National Centre for Truth and Reconciliation and its resources for the survivors and their families (<https://nctr.ca/>), and support the call to uncover and address the effects of the genocide at the foundations of Canada.

The CLC has a letter-writing action on their website that allows you to send a letter to your provincial and federal representatives calling for real commitments and concrete action for justice for Indigenous people and communities. Link here: <https://canadianlabour.ca/campaigns/justice-for-first-nations-inuit-and-metis-is-long-overdue/>



## RENAME THE INSIDE OUT

## WE NEED YOUR HELP

### TO MAKE ELECTION VOTING MORE ACCESSIBLE!



**E**ven though our last local election had a near historical voter turnout, we heard from many of our members that the lack of locations and times made it too inconvenient to vote. As a local our goal should always be to involve as many of our members as possible in the function of our union – our Executive took your feedback from the last election and green-lighted a low-stakes test run of an online voting system.

To help with this experiment, the Communications committee volunteered to run a renaming election for our newsletter, *The InsideOut*. If the online test proves to be secure, accessible, and yields a better turnout than our physical elections, a report will be submitted to a future General Membership Meeting, along with bylaw change recommendations to consider updating our voting system.

If you'd like to see our elections system made more convenient, your participation will help send that message!

### NAME SUBMISSIONS: Deadline July 7

We've lost count of the times members have asked us what the name of our newsletter means and if we can change it. Like it or leave it, if a change is to be made it should be made democratically by the members with their suggestions.

If you'd like to suggest a new name for our newsletter, please email the name and a quick 100 word synopsis of why you chose it to: [communications730@gmail.com](mailto:communications730@gmail.com). For those attached to the current newsletter name, fear not, *The InsideOut* will automatically be added as one of the candidates to the final voting list. Name submissions close on July 7.

### VOTE REGISTRATION: July 14 to July 21

After the submissions deadline, the Communications committee will review the names and post a candidate shortlist to the website, local dispatch, and our official Facebook page. This is where the real online vote test-run kicks in. In order to participate in the vote, you will then need to register via an online form, which will also be provided on the website closer to the date. Members will have from July 14 to 21 to register for the vote using this form.

### THE VOTE: July 25 - August 1

After registration closes on July 21, the Elections committee will help the Communications committee vet all registrants to confirm they are members in good standing in our local.

All confirmed registrants will receive their own private, secure, link to cast their newsletter name-change vote online via Election Buddy ([electionbuddy.com](http://electionbuddy.com)) The vote will be open from July 25 to August 1.

### ELECTION FEEDBACK AND WINNER ANNOUNCEMENT: August 4

The winner will be announced on August 4 via the local dispatch, website, and our official Facebook page. Following the contest winner announcement, we will be collecting feedback from you on how you felt about the election process and if it is something we should consider using for future local Executive elections and referendums.

Throughout this process we'll keep you updated via our website, weekly local dispatches, and official Facebook page. If you have any questions, please reach out to us at: [communications730@gmail.com](mailto:communications730@gmail.com).





# PRESIDENT'S REPORT

## JUNE 2021

### SILVER LININGS

**T**his past month was very taxing for the full-time officers and delegates attending our Urban Negotiations conference, RSMC Negotiations conference, and AFL convention. Thankfully, only the Canadian Labour Congress convention (June 16-18) is left to get through. Zoom fatigue is real and we will all be very glad to return to the energy and networking opportunities offered by in-person events. A big thank you to all the delegates who braved those punishing long days to either represent the negotiation interests of our members or scout out the rest of the labour movement for potential allies.

#### Alberta Federation of Labour Convention

From May 13-15, our local sent 15 delegates to participate in the 2021 Alberta Federation of Labour convention. To put our numbers in perspective, UFCW had 200+ delegates out of the 650 total. In theory, the AFL is supposed to be an essential conduit and leadership group of the labour movement that diligently pushes all unions to always empower their members so that when one of us is attacked, we all have the training and organizing capacity to actually rally to their defense. When a union is legislated back-to-work, umbrella groups like the AFL and the Canadian Labour Congress have the platform to aggressively marshal a

strategy that prepares labour to defy. In practice, however, these Federations will only be as bold as the affiliates they represent, and if there is no fight in these affiliates, you will see even less fight from their respective Federation.

I've consistently spoken against our local putting meaningful resources into AFL activities in the past. The reason I took this position was because I felt the AFL has not been an effective advocate for the labour movement in the 20 years I've worked with it and it would actually be damaging to have good activists exposed to bad practice unless we had a solid plan to intervene. With the pandemic lowering convention costs, and a new AFL presidential candidate advocating an organizing program, our local had an opportunity to meaningfully intervene as well as scout if the Kenney government and the pandemic had any radicalizing effect on the affiliates. An additional benefit was to give our rising group of activists and leaders front-row seats to the reality of the Alberta labour movement so they can understand just how important our reform efforts are within CUPW. The spectacle was not pretty but our delegates were given lots of preparation to navigate it.

Our local endorsed Susan Cake to run for president against the 16-year incumbent Gil McGowan. Susan did not have a well-established track record as a

labour militant but she was advocating the correct course for labour needing to focus on organizing to get out of its rut. As long as Susan remained true, we would support her. Conversely, McGowan embodies a lot of what has rendered labour ineffective: his approach is to try and solve collective political problems with individualised, technocratic interventions (press-releases, court challenges, or social media click-tivism). As sensational as Gil's advocacy style can be at times it can't translate into organizational power. No matter the era and the different distractions that are borne with it, the fundamentals of labour remain the same: we win by building direct relationships with our members, then educating and training those members how to collectively empower themselves and fight back on their own workfloors. Only by starting here can we build the confidence and capacity to scale the struggle to take on bigger threats posed by our employers and government.

It seemed obvious throughout convention that Gil was trying to outflank Susan before the election by presenting himself as a champion of internal organizing despite having no record or past interest in it. To aid in this, Jane McAlvey, a very well respected American labour organizer, was brought in as the keynote speaker. True to form,

Jane's talk was excellent and just what the affiliates needed to hear though I doubt they were ready to listen. In short, Jane's perspective is a much more robust and developed version of the 'Taking Back Our Workfloor' material we've been pushing in our local – workfloor support maps, identifying leaders, team building, pressure tests, etc. When asked for questions on her presentation, our entire delegation and allies spammed: "What can activists do when their own union leadership is hostile to, and actively works against, attempts to empower their own workfloors to fight the employer?" Unsurprisingly, the question moderator, Gil, didn't put forward our question to Jane.

With the support of the giant delegations of UFCW and UNA, Gil ended up getting re-elected by about 70 votes. No policy resolutions of consequence were debated and the constitutional resolutions that could've had serious implications for how the AFL is run were literally blocked from being debated. Our own delegate, Kristine Bowman, made a motion to extend the meeting to debate these resolutions. This motion barely passed, only to be immediately followed by a UFCW delegate immediately making a motion to adjourn. For this vote, 200 more voters than the previous motion appeared to soundly end the meeting thereby making sure there was no debate on how the AFL can be run better. While I applaud Comrade Bowman's spirit and tenacity, our attempt to push debate, much like endorsing Susan's run against Gil, was decided by the delegate composition before the convention began. Unless there is a uprising within the larger affiliates to meaningfully reform their own unions, and by extension the AFL, I can't, in good conscience, recommend our activists offer their finite efforts to AFL functions in the future.

#### EMPP Schedule Change Consult

Although the AFL and CLC could one day be ready to have serious positive relevance for our members, that time is, sadly, not now. Of more direct importance to our EMPP members is the schedule change proposal made by CPC to reduce shift 2 positions and displace over 25 positions to different sections or shifts. On June 2, we had a CUPW team of 20 attend the consultation on behalf of the Local and Regional offices as well as representatives from most of the affected sections. As usual, everyone on our side fought hard and brought forward strong arguments only for CPC to say they were going to proceed mostly as is despite our objections. Another layer of frustration is that CPC will likely be wanting to re-arrange many of these same positions again as we approach peak season.

Consults always play out the same way because the consultation system is designed to not give the union any leverage. All that CPC needs to do to "meaningfully consult" is give us notice that they are doing something based on 'operational requirements' and sit and hear our objections. They don't need to act on our objections, they just need to hear them and say "operational requirements". As it's been said many times before, this is a broken system that only serves management. The only way to make CPC behave differently in consult is to make them fear the consequences of making these changes. The pandemic sidetracked our organizing efforts but as soon as it's safe to do so, we need to get back to mass recruitment and training of activists so that when CPC tries to pull needless stunts, we have workfloors willing to respond and fight back. I know this is easier said than done, but that doesn't make it any less true. Our leverage comes from united and

mobilized workfloors ready to mass march on management and fight to achieve their demands.

Once our EMPP VP, Chris Pilgrim, has had enough time to properly review the 18 pages of notes from the 8+ hour consult and finish a report, a more detailed analysis will be shared with all our members on the floor and via the weekly dispatch.

#### Waiting For September

The Kenney government needs the pandemic to be over by Canada Day. As much as we all want this to be true, this past year has shown us that the government is not the best forecaster. A more reasonable expectation is that things could be back to normal by mid-August. In anticipation of this, our leadership team has already begun preparations to hit the ground running as soon as it's clear to do so. Workfloor meetings will resume the week after the pandemic lifts. We are aiming to schedule a basic shop steward as well as basic and advanced workfloor organizer courses to run in the hall in September. If any of our site applications pan out, our Local will also be looking to hold a giant post-pandemic family picnic extravaganza to rekindle our sense of union community and celebrate the end of the COVID nightmare. It's been a very difficult time but that adversity will make it all the sweeter when we can get back to normal. We just need to remain patient and vigilant for a little while longer.

In Solidarity,



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

# GRIEVANCE



*Local Grievance Officer, Elizabeth Smallwood, answers any questions you may have related to the grievance procedure and understanding the collective agreement.*

**Q: What should I do if I want to file a grievance or a formal complaint, but I'm afraid management will confront me or punish me for it?**

**A:** Management should not be approaching you about grievances or complaints. There is a procedure in place for our grievances and complaints to be dealt with, but it is important to remember that management will treat us however

they want if they believe they can get away with it. As members of CUPW, we also have the Right to Complain (Article 9.02 for RSMCs and Article 9.07 for Urban Operations).

If management approaches you about a grievance or complaint, find a Shop Steward or someone who is willing to be a witness. If you wish to proceed with a further complaint, management's actions will be treated as an attempt to intimidate. From Article 9.05 of the Urban Operations CA: "No person who is employed in a managerial or confidential capacity shall seek to intimidate, by threat of discharge or by any other kind of threat, a representative of the Union or

an employee on whose behalf [they] are preparing a grievance to cause [them] to refrain from so doing or withdraw a grievance or refrain from presenting a grievance as provided for in this agreement."

If you still feel uncomfortable reporting a serious violation or misconduct to management because you fear punishment or retaliation, you can anonymously contact an independent third-party ombudsperson at Clearview Strategic Partners, Inc. PO Box 11017 Toronto, ON, M1E 1N0 / 1-877-288-5043 / [www.clearviewconnects.com](http://www.clearviewconnects.com).



## WHY DID I LOSE MY OVER-ASSESSMENT?

*Over-assessments are disappearing from letter carrier routes - here's CPC's reasoning on that*

By Jenn Reimer, Route Measurement Committee, Letter Carrier (Delton)

**O**ver the past few weeks, there have been many questions about the loss over-assessment on many letter carrier routes. Over-assessment occurs when a route is assessed at more than 480 minutes, but being paid for this extra time does not kick in until a route is above 485 minutes.

Because of the Letter Carrier Route Measurement System (LCRMS), twice per year routes will fluctuate, regardless of whether points of call (POC), pacing, or customer pickups have changed. This is detailed in the LCRMS in chapter 6 (page 8): "Six Month Review – An

update to the neighbourhood rate per call will be completed every six months, in April and October."

There are two sets of data to consider with this process. First, between the months of April and October, we typically see a reduction in the volume of householders being distributed across the city. When CPC applies these new values to the routes in October, we frequently see a drop in overall workload minutes, and letter carriers can lose their over-assessment pay as a result of this. Second, when they start gathering data again for the next 6-months, householders have typically increased and when the values are adjusted again in the Spring, we usually see a gain in workload minutes, which results in the over-assessment returning.

Given the time of year we are in right now, letter carriers should be seeing a slight increase in their workload

minutes, granted that there has not been any significant changes to their routes.

If you are currently seeing a significant decrease in workload minutes, there are several other places you can investigate. An increase or decrease in POC will affect the overall workload minutes respectively. Check your edit book to see if proper pacing has been applied to any new POC. Has anything of significance changed on your line of travel? Have customer pickups been added or deleted from your route? If they have been added, have they been correctly structured to give you all the time values required to complete the new task?

If you require further assistance with understanding your route, or if you have any questions, you can reach out to the route measurement committee at: [route.cupw730@gmail.com](mailto:route.cupw730@gmail.com).



## FRONT YARDS IN BLOOM

### AN EDMONTON LOCAL TRADITION!

*CUPW 730 continues its 20-plus-year involvement with this popular community connection initiative.*

By Kathleen Mpulubusi (Front Yards in Bloom Coordinator), Letter Carrier (Delton)

**C**UPW 730, along with our partners the City of Edmonton and the Edmonton Horticultural Society are launching a new year of Front Yards In Bloom – a beloved tradition for gardeners, yard enthusiasts, and community members.

Since 1999, this partnership has been working to celebrate citizens who work hard to make their space beautiful.

Taking part in FYIB is easy to do. Help by nominating a customer's beautiful yard, public space, or balcony along your delivery route, and even if you don't deliver mail, you can still nominate the yards in your neighbourhood. Lawn signs will be placed on nominated yards and the owners will receive a brochure of recognition. Customers are very appreciative when their yard is nominated by their delivery person.

This program helps to foster community connections and is good public relations for our Local as the CUPW logo is displayed on both the lawn sign and the brochure. Over 6000 yards were nominated last year, with approximately 1/3rd having been nominated by CUPW members.

On our Local website ([cupw730.ca](http://cupw730.ca)), you can find a nomination form to make nominations for FYIB. Printed nomination forms are also distributed at depots and the EMPP, but you can also email Kathleen Mpulubusi ([kmpulu@gmail.com](mailto:kmpulu@gmail.com))

if you would like to request a form or help distribute them. You can also nominate directly on the City of Edmonton website at [www.frontyardsinbloom.ca](http://www.frontyardsinbloom.ca), where you can indicate that you are a postal worker.

FYIB allows communities to come together and stay connected, as well as foster our connection to our communities and help make our work days a little more enjoyable – if even for a moment, it's always good to appreciate what's around you!

The deadline for nominations is **June 30th.**







The Canadian Union of Postal Workers is reimagining the country's post offices to include postal banking and electric vehicle charging stations.  
Photo: Canadian Union of Postal Workers

# GEARING UP FOR BARGAINING, CANADIAN UNION PUSHES FOR A GREENER, BETTER POSTAL SERVICE

Derek Seidman, [Labornotes.org](https://labornotes.org)  
June 02, 2021

**W**ith its contracts expiring in 2022, the Canadian Union of Postal Workers is stepping up the fight for its own vision of the post office of the future.

It's a model for exactly the kind of Green New Deal campaign that U.S. unions should be launching now for a post-Covid economic recovery.

For several years, CUPW and its allies have proposed a visionary plan called Delivering Community Power. It advances a big but simple idea: take Canada Post, an institution that's already publicly owned and embedded

in communities, and reinvent it to drive a just transition into a post-carbon economy.

The post office would help to jump-start green vehicle production and infrastructure; it would provide free Internet access for all; it would create a nationwide system of public banking. And all these measures would help to shore up and expand the post office as a unionized, community-centered alternative to the proliferation of Amazon delivery vans. (For more detail, see the box at the bottom of this article.)

## From Defense To Offense

The origins of the plan go back nearly a decade to CUPW's defense against

austerity measures that aimed to privatize the postal service and crush its union.

In 2013, Prime Minister Stephen Harper's Conservative government backed a set of draconian attacks on Canada Post. The most polarizing was the replacement of door-to-door delivery with clusters of outdoor "community mailboxes."

Community mailboxes were justified as cost-cutting measures; they would have slashed thousands of postal jobs. They were extremely unpopular, especially with seniors, who didn't want to lose home delivery and have to make their way down the street in nasty weather to pick up their mail.

Postal workers fought back. CUPW's "Save Canada Post" campaign in 2015 galvanized Canadians and made the "reforms" a hot-button issue in that year's election. Candidates promised to "save home mail."

It was "one of the first times we were actually able to successfully put our agenda as a federal election issue," said Basia Sokal, a letter carrier in Winnipeg, Manitoba.

Shortly after Justin Trudeau was elected Prime Minister that fall, the conversion to community mailboxes was halted (though the ones that had already been introduced were never reversed).

## A Reimagined Post Office

Still, Canada Post faced major questions. With letter mail declining, where could the postal system find new revenue streams? The new government promised to conduct a review.

CUPW saw a major opportunity to propose a transformative, labor-driven vision for a reimagined post office. The result was Delivering Community Power.

DCP was introduced to the public in 2016. In a joint press conference with representatives of labor, environmental, and community groups, CUPW's then-president Mike Palecek called "for the interests of all Canadians, including seniors, people with disabilities, Indigenous peoples, rural communities, and lower-income families, to be taken into account" in the federal review.

Instead of cuts and privatization, he said, Canada Post should be reimagined to help society meet the challenges ahead.

## Member Support Crucial

What will it take to win? The union's campaign for DCP has emphasized coalitions with the public, especially

environmentalists—but also building support in the union's own rank and file.

"We focused on trying to mobilize the membership, going work floor to work floor all across the country," said former CUPW staff organizer James Hutt. "For me, just seeing the network of leaders that was built across the country was phenomenal."

CUPW tried to advance DCP demands in bargaining during 2018. As negotiations stalled, postal workers carried out rolling strikes; that November, the Canadian government passed legislation to force strikers back to work. Arbitration began in January 2019 and lasted nearly 500 days until June 2020. The DCP campaign slowed down.

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***"...any plan to shift away from fossil fuels toward a sustainable, green economy has to include a fair solution for the workers and communities whose lives will be uprooted by the change."***

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But now CUPW is gearing up for a new round of negotiations next year. Brahm Enslin, the DCP campaign coordinator for the western Prairie region, says the union is trying to spread its public message far and wide.

"[T]here is a plan to hit it from different angles, whether that's advertising, through worker interaction, conversations through our labor groups, labor affiliates," he said. The campaign is also trying to win endorsements from municipalities and provincial and federal parties.

## It Will Take Strikes

To win these bold demands will require a willingness to take militant action that can provide leverage at the bargaining table, says Roland Schmidt, president of the CUPW local in Edmonton, Alberta. This means postal workers must prepare to confront back-to-work legislation.

"To win something like this transformative policy, it's going to take making a stand," he says. "If we want to be successful at the bargaining table and in enforcing our demands, we need our members to buy into what the union is doing."

Schmidt says his local's "organizing-first strategy" has helped DCP gain credibility with members in Edmonton. The union needs to "be present on the work floors, to educate members, to give them that training and those skills and that confidence to organize themselves."

It also helps, he says, that DCP is such a "solid program."

"It has tremendous implications not only for our members," he said, "but for all of Canada and the rest of the labor movement."

## Inspiring Others

In fact, it's already inspiring others. When General Motors announced it was closing its Oshawa assembly plant in 2018, some auto workers and community activists there had a different idea: nationalize the plant so the government could procure battery-powered electric vehicles to support Canada's green transition and keep union workers employed.

They formed a new coalition called Green Jobs Oshawa, taking inspiration from DCP, according to auto worker Rebecca Keetch, one of the organizers.

*(continued on next page)*



## GREENER, BETTER POSTAL SERVICE

*(continued from previous page)*

“It’s really quite a visionary idea of what a just transition can look like on a larger scale,” she says. “This campaign was really a little bit ahead of its time.”

The idea of a just transition is that any plan to shift away from fossil fuels toward a sustainable, green economy has to include a fair solution for the workers and communities whose lives will be uprooted by the change.

Green Jobs Oshawa reasoned that auto workers could build the new electric fleet the postal union was proposing, and other government-owned fleets. The campaign has changed the conversation around what to do with the Oshawa plant, though it has not won its demand so far.

Labor has to propose its own solutions to the climate crisis, Keetch says: “It’s not going to be to the benefit of workers if we continue to leave it up to corporations to plan a just transition for us.”

Schmidt compares the CUPW’s campaign to Los Angeles and Chicago teachers who brought community demands—such as more school nurses, social workers, arts, and music—into their bargaining.

“That idea is brilliant,” he says. “We see that same sort of thing with Delivering Community Power through our union. Yes, it benefits us in some way, but by extending these demands to broader society, it brings more people into the struggle.”

### Driving a Green Transition

A core idea of the Delivering Community Power plan is that Canada

Post can become a leader in addressing our climate crisis through “greening the post office.”

Canada Post has the nation’s largest publicly owned vehicle fleet. (The same is true of the U.S. Postal Service.) DCP calls for this fleet to be converted to electric vehicles, powered by renewable energy. It also proposes green retrofitting of all postal buildings to add solar panels and increase energy efficiency.

These measures would put the post office at the forefront of addressing the climate crisis. And they would have the added benefit of creating new union manufacturing jobs in Canada.



The proposal would also establish public charging stations for green vehicles at post offices.

### The Biggest Retail Network

CUPW likes to emphasize that what makes Canada Post such a great fit for these initiatives is that post offices already exist everywhere across the nation, and they’re already owned by the public.

It’s a campaign talking point that there are more post offices in Canada than there are Tim Hortons, the country’s iconic coffee chain.

“We own the biggest retail network in the country,” says a 2019 DCP pamphlet. “What will we do with it?”

This same logic makes postal banking another core plank. Offering basic financial services at post offices could be a win-win: providing revenue to finance green energy initiatives, while also offering non-predatory banking options to working people and marginalized urban and remote rural communities.

Edmonton local president Roland Schmidt sees postal banking as “the most inspiring aspect” of DCP. It “will be what subsidizes our parcel business in order to compete with Amazon and keep them out of our market share,” he says.

### Internet and Elder Care

Post offices would also become hubs offering free, high-speed Internet access—especially vital for people in rural areas who lack reliable broadband access.

“We already have the public coming” to the post office, says letter carrier Basia Sokal. “Why not offer additional services? Sort of like the library does.”

Door-to-door delivery is reimagined to include elder care, checking on seniors and delivering necessities to their doors, and improving services for First Nations and Inuit communities, many of whom are underserved and remotely located.

Expanding door-to-door delivery and services—not just for mail and parcels, but for groceries and more—would strengthen the social fabric of communities and help cut down on traffic. It could bring in new revenue while countering the rise of private delivery fleets like Amazon’s.

*Derek Seidman is a researcher and union member in Buffalo, New York.*



## TIME VALUES AND ON-DEMAND PICKUPS

***We don’t work for free!  
A perspective on time values vs  
time worked and surprise on-  
demand pickups.***

*Tyson Mackoway, Letter Carrier, Depot 2*

I would like to give everyone a little reminder about something that happens to both new and more senior employees across the city. If your route has a regularly scheduled pick up, CPC can also send you on demand pick ups. There is a time value for this. Our whole day is based on time values. A full-time route, for example, should add up to around 480-minutes, though sometimes it is more and sometimes it is less.

However, if you do not have a regularly scheduled pick up on your route, then there will be no time value for an on demand pick up. As such, if you perform this pick up, you will be working for free. It doesn't matter if the pick up is on or even beside your route. If you are getting these on demand pick ups, let your supervisor know you will be charging them overtime (OT) and fill out a 15.08 OT form.

Because our routes are based on time values and not actual time worked, even if you finish an 8-hour day in 3 hours, you still get a full day's pay and potential OT in relation to any on demand pick ups you may have done.

Speak to a Shop Steward in your depot or station for more details and support. If you don't mention it, you can guarantee that CPC will never tell you about it.

Once you inform CPC that a walk is not eligible for on demand pick ups because there isn't the requisite time value that comes from having a scheduled pick up, they may just add it to the route. This can also lead to CPC

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***“...if you do not have  
a regularly scheduled  
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be working for free.”***

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adding any new scheduled pick ups to the route that appear in the general vicinity. It sounds like a petty shell game, but it is definitely happening.

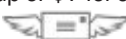
Of greater consequence is the strain this puts on our relationships with our colleagues. Letter carriers don't want the time value for scheduled pick ups so that we can avoid on demands. When a scheduled pick up lands on our route, we get angry and get our

supervisors to do something about it. It then gets pushed up the chain of command where those higher-ups simply load walks with scheduled pick ups anyway. The question then becomes: Why my walk?

Do you see the strain?

One solution to this that I think makes sense for all parties is that all walks should be given time values for pick ups. We would all be responsible for pick ups that fall on our walks so that drive times would be eliminated. Moreover, this would finally acknowledge the “complimentary” pick ups that we’ve all be doing for business customers. I even think that more mail may end up entering the system and some street letter box clearances could be mitigated. Even if the values turn out to be a wash, I think it’s a situation that’s worth exploring.

I genuinely believe that the protocol for pick ups is still being developed. We should be making our legitimate concerns heard now so that as this product continues to catch on we're not left paying for it until it's time for another changeover or contract. It's one place where the Corporation is still working on going.

Some further background information: Business customers are charged \$3 for a single on demand pick up or \$7 for a daily scheduled pick up. 



# ARE POSTAL WORKERS BETTER OFF NOW THAN THEY WERE 10 OR 20 YEARS AGO?

Respectful debate in a democratic organization is always welcome because we all stand to benefit by being more informed by different political perspectives. In his May 2021 President's Report entitled "Trust the Membership", Brother Roland shared just how proud he was of our new crop of activists at our CUPW Regional conference. Although the main function of this report was not to critique the union leadership that came before us, comparisons were inevitably drawn. While our local leadership team stands by the general advocacy that our union, at all levels, needs to meaningfully commit to a mass organizing program to win better lives for our members, there are small misunderstandings that should be clarified in the exchange included here between Roland and past local President (1990-2003), Greg McMaster.

- InsideOut Editorial Team

## LETTER TO THE INSIDEOUT - RESPONSE TO MAY 2021 PRESIDENT'S REPORT

Dear InsideOut,

Regarding the "nearly 40-year-long losing streak" referenced;

This seems to go back to just after the successful 1981 strike for Maternity Leave. We undoubtedly suffered some setbacks during the 4 decades that followed, but we gained:

- Right to Refuse Unsafe Work (First in Canada)
- Art 5.02 no importuning for attendance (important then)
- Art. 10.10 Release for Incapacity - stay on strength until arbitration (usually following "miraculous recovery")
- Art. 53 Job Security
- Art. 44 Temp Rights
- Appendix "T" Job Creation & Contracting-in. This gained our Local numerous jobs in Tech Services, Transportation, and Retail Wickets.
- Boot Allowance for PO4s in major steel-toed Plants

- Improvements in Long-Term Absence coverage in Group 2, which helped win, in conjunction with job actions, restrictions on forceback.
- The contracting-in of 6,000 RSMCs in 2003 (mostly women)
- The no-rollback 2007 contract (except for the CTI, which was paid out once and had no impact)
- 2011- Under Harper's legislation, we still maintained Defined Benefit Pension, but true, gave up the sick leave and 2-tier wages (with sunset clause)

Brother Jean-Claude Parrot, who heroically defied Parliament in the 1978 strike, also presided over settlements in 1981, 1983 and 1985, and the back-to-work legislation in 1987 and 1991.

Edmonton Local delegates to Regional Conferences may have been dysfunctional in recent years, I don't know, but in the 1990s and 2000s we had a real impact on the Region and National, and Jim Crowell and Lynn Bue

were elected to National Office, and myself, Brian Henderson, and Bev Ray were elected to the Constitution Committee.

Also Colin Mackenzie was an elected National Union Representative, and Sister Mary Hasselgren was on the Appendix "AA" Committee, plus Norm Burns was on the Appendix "T" Committee and Karen Kennedy was on the National Trustees Committee and the Literacy Project.

Let's just be accurate.

- Greg McMaster, CUPW 730 past President (1990-2003)



## REBUTTAL - CONCESSIONS DO NOT JUSTIFY BIGGER LOSSES

Brother McMaster,

I can't speak on how our local operated prior to ~2006, but in the view of many of our current members, our local officers, and new leading activists and Exec members, CUPW 730 has not been a model of strength over the past ~15 years. This is not necessarily the fault of one person in office, or even one Exec group, but a culmination of many factors over the years (lack of mentoring of secondary leadership resulting in huge personnel gaps, lack of persistent, union-supported, work-floor organizing, lack of meaningful support/direction from other levels of the union, etc.) that would erode the grassroots activism needed to sustain activist renewal and member involvement in any local.

Concerning your claim of 'accuracy', I could just have easily rounded down to '30 years of losing' instead of rounding up to 40 as 1985 (36 years ago) seems to be the date when CUPW started signalling that 'not losing' was somehow the same as winning, and started drifting in the wrong direction. How we interpret this period is a question of perspective rather than of 'objective historical accuracy'. I also thought it was clear that this analysis was to be considered in our National context, not specifically our local (as we do not set bargaining or national organizing strategy). If it wasn't clear, I have no problem drawing a clearer distinction in the future.

Even though the CUPW 730 leadership core prior to my time in the union was not the object of my critique, that misunderstanding still doesn't give license to attribute my motivation as 'rewriting local history' or downplaying the work of previous members; that was never my intent. My intent was to describe how I feel things are changing for the better in our local and sometimes that means drawing some unflattering comparisons (especially regarding Regional conference and the quality of our delegations). If someone wants to dispute my lived experience as a long-suffering member of this local and union, I very much welcome that dialogue. I was explicit in my recent re-election program (April 2021) that CUPW was stuck in a losing streak and needs drastic reform. Members came out in (near) historic numbers to solidly support this program. This perspective may make previous leadership groups feel uncomfortable or even defensive but it has found substantial traction in our local.

I want CUPW to be strong again so that we can start actually winning at the bargaining table (not just standing still or being chipped away at). While we have made some 'adds' to our CA as you have listed, respectfully, I do not consider them as wins when juxtaposed with the substantial roll-backs and the normalization of back-to-work legislation dominating that same period since 1985. You would be hard pressed to find any postal worker who

feels their work experience is getting better as time goes on. I strongly believe CUPW, as well as our whole labour movement, has been going in the wrong direction for at least 30 years. We can agree to disagree on this, but, for me, this analysis and critique has more to do with what organizations are doing collectively rather than how hard we've all worked and committed ourselves as individuals in various capacities in our respective areas. It can be true on both fronts that we've tried our hardest as individuals but our organization still fails to get to where it needs to be. I fully expect the same critique to be weighed against me and our current NEB if CUPW doesn't gain meaningful ground over the next decade.

In respectful disagreement and solidarity,

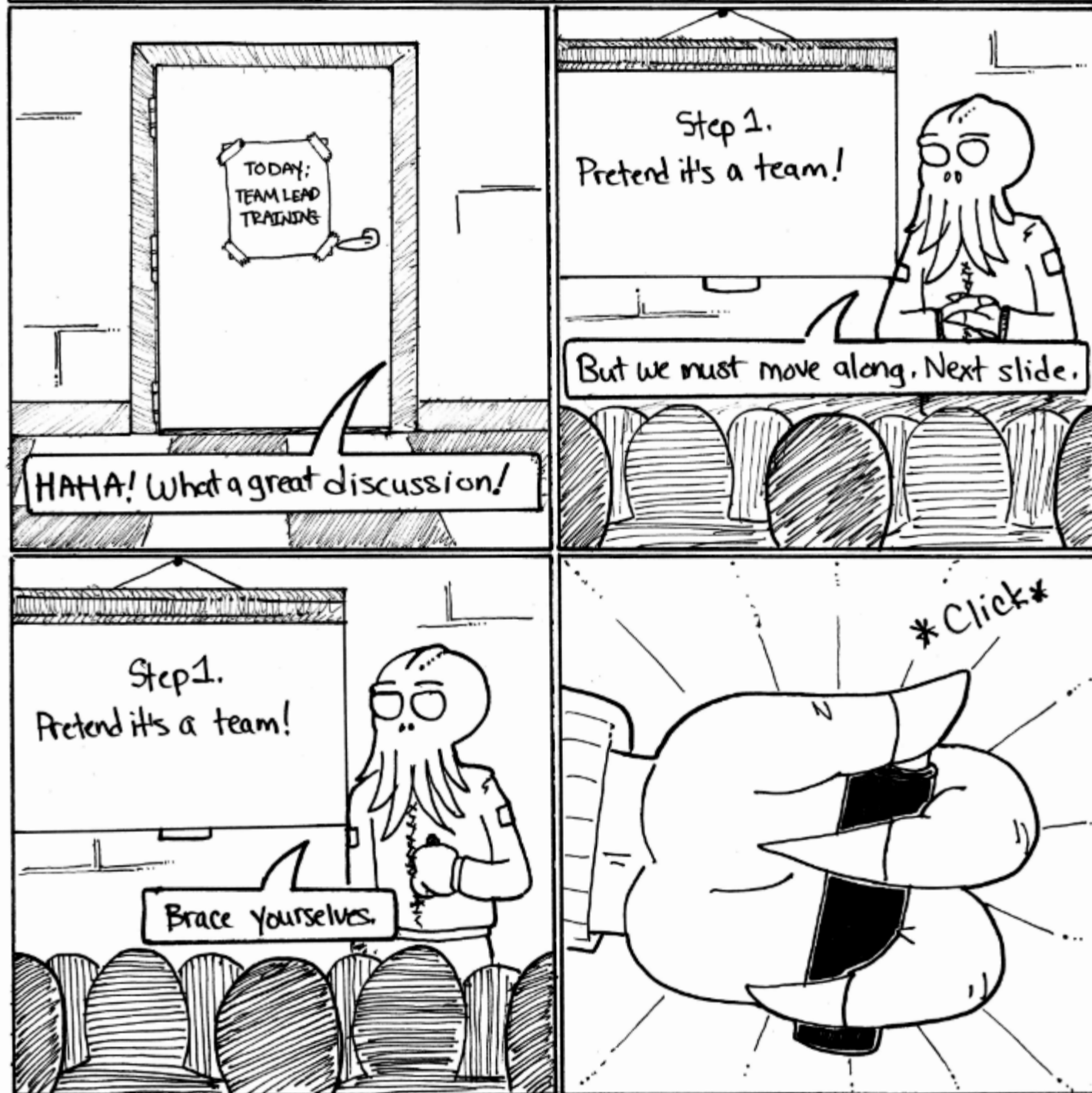
- Roland Schmidt, President, CUPW 730





# NO RELIEF

"You're Still Here?"  
Starring  
L. Dritch



Kyle Turner, 2021





# CUPW 730 PUNCHES ABOVE ITS WEIGHT



Edward Buchholtz, Chief Shop Steward of Letter Carriers – Central Zone

Over the past year, I have become more involved with what most of us simply refer to as “the union.” It started with one union educational. Then a Shop Steward course. Next thing I knew, I was attending every meeting and writing my first essays since university. Suddenly my weekends were packed with Local and Regional conferences, and then I found myself acclaimed as a Chief Shop Steward.

Along the way, I received a lot of good advice from people I've come to see as friends, comrades, and mentors: pay attention to how other unions and Locals behave and think and broaden your perspective. I like to think that I have followed this advice, and my report to the members would be that the Executive Officers of the Edmonton Local are currently leading a union-wide effort to fight back against future back-to-work legislation and to win long-overdue concessions from Canada Post, but there is much more work to be done.

First, I encourage everyone to sign up for the courses and educationals that will be offered to you by our union. Signing up is easy and hassle-free. If the course is happening during your work week, the Local will book your time off work and cover your wages – all you need to do is show up! You'll learn about what rights you have on the work floor, as well as techniques and strategies for fighting back against management decisions. Pay attention for courses being offered in the upcoming months as COVID restrictions are lifted. For our collective success, this is the most important step. Our union is only as strong as the fighting spirit of its members, and this includes you. Please join us.

**“...I want the same things as all of you: job security, high wages, better health, less time at work and more time for family, friends, and leisure. These are not unreasonable demands for working class people in a time when billionaires are getting richer and paying less tax than we do.”**

Second, the Edmonton Local is doing the hard work of strengthening our bonds with other CUPW Locals across Alberta, the Prairie Region, and even nationally. Solidarity isn't just a phrase we shout on the picket line. Building and maintaining relationships with other Locals and unions is never-ending, thankless work that is fraught with politics and personality clashes, but it is absolutely crucial for our success. Our local cannot fight alone. Politics and

diplomacy are essential skills for any complex organization and unions are no exception. Fortunately, our leadership is taking the steps necessary to not only build but to lead an alliance network strong enough for us to win at the bargaining table.

Lastly, Edmonton's renewed efforts in communications are setting a new standard for other Locals to follow. The publication you're reading is an award-winning, completely volunteer-made by other postal workers. We also have an award-winning website and we're on social media. We have weekly e-mail dispatches that go out to keep members up-to-date on news, events, and opportunities. We have a YouTube channel with excellent documentaries about the history of our union and our contributions to labour rights in Canada.

Believe it or not, most Locals do not have any of these things, let alone all of them. Please check them out and make use of them.

I realize these endorsements read like pandering and/or shameless self-promotion, but I can assure you they are not. I support all these efforts because I want the same things as all of you: job security, high wages, better health, less time at work and more time for family, friends, and leisure. These are not unreasonable demands for working class people in a time when billionaires are getting richer and paying less tax than we do.

But we know from history that the only way we are going to get these things is if we all put our hands in our pockets and take a break until management decides to be a bit more reasonable. Please join us for a break when the time comes. We will have earned it after all of our hard work. ✉️

# CUPW730.CA

**YOUR MOST UP-TO-DATE INFO SOURCE**

**TWITTER @CUPW730    FACEBOOK.COM/CUPW730**  
**YOUTUBE: CUPW LOCAL 730 - EDMONTON & AFFILIATES**  
**NEWSLETTER E-MAIL: COMMUNICATIONS730@GMAIL.COM**

# SOLIDARITY STYLE

## OFFICIAL CUPW 730 SHIRTS

**To order:** email [union@cupwedm.net](mailto:union@cupwedm.net) with your shipping address and size. Please note that the XS-L shirts are a more tight fit. The XL-XXL sizes fit as normal. All extra proceeds from a 'comrade' sale goes to our local Goods & Welfare Committee to help members facing sudden hardship.

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



# **CUPW 730 EDMONTON & AFFILIATES GENERAL MEMBERSHIP MEETING**

**VIA VIDEO CONFERENCE  
SUNDAY, JULY 11, 2021  
6:00 PM > 8:00 PM**



**REGISTER @ [CUPW730.CA](https://cupw730.ca) > CALENDAR  
DEADLINE: JULY 9, 1:00 PM**