

InsideOut

Canadian Union of Postal Workers
Edmonton Local

JUNE 2013

National Aboriginal Day — June 21





The Main Post office has moved to Oliver Square at 11808 – 104 Avenue. Drop by and say Hi!



**HAVE YOU MOVED?
ARE YOU PLANNING TO MOVE?
Don't forget to contact the union office
with your new address and phone number.**

The Struggle Continues

I have been an employee at Canada Post for almost 33 years. I have been on strike, locked-out and legislated back to work numerous times. I have been witness to the many tactics and attacks that Canada Post and the Federal Government-of-the-day have tried, but this all started before my time at Canada Post.

In 1965 it was an announcement by the government (unilaterally) that postal workers would get a wage increase of \$360 a year. This did not sit well with workers and this was the start of our first strike and union. At the end of three weeks on the picket line workers went back to work and after negotiations postal workers had gained higher wages than what the government was offering. Mail handlers received \$510 not the \$300 that was offered and other workers received \$550 not the \$360 that was originally offered.

In the mid-seventies there was continual interference by government(s) that lead to several strikes, legal and illegal. Also in that period of time was when we first encountered technological change. In 1976 there were 21 notices of technological change. With the move to implement Modern Post, I could not tell you the number of notices of technological change that the union has received in the last 3-4 years.

The 70's was also a time when Canada Post would disregard and violate our rights under the collective agreement and pretty much do what they wanted without meaningful consultation and without regard for the workers.....sound familiar yet?

I found a booklet from 1979 "Postal Workers' Struggle Continues" in the office and on the cover was the following:

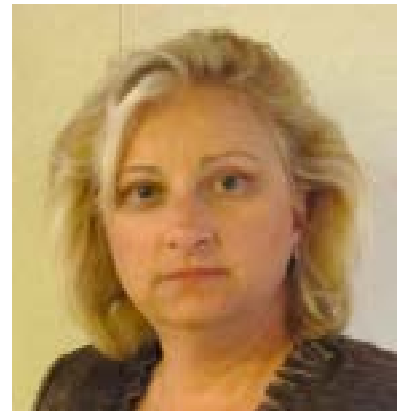
Confronted with an employer who wants to mechanize the post office at their

expense, who refuses to honor their collective agreement, who refuses to acknowledge their right to negotiate, and who resorts to any number of repressive measures to impose his will upon them, the 23,000 postal workers in Canada are in the midst of a long struggle to win the right to negotiate the effects of technological change, defend their job security, improve their working conditions, ensure compliance with their collective agreement, and win back the freedom to bargain. The consequences of their success or failure will be felt throughout the whole labour movement.

To win they need the solidarity and concrete support of all workers.

I found this very ironic and inspiring at the same time. Inspiring because the struggles that we are facing today are so much like the struggles those workers before you and me faced. Ironic because the attacks the CUPW and labour as a whole are facing under the Harper government are unprecedented. In the last month in the news there have been several stories about the following anti-labour legislation: Bill C-377, Bill C-60 and finally Bill C-525 (the hat trick)

Bill C-377 was passed in the House of Commons and is now before the senate. It is a Bill that will restrict what unions can do with the union dues



they receive and will also force unions and every Labour organization in Canada to file detailed financial information, including the names and addresses of companies and individuals paid more than \$5,000 cumulatively in a year. This information would be posted publicly on a Canada Revenue Agency (CRA) website. The government tells us that this is about union transparency. In fact, it is more about helping employers, the Conservative Party and special interest groups with close ties to them.

The government seems determined to ram C-377 through, even though legal and privacy experts have testified the Bill is likely unconstitutional. It is estimated that it will cost the Harper government anywhere from \$32 million to \$45 million a year to set up a regime and oversee compliance of Bill C-377.

As for Bill C-60 this bill would insert the federal government-of-the-day, through a Treasury Board representative, into the collective bargaining process at Canada Post and other Crown Corporations. The government would approve the employer's demands, and would make the final call on whether the employer can sign a new collective agreement. At Canada Post we already know what it is like when the government interferes at the negotiating table. In 2011, the Harper Conservative government decided to impose even lower wages on postal workers than what Canada Post had put on the table. Under C-60, the government's offer would be the only offer on the table.

Bill C-525 would make it more difficult to organize workers in the federal sector into unions and easier to decertify workers. One way this is possible is by moving to a vote-based certification system. This gives employers a greater opportunity to scare

and pressure workers to vote no. A card-based certification system works. It requires a majority of all workers in the bargaining unit to sign a card in favour of the union.

Bills C-377, C-60 and C-525 are attacks on unions. The Harper government is intent on reducing the power and strength of workers' collective voices. The aim of these Bills is to subject all levels of our union to outrageous government regulation and control. Postal workers know the Harper government is not our friend. As workers, we need to stand united against these attacks on our rights.



I was inspired by the quote on the cover of the booklet because it showed me that those workers before us had the same kind of struggles and challenges that we 54,000 postal workers face today, I for one know that I have benefited greatly from the struggles of those before me. I would hope that my efforts as a union activist will result in benefits for future postal workers and other workers. The workers of the past had enough and took a stand. They were successful and we have benefited. I think today we may have more to lose but I am not sure if we can get past our complacency and take a chance like the workers before us did.

Will we have to go back to the 12 or 16 hour day with no compensation before we fight back?

Will we have to quit our jobs to raise our children before we fight back?

What will Canada Post and/or the Harper government take away from workers (not just postal workers but all workers) before the workers say enough is enough and take a stand against these attacks?

If you are truly interested in seeing the similarities of the postal worker from the 70's and the postal worker of today you should read "My Union, My Life" by J.C. Parrot. It will give you something to think about

Cathy Furtak

Secretary-Treasurer, Edmonton Local CUPW



Edmontonians march against GMO on Whyte Avenue May 25th. (photo kennedy)

Bulletin Bytes

June 12: **Poll shows Support for Postal Banking and Opposition to Postal Privatization and Deregulation....**

CUPW requested the poll be done through Stratcom, and close to 2 out of every 3 respondents supported Canada Post expanding revenue-generating services, including financial services like bill payments, insurance and banking. 69% opposed privatization of Canada Post and 71% opposed allowing private companies to deliver lettermail in Canada. The poll was conducted to contribute to the debate on the future of Canada Post as the post office is currently consulting the public on its future, focusing on cuts.

June 7: **A Conservative Attack on union certification....**

a private members bill put forward by Conservative MP Blaine Calkins, Bill C-525, would make it more difficult for federal sector workers to organize into unions and easier to decertify workers already in unions.

June 7: **June 21 National Aboriginal Day....**held annually to celebrate the unique heritage, diverse cultures, and outstanding achievements of Aboriginal peoples.

It is an important day for our First Nation, Métis, and Inuit brothers and sisters. CUPW national has produced a poster featuring the turtle, representing strength and longevity. These posters are available in the union office and should be in each workplace. CUPW supports the Idle No More movement, grassroots actions to stand-up to government threats and unjust legislation.

June 5: **Arbitrator Keller Orders an Independent Ergonomic Study of the MLOCR...**

On May 30 the arbitrator's 23 page decision was provided, ruling on the negative \adverse effects caused by the implementation of new technologies used by Canada Post in its Postal Transformation program. The arbitration was held on 28 days, spread over 30 months, and focuses on the negative impacts on Group 1 employees. Arbitrator Keller ordered Canada Post to "...commission an independent third-party ergonomic assessment of the MLOCR....to be completed within six months of this award". As well the Arbitrator ordered that Canada Post, in regards to the IDC Cart (C-51), conduct "a study to look into the concerns expressed by employees to see how the adverse effects can be, if not fully eliminated, at least minimized.has four months to indicate how it intends to deal with the issues identified...". The Arbitrator ordered Canada Post, in regards to the Ring Scanner, to "implement a procedure by which employees can record issues and incidents they have with individual scanners. The employer is to

review weekly, what has been recorded by employees and is to indicate clearly what action has been taken with each issue identified by employees. The union is to have access to the record of issue and actions." Canada Post has six months "to address the issue, and consult with the union." There were many other issues included in the arbitration which were ruled on as not covered by Article 29, although other articles in the collective agreement should be applied. The union views this as a major victory as we have argued since our first meetings with Canada Post for an independent ergonomic study of the new mechanized mail sorting equipment before its introduction on the work floor.

June 5: **Become a RSMC peer trainer....** Contact the local if you would like to be considered for RSMC peer training. The CUPW is looking for RSMC members who would like to facilitate, delivering training on the work floor to other RSMC. This would include work methods and the use of the reaching device (RRD) for mail delivery to rural mailboxes. Compensation is \$135 per day or your daily wage (whichever is higher) for any day of training related to the RRD system, less statutory deductions. The Canada Post Travel Policy for Unionized Employees will be applied. If you are willing to travel between offices (if required), have good communication skills, are able to convey information effectively, and are readily available, you should apply.

May 29: **Letter to MP Pierre Poilievre** regarding his remarks in the House of Commons on May 7, 2013 attempting to defend the provisions in Bill C-60... Letter from CUPW National President Denis Lemelin, informing the MP of the job security provisions, the profits provided from 1996 to 2012, except in 2011, and the facts in regards to our pension plan, with an example provided of a 25 year employee at Canada Post retiring with less than \$20,000 per year as a pension, suggesting an MP pension would be much higher. Brother Lemelin also pointed to the incorrect estimated losses predicted by the Conference Board of Canada for 2012 (\$250 million) when the actual figure was a profit of \$98 million.

For more details on these **National bulletins**, go to www.cupw-sttp.org

Unions Under Attack

The Harper Conservatives Bill C-377 is a legislative step in the political campaign against union financial security. The aim of the measures is to weaken Unions, to silence government critics, and to push down the standard of living for workers.

Union financial security is necessary so that unions can provide a balance to the power and capital of corporations. Many non-union workers have also benefitted from major gains achieved by unions including weekends, health and safety, hours of work, good wages, pension benefits, job security, parental leave and more.



As we know in many US states similar legislation has been called “right to work”. Proponents of such laws claim that they will enable better competition but these laws have nothing to do with workers rights or job guarantees. Instead people work for less pay under worse working conditions.

Some members have come to me and said ... hey, it's good , we don't have to pay union dues.... without knowing the facts: it will generate a negative impact on their wages and benefits. I would rather pay \$85 monthly dues (extra 53 cents per hour) and make at least \$6 to \$7 dollars more plus other benefits and fairness than save this little amount and be at the mercy of the management. No organization can work efficiently without strong financial support. After being implemented in the US, we already have seen the negative impact of it. Unions with 100,000 members only able to collect 10% membership dues. How can a Union can effectively run their day-to-day operation : Education, grievances, office rent, conventions, full time officers, salaries, social support to their members, etc?

We have to understand unions are the only counter balance against these Harper Conservatives or any others like them and that is the reason they hate Unions. They don't care about the working class. They do care about their big donations from big oil companies, insurance companies, financial institutions...those who dump millions and billions of dollars into their election campaigns.

They are claiming that basically they are asking the unions to be transparent, which we already are. Lastly I would urge you to support your union's fight to stop this bill C-377 which the government will try to impose on us soon. Talk to your co-workers, friends, family, community, use social media, news letters, traditional media....everything you can to get the awareness going. It's our obligation and our duty to defend our future and our next generation's future.

Gohar Zaidi
Chief Shop Steward-Bulk

“A day of work at Canada Post is a day that must count towards seniority”

This is the principle of seniority that CUPW fought to get recognized and we did. We got this concept of seniority entrenched in our CA signed in 2007. It was clear that as of May 3/07 the old rules of Seniority were amended and the new rules would apply.

The new rules were: The first day of work at Canada Post performing work for the bargaining unit would be the new seniority date provided there was no break in service for more than nine and a half months. Prior to this the Seniority date was the first day of work as a ‘regular’ or permanent employee. So now a person who worked as a casual or a Christmas casual without a break that was longer than nine and a half months would get their seniority retroactive to the first day of their work as a casual or Christmas casual when they became permanent employees.



There was a process spelled out in the 07 contract under appendix MM as to how a person could go about getting the new seniority date. Our members also received letters from Canada Post advising us what our new date would be and if someone disagreed they had an opportunity for a review. This process continued for a year or so and most of us were able to get our seniority date changed. But then when our members started to get hired as permanent employees in the following years, the management in our region stopped giving our members their seniority as agreed to in the CA. Their excuse was the wording of the CA. Their interpretation was that the process only applied for a limited period of time and any one hired after that did not get their seniority based on that appendix. This of course was clearly a misinterpretation of the CA. The whole intent of the new rules was that members would automatically get their seniority based on these rules. Many of our members have still not received their correct seniority after grieving and waiting for quite a few years.

During the last negotiations we brought this up at the table and informed the bosses in Ottawa as to what was going on in some regions and after much negotiating were able to make changes to the article 11 that pertains to Seniority and clarify it. We hope that our new members who get hired as regular employees will not have to fight to get their seniority recognized from now onwards. We also got another process in place to review seniority for all those members who are still waiting to get their rightful seniority date back in Appendix MM. Please make sure you read the new article 11 and the new Appendix MM if you think there is an error in your seniority date and start the process ASAP. If you cannot find the record of your first day worked in your file, you may have to call Access HR to provide you with those dates from their records.

To summarize; under the new process the member with the help of a shop steward should write up in detail when they started work for the bargaining unit and what they think their seniority date should be. They must provide as much documentation as possible as evidence. The burden of proof lies with the member. This should be addressed to Canada Post, Labour Relations and given to their supervisor.

A representative of the corporation will be doing the review. Make sure you get the supervisor's signature stating that she/he received it. A copy of the set should be given to the Local who will send it off to the Region where a person assigned by the National Director will review it as well. Please keep a copy for yourself. Remember this is NOT a grievance, it is a review. The union's decision will be final if Canada Post and the Union fail to agree on the member's seniority date.

There is also a MOA attached to the Appendix which explains how 'random numbers' are applied. For the longest time there had been a lot of confusion around these, but now an agreement has been made by both parties on this issue. Please familiarize yourself with this as well if there is still confusion around such numbers.

I hope this article would have helped some of the members who have been waiting and fighting to get their seniority corrected which as we believe is the cornerstone of the unions.

In Solidarity,

Asma Burney
Shop Steward - shift 3

Basic Shop Steward Training

July 25, 26 & 27th, 2013

THINKING ABOUT BEING A STEWARD?

Sign up today for the Basic Steward course.

You will learn your rights as a worker under the Collective Agreement and Labour Law. It will give you basic training in representing members, defending the union, and the grievance process.

The course is a 3 day educational that will run 8:30am until 4:30 pm

At the CUPE office at 10989-124st (parking on 124st and on 110ave)

Please fill out an application and return it to the office by fax, email, mail or to a shop steward.

The Edmonton Education Committee

11001-107st, Edm, T5H 2Z6

Fax (780) 423-2883

Email to info@cupwedm.net

Canadian Association of Labour Media (CALM) embraces change

The CALM conference was held in Edmonton at the University of Alberta on May 27,28,29th.

Two members of the Edmonton Local, Teri Roland Education Officer and Karen Kennedy Editor\Sargeant-at-Arms , attended the conference workshops and the AGM held on Saturday at lunch time. Brother Gord Fischer, CUPW National Director Prairie Region, attended the award banquet.



There were a number of excellent speakers at the conference. The classes were held in Lister Hall and in the main floor classrooms of the nearby Health Sciences Centre, the topics offered ranged from how to write headlines, where to get free programs, how to make infographics to using media for political action. The facilitators were almost without exception providing the material on screen and without handouts. . . .it was a new paperless approach. Laptops and iPhones were everywhere. The icebreaker on the Thursday evening, which followed an opening speech by Gil McGowan from the Alberta Federation of Labour, was using your phone and a Twitter account.

The newsletters being produced by the editors and staffers in the labour organizations attending, were in paper although most if not all offer an electronic version as well. The sharing table was still covered in items used to promote social activism, recognize member activities, and encourage membership involvement. Pens, calendars, newsletters, bags, notepads, stickers, posters. . . .this was the place to share our successes with each other and get ideas.



The AGM on Saturday dealt with the financial reports and noted the many changes that are in place to guide this organization into the future on a very tight budget. Noted was the change from using artists to produce cartoons and instead going to infographics. As well, based on the amount reported as wages in the budget, the three part time employees might want to consider joining a union to improve their wages and benefits.

The Friday night CALM awards guest speaker, Paula Simons, columnist with the Edmonton Journal, was engaging and offered glimpses into the cold internet world of journalism that is changing the way we read and get our news. There are

Linda Duncan, New Democrat MP, speaks at the CALM conference (photo kennedy)



**Workshop on building a website
(photo kennedy)**

much-anticipated. The cafeteria food and lighting did little to set the mood. Although the number of awards has increased with recognition of the new technologies in use, the speed of the presentation diminished the significance of the awards, and there was no sharing on the large screen of the award winning entries. This was a big disappointment for many who use this as a time to celebrate together the achievements of their peers.

There was one award won by the Canadian Union of Postal Workers. Congratulations to the Pacific Region. The Pacific Perspectives won an award for “Excellence in print layout and design in regular print publication, Volunteer Produced”. For a complete list of the awards and the winners, go to CALM.ca.

K.Kennedy & Teri Roland

enormous generational differences. And the speed with which news is delivered is also reducing the quality of the writing and editing, the number of reporters who cover ‘stories’ and there is much outsourcing from other cities and countries.

The CALM awards presentation was a bit of a disappointment and departure from the event offered in previous years. In the past this has been a semi-formal dinner and



**Paula Simons, guest
speaker CALM
awards dinner
(photo kennedy)**

Edmonton & District Labour Council

Golf Tournament

co-sponsored by United Nurses of Alberta & Communication Energy & Paperworkers Union

BIG SPLASH OPEN

Saturday August 24th, 2013

Raven Crest Golf Course

8am start, \$120.00 per person

18 Hole Texas Scramble, includes golf, bbq, cart and prizes.

Deadline to register is August 9, 2013. Phone EDLC: 780-474-4747

THE STRUGGLE CONTINUES.....

CUPW Edmonton Local Supports Front Yards In Bloom! Nominate Now!

- **Front Yards in Bloom** an aesthetic front yard designed with textures, height, dimension, colours, and character. The planting and landscaping maximizes colour, bloom-time, groundcovers, cultivated beds and decorations.
- **Natural Front Yard** a yard with a “natural” aesthetic, using native plants, limited pesticides and herbicides, and reduced water use. Landscaping creates plant communities and local biodiversity. The top Natural Front Yard is selected by the Edmonton Naturalization Group.
- **Edible Front Yard** a yard incorporating edible fruits and plants into the landscape design. Landscaping includes everything from vegetables and grains to fruiting trees, berry bushes, or even mushrooms. The Edible Front Yard category was started in 2009 by Just Food Edmonton.

I would like to nominate the following:

Front Yard in Bloom

Address: _____

Address: _____

Address: _____

Address: _____

Address: _____

Address: _____

Address: _____

Edible Front Yard or Natural Front Yard:

Address: _____

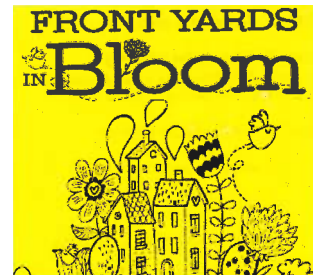
Nominator Name: _____

Depot _____

Phone: _____ Email: _____

Deadline is Friday JUNE 28 to fax these in to our office

Please **Fax** this form to: CUPW Edmonton 780-423-2883, att: Bev Ray or
Mail: CUPW Edmonton, 11001-107 Street, Edmonton, AB T5H 2Z6



CUPW EDMONTON LOCAL
GENERAL MEMBERSHIP
MEETING
Sunday July 7, 2013
noon to 2 PM
Green and Gold Room
Commonwealth Stadium

(use team store entrance, parking at the LRT lot across the street)

Agenda:

Notices of Motion

1. SOCIAL COMMITTEE Social Committee plan events for all member and families using up to \$8000.00 from the social fund and not from the union dues and to have the committee provide information to the June GMM.

2. WOMEN'S COMMITTEE Whereas under the National constitution Women at the Regional and National levels of the union are required to be members of the National Women's Committee, Whereas in order to educate, develop leadership and promote the issues impacting women, Whereas we are committed to promoting the issues of women and women in leadership, **Therefore** be it resolved to change the Local Bylaws to be brought in line with the principles of the National Constitution. That all women elected to the Local Executive Officer positions will automatically be members of the Local Women's Committee

Local Committee elections

Human Rights Committee.....8 members, 2 year term

Environment Committee.....8 members, 2 year term

Good & Welfare Committee...1 member

Temporary Workers Committee.....2 members

Election Committee....3 Alternates

Organizing Committee.....2 members

Health and Safety Committee.....2 members

Trustee Committee....1 alternate

After the GMM there will be a meeting of the CUPW Association with an election for three (3) directors for a one year term.

Edmonton high school students walk out June 11th over education cuts

As the Alberta Conservative government cuts the budget for education in Alberta, the high school students affected by those cuts are finding their voices. Soon to be voters in the province, the core group of 16, 17 and 18 year old organizers from Jasper Place High School were determined to mobilize the students in Edmonton to fight for what they do not want to lose....great teachers and programs. And they used primarily facebook, tumblr, and twitter to do it.



The cuts are varied in each school, but the arts are especially hard hit. And with several high schools in Edmonton, the organizing group pondered how to gather at the legislature grounds after the walk out. They contacted the Alberta Federation of Labour and several other unions and were successful in getting the funding they needed to make the event a success.

It was a large turnout on June 11th and the well-organized program included young singers and bands performing music, with brief speeches sprinkled throughout. The organizers handed out water and snacks and then the pizza arrived! The speeches were passionate and inspiring. The kids cheered and waved their signs. The live music was great. Some supporters from unions attended with flags: AUPE, AFL, CUPE, CUPW, TWU....but the day belonged to the students who walked out, boarded a bus and marched up to their Alberta government legislature, texting, tweeting and facebooking the day into history.

The walk out is only the beginning for these students. They have been taught in the classroom about political power, and social justice and standing up for your rights. This curriculum just got moved to the real world. And I think they have all passed this course with flying colours!

If you are a parent, and your student participated in this event, be very proud: our children are learning to stand up for their rights.

-Karen Kennedy



(Photos Kennedy)

THE STRUGGLE CONTINUES.....

Edmonton Local Executive Committee

President...Bev Ray (full time officer)	Chief Shop Steward MSC's...Todd Brooks
Vice-President...Raj Sharma	Chief Shop Steward RSMC's...Sue Wilson
Secretary-Treasurer...Cathy Furtak (full time)	Chief Shop Steward Affiliate Offices...Mike Painchaud
Grievance Officer...Jerry Woods (full time)	Education Officer...Teri Roland
Health and Safety Officer...Lorraine MacKenzie (full time)	Recording Secretary...Nick Driedger
Chief Shop Steward-Bulk...Gohar Zaidi	Sargent-at-Arms\Editor...Karen Kennedy
Chief Shop Steward Carriers...Carol Leighton	Organizing Officer...vacant* election June 22
Chief Shop Steward Letters...Parminder Pannu	Route Verification Officer...Greg McMaster
Chief Shop Steward Maintenance...Norm Burns	



High school student walk out at the legislature June 11 ...(photo kennedy)

The Edmonton Local Office is located at 11001-107 Street.

It is the corner house. The four full time officers may be reached at 780-423-9000 and each has their own voicemail and cell phone. The executive assistant, Trish, will answer the phone and may be able to assist you or put you in touch with an officer. General meetings are held 10 times per year (not February or August) and are the 1st Sunday of each month except for January when it is the last Sunday. Meetings that fall on a long weekend are held the next weekend instead.



Inside Out Deadlines

Friday at noon

July\August Issue: July 7, 2013



Depot 2 stewards Kevin McMann, Cordeil Ferguson and Trevor Isaac work with the talented Warren Melnyk on the route files at Depot 2, preparing for the restructure currently scheduled for October. (photo kennedy)

What's Happening:

June 25....Pension Course local

June 27.....EMPP Shop Steward mtg no book off

July 7.....July General Meeting at noon

July 18....July executive meeting

July 25,26,27...Basic Shop Steward Course Local

August 9....Deadline entry to EDLC Golf Tournament

August 15....August executive meeting

August 24....EDLC Golf Tournament

September 8...September general membership meeting