

# InsideOut

Canadian Union of Postal Workers  
Edmonton Local 730

June 2016

# WE DID IT

cupw • sttp



***It's Remaining Open***

St Albert 13A Perron Street Post office

**Hats off to everyone for all your hard work**

### CUPW Edmonton

Telephone       **780-423-9000**  
 Toll Free       **1-877-423-CUPW (2879)**  
 Fax us at       **780-423-2883**

**Visit us at:       18121 – 107 Avenue**  
**Edmonton, Alberta**  
**T5S 1K4**

Website:        [www.cupwedm.net](http://www.cupwedm.net)



Our office hours are Monday through Friday from 7:30am - 5:00pm

Our Part-Time Administrative Assistant, Trish, answers the phone from 9am until 2pm. She may be able to assist you or put you in touch with an officer. You may also contact the Union in person or by email.

## CUPW Edmonton Local 730 - Executive Committee

### Full-Time Officers / Staff

PRESIDENT	<b>Larry Dionne</b>	union@cupwedm.net	<i>extension 1</i>
SECRETARY TREASURER	<b>Todd Brooks</b>	todd@cupwedm.net	<i>extension 2</i>
GRIEVANCE OFFICER	<b>Jerry Woods</b>	jerry@cupwedm.net	<i>extension 3</i>
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Part-Time Administrative Assistant	<b>Trish Schlag</b>	info@cupwedm.net	<i>extension 6</i>

### Chief Stewards

CHIEF STEWARD Stations & Depots	<b>Steve Cowtan</b>	stevencowtan@shaw.ca
CHIEF STEWARD Transportation	<b>Vacant</b>	
CHIEF STEWARD SHIFT 1	<b>Amir Sheikh</b>	postbox786@hotmail.com
CHIEF STEWARD SHIFT 2	<b>Gohar Zaidi</b>	gzaidi27@gmail.com
CHIEF STEWARD SHIFT 3	<b>Parminder Pannu</b>	parminderpannu67@yahoo.ca
CHIEF STEWARD RSMC	<b>Karry Biri</b>	karry_o_berry@hotmail.com
CHIEF STEWARD WICKETS & AFFILIATES	<b>Michelle Ream</b>	ream940@gmail.com
CHIEF STEWARD MAINTENANCE	<b>Norm Burns</b>	normburns@telus.net

### Table Officers

VICE PRESIDENT	<b>Raj Sharma</b>	rajsharma01@gmail.com
EDUCATION OFFICER	<b>Chris Hepburn</b>	zaagaate@yahoo.ca
RECORDING SECRETARY	<b>Kathi Gouldie</b>	kathies_corner@yahoo.ca
SERGEANT-AT-ARMS / EDITOR	<b>Vimal Sharma</b>	editor@cupwedm.net
ORGANIZING OFFICER	<b>Greg Mady</b>	greg.mady@gmail.com
ROUTE VERIFICATION OFFICER	<b>Kathleen Mpulubusi</b>	cupwedmroutever@gmail.com

# InsideOut

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*Cover Photo: (Photos: G. Zaidi )*

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Canadian Union of Postal Workers  
Edmonton Local 730



InsideOut is published by the Local Chapter of the Canadian Union of Postal Workers. Opinions expressed are those of the writer and not necessarily the official views of the Local.

Original written, photographed and illustrated contributions are welcomed for the purpose of publication. Guidelines are available upon request. You may mail or email your submissions c/o the Editor through the address and/or email below. Please include your full name, return email a/o mailing address and a phone number with your piece.

The InsideOut Committee meets once a month. If you are interested in joining the InsideOut Committee, please consider coming to a meeting or attending the monthly General Membership Meetings so that you can be voted into the Committee.

**Submit articles by  
June 15, 2016  
For July**

**The Editor, InsideOut**

18121 - 107 Avenue  
Edmonton, Alberta  
T5S 1K4

email: [editor@cupwedm.net](mailto:editor@cupwedm.net)

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

*InsideOut Committee*

*Carmen Loiselle, Michelle Ream,  
Charandeep Singh*



# BE PREPARED

To begin with, as you all know the contracts of our union are supposed to be renewed normally with the corporation every four years. At the time of renewal of the contracts, the leaders represent all of us in negotiations with the corporation which involves job security, wages and other commitments. If the corporation doesn't support our demands, we may have to face things heating up, if the employer announces a LOCKOUT!

Facing the lockout isn't as easy as it sounds. We need to be mentally, physically and financially willing and able.

1. To be **mentally** capable: We always need to be mentally prepared at the time of new contract bargaining. The corporation may or may not agree with our terms, so in case they do not agree there can be a lockout. Still, there should be no environment of worries and tensions at that time. In fact each one of us should be aware of the demands of the union as a whole and also their respective roles.
2. To be **physically** sound: Physical fitness is a must which obviously will require a person to plan their diet properly and exercise well to attain good fitness levels. Small measures like consumption of lower sugar levels, giving preference to travel by **foot** as much as possible (or choosing any other physical activity you enjoy doing) can be followed by anyone. Remember, if you lack physical fitness you will probably struggle to tackle the stress for being mentally capable.
3. To be **financially** prepared: At the time of a lockout, we won't have any income, so it is a must that we are farsighted and start saving money, say 1\$ every day. In this way, after four years we could have savings of \$1460 which will make sure that we are not required to face any situation of urgency. We can use this money for whatever purpose we want to in case there is no lockout. This well planned money can be a source of paying off a part of our mortgage or enjoy a well deserved holiday.

Time and tides waits for nobody, so make the best out of this time because time is a very crucial element here.

**ROLL UP YOUR SLEEVES AND GET READY FOR THE CHALLENGES.**

*Vimal Sharma*

Sergreant -At-Arms/Editor  
Shop Steward Shift 3, EMPP

**We all stand together to help each other and to help those who need our help in the future**

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



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# **EVERYTHING IS IN OUR HANDS**

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Dear sisters, brothers and retirees;

We are on the verge of the assault of our lives by Deepak Chopra and his regime. Deepak and his appointees are still living in the Harper era, but times have changed. The Federal government has changed. The CUPW Leadership has changed. However, he still lives in a glass-covered house. He is taking the benefits of our hard-working workers, to give more to his management partners.



But what does he want in return?

- An end to our defined pension benefits
- Reduced job security
- Increased temporary workers
- Reduced full-time jobs
- Introduction of 12 hour shifts
- No stools on the work floor
- For motorized L/Cs, no obligations for a suitable lunch place
- L/Cs have to change CMB locks
- Very little time value for RSMCs for sequenced mail
- No pay for the over-assessed work hours
- Limited transfer rights
- Even worse waiting periods for STDPs
- Elimination of compensatory, superimposing annual leave, day in lieu, and seventh week holidays
- No raises for temporary employees
- No paid meal period, five minute wash-up time, or preretirement leave
- A cap on physiotherapy and an increase on benefit premiums from 5% to 25%
- Removal of RSMC red circling, and RSMCs being unable to take leave in November and December
- No payments for overtime bypasses

The list goes on even further, but these are just the highlights. We cannot accept a division between, full-time, part-time, RSMCs, and temporary workers. We are all one. We want the same job security for all, better protection when off work due to illness, improved health benefits, improved proper time value for L/Cs, more rights for temporary workers, more jobs in retail and maintenance, and contracts in all work we perform. Do you know why we want all these things? We are Canada's number one parcel-delivering company and profitable for almost 15 years in a row. We deserve way better than what we are getting right now.

Everything is in our hands. If you want to keep your dignity and respect, vote "YES" in the upcoming strike vote. I especially urge my RSMC sisters and brothers to vote in favour of the strike vote. We would love to see you under the same collective agreement that the Urban Opps have. At the end of the day, everything is in our hands.

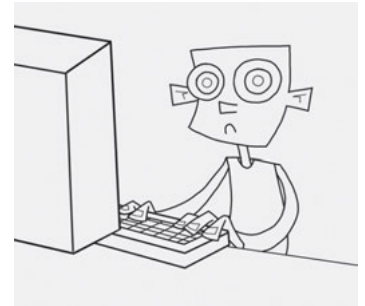
See you at the strike votes,

**Raj Sharma**

Vice President CUPW Edmonton Local  
Chair of Strike Committee



# e-learning



CPC recently have brought in e-learning. CPC hopes that it will eventually replace the class room training. One of the reasons why CPC bringing e-learning is to reduce the cost per head. Its not uncommon for CPC to chose "COST SAVING" over effectiveness. Where does the cost saving come from? Decreased course duration, decreased time off the floor, book offs for facilitators, etc. In this article I will talk about some cons of e-learning. this is not an exhaustive list.

E-learning does not provide a good match for face-to-face communication and is more linear then face-to-face discussion, It does not appeal to all especially strong activist and pragmatist. A lot of questions are a lot easily answered when face-to-face with facilitator. This also eliminates C.U.P.W. from participation in creating courses such as those in Appendix D.D. & H.H.

Learners miss out on discussion with peers. Learners with low motivation will fall behind when using e-learning. The feeling of isolation can often demotivate individuals, as they feel they don't have support and reassurance that the physical presence of facilitator provides.



Some employees might not be too comfortable using computers. Therefore the very idea of using the computers can be daunting and demotivating for some. Therefore the employees are likely to learn a lot less then they would from a physical course.

**Amir Sheikh**

Chief Steward Shift #1

# WHAT HAPPENS

to my claim if there is a strike or lockout?



## WCB:

If you are on an approved WCB claim, your benefits will continue but you have to notify your caseworker, so that you receive your benefits directly from WCB.

## LTD:

If you are on long term disability; in the past CPC honoured your claim and benefits continued. Funds come directly from Sun Life.

## STDP:

CUPW does not know what will happen with those workers that are on Short Term Disability. This is a contentious contract item and prior to the 2011 lock out, we did not have this. It would be wonderful if CPC honoured those on accepted claims but we can't be sure they will do that.

**Extended Disability:** For RSMCs on extended disability, it will be the same as STDP; your pay comes from CPC and so, we do not know what will happen.



**It is advisable to stock up on any necessary prescription meds in case we are locked out/on strike for any length of time.**

## Lorraine MacKenzie-Lawson

Health & Safety Officer  
CUPW Edmonton Local

**T 780.423.9000 Ext. 4**

C 780.915.2269

F 780.423.2883



# What You Need to Know in the Event of a Strike/Lockout



*“Our movement is of the working people, for the working people, by the working people....There is not a right too long denied to which we do not aspire in order to achieve; there is not a wrong too long endured that we are not determined to abolish” - Samuel Gompers, founder of the American Federation of Labour (AFL), Organization's president from 1886 to 1894.*

## Dear Sisters and Brothers,

We are approaching a time where a work disruption may be imminent. We do not know whether this is a lockout or a strike, but it is best for all of us to be prepared in either case. What everyone should know is that throughout history, the gains of our union have been achieved through collective action and the strength and support of our membership is so crucial. **Remember: the goal of our union is to negotiate a fair, living wage, maintain our benefits, uphold our current pension, and ensure job security and proper working conditions.**

When the employer fails to negotiate fairly and forces us to accept concessions, this is where we **must** take action. A strike is never our goal but where it is used is to defend and expand our collective agreement; a stoppage of work is used as a last resort when employers fail to negotiate. This is why we must always be prepared for the worst. The labour movement, in general, is full of a rich history of gains achieved through strike action. A successful organized strike action conveys to the employer that the entire membership supports the demands and that we remain strong, so that we can hold out if necessary for a better deal. As peoples' tensions and anxieties arise, so do the questions that our members have in an event of a strike/lockout

### **Question: Can Temporary workers participate in a strike?**

Answer: Yes. Temporary workers can participate in a strike. They may picket and take part in all strike activities. Temporary workers have the right to be reinstated to their former positions after the strike as well. These rights have been fought for and protected under the Canada Labour Code. Temporary Employee who have not achieved their 480 hours (probation period) should contact the local if a strike or lockout occurs.

### **Question: Does Canada Post have to reinstate people who participate in the strike?**

Answer: Yes. The Canada Labour Code, under Section 87.6, says, *“At the end of a strike or lockout not prohibited by this Part, the employer must reinstate employees in the bargaining unit who were on strike or locked out, in preference to any person who was not an employee in the bargaining unit on the date on which notice to bargain collectively was given and was hired or assigned after that date to perform all or part of the duties of an employee in the unit on strike or locked out.”*

### **Question: Can Canada Post force members of other bargaining units to do our work during a strike or a lockout?**

Answer: No. The Canada Labour Code, under Section 94.3, says that *“employers are prohibited from*



*suspending, discharging or imposing any financial or other penalty on an employee, or taking any other disciplinary action against an employee, by reason of their refusal to perform all or some of the duties and responsibilities of another employee who is participating in a strike or subject to a lockout.”*

**Question: What is the strike pay and what are the benefits?**

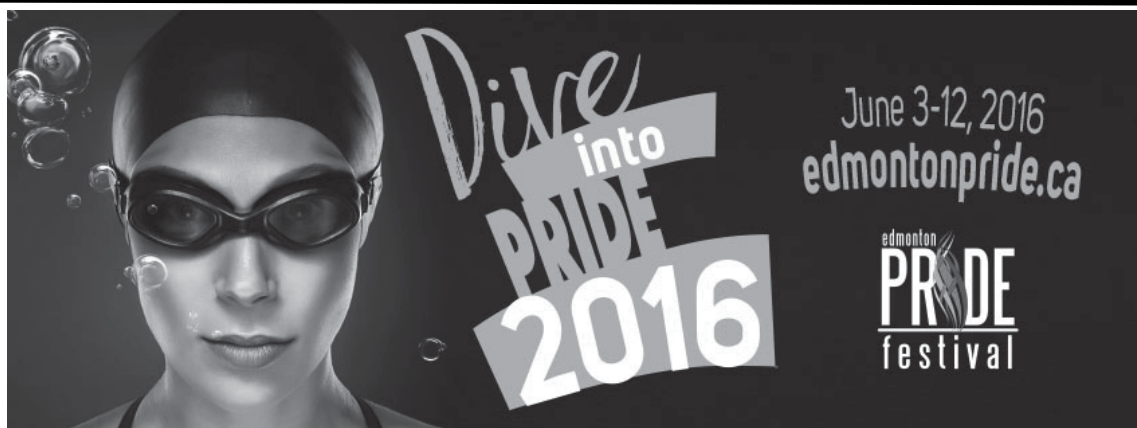
Answer: Under the National Constitution, articles 7.23 to 7.27, it says:

- All members must participate in the strike in order to receive strike pay. This participation includes picket line duty, strike committee work or work in strike headquarters.
- Strike pay is a minimum amount of \$200 per week. The National Executive Board can increase this amount. A week is defined as a period of seven days or more during which the local is on strike for five days. The term “strike” also includes lockout.
- All strike pay is payable by cheque and the Local is responsible for preparing and distributing strike pay. The Local must ensure that a member has participated in the strike, during the relevant time frame, in order to be eligible for strike pay.
- The employer may or may not choose to suspend benefits during the strike period. If you have dental work, etc, to be done for you or those covered on your plan, it is advisable to get this taken care of before a strike. They may or may not suspend annual leave.

I hope this information helps to address the common concerns that are shared amongst the membership. If there are other concerns or questions, I encourage all of you to call the office at 780 423 9000.

In Solidarity,

**Cheryl Chow**  
Shop Steward/ Labour Community Advocate (Social Steward)  
EMPP, Shift 2



We are joining the AFL to walk in THE PRIDE PARADE on June 4, 2016.

We are looking for volunteers to walk in the parade

It starts at 11 AM at 108 St. and is heading down Whyte Ave in Old Strathcona!

**Any questions please contact**

**Kathi**

**kathies\_corner@yahoo.ca**

# 2016 STRIKE VOTE MEETINGS

## All Meetings are for Both RSMCs and Urban Members

Edmonton Local will be holding Strike Vote meetings on the dates, times and locations listed below. Any member in the Edmonton local may attend any meeting listed for the Edmonton local.

Date	Time	Location
June 1	6:00pm - 9:00pm	Camrose – Camrose Legion 6002- 50 Ave, Camrose Ab.
June 1	6:00pm - 9:00pm	Wetaskiwin – Wetaskiwin Senior Center 5216 – 54 St., Wetaskiwin Ab.
June 2	6:00pm - 9:00pm	Stony Plain/Spruce Grove – Grove Motor Inn – 240 St. Matthews Ave, Spruce Grove Ab.
June 5	2:30pm – 5:30pm	Edmonton – Central Lions Centre 11113 – 113 St., Edmonton Ab.
June 7	6:00pm - 9:00pm	Vegreville – Vegreville Legion 5032 – 52 Ave., Vegreville Ab.
June 8	6:00pm – 8:00pm	Edson – Edson Library 4726 – 8 Ave., Edson Ab.
June 8	6:00pm – 8:00pm	Barrhead – Barrhead Legion 5026 – 51 St., Barrhead Ab.
June 9	6:00pm – 8:00pm	Whitecourt – St. Joe’s Parish 5538 Mink Creed Rd., Whitecourt Ab.
June 9	6:00pm – 8:00pm	Slave Lake – Fix Coffee Shop 317 Main St., Slave Lake Ab.
June 11	11:00am – 2:00pm	Hinton/Jasper - Hinton Rec Centre 805 Switzer Dr., Hinton Ab.
June 11	11:00am – 1:00pm	Vermillion – Vermillion Public Library 5001 – 49 Ave., Vermillion Ab.
June 11	3:00pm – 5:00pm	Wainwright – Wainwright Communiplex Hall 2, 700 - 2 Ave., Wainwright Ab.
June 15	8:40am – 11:30am	Edmonton – Italian Cultural Center 14230 – 133 Ave., Edmonton Ab.
	12:00pm – 3:00pm	Edmonton – Italian Cultural Center 14230 – 133 Ave., Edmonton Ab.
	4:30pm – 7:00pm	Edmonton – Italian Cultural Center 14230 – 133 Ave., Edmonton Ab.
June 15	7:00pm – 9:00pm	Killam – Killam Legion 5117 – 51 Ave, Killam Ab.
June 15	4:00pm – 6:00pm	Provost – Provost Legion 5024 – 48 St., Provost Ab.
June 16	7:15pm – 10:00pm	Edmonton – Central Lions Centre 11113 – 113 St., Edmonton Ab.
June 17	0:30am – 2:30 am	Edmonton – CUPW Office 18121 – 107 Ave., Edmonton Ab.
June 18	11:00am – 1:00pm	Lac La Biche – Bold Center – Clarke Room - 8702 - 91 Ave., Lac La Biche
June 18	3:00pm – 5:00pm	Smoky Lake – Smoky Lake Inn 4 Wheatland Ave., Smoky Lake Ab.
June 18	11:00am – 1:00pm	Cold Lake – Cold Lake Public Library 5513B – 48 Ave., Cold Lake Ab.
June 18	3:00pm – 5:00pm	St. Paul – St. Paul Library 4802 – 53 St., St. Paul Ab.
June 21	6:00pm – 9:00pm	Nisku – Nisku Inn 1101 – 4 St., Nisku Ab.
June 22	6:00pm – 8:00pm	Athabasca – Athabasca United Church 4817 – 48 St., Athabasca Ab.
June 23	6:00pm – 8:00pm	Morinville – Morinville Library 10125 – 100 Ave., Morinville Ab.
June 23	6:00pm – 9:00pm	Ft. Saskatchewan - First United Church 10409 – 100 Ave., Ft. Saskatchewan Ab.

**Please Note:** Strike Votes must be held in accordance with the guidelines laid out in the **Canada Labour Code**. All members must sign in at the start of the Strike Vote meeting in order to receive their Strike Vote ballot. Proof of CUPW membership or Canada Post employment must be provided at the time of signing in, examples of this could be; providing a valid CUPW membership card or current Canada Post pay stub or ID, **AS WELL AS A GOVERNMENT ISSUED PICTURE ID**. All members must be able to make an informed vote and as such will be required to first attend an information session before the vote will take place. Once an information session starts, all doors will be closed to late entries, it is crucial that you arrive for the meeting start time to ensure that you will be registered and able to attend the full information session. Please plan to spend a minimum of one hour for the information session. All votes will follow after the information session.

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

# We deserve better. Vote YES!!

Friday May 27 2016

After more than six months of difficult and frustrating negotiations we need to send Canada Post management a strong message. "Address the Union's proposals for equality, job security, improvements, full-time jobs and healthy working conditions and drop your demands for rollbacks. And do it now!" This strike vote is about the future – our future. At stake are our pensions, wages, benefits and working conditions for years to come. This is our opportunity to tell the employer where we stand and that we deserve better.



## ***Equality***

RSMCs and letter carriers do the same work. But RSMCs continue to receive much less pay, inferior benefits and worse working conditions. CPC still refuses to pay them for all hours that they work. RSMCs deserve better.

## ***Job Security and Improvements***

Postal workers have been responsible for the financial and operational successes of Canada Post. We deserve to maintain and improve our current wages, rights and benefits. All regular employees deserve job security.

## ***Full-time Jobs and Services***

We deserve improved staffing measures that will safeguard current full-time positions and provide full-time employment opportunities for part-time and temporary workers. New services, such as postal banking, will provide job opportunities for postal workers, generate revenues for Canada Post, and promote financial inclusion and economic development.

## ***Health and Safety***

Health and safety has to come before profits. It is time to obtain safer work methods for all members.

## ***Stop the Rollbacks***

Instead of addressing our demands for the future, Canada Post management is trying to turn back the clock on major issues such as job security, pensions, health benefits, sick leave, internal staffing, and letter carrier workload. They want Group 3 and 4 workers to work 12 hour shifts including all weekends. They are attacking paid leaves and breaks, seniority rights and more.

Canada Post wants more inequality. We deserve better than this.

***We need your support!***

As your negotiating committee we have been working hard to convince the employer to drop their demands for rollbacks and address our proposals. But we cannot do it alone. We need your support. The employer needs to know that the membership is solidly behind us and our demands.

***So vote YES***

A strong YES vote is a statement that we deserve better. We deserve security and improvements. We deserve much better than the rollbacks that are being demanded by Canada Post management. A strong YES vote is a strong YES for our future.

  
**KEEP  
CALM**  
 You  
**Deserve  
Better!**

*In Solidarity – Your Negotiating Committee*

# Negotiations up date

by Gord Fischer, Raj Sharma,



**Phone: 780-423-9000 • Fax: 780-423-2883**





# NATIONAL ABORIGINAL DAY

JUNE 21

## MYTHS AND MISCONCEPTIONS QUIZ

### TRUE or FALSE

1. Aboriginal people do not pay any taxes
2. Aboriginal people get free education
3. Aboriginal Peoples are living at Canada's expense
4. Aboriginals have the same social and traditional norms
5. Aboriginal People are responsible for their current situation

1. **FALSE:** Aboriginal people pay all taxes except for treaty Indians. Treaty Indians are tax exempt for purchases and earnings on reserve land only!!!

2. **FALSE:** The cost of post-secondary is only covered for Treaty Indians and there is not enough funding to meet the demand. So in practice, not all Treaty Indians do receive free post-secondary education

3. **FALSE :** The country was built on land and resources that belong to Aboriginals and Nation to Nation agreements meant the sharing of revenues from the land

4. **FALSE:** All Aboriginal People in Canada are not the same. All have different social norms and cultural beliefs. And like every other culture, there are differences within each community.

5. **FALSE:** Past injustices and discrimination affects today's Aboriginal societies

*Karry Biri*

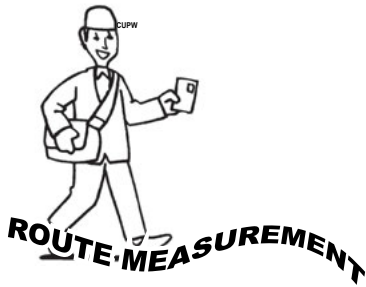
CHIEF STEWARD RSMC

\* PHOTO From: [www.aadnc-aandc.gc.ca/eng](http://www.aadnc-aandc.gc.ca/eng)

\*Taken from the CUPW Turtle Island Course

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THE STRUGGLE CONTINUES.....



## BY THE NUMBERS NOTES FROM THE ROUTE MEASUREMENT COMMITTEE

- The Depot 9 Build is complete. There will be 64 Full-Time Routes and 3 Part-Time Routes. This is a loss of 1 Full-Time Route from the previous build. Given that CPC wanted to reduce the routes by at least 1 Full-Time and 1 Part-time, we will consider this a victory. **THANK YOU** to **RUDY KERN** for all his hard work as your union observer during the build process. In the next few weeks, we will be reviewing the new routes to insure that the values are correct and to find any irregularities.
- The Depot 6 (Mayfield) Build has now begun. **DUSTIN HILL** is your union observer for this part of the restructure process. The results from the volume count were better than expected. The mail volume was essentially the same as compared to the same time last year and parcel and packet volumes were increased. As a result, it is expected that there should be no loss of routes. Again a big **THANK YOU** to sharp-eyed workers at the EMPP who made sure that all the mail for Depot 6 was sent during the volume count.
- Members of the Route Measurement Committee and the Chief Shop Steward have started a project to look at reviewing the CMB routes under Article 50 of the collective agreement. Article 50 allows for verification and restructuring of routes if it is found that the workload is excessive on the routes. Stay tuned for more developments.

The next meeting of the Route Measurement Committee is set for Saturday June 18 at 10 am at the Union office. All members are welcome. If you have any route concerns Please contact **KATHLEEN MPULUBUSI** at [cupwedmroutever@gmail.com](mailto:cupwedmroutever@gmail.com)





## FRONT YARD IN BLOOM 2016

### It's that time of year again!

- Nominations for Front Yard in Bloom are now open. You have until June 30 to nominate front yards all over the city in 4 categories - General, Natural, Edible and Public Spaces. All CUPW members are encouraged to nominate yards. The yards do not have to be on a route. You can nominate your neighbours or any yard that catches your eye. Last year CUPW members nominated over **1,000 yards** - 1/3 of the total nominations!
- **New this year.** If nominations are received by **June 5** your name will be entered for prizes from Zocalo and if you nominate yards by **June 14** your name will be entered for prizes from Hole's Greenhouses. The CUPW member who nominates the most yards will be given a prize package from the City of Edmonton and be formally recognized at the awards ceremony in August.
- Nomination Forms will be available at the Union Office, depots and the EMPP. In addition forms will also be available on the Edmonton Local website (**www.cupwedm.net**) You can also nominate yards directly on the City of Edmonton Website under Front Yards in Bloom.
- Front Yards in Bloom is the Edmonton Local's largest community recognition and publicity program. This is an easy and fun way to build goodwill and increase our public support.
  - **Nominate early and often!** For more information please contact **Kathleen Mpulubusi** at [kmpulu@gmail.com](mailto:kmpulu@gmail.com). Like to look at gardens? I will need volunteers to help with sign placement through June and July

## ABOUT FRONT YARDS IN BLOOM

- CUPW Edmonton Local, The City of Edmonton, and the Edmonton Horticultural Society are partners in this recognition program.
- FYIB helps to build community connections and a beautiful workplace.

### **NOMINATION CATEGORIES**

1. **General Category** - an appealing front yard that catches your eye, inspires smiles and invites visitors to enjoy its beauty! May include a variety of plants, colours, textures, heights, decorations, and unique features.
2. **Natural Front Yard** - a yard with a "natural" aesthetic, using native plants, limited pesticides, and herbicides, and reduced water use. Natural landscaping creates plant communities and local biodiversity. The Natural Front Yard Category is judged by the Edmonton Native Plant Group.
3. **Edible Front Yard** - a yard incorporating edible fruits, flowers 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 is judged by Sustainable Food Edmonton.
4. **Public Spaces** - a yard or garden with landscaping features and aesthetic appeal in front of a public building. Can be located in front of a school, business, or office building, multi-unit residence, church, community league, or volunteer association.

**\*Nominate online** - Go to [edmonton.ca/front\\_yards\\_in\\_bloom](http://edmonton.ca/front_yards_in_bloom). Nominations online close on **June 30**. Please indicate if you are a CUPW member.

**THANK YOU!!!!**



CUPW EDMONTON FRONT YARD IN BLOOM

NAME \_\_\_\_\_ DEPOT/EMPP \_\_\_\_\_

PHONE/EMAIL (OPTIONAL) \_\_\_\_\_

FYIB CO-ORDINATOR \_\_\_\_\_

Completed forms can be given to the FYIB co-ordinator or Faxed to CUPW Edmonton **780-423-2883**

***\*Nominations accepted until June 30\****

SELECT ONE ( For Category Descriptions Turn Page Over)

ADDRESS	GENERAL	NATURAL	EDIBLE	PUBLIC



# Let's keep our eyes on the prize




Here we are again going into negotiations with an employer who is grasping onto an old Harper Conservative ideology. We must first take a look at our past victories and look at what we need to do in order to be successful to negotiate a fair contract for all of our members. I'm hopeful and optimistic that the days of us giving back our hard fought wages and benefits is over. These fair wages and benefits came with a cost. Nothing is ever gained or retained without a fight. If it is a fight that we must engage in to get a fair contract for our members, than a fight it will be.



Many of our members in our union have worked tirelessly to put us in a position to reach out and grasp the prize, which for us must be a fair and equitable contract for all our members and to reverse many of the negative effects of the illegal legislation from our last round of bargaining.

First we need to look at some of our recent victories and realize what made us successful. I often hear our members speaking about our union being weak or that we are relying on past victories we achieved in the last century. Of course our union has and will probably always be the target of a ruthless employer and of governments that are not usually friendly to the labour movement, but we have survived. This union has a rich history of when faced with challenges, always rising up to those challenges.

In December of 2013 Canada Post announced their 5 point plan which called for the elimination of home delivery across Canada and the elimination of between 6000-8000 jobs. Our union immediately started a fight back campaign. There were hundreds of thousands of Canadians signing petitions to keep door to door

**DOWNTOWN**

**ST. ALBERT**

## CONGRATULATIONS...

**TO THE RESIDENTS OF ST. ALBERT AND  
SURROUNDING AREA ON KEEPING THE  
DOWNTOWN PERRON STREET POST OFFICE OPEN.**

**THE CANADIAN UNION OF POSTAL WORKERS IS COMMITTED  
TO MAINTAINING AND EXPANDING SERVICES  
(SUCH AS POSTAL BANKING) AT THIS HISTORIC OUTLET.**

**FOR MORE INFORMATION ON POSTAL BANKING GO TO CUPW.CA POSTAL BANKING**

**THANK YOU FROM THE C.U.P.W. EDMONTON LOCAL  
AND THE STAFF AT THE PERRON STREET POST OFFICE.**

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

delivery. We also started a cross country caravan tour to help defeat the Conservative government who had ordered us back to work after we were locked out and gave the top brass their blessing to the 5 point plan. In Edmonton, Tim Uppal (the Conservative incumbent) was defeated by a mere 80 votes in a riding which had many residences lose their door to door delivery. The winning candidate Liberal Amarjeet Sohi was very supportive of retaining and restoring door to door delivery. We were able to help defeat the government and through public support have the new government stop the implementation of the Community Mail Boxes. This victory of saving between 6000 – 8000 jobs is unprecedented and no union can boast of such a victory.

Upon getting elected the Liberals announced the stop to the conversion to CMB's and promised a postal review. Soon afterwards they asked for the resignation of the Harper appointed CEO (which of course he declined).

Late in April of this year we had another huge victory when the Tories 2011 back to work legislation was ruled unconstitutional. This sets the tone for the new Liberal government to force the corporation to bargain with its employees rather than stepping in and forcing us back to work.

At a local level we also had some great victories also with stopping the proposed closure of the St. Albert Corporate Retail Outlet in the city's downtown. It was our support of the grass roots campaign started by local people and city councillor Bob Russell and the St. Albert Chamber of Commerce that made the difference. We held a few town hall meetings to push the corporation to fulfil their mandate of having consultation with the public. Even though they were invited, of course nobody from Canada Post showed up. The people that showed up were not pleased with Canada Post and made it be known. One angry resident even went to so far as to suggest that since the CEO of Canada Post had been asked to resign by the governing party, would that not make him insubordinate? It was very clear to me and others the great service and dedication that we provide to our customers is not available at the franchise outlets.

#### **Congratulations to the staff at St Albert retail outlet.**

We can be and will be successful in our negotiations only if, first and foremost we stick together. Solidarity between all groups and bargaining units is imperative. The RSMC bargaining unit must be brought up to the standards that the Urban Operation currently have. It's time to get rid of the new starting wages for new hires. This kind of bargaining is putting our new and younger members at a huge disadvantage.

Sadly, I often hear our member saying our union has to be realistic and bargaining is “give and take”. I have not seen where we have made any gains in any recent contract but only the corporation taking away. This is all going on while they boast of soaring profits and huge gains in the parcel business. Our vision of the post office is one of a proud public service (the Liberals have moved us from falling under the responsibility of the Minister of Transport to the Minister of Public Services and Procurement). We have embarked on a few initiatives as a union. Just two of these initiatives are Postal Banking and the greening of the post office.

Besides getting out and voting in the upcoming strike votes our members can also participate in campaign to support our negotiating teams. Members also need to go onto our National link for Postal Banking at [cupw.ca](http://cupw.ca) Postal Banking. Our members need to have their voices heard in the public review. You can participate by going to <http://www.tpsgc-pwgsc.gc.ca/examendepostescanadacanadapostreview/index-eng.html>. If we work together we can win this struggle.

It's time for our members to speak up and be heard....

The best way to stop the corporation from coming at us with more cuts to our contract at negotiations is to have a strong turnout at our strike votes and to give our negotiating team a strong yes vote. This will let the corporation know that we are behind our demands and we are behind our negotiating teams. Let's not take our eyes off the prize.

In Solidarity  
*Larry Dionne* Local President

## Community Building within Our Union

by Carmen Loiselle

At 4:00 pm, the beginning of my shift today, Vimal, our new Editor approachd me and told me he needed my article in by early tomorrow morning at the latest. Yikes! I thought this would be an occasional thing...I guess not.

He specifically mentioned a new recipe. It was my hope initially that this column would not JUST be about recipes. There is lots of ways to build community. Please, please, please, tell me your ideas for 'building community'! I will write the article; but I need your ideas!

Having said all that...I just happen to have a recipe I can share ;D I call it:

### Non Creamy, Low Fat, Extremely Yummy Coleslaw - Ta Da!

#### *Ingredients:*



1/2 cup hulled sunflower seeds • 1 large or 2 small carrots, grated  
 1 cup thinly diced red or green cabbage • drizzle of flax oil to taste  
 drizzle of vinegar to taste (can be balsamic or red wine or apple cider depending on type of coleslaw)  
 Diced red onions, diced chives, chive flowers, garlic scapes to taste if needed  
 Diced apples if needed  
 Raisins if desired and needed

#### *Method:*

Toss the sunflower seeds in a dry (ie. no oil) pan, on low heat (eg. #3 on your stove top dial) and go do other things until you begin to smell the wondrous toasty scent. Stir the seeds around and take off the heat once they are a nice toasty brown colour.

Grate carrots into a bowl. Dice cabbage and add to carrots. Add the toasted sunflower seeds. Here's where it gets interesting! Depending on what I'm serving the coleslaw with, I have made two different types.

Type 1: If I am making a fruity type of coleslaw, I use apple cider vinegar, diced apples and raisins if desired. Amount is to your taste.

Type 2: If I am making a more savoury type of coleslaw, I use either a red wine or balsamic vinegar, plus onions, chives, chive flowers (ie. the beautiful and yummy light mauve flower heads on the tops of chives in the spring) or garlic scapes (find these at farmers markets later in the summer).

Mix well and serve.



# CUPW

## Edmonton Local GENERAL MEMBERSHIP MEETING Saturday June 4th

11:00 am - 1:00 pm

Union Office: 18121 – 107Ave., Edmonton

### Agenda

Floor Nomination/Election - Chief Steward of Transportation – April 2018  
2016 – 2017 Local Budget

### Committee & Delegate Elections

Inside Out Committee	1 Member	(to Nov 2016)
Organizing Committee	2 Member	(to Sept 2016)
Elections Committee	1 Member	(to Dec 2016)
By-Law Committee	1 Member	(to Feb 2018)
EDLC Delegate	1 Member	(to Feb 2017)

In the event that a member nominated is not present at the time of election, he/she must have indicated, in writing in advance, their willingness to stand for election.



Todd treats Trish to lunch, in honour of Administration Appreciation Day.



Gord Fischer, Raj Sharma, Anita Sharma, Kathleen Mpulubusi, Nick Dredger, Jan Simpson

THE STRUGGLE CONTINUES.....