



# More of the Pie, Please

**InsideOut**

June 2018  
[cupwedm.net](http://cupwedm.net)



# InsideOut

**Empower // Organize // Resist**

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

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

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

Kyle Turner, Editor  
[editor@cupwedm.net](mailto:editor@cupwedm.net)

# June 2018

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Our office hours are Monday through Friday from 8 am until 5 pm.  
Our part-time administrative assistant answers the phone from 9 am until 2 pm.

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# President's Report

Dear CUPW Local 730 members, I owe all of you an apology. I would like to apologize for the division that occurred around the Executive Committee motion that was put forward to restructure your Executive Committee and reduce the number of people that it has. It was not our intention to cause this division when we were discussing and working on this motion over the last several months.

We on the Executive have all come to realize that the size of the Executive is causing some issues. These issues range from being able to discuss and accomplish tasks in a timely manner to supporting the Local membership to the financial impact of having to book-off so many Committee members for our (bylaw-required) monthly meetings. We had hoped that by restructuring and reducing the Executive – as directed by **you** – we would increase the support and solidarity we could provide to you. Judging by the comments and calls I received before and after the General Membership Meeting (GMM) in which the vote occurred, we did just the opposite of our intention.

Many of you were concerned about losing your representative's voice and vote on the Executive, reducing the number of your representatives, the ratio of member representatives from workplace to workplace, and having better and more active representation on the Executive. All of these are valid concerns that I would like to address.

First, **your** Executive cannot do anything without the approval of all of **you**. We hold GMMs ten months out of the year and at each of these GMMs is where all of **you** can give direction to the Executive. You give this direction by bringing forth points of discussion under New Business. You give this direction by making motions that may or may not affect our bylaws – the bylaws on which we run our Local, all of which have been created by you and can only be changed by you). There is nothing the Executive can do without your approval. You are the voice of your Executive. You provide the vote for the direction your Executive will go.

Second, the only reduction that was set to happen on **your** Executive was the number that attended required monthly meetings. The complete packages of the proposed restructure – which were shared with the entire membership through previous issues of the InsideOut – outlined each step and how the changes would affect those that were represented by the realignment of their direct representative. **Your** representatives were still there and had the ability to bring concerns forward, just as they do now when they are unable to attend an Executive meeting. There would be even more ability for **your** voices to be heard. The cost reduction could have been used for your representatives to have more time to meet with you on your work floors on a more consistent basis and help you with the constant and ongoing work issues you and your co-workers may be dealing with. There would have been more time and ability for your representatives to do report backs to your entire Executive that would have allowed all of us to better represent you.

Third, the ratio of direct representation from workplace to workplace is skewed. When I speak of direct representation, it is meant that those who are specifically representing a specific work floor or workplace, such as our Chief Steward of RSMCs, Chief Steward of Shift 1/2/3, Chief Steward of Depots/Stations, and so on. In the complete package that was brought forward, there was an opportunity to adjust this without increasing the cost to the membership. It would have realigned the representation of all workplaces to be more beneficial to all and would have allowed for more Executive members to represent each workplace and group. It would have seen the members of the Executive working together in a closer structure with more communication and support.

Finally, as for wanting better representation from the current Executive Committee members that represent **you**, that was, is, and will always be **your** right and up to you to make happen. You should expect the best representation from your Executive representatives. **You** should be asking them to represent you in the best possible way! They should be providing information and

communication about what is currently happening with negotiations, about any local consultation that is scheduled to occur and its outcomes, any GMMs or committee meetings that are up and coming, issues around your working conditions, and any updates on changes that Canada Post puts forward. As your President, I am sharing all information that I get from our National, Regional, and Local Offices. Your representatives should be sharing that information with all Shop Stewards and members on our work floors.

If **your** representatives are not representing **you** in the way you think they should, **you** need to have a discussion with them. If you are not able to have that discussion with them, please talk to your Shop Stewards or one of your full-time officers in your Local office. If you are still dissatisfied with the level of representation your representatives are providing, you can bring this forward to a GMM to discuss it openly and direct your whole Executive to take action – just as you did when you brought a motion forward to direct your Executive to restructure and reduce your Executive Committee.

These are the reasons I stood in favour of this motion and the motions that were to follow. I see that we need a change. I saw these changes as a positive step towards us being able to grow. But you, the membership, has shown that this is not the change you are ready for. As your President and as a member of the Executive, I accept that **you**, as our highest authority, would like to see a different approach to how our Local works, but that this was not the way you wished to see it done. I thank each and every one of you that came out to the GMM to have your voice heard. You showed by perfect example that you are the voice and vote of your Executive Committee – and that is exactly how it should be.



*By Nancy Dodsworth, President CUPW  
Edmonton Local*

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# Front Yards in Bloom 2018

*It's That Time of Year Again!*

Nominations for Front Yards in Bloom are now open. You have until June 30 to nominate front yards all over the city in five categories: general, natural, edible, public space, and – new this year – tiny yards! All CUPW members are encouraged to nominate yards, and these yards do not have to be on your route. It can be your neighbour or any yard that catches your eye. (Last year CUPW members nominated over 1,000 yards – 1/3 of the total nominations!)

Nomination forms will be available by June 1 at the Union office, depots, and EMPP. Forms will also be available on the Edmonton Local website ([cupwedm.net](http://cupwedm.net)). Nominations are also accepted by calling the City Information Line at 311 and you can also nominate yards directly on the City of Edmonton website under Front Yards in Bloom. The website also has information on the different categories and the guidelines for nominating a yard.

Nominate early and often! For more information, please contact Kathleen Mpulubusi at [kmpulu@gmail.com](mailto:kmpulu@gmail.com). If you would like to help out, I am looking for volunteers to distribute nomination forms at EMPP, EDDD, and Depot 6, and in July volunteers may be needed to help with sign distribution.

Front Yards in Bloom is the Local's largest community recognition and publicity program. This is an easy and fun way to build goodwill and increase public support for CUPW.

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*By Kathleen Mpulubusi*

# More of the Pie, Please

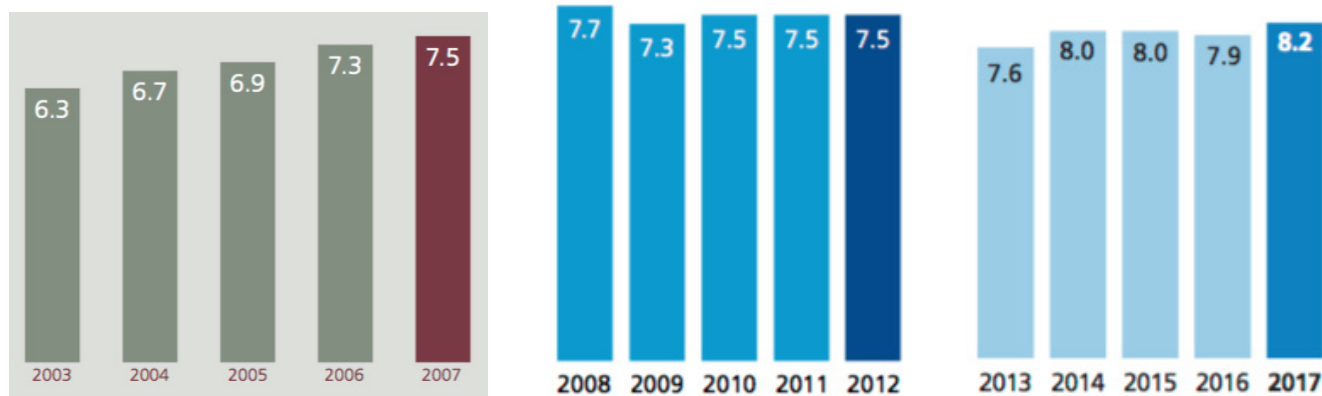
## *Profits, Division, Unity*

By the time you are reading this, negotiations should be gearing up. The pay equity challenge should be settled and if the arbitrator rules in CUPW's favour, the talk from the employer will likely be, "due to the financial burden caused by the ruling, there is nothing left for the Urban demands." I predict that, similar to other negotiation years, excuses like pension deficits, declining mail volumes, and other Chicken Little stories are all cued up and prepared to confuse members and the public.

Take a close look at the following images extracted from a series of CPC annual reports to parliament for the Canada Post Group of Companies, which includes Purolator Holdings Ltd., SCI Group Inc., and Innovapost Inc. (Reports can be found at [canadapost.ca/annual\\_reports](http://canadapost.ca/annual_reports).)

This is why I want to talk straight about the relationship between the RSCM group and the Urban group. To be clear, the discussion below is not about a majority of people but a few conversations that I want to address before we lose sight of the truth and people buy into the kind of thinking that leads to division. (I want us to be strong!) During the last contract negotiation, I heard a small number of letter carriers blaming the RSMC group for contractual rollbacks or the recent lack of gains. I want to shed some light on this thinking and challenge it.

We can't forget what happened in 2011. To quickly review, we had a Conservative government headed by Stephen Harper. The employer's demands included heavy rollbacks to wages, benefits, sick time, and our pension. We're talking about a \$16,000



What this shows is revenue from operations reported in billions of dollars, from \$6.3-billion in 2003 to \$8.2-billion 2017. Congratulations! Your hardwork is making someone wealthy!

I don't know about you, but I think it's due time that we carve out a bigger piece of the pie.

The best way forward is a well-informed, active, and unified membership. Remember, the first casualty of war is truth. How and what you think will be under attack, so be prepared to defend yourself. Be informed and prepare to get active and remain unified if you want to succeed. Guard against the kind of talk and the kind of thinking that works against us.

plus annual wage reduction for new hires and the conversion of our pension plan from the far superior defined benefit plan to a defined contribution plan; as well as accumulated and banked sick days replaced with fewer personal days and a convoluted short-term disability plan (STDP).

If you recall, the employer requested conciliation, we began rotating strikes, and in June the employer locked us out. After 13 days, the Canadian government pushed through the Restoring Mail Delivery for Canadians Act, which legislated us back to work under threat of fines if we defied: \$1,000 per day for members; \$50,000 per day for union representatives; and \$100,000 per

day for the Union. This also binded us to a final offer arbitration process. Basically, we had an arbitrator picked by the government who we had to convince of our bid over the employer's bid. We managed to keep our pension intact, but we took huge hits – which include but are not limited to losing our sick days, accepting an inferior STDP, and accepting massive wage reductions.

For those that don't know, on April 28, 2016, the Supreme Court of Canada ruled the aforementioned Act unconstitutional and invalid. But the damage had already been done, and let's just say that it was a difficult time to be a postie.

But, I ask you, how did the RSMC group play a role in this history? The fact is we have a group that does basically the same work but, whether a low-paid contractor or an underpaid and separate bargaining group, the employer is anxious to stampede all of us into a panicked run to the bottom.

I have heard a few Urban members claim that RSMCs know what they signed up for – therefore they somehow deserve what they have. I find this offensive. Let me share a few true examples of why. PREs (Permanent Relief Employees) are similar to letter carrier OAs (Other Absences), except they make 85% of the value of the route they are assigned to cover. For RSMCs, route wages are calculated by points of call, with some routes paying more than others. Not long ago, a PRE approached me after they had learned about this permanent reduced wage, frustrated that our Union would agree to such an idea knowing full well that Urban relief make more for doing the same work.

Another PRE I know of could not afford their vehicle loan payments. Their vehicle was impounded and they were unable to return to work until the impound fees were paid. Another PRE, dismayed at how low their first paycheque was, allegedly took their own life one week after quitting. I am aware there were many other stresses in this person's life, however, in every single case, not one of these PREs were made aware of their reduced (85%) route value wage during the hiring process. Every single one of them learned about this after being hired, in some cases being told by the employer, "It's not our job to explain your contract to you."

Other RSMCs learn cold-hearted realities of their employment conditions if they experience an automobile accident. One such example I witnessed was an RSCM with a shocked look on their face claim, "I am going to have to declare bankruptcy."

Fuel prices increase, as does the size requirement of the vehicle as parcel volumes increase, but the wages do not reflect that fact. None of the aforementioned have any contractual financial safety nets in place, and none of this is explained to them during the hiring process.

The truth is that we have all signed up with an employer that will exploit people – as will any corporation – for financial gain. Period. That's the world we live in.

Instead of looking across the depot at a similar group that is struggling against similar challenges, look first at the bureaucracy-heavy hierarchy that we all carry on our backs. For example, APOC's ratio to CUPW is about 1 to 14. Would the company fail if that ratio was 1 to 20? What about the army of Route Measurement Officers that come every two years to restructure depots? Instead, could a smaller clean-up crew work on growth issues?

What about the department that decided to switch the to and the from on the Express Post labels? Hopefully that was an oversight because if that was actually a departmental decision... Ouch! The Prime Minister of Canada earns approximately \$346,800. Does our CEO have to make \$500,000 or more annually? Did they have to buy multiple large flat screen TVs for every depot in Canada? This list goes on, and I am confident the purse strings can be tightened elsewhere.

Watch out for the divide and conquer thinking. Let's work together towards a bigger piece of the pie. Stay informed and sign up to CUPW's eDigest at CUPW.ca. Budget your earnings and prepare to get active!



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



Photo: World Pride, Toronto. (CTV News, 2014)

# Why Celebrate Pride?

Why do we celebrate Pride with a big, loud parade filled with colourful floats and people dressed in gaudy costumes? Why does the LGBTQ community deserve a parade when everyone else doesn't "get" one? Well, did you know that: until 1969, same-sex sexual activity between two consenting adults was illegal in Canada? Protection against harassment based on sexual orientation was not added to the Canadian Human Rights Act until 1995? Protection against harassment based on gender identity and gender expression were only added to the Act in 2017? Same-sex couples could not legally marry in Canada until 2005?

How much different would your life be if you could not get married, were not allowed to adopt a child, could be refused an apartment or a job, could be kicked out of military service, could be arrested (and possibly beaten by police) just for going to the "wrong" bar for drinks with friends, or if you were not allowed to emigrate to Canada just because you identified as LGBTQ?

Even today, despite the amazing progress made with respect to LGBTQ rights in Canada, we still have a long way to go to ensure that LGBTQ-identifying people are afforded the same dignity as the rest of Canadians. Consider the following example. Right now, the United Conservative Party in Alberta is advocating that parents be informed of their children's involvement in Gay-Straight Alliances (after-school peer groups for LGBTQ kids and their allies in our schools).

This doesn't sound like a big deal until you consider that GSAs are often the only safe place for LGBTQ youth to find support and community. Forcing schools to "out" kids who participate in these groups to their parents has no benefit and can cause a great deal of harm to these children, especially if they are not receiving support at home.

In the US, for example, statistics show that 40% of homeless youth identify as LGBTQ and yet only make up 7% of the broader population. This is because when children "come out" to their parents, there's a chance they will be kicked out of the house and disowned. LGBTQ youth, especially those who have been rejected by their family and are living on the street, are much more likely to become victims of violence and to attempt suicide.

So why throw a giant, rainbow-filled party every year? We do this to celebrate our wins. We honour the struggles of those we have lost. We remind ourselves that we are strong, vibrant, and add to the diversity of Canada. We rally and we find allies to help us continue to fight until such time as we have achieved true equity.

Edmonton's Pride Parade this year is June 9. Everyone is welcome. If you would like to participate, please see the contact information on the posters on your workplace CUPW information board.

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*By Chris Hepburn*

# Volunteers Needed!

Seeking participants from  
each facility within Edmonton Local 730.

## Edmonton Pride Parade

June 9, 2018 11AM - 1PM

TEXT: **I WILL** to 780-902-6644 or contact Andie Wirsch by phone, include your **first and last name and work location**, and name of any other participants you are responding for, and for additional information.

March in Solidarity with CUPW members in association with the Alberta Federation of Labour. A float is part of the groups' entry. Enjoy participating in a major event, promoting acceptance, peace and kindness. Wear rainbow colors. Bring your positive attitude.

This event is **FREE**, family friendly and **anyone** can participate.



RSVP BY  
June 4!

# A Very Brief History of the Structure of the Edmonton Local

## *Stagnancy and Revitalization*

After occupying committee positions during my first three years at Canada Post, I decided to take the plunge and run for an executive position almost four years ago. At this point, it is important for you to know that I have been a lifelong activist and community organizer. So when I tell you that nothing could have prepare me for being involved at this level of our Local, I really mean NOTHING could have prepared me.

Not long after starting my involvement, it became obvious that clashes of personalities have deeply entrenched our Union in a state of stagnancy. Our bylaws, despite what I am told are the result of multiple attempts to modernize, are woefully out of date and there is little or no recourse to ensure that in the meantime things can actually be accomplished.

A healthy, democratic union needs an informed and active membership. Through years of stagnancy, we have lost that. The Organizing Committee has been completely inactive; we went months without an InsideOut and when we did get one it was already out of date; there are Stewards wanting to be trained but there are no courses being offered. As a result, the word on the work floor – and rightfully so – is that the Union has done nothing for the membership. I know just how important our Union is, but without the Executive acting in adherence to the bylaws, the membership will continue to feel unheard and unrepresented.

Article 6.1. of our bylaws states the responsibilities of our Executive to be – but to not be limited to – communication between the members and the main organisms of the Union; to inform the members and promote Union education; and to spread the most complete understanding possible of the Union's policies and the nature of the Union's struggle.

I don't want to sound all doom and gloom. There is a lot of work to be done and if there is a will we can do it. I ran for Vice-President on a platform to make the Executive leaner and more responsive to the needs of the members. I was prevented from accomplishing that because my solution was reflective of my years on the Executive, young and spirited. However, in the absence of any other suggestions, it was the best we had at the time. I would much rather see attempts at reform fail and be revamped than continuing to perpetuate a system that we can all see is broken.

“A healthy, democratic union needs an informed and active membership. Through years of stagnancy, we have lost that.”

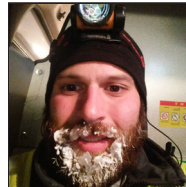
The good news is that after being given a mandate from the membership to look at ways to achieve this reform, the Executive spent months creating, researching, and debating different possible structures. The goal in mind wasn't to shrink the Executive but to reshape it so that it can provide the membership with a local that is equipped to meet the requirements set out in the bylaws and be responsive to their needs. It became evident that to do so we needed to do two things. First, we needed to free up some funding in the Local to create a full-time position dedicated to organizing, educating, and communicating with members. Secondly, we need an Executive structure that is more reflective of the membership to ensure that it truly represents the membership.

The first and simplest step we tried to save money was to hold our Executive Committee meetings on the weekend. Unfortunately, not enough Executive members were showing up and we were unable to make quorum. We had no recourse to replace the people who were occupying positions yet unwilling to be involved with people who were active and willing. As a result, we had to go back to spending money on book-off meetings because we were unable to accomplish even the bare operating functions of the Local.

In an attempt to take another step forward, we tried to put an absentee clause into our bylaws. This would allow new elections for willing and active members to replace those who failed to show up and hold meetings. But this too was voted down.

I ask you, is an Executive that follows the bylaws and is responsive to the membership too much to ask for? Is there no way this can be accomplished? Despite being frustrated at every turn, I for one will not give up, and I know that I am not alone. After our last attempt to table changes to accomplish this goal was defeated, I did the only thing that I felt I could do. Taking the suggestions from the floor at the meeting, I moved a motion to have the Executive follow the bylaws and again hold meetings on Saturdays but this time have the attendance of the meetings published by the Local.

Hopefully, with the members informed on who is actively trying to make this Local better and who decides it's not worth their time to show up, we can see the change this Union so badly needs. With a Local more responsible to its members and resultantly an engaged membership, we will be unstoppable not only on the work floor but during negotiations as well. Having this conversation now means that our united strength can then be turned on the employer should they try, once again, to deny us the contract we deserve!



*By Greg Mady, Vice President CUPW  
Local 730/President of the Edmonton and  
District Labour Council*

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# Calling All Sisters!

*The Women's Committee Needs You!*

The Edmonton Women's Committee has been operating since 1999. We are one of the oldest active committees across Canada. We are highly regarded for our groundbreaking Equinoxes, where local members have come together to be educated on women's issues, to have a safe place to share workplace concerns, and to build solidarity.

The Edmonton Local is well known for its many strong women activists, some of whom have represented CUPW at the Regional and National level. Women like Lynn Bue, the first woman Vice-President at CUPW National; Asma Burney and Sue Wilson, members of National Negotiating Committees; and more recently Karen Kennedy, winner of the Jim Shewchuk Award from the Edmonton and District Labour Council for her many and ongoing contributions to the Labour Movement.

These sisters and many more have all been enriched and encouraged by our Local Women's Committee. My own Union involvement started with going to an Equinox event. However, in the last few years, the Women's Committee has struggled to find its feet. As working women balancing family and life commitments, it has been hard to add yet another meeting or event to the list.

There are issues of sexual harassment, pregnancy accommodations, and childcare where we have been silent or simply at a loss as to how to respond. This is not just an Edmonton issue. All over the country, Local women's committees are struggling to be relevant, to have a purpose.

But there are glimmers of hope. From April 6 to 8, we held the Prairie Regional Women's Conference in Edmonton. Thirty-six sisters gathered from all over the Prairie Region to learn about mental health, domestic violence, and harassment in the workplace. We bonded over yoga, line dancing, and crafts. Everyone left the weekend feeling energized to go back to their Locals and keep up the good fight.

We exchanged ideas and agreed that as Union women we need to have space to come together and empower each other not just at work but in our lives. So on Saturday, June 16, from 10 am to 12 pm, there will be a Women's Committee meeting at the Union Office (18121 107 Ave). Bring your ideas, energy, and enthusiasm. Issues for education? Charity projects supporting women? Solidarity and empowerment ideas? The floor is open. The Committee will supply snacks and refreshments. Children welcome.

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*By Kathleen Mpulubusi.*

# 2018 Jim Shewchuk Awards

The Jim Shewchuk Award was created in 1984 by the Edmonton and District Labour Council and the United Way to honour Jim's contribution to his union, community, and the United Way. It is awarded annually to recognize an Edmonton and District trade unionist for community, union, and charitable involvement.

The 2018 recipient is Sister Karen Kennedy, who has been involved with CUPW for approximately 35-years. She has been on the Executive Committee in a number of roles, including editor of the InsideOut (for which she won a number of awards for her cartoons illustrations, and articles), Education Officer, Secretary-Treasurer, and Chief Shop Steward Wickets and Affiliates. Karen was also involved with two other sisters in reintroducing the CUPW Edmonton Local's Women's Committee in 1999, which has encouraged many of the Local's sisters to become active in the Union and to find a voice.

After retiring in 2014, Karen was presented with a lifetime membership in CUPW. She continues to facilitate and offer pre-retirement and pension courses for CUPW in Edmonton and Calgary. She also teaches the Congress of Union Retirees of Canada (CURC) pension course. She is also the prairie representative on the interim steering committee for the National Organization of Retired Postal Workers (NORPW).

In her community, Karen volunteers with the Edmonton Horticultural Society (EHS) by proofreading the Gardener's Gate newsletter and by submitting articles and cartoons. Karen was also the CUPW contact in the joint partnership between EHS and the City of Edmonton for the Front Yards in Bloom program. Karen promoted the program within CUPW and encouraged members to nominate yards they encountered on their routes.

Karen has also been volunteering with the Edmonton Folk Festival for the past 12-years. She has been a face painter, a member of the Green Team that promotes composting, and has also been involved with annual ticket sales at Telus Field.

In receiving this award, Karen becomes the fourth CUPW member to do so. Past CUPW members to receive this award are Joe Dirksing, Tom Olenuk, and Brian Henderson.

Congratulations, Karen!



*Pictured: Karen Kennedy at the Jim Shewchuk Awards Gala. Also featured are CUPW members Bena Pattni and Greg McMaster.*

# Tension and Solidarity

There's always tension between what you're supposed to do and what can be done, and while I dislike the word 'problem,' it fits: the problem with the RSMCs is the problem of Canada. We're here, but we're spread pretty thin over a big area. This is also the reality of our Local. We're the biggest in Canada in terms of geography and as an Executive we are mandated to visit everyone on their work floor. Get out there and pound the pavement! Shake hands and get them grievances! Easy fix.

Well, yes and no. The Local owes you, the members, a visit, but we also act as trustees for the dues paid by all the members. We have to be very careful how we handle that money. The subtext of every decision we make is always "is this the best use of our resources?"

I will always say yes, that a visit to any depot no matter if it has 50 Urban members or a lone RSMC or wicket attendant is always valuable. You build solidarity one member at a time, in person, face to face. There really is no other way to do it because without that personal touch, we – the Executive and the Union as a whole – has no credibility and we will fall apart because we have no solidarity.

Solidarity is a big word. It means we act in concert, together, as a group with a single purpose regardless if we're Posties or RSMCs or we work at the plant. Everything we do as an Executive is done with this goal in mind.

Most of us are volunteers and we have our own duties on the floor to attend to. We need you to tell us what's going on. You, the members, are our eyes and ears. Once we know your situation, then we can start providing you the resources to be successful.

The Executive is committed to visiting as many depots as possible. If time and money were no object, we'd like to get to see everyone. The question we struggle with is where is the work floor? Is it at your depot, or is it via phone call at your CMB? Can solidarity be maintained through e-mail? Here's where you come in. We need your information and we need to know the best way to contact you. Is it by e-mail? By text message? By lettermail?

The only way we can effectively serve our members and prioritize our resources is if we hear from our members about what's happening on the work floor. We need to hear from you. We need to know how to contact you. Otherwise, we can't do our job. Contact the Local by phone at 780-423-9000 or by e-mail at [union@cupwedm.net](mailto:union@cupwedm.net) or [rsmc@cupwedm.net](mailto:rsmc@cupwedm.net).



*By Aaron Taylor, Chief Shop Steward  
RSMCs, Shop Steward and RSMC at  
Whitemud South.*

## Writing a Resolution

CUPW encourages the use of the clear language format. This format puts what is wanted before the reasons why. This approach is used because the traditional resolution format uses words like WHEREAS and THEREFORE BE IT RESOLVED, which are unfamiliar and can be confusing. Words like WILL and BECAUSE, on the other hand, tend to make resolutions easier to understand and should allow for greater participation.

When it comes to writing resolutions, there are two parts. The first part is the resolution itself. The second part is the rationale – the why – for the proposed change.

For a clear language resolution, stick to one main subject for each resolution. Use direct language and action verbs. Aim for simplicity, keep sentences short, and use words that readers will easily understand. You should also focus your ideas around five points: what is it you would like to change; who would you

like to make that change; when or by when should it be done; why should this change be made; and how should the change be made?

Example:

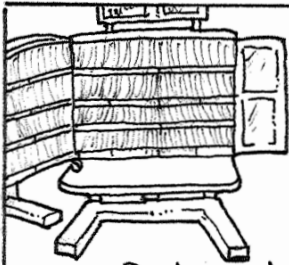
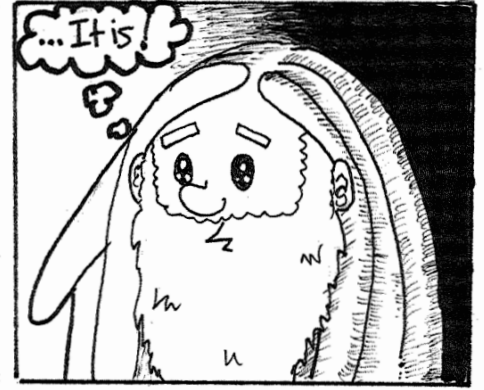
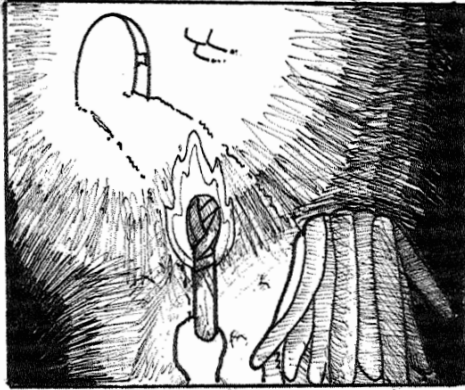
CUPW WILL:

1. Encourage all Locals to use the clear language format for resolutions; and
2. Encourage Locals to keep resolutions at 150 words or less; and
3. Ensure the Local President and Secretary-Treasurer submit resolutions.

BECAUSE:

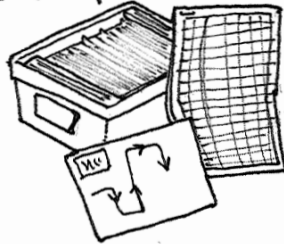
- Convention runs smoother when resolutions are worded and laid out correctly;
- More delegates are able to participate when a resolution is clear.

# No Relief



The perfect sortation case...

Sequenced mail, a pull chart, and a map that match the case

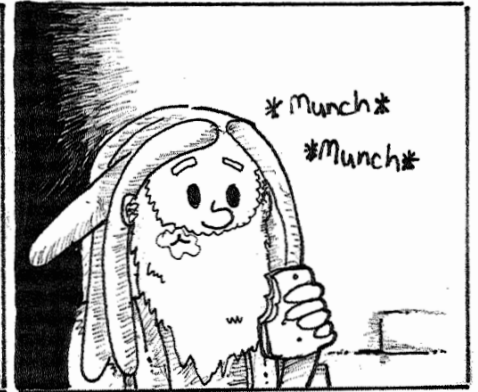
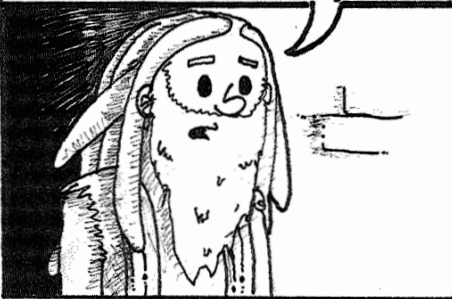


A reasonable number of parcels and the time-values required to deliver them.



A collective agreement that was negotiated and not forced through unconstitutional legislation

I think I might be able to eat lunch today...



Sometime later, at the depot.

How did it go out there?



Once I found the jade monkey, it all started making sense.

Toby should be much better.

I hope so.



The route owner is usually back before noon. Just something to think about.

Yeah, thanks.



"The Coaching Opportunity, Part II"

Kyle Turner, 2018

# Reporting Workplace Injuries

Have you been injured at work? If so, many questions and concerns have probably gone through your mind: What do I do next? Do I report it? Who do I report it to?

If you have been injured at work, simply reporting an injury to a fellow employee will not suffice. Immediately report the injury to the Employer. Try to keep in mind which Employer representative you did report it to and when. The injury must be reported to a supervisor, superintendent, or manager. If your injury is severe enough that it requires immediate medical attention, please deal with that first to alleviate any pain or suffering you have encountered. Also make sure to see a doctor, chiropractor, or physiotherapist, to fill out an report of injury for the Workers' Compensation Board. And be sure to follow any treatment plans that have been recommended to you by any medical personnel.

There will also be the need to fill out a Worker's Report of Injury or Occupational Disease. This can be done online at [www.wcb.ab.ca/claims/report-an-injury-for-workers.html](http://www.wcb.ab.ca/claims/report-an-injury-for-workers.html). If you are unable to do an online report, you can also print off a Worker's Report and fax

it in. We have copies of this in the Union office if you want to fill it out here and have us fax it in.

If you go to report an injury and have been advised to not fill out a WCB report of a workplace injury, you should report this behaviour to WCB.

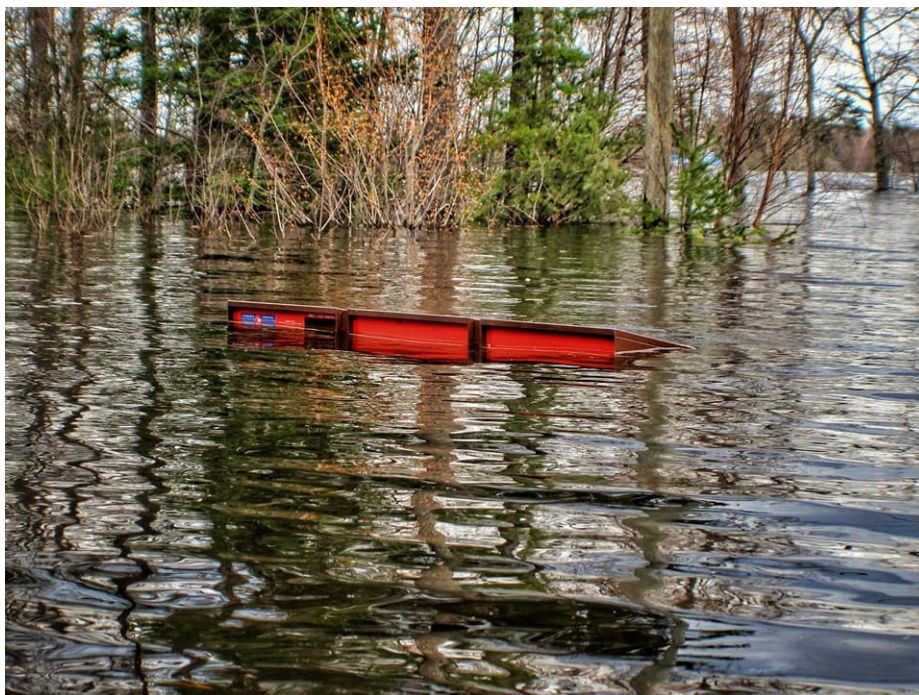
There may be incidents when you feel a discomfort or pain which you believe is related to an injury. It is advisable to report it to WCB. If later it is determined that this is not an injury but an illness, then you can still report the illness through the Short Term Disability Plan.

For further help and guidance, please contact me. I can be reached at the Union office at 780-423-9000 or 780-915-2269, or by e-mail at [Health.Safety@cupwedm.net](mailto:Health.Safety@cupwedm.net).



*By Rashpal Sehmy, Health and Safety Officer*

## Photo Submission



*Pictured: Community Mailbox in Hatfield Point, New Brunswick, after severe flooding. Submitted by Bernadette Hewlett.*

# By the Numbers

## *Notes from the Route Measurement Committee*

Whew! The finish line is almost in sight for the route measurement marathon that started in January. Many thanks to the hardworking members of the Route Measurement Committee who put in long hours poring over route forms, commuting back and forth to the depots, and communicating with CPC Route Optimization to make sure our members' concerns are represented and that CPC is held responsible for what they do.

Delton, Camrose, Wetaskiwin, and Fort Saskatchewan restructures are nearly complete. The tally in the battle for routes gained or lost is as follows. In Camrose, one part-time route has been gained; Wetaskiwin, one part-time route lost; Fort Saskatchewan is still to be determined as the build process has just started; and in Delton, ten full-time routes have been lost.

The losses at Delton are particularly hard to swallow and it is very confusing as to what has happened. Given that there was not a restructure for six years and there has been new growth in parcel delivery and residential areas, and many routes were significantly overassessed, I was confident that we would maintain the status quo or, if there was a loss, maybe it would be one or two routes at most.

What I didn't count on was CPC's absolute determination, by any means necessary, to take their pound of flesh and justify the \$500,000 or more that they had to spend to do the restructure in Delton.

"Open, Fair, and Accountable" has always been my mantra since I became Route Verification Officer. Unfortunately, CPC Route Optimization has not always shared this view. To be fair, the local Route Optimization Officers have generally been cooperative and we have worked hard to maintain a cordial, professional working relationship with them. But CPC still insists on withholding vital information from the Union that would allow us to truly determine if the values we are receiving for parcels, PCIs, and mail volumes are correct.

CPC refuses to provide us with the full and complete calculations for the Mail Volumes Indexes and Parcel and PCI indexes. Without this information, we cannot determine if the parcel values given reflect what we actually deliver on a daily basis. We cannot

determine if the percentage of coverage is an accurate reflection of how many Points of Call we actually deliver to.

The parts of a route that the Union can readily verify – pacing, clearances, and timings – are the parts where the work of the Route Measurement Committee has paid off. At all the depots, our prep work has resulted in significant gains and corrections to routes. If this work was not done, then the losses at Delton and the other depots would have been greater.

The parts where CPC is not "open, fair, and accountable" is where the losses have occurred. We are very certain that data has been manipulated to suit the goals of CPC. In fact, I would consider these actions to be deceptive – and, at worst, fraudulent. Is it a coincidence that the areas of growth for CPC – parcels, PCIs, neighbourhood mail – is the information that is not readily shared?

“CPC refuses to provide us with the full and complete calculations for the Mail Volumes Indexes and Parcel and PCI indexes. Without this information, we cannot determine if the parcel values given reflect what we actually deliver on a daily basis.”

The restructures that we have been doing clearly show the need for access to GeoRoute, complete indexes, and all the other data necessary to verify and insure that routes are built fairly and safely. It is also vital that the Union gain the demand that no restructures can be implemented until all concerns raised by the Union be addressed and dealt with.

I would urge anyone concerned with routes to support and insist that our Bargaining Committee treat our concerns seriously. Without some serious teeth in the collective agreements for all delivery members, then we are just blowing in the wind.

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

# From the Grievance Office

Well it's been a month and I've settled into my role. Some of you have already been contacted by me regarding grievances you may have filed in the last month, and I am working up to my promise to contact each member as I receive grievances from them, but I'm not quite there yet. One change I was able to make was to start using the database program we have for grievances, which hasn't been in regular use for several years. This makes it easier to look up a grievance, make changes, provide an update, and so on. I'll keep making small changes as I go to make the office better and more efficient.

Though it has been a busy month, I've already started to notice some issues coming up. In the letter carrier world, it's common to be offered the opportunity to take an Annual day during the Summer months if the depot is over-staffed. Have you wondered what happens to the hours you've worked already before you go home? There are some rules in the Collective Agreement about how Vacation and Personal Days are paid out. Vacation must be paid in 4-hour increments and for Personal Days it's a minimum of 2-hour increments. If you are using Comp Time, however, there is no minimum increment. You can request only the portion of the day that you are going home for – you do not have to request the whole 8-hours if you have already started sorting your mail, etc.

Where we run into difficulty is with Vacation and Personal Days because we still want to be paid for our time worked. I have proposed a solution to Management that would be an equitable way for them to compensate Letter Carriers for their time worked while still following the rules on Vacation and Personal Days. In the meantime, if you are sent home and told that you have to fill out your leave request form for a full 8-hours even though you've already put in some time, please feel free to send a grievance to the office as I will be taking up these cases to get your time back.

In the EMPP, there are also some issues cropping up. It seems like the Plant is under-staffed in the Parcels area regularly. This is leading to people being sent there from other sections and breaking their normal rotation of duties and sometimes causing backfilling situations. Please keep sending in grievances about these issues. We are not satisfied with Management's response on these problems and we intend to keep fighting until we get a solution.

There are also issues for MSCs in the Plant. Bear in mind that your day is structured similar to the way that a Letter Carrier's day is. This means that there are structured ways for us to fight to get relief for you when you aren't able to get your work done on time on a regular basis. I have experience with Route Measurement, so please feel free to bring your MSC route sheets to the office and I will be happy to look them over with you.

For RSMCs, it seems that all over they are having their work handed to contractors whenever there is a holiday. This is not keeping work within the Bargaining Unit and it also takes away from your salary as any parcels that would have been yours to deliver would also go to your annual inspection if you were able to put them on your log sheets. There have been a few different grievances on this. Please keep an eye out to see if contractors are being brought in. Also keep an eye on whether you are short parcels you would expect to see after a holiday. We are trying to find a better solution for RSMCs when it comes to RDO opportunities. Right now, it's not very appealing to come in on the weekend since it won't count toward your annual inspection and the pay barely justifies coming in. Don't forget: the Edmonton Local's position is that if you miss a day and are not covered and if you end up with two days of mail, that you should claim for the extra mileage and time if you need to make a second trip in order to accommodate the mail and parcels. If Management disagrees with your claim, then please feel free to file a grievance and we will argue your case.

As you can see, there is lots going on and many issues flow through my office. I have made sure that all grievances received have been filed with the corporation within the timeline required, and if there is additional back-up required, I will reach out to you for it. In the meantime, if you need assistance with any grievance issues or have any questions, please ask. I may not know the answer, but I will definitely find out and get back to you as quickly as I can.



*By Carl Hentzelt, Grievance Officer*

# It Ain't Broke

## *And Privatization Doesn't Fix Anything Anyway*

Like most sensible people, the Canadian Union of Postal Workers (CUPW) sees a 1.8% profit margin on revenues at Canada Post as great news: modestly better than break-even, with some extra cash to reinvest in the service – isn't that exactly how we want a crown corporation to perform? Of course, it's on brand for the Motley Fool to throw out conventional wisdom and make an unorthodox proposal to butcher and privatize the Canada Post Group of companies. The thing is, it's far-fetched and based on little understanding of how the postal system works, therefore no constructive ideas about improving it.

Where CUPW sees potential for new and better services to everyone for addressing the overburdening of postal workers, and for a long-term viable public service, William Ashworth ("Would Investors Buy a Canada Post IPO?," Motley Fool, 16 May 2018 <https://www.fool.ca/2018/05/16/would-investors-buy-a-canada-post-ipo/>) sees opportunity – or thinks he does.

But to disintegrate the services and leave the public holding the bag for the net-cost elements of the service would hurt us all in the long run. Instead, Canada Post reinvesting its profits in growth and adaptation to our changing needs is the road to long-term stability and relevance. Minister Carla Qualtrough, responsible for Canada Post, said as much in January as the outcome of an intensive federal postal service review held in 2016.<sup>1</sup>

Moreover, splitting up the company so that the profitable pieces can line a few pockets is wrongheaded. Delivery density and the mix of product lines are the key to Canada Post's advantage in the parcel market, and its ecological edge too. That's what gives Canada Post so much potential to innovate and expand services.

And people seem to get it: in 2014, a poll showed that two thirds of the population – Canada Post's ultimate owners – opposed privatization or deregulation. About 2/3 also supported adding and improving services at Canada Post, including postal banking. Since then, the federal government has known better than to go down the privatization road.

To emphasize just where he's coming from, Ashworth compares the 'opportunity' to the privatization of Hydro One in Ontario – which was so appealing to private investors that we've since seen dramatic rate hikes and higher pay for top management with no sign of improved services, a record which threatens to topple the Wynne government. That kind of cost to the public, for the benefit of a few investors, we can do without.

Maybe there are investors who would scoop up parts of Canada Post, risking the dismantling of the cherished public service in the long run. But as everyone apart from Ashworth has made clear, it's simply not for sale.

Please see more about CUPW's ideas for innovation and expansion at Canada Post at: <https://www.cupw.ca/en/campaigns-and-issues/government-review-canada-post>

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*By Mike Palacek, CUPW National President*

1. [https://www.canada.ca/en/public-services-procurement/news/2018/01/renewal\\_of\\_canadaposttoputservicestocanadiansattheheartofitsoper.html#bg1](https://www.canada.ca/en/public-services-procurement/news/2018/01/renewal_of_canadaposttoputservicestocanadiansattheheartofitsoper.html#bg1)

**Banking  
on a future  
for Canada Post**



Say no to cuts, privatization and deregulation

# UNION EDUCATION OPPORTUNITIES!



## Intro to CUPW and Unionism

Perfect for newer members, or for those just wanting to learn more about our union's democratic structure, how we function, our inspiring history and what basic rights are as a postal worker.

## Taking Back the Workfloor

For those somewhat aware of their rights and those eager to make a difference in the workplace. Learn how to organize and develop workfloor strategies to fight back against the employer.

## Basic Steward Training

The shop steward is a leader and advocate on the workfloor that is the first line of defense against bad bosses. Learn how to assert and support the rights won for all postal workers.

For questions or interest in any of these courses, please email [organize730@gmail.com](mailto:organize730@gmail.com) with the following info:

- full name
- phone #
- job title
- work location
- course(s) to take



# FRONT YARDS IN Bloom.ca

Beautiful front yards enrich the lives of everyone in our communities. Do you have a neighbour whose yard deserves special recognition? Celebrate their efforts with a nomination for a Front Yards in Bloom Award!



**YOU CAN NOMINATE YARDS IN FIVE CATEGORIES...**

**General:** Any variety of plants and features that make you smile when you walk by!

**Natural:** A nature-friendly style that features native plants and other perennials that support biodiversity.

**Edible:** Fruits, vegetables, even flowers that look good enough to eat!

## Public Spaces:

A beautiful space in front of a business, school, community hall, church, or other public building.

**NEW in 2018**

## Tiny Yards:

Front yard gardens that are less than 600 square feet

*Watch out for prohibited weeds!*

**Visit [FrontYardsinBloom.ca](http://FrontYardsinBloom.ca) or call 311 to nominate! (All you need is the address.)**

Nominations accepted **May 20 - June 30.**

Awards presented at the Edmonton In Bloom Awards Aug. 22, 2018.

Questions? Email [front.yards@edmonton.ca](mailto:front.yards@edmonton.ca)



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