

InsideOut

**Canadian Union of Postal Workers
Edmonton Local**

**MARCH
2013**



International Women's Day Open House at the Union Office, March 8th, 2013. The choir, Notre Dame des Bananes, singing Bread and Roses.

Message from the Editor...Karen Kennedy

It's been a while since you have seen the InsideOut....we are back! The new InsideOut committee will be meeting shortly to prepare for future issues. If you have a story, a photo, a cartoon, a comment...we welcome your submissions and they should be directed to editor@cupwedm.net, or mailed to the union office.

The next 3 day Regional school is coming up May 3 to 5, 2013 in Edmonton. The following courses are being offered:

1. Urban Operations Collective Agreement
2. RSMC Collective Agreement
3. Solidarity Skills: level II
4. Secretary-Treasurer Course



Applications are available on the bulletin board in your workplace, or drop by the union office to fill one out. The local education committee will be reviewing applications prior to the deadline for them to be in to the Regional office, on April 1st.

Know your rights....it is the best way to ensure you are protected by your collective agreement...and look out for each other!

Solidarity, Karen

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

From the Desk of your Local President

The Edmonton Local nominations for Executive Officer positions closed February 22nd, 2013. I would like to extend on behalf of the local heartfelt appreciation to Sister Linda Nyzynk (Chief Steward, Wickets/Affiliates), Sister Bena Pattni (Recording Secretary), Brother Darcy Griffiths (Education Officer), Brother Brian Blair (Route Verification Officer) and Brother Mike Painchaud (Health & Safety Officer) for their commitment, contributions and hard work over the past years on the local executive committee. As officers, it was their decision not to re offer for these positions. I would also like to congratulate those that did offer to run for local executive positions. All positions that were up for election were acclaimed.

This will be my third term as President, and am committed to continue to work hard for the membership to build solidarity and strength within our local and union.

This has been a very difficult term, with negotiations, the Lock Out in 2011, Postal Transformation and the ratification of two collective agreements (Urban/RSMC). We have received a detailed report from the National Union on the Ratification results of the Collective Agreement. These reports are based on the audited results as verified by an independent auditor (Marcil Lavalle) as required under section 6.18 of the National Constitution. If individuals are interested in reviewing the results, they will be available at the Local Union Office.

There are many questions being asked from Urban and RSMC members regarding the STDP. CPC certainly was quick to get their spin doctors developing information (some which is in dispute

with CUPW). The National Union has developed a booklet: **A Guide To Help Locals Navigate Their Way Through The STDP (Urban and RSMC)**. This booklet is available in the Union Office, as well on the national website www.cupw.ca. It is important to note that both the RSMC and Urban Guide can be located under Collective Agreement Information (Urban Info). If you wish to have one mailed to you, please contact the Local Office and provide the necessary information. We are fortunate that both sister Asma Burney and sister Sue Wilson (both who sat on National Negotiating Committees for Urban and RSMC) are from our local. We are currently organizing with both sisters to advertise for Drop in Question/Answer sessions for our members regarding the new Collective Agreements.

Members and the Public are feeling the affects of CPC's Postal Transformation, which has resulted in loss of jobs, and certainly negative impacts on Public Postal Service (violating the Canadian Postal Service Charter by not providing 5 day a week mail delivery). Rhetoric is in the news recently calling for 3 day week mail delivery which certainly is not a mistake, but a deliberate attempt to test the waters on public reaction. Projections of job reductions in Edmonton provided by CPC for Postal Transformation demonstrates that they were not successful in Edmonton achieving their targets certainly for C & D. It has been more of a challenge to review the EMPP, however we will be sending out a bulletin with the Unions analysis of PT Transformation in Edmonton.

We have also just received 6.05 notices for C & D Post Office and the EMPP (March 4, 2013). The notice for the EMPP indicates CPC's intent to once again implement massive upheaval for workers. We will providing additional information once we have been able communicate with our National Director and National representatives. Local consultations will be requested.

President's Message...cont...

I have been required to become involved with serious conflict complaints within our local. I will say this: it is evident that CUPW needs to be aggressive in building the Solidarity Skills course, implementing training Conflict Committees and getting written information to members on what CUPW can offer to assist in resolving conflict. It is imperative to increase the amount of skilled individuals within the local to become involved in Conflict and Dispute Resolution for our members. The local executive passed a motion to schedule Solidarity Skills training by the end of June for ALL executive officers and will be contacting individual stewards/activists that have demonstrated skill to participate in the training.

Vacation schedules were to be completed, signed and posted by February 15, 2013. We have received reports from some work locations that they are still not complete. We have raised and objected to this with CPC and are preparing a grievance on this violation. Please have someone check in your work locations and provide information (copies of incomplete vacation schedules, or written complaints from workers that had not signed (second round) as of February 15, 2013) to the local grievance officer.



Since the last Inside/Out was published we have had a mass exodus of members retiring. I wish them all well and thank them for the contributions they made over the years to building a strong local. Special thanks needs to be given to both Sister Carol Read and Sister Lynn Bue. Their work and dedication to the trade union movement raised the profile of Women Leaders in the Union. Both sisters have been honoured with unanimous motions being passed for "Lifetime Membership". Future plans for presenting the sisters with their lifetime membership is currently being developed and we hope to have an opportunity for a Local Celebration open to everyone to participate in.

In solidarity
Sister Bev Ray
President

Bev speaks at the Open House Event March 8th, held at local office.

From the Secretary-Treasurer ...Cathy Furtak



Are you a Member-In-Good-Standing.... Not sure? Well a Member-In-Good-Standing (MIGS) is someone who has signed a CUPW membership card, has paid the \$5.00 initiation fee, pays monthly union dues and is actively at work (or on an approved leave). CUPW members can lose their MIGS status for being three months or more behind in dues payments, or if they are suspended from the union for violating our CUPW constitution.

It is important to be a Member-In-Good-Standing as there is a CUPW life insurance plan that is free to you as long as you are a Member-In-Good-Standing. If you are a Member-In-Good-Standing when you retire, you can continue your CUPW life insurance without paying union dues, subject to other plan requirements. Members who lose their MIGS status lose their life insurance coverage as well.

The Basic Life Insurance coverage costs you nothing. The life insurance coverage is one of the benefits of CUPW membership. The premiums are paid by the CUPW Insurance Trust. You can buy additional coverage (Optional Life Insurance), for which you must pay premiums. The premiums vary by the amount of coverage you buy and your age, gender and smoking status.

The free basic coverage covers the member for \$8,000, a spouse for \$4,000 and dependent children for \$2,000. If you die as a result of an accident, the amount that your beneficiary can claim under the Basic Insurance doubles — from \$8,000 to \$16,000. This type of insurance is known as Accidental Death & Dismemberment (AD&D).

If you lose a limb or have some other kind of major loss (e.g., eyesight, hearing) as a result of an accident, you will receive a lump sum payment. In the event of death or other major loss due to an accident, the amount is 100% or \$16,000 — the full amount of the AD&D insurance.

Your Basic Insurance benefit as a CUPW member reduces to \$1,000 at retirement. The coverage for your spouse and dependants terminates when you retire. (You can continue Optional Insurance after retirement.)

You can buy additional coverage in units of \$25,000 up to a maximum of \$250,000. The

**From The Secretary-Treasurer Cathy Furtak...
continued...**

\$250,000 coverage would provide \$500,000 in the event of an accidental death. You can also insure children up to \$10,000 per child (including \$10,000 Accidental Death & Dismemberment coverage), provided either you or your spouse purchase additional coverage.

Even though you are automatically covered by the Basic Insurance, you should still fill out an application form. It's a good idea to fill out the application, to let the insurance company know whom you've chosen as your beneficiary. You can get these forms from the Coughlin website. http://www.coughlin.ca/cupw/coughlin_e.html

The form you need is the Application for Group Life Insurance. It's a long two-sided sheet. For the Basic Insurance you only need to fill out the first page (Step One and Step Two), plus Step Five on the flip side. This form provides the insurance company with your personal information and the name of your beneficiary. The beneficiary is the person (or people) who will collect your insurance money in the event of your death.

**Cathy Furtak
Secretary-Treasurer
CUPW
Edmonton Lcoal**



Cathy presenting the retirement honorarium to Bob Sylvester , EMPP, at his retirement party.



Gohar Zaidi presented retirement honorariums to Ed Marks and Brenda Sanderson from the EMPP.

Edmonton Executive Elections 2013

The following positions that were up for election are two year terms. Following are the results of nominations:

President (Full Time)	Bev Ray (acclaimed)
Health & Safety Officer (Full Time)	Lorraine Mackenzie (acclaimed)
Education Officer	Teri Roland (acclaimed)
Recording Secretary	Nick Driedger (acclaimed)
Chief Steward- Bulk	Gohar Zaidi (acclaimed)
Chief Steward-Wickets/Affiliates	Mike Painchaud (acclaimed)
Chief Steward-Maintenance	Norm Burns (acclaimed)
Chief Steward- RSMC	Sue Wilson (acclaimed)
*Route Verification Officer	No nominations received

Note: As per Article 5.41 of the Local Bylaws...*If no nominations for a position are received by the close of nominations, the floor will be opened for nominations, only for those positions with no nominations, at the election meeting. Elections to take place at this meeting.

Congratulations from Election Committee!

Nancy Dodsworth (Chair)
Parminder Pannu (Co-chair)

Route Measurement Information...Route Measurement Information.... From Brian Blair, Route Verification Officer, CUPW Edmonton Local The Next Step

As I write this the last of the volume counts for this year is wrapping up in Sherwood Park and others will resume in the fall in Depot 1. Depot 2 was implemented in May, and Delton was implemented June 18. From what I hear from Depot 2, most of the horror stories we heard from Winnipeg can be applied to Depot 2 with the exception of, it is not minus 30 and we had no snow in the City since the implementation.

Carriers are struggling and, contrary to what you may have heard in training, it does not work quite as smoothly as they claim or as smoothly as they were assuming when they came up with the time values.

The time values assume that all your mail is waiting for you at the end of the row when you arrive and you simply grab it and start sorting, pull, load the truck and leave. The problem in Edmonton is that this simply does not happen at this point. The managers are blaming it on the new packet sorter not being up and running yet. So to this extent it is a wait-and-see issue. However there will always be a late dispatch and at this time there is no additional value for going to get it, let alone waiting for it to arrive.

The union did not have all of the proper forms when we reviewed Depot 2 and still do not have some of them. This has improved for Delton and Depot 6. Even in those Depots there are still unanswered questions with some of the values and the union did find places where values were still missing.

The biggest question that I see is: do the routes get the volumes of mail that they are evaluated for? It takes a little work to find out but is not as difficult as it used to be. There is a new version of an old form called an 071 in the walk folder (available in the supervisors office) for every route. It shows the following information: average sequenced letters (3a), average manual letters (3c) and average oversized or flats (3e). The total for the route is shown at the bottom of the last page. The conversion factors are 244 letters per LGT

(little grey tub) and 68 flats per LGT. So now we can see how the evaluated volumes from the 071 compare to the real world.

Because the value for delivery of parcels varies from seconds for a parcel delivered to a CMB parcel compartment to over 5 minutes for a customs delivered to a business that normally gets their mail at a CMB there is no way to saying how many parcels a given route is evaluated for. All we have is an amount of time the route is given for all oversized parcels and priorities. This should be shown on the special allowance sheet and hopefully will be soon at Depot 2. So I can't tell you that your route is evaluated to get 8 parcels a day. But if you tell us that on an average day you deliver 5 non-signature and 3 signature delivered to houses then I can tell you that the time value for that is 14.4 minutes assuming they were all for separate calls.

The observers that have worked on reviewing the old 038's, observing the volume counts, observing the building of the routes and reviewing the final packages have put in a tremendous amount of work over the last 10 months and we still have 4 or 5 packages to come. I would like to thank them all. You can help us. The more work you can do on your own by determining what volumes your route is getting and the more detailed the information you give us, the better chance we have of fixing problems before it does get to minus 30 and deep snow.

(Ed note: written August 2012)

Restructure Update

I would like to start off with a huge thanks to the dozens of observers who stepped forward and did an awesome job of reviewing the packages, observing the volume counts and restructure builds over the last year, especially Warren Melnyk who has put in untold hours on 038 errors. Having Bev as our president, who understands LC route

.....Route Measurement Information...Route Measurement Information...

measurement, in the union office has also made the world of difference. The restructured routes have been implemented in all but Depot 11 and Depot 1. Builds are underway in those Depots. We knew from the beginning that it would be a busy, frustrating year and that's exactly what we got.

The thing I find most amazing is in the entire process is that almost every carrier that I have talked to can pretty much tell you most of the problems with the new routes. But when we get to consultation then the employer pretends they have no idea. The Route Measurement Officers stopped attending the consultations some time last summer and, the ones they were at, the response was usually we will have to get back to you on that or that they were waiting for Ottawa to get back to them. There is now a long list of questions that they have never responded to or they simply claimed they were following the process. From my point of view knowing that they followed the process is of little help to explain what may be wrong with a route. I want to see the reports and data to show that they followed the manual. All they have is a fancy program that spits out restructured walks. How they came up with many of the values (example unscheduled pickups) or why they believe that the process they used would result is a value close to the time it actually takes, no one seems to be able to explain (example: return to Depot travel times for wave 2 PM).

When we get to the supervisors there still appears to be a complete lack of understanding of the route measurement system. These are not new problems. Ever since the edit books came out then the union has been fighting to try to get the supervisors to understand that they have to be updated properly. When they were setting the Depot up for implementations they were able to print off all of the case strips in a Depot in the couple weeks between consultation and implementation. They assured us in consultation that all of the supervisors knew how to

make the corrections in the edit book and on the cases. They created side board sheets that do make it clearer what the carrier was supposed to do. They claimed in consultation that corrections would only take a matter of days at the most. Now, when the carriers are struggling in the cold, they now say corrections to sequencing can take up to 18 days. They have completely failed in showing that they can do the corrections or that they understand how important it is that the sideboard, the case and the sequencing all match. Instead they are too busy issuing 24 hour notices and asking the carrier why they put in overtime when volumes and other known issues were obvious.

So where does this leave the average letter carrier? We need to challenge the employer to explain their actions. If they believe that you are putting in more overtime than they think you should, then they need to back that up with facts and data. How did they come to that conclusion? Do they actually have any idea how much mail you delivered today? How did they determine how close that was to what you are evaluated for? The best defence is to keep notes as to how much mail you delivered (sequenced, manual, parcels and householders) and what other problems you encounter, on a daily basis.



Brian Blair
Route Verification Officer CUPW
Edmonton Local

**CUPW EDMONTON LOCAL
GENERAL MEMBERSHIP
MEETING**

Sunday April 7, 2013

6 – 8 PM

Green and Gold Room

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

Agenda:

	Local Executive Elections
	Route Measurement Officer....2 year term
	Local Committee elections
Good & Welfare	1 member (Oct 2012-2014)
Temp Workers Committee	3 members (March 2013-2015)
AFL Convention Alternates	4 members (Apr25-28/2013)
AFL Committee Members	10 members and 10 Alternates (2013-2015)
PIA Advocacy Conference	2 members (Apr 11-13/2013)

Notice of Motion: that effective immediately and no later than April 1, 2013, the sick leave credits for local full time officers past, present and future will cease to accumulate and will be converted to top-up credits to be used in the same process in place for full time officers at the National and Regional offices of CUPW. Further, that all other changes related to article 20 be reflected in the local by-laws, including but not limited to access to Personal Days commencing as of January 1, 2013. Further, that the local by-laws committee meet without delay to prepare the changes required for presentation at the April GMM.

- *Rationale: The Edmonton Local by-laws state that full time officer's benefits are the same as that in the Collective agreement. We have to modify our by-laws to adjust from sick leave credits to a short-term disability plan similar to that which has now been set up for national and regional officers effective February 1, 2013*

Notice of Motion: that the social committee plan an Xmas(holiday) party for children using up to \$8000 from the social fund and not from union dues and to have the committee provide information to the May GMM.

Notice of Motion: that we send 3 additional sisters to the Prairie School for Union Women, cost not to exceed \$6500, money to come from Women's committee.

There will be an annual meeting of the CUPW Association after the GMM

Election:

CUPW Association 3 members Board of Directors (April 2013-2014)

WANTED

WORKER LOCAL JOINT HEALTH & SAFETY COMMITTEE REPRESENTATIVES

The Edmonton Local is canvassing members (Urban and RSMC) who are interested in being part of their workplace Local Joint Health & Safety Committees (LJHSC). Training is provided and will be scheduled based on the amount of members who are interested. Priority will be given to the workplaces with greater need.

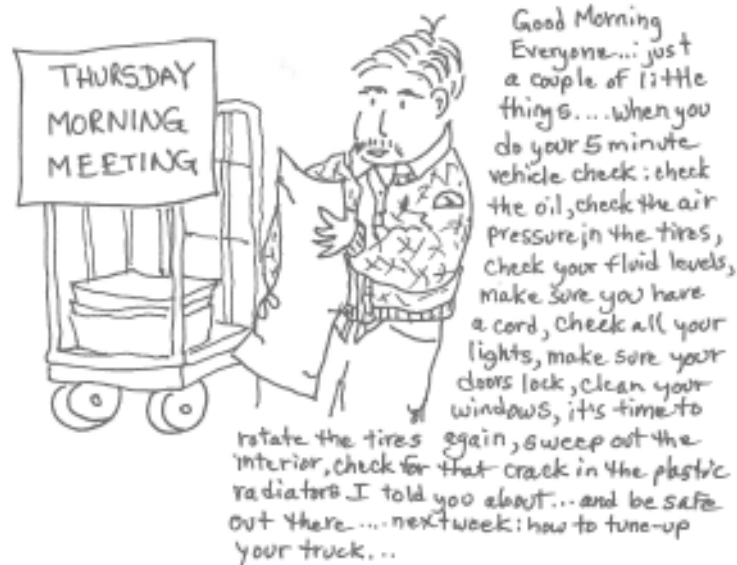
Some responsibilities include:

- Meeting with the employer to address and resolve health & safety complaints in the work place.
- Conducting work place inspections.
- Being a health & safety liaison between the work place and the local Union office.

All LJHSC work is done during company time and is paid for by the employer. You are not required to work overtime.

If you are interested please talk to one of your current work place committee union representatives or contact the Edmonton Local Health & Safety Officer at 780-423-9000.





Earth Day is a day early each year on which events are held worldwide to increase awareness and appreciation of the [Earth's natural environment](#). Earth Day is now coordinated globally by the [Earth Day Network](#),^[1] and is celebrated in more than 175 countries every year.^[2] In 2009, the [United Nations](#) designated April 22 [International Mother Earth Day](#).^[3] Earth Day is planned for April 22 in all years at least through 2015.^[4]

The name and concept of Earth Day was allegedly pioneered by [John McConnell](#) in 1969 at a [UNESCO](#) Conference in San Francisco. The first Proclamation of Earth Day was by [San Francisco](#), the City of [Saint Francis](#), patron saint of [ecology](#). Earth Day was first observed in San Francisco and other cities on March 21, 1970, the first day of spring in the northern hemisphere. This day of nature's equipoise was later sanctioned in a Proclamation signed by Secretary General [U Thant](#) at the [United Nations](#) where it is observed each year. About the same time a separate Earth Day was founded by [United States Senator Gaylord Nelson](#) as an environmental [teach-in](#) first held on April 22, 1970. While this April 22 Earth Day was focused on the United States, an organization launched by [Denis Hayes](#), who was the original national coordinator in 1970, took it international in 1990 and organized events in 141 nations.^{[5][6]} Numerous communities celebrate Earth Week, an entire week of activities focused on environmental issues

April 22 marks the 23rd annual Earth Day celebrated in many cities across Canada.

(source: Wikipedia)

Shop Steward & Union Activist Meeting
EMPP & City Finals

Thursday March 28th, 2013

Meeting will be held at the Union Office, 11001-107 Street

First Meeting: 8:30am to 11:00am

Second Meeting: 13:15 to 15:30 pm

Agenda for Meeting

-new contract

-social media basics

-postal transformation up-date

-Other work floor issues (Shop Steward concerns)

These are Book Off meetings

These meetings are open to all those who have taken a steward course, are waiting to take a steward course or who are Union Activists. 3 hours book-off for stewards only.

Gohar Zaidi: Chief Shop Steward, Bulk Mail
Parminder Pannu: Chief Shop Steward, Letter Mail

Note: Please note that from now on meetings will be held on Thursday, not Friday.



Wave One at Depot 2 with Val Parks in Santa Hat, December 2012



Wave Two at Depot 2 with Val Parks on her last day, December 2012.

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...Linda Nyznyk
Grievance Officer...Jerry Woods (full time)	Education Officer...Darcy Griffiths
Health and Safety Officer...Mike Painchaud (full time)	Recording Secretary...Bena Pattni
Chief Shop Steward-Bulk...Gohar Zaidi	Sargent-at-Arms\Editor...Karen Kennedy
Chief Shop Steward – Carriers...Carol Leighton	Organizing Officer...Teri Roland
Chief Shop Steward – Letters...Parminder Pannu	Route Verification Officer...Brian Blair
Chief Shop Steward – Maintenance...Norm Burns	



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

May Issue: April 12, 2013



Beryl Hildrum, Nick Hildrum and Bobby Stevenson at Beryl's retirement party, November 2013.

What's Coming Up:

April 1, 2013...Deadline for applications 3 day school to be in Regional office

April 7, 2013...General Membership Meeting at 6pm, Commonwealth Stadium

April 10, 2013...Women's Committee, 6:30pm to 8:30pm

April 11, 2013...Local By laws committee meeting

April 11, 2013....Public Interest Alberta Conference

April 18, 2013...Local Executive meeting

April 20, 21, 22...National President's Meeting

April 25,26,27,28...Alberta Federation of Labour Convention Shaw Conference Centre

May 1...May Day

May 5...noon...General Membership Meeting