

InsideOut

Canadian Union of Postal Workers
Edmonton Local

MARCH 2014



Thank you young man...and let me tell you how much I appreciate you coming to my door! And I will never vote for those Conservatives again!!”

From the Editor....

There have been a few changes of note amongst the leadership of the Local recently. Mike Painchaud (previously the full time Health and Safety Officer) left Canada Post at the end of December . Nick Driedger, member of the executive and who many know was fired and last year won his job back through a lengthy arbitration, quit Canada Post early in January. Unfortunately for the Local, both Brothers left in the midst of the response we were developing to the devastating announcement by Canada Post in mid December that they were ending door-to-door delivery! Now is a time when everyone needs to get involved and fight for our jobs. Activists are stretched to the limit and mistakes are being made. We need everyone....retirees, new hires, seasoned veterans, middle of the pack...it will take us all to pull through what we have before us. We are being targeted by the federal Conservative government and Canada Post and their goal is privatization. And they are moving very very quickly to push their plan forward.



So we too have to move very very quickly to prepare for what may be coming. That means organizing like we know we can, and structuring our Local and our finances so we are healthy. Think about that when you participate in our local executive elections taking place right now. And join the campaign to Save Canada Post!

The executive is now charged with making decisions about the union office. The motion, **which I opposed**, was carried at the general meeting January 26th. This is the motion adopted: **“That the Edmonton Local Executive have the approval of the general membership to conduct a search for a suitable property, the ability to place an offer to purchase, the ability to purchase a property that would accommodate the Edmonton CUPW Local operations and the ability to sell the current local offices located at 11001-107 Street, Edmonton, Alberta.”** This was the only motion adopted. I would say it is important to have good folks on your executive right now because they will be making these decisions. Contact your leadership and tell them what **YOU** think! (I opposed the motion as I prefer repairing\renovating or rebuilding in our current location without a mortgage)

And once again we have a motion to research and develop a rate of pay for our full time officers ...this will be debated and voted on at the March 2nd general meeting. We already had this discussion when we voted down a motion for a wage increase last year. In light of our current situation, this, as well as the moving of the local office, should not be our priority....**our survival as a public post office must come first.**

I am not running again for Editor and therefore will be preparing my last InsideOut with the April edition of 2014.

Karen Kennedy
(Registration Clerk PO4 Depot 2)



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

PUBLIC FORUM January 25th



Bev Ray, Local President CUPW Edmonton Local, is interviewed by the media. (all photos: Gohar Zaidi)



THE STRUGGLE CONTINUES.....

Public Forum



Brother George Kuehnbaum, National Secretary-Treasurer CUPW, addresses the Public Forum and explains the merits of the Postal Banking. Local President Bev Ray was the MC for the event. (photo: Gohar Zaidi)



NDP MLA David Eggen, Kathleen Mpulubusi, letter carrier Delton Depot, NDP Member of Parliament Linda Duncan. (photo: Gohar Zaidi)

Restructure Report

Restructures for Depot 2 and Fort Saskatchewan will be implemented, following Consultation, March 17.

Grievances are filed for these restructures, plus Depots 3 & 9 (scheduled for June 16) to address any outstanding route irregularities and Volume Count data disputes. However the employer is complying with the Jolliffe Arbitration ruling that drive timings must be done at the actual time of day concerned; i.e., 17:00 not 15:00 for Wave 2.

Management has cancelled several further restructures that were planned, including Edmonton Delton Depot, both Depots in Fort McMurray, one in Regina and two in Winnipeg. Makes one wonder if there's a connection to the planned elimination of door-to-door delivery, which would require massive restructuring and staffing changes . . . ??

CAMPAIGN TO MAINTAIN DAILY HOME MAIL DELIVERY

Speaking of which, the Edmonton Local has been leading the way in CUPW's campaign to preserve door-to-door delivery. Thousands of names have been collected on petitions to the House of Commons, many of which were presented in Ottawa by NDP Member of Parliament Olivia Chow, whose motion on the issue was voted down by Conservative MPs January 28. Hundreds of letters were sent to individual MPs, with meetings held with Linda Duncan (Edmonton-Strathcona), Brent Rathgeber (Edmonton-St. Albert), and Laurie Hawn (Edmonton Centre scheduled for March 10).

Presentations were made at several local Hindu and Sikh Temples, with a bilingual banner (Punjabi and English) on display. Many dismayed community members pledged to send e-mails to CPC President and CEO Deepak Chopra, protesting the plan.

The Local held the "Real Public Forum" January 25, attracting close to 100 people, including representatives of Seniors' organizations, Edmonton & Area United Way, Edmonton & District Labour Council and Alberta Federation of Labour. Speakers included Linda Duncan NDP MP, David Eggen Provincial MLA (NDP), and CUPW National Secretary-Treasurer Bro. George Kuehnbaum.

Media coverage was widespread all through the weekend. Thanks to Brother Kuehnbaum, who also addressed Local information sessions for Members and Retirees on Pension issues, and meetings on workplace issues like Forceback and staffing violations (EMPP, LCs, "Depot Support" Registration Clerks and Depot Assistants). Congratulations to Local Officers, Campaign Co-ordinators, and Shop Stewards for all your efforts!

Greg McMaster Route Verification Officer



From Your Full Time CUPW Health and Safety Officer

Lorraine MacKenzie



It used to be that if a worker got injured on the job or had a non-occupational injury or illness, that CPC would accommodate them. I am sorry to say those days are running out. It seems CPC accommodates some but not others. How do they choose who will be accommodated is a mystery to me. You would think that if it is an Injury on Duty, that CPC would have some obligation to provide modified work. Seniority rights are not considered. It almost appears to be a case of whom they like and who they don't like. Maybe it is a case of who gets paid more. However they choose, it is disadvantaging a lot of workers.

This is a very precarious time for all CUPW workers at CPC but especially so, for any worker who has the misfortune of getting injured on the job or who has a non-occupational injury or illness. Canada Post is not accommodating all the workers that require it. There are workers who are getting as little as 1 hour a day. Some are supported by STDP and so are getting 70% of wages for the time they are not working. Some are WCB and so get 75% of wages when not being accommodated. Some are receiving absolutely nothing.

And then there is the payroll disaster that occurs if your claim is denied by GWL-Morneau Shepell or WCB and CPC starts clawing back money. It seems every claim accepted or denied, there is a payroll issue for the workers, which the local has been desperately trying to answer for but have been unsuccessful thus far. **If you are STDP pending and are non-compliant with providing the medical, CPC will take back what they paid you at 100%.**

The writing is on the wall that CPC hopes workers will get fed up with the treatment and resign or retire and they can bring in workers at the new rate of \$19.00/hour. CPC can then say that no one lost their

job, it was done through attrition.

Canada post says there are more modified workers than they have work for. With the amount of overtime worked in DRS at EDDD it shows the work is there for at least a few more modified people. It is so easy for all these able bodied Managers to sit and make life changing decisions for workers who through no fault of their own are unable to do their old job any more.

It seems that Canada Post considers all pregnant workers disabled and unable to work 8 hours and so are referring them to GWL-Morneau Shepell to be put on STDP. That is against the Canada Labour Code as well as a human's rights violation. Being on STDP prior to going on maternity leave may impact your EI benefits.

For all the workers out there that are not being accommodated and it is costing them their livelihood, file a grievance but also contact Canadian Human Rights and file a complaint with them. Attention needs to be brought to how Canada Post treats their injured workers. Canada Post is improving their financial status by pushing out the senior workers at top wage and bringing in new workers at a much lower pay scale. It is a win win for Canada Post. They need to eliminate workers as they go forward with their 5 step plan to eliminate door to door service and if injured workers get starved out financially and move on, CPC has no blood on their hands.

Another source of stress and aggravation is the letter carriers, who are unable to do force back and they have provides notes from their doctors and CPC opens a STDP accommodation file for them. CPC declared that as of the end of December 2013, all doctors' notes had expired and if a worker could not do force back then a new note had to be provided. Now CPC has gone 1 step further and opens a GWL accommodation file. Now the worker has to get forms filled out by their doctor and then some case worker in another province decides your fate. GWL may or may not support your claim. It is a vicious cycle that keeps our members stressed, angry,

Postal workers are fighting for their lives and livelihood. CPC is trying to reduce costs on the backs of the workers.

Brothers and Sister stand firm, stand together and do not let management divide us.

(Lorraine works at the Local Union office at 423-9000 ext 226)



We were all saddened by the loss of Brother Terry Cooper on January 9th 2014. Terry had many dear friends at Canada Post and many were part of a 'Last Run' for Terry to the airport at the conclusion of the memorial service. The Edmonton Local provided a large floral arrangement in Terry's favourite colour...purple. A note of thanks has been received in the local office with a message to all those who organized the run and gathered at the service. It reads in part: "...to all Terry's co-workers and friends our heartfelt thanks for your kindnessthank you for sharing your memories with us and ...special thanks to Brian Massie for his assistance every step of the way and for co-ordinating his Final Run....with the help of all your co-workers (you) gave the family comfort that Terry was surrounded with a loving, caring 'family'...." The leaflet at the memorial service had a quote from Terry and anyone who knew him can remember his voice saying this: "May your soul be healthy". – Karen Kennedy

From Your Local CUPW Full Time Secretary-Treasurer ... *Cathy Furtak*

There has been lots of letters about our pension plan recently and I am sure the many of you are concerned about the current state and future state of your pension plan. There may also a lack of understanding about what is happening. I will try to help make this easier to understand.

There are several things that are taken into consideration when determining the health of any pension plan I will just touch on a few. The Canada Post Pension Plan has a 6.5 billion dollar solvency deficiency; almost 90 % of pension plans in North America have solvency deficiencies.

What is a solvency deficiency? A solvency deficiency is when a company ceases to operate or exist on a specific date and does not have sufficient funds to pay out all the pension plan members. In the case of the Royal Mail in Great Britain which was privatized, the government paid the solvency deficiency before and in order to privatize the public service.

Air Canada last year had a solvency deficiency of 3.7 billion dollars; the airline said several factors contributed to the turnaround, including a 13.8 per cent return on investments in 2013. We are still waiting for Canada Post to report on the 2013 performance of our pension plan.

Another factor in determining the health of a pension plan is the going concern. Going concern assumes that the pension plan will continue indefinitely (this is based on each member of the plan). Currently there is a 10 million dollar surplus with regard to the going concern of our pension plan. In 2007 there was a surplus in both the going concern and the solvency of our pension plan.

So with the current position of the pension plan our Union realizes that there are problems that need to be addressed to ensure the long term viability and stability and so on September 12, 2013 CUPW asked Lisa Raitt the Minister of Transport to discuss our pension plan issues.

"I believe it would be appropriate for you to organize a meeting (CPC, CUPW and relevant government representation) that would enable us to identify all possible scenarios, taking into account the laws and regulations that govern pension plans."

On October 12, 2013 CUPW receives this from Canada Post:

"Canada Post management has informed the Union that it is prepared to meet and review all possible scenarios to resolve the matters related to the financial health of the pension plan."

In November of 2013 CUPW sent a letter to all members explaining the problem and what the Union's approach is. There were a few meetings held between CPC and CUPW but CPC refused to have any meaningful discussion and then on December 10, 2013 CUPW receives a letter from Jim Flaherty Minister of Finance explaining the deal that the Government of Canada has made with Canada Post (without consultation and input from our union). In this letter the Minister states *"The proposed regulation would not impact CPC's obligation to provide retirees with their promised benefits."*

Then again in a letter dated February 3, 2014 the Minister of Finance states *"The proposed special regulations would not impact Canada Post's obligation to provide retirees and other beneficiaries with their promised benefits during the relief period"*. (present to December 31, 2017)

This statement turns out to be in contradiction to the letter that employees received about not being able to access any lump sum payments from the pension plan.

I find it interesting that The Office of the Superintendent of Financial Institutions (OSFI) sent Canada Post a letter dated January 13, 2014 restricting our member's from accessing any lump sum payments without prior approval (which can normally be done if you are under 50 years of age).

All financial institutions and pension plans in Canada are monitored by The Office of the Superintendent of Financial Institutions (OSFI) which was created in 1987 to regulate and supervise financial institutions and private pension plans subject to federal oversight, to help minimize undue losses to depositors and policyholders. It is an independent, self-financing agency that reports to Parliament through the Minister of Finance.

OSFI regulates and supervises all banks in Canada, and all federally incorporated or registered trust and loan companies, insurance companies, cooperative credit associations, fraternal benefit societies and private pension plans. They have taken these steps under the Pension Benefits Standards Act, 1985 and the Pension Benefits Standards Regulations, 1985. This has been imposed to protect the members of the pension plan.

Canada Post, as a crown corporation, does not need to seek protection from its creditors. For that reason, Canada Post cannot claim that its pension funding situation was so urgent that it could not give notice to or meaningfully engage with Plan beneficiaries before it sought regulatory relief from its sole shareholder, the Government of Canada.

As a result of the freeze accessing the commuted value, CUPW members have had their benefits adversely affected by the proposed regulation. In particular, certain

members are now unable to transfer their commuted value out of the Plan. Given the statement in the letter from the Minister of Finance dated February 3, 2014, it is clear that members are being impacted by the proposed regulations. Our Union has asked the Minister of Finance that Canada Post be directed to make payment directly to the individuals adversely impacted by OSFI's decision or nullify the resignation of impacted members.

If you have recently resigned and thought that you could access the contributions that you have made into the pension plan or if you were planning on taking funds before the age of 50 you may have a grievance. Also in numerous letters it is stated that the lump sum payment cannot be made without "prior approval". To date we do not know what or if there is a process in place to obtain this "prior approval".

I will keep the membership informed on this issue as I soon as I hear or learn anything new.

(Cathy works full time in the Local Office and is at 780-423-9000 ext 222)



Local Election Time

Edmonton Executive Elections 2014 (AMENDED)

Between General Meetings your local is run by an Executive Committee. All positions are two year terms. In order to be eligible to run for a term on the Executive Committee, the nominee must be a Member in Good Standing of the union, must have attended at least 50% of the General Membership Meetings in the preceding year, and must be nominated by a Member in Good Standing. Nominations for this year will be accepted for the positions as follows:

- Secretary-Treasurer (Full Time)
- Grievance Officer (Full Time)
- Vice-President
- ***Chief Shop Steward-Letters (proposed name change Shift 3 pending)**
- ***Chief Shop Steward – Shift 1 (new position)**
- Chief Shop Steward-Stations & Depots
- Chief Shop Steward-Transportation
- Sergeant-at-Arms/Editor
- Organizing Officer

Nominations will close **February 28, 2012 at 4:30 pm.**

Submit nominations to the Local Union Office (11001-107 St, Edmonton, AB. T5H 2Z6) or to a member of the Election Committee: Harry Clark (RSMC-Delton), Christine Vincent, Amir Sheikh (EMPP), Gohar Zaidi (EMPP)

CUPW EXECUTIVE ELECTIONS NOMINATION FORM:

I nominate (NAME OF PERSON BEING NOMINATED): _____
for the Executive Officer position of: _____ in the Edmonton Local.

NOMINATOR: Print: _____ Signature: _____

I accept the nomination (Nominee).

Print: _____ Signature: _____

Candidates do not need to be present at the election meeting if they have accepted the nomination in writing.

Date: _____

The Local Women's Committee is meeting March 11th at 5pm at the Upper Crust restaurant 10909 - 86 Avenue. The Committee welcomes women from the local to meet with us. The committee will be attending the Men and Feminism Forum at the U of A Law Centre at 7:00pm.

Join Us!

MEN AND FEMINISM

WHEN
Tuesday, March 11, 2014
7:00 pm

WHERE
Room 237, Law Centre
University of Alberta
89 Ave and 111 Street

SPONSORED BY
Women's Legal Education and Action Fund (LEAF) Edmonton
Women's Law Forum
Department of Women's and Gender Studies
Department of Sociology

Made possible through the generous support of
the Women's Committee of the Edmonton Local of the
Canadian Union of Postal Workers

FORUM FEATURING

DR. LISE GOTELL
Chair, Department of
Women's & Gender
Studies,
University of Alberta

GIL M^cGOWAN
President, Alberta
Federation of Labour

DR. BARRET WEBER
Instructor, Department of
Sociology, University of
Alberta

MC: ELISABETH BALLERMANN
President, Health
Sciences Association of
Alberta

RSVP:
edmonton@leaf.ca

**Free admission
All are welcome.**

CUPW EDMONTON LOCAL

GENERAL MEMBERSHIP MEETING

Sunday March 2, 2014

12pm* 2pm*

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

First on the agenda:

TWO Executive Elections: (each ends April 2015)

- 1. Chief Shop Steward Wickets & Affiliates**
- 2. Recording Secretary**

An eligible candidate for election to the executive of the Edmonton local must be a member-in-good-standing and have attended at least 50% of the general meetings in the previous 12 months. You do not have to be present at the election meeting but must have submitted your acceptance of the nomination in writing.

Notices of Motion: 1. To Research and develop a rate of pay for our full time officers that more accurately reflects the amount of work and hours our full time officers put in.

Elections

Education Committee	2 Members (to November 2014)
Environment Committee	1 Member (to May 2015)
Women's Committee	3 Members (to September 2015)
Trustees Committee	1 Member 1 Alternate (to September 2015)
Route Measurement Committee	1 Member (to October 2015)
Election Committee	2 Alternates (to December 2014)
Organizing Committee	2 Member (to September 2014)
Bylaws Committee	4 Members 2 Alternates (to February 2016)
Social Committee	1 Member (to November 2014)
Human Rights	1 Member (to May 2015)
Inside Out Committee	1 Member (November 2014)
EDLC Delegates	8 Members (To February 2015)
Union Counselling Level 2	3 Members (April 2 May 28, 2014)

AFL Standing Committees

Education and Training	1 Member & 1 Alternate
Communications	1 Member & 1 Alternate
Political Action	1 Member & 1 Alternate
Outreach	1 Member & 1 Alternate

***(if quorum is not reached by 12:15 the meeting will be ended)**

***(members may vote to extend the meeting if crucial business has not yet been dealt with)**



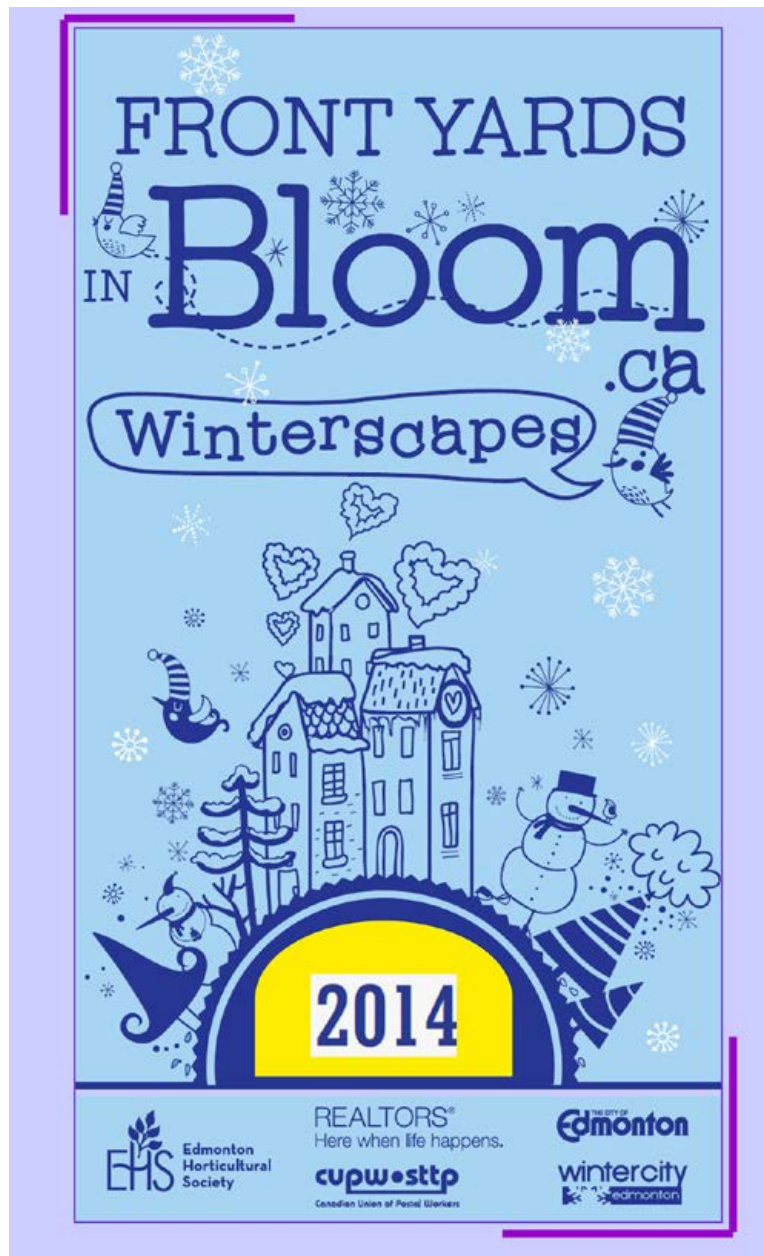
Brother Jerry Pisatchky receives his retirement presentation from Sister Bev Ray at the January 26th General Meeting.



Brother Trevor Isaacs presented the retirement honorarium to Sister Joan Coyle, Depot 2.



Sister Shirley Lannon sorted and pulled her last cart of mail out of Depot 2 at the end of November. (photo taken in summer!)



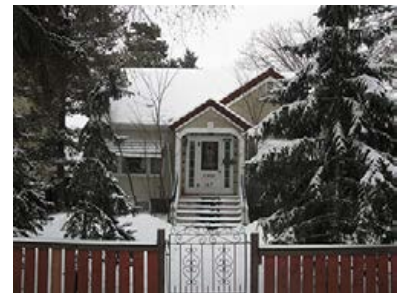
The Edmonton Local is partners with the City of Edmonton and the Edmonton Horticultural Society for Front Yards in Bloom. This year we are trying something new....Front Yards in Bloom Winterscapes. Letter Carriers and postal workers should let us know if you see a yard that should be nominated and we will follow up. There is also a group nomination and packages have been sent to schools and community leagues. Those who nominate are eligible for draw prizes. One of the criteria that is considered is whether the walkways and steps are clear of snow and ice. The Front Yards in Bloom Winterscapes nominations are open until March 9th and are done on line. Members of the committee from CUPW are Kathleen Mpulubusi, Karen Kennedy and Dianne Clark.

THE STRUGGLE CONTINUES.....

Edmonton Local Executive Committee

President...Bev Ray (**full time union**) (from letter carrier)
 Secretary-Treasurer...Cathy Furtak (**full time union**) (PO5 EMPP afternoons)
 Grievance Officer...Jerry Woods (**full time union**) (from letter carrier)
 Health and Safety Officer...Lorraine MacKenzie (**full time**)(PO4 EMPP nights)
 Vice-President.....Raj Sharma (PO5 EMPP afternoons)
 Chief Steward-Bulk...Gohar Zaidi (PO4 EMPP day shift)
 Chief Steward Carriers...Carol Leighton (letter carrier EDDD)
 Chief Steward Letters...Parminder Pannu (PO4 EMPP afternoon shift)
 Chief Steward - Maintenance... Norm Burns (Maintenance EMPP)
 Chief Steward MSC's...Todd Brooks (MSC 5-ton shuttle EMPP)
 Chief Steward RSMC's...Sue Wilson (RSMC Delton)
 Chief Steward Affiliate Offices...vacant
 Education Officer...Larry Dionne (EMPP midnights)
 Recording Secretary...vacant
 Sargent-at-Arms\Editor...Karen Kennedy (PO4 Registration...Depot 2)
 Organizing Officer...Nancy Dodsworth (Part time PO4 EMPP)
 Route Verification Officer...Greg McMaster (MSC EDDD)

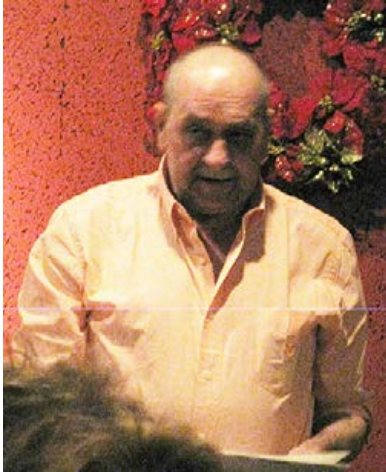
The Edmonton Local Office is located at 11001-107 Street. It is the corner house. The four full time officers may be reached at 780-423-9000 and each has their own voicemail and cell phone. The executive assistant, Trish, will answer the phone and may be able to assist you or put you in touch with an 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. General meetings start at noon or at 6pm alternating each meeting.



Inside Out Deadlines

Friday at noon

April Issue: March 7, 2014



Brother Harvey Taschuk retired from Main Wickets with a celebration dinner December 5th at the Lingnan surrounded by his friends and co-workers.



Brother George Kuehnbaum, National Secretary-Treasurer and CUPW representative to our Canada Post Pension Advisory Council answers questions after his pension talk prior to the January 26th General Meeting at the Green and Gold room Commonwealth stadium.

Events Coming Up

February 28th....Nominations close for Executive Positions 4:30pm

March 2...General Meeting noon

March 8...International Women's Day March

March 9....Deadline for Winterscapes nominations

March 11...Local Women's Committee 5pm Upper Crust 10909-86 Ave

March 11...Men and Feminism Forum U of A

March 17...St.Patrick's Day

March 20...Executive Meeting

April 6...General Meeting 6pm, election day for Executive positions

This issue is printed on: 50lb Enviro100 Print Offset, made of 100% Recycled post consumer waste.



THE STRUGGLE CONTINUES.....