

InsideOut

Canadian Union of Postal Workers
Edmonton Local

March 2016



Emergency RSMC & Urban Contract Negotiations Update Meeting, February 6, 2016 (Photo: L. Swaren)

CUPW Edmonton

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

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

Website: www.cupwedm.net



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

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

CUPW Edmonton Local 730 - Executive Committee

Full-Time Officers / Staff

PRESIDENT	Larry Dionne	union@cupwedm.net	<i>extension 1</i>
SECRETARY TREASURER	Todd Brooks	todd@cupwedm.net	<i>extension 2</i>
GRIEVANCE OFFICER	Jerry Woods	jerry@cupwedm.net	<i>extension 3</i>
HEALTH & SAFETY OFFICER	Lorraine MacKenzie	lorraine@cupwedm.net	<i>extension 4</i>

Part-Time Administrative Assistant	Trish Schlag	info@cupwedm.net	<i>extension 6</i>
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Chief Stewards

CHIEF STEWARD LETTER CARRIERS	Steve Cowtan	stevencowtan@shaw.ca
CHIEF STEWARD MSC	Nancy Dodsworth	dodzilla@shaw.ca
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CHIEF STEWARD SHIFT 2	Gohar Zaidi	gzaidi27@gmail.com
CHIEF STEWARD SHIFT 3	Parminder Pannu	parminderpannu67@yahoo.ca
CHIEF STEWARD RSMC	(position vacant)	
CHIEF STEWARD WICKETS & AFFILIATES	Michelle Ream	ream940@gmail.com
CHIEF STEWARD MAINTENANCE	Norm Burns	normburns@telus.net

Table Officers

VICE PRESIDENT	Raj Sharma	rajsharma01@gmail.com
EDUCATION OFFICER	Chris Hepburn	zaagaate@yahoo.ca
RECORDING SECRETARY	Kathi Gouldie	kathies_corner@yahoo.ca
SERGEANT-AT-ARMS / EDITOR	Lisa Swaren	editor@cupwedm.net
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InsideOut

March 2016 Edition

Canadian Union of Postal Workers
Edmonton Local 730



Cover Photo: Emergency RSMC & Urban Contract Negotiations Update Meeting, February 6, 2016 (Photo: L. Swaren)

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GMM Sunday, March 6th, 2016
6pm - 8pm (Union Office)

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

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

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

April Edition Deadline:
Friday, March 11, 2016 at midnight

The Editor, InsideOut

18121 - 107 Avenue
Edmonton, Alberta
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email: editor@cupwedm.net

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

InsideOut Committee
Vimal Sharma, Carmen Loiselle,
Michelle Ream, (1 vacancy)

From the Editor

Elections! This is important. The nominees you elect are going to help to shape the climate of your future work life. How will grievances be handled? How successful will we be with our negotiations? How will finances be handled? What will InsideOut look like? It's up to you!

Although I'm stepping down as editor in April (and will not be running for any executive positions in the upcoming term), I am committed to helping fellow workers and other citizens make the world a slightly safer, better place (from wherever I stand). I'm still on a few committees (see you at a meeting)! I will continue to write to (and meet with) politicians to explain our positions and our concerns. I will still be pushing for the restoration of door-to-door delivery, the rights of temps, postal banking, dignity in the workplace (and everywhere), equity and fairness.

I won't be asking for your nominations or your votes this April. Instead, lend me your help in the fight ahead. I ask you to give our union your solidarity in together demanding that the rights we have already achieved will continue! Be a part of your union. Together we stand!

Our negotiations are underway. I have every confidence that the successful resolutions from locals across Canada, passed at Regional and then National, will bring our workers improved work conditions. We are pushing for fundamentals like improved job security, service expansion and job creation, significant yearly wage increases (fully retroactive to February of 2016), shift and weekend premium increases, and rights and protections including human rights training for all employees.

We're demanding that the rights of pregnant and breastfeeding mothers be respected. We're also fighting for better health and safety measures such as the identification and elimination of hazards caused by new technologies, equipment and work methods, improved protections of employees who use their right to refuse unsafe work under Article 33.13, and the restoration of wash-up time at the end of shift.

Our list of 85 demands includes "Group 2 Work Process", staffing considerations, improved communications from CPC to CUPW, restrictions on compulsory overtime, and the improved rights of (and inclusion of RSMCs in the next Urban Operations Collective Agreement). For more detailed information, check out your September 2015 edition of "Perspectives" from CUPW National (Volume 43, number 2). If you've lost your copy, look online at: <http://www.cupw.ca/sites/default/files/Perspective%20Se2015%20opt%20En.pdf>

Please find a moment to call or write to your Member of Parliament and your Prime Minister about the importance of unions (we must work towards retaining these hard-fought rights). Ask your families and friends to write too. Open your collective agreement and educate yourself about your rights. Then let our Government know our rights are not negotiable. We deserve a decent quality of life. We have many rights, and even more to win. We must prove that our rights matter to us and that we intend to keep them.

There are other ways to make a difference too. Do you see yourself as the next editor of InsideOut? Ask a fellow union member to nominate you before February 26th. Let's all turn out to vote. Maybe I'll be voting for you!

When you get a chance, welcome our new

Executive members; Recording Secretary, Kathi Gouldie from the Sherwood Park Depot, Nancy Dodsworth, our new Chief Steward of MSCs (currently attending NAIT to become a MAM II Technician) and Raj Sharma (re-elected to finish the term as Vice President). The term is nearly up for others. Here's to electing some more, great new executive members.

Bonne Chance and Good Courage,
Lisa Swaren
Editor/Sergeant at Arms
CUPW Edmonton (EMPP, Shift 3)



Letter from a Committee Member

Hi Sisters and Brothers.

You may have noticed that this issue is a tad skinny. There is a very good reason for that. We did not have enough content to print 16 pages. Here is your opportunity to make our Union's newsletter a true vehicle of community and solidarity, and contribute something to the next issue.

The InsideOut Committee is putting out an invitation to any CUPW member to contribute to our Union's newsletter. It doesn't have to

be a full page article, it could even be something with a funny-bone twist. For quite a while we had a fellow give a regular, humorous spin on various aspects of culture and politics. But then he retired. Know any good jokes (clean ones please ;D)? Why not submit them to the Inside-Out? Maybe you are good at making puzzles. Challenge other CUPW members to figure them out.

Articles are the meat and potatoes of the newsletter, of course. I think it would be great if we were able to hear from letter carriers about the challenges and joys they experience on their routes. One of the InsideOut Committee members mentioned to me that since the implementation of community mailboxes, he doesn't have as much chance to walk, and he really misses that. How about the mechanics that work on the outside vehicles and the technical folks inside the plant. Other CUPW members would love to hear from you!

The following is my little contribution. With negotiations underway I thought it might be nice to build some community and solidarity by suggesting you look on YouTube to hear the lyrics and music to "There is Power in a Union" by Billy Bragg (one of my favourite labour songs). I'll let you in on a little secret; I hum labour songs to myself all the time when I'm at work and I have this fantasy that one day I'll be singing this song and a supervisor will ask me what I'm singing. An interesting note is that in the third verse the word 'blackleg' refers to "a person who continues working when fellow workers are on strike", (what some would call a scab). Look it up on YouTube to hear the tune. Enjoy!

Solidarity Rocks!
Carmen Loiselle
Member, Inside Out Committee
CUPW Edmonton (EMPP Shift 3)

Things you need to know about STDP

If you are going to be off work for more than 7 calendar days:

1. Contact your supervisor and advise them that you will require a referral for STDP.
2. Call Morneau Shepell and initiate a claim at **1-855-554-3148**
3. Get your employee form* and doctor's form* faxed into Morneau Shepell at **1-877-562-9126** within 7 days: can be extended to 14 days if you contact them and let them know you are having trouble getting your doctor to complete forms, but 14 days is the maximum time. If not in by the 14 days, CPC declares your case abandon and even if MS support your absence you will not receive pay.

*Forms can be obtained from a) the local CUPW website at www.cupw.ca and click on benefits. (b) from the supervisor or(c) from Morneau Shepell.
4. Unless you are hospitalized, you will have a qualifying period of 7 calendar days or 5 work days.
5. Your personal days will be used for the qualifying period and you **will not** get them back.
6. If you have no personal days you can arrange to use annuals but must exhaust personal days first.
7. Do not ignore phone calls or correspondence from Morneau Shepell because there are usually deadlines attached to their request.
8. When possible communicate via email so you have a paper trail. When assigned a case worker, get their email address.
9. STDP is good for 30 weeks; first 15 weeks you're paid by CPC at 70% of your wage.
10. At the 15 week point, you should receive correspondence from AccessHR, tell you to apply for EI. You must do this or CPC will stop your pay. Just follow the 3 steps AccessHR has outlined for you. You will then receive 55% from Service Canada and 15% from CPC which equals
The 70%. When you are on STDP, your pay will be 2 weeks behind.
11. It is at this time most workers on this program will incur an overpayment as it takes CPC a bit of time to reconcile their books. Your pay will be 2 weeks behind. Most generally it is straightened out within 2 pay periods but not always.
12. If you have sick leave credits, you can use them to top up to 100% for the first 15 weeks and up to 95% for the last 15 weeks.

Lorraine MacKenzie-Lawson
 Health & Safety Officer
 CUPW Edmonton Local
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The Numbers Game ... Notes from the Route Measurement Committee

The restructure marathon is in the starting gate. Members of the Route Measurement Committee are sharpening their pencils, reviewing files and photocopying forms. Like good bargain hunters we are hunting for the best values but we do need everyone's assistance in the depots that are doing restructures.

CPC is limiting the union to only two observers during the volume counts - regardless of the size of the depots. Our observers will be very busy checking the work of the RMO's (Route Measurement Officers) to make sure values are entered correctly and all irregularities are dealt with. More than ever we are counting on all the depot staff to assist us in doing our best for everyone. This is your union dues at work.

Starting this week at Depot 9, union observers will be in the Depot to talk with everyone and prepare for what to expect and do during the count. We know there is extra work and it can be stressful. After the volume count is finished at Depot 9, the route measurement road show moves onto Depot 6.

The National Route Measurement Committee meeting is on March 5-6 [In Ottawa]. Warren Melnyk [of Sherwood Park Depot] is the Prairie Regional Representative. We will be looking forward to hearing Warren's report.

Our next Route Measurement Committee meeting will be on Saturday March 19, at 10:00 am, at the Union Office. The Committee is open to everyone. All are welcome.

For further information contact:
cupwedmroutever@gmail.com

Kathleen Mpulubusi
Route Verification Officer
CUPW Edmonton (Delton Depot)

IMPORTANT DATES

February 22- March 4:
Depot 9 Volume Count

March 6 - April 1:
Depot 6 (Mayfield) Prep. Phase

April 4 - April 15:
Depot 6 (Mayfield) Volume Count

INTERNATIONAL WOMEN'S DAY EVENTS

International Women's Day is celebrated on March 8. It was declared by the United Nations in 1975 during International Women's Year. This year there are 2 events in Edmonton.

- Sunday March 6 at 1:00 pm. 4th Annual March. Meet at McIntyre Park (104 St. & 83 Ave). Short March through Old Strathcona with Cultural performances and refreshments at the Arts Barns after the march.
- Tuesday March 8 at 5:30 pm. Dinner and Forum. Maharajah Banquet Hall 9257-34 A Ave. Tickets \$10

EVERYONE IS WELCOME!

Women's Rights are Everyone's Rights

For further information email Kathleen Mpulubusi
at
kmpulu@gmail.com





The Struggle...

Struggle is a never-ending word. Since the beginning of time, there have always been struggles, and that has not changed today. In recent history, our struggles became more noticeable; after the First World War, the United States of America imposed a war on workers. In 1919, the Rockefeller Plan was a disaster for the working class during that time.

Now, some of us can remember 1970 (**Quality of Work Life schemes**), 1980 (**Employee Participation Program**) and the early 1990s (**The Team Concept**). Somehow, when the employer was not satisfied with the result of the team concept, they changed the phrase to the "**Total Quality of Management**". Canada Post quickly adopted all of these American/Japanese themes. Unfortunately, managers started using this terminology on the work floor. Even the language of our Collective Agreement was changed to "Group Performance Bonus". In 2007, the [then]CEO of Canada Post, Moya Green started talking directly to the CUPW members and she said "In the months ahead, I will be sharing my vision of clear priorities with you". What did she mean when she said this? It meant that she would be our well-wisher and that we would

not need a union. Her strategy was to divide CUPW. She tried this very vigorously, especially in Vancouver when union leaders were not allowed to attend her propaganda sessions at VMPP. In the end, the union won the case and Canada Post paid a large lump sum of money for the damages. But, what happened was that Moya Green was setting a path to privatize Canada Post, the best public service in Canada, making billions of dollars in profits! Canada Post is a symbol of pride for Canadians, but she wanted to sell out this proud public service to multinational companies. She was wrong and is since long gone.

We were happy when Moya Green left Canada Post, but our bad luck did not stop there, as Deepak Chopra took over Moya's regime and made it even worse. With the help of the Conservatives, his vision was to privatize Canada Post in pieces. He imposed a lockout on us, even though Canada Post was making millions of dollars in profits. The majority of the profits went to the wallets of taxpayers instead of workers. At the same time, these profits were not put in workers' pension benefits, or put towards the equipment. But Canada Post started a different plan: to borrow billions of dollars from banks in the name of modernization. Canada Post gained a large sum of productivity. Thousands of jobs were cut, and door-to-door-deliveries were just about to end. But, thanks to the leadership of the National, the Regionals, and the Locals, we were able to save door-to-door delivery.

Deepak Chopra started another war against the postal workers. He promoted a private company to oversee disability management more aggressively, to deny claims and push managers to have more interviews with letter carriers. Injury-on-duty claims are now regularly challenged, employees blamed for accidents, overtime is

forced on letter carriers, and health and safety for RSMCs is largely overlooked. His main goal is “**Management by Stress**” in the mechanized plants. His regime has spent millions of dollars to upgrade the productivity. This productivity was “**Green Light, Yellow Light, and Red Light Stress**”. Plant workers know I’m talking about the parcel run-outs [chutes], and MLOCR sections. Rather than having enough staff, Canada Post hired hundreds of supervisors. These supervisors were trained to do CUPW work routinely. It has created a large dissatisfaction among employees.

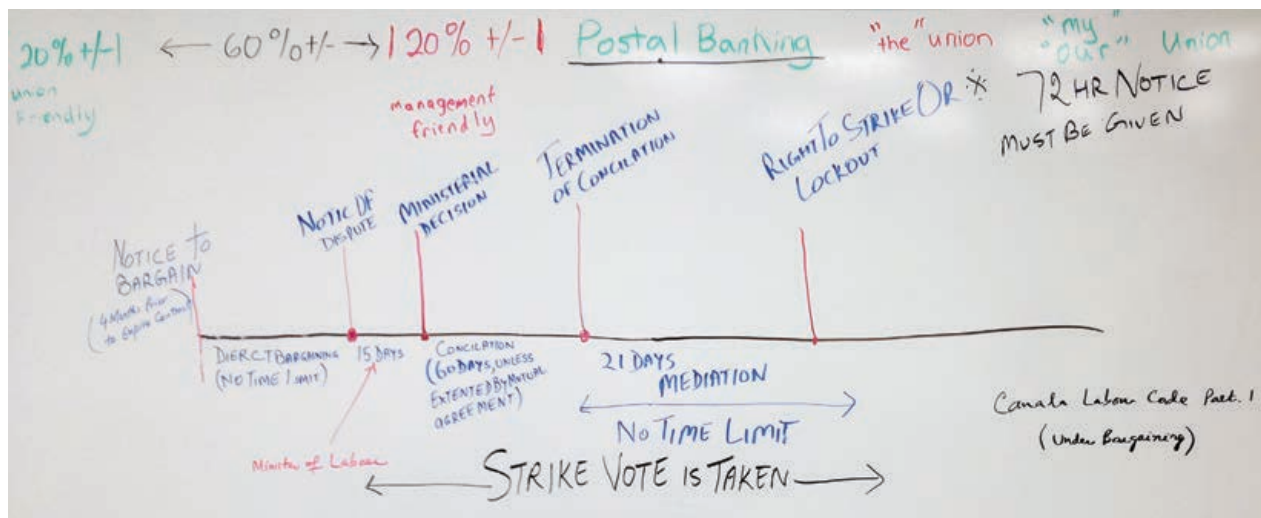
Canada Post is good at not sharing injury reports with our Union. They have changed all documentation forms. There are competitions all across the country on which region has less time loss injuries. Injured workers are guinea pigs. Recently, Canada Post building contractor JLL has had the courage to hide information from everyone. On Saturday, January 23rd, 2016, there was an explosion in the EMPP generator rooms. This information was hidden.

There are other health and safety concerns. On February 9th, 2016, boxes filled with silver bars

began dropping off the overhead conveyor belts onto the floor where the employees were working. The parcel sortation system at the EMPP is very poorly designed and unsafe. Many times, liquid, iron bars, bullets (and so on) have fallen on the heads of employees. I hope someone reads this complaint and does something about it. [These issues have been repeatedly reported to management. They have not yet been properly addressed. - President]

However, there are some good notes to pass on as well. We just won a case for a worker who faced wrongful termination. Also, any letter carrier that was suspended for using the right to refuse the two-bundle system (on health and safety grounds) had [their suspensions waived and disciplinary] letters removed from their files. The CPC has paid tens of thousands of dollars for accommodations and overtime violations. At the EMPP Canada Post is paying hundreds of dollars for backfilling and bargaining unit work violations.

The Struggle Continues,
Raj Sharma, Vice President
CUPW Edmonton (EMPP)



Whiteboard notes from the “Emergency RSMC & Urban Contract Negotiations Update Meeting”, February 6, 2016 (Photo: L. Swaren)



Time Bomb for Bullies

Do you know what a Bully usually does before they approach you? They look over their shoulder. Or if they're past all that, they might just admire themselves in their imaginary internal mirror and ponder how smart they feel they are. Pretend mirrors and "knowing who's watching" do not protect them against their own proverbial, self-inflicted time bombs.

Oh the bully might feel they're in control some of the time (all people are) - but remember - in their schemes they aren't just bullying you, they're picking on other people too. Those others might include weak family members at home, a neighbour, a quiet janitor, their loyal support staff, and maybe even an elderly driver that isn't moving fast enough for the bully's personal schedule. You'll sometimes hear them barking out orders, criticizing a co-worker - and then, when you're not looking - intimidating another supervisor or manager. But you'll usually miss it because (you guessed it), the bully looked over their shoulder to make sure you didn't see. They want you to think you're all alone. As they go about abusing others, they aren't even considering the personal time bombs they are manufacturing for themselves.

You see, there's no time limit on damage caused to others. That's right. Five years, ten years, 25

or 75. The suffering one person inflicts on others might still be throbbing away when you've kicked up your heels in comfortable retirement. The truth will come out in an unexpected time and place. Truth will be told (sooner or later). As my Mother used to say:

*Your life lies before you like a path
of driven snow, be careful how you
tread it cause every step will show*
- Lowri Williams

The past follows us; just as it will follow the bully to a future job interview where they may be spotted by someone that was negatively impacted; it greets them at a dinner party where the guests later learn how the bully behaved. Think of weddings, school concerts, vacations, even a retirement village or a store where a bully may be refused service. Boom! Another self-inflicted time bomb.

*They may forget what you said -
but they will never forget how you
made them feel.*

- Carl W. Buehner

Never mind the embarrassing silences and glitches they've created for themselves in their impending futures. Those are just little hiccups for someone who never learned to care. Let's create immediate consequences. How long should victims be expected to suffer? If you're going to be uncomfortable anyway, why not do something about it?

The bully already built their "life garnish" time-bombs. It's up to us to hold them accountable **today**. It can start by picking up a pencil: Record everything you can remember about

the bullying incident that you saw, witnessed, or endured. It should include WHO, WHAT, WHEN, WHERE, WHY and HOW.

WHO: The first and last names of the bully/bullies, bystanders and co-workers in the area

WHAT: Everything that was said and done; words; body language; proximity; volume (how loud were they?); What “tone” did they use when speaking?

WHEN: The time and date, how often this happens, and the length of time (five minutes? two hours? Every 15 minutes?)

WHERE: List your work area(s), what you were doing, if it's your regular work or something new or different, the address of the facility, the area of the work floor (i.e. the southwest corner). Were you blocked in? Were you alone? Was there a security camera present?

WHY: Of course, there's never a good reason to mistreat another human being... EVER. If you are being singled out, it may be because the bully has assumed that you are vulnerable in some way. If they criticize or comment on, or take advantage of something about you (real or assumed), this needs to be noted too.

HOW: Were you approached from behind? Were you being stared down, followed or ambushed on a break, or approached or phoned at home during your personal time?

No matter how surprised you are, no matter how intimidated you feel, no matter if you are filing a complaint, witness statement, grievance, human rights complaint or just storing your statement for your memoirs; write everything out on the same day it happens. The faster you write it down, the more information there

will be to draw from. This information is your strength in a meeting, a grievance and a formal complaint.

I think it's important to note that the time limitations are strict for grievances (refer to article 9.10 of the Urban Operations agreement). The grievance office would like them in within 15 working days. Get them in immediately (asap). I will help you. Your Union leaders will help you.

You have a right to be treated with dignity. If you have experienced bullying, notify a steward or any other executive member, or contact the union office today.

Remember this... The bully is sometimes scared. Why? Because they know what they're doing is wrong, and if someone catches them out there will be consequences. A witness statement (or two) against them takes all the fun out of it - even when what they're going for is public humiliation.

Regardless of the style or tactics of your bully, anyone who purposely demeans another person might not be so quick to misbehave if they know they are planting time-bombs (of their own making) in their own future lifeline; time bombs of human rights charges, grievances, reprimands, disciplines, displacements, dismissals, lost friendships and other embarrassments.

Next time your Bully looks around to see who is watching - let's hold up our pencils and help them think twice about wrongdoing.

In Solidarity,
Lisa Swaren
Human Rights Investigator & Shop Steward
CUPW Edmonton (EMPP Shift 3)

Upcoming Committee Meetings

CUPW Edmonton Local **GENERAL MEMBERSHIP MEETING**

Sunday, March 6th, 2016

6:00pm - 8:00pm

CUPW Office: 18121 - 107 Ave., Edmonton

All Union Membership and Committee Meetings are held at the CUPW Office at the address above (Unless Otherwise Specified)

Wednesday, March 3

Women's Committee Meeting
6:30pm - 8:30pm, Union Office

UPCOMING LOCAL ELECTIONS

All nominations for April elections
close February 26th, 2016 4:30 pm

Friday, March 5

InsideOut Committee Meeting
11:00am, Union Office

- Secretary Treasurer (Full Time Officer)
- Grievance Officer (Full Time Officer)
- Vice President
- Chief Steward Shift 1 (EMPP)
- Chief Steward Shift 3 (EMPP)
- Chief Steward Stations & Depots
- Chief Steward Transportation (MSCs)
- Editor/Sergeant at Arms
- Organizing Officer

Sunday, March 6

Human Rights Committee Meeting
2:30pm, Union Office

Sunday, March 6

Organizing Committee Meeting
4:00pm, Union Office

Advance Polling Station (if positions are
contested and an election is required):

Wednesday, March 16, 2016

6:00am - 6:00pm

**** CUPE #474 ****

(Canadian Union of Public Employees)

10989 - 124 Street NW, Edmonton

Parking behind building

Contact Gohar Zaidi for further information

Sunday, March 6

GMM (General Membership Meeting)
6pm - 8pm (Union Office)

Saturday, March 19

Route Measurement Committee
10am - 12pm, Union Office