



OFFICIAL NEWSLETTER OF CUPW 730 / MARCH 2021

INSIDE OUT



**BUILDING
POWER TO
WIN**

**NEGOTIATIONS
2022:
RESOLUTIONS
AND HOW TO
WRITE THEM**



**CPC'S PANDEMIC
NEGLIGENCE AND
OUR RIGHT TO
REFUSE**

**NO STRUGGLE,
NO VICTORY**



**AMAZON WILL DESTROY OUR FUTURE
POSTAL BANKING IS OUR BEST DEFENSE**



EMPOWER ORGANIZE RESIST

INSIDEOUT is the monthly publication of the Edmonton Local of CUPW.

This newsletter aspires to educate and inform members and affiliates about our union's activities, opportunities, and challenges, as well as to raise awareness regarding all things labour.

Opinions expressed are those of the author and not necessarily the official views of the Local.

The Communications Committee (responsible for this publication) is always interested in submissions of original articles, photographs, or illustrations. Prospective material must always concern CUPW or the labour movement, but submissions of general interest to the membership will also be considered.

We will also publish Letters to the Editor should you feel an issue requires further discussion. All submissions are subject to editing for brevity, clarity, etc.

To make a submission, or to get involved, contact the Communications Committee at communications730@gmail.com.

Communications Committee members:

- Natasha Fryzuk
- Kyle Turner
- Wendy Crispin
- Chris Pilgrim
- Kristine Bowman

ADDRESS	HOURS	CONTACT
18121 107 Avenue NW Edmonton, AB T5S 1K4	Monday to Friday 7 a.m. to 5 p.m. Closed weekends	Office: (780) 423-9000 1 (877) 423-CUPW Fax: (780) 423-2883

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LOCAL EXECUTIVE FULL-TIME OFFICERS



PRESIDENT
Roland Schmidt
union@cupwedm.net



SECRETARY-TREASURER
Karry Biri
Treasurer@cupwedm.net



GRIEVANCE
Elizabeth Smallwood
Grievance@cupwedm.net



HEALTH & SAFETY
Rashpal Sehmy
Health.Safety@cupwedm.net

LOCAL EXECUTIVE TABLE OFFICERS



1ST VICE-PRESIDENT ORGANIZING
Devon Rundvall
organize730@gmail.com



2ND VICE-PRESIDENT EMPP
Cheryl Chow
empp730@gmail.com



3RD VICE-PRESIDENT COLLECTIONS
Kristine Bowman
depts730@gmail.com



COMMUNICATIONS OFFICER
Natasha Fryzuk
communication730@gmail.com



EDUCATION OFFICER
James Ball
educate730@gmail.com



RECORDING SECRETARY
Kathleen Mpulubusi



ROUTE VERIFICATION
Jenn Reimer
route.cupw730@gmail.com



CHIEF STEWARD RSMC
Vacant



CHIEF STEWARD AFFILIATES & WICKETS
Carl Hentzelt
carlh.ss.wa@gmail.com



CHIEF STEWARD MAINTENANCE
Todd Vipond
gmrw730@gmail.com

PRESIDENT'S REPORT FEBRUARY 2021

NO STRUGGLE, NO VICTORY

Being an active member of this union for the last 18 years has left me feeling frustrated more than inspired. A big part of this is due to our National leadership group never providing an overarching strategy to prepare our membership to meaningfully resist back-to-work legislation. I do not fault our leaders for being intimidated or frightened by this prospect, but I do fault them for not even trying, especially after always promising to do so at our National conventions.

Sadly, based on the hundreds of workfloor visits I did in our local before the pandemic, I know that most of our members share my sentiments. In Edmonton, we have been doing the necessary organizing work over the past two years but the reality is we need more than a couple of locals on-board with the same approach to have any impact.

I share all this to stress just how surprising, and welcome, it is for National leadership to finally be putting forward a tangible, mapped-out plan to prepare our members for the traps always set for us. While it can be said the "Building Power to Win" campaign should've started six months ago immediately following the arbitration debacle, this development is better late than never.

As a democratic organization, it is our duty as members to give constructive criticism where it is due; conversely, we must also be generous with our credit and support where warranted. Regardless how it came about, and for what reasons, this campaign aims to address exactly what has been lacking in our union for decades: deliberately giving the workfloors of every local the skills to organize and confront CPC directly. Only by building this foundation, do we stand to take the next step in mounting the resistance necessary to actually gain ground instead of always losing.

For those who may be skeptical about the campaign, please consider: struggle in real life is not like in a movie. There are no heroes coming to save us. People don't just wake up one day with the courage to radically confront the considerable power of dehumanizing companies or corrupt governments. Ruling elites never change laws to give workers or unions more power unless they have no other option but to appease us. If change is to happen, it will only be by embracing our collective responsibility to create it.

We can't force that change without creating leverage. We have no leverage if we don't mobilize our membership en masse. We won't be able to successfully organize and mobilize our

members without giving them the skills and confidence necessary through deliberate training. There are no shortcuts. The work must be put in. Our local is well positioned due to our tremendous focus on recruitment and education over the past two years. We're eager to see what momentum grows as other locals get trained up.

Our local has wholeheartedly embraced the 'Building Power' campaign. Those that haven't read a more in-depth perspective on the campaign should check out the report posted on our website (www.cupw730.ca). To help bring members into the campaign, and familiarize themselves with the democratic process building up to Regional Conference, and negotiations 2022, we have developed a robust chain of opportunities over the next few months. Here is timeline summary:

Feb 8 - Mar 3 - Resolution Assistance Working Group

The Bylaw Committee, along with other Executive members, have volunteered to help anyone looking to develop, or write, resolutions for their respective bargaining unit. If a resolution doesn't have clear language, speaking to a specific section of the collective agreement, it will not

make it past the Regional Conference level, so we want to iron out any technical problems before they can be presented at our March GMMs. Updates will be posted soon with more details.

Sunday, March 7, 6pm - GMM - RSMC Resolution Focus

Our first GMM in March will cover all our usual local business before transitioning to focus on RSMC negotiation resolutions for Regional Conference. We chose Sunday to focus on RSMC resolutions so that a Saturday option existed for our EMPP members to participate the following week for Urban resolutions.


Saturday, March 13, 11am - Special GMM - Urban Resolutions

Our second March GMM, is a special GMM unanimously created by our Exec as per bylaw article 8.7. This GMM will be exclusively dedicated to any RSMC resolutions held over from the previous week, as well as all Urban resolutions.

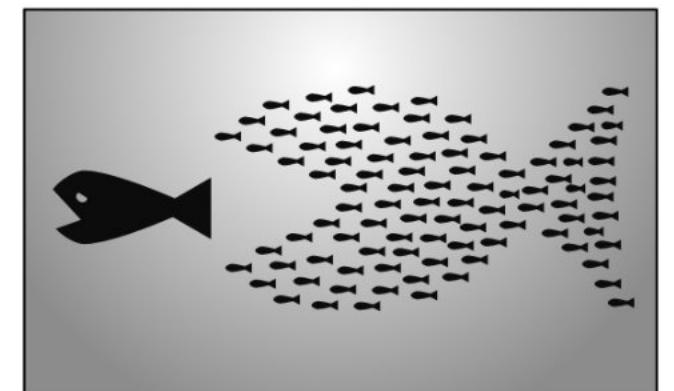
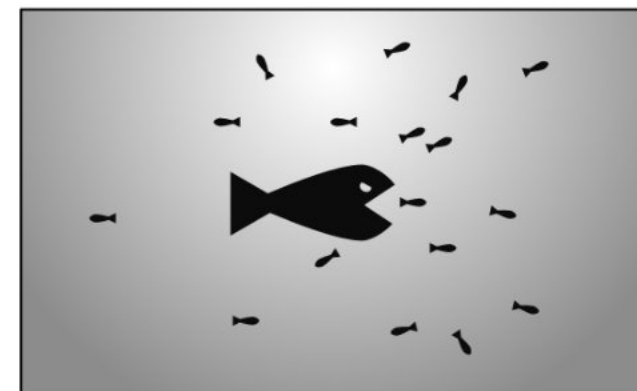
Today, we will finalize our delegations for the (virtual) Prairie Regional Conferences. For those unfamiliar, separate Regional conferences will be held for both our Urban (April 30-May 2) and RSMC members (May 14-16). Our local is able to send up to 31 delegates to the Urban Conference and 11 delegates to the RSMC Conference. Our delegations will join those from the other Prairie locals to pool, and debate, the negotiation policy resolutions passed at the local GMM-level throughout our Prairie region. Resolutions passed at all the different Regional conferences across the country are then forwarded to the National office to build our program of demands, which is then submitted back to our entire membership to be voted on. Once we ratify our program of demands, our negotiations committee initiates bargaining with CPC.

The next few months represent a tremendous opportunity for the members of our local to learn about and be a part of something that may have seemed too complicated or irrelevant before. The bitterness and cynicism felt by many of our members


towards the union for not doing enough may be justified but the direction being offered by National now is truly something different. The success of this campaign will depend on how many other locals are willing to join us in embracing this opportunity to fight back.

As I said before, whether you believe in defying back-to-work legislation, intimidating the government against using legislation, or winning enough public support to bully Canada Post into rolling over at the bargaining table, that journey must begin here, with our efforts on our own workfloors. This battle cannot be won by our elected officers alone – we need mass buy-in and participation. If we don't all do our part, we are effectively saying that we are fine with how CPC treats us. No active solidarity means no struggle, and without struggle, there can be no victory. 

By Roland Schmidt, President



ORGANIZING...IT WORKS!



BUILDING POWER TO WIN—



BUT WHAT, EXACTLY?



By Devon Rundvall, 1st Vice President
Organizing

A push to implement Postal Banking can give us real clout in our next round of contract negotiations, but to succeed we must organize now. Here are the phases of National's bold new organizing campaign, its significance to all Canadians, and the role we all play in its success.

National is launching an ambitious plan called Building Power to Win. You most likely have heard about it already - a nation wide push to organize and prepare all of our members for the upcoming contract negotiations. Due to our local's organizing efforts of the last few years, it should be a relatively simple task for us, while other locals across the country have significant work ahead of them.

Ready or Not, Another Negotiation Looms

Regardless of whether we are prepared or not, our contract is ending in less than a year. Take note as, over the next year, Canada Post puts out press release after press release talking about how much money the company is losing due to COVID-19 and the drop in letter-mail. These press releases will be followed by a list of cuts and rollbacks for the next contract. We see this before every contract negotiation, but I predict this will be an especially grievous campaign from the corporation.

And, of course, we can't forget the spectre of Amazon looming over CP's shoulder.

So how do we withstand the Corporation's projected austerity measures? Or compete with the exploitative practices of Amazon and Walmart? The same way workers have won for two hundred years... Organize! This fight will require us to reimagine not only our workfloors, but every post office across the country; imagine turning every post office in Canada into a community hub offering everything from electric vehicle charging stations, to high speed internet access, to banking services, all the while creating new revenue streams for one of our country's most beloved public services: the post office.

I know we need to improve both the compensation and working conditions of postal workers. But I think overall we have decent jobs with relatively decent benefits because of our Union's continued struggle. Yet it is because of these benefits that Canada Post won't be able to compete with the exploitation of big multinational corporations like Amazon and Walmart.

Just as Amazon has used Canada Post to subsidize its entry into the realm of delivery services, the post office could use Postal Banking to subsidize postal services that Canadians have relied on for generations. It's through expanded service, not service cuts or price hikes, that Canada Post can come to stand toe-to-toe with the big guys, doing what it was intended to do in the first place: provide decent jobs and universal service to every Canadian community.

The Power Comes from Us

So why doesn't CPC adopt this strategy of postal banking? After all, it was their own report ** that found that it would be a win for both themselves and all Canadians. The answer lies in one of the only other lines from the aforementioned report that

wasn't redacted: essentially, the other financial institutions in Canada won't like it. The big banks in Canada hold massive political sway - they practically own the two big political parties here in Canada - and they are not going to give up any of their market easily.

It can't be overstated that if we postal workers want a stake and say in our own futures, we must ORGANIZE! With National's "Building Power to Win" campaign, we workers have a real opportunity to push for a sustainable postal banking system regardless of the Corporation's stance - if CPC refuses to adopt Postal Banking then we the workers have to force them. This issue will be front and centre in our list of demands going into the next round of negotiations, which is why we need every postal worker involved. The

“How do we withstand the Corporation's projected austerity measures? Or compete with the exploitative practices of Amazon and Walmart? The same way workers have won for two hundred years... Organize!”

old adage, “the longer the picket line, the shorter the strike” still holds: the more postal workers we get participating in the Building Power drive, the more clout we have in establishing Postal Banking and resisting the government and their corporate shareholders.

Starting in March, the first stage is to survey every member regarding what is important to them; our goal is to have our volunteer members contacting each and every member of the local. We will be surveying to find

out the issues that are most important to you and learn what you are willing to fight for. This survey does not replace the resolution process, but will inform the Regional Conference, and subsequently the National Executive board on the direction you want them to take.

The next phase involves creating a petition demanding that CPC and the Canadian Government honour our Charter rights to free collective bargaining. We workers need assurance that the Canadian government - as it has so many times before - won't step in to interfere in our contract negotiations and that Canada Post truly comes to the table in good faith. It seems that, despite CUPW strike votes being in the high nineties every negotiation, Canada Post does not believe that the members back their union's demands. A petition with every single member's signature will show that we are serious.

But wait... there's more! The final phase of this campaign reminds us that the fight isn't just for the benefit of postal workers, but every single community across Canada. We will be using our struggle as postal workers to further the work of Delivering Community Power (CUPW's years-old campaign that includes a mandate for postal banking), welcoming every community across Canada to join Postal Workers in a fight for more stable, stronger, and greener communities.*

The more of us who get involved, the stronger our this Building Power to Win campaign will be. That involvement can take many forms: attend your first or your fiftieth General Membership Meeting (GMM), join a committee, attend a strike vote, or ask to volunteer directly with Building Power to Win by emailing organize730@gmail.com. At the very least, when someone approaches you in the next few

months with a survey or petition, participate. 

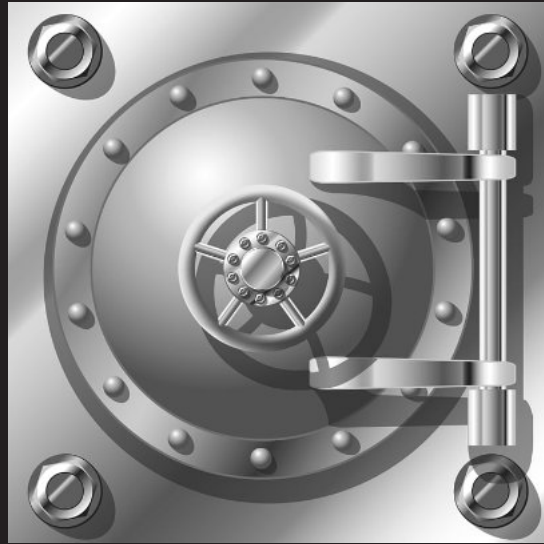
*For more detailed information about Delivering Community Power see our national website, cupw.ca.

**REDACTED: Canada Post Report Shows Postal Banking is “Win-Win Strategy”

(<https://www.postalbanking.ca/en/campaign/postal-banking/resources/redacted-canada-post-report-shows-postal-banking-%E2%80%99Cwin-win-strategy>)



AMAZON WILL DESTROY OUR FUTURE



POSTAL BANKING IS OUR BEST DEFENSE

As Amazon demands ever more concessions from Canada post, CPC risks sacrificing its own position in the market. There is another way, but achieving it will not be easy: our Union needs to demand postal banking at the bargaining table

By Roland Schmidt

Any postal worker paying attention knows which way the wind is blowing. Each month, we see more and more Amazon packages amassing in our plant and depots. Up until recently, Amazon relied entirely on our infrastructure to collect, ship and deliver their product. Now that Amazon has built fulfillment warehouses in Calgary and Edmonton, they no longer rely on our trucks to get their product to processing hubs in Alberta. This past fall, Amazon held CPC over a barrel and said “you will now accept our shipments directly at your depots in major urban centres using our own

trucks instead of yours.” Not wanting to lose that business entirely, CPC agreed. This is just the beginning. Every step Amazon took to expand their logistics network in the USA will be attempted here.

As their regional customer base grows, Amazon will replace their patch-work of contract drivers with a full, sub-contracted fleet of their own ‘last-mile’

“This should absolutely fill any postal worker with dread. If events are allowed to continue in this way, it will mean our livelihoods as they are will not likely survive another 20 years.”

delivery personnel. The Labor Notes article included in this issue, “Building Its Own Delivery Network, Amazon Puts the Squeeze On Drivers” details exactly what this stage will look like. If Amazon makes it to this point they will be able to ditch us completely.

The final nail in our coffin will be when it’s cheaper for our non-Amazon customers to commission their goods directly through Amazon fulfillment centres rather than shipping through us. From there, we will continue to lose parcel market-share to Amazon and our parcel revenues will drop. Without our parcel revenues, Canada Post will eventually become a drain on public spending, as opposed to an asset, and talks of privatization will be supported by both the Liberal and Conservative parties. The circle of predatory capitalism will close once Canada Post is privatized, and our logistics infrastructure is dismantled and sold to the highest bidder...most likely Amazon.

Hearing all this should absolutely fill any postal worker with dread. If events are allowed to continue in this way, it will mean our livelihoods as they are will not likely survive another 20 years. As dire as the forecast seems, we still have an opportunity to not only expand our operations but to fend off Amazon. This opportunity is a powerful community-bolstering institution

existing as part of post offices in 139 other countries called postal banking!

Simply put, postal banking would provide Canada Post with a new, very lucrative, revenue stream, which can be used to subsidize our parcel business to keep services cheap enough to compete with Amazon. In addition, we would be creating thousands of retail jobs and a public financial alternative to the predatory big banks.

Our main obstacle in achieving postal banking is, of course, the government. A valuable parallel to understanding this struggle would be how we won maternity leave. In 1981, despite a mixture of indifference and hostility from the public, CUPW made maternity leave one of our core bargaining demands. Long story, short: after a 42 day strike, this demand was won, and emboldened other unions to make the same demands, setting the stage for maternity leave to eventually become a Canada-wide standard.

The same dynamic exists for postal banking: the public will be either


indifferent or hostile, so it will be up to us to win it at the bargaining table despite the government intervening. Of course, the elephant in the room remains that we will not make gains in bargaining unless we are willing to defy legislation. For now, let’s worry about developing demands worth fighting for before crossing the bridge of how to confront legislation.

In March, we will be having two general membership meetings dedicated to debating and passing motions formulating our bargaining demands for negotiations 2022. Many important policies will be brought forward but few will be as universally beneficial to all postal workers as an unconditional demand for postal banking. Creating thousands of decent jobs and growing Canada Post as a public service are goals worth championing on their own, but the fight to subsidize our own operations and create a financial alternative to the big banks is a necessity if Canada Post is to survive against Amazon’s offensives. Please join us to support the following motion which will be presented at one of the March GMMs:

Because Amazon expanding its own logistics network in Canada directly threatens the survival of Canada Post as public institution;

Because postal banking is the most realistic measure to strengthen Canada Post as a public service, establish a new, lucrative revenue stream, and subsidize our logistics operations to compete with Amazon;

CUPW will make postal banking, as conceptualized in our Delivering Community Power campaign, an unconditional demand in our next round of bargaining that we will strike to achieve regardless of how the company or government responds.

Without struggle, there can be no victory. 

For more information on postal banking please check out:

www.campaignforpostalbanking.org/

www.deliveringcommunitypower.ca/



BUILDING ITS OWN DELIVERY NETWORK, AMAZON PUTS THE SQUEEZE ON DRIVERS

Jake Alimahomed-Wilson

From *Labor Notes*, issue #502

While millions have lost their jobs and thousands of small businesses have shut their doors, at least one company has thrived during the pandemic: Amazon. The e-commerce behemoth controls 40 percent of online sales and has amassed record profits. The net worth of founder Jeff Bezos, the world's richest man, has jumped to \$186 billion, up more than \$70 billion since March.

Amazon's continued growth and dominance in online retailing are due to its mastery of logistics—including its investment in building the world's largest contingent (that is, not made up of permanent employees) last-mile delivery network, with over 500,000 contracted drivers globally.

Last-mile logistics workers complete the final steps of delivery to a consumer's home (or a neighborhood Amazon locker). While most packages in the U.S. are still delivered by the big four—UPS, FedEx, DHL, and the Postal Service (USPS)—Amazon is increasingly building out its own delivery network, posing a major threat to these firms and to working conditions in the industry.

THE LAST-MILE PROBLEM

In contrast to big-box retailers that rely heavily on warehouse workers hired through temp agencies, Amazon

directly employs hundreds of thousands of warehouse workers around the world (though it still regularly hires temps during peak periods).

However, in the last-mile delivery sector, Amazon has taken a different approach: expanding its network of contingent and subcontracted drivers.

The last mile is one of most labor-intensive components of the e-commerce supply chain. Nearly one-third of the total cost of shipping goods

“Amazon's expanding market power has introduced new levels of exploitation for thousands of delivery drivers, many of them workers of color and immigrants.”

occurs here. Logistics experts have described the challenges facing e-commerce firms as “the last-mile problem,” since the final leg of delivery usually involves multiple stops with small packages.

To decrease its dependence on the big four (including the unionized UPS and USPS), Amazon has invested in parcel delivery. By 2019, around half of Amazon Prime packages in the U.S. were delivered by subcontractors or contingent workers.

AN UBER FOR PACKAGES

Amazon Flex drivers are gig workers treated as independent contractors, similar to Uber drivers. They are paid per completion of a delivery route, not by the hour. Flex drivers must provide their own vehicles or rent delivery vans.

Independent contractors lack the legal rights of employees to unionize and enforce minimum wage protections. In 2019, a group of Amazon Flex Drivers based in California sued Amazon, claiming that the company had intentionally misclassified Flex drivers as independent contractors to avoid paying overtime and employee benefits.

In addition to Flex, the company is increasingly relying on its Delivery Service Partners program, rolled out in 2018. DSPs are small subcontracted parcel delivery firms with 20–40 delivery vans apiece—considered “independent” of Amazon, though they exclusively deliver packages for Amazon Prime customers.

SUBCONTRACTED DRIVERS

DSP fleets are limited to 40 vans to complicate unionization efforts and to increase Amazon's flexibility and power over the price paid per delivery. Limiting their size makes it difficult for these small firms to gain leverage against Amazon. Each DSP manages between 40 and 100 employees.

I live in Southern California, one of Amazon's largest markets in the world. For years, it was most common here to

see white unmarked delivery vans with workers wearing reflective vests hustling Amazon Prime packages through the streets. Today, however, most DSPs lease grey-blue Amazon-branded delivery vans and Amazon uniforms for their drivers. And yet, despite their appearance, these subcontracted delivery drivers do not formally work for Amazon.

The majority of these drivers in Southern California work eight- to 10-hour shifts and earn about \$15 per hour. Many do not receive health insurance benefits.

These workers face extreme pressure to meet the demands of Amazon's tight delivery terms. During peak holiday periods, the number of deliveries can reach as high as 400 per shift. Drivers complain of unpaid overtime, poor working conditions, and unrealistic expectations and pressures set by Amazon.

Between Flex and the DSPs, Amazon's expanding market power has introduced new levels of exploitation for thousands of delivery drivers, many

of them workers of color and immigrants.

SPEED-UP AND SURVEILLANCE

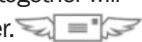
Walmart became the world's largest corporation by developing a sophisticated logistics management program, which reduced inefficiencies in the movement of consumer goods across thousands of miles.

However, the supply-chain management approach that Walmart perfected in the big-box era has not adapted well to the rapid changes brought on by the growth of e-commerce.

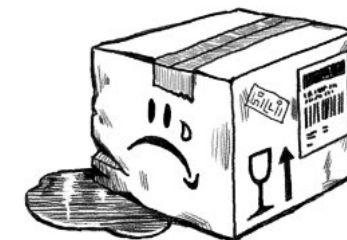
Big-box retailers have struggled to compete because their infrastructure was built to accommodate long-distance shipping. E-commerce depends upon a more localized and fragmented distribution and delivery system.

Consumers demand increasingly fast delivery to their homes; the Amazon Prime program has driven further consumer demand for expedited free shipping. All this creates pressure on workers in both warehousing and last-mile delivery to speed up.

Connected to this speed-up are technologies that track workers' movements and speed in real time. Amazon is the industry leader in worker surveillance across the global supply chain.

Amazon's logistics infrastructure relies upon this exploitation and hyper-surveillance of both warehouse workers and contracted delivery drivers. In global labor organizing, joining these two groups together will be critical to worker power. 

Jake Alimahomed-Wilson is a sociology professor at Cal State-Long Beach. He is the co-editor, with Ellen Reese, of *The Cost of Free Shipping: Amazon in the Global Economy* (Pluto Press, 2020). This piece is an edited excerpt from the book.



PANDEMIC STRUGGLES: CPC'S NEGLIGENCE AND OUR RIGHT TO REFUSE



Introduction by Kyle Turner

In the following article, the author asks how things got so bad at the processing plant in Mississauga that entire shifts had to self-isolate and one CUPW member, Godfrey Yeung, died as a result of CPC's negligence.

To try and find an answer to this, the author reaches out to a Shop Steward at Depot 2 who was suspended for using Article 33.13 of the Urban Collective Agreement, refusing unsafe work (RSMCs can refuse unsafe work through Part II of the Canada Labour Code). Article 33.13 requires that work immediately stops and a formal investigation take place, but this never happened at Depot 2.

Meanwhile, at the processing plant in Hamilton, Ontario, cleaners were cleaning the facility because of a positive COVID-19 case while workers, uninformed, still continued to work. When finally they were told they could leave if they felt it was unsafe, many workers did. Management later came back and called this an illegal job action.

These anecdotes are frustrating, but are typical of Canada Post management. It is in their interest for us to remain ignorant of the rules so that we keep working without any slowdown and that, if we have an issue, we work now and grieve later. Management also likes to say your union agreed to this, but it never seems to work in the other direction, especially since management seems to interpret Article 2 (management's right to manage) as overriding the rest of the Collective Agreement.

It's hard to say if management doesn't know or just doesn't care. Anyone who has ever asked for clarification about a rule or procedure has surely run into management not having an answer. This is because it's not about answers or reasons or procedures. It's about doing what you're told – and maybe that gets sorted out later in the grievance process.

This does not mean our efforts are futile, but it does mean we have lots of work ahead of us. We need to educate our co-workers on our rights, support them, and stand with them when it comes time to exercise those rights. Clearly, management will not follow our CAs out of the kindness of their hearts. Education and collective action will help us pressure management into following the rules they agreed to, though.

When they don't, it makes for an excellent tool for agitation. We just need to keep our eyes open for these opportunities.

By Sorty N. Deliverchuk

COVID at the Gateway Plant

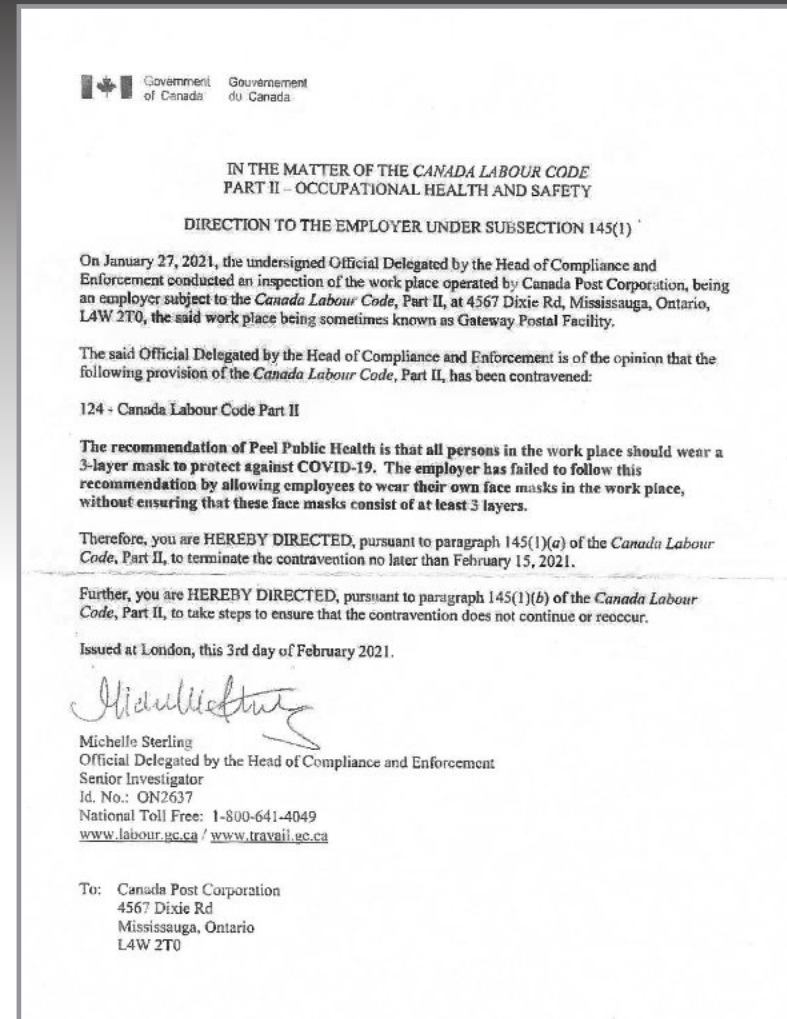
January 1st, 2021, marked a dark turn for CUPW members. At the Gateway Processing Plant in Mississauga, Ontario, the first cases of COVID-19 started to appear in the day shift staff. Sixteen days later, a full outbreak is tearing through the shift with 182 employees testing positive for COVID-19. For the next few days, the

Peel Region Public Health Authority and Canada Post perform "proactive" onsite rapid testing, resulting in 39 more cases.

Operations continued despite the 221 cases of COVID-19 in a three week period. The cases continued to climb.

On January 22nd, CTV news reported that the Customs and Immigration Union (PSAC-CIU) asked its members to avoid the facility until it is safe to

return to work. CIU is concerned with working in close quarters to Canada Post members while not being included in the contact-tracing data. Canada Post had only reported 18 COVID-19 cases for all of January to the Canadian Border Services Agency (CBSA). Lack of communication and pressure from PSAC resulted in CBSA pulling its staff from the Gateway facility.



Finally, on January 24th, Canada Post sent all 350 members of the day shift home with orders to isolate for 14 days.

This was too late for Godfrey Young. Godfrey worked the night shift. No mandatory testing was being applied to any shift but the day shift. On January 19th, Godfrey's first symptoms appeared and he volunteered to be tested. He tested positive. On January 27th, reports of Godfrey's passing appeared in the news media.

How did it get so bad? Why did it take so long for measures to be put in place? Why did the CBSA have to use their right to refuse? Why didn't anyone from the CUPW side refuse dangerous work?

I can't answer these questions. Maybe the larger investigations will give us some details, but I suspect that information won't be available to us for a long time. There is, however, some information we can get locally.

I contacted a Shop Steward from Depot 2 who had recently been involved in using our right to refuse unsafe work for a COVID-related concern. What was shared with me was shocking and probably illegal.

Refusal at Depot 2

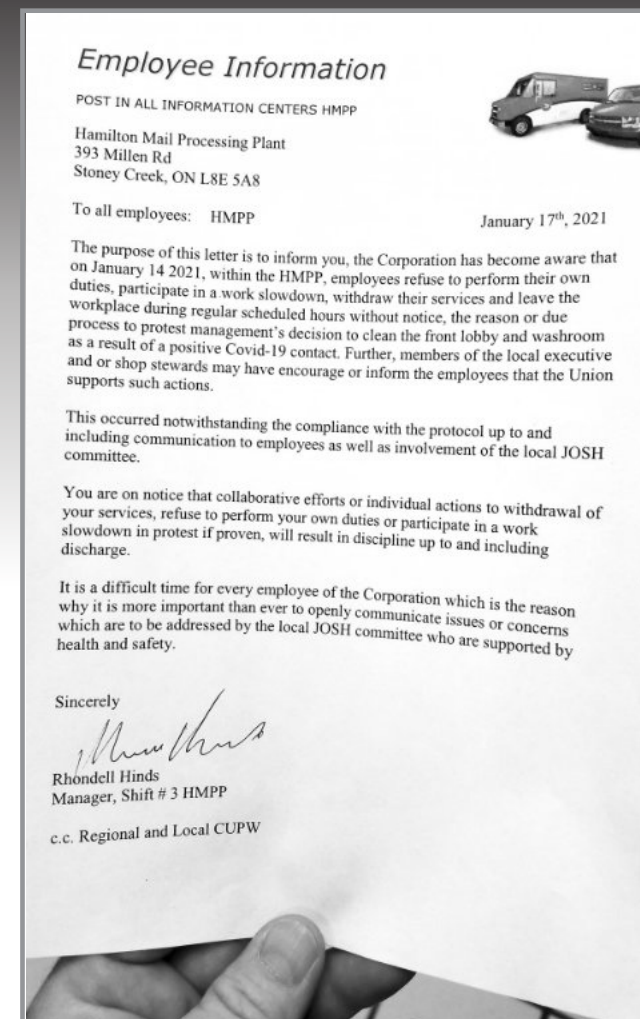
On December 24th, 2020, an employee at Depot 2 came to work with significant COVID-19 symptoms. A

witness said that when this person arrived, a cell supervisor met the employee and said, "You don't look well." The employee replied that they were not feeling well. The employee then continued to work.

The witness and other concerned members approached the Shop Steward, who advised them of their rights, including their right to refuse. The Shop Steward was asked to speak to the supervisor on duty as the members were reluctant to invoke their right to refuse.

When the Shop Steward spoke to the supervisors, the response was

(continued on next page)



PANDEMIC STRUGGLES

(continued from previous page)

concerning. Management claimed that the sick employee had a preexisting condition and had been authorized by the area manager to be at work. The Steward advised them that CPC policy and Alberta Health guidelines require anyone with symptoms consistent with COVID-19 to self-isolate until they receive a negative test and any symptoms have passed. Management repeated that the area manager had authorized the sick employee to be at work.


Unsatisfied with the response, the Steward warned management that this was a serious health and safety

issue and that if an employee used their rights as provided under Article 33.13 of the Urban Collective Agreement, that work would have to stop as the health concern was with the environment inside the building.

Management continued, seemingly unconcerned, but things escalated pretty quickly after that. Calls were made to the Union office for advice and a member used their right to refuse. Management tried to blame that member for causing trouble. The Shop Steward intervened and used their right to refuse. Management couldn't be bothered to read or follow the steps of Article 33.13, which requires a formal investigation.

The Steward asked that people abandon the work floor as it was no

longer a safe work environment. Some did, some didn't. At some point the sick employee was asked to leave and when they drove out of the parking lot, everyone returned to work.

I thanked the Steward for his time and I apologized for distracting him from his route for too long. "Don't worry about it," he said, "I'm serving my suspension today for using Article 33.13 to refuse unsafe work. It feels pretty disgusting that I'm serving my suspension for a COVID-related refusal on the day that the news reports the death of a CUPW member from an outbreak at a plant out east. I was suspended without even having a 24 meeting. I guess I know how things got so bad in Mississauga." 

NEGOTIATIONS 2022

RESOLUTIONS: WHAT THEY ARE AND HOW TO WRITE THEM

By Karry Biri, Secretary/Treasurer
Local 730

What are your struggles at work? With a new round of negotiations on the horizon, you have a chance to influence our demands. Here is everything you need to propose and construct a resolution of your own!

As a democratic organization, how we function and determine policy priorities are decided by our membership. Leading up to Negotiations 2022, our members have an opportunity to promote and debate bargaining demands to be included in our National program of demands.

The first step in this process is proposing resolutions at our two March GMMs. Below are the basics of putting together a resolution as well as contact information to submit or receive help in developing a resolution.

What is a resolution?

A resolution is a proposal aiming to change or create the rules of how our union functions or develop what demands we should put forward during negotiations.

A resolution has two main parts:


1. The Rationale: Why you want this resolution and how it will resolve your issue.
2. The Motion: What, exactly, you are advocating to change.

Resolution Tips:

- Use words that are easy to understand, and short, straightforward, sentences
- Focus on only one idea per resolution
- Strong language gives clear direction that can't be misinterpreted (e.g. 'will' not 'may')
- Changes may happen during debate. Don't be upset if someone tries to amend a word or phrase.
- Don't be intimidated! People are here to help you draft a resolution and are happy to help! Contact our working-group (info below) if you need any assistance.

Have a resolution ready? Need help finishing one? Contact Karry Biri (by email at treasurer@cupwedm.net or by phone at 780-423-9000, ext. 2).

We also have assistance from a resolution working group to help make this process as easy as possible. If you have completed a resolution, it should be submitted for review. If needed, suggestions will be made to the author to make sure the resolution is technically solid (i.e. isn't missing wording, addresses proper policy, etc.). All resolutions submitted will be included for debate regardless if they apply the feedback from the working group. If you only have an idea and need help developing the actual resolution from scratch, please contact us.

Please submit all bargaining resolutions to Karry before **Friday, March 5** so they can be compiled into a document for the GMMs for all members to be able to review and follow along. 

Bargaining Resolution Example:

Title: Strengthen Personal Days Provision

Author: Parcel Belterson, CUPW 730

Because (rationale): The current personal day allotment does not give enough recovery opportunities for the work-related wear-and-tear suffered by our members.

Because (rationale): As postal workers age with their career, time off work due to injury becomes more prominent.

CUPW will (motion): demand in the next round of bargaining that personal days be expanded from seven to ten days; that there be no limit to the number of personal days that can be accumulated and banked each year; and that, upon retirement, all unused personal days, be paid-out in full to the retiring member.

IN MEMORIAM JAMES ATHIANN GARANG

We are sad and heartbroken to announce the passing away of our friend and brother James Athiann Garang.

We would like to thank co-workers, friends, and relatives for the caring and loving you poured on James while he battled with a deadly, terminal cancer. James worked at the EMPP for over 5 years. He was outgoing and friendly; always smiling and jovial.

Unfortunately, James passed away before he could fly home to South Sudan. Altogether we raised \$22,000 for James, which will be used to support his family. Our very heartfelt thanks to everyone. May his soul rest in peace.

By Patrick Mpulubusi & Co-Workers at the EMPP



WHAT IF CANADA POST WAS PART OF A POST-COVID RECOVERY?

By Kate Holowatiuk on behalf of all regional CUPW Campaign Coordinators

Reprinted with permission from Canadian Dimension (canadiandimension.com), originally posted on February 4th, 2021

On January 18, Canada Post Corporation (CPC) announced that 2020 was a record year for parcel delivery. Obviously, public health measures had something to do with it. But parcel delivery at CPC has been growing exponentially for the past five years, and it shows no sign of slowing down.

With this kind of growth, a corporation like Canada Post must roll up its sleeves and review its values, its commitment, and the service portfolio it offers to the population, including businesses. Canada Post already has the infrastructure and the network it needs to be an integral part of the post-COVID recovery and to become a leader in sustainable development. In doing so, it would create jobs across the country and be part of the government's environmental plan, while also respecting its mandate to be financially self-sustaining.

To achieve this, the Canadian Union of Postal Workers (CUPW) has launched



a bold campaign called "Delivering Community Power."

Whether in the city or in the country, in remote areas or in the suburbs, post offices are everywhere throughout Canada. CPC has more than 6,400 outlets, the largest retail network in the country.

"Canada's extensive postal network could also provide crucial banking services, especially in remote, rural and Indigenous communities, which have been abandoned by major banks."

CUPW proposes to accelerate the electrification of Canada Post's vehicle fleet. CPC operates more than 20,000 vehicles, generating 65 kilotons of CO2 every year. The acquisition of electric vehicles would benefit the environment, stimulate the automotive sector and create decent jobs.

Now, imagine if Canada Post installed charging stations at its facilities and made them available to all, creating the largest network of charging stations in Canada. Imagine you are

driving on the highway or an isolated road, but the battery of your electric car is running low. No more worries, because you know you will find a charging station at the post office in the next village.

COVID has brought to light the problem of high-speed internet access in hundreds of communities. With its extensive presence in those communities, Canada Post could play a central role perfectly in line with the government's commitment to bring high-speed internet access to all communities. This also fits with Canada Post's mission, because it supports online shopping, and online shopping fuels parcel delivery.

In 62 countries, the post office also provides banking services. Canada's extensive postal network could also provide crucial banking services, especially in remote, rural and Indigenous communities, which have been abandoned by major banks. Did you know that there are only 66 bank branches in all 700 First Nation communities? A postal bank would have the power to reinvest in communities through infrastructure or social housing, for instance. In addition, a more inclusive postal bank would reduce the dependence of thousands of workers on payday lenders and their usurious interest rates.

Finally, imagine letter carriers knocking at the door of someone who lives alone. They could offer this check-in service at the request of a family member who could receive a notification saying that everything is fine, or that help has been called in the case of an emergency. The postal service in France and Japan already offers this service.

My 56,000 brothers and sisters from CUPW will not accept that Canada Post is sitting idly by, refusing to change its old values and habits. I urge you to contact your Member of Parliament to demand a strong postal service for the future. It's up to you. ✉️



We're on Social Media!

Get up-to-date info and analysis at our website: cupw730.ca

Follow us on Twitter: [@cupw730](https://twitter.com/cupw730)

FaceBook Official: facebook.com/CUPW730

YouTube: [CUPW Local 730 - Edmonton & Affiliates](https://www.youtube.com/channel/UC...)

Submissions, article suggestions and inquiries communications730@gmail.com



LOCAL ★ ★ ★ ELECTIONS

NOMINATIONS AND ELECTIONS OF NON-EXECUTIVE LOCAL OFFICERS

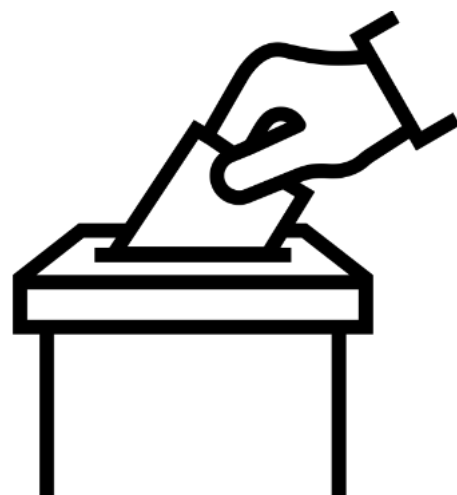
From the Local Executive Office

Our local is seeking Non-Executive Officers to collaborate with their respective Executive Vice Presidents and the Local President to help serve, and support, our membership. These positions report to, but do not sit on, the Executive Committee. Each position has a three-year term, ending April 2024.

These elections are in addition to the Executive officer elections that will be finalized at the April GMM. Nominations, and elections, for these Non-Executive positions will take place at the April GMM (Saturday, April 10, 2021, 6:00pm).

Non-Executive Officer Positions available:

- Education Officer
- Route Verification Officer – LC & MSC
- Chief Shop Steward - LC - North Zone
- Chief Shop Steward - LC - Central Zone
- Chief Shop Steward - RSMC & Affiliates - East Zone
- Chief Shop Steward - RSMC & Affiliates - West Zone
- Chief Shop Steward - RSMC - Edmonton North
- Chief Shop Steward - RSMC - Edmonton South
- Chief Shop Steward - EMPP - Shift 2
- Chief Shop Steward - Wickets & Registration



Officer Eligibility: Edmonton Local Bylaws - Article 4.3:

In order to be eligible as a candidate for a Non-Executive Local Officer position, the nominee must have attended, and maintain, at least 3 General Membership Meetings in a year, must be a member-in-good-standing, and must be nominated by a member-in-good-standing at a General Membership Meeting. In addition to the above, the nominee must have completed a Basic Shop Steward course (minimum 3 day) and be an active Shop Steward.



SOLIDARITY STYLE OFFICIAL CUPW 730 SHIRTS



REGULAR \$30 / COMRADE \$40 / SHIPPING \$5

To order: email union@cupwedm.net with your shipping address and requested size. Please note that the XS-L shirts are more of a slim fit. The XL-XXL sizes fit as normal. All extra proceeds from a 'Comrade' sale goes to our local Goods & Welfare fund for our members facing sudden financial hardship. Local designed. Canadian made. Union printed.

CUPW 730 EDMONTON & AFFILIATES GENERAL MEMBERSHIP MEETINGS

MARCH GMM #1: REGULAR BUSINESS & RSMC NEGOTIATION RESOLUTIONS

VIA VIDEO CONFERENCE
SUNDAY, MARCH 7, 2021
6:00 PM > 8:00 PM

**REGISTER @ CUPW730.CA > CALENDAR
DEADLINE: MARCH 5, NOON**

MARCH GMM #2: URBAN NEGOTIATION RESOLUTIONS

VIA VIDEO CONFERENCE
SATURDAY, MARCH 13, 2021
11:00 AM > 1:00 PM

**REGISTER @ CUPW730.CA > CALENDAR
DEADLINE: MARCH 12, NOON**

SEPARATE REGISTRATION REQUIRED FOR EACH GMM