



OFFICIAL NEWSLETTER OF CUPW 730 / MARCH 2022

INSIDE OUT

"SPRING IS COMING, OR SO WE'VE HEARD" EDITION

THE RETURN OF SPRING EDUCATIONALS

2022 INTERNATIONAL WOMEN'S DAY

BUILDING A STRONG UNION
IN THE WORKPLACE

REPORTING INJURIES

WHAT IS A SOCIAL STEWARD?





INSIDEDOUT 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.

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EMPOWER ORGANIZE RESIST

MARCH 2022 CONTENTS

- 4 [President's Report: Out Of The Fire, Into The Frying Pan](#) - Roland Schmidt
- 7 [2022 International Women's Day](#) - Kathleen Mpulubusi
- 8 [Route Measurement By the Numbers: Volume Count Edition](#) - Route Measurement Committee
- 9 [Eight Hours' Work, Eight Hours' Rest, Eight Hours Recreation](#) - Devon Rundvall
- 10 [Building a Strong Union in the Workplace: A Few Thoughts](#) - Peter Votsch/rankandfile.ca
- 11 [Virtual Screening: The Struggle Continues \(with Special Guest Jean-Claude Parrot\)](#)
- 11 [The Importance of Union Education](#) - James Ball
- 12 [Education Opportunities](#)
- 13 [Reporting Injuries](#) - Rashpal Sehmbly
- 14 [Canada's Freedom Convoy Exposed the Sham of "Pro-Worker" Conservatism](#) - Luke Savage/jacobinmag.com
- 16 [Worker Solidarity](#) - Kyle Turner
- 17 [No Relief: The Suspension](#) - Kyle Turner
- 18 [What is a Social Steward?](#)

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PRESIDENT'S REPORT MARCH 2022

OUT OF THE FIRE, INTO THE FRYING PAN

With some luck, this may be the beginning of the end of the pandemic. As of March 1st, most public health restrictions were lifted in Alberta by the provincial government. These changes do not apply to postal operations as we are Federal sector employees; for us, Federal health guidelines still make the final call as to which combination of standards apply. Many of us are excited by the possibility of life returning to normal outside of the workplace but we should be clear-eyed about the internal provincial politics influencing this decision that we all hope won't backfire on public health.

Premier Kenney is facing pronounced opposition from a far-right wing faction within his own political party (the UCP) that he will try to appease in order to keep his position at a leadership review early this April. Kenney is making gambles based on what will keep his political career alive in the short-term, not what could be in the best interests of Alberta public health in the long-term. Two main options can emerge from Kenney's April leadership review: 1) Kenney maintains leadership of the UCP, which will create a party split leading to a likely UCP loss in the next provincial election, or 2) Brian Jean, the previous leader of the far-right Wild Rose Party, wins leadership, and keeps the UCP united

which would position them well to win the next provincial election. I never thought I'd be saying it, but the best practical short-term outcome for the labour movement in Alberta would be Kenney maintaining his position for the next year; this would mean he'd be leading a fractured UCP party to a likely defeat against the NDP in the next provincial election. The NDP has not been as solid an ally as they should but they are worlds better for labour than any configuration of the UCP.

“Our local executive puts this much emphasis into education because a union is only as powerful as our work floors are trained, organized and willing to collectively demand the changes we desire.”

Political calculations that impact us aside, if a new COVID variant emerges, we could have a repeat of the disastrous case spikes we experienced before; if we get lucky, and cases continue to decline, more Provincial governments will loosen restrictions until the Federal government is forced

to follow suit. We won't know the consequences of Kenney's gamble on loosening restrictions until around mid-April so we just hope for the best despite how many times he's messed up his pandemic responses. If everything goes perfectly, maybe life gets back to normal at Canada Post with everyone returning to work without the staggered shifts and social distancing.

A Return To Form

Like the rest of the world, our local leadership has been patiently waiting for the chance to get back to our usual operations. Provided Alberta doesn't have a major COVID setback, our Organizing and Education departments have a very ambitious training program scheduled to help shake off the activist rust and re-empower our work floors. Devon and James have developed a new virtual course, “CUPW And You!” to take place early April specifically to help win over our greenest members to understand the level of engagement needed for a union to have any leverage to collectively improve our working lives. Late April finally sees the return of the very popular “Taking Back Our Workfloor” organizer training, and mid-May gets us chipping away at our backlog of members interested in the basic and advanced steward courses.

Our local executive puts this much emphasis into education because a union is only as powerful as our work floors are trained, organized and willing to collectively demand the changes we desire. The confidence and the ability needed to effectively do this are not spontaneous characteristics that can be summoned on command but advanced skills that must be deliberately nurtured and supported. It's no accident that our local saw a higher level of union participation and a greater frequency in job actions when we were running courses and work floor meetings non-stop before the pandemic. There is a direct causation between building work floor confidence through training and support, and then workers actually wanting to band together to take risks to improve their working lives. One necessarily provides the foundation for another. There are no shortcuts. Other locals feel the same: pre-pandemic planning has resumed to get our trainers out to Lethbridge, Calgary and Winnipeg to further grow CUPW's organizing capacity (as long COVID cooperates).

Building Bridges

In order to develop a realistic strategy, an organization must be honest about its current footing. Our local is widely considered one of the better coordinated ones throughout CUPW. Our activists should be proud of the excellent work they've done revitalizing our local, but no matter our relative strength, we can't stand alone. It's imperative that until we're able to get more locals coordinating with us on the same plan of mass organizing our members to allow for cross-local mobilization, that we do everything we can to keep strengthening our foundation. In that spirit, our office has initiated a goodwill mission to try to

resolve the traces of bad blood that have existed in this local since at least the mid-2000s, well before many of us, myself included, started working at CPC.

There is no use hiding from the truth that serious in-fighting has plagued the EMPP for close to two decades. Every 3-5 years, these pockets of ill-will would spill over into the Executive committee or GMMs, and disempower and demoralize our entire membership in the process. Some of my earliest memories of this local were of GMMs with barely 20 members devolving into screaming matches between people I didn't know, over baseless, barely-coherent accusations

“It's one of the saddest stories to be told: workers have all the power in the world to put an end to hunger, poverty, climate catastrophe and war, if we could only find a way to unite as a class.”

that did nothing but undermine solidarity. These meetings left an awful impression where most members just saw the union as dysfunctional and stayed away. Things didn't start to sustainably take a turn for the better until a new generation of activists emerged three years ago and put their energy into recruiting and organizing new activists instead of feeding into archaic resentments.

Our current leadership group had no part in the tensions that emerged with those members way back then and has zero interest in perpetuating them now; all we can do is try our best to

help every CUPW member understand the respectful, cooperative behaviour expected toward each other at all times and broker a peace with anyone willing to put in the work. Over the past couple of months, our office has initiated talks with a handful of estranged members who've shown an openness to put old grudges behind them. We've since pivoted to offering formal mediation to ex-executive members. From there, we'll be extending discussion invites to all of the members who just finished their suspensions from the union. Our goal is to hear what each of these members may be upset about, and do our best to resolve any problems in a way that builds solidarity and benefits the local.

Since a lot of misinformation has been spread on the issue of these suspensions, I feel a clarification is past due. Our current leadership group had nothing to do with the charges that saw 9 EMPP members temporarily suspended from CUPW for mob bullying and harassment. Formal charges were brought against these members over two years ago by an ex-executive member. Their hearings were held by a Regional CUPW Disciplinary Committee, independent of our local, made up of elected members from outside our local. From there, our local was directed by the National Executive this past November to enforce the suspension ruling made by the independent disciplinary committee. We also had extensive talks with members of the National Executive exploring ideas of how to deter similar behaviour from reoccurring. The entire process is explained under [article 8 of our national constitution](#) and the hearing results are a matter of local public record with all-related documentation available upon request from our local

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PRESIDENT'S REPORT

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Secretary-Treasurer if desired. Accountability is an important deterrent against behaviour that undermines solidarity; equally important is providing the opportunity for members that made mistakes to try and earn back the trust of our local.

All Together

Any member paying attention to the steady deterioration of CUPW, and, consequently, our working conditions, will know that we can't afford any of these distractions if our goal is to successfully mount a counter-offensive against CPC to improve our working lives. We need all of the EMPP, a facility comprising ~30% of Edmonton's

membership, not just 2 of its 3 shifts, to be right there alongside the rest of our local as we fight forward. Between the Spring educationals on offer, all the intended peace-talks and mediations, the member forum we held for the EMPP Shift 3 yesterday (Sat, Mar 5, 2022), and more, our aim is to keep working at winning over EMPP members to the work floor empowerment strategy that has greatly benefitted the rest of our local. More hands make lighter work.

Our leadership group didn't start these problems but we're doing our absolute best with the tools we have to try to finally put this completely needless and useless in-fighting to rest. It's one of the saddest stories to be told: workers have all the power in the world to put an end to hunger, poverty, climate catastrophe and war, if we could only find a way to unite as a class. Our little local doesn't have the

weight to make a difference at that scale but we can absolutely do our part in creating a positive example on a local level. Let's work together to put these distractions behind us so we can focus on building up our forces to finally stand up against CPC. Divided we fall but together we can truly be mighty.

In solidarity,



ROLAND SCHMIDT
(HE/HIM)
PRESIDENT
CUPW 730

2022 INTERNATIONAL WOMEN'S DAY

Kathleen Mpulubusi, Chair of the Edmonton Local's Women's Committee

"The rising of the women is the rising of us all." (from Bread and Roses)

One hundred and twelve years ago, IWD was established to highlight the fight of women - for the right to be recognized as persons equal in law to men, for the right to vote and for their rights as workers. And after the horrible carnage of WWI, IWD also became a day for women to oppose war and call for peace.

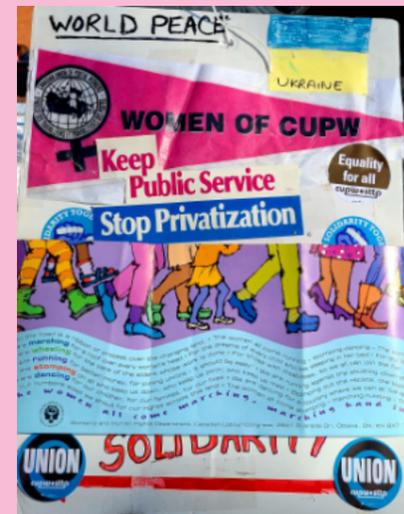
Since 2010, women in Edmonton-Amiskwacyi Waskahikan have marched for our rights and the rights of all. We, as unionised working women, have always been in the forefront of the struggles and have rights and benefits that non-unionised working women do not. CUPW won the right for

paid maternity leave - the 1st union in North America to do so. The landmark pay equity decision for RSMCs gives hope to others that pay equity for women can be achieved.

The pandemic of the last 2 years has clearly shown the inequalities and failures of our elected governments to truly care for people. Care work and the workers who do the work have long been marginalised and care work considered unskilled and poorly paid. But, care work and other service work like postal workers, truckers, retail, and the list goes on, has shown to be truly essential work worthy of respect and dignity. Grassroots groups have been forced to fill the void left by governments that have abandoned their obligation to care for people and our environment. Groups to distribute food hampers like Together We Strong, the Bear Clan Patrol to care for people on the street, and Protect the Headwaters to fight against coal mines in the Rockies are a few examples.

But workers are fighting back from meat packing plants to universities. We are asserting our rights to have a greater say in how we open up from the pandemic. We can't go back to what was before. We need new social infrastructure to protect and care for all and grow the economy for everybody. The care work sector is the fastest growing sector of the economy and women are in the forefront. Together we all can chart a new course for our society and the environment.

The Edmonton Local Women's Committee has been operating since 1999. All cis women, trans women and non-binary people are welcome to join the committee with the understanding that the focus is on women's issues. If anyone wants to learn more about issues, address concerns in our workplaces please consider joining the committee. Contact me at kmpulu@gmail.com to be on the mailing list. 



The sign was made by Bena Pattni, lifetime CUPW member and shining inspiration of a fighting CUPW sister.



Photos by Kathleen Mpulubusi

ROUTE MEASUREMENT BY THE NUMBERS

VOLUME COUNT EDITION

The Route Measurement Committee

Volume count season is upon us. By the time you read this, the Depot 2 volume count for Letter Carriers will be in progress or finished (scheduled for March 15th to March 25th). For Mayfield Letter Carriers, their volume count is slated to run from June 13th to June 24th.

RSMCs will not be left out of the fun, as their routes are being restructured currently at Depot 2 and Delton. RSMCs in Devon recently went through a restructure. Things are slightly different for RSMCs as they do not have volume counts, but we still have an excellent team led by Gwen Kroetsch (an RSMC from Delton) that will carefully review all the new routes and make sure there are no irregularities.

New Changes to Route Measurement

In meetings with Route Optimization, the Route Measurement Officers (RMOs) have outlined some new changes when it comes to structuring routes. Whether these changes will be beneficial remains to be seen.

1. Scheduled Customer Pickups are going to be spread out among more routes so that there is less overburdening.
2. On-Demand Customer Pickups may be placed on any route (even Wave 1 routes) if the pickup window falls within their scheduled time. In order to schedule On-Demand Pickups,

they will use data from the previous 250 days. This is apparently now possible even if the route does not have a Scheduled Customer Pickup. This procedure has not been agreed to by our Union and there is ongoing consultation about this.

3. When building routes, the RMOs are now going to include the weight of Neighbourhood Mail (NM) into the build. NM won't be weighed exactly, but data will be used to make these calculations. This should make loops smaller with fewer points of call (POC). During the build process, our Union observers will be keeping a careful watch on the size of walking loops, leading to less overburdening.
4. In addition to the 2.51 minutes at the start of a Park and Loop, there will now be an addition 0.97 minutes given for a Loop Break (when you return to your vehicle to reload). Previously, Loop Breaks were built with no additional time values.

% Coverage and Vacancies

For every volume count, vacancies must be recorded. The number of vacancies on a route influences the % Coverage, which is the number of POC that are delivered to everyday. The smaller the % Coverage, the longer the route will be. For example, if you have a loop with 100 POC and you deliver mail to all points, then the % Coverage will be 100%. If there are only 50 pieces of mail, then the % Coverage will be 50%. However, if 25 of the POC

are vacant, they will not be counted. This means there will only be 75 POC. If you deliver 50 pieces of mail to 75 POC, then the % Coverage is now 66%.

Apartment buildings, community mailboxes, and townhome complexes in particular need to have vacancies recorded. Vacancies can be recorded up to the first Friday of the volume count. After that, the % Coverage formula is set and will not be altered until the next restructure.

Our Union observers will be at the depots working hard to make sure that the volume counts go smoothly and that CPC is recording the data accurately and fairly. Please help us out by verifying numbers as we request. The 2 weeks of the count will determine your work life for the next few years. 



8 8 8 EIGHT HOURS' WORK, EIGHT HOURS' REST, EIGHT HOURS RECREATION

Devon Rundvall. CUPW 730 VP
Organizing

"Eight hours' work, eight hours' rest, eight hours recreation" is a slogan that is over two hundred years old but, as many of us experience, the fight for this work-life balance is still very real today.

Over two hundred years ago, Robert Owen coined the phrase, "Eight hours' work, eight hours' rest, eight hours' recreation." That simple concept of a balance between work, life, and rest turned the Western world on its head. This push for the forty-hour workweek led to the Haymarket Square Massacre where Chicago police opened fire on workers, killing at least four of them. These murders sparked further violence, which led to the death of a police officer and a farce of a trial that led to four labour leaders being executed by hanging.

It is important to learn about the struggle to win what we now take for granted. At the time of Owen, the average workweek was closer to one hundred hours. Workers had to literally fight and die for the forty-hour workweek. It was not given freely by the business class, factory owners, or governments, and it has been under attack ever since.

You can see the obvious effects of the struggle to reverse these gains here in Alberta. How often have you come across the attitude that if you are not willing to work 60-80 hours per week then you just aren't working hard enough – that you're lazy and don't deserve to live a comfortable life? And if you want to raise a family, you need two parents who are expected to work full-time. Owen knew better than this two hundred years ago. How have we lost so much progress?

At first glance, it might seem that this history does not apply to us today. After all, most postal workers' scheduled work is for an eight hour day. Owen's phrase, however, was about more than just the hours you're scheduled for. It's about being compensated enough to live a life. You should be able to raise a family, if you wish, on the wages from an eight hour workday. How many of our brothers, sisters, and cousins have felt the need to work overtime just to make enough money to have a comfortable life? Why is there so much competition for callback in the depots or RDOs in the Plant?

It's because the wages provided by an eight hour day haven't kept up with the increase in the cost of living.

What about the eight hours for recreation? It is not simply the eight hours that you're not sleeping or working. Owen suggested that we have time to do the things that make life

worth living. In addition to the available time, he suggested that the work we perform not be so strenuous that you are unable to enjoy the other hours of your life. How often do our members come home unable to enjoy their eight hours' of recreation because their route is too long or the under-staffing on your shift screwed up the rotation of duties or because you are an RSMC and you were forced to do a second trip?

Finally, we have the eight hours' rest. How often are our members literally losing sleep over the stress from being overworked, underpaid, or bullied and harassed by management? Countless times I've had to tell a member give a 24 hours' notice of interview, "Try not to lose any sleep over this. It's a trivial matter that they are blowing out of proportion." When your body has been worn out from repetitive motions or years of grinding it out on the sidewalk, it's only a matter of time before your rest and sleep are impacted.

It might be tempting to fallback on the old mentality that says this is just the way it is and life is hard. But it doesn't have to be. Remember the Haymarket Square Massacre and how many other times workers fought and died for an eight hour workday. We as postal workers need to take up that fight again. Robert Owen could see the necessity of this over 200-years ago, but it is still relevant to our struggle today. 

BUILDING A STRONG UNION IN THE WORKPLACE: A FEW THOUGHTS

- By Peter Votsch for Rankandfile.ca

Advice on moving a workplace from passive and singular, through to collective and effective action

“You don’t have a grievance” and “our members are apathetic” are two seemingly disconnected complaints heard at various times in unionized workplaces. A union executive delivers the first one to members seeking relief from an abusive manager or change in work rules. The other is muttered by local executives in frustration with the membership. Those same executives were once the very members seeking to enforce their rights. How can we get out of this impasse?

Whether we be stewards, executive members, Health and Safety reps or engaged members, we can begin to rebuild a fightback in the workplace that engages all members of the Local, and begins to build a tradition of militancy that will be a fertile ground for recruiting the next generation of union officers. Here’s a couple of hopefully useful suggestions.

Make grievances a collective issue



It may indeed be true that a worker “does not have a grievance” that will succeed in arbitration. But how about filing the grievance as an organizing tool? A little

creative grievance writing, using some of the general clauses to be found

under “management/employer rights”, such as not managing in an “arbitrary manner”.

File the grievance, let the department, and other workers know. Management inevitably says the issues in the grievance are private – nonsense! Tell them it’s a “collective” agreement and move on. An injury to one is an injury to all!

Now you will have many eyes on management’s response. But do not stop there. Insist that you be allowed to bring co-workers of the grievor (maybe the whole department?) to the step meeting. Management will hate it and object to more than the rep and the grievor being in the room. You may know this will be management’s response, but bring along as many of your co-workers as possible, even if they are not allowed in. Management will know we are watching them, and is more likely to settle as we apply pressure. Remember, this “wasn’t a grievance” in the first place. Now you’re in line for a little victory – and the department will feel empowered.

The General Membership Meeting (GMM) should be the place where our experiences are reported, debated, and out of which a course of action is decided. Sadly, in most Locals, this is not the case.

The GMM, conducted according to the applicable by-laws, is just a series of reports, elections etc. – all necessary for the functioning of the Local, but creatively applied, can lead to a very different outcome over time, not to mention increased attendance.

It is particularly demoralizing to hear a grievance report that simply states what stage grievances are at, and how many grievances there are. Politicizing these reports, from the front of the room (the Chief Steward or VP), or

even a steward in the meeting can lead to a lively discussion of what are the issues that keep coming up, and the workforce can confront them. This may even lower the Local’s arbitration fees!

New business and elections

New business, in any standard agenda, can be moved to the start of the meeting. Members can do this by altering the agenda prescribed in the by-laws by changing its order. A motion on the floor can do this. Put the issues at the front of the meeting, before we lose quorum from an exhausted workforce.

Finally, the issue of running for executive positions. Many of the best activists feel obligated to do this. It can be a good thing. We need to not just to remember where we came from, but to organize like we remember. That means supporting and encouraging many of the activities as above, on not seeing them as an attack on the ‘union structure’, as many executive committees do. It means being open in opposition on the executive, in executive meetings, but also at GMMs – just not in front of management. It means using your position to encourage activists – not tamp them down.

This sounds like a lot, and may take some time. But when the Local goes into bargaining, it will pay off. It will let management, and our members know, that we will not back down, and we have a structure that can enable us to win, whether we have to go on strike or not. As the farmworkers say “Si Se Puede” – Yes We Can!

About the Author

Peter Votsch is a long-time trade unionist and member of CUPE Local 7797 (retired)

VIRTUAL SCREENING: THE STRUGGLE CONTINUES (WITH SPECIAL GUEST JEAN-CLAUDE PARROT)

CUPW LOCAL 730 (EDMONTON & AFFILIATES) invites all members and allies to a virtual screening of the inspiring CUPW short documentary, “The Struggle Continues”, followed by discussion with one of the key leaders featured in the film, past-CUPW President, Jean-Claude Parrot. Also joining us to explore the importance of the film’s lessons for current union activists are Sister Brooke Backus (President, CUPW 740 - Royal City, BC) and Brother Matthew Aitken (President, CUPW 856 - Winnipeg, MB).



About the film: In 1978 the government passed a bill ordering striking postal workers back to work. Despite this legislation, postal workers maintained their job action for another eight days while the CUPW National executive withstood police raids and arrests for their defiance; then-president, Jean-Claude Parrot, would eventually serve a prison sentence for his involvement.

When: April 23, 2022 @ 11am MT/ 12pm CT/ 1pm ET

Where: Zoom - check cupw730.ca for link closer to the event. French translation services will be available.

Agenda: This event will be hosted by members of the CUPW 730 Executive.

Introductions & welcoming Brother Parrot (15mins)

Virtual screening: “The Struggle Continues” (30mins)

Panel discussion / Q&A with Brother Parrot (30-45mins)

SEE YOU THERE!

THE IMPORTANCE OF UNION EDUCATION

James Ball, Education Officer

Why don’t people get involved

and express their power through collective action at work? Some people would say it’s apathy, but I disagree. I think we use apathy as a word to describe the state of being in a workplace where the power is one-sided. I believe that the people we call apathetic are actually fearful of conflict and retaliation from the boss. I believe that others feel hopelessness – that feeling that things can’t change because they have no power. They feel divided by the boss, playing favorites and pitting us against each other. Fear, hopelessness and division leave us confused about which path to take, which rules are correct, and who we can trust.

The solution to this has always been education. Bosses have always tried to limit the knowledge of the workers because it keeps the power firmly in the boss’s grasp. If you don’t know your rights, how can you assert them? If you don’t know your job duties, how will you know if you are being abused? If you don’t know that everyone else has the same problems, how will you organize?

I believe that education is the key to empowering and engaging the membership. This local started its focus on education and empowerment of the workers only a few years ago and engagement skyrocketed. While most locals, including our own in the past, struggle to make quorum at their general membership meetings, ours are vibrant and engaged and our most

recent presidential elections were at near record voter turnouts.

An educated membership will have the courage to act and the hope that changes can be made. Educated members can act together to achieve the goals that the clarity of our education has brought to us. An educated membership is strong and prosperous, and we are proud to present our spring education schedule to help further these goals.





EDUCATION OPPORTUNITIES

All members in good standing are invited to apply for any course they have not participated in before. Any member participating in these courses will be reimbursed for any scheduled CPC day of work they miss. The Advanced Shop Steward course has an added prerequisite of having attended the basic shop steward course and being an active, sanctioned steward of the local. Courses scheduled to be at the CUPW 730 office** are subject to change, including cancellation, depending on shifting pandemic public health guidelines.

CUPW AND YOU (1 DAY)

April 5 or 6, 2022, 8am-4pm via Zoom Video Conference

This 1-day course is intended for people who have found their feet at work but are unsure of their role in the union or even how our union functions. Together, we will look at our expectations of a union, discuss the history of CUPW, and find what roles we can play, collectively, to improve our working lives. **Application deadline: March 21, 1pm, 2022.**

TAKING BACK OUR WORKFLOOR (1 DAY)

April 26, 27, or 28, 2022, 8am-4pm @ CUPW 730 Office**

A union is only as powerful as it's members are involved and willing to assert their collective power! This 1-day course gets back to the grassroots organizing that helped unions change the world for the better so long ago. Participants will be trained on how to gather allies, as well as successfully build, and carry out, a work floor job action. **Application deadline: April 15, 1pm, 2022.**

BASIC SHOP STEWARD (3 DAYS)

May 11-13, 2022, 8am-4pm @ CUPW 730 Office**

This 3-day course gives members the confidence to further empower themselves and help uphold the rights of their co-workers. Participants will learn about the many different roles a steward plays, how to navigate disciplinary meetings with management, and how to properly support the grievance procedure as well as the efforts of work floor activists. **Application deadline: April 29, 1pm, 2022.**

ADVANCED SHOP STEWARD (5 DAYS)

May 16-20, 2022, 8am-4pm @ CUPW 730 Office**

The 5-day advanced shop steward course is an opportunity for committed local activists, who are already active shop stewards, to further refine their skills. The basic course gave you the tools, the advanced course challenges you to take more of a leading role in our local as someone capable of mentoring and assisting other activists and stewards in their own development. **Application deadline: April 29, 1pm, 2022.**

REPORTING INJURIES

Rashpal Sehmbly, CUPW 730 Health and Safety Officer

The nature of work we do as postal workers, whether we work inside or outside, may see us having to deal with a workplace injury. Trying to navigate oneself through the paperwork can at times seem like an ordeal worthy of stress in itself. This doesn't need to be the case. No one goes to work expecting to suffer an injury which may cause lasting health issues for years to come.

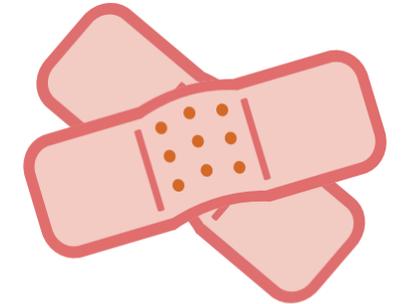
If you have experienced a work place injury, the first thing to do is to report it to your employer as soon as possible. If you are on route and have suffered an injury and if it requires immediate attention by medical personnel then make the call as needed if you are able to do so. This is the same if you have been assaulted at work as well, call the proper authorities to assist you as needed. In the event you are taken by ambulance to a medical facility, you will receive an ambulance bill

which is the responsibility of your employer to pay. Call the union office for guidance on how to proceed with this matter.

If you do arrive at a medical facility, it is important that you notify the staff that your injury is work related. The facility will be responsible for filling out a physician's report for the Workers' Compensation Board (WCB). Once you are able to, you will be also required to fill out a Workers Report for your WCB claim. The online report can be found at: <https://www.wcb.ab.ca/claims/report-an-injury-for-workers.html>

If you prefer to fill out a hard copy form of the workers report, please contact the union office to receive a copy of this form.

Since we fall under the Government Employees Compensation Act which then refers to the provincial and territorial compensation boards, there is also an Election to Claim form which must be filled out as well. This form is available at the union office.



The employer is required to fill out a Supervisor Incident Investigation Report (SIIR). When this process occurs it would be best to ensure a member of our CUPW Local Joint Health & Safety Committee attends with you during this process.

It is unfortunate to talk about, but at times our members may be involved in a workplace incident which involves violence. Such conflicts may arise with other members or with the public. Trying to navigate through incidents can be very stressful. As each situation is unique, it is best to contact the union office on how best to proceed in such circumstances.

In Solidarity,

Rashpal Sehmbly 



CANADA'S FREEDOM CONVOY EXPOSED THE SHAM OF "PRO-WORKER" CONSERVATISM

Luke Savage, jacobinmag.com

For right-wing advocates of so-called pro-worker conservatism, the Canada trucker protest known as the Freedom Convoy should have been a breakthrough. But the entire idea that conservatives care about the interests of working-class people is a mirage.

On February 10, just over a week before police finally moved in to evict the nearly monthlong occupation of downtown Ottawa, Manitoba MP Candice Bergen stood up in the House of Commons and asked protesters to go home. "I am asking you to take down the blockades," said the interim leader of Canada's Conservative Party. "Protest peacefully and legally, but it's time to remove the barricades and the trucks for the sake of the economy and because it's the right thing to do." While Bergen did take care to reiterate her party's opposition to vaccine mandates and continued COVID restrictions, the statement still marked a pronounced shift in the rhetoric of Canada's most powerful right-wing politicians — many of whom had quite openly sought to align themselves with the self-described Freedom Convoy that had spent much of January entrenched in the nation's capital.

Bergen herself had posed for photos with demonstrators, as had other Conservative MPs, including former party leader Andrew Scheer. Ontario premier Doug Ford, meanwhile, initially

offered an effective endorsement, remarking on February 4, "I understand their frustration. . . . If people want to come down and protest, God bless them." A week later, Ford would declare a provincewide state of emergency, brand the protests a "siege," direct his attorney general to freeze access to millions in online donations made to the convoy, and make "crystal clear" (in his words) "[that] it is illegal and punishable to block and impede the movement of goods, people, and services along critical infrastructure."

"Any politician can adapt or co-opt the language of class if they find it useful. But a critical test of a populist, working-class politics comes in its willingness to...confront markets and capital."

In parsing the timeline of events, the cause of institutional conservatism's rather abrupt pivot is thus easily identified and deeply instructive. With key border crossings blocked, what conservative leaders had initially viewed as a venial sort of disruption suddenly became a different species altogether: namely, the kind that frightens markets and business interests and puts profits at risk.

While there are undoubtedly many lessons to be gleaned from recent events in Canada, there's a useful insight in this particular episode about the limits of so-called right-wing populism and the efforts of various conservative figures to rebrand their project as one aligned with the working class. That isn't, needless to say, because the likes of Bergen and Ford withdrew support for some kind of organic worker's movement: boosted by large US media outlets, counting plenty of wealthy people among its donor base, and earning an endorsement from the world's richest man, the Freedom Convoy was clearly nothing of the kind (even if it did attract some working-class support). The very sudden lurch of its leading figures, however, is nonetheless still a striking demonstration of conservatism's unyielding deference to markets and unfettered private enterprise.

Since 2016, an assortment of pundits and intellectuals throughout the Anglo-American world has sought to advance the broad idea of a newly pro-worker right. The new conservatism, we are told, will be more populist, more working-class, and, above all else, more willing to directly intervene in and regulate markets than its various post-Reaganite incarnations. As a rhetorical posture struck by right-wing politicians, some versions of it have in fact already appeared in the political mainstream.

Last fall, for example, Canada's since deposed Tory leader Erin O'Toole



A truck participating in the Freedom Convoy in Ottawa, Ontario, Canada on February 1, 2022. (ΙΣΧΝΙΚΑ-888 / Wikimedia Commons)

campaigned on a series of pro-worker slogans and promised increased worker representation on corporate boards. During his initial run for president, Donald Trump famously appeared to buck conservative economic orthodoxy by taking aim at the North American Free Trade Agreement (NAFTA). In 2020, Marco Rubio, Jeff Sessions, and a number of other prominent Republican figures signed onto a statement heralding a "conservative future for the American labor movement." Senator Josh Hawley, meanwhile, has called on the GOP to become "a working-class party, not a Wall Street party" (there are certainly other possible examples).

There's no denying this style can sometimes be politically effective. The

real question, however, is whether it actually signals a meaningful break from institutional right-wing politics as we have known them. In the case of Canada's Freedom Convoy at least, the answer is clearly a no. Any politician can adapt or co-opt the language of class if they find it useful. But a critical test of a populist, working-class politics comes in its willingness to meaningfully confront, disrupt, or otherwise challenge markets and capital: minimum wage increases are always opposed by business lobbies; unions and strikes antagonize bosses and shareholders; broad public goods and economic redistribution generally mean higher taxes on the wealthy and less private profit.

Given the ultimate aims of its blockades (and its conspicuous lack of

attention to key labor issues facing the trucking industry) the convoy may not have represented an authentic working-class movement. Yet in turning against it so abruptly, conservative leaders indirectly revealed that the kind of populist agitation they find tolerable still has more to do with sloganeering and honking horns than running even momentarily afoul of corporations or business interests. 🛩️

About the Author

Luke Savage is a staff writer at Jacobin.

WORKER SOLIDARITY

LABOUR VICTORY AND STRUGGLE, AT HOME AND ABROAD

Gizmodo Media Group Union - On March 1st, workers at Otaku, Jezebel, The Root, Gizmodo Lifehacker, and Jalopnik, went on strike after their contract expired on February 28th. While planning how to escalate its job actions, the union eventually received a message that the boss was willing to concede on the key issues that the workers were willing to continue striking for.

Association of Professors and Librarians of Université Sainte-Anne - Unionized professors and librarians at Nova Scotia's only French language post secondary institution went on strike on March 3rd. Faculty concerns include rebalancing the workload and pay equity with professors at English-speaking institutions.

Haiti Garment Workers Strike - On February 16th, thousands of Haitians marched to demand an increase in wages. Police shot tear gas and rubber bullets at the crowd and dozens were injured. After weeks of demonstrations, the Haitian government increased the minimum wage by as much as 54% for some industries. In clothing manufacturing, there was a 37% raise. This brings wages up to \$7.50 per day, which is half of the \$15 per day union leaders were demanding.

Starbucks Unionization Campaigns - On March 9th, there were union victories at three Starbucks in Buffalo, New York, which brings the union to 6 successful unionized shops out of 7 petitions for unionization. There are currently 126 Starbucks locations in the US where workers have petitioned to unionize.

CESSCO - Members of the Boilermakers Lodge 146, who have been locked out by CESSCO for almost 2-years, temporarily suspended their picket line in order to avoid conflict with Teamsters Local 362, members of which were working to move scab-produced products from CESSCO.

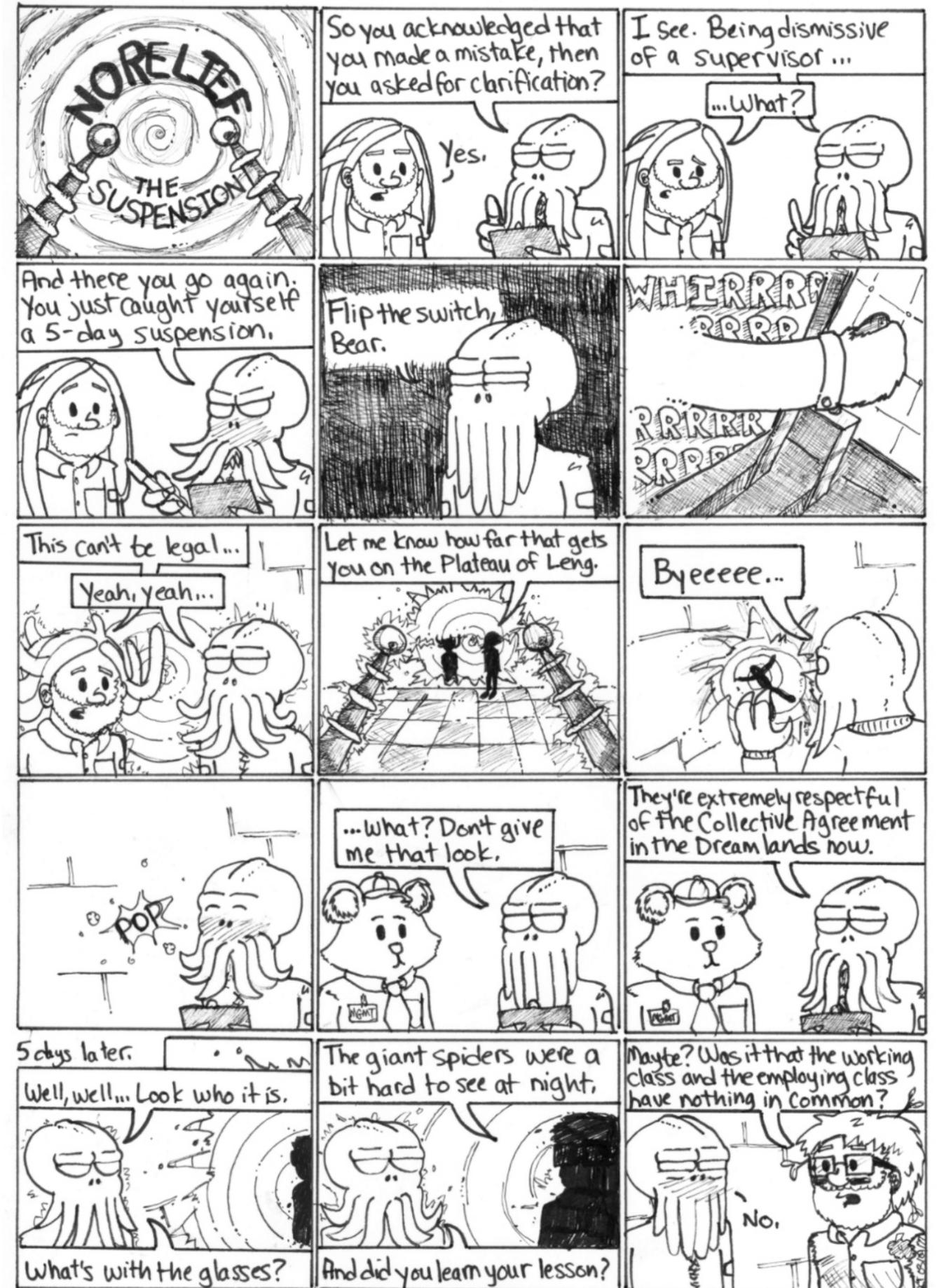
RAMADAN MUBARAK!



The Islamic holy month of Ramadan is the ninth month of the Islamic calendar. Ramadan starts following the sighting of the crescent moon over Mecca. This means that in 2022, Ramadan is expected to begin on April 2nd and end on May 2nd – the sighting of the next crescent moon.

Ramadan is a period of fasting (from sunrise to sunset), prayer, reflection, and community. Eid al-Fitr (“the Festival of Breaking the Fast”) follows Ramadan. This festival can last up to three days and it is a time of great feasts, gift giving, and spending time with loved ones.

Ramadan Mubarak!



Kyle Turner, 2022



SIKH HERITAGE MONTH

In Canada, April is Sikh Heritage Month. This became law on April 30th, 2019, and it was designed to recognize the contributions Sikh Canadians have made to Canada's social, economic, political, and cultural fabric. Sikh Heritage Month provides us with an opportunity to reflect on, celebrate, and educate future generations on the important roles Sikh Canadians have played and continue to play in communities across the country.

WHAT IS A SOCIAL STEWARD?



Social stewards are active union members who are recognized by the Local and are willing and able to provide support to other members who are experiencing difficulties. Social stewards are educated in finding resources within the union, community and professionals that can assist members.

The role of the social steward is to listen, refer, support and follow-up and assist in prevention. Social stewards are not therapists or specialists; they are your peers and understand your work environment. They are there to listen and see how best they can support you in finding professionals or organizations to assist with the situation.

The Edmonton Local currently has 11 recognized social stewards.

Social Stewards in Edmonton Local (Updated Jan 2022)

Camrose	Chriss Berger	berger.e.chriss@gmail.com
Delton	Kathleen Mpulubusi	kmpulu@gmail.com
EDDD	Natasha Fryzuk	natasha.fryzuk@gmail.com
EMPP	Gursharan Gill	gill_71@yahoo.ca
EMPP	Palvinder Arora	palvinderarora@yahoo.ca
EMPP	Parminder Pannu	parmpannu8@gmail.com
EMPP	Rajeev Maheshwari	rajeevm.surat@gmail.com
EMPP	Todd Brooks	roccertb@gmail.com
Office	Elizabeth Smallwood	lilagail86@gmail.com
Office	Karry Biri	karrybiri@gmail.com
WMS	Sue Schiestel-Shillabeer	suzzanneschiestel@gmail.com

Interested in becoming a Social Steward? Contact the Local office to find out more. 



YOUR MOST UP-TO-DATE INFO SOURCE

TWITTER @CUPW730 FACEBOOK.COM/CUPW730

YOUTUBE: CUPW LOCAL 730 - EDMONTON & AFFILIATES

NEWSLETTER E-MAIL: COMMUNICATIONS730@GMAIL.COM

SOLIDARITY STYLE OFFICIAL CUPW 730 SHIRTS



To order: email union@cupwedm.net with your shipping address and size. Please note that the XS-L shirts are a more tight fit. The XL-XXL sizes fit as normal. All extra proceeds from a 'comrade' sale goes to our local Goods & Welfare Committee to help members facing sudden hardship.

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

CUPW 730 EDMONTON & AFFILIATES

GENERAL MEMBERSHIP MEETING

VIA VIDEO CONFERENCE
SATURDAY, APRIL 2, 2022
11:00 AM – 1:00 PM

REGISTER @
[CUPW730.CA/CALENDAR](https://cupw730.ca/calendar)
BY APRIL 1 @ NOON

