

InsideOut

**Canadian Union of Postal Workers
Edmonton Local**

MAY 2010



May Day March 2010

SURVEY RESULTS!...Page 8 and 9



“InsideOut” is published ten times per year by the Edmonton Local, Canadian Union of Postal Workers.

Opinions expressed are those of the writer and not necessarily the official views of the Local. “InsideOut” material may be copied, provided proper credit is given.

Submissions are welcome for “InsideOut”. Please include your name and phone number. Requests for anonymity will be considered.



[e-mail to editor@cupwedm.net](mailto:editor@cupwedm.net)

or
The Editor,
InsideOut
11001 107 Street
Edmonton Alberta
T5H 2Z6

Congratulations to Peter Tanasiuk who retired from Depot 11 on April 20. Peter received his cheque from Sister Sue Wilson.
(photo:Kennedy)

In This Issue:

President’s Message: page 4...Employer attacking dayshift in EMPP
RSMC Report: page 5...What’s the Buzz
Grievance Report: page 6...Tips on Bidding Process
T-Shirt Contest: page 7...Are you creative? And Angry?
Protect Public Seeds: page 7.....Biodiversity
Survey Results: page 8 and 9.....Anger in Numbers
Towards Respect and Dignity for all...May 17....page 11
Environment Committee: page 11...What are you doing to make a difference?
Equinox 2010....page 12....10th Anniversary Special
General Meeting Report: page 13...executive sworn in at local meeting
Kid’s Camp....page 14 and 15.....August Camp for Kids

From the Editor InsideOut

The InsideOut committee met in March and reviewed the InsideOut issues prepared throughout 2009.

We entered the following editions, articles and photos in the CALM (Canadian Association of Labour Media) awards:

Asma Burney....Chocolate (November 2009)

Bev Ray...Human Rights (June 2009)

Peggy Maxwell....Contractor versus Union (June 2009)

June Issue...layout & design, writing

May Issue...overall

Photos: Back photo: November 2009, Front photo: May 2009

Website (thanks to Doug Elves!)

We also entered 2 articles that we thought deserved recognition, even though there is currently no category that properly fits them:

Mike Wright, April 2009 in a 'Humour' category, and Kristina Romanyshyn, June 2009 in a 'Creative Writing' category.

There is a long history attached to the local publication, InsideOut. Prior to the merger of the unions in 1989, the Letter Carriers Union local 15 had 'The Quill'. The Postal Workers had 'The Insider'. The new name agreed to as part of the merger was 'InsideOut'.

There are old issues of both publications in the union office, if you are interested in looking back at the years of struggle with the employer from a local perspective. And a reminder: it is distributed in the workplace and mailed to the offices outside of the Edmonton area. If you are

off work on sick leave or some other leave, contact the union office and they can arrange for it to be mailed to you. The same is true for retirees...if you would like to continue receiving the local newsletter after retirement, let the office know and we will add you to the mailing list.

Maybe you have something you would like to share? A piece of writing, a photo, an opinion? Contributions are always welcome.

The local resolutions preparing for negotiations should be available for the next issue, June 2010, just in time for the Regional Conference June 18, 19, 20. And in the June issue we will also feature the new retail outlet in Mayfield Common, moved from West Edmonton Mall.

In solidarity
Karen Kennedy
Editor



From Your President.....Sister Bev Ray

With new Directors now sitting at the helm for both EMPP, C&D and Alberta Field, we have seen the most marked change in communications with the Director for the EMPP. Recently the local produced two bulletins that were well received by the members. However, management has resorted with temper-tantrum-like behaviour. We hear rumours that Labour Relations has a vast amount of influence on the new Director of the EMPP.

Currently we have been having heated discussions about their planned removing of shift 2 in Coding (day shift) and placing the workers on shift 1 (midnights!). The union has opposed this on all fronts, however the new direction of management does not understand what meaningful consultation means. Further to this, rumours swirled about managers spinning tales of Coding and Incoming being amalgamated. Once we pushed this issue in the face of the employer, we soon received notice to the National Union under Article 6.05 that confirmed the rumours. To avoid coding staff being forced through two shift bids on the heels of one another, the local union (after consultation with our National Director) agreed to waive the ninety day notice and have consultation held on the moving of shift 2 coding to shift 1 which has now been included in with the proposed changes amalgamating both sections.

The Employer shows no genuine interest in addressing the escalation of bullying and harassment on the workfloor. We have serious issues in two different sections in the plant and management has been stalling for the last 3 weeks to discuss how to resolve the problems.

In recent news Moya has publicized that there will be major cuts to front line managers across the country. Too bad that the 'leaders of the Modern Post' didn't realize that their heads were on the chopping block. While some members may take some comfort in this, we must remind ourselves that it is evidence of what we will be facing with the Modern Post and the 2011 negotiations.

The National Director and myself made presentations at Public Interest Alberta conference held in April. The theme of the session was protection of public services. Brother Fischer inspired conference participants to consider that while sometimes we may lose, there is the possibility of regaining what right wing management has taken away. Case in point the expedited parcels that were lost years ago and that we reclaimed.



Letter Carriers are still being forced back. We are currently preparing for the National Policy Grievance. It is imperative that stewards continue to collect the call back, forceback and day logs to add to the grievance file. We have this information

President's Message cont...

from January, however, we need to provide the ongoing information for February and March.

The organizing committee worked hard on the local survey on contract demands and we are happy with the results that we received. This committee has become quite active and we look forward to more organizing strategies coming from this committee in the future.

The Depot 2 restructure is complete, with a loss of routes and a host of problems, errors, and contract violations in the routes. In particular, Delivery Services and Operations refuse to correct the Relay Runs before implementation. The currently-proposed runs do not provide for the delivery of first and second bags first, as required, resulting in anticipated delays of up to an hour for Carriers on the street. CUPW Prairie Region are filing a Formal Policy Grievance on this issue. Ongoing issues with route files in all depots continues. We continue to work on building a strong LCRMS committee to prepare for Modern Post and the many changes.

The applications were forwarded to the Regional office for the 5 day school held in Gimli, Manitoba in May. It was unfortunate that the larger locals had a decrease in eligible spaces. This year we were guaranteed only 3 spots. John McTaggart, Bena Pattni and Gail Hawryscuk were selected by the Region.

Although we had received confirmation that the AFL and the EDLC chose not to lead an organized effort for May Day this year, other groups did organize a march and CUPW participated and showed a strong presence.

Bev Ray
President Edmonton Local



WHAT'S

The BUZZ!

The RSMC collective agreement 3rd re-opener negotiations have been the focus of the last few weeks.

Rose Johnson Red Deer RSMC and Alberta negotiator and I have been making Depot visits to speak to the RSMC's about the results of the bargaining so far.

As most of you know the negotiations have stopped and CUPW National Office has sent a letter to the Labor Minister to appoint an Arbitrator to negotiate the collective agreement.

One of many reasons we did not want this to happen, is the decision the Arbitrator makes is the choice we have.

The RSMC's need to be heard as one voice. We are approx. 6000 strong across the country and from all reports coming from across the country our complaints are the same.

We cannot stress how important it is for you to keep your log sheets and notes and documents. Keep them current. It is your paycheck. You do the work. It is your right to be paid fairly.

Make a point of coming to the General Membership meetings and to your RSMC meetings. Know your rights.

Peggy Lee Maxwell
RSMC Chief Shop Stewart
CUPW Edmonton Local

From the Grievance Department

Advice for Urban Members

Bidding for POSITIONS

A transfer **never expires** unless you withdraw it, refuse it, (and you can only do this if it is outside your Post Office), or you obtain a position that was ranked higher up on your transfer form. **Appointment is automatic if you are the senior applicant for a position within your own Post Office.** If the position is outside your Post Office and you are the senior applicant, you have 24 hours to accept. Members forget that they have transfers in for positions, or they don't fully understand the rules. You can end up having to go to a position you once wanted, but now don't. (It is only very rarely that a transfer can be undone). If you change Groups, you must remain in your new Group for 12 months, unless this requirement is waived by CPC (you need to ask). You can only have one transfer application in at a time and the most recent replaces all previous. Appointment is automatic too for temps who have applied for permanent positions.

Bottom Line: Don't apply for anything you don't really want. Know exactly what your current application says. Review it often. **READ THE RULES IN THE CONTRACT YOURSELF** and if you have questions get the answers from a reliable source who quotes the contract. **Articles 13.08 to 13.16.**

Absent Without Leave

A steward has asked me to remind members to contact management regarding every absence and apply for the appropriate leave on leave forms. Some members underestimate the importance of contacting management and obtaining leave when they are not able to make it to work. Leaves, such as education leave, leave without pay, vacation leave should be applied for and approved in writing **prior to**

the leave. If you are sick, call in **before your shift.** Make sure you follow up with leave forms and medical notes, as required. Many of the discharges we deal with happen when the member is absent long term, but has not informed the employer with reasons, leave forms, or medical notes, and/or the leave has not been approved.

Special Leave With Pay

On the other hand, regular employees can and should apply for **paid leave** when circumstances beyond your control prevent you from reporting for work (Article 21.03). If management says no, be sure to **follow up with a grievance.**

Grievance Filing Meeting: Not Restricted to 15 Minutes

The contract says that the steward has the right to meet with employees on behalf of whom a grievance could be filed and can do so during working hours. There is **no automatic restriction to 15 minutes** for this meeting. The supervisor can limit the first meeting to 15 minutes and if the steward requires more time to complete the grievance with the member, the steward should request more time and it should be granted, if not at that time, later or the next day.

Solidarity,

Carol Read



The Local Union is holding a t-shirt design contest!!*

Design a T – Shirt !

Feeling Creative?

Got an issue? Get it off your chest...Say it on your shirt!

A little humour? A little fun? A protest message? A human rights issue?

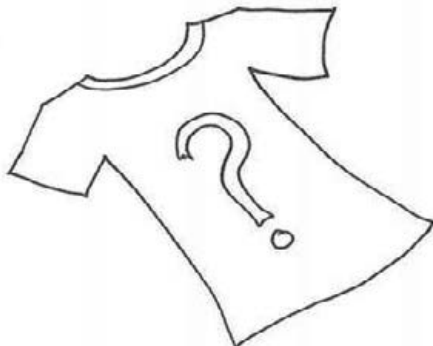
Astound us with your cleverness and wit!

Submit Entries to: CUPW Edmonton Local
11001-107 Street,
Edmonton, AB T5H 2Z6.

Deadline: Entries must be received in office by **June 9th**.

The winning design will be used for 100 union-made shirts to be available for sale in the local, and the CUPW Edmonton Local member who designed the shirt will receive 2 free shirts and tons of recognition!

* this contest is open to the members in good standing of the Edmonton Local of the CUPW



Cultivating Diversity : Public Seeds

Farmers have always saved seeds at harvest time for the next planting season. These seeds, selected over generations, are adapted to local growing conditions, allowing farmers to cope with changing climatic conditions and pest outbreaks.

For these reasons, farmers are resisting pressure from governments and multinational companies to use genetically modified (GM) seeds, which increases costs, threatens biodiversity, and heightens crop vulnerability. In West Africa, the Coalition for the Protection of African Genetic Heritage (COPAGEN) represents millions of small-scale farmers and is involved in educating farmers, urban communities, and politicians about the consequences of genetic engineering in agriculture. This work is leading to positive results. The government of Benin, for example, recently renewed a five-year moratorium on the introduction of genetically modified crops.

In Canada, a national biotechnology strategy created in 1983 promised greater crop yields, reduced pesticide use, and better returns for farmers. Three decades later, these promises remain unfulfilled. Farmers are more dependent on expensive seeds and chemicals, pesticide use is at an all-time high, and farm incomes remain low. Last December, Devlin Kuyek, advisor to the Canadian Biotechnology Action Network (CBAN), testified before the Standing Committee on Agriculture and Agrifoods. Devlin noted that a deliberate policy shift has converted a formerly public seed system to a private one under the control of a very small number of corporations, most of them pesticide companies outside of Canada. This policy shift has meant a decrease in public plant breeding programs, and the introduction of corporate patents on seeds, making it difficult or impossible for farmers to save their own seeds.

CBAN brings farmers, scientists, and social justice activists together to educate the public and decision-makers about these issues. CBAN is calling for greater transparency and public accountability over food and agriculture policies. Recently, Inter Pares, CBAN and other Canadian groups launched the People's Food Policy Project to provide a forum for Canadians to discuss problems in our national food system and develop a proposal for a national food policy.

You can find more information here [about CBAN](#), and [about the People's Food Policy Project](#).

(With Thanks to Inter Pares Annual Report 2009)

ANGER IN NUMBERS

Survey Results Show Edmonton Members Ready to Fight



**Roland Schmidt,
Shop Steward, Depot 3**

This past March, the Local Organizing Committee took on the task of distributing a survey to Edmonton membership asking them their thoughts and priorities going into the 2011 Negotiations. The overall response was very instructive, both in what the clear negotiation priorities of the membership are, and where the union leadership needs to better establish an organizational presence. In facilities where the union has a strong volunteer base there was a solid participation rate but many facilities simply did not have enough activists to do the job properly. In all, about 2000 surveys made it out for distribution; of those only about a third were followed up with proper reminders and effective collection leaving us with around 400 returns. With few volunteers available to take on this large task (a first for the Committee), the project should be considered a relative success which has: 1) provided a bulk of the Edmonton demand recommendations going into negotiation; and, 2) given the Edmonton Local a very clear sense of where more work needs to be done to fully prepare for the fight we have ahead of us.

SURVEY SAYS

The survey results paint a vivid picture of a workforce that is very unhappy with their current working conditions, unsupportive of the direction Canada Post is going, and, is more than willing to fight to assert the rights they believe they deserve. The survey numbers show there is mass support for maintaining Canada Post as a public service (81%¹), expanding services to create more jobs (72%) as well as absorbing RSMCs into the rest of the workforce with full rights and benefits (69%). Concerning finances, members want final say in how the pensions are managed (92%) and want their wages to better reflect inflation and cost of living increases. If it

comes down to it, 87% of the responders said they would be willing to strike to protect their job security; 82% to protect their pension.

After seeing the sick leave benefits of Canada Post administrative staff and managers (*rich irony*) demolished by Corporate, Edmonton membership are anticipating a similar attack on themselves but are adamant not to give any ground (83%); furthermore, 75% said they would strike to protect their leave and 80% want Manulife, and all the invasion of privacy and harassment that comes with them, out. Lastly, concerning benefits, membership wants that they, not the company, should get final say if any changes are to be made to life insurance or post-retirement benefits (92%).

Completely without surprise, staffing (or the lack thereof) remains one of the most embittering aspects of working for Canada Post. Perhaps there was once a time when employees didn't mind the odd forceback to help out their co-workers, but that patience is gone and members want forced overtime completely eliminated (87%) with 63% saying they would strike to make this a reality. Membership does not accept forceback as a solution to systematic understaffing and demand that the company be held accountable by being forced to create and utilize a substantial relief pool of workers (91%). Compounding the problems of understaffing, Canada Post has been eliminating vacant positions to, presumably, prepare the way for Modern Post; to push back, survey responders express that CUPW should have final say (85%) before a job is deleted because it is claimed to be redundant.

Anyone working as a carrier will know that if some company bureaucrat in Winnipeg, who has never delivered a letter in their life,

comes up with some ‘*Big Idea*,’ it is the worker who suffers. One such magical brainchild - the 3 One-Third System - has done nothing but needlessly diminish work flexibility and make heavy householder days even worse - 78% want the system scrapped. Householders, although accepted as a necessary part of job security, have long been a point of controversy for carriers: 68% said they would take full time-values (i.e. given the same delivery values as addressed mail) instead of being paid-per-piece but many expressed that they shouldn’t have to choose - they want both. Only 53% of carriers said they would strike for full time-values whereas many of the detractors said they would support such an action as long as it did not also sacrifice piece-values.

EMPP workers, knowing full well that the new equipment coming in with the Modern Post will only serve to add to their already considerable problems, want to make sure that safe equipment and adequate space is a priority (81%). As further protection against current plant work-methods, which are notorious throughout the city for causing repetitive strain injuries, membership insists a strict rotation of duties be enforced (93%). The persistent use of cross-sectioning in the EMPP is a current management practice that violates not only a member’s seniority rights but may also put them into a potentially dangerous work environment that they have not been properly trained for: 78% want it eliminated, while 54% said they would strike to keep it from being used again.

BY POPULAR REQUEST

The April and May Edmonton Local General Membership Meetings saw all of the above information turned into resolutions and put forward for debate. Most of the demands passed with substantial, and in many cases, unanimous support. The June issue will include a summary of the resolutions passed from the April & May GMMs so be sure to keep reading as the InsideOut turns up at your workplace.

PICKING A FIGHT

Realistically, we all know that Canada Post, fresh off investing over \$1 Billion in their Modern Post, is looking to get its money’s worth and will not be targeting only a single benefit (e.g. sick leave) for roll-back. We can expect that they will be attacking much more. All the pieces are in place for a nasty confrontation. If you haven’t already, please consider putting the extra pay you received in April from your CTI bonus and third paycheque towards savings for a potential strike or lockout - one can never be too prepared.

With our demands soon making their way to National, the focus is again back on building our strength. In the coming months the Organizing Committee will be looking to help the Chief Shop Stewards in the necessary task of strengthening activity in the facilities where it is not already present as well as establishing days of action and networking with other Locals. Now, more than ever, our Committee is looking for workers who are angry about what might happen to their jobs and want to have a hand in making changes for the better. Any CUPW member is welcome. Join us in the fight - the mass discontent is there it just needs to be channelled into a cohesive force to send a serious message.

**Organizing Committee Meetings
3rd Thursday Every Month – 4:30pm
Union Office - 11001 - 107 Street**

(Footnotes)

¹ All percentages are approximate “Agree” figures unless indicated otherwise.

Towards Dignity, not Hatred

Directions\UFCW\CALM

The International Day against Homophobia (or IDAHO, as it is sometimes known) is celebrated on May 17.

This annual day of recognition marks when the fight to make our society inclusive of all sexualities, was founded in Montreal in 2003 by the human rights group Fondation Émergence. It was quickly embraced across Canada, and then internationally.

But the public acceptance of a day of action is certainly not the same thing as an acceptance of the equality of the LGBTTI communities (self-identifying Lesbian, Gay, Bisexual, Transsexual, Transgender and Intersex persons). Around the world, people who identify themselves as LGBTTI are still ostracized, the victims of hate crimes, and the targets of systemic repression.

Like all human rights issues, the struggle to end homophobia is part of the overall struggle for the simple respect and dignity to which every human being should be entitled.

Unions, as agencies for social justice, must ensure all our members have the same rights, respect and dignity as their co-workers in the workplace and the broader community, with the same rights, respect, and dignity as their neighbours.

Homophobia knows no borders. There are parts of the world where alternative sexualities are not only banned, but their very existence is denied. May 17 is the date in 1981 on which the

World Health Organization (WHO) finally removed homosexuality from its list of mental illnesses.

In Canada, homosexual marriage and the rights of such a union are accepted facts. But it isn't carved in stone...judicial recognition of what is fundamentally right can be overturned. It happened in California in 2008 when the courts ruled same-sex marriage was a constitutional right, but voters, spurred by right-wing extremists, over-turned that right.

Education is the answer. Once the fear-mongers are answered with logic and the truth, LGBTTI rights, just like all human rights, can be an accepted part of society. Imagine a world in which homophobia is a word without meaning.

<http://www.homophobiaday.org>

The Fondation Émergence gives the following definition of sexual diversity:

Heterosexism: Heterosexism is the belief that everyone is heterosexual and that heterosexuality is the only acceptable way of being. This belief, which relies on the idea that the majority rules and is therefore normal, is often the source of homophobia.

Homophobia: It's all the negative attitudes that can lead to rejection and to direct or indirect discrimination towards gay men, lesbians, and bisexual, transsexual or transgender people or toward anyone whose physical appearance or behaviour does not fit masculine or feminine stereotypes.

The following are variants of homophobia:

- Bi-phobia: aversion towards bisexual people or bisexuality;
- Gayphobia: aversion towards gay men or male homosexuality;
- Lesbophobia: aversion towards lesbian women or female homosexuality.

Transphobia: Transphobia is a negative attitude or feeling, an aversion towards transgender people, transsexuals or people who are transitioning.

Transgender Person: Person who perceives themselves and identifies as belonging to a different sex and who feels the need to live that way. In contrast to a transsexual person, the transgender person refuses gender reassignment or a sex change. Also a transgender person is someone who does not conform to the norm imposed by male and female gender identities; some people consider themselves gender-fluid.

Transsexual Person: Person who has already changed their sex physically or a person who is making that transition through medical treatment or surgery. This transformation is usually irreversible.

Two-spirited Person: A two-spirited person is some who according to Amerindian tradition has two spirits, one female and one male.

Intersex Person: An intersex person is someone who shows physical features of both sexes.

LGBTTI Communities: LGBTTI is an acronym used by the Lesbian, Gay, Bisexual, Transsexual, Transgender and Intersex Communities.

<http://www.homophobiaday.org>

For the Environment....

“Something You Changed In Your Life Because You are concerned about the Environment?”

How would you answer this question? The Local Environment committee held a workshop on Earth Day, April 22, 2010. Here are some of our answers:

- Recycles as much as possible, at work and at home
 - Doesn't shop at Walmart
 - Buys local
 - Rents a garden plot
 - Uses Intermittent Shower Head
- Saves shower\bath water to water trees\plants\flowers
 - Turns off lights
 - Shuts off washer taps when not in use
 - Uses cold water for washing clothes
- Uses clothes line for drying clothes, not dryer
 - Unplugs electricals when not in use
 - Composts
 - Consumes less
 - Uses environmental products
- Stopped using\buying plastic water bottles
 - Does not shop as much
 - Reuses, reduces and recycles
- Picks out recyclables from the garbage can when sees them
 - Gave minivan to Kidney Foundation
 - Turns shower off when washing hair
 - Uses energy efficient washer\dryer
- Used Government Rebate to install energy efficient furnace
 - Uses appliances\dishwasher after 7:30pm
- Drinks Moosehead beer as a Union\Canadian-owned brewery
 - Uses Non Aerosols
 - Rides Bike
 - Does not buy 'AntiBacterial' products
 - Does not use pesticides
- Buys larger quantities to reduce packaging
 - Turns off car rather than idling
 - No air conditioning used
 - Does not smoke\ drink
- Puts on sweater rather than turn up furnace
 - No TV, Internet, Video Games
- Walks to work locations chosen close to home
 - Saves all bags for reuse
- Shaves with electric razor instead of disposables
 - Buys\uses energy efficient light bulbs
 - Re-wears clothing



EQUINOX 2010

The 10th Anniversary Edition

Mark your calendars!
September 24 to 26, 2010

Join us at the
Strathcona Wilderness Centre *500*
CUPW Edmonton Local

Women's Conference

Remember these great workshops?

Sexual Assault Center, Women's Studies Program at U of A,
Guided Nature Walks with Kathleen, Harassment in the Workplace,
LaughterYoga, and Yoga with Bena
The Open Stage, The Labrinyth, Earths General Store,
Change for Children, Women and the Economy,
Interpares, Alberta Council of Women's Shelters, Holistic Health,
Dancing, Drumming, Astronomy, Writing, Drawing with Pastels,
Ascendent Books: the Hat Place, Singing, Tai Chi, Women's Health,
Human Rights, Women and the Earth, Reiki,
Guest Speakers and Afternoon Tea!

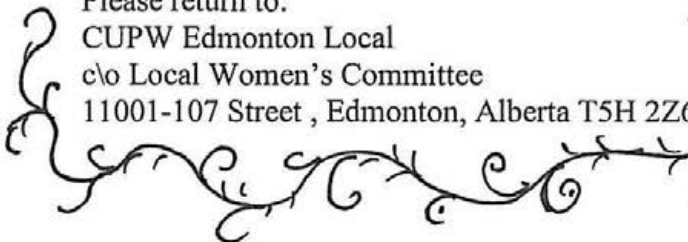
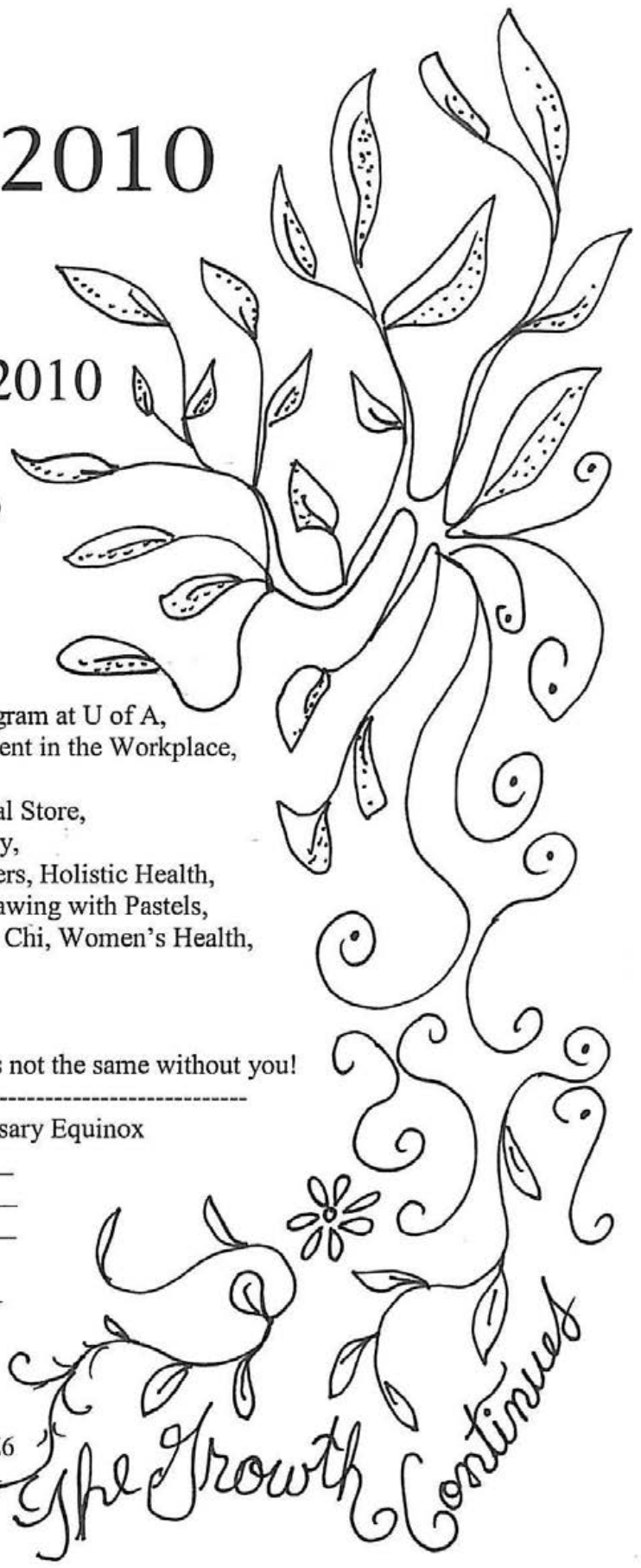
Each year is different, each year is new but it's not the same without you!

Yes! I want to attend the Special 10th Anniversary Equinox

Name: _____
Address: _____
Phone: _____

Yes, I would like to help plan the event:

Please return to:
CUPW Edmonton Local
c/o Local Women's Committee
11001-107 Street, Edmonton, Alberta T5H 2Z6



General Meeting Report...April 11, 2010

Election of Chief Shop Steward for Bulk Mail:
Accepted by letter, (acclaimed) Darcy Griffiths

Correction to the March Minutes: elected to the
Social Steward\Union Counselling Training Program
Level 2:

Lorraine Klemchuk

Yvette Brusseau

Gord Buga

Bena Pattni

Laure Lucyk

Urban Contract Demand Resolutions: numerous
were dealt with (full report in minutes of the next
general meeting)

Moved Seconded Carried that the local purchase
100 Union Made T-shirts, approximate cost \$2000,
have a contest for the design, all the members can
submit entries and the winner to be decided by the
executive who can make a timely decision.

Elections: Local By-Laws Committee (2 members,
2 alternates), and Area Council delegates
(5 members, 6 alternates) tabled to next meeting.

Canadian Association of Labour Media conference:
2 nominated and accepted : Karen Kennedy and
Roland Schmidt.

Moved Seconded Carried that the local send two
members to the CALM, rather than 1, money to
come from Special Projects.

Local Earth Day Environment Course: April 22,
Jerry Woods, Bena Pattni, Ajay Pattni, Michelle
Woods, Peggy Maxwell, Karen Kennedy, Liz
Johnman, Ernest Sommers, Lorraine Klemchuk,
Andrew Gillespie.

Swearing in of newly elected executive members by
President Sister Bev Ray: Raj Sharma (Vice
President), Sue Wilson (Secretary-Treasurer), Carol
Read (Grievance Officer), Ajay Sharma (Chief
Shop Steward Letters), Nick Driedger (Organizing
Officer), Greg McMaster (Chief Shop Steward
MSC's), Karen Kennedy (Sargeant-at-
Arms\Editor) and Jerry Woods (Chief Shop
Steward Letter Carriers\Depots).



Alberta Federation of Labour 16th Annual AFL Kids' Camp

“Health and Safety:
Not Just for Adults”

When: August 9-13, 2010

Where: Goldeye Centre near Nordegg on Goldeye Lake

Ages: 8 to 15 years

Camper Registration Form

The AFL Kids' Camp is a 5-day residential program that combines summer activities with educational activities. The camp is open to children of trade unionists belonging to unions affiliated to the Alberta Federation of Labour. Learning is combined with recreational activities such as canoeing, wall climbing, hiking, horse back riding, rappelling, group challenges, crafts and swimming.

Register your camper now!

(full package to parents will be mailed after the deadline)

Deadline – June 18!

Call the AFL @ 780-483-3021 or 1-800-661-3995 for more info

Registration fee is \$450 per youth

REGISTER EARLY as SPACE IS LIMITED!

Alberta Federation of Labour

16th Annual Kids' Camp

Kids' Camp Details

The camp will begin at 4:00 p.m. on Monday, **August 9** at **Goldeye Centre** and will end at 10:00 a.m. on Friday, **August 13**.

Camp Leaders/Nurses are volunteer Sisters and Brothers from the labour movement.

Junior Counselors (16 years & over) get to know the kids, ensure they go to bed and get up on time, watch to see that they eat and drink enough, participate in games, group activities and union time. They assist the Leaders. For more detailed expectations call 780-483-3021 or 1-800-661-3995.

Bus Transportation

Campers can sign up to ride on the "**Union Express**," leaving Calgary and Edmonton at 10:00 a.m. One bus will stop in Red Deer. Additional buses will be provided based on registrations. The "**Union Express**" returns campers to cities on Friday at 4:00 p.m. There is no additional cost for bus transportation. Details will be provided in the registration package. **Note: Pack a lunch for your kid for the outbound trip.**

Goldeye Centre

Goldeye Centre is located in the Rocky Mountains about 180 km west of Red Deer. The Centre overlooks Goldeye Lake, 10 km west of Nordegg. The camp has dormitories and cabins for our use. Some of the recreational activities are: canoeing, wall climbing, horseback riding, hiking, group challenges, rappelling, and swimming. **Goldeye Centre is a nut-free facility. No nuts, peanuts, sunflower seeds are allowed on the bus, in cabins, in luggage, etc.**

Centre for Outdoor Education

The **Centre for Outdoor Education (COE)** coordinates and supervises all of the recreational activities.

The COE staff is trained, experienced, dedicated, professionals who work with children of all ages.

Kids' Camp Goals:

- Learn about unions
- Foster participation based on cooperation
- Create a positive & safe place for young people to be creative and to work and play together
- Develop collective action skills to solve problems and make decisions

HAVE FUN, FUN, FUN!

Cost

The full cost of the camp is \$450 for each youth. Some unions subsidize the fee for the children of its members. Make sure to check with your local. We hope to offer reduced registration fees because of the generous donations from affiliates. The Federation is committed to ensuring that no campers will be excluded from attending camp because of registration costs.

S'ean Gillen Memorial Sponsorship and Kerry Barrett Bursary

The AFL sponsors 2 youths to camp through the S'ean Gillen Memorial Scholarship and one youth through the Kerry Barrett Bursary. Bro. Gillen served as Camp Director from 1997-1999. Sister Barrett, former AFL Secretary Treasurer served as Camp Director from 2002-2006.

For campers to be considered for a scholarship or bursary they must submit, along with the registration form, a written essay of no more than 250 words on the following: **"Why is it important for kids to learn about unions?"**



Local environment activists on Earth Day April 22 re-building the composter at the union office: A. Gillespie, M. Woods, J. Woods, K.Kennedy, P. Maxwell, B. Pattni, L. Johnman (photo: M.Painchaud).

May 2010

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1 May Day
2 general meeting noon to 2pm	3	4 women's committee 6pm to 8pm	5	6	7	8
9	10	11	12 retirees 10am Stick Together Day of Action	13	14 insideout deadline for June issue	15 RSMC meeting noon to 2pm
16	17	18	19	20 executive 9am organizing 4:30pm	21	22
23	24	25	26	27	28	29
30	31					

By choosing 100% Post Consumer Recycled fiber instead of virgin paper for this Inside Out Newsletter, the following savings to our natural resources were realized:

Trees Saved	1	Landfill lbs	115
Wood Reduced lbs	737	Net Greenhouse Emissions lbs	223
Water Reduced Gallons	1,083	Energy BTU (000)	1,466

Above information is based on use of the following products:

2500 sheets of 23x35 **Enviro 100** 50 lb. Offset

Data research provided by Environmental Defence

