

InsideOut

Canadian Union of Postal Workers
Edmonton Local

MAY 2012



Anti-Racism Rally...March 24th....Ajay Sharma, Tara Forbes, Nancy Dodsworth...photo Darcy Griffiths.

Message from the Editor...Karen Kennedy

Pension Courses:

We are providing pension courses in the local and the response has been huge. Having just completed one, information provided that seems to surprise some members is the 1% in Appendix A. When the severance pay was ended, it was replaced with an hourly increase of 1% for anyone who had not completed 28 years of service as of December 31st, 2003. The increase is payable once you complete your 28th year and will always be added in to your hourly rate. It is not identified on the pay statement. This is all pensionable, and is used in the calculation of all your benefits. **Make sure you are getting your 1% payment.**

InsideOut Committee:

The deadlines for each issue has been set for the next year now, and it would be great to have an active committee to assist with planning and to learn how to use the program. If you are interested in this work, please let us know. The next meeting is **May 11th at 4pm.**



Local Up-coming Events

- May 1...May Day
- May 5...Environment Committee/ Compost workshop/Brunch 11am to 1pm
- May 6...Women's committee meeting 10am to 11:30am
- May 6...General Membership Meeting noon to 2pm
- May 10...6:30pm Education committee
- May 11...InsideOut deadline noon for June issue
- May 17...Executive
- May 22...EDLC meeting
- May 28...nominations open Front Yards in Bloom
- June 3...General Meeting 6pm to 8pm



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



Negotiations

Canadian Union of Postal Workers, urban operations

April 18, 2012

Bulletin No. 96

UNION TO ASK COURT TO REMOVE GUY DUFORT AS ARBITRATOR

As previously reported, Minister of Labour, Lisa Raitt appointed arbitrator Guy Dufort as the new arbitrator in the Final Offer Selection (FOS) arbitration between the urban CUPW unit and Canada Post Corporation (CPC). Due to the fact that Mr. Dufort had represented Canada Post Corporation for five years in the PSAC pay equity case, and because of his very significant involvement with the Conservative Party of Canada, CUPW requested Mr. Dufort to recuse himself from the arbitration because of his conflict of interest.

We have now received the decision of Mr. Dufort in which he has refused the union's request. The Union will now proceed to the courts to have Mr. Dufort removed from the file. In the meantime we will ask Mr. Dufort to stay the proceedings until such time as the court has rendered a decision.

A Lengthy Process

The entire final offer selection process contained in the back-to-work legislation adopted by the Conservative government is both lengthy and unjust. Whenever the arbitration process actually begins it will not be a simple process. First, the arbitrator will have to select the date that will be used to determine the issues that can be arbitrated. Once the date is selected, the arbitrator will then be required to determine what issues had been agreed to between the parties and what issues remained in dispute. The parties will then be required to submit their final offers on these issues, written in contractual language, as part of a complete collective agreement. The arbitrator will then have to hear the arguments and evidence of both parties on all of the issues where they have proposed changes to the collective agreement.

Unjust and Unproductive Process

Experts who have examined collective bargaining and arbitration processes have criticized final offer selection as a means of settling complex disputes such as our current round of negotiations with CPC. Unlike the parties to a negotiation, arbitrators do not have to live with the consequences of their decisions. In final offer selection arbitration, the arbitrator is prohibited from reproducing the compromises that would have likely occurred during bargaining. Instead, they must choose the entire package offered by one side. This winner takes all approach guarantees continued conflict during the life of the imposed contract and in future bargaining when the losing side has another chance to achieve its objectives.

Negotiations is the Answer

This is why CUPW has continued to propose that negotiation, not arbitration, is the best way to resolve the next collective agreement and we will continue to do so.

In Solidarity,



Denis Lemelin
National President and
Chief Negotiator

2011-2015 - Bulletin No. 43

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THE STRUGGLE CONTINUES.....

Greg McMaster

South Edmonton Post Office: HOURS, STAFF CUT BACK

In April, Retail Management cut back the hours of the South Edmonton Corporate Retail Outlet, eliminating Saturday service once again. Typically, they announced the changes to the staff and customers before making a pretense at meaningful Consultation with CUPW. One Full Time and one Part Time Postal Clerks have been displaced.

South Edmonton is one of the few Corporate Outlets remaining, following wholesale closures 20 years ago, which almost eliminated full counter services. At the time, the new Job Security clauses in Article 53 prevented any Wicket Clerks from being forced back to the Plant, but over 20 positions were lost. That same contract (1992) brought in the Service Expansion & Job Creation Appendix "T" Committee, which gave rise to several projects in Edmonton, resulting in jobs for Tech. Services, Mail Service Couriers, and Wickets.

New Retail Outlets, with evening and weekend hours, were opened at West Edmonton Mall (which survives today as the Mayfield Corporate Outlet), and South Edmonton. Hours were also expanded in St. Albert (where the first Post Office in Alberta was shut down in the 1990s).

However, the attack has been renewed, and now more Clerks are displaced and no more weekend service is available to Edmontonians. Strathcona Member of Parliament Linda Duncan's Constituency Office has expressed their concerns to Canada Post, so far to no avail. **But we need to keep the pressure up, to preserve and restore our Retail services!**

Breaking News!! In the recent provincial election, Whitemud South supervisor Kyle McLeod ran in Rutherford for the Wildrose, while Parcel Hub Superintendent Wesam Haymour's brother, Ali, ran for the New Democrats in north-east Edmonton. Go figure.



AND

QUEBEC STUDENTS SHOW THE WAY



As of mid-April, 165 thousand Quebec students were on strike, boycotting classes and protesting in the streets against tuition increases. They are fighting back against fee increases that go counter to the promises of free tuition, when the Quebec education system was expanded to new, secular, community colleges ("CEGEPs") in the 1960's "Quiet Revolution".

Little-reported in the mainstream and alternative media in English Canada, these students are leading the way in the fight-back against the conservative attacks we are all facing: workers (Back-to-Work legislation and Labour Board orders), women (anti-Choice threats federally and in the Alberta election), gays & lesbians (Alberta Wildrose candidates), Aborigines (everywhere as usual) and environmentalists (Federal cutbacks and layoffs, climate-change denial in Alberta).

This year's May Day events are a good occasion to protest ALL these attacks, express solidarity with the Quebec students' struggle, and everyone else under attack.

SEPS has been moved and is now beside Tim Horton's on Gateway Blvd. Although box holders and other customers would likely make this viable on Saturdays, CPC refuses to remain open. (photos Kennedy)



THE STRUGGLE CONTINUES.....

From the Secretary-Treasurer ...Cathy Furtak



Retiring soon? You may want to think about phoning the Pension Centre for a PIN number (1-877-480-9220). They will mail it out and once you have it you can go to the Canada Post Pension Centre Website (<http://www.cpcpension.com/>) and use the pension calculator. This can be a very helpful tool for you when trying to determine what day to retire. You can input different days of retirement and can even estimate what you can buy back (if you have any time to buy back) and how this would affect your monthly pension.

Once you have decided on the day of your retirement you need to give Canada Post written notice of your intention to retire (we have a form in the union office: just call and we can send one out). You should do this two to three months in advance so the Pension Centre has enough time to process your paper work and provide you with your first pension cheque at the end of the month you retire.

The Pension Centre will send out your pension package. Wait about 2-3 weeks after you provide your written notice of retirement, then call the pension centre and make sure they have received the notice. If delays have occurred, you should ask them to send the package via express- post. You will receive a package for the post retirement benefits as well mailed from Ottawa. Each of these two packages will arrive within a week or so of each other.

Once you have both packages you can start to fill out the paper work. Some forms will need to be witnessed. If you need help just call the office to book a time to come down. It will take about an hour to fill everything out and copy it. Do not delay in completing and returning these packages.

There are also some things that you need to include in your package when you return it to the Pension Centre. You will need to include 2 'void' cheques, proof of age for you and proof of age for your spouse (if you have one). The other item that some may need to include is proof that a former spouse is not entitled to 50% of your pension. This proof is either the divorce settlement that states that your former spouse has given up their right to your pension or (as in my case) you will need to get a notarized affidavit (from the X) stating that your former spouse is giving up all claim to your pension. **These details involving previous spousal relationships are very important. If not dealt with correctly, they can delay your pension payment.**

Another important detail: let the office know if there is going to be a party or presentation by your co-workers on your last day. The Local provides a retirement honorarium for members in good standing. We would like to do our presentation to you on the work floor or at the party and would ask that we have at least one week notice in order to ensure that someone from the executive can arrange to be there. If you are planning to sneak away from Canada Post without any fan fare we would like to do the presentation at the next General Membership Meeting after your retirement.

Grievance Officer Edmonton Local

Jerry Woods here, your new grievance officer. I'm one week into the job at this writing and my first realization is I'm going to need extensive notes, there's a lot going on. As Chief Steward of Letter Carriers, in most cases a problem would arise and I would try to solve it, and failing that grieve it and, if not grievable, at least complain bitterly and at length (often all of these things)...then send it down the path and I move on to the next problem. This office is like that to some extent except that you deal with many many issues at once.

My second realization is that the region seems to reject quite a lot of our grievances, usually citing insufficient documentation. This concerns me because the level of documentation they seem to require is often higher than our members can provide, so if you're gonna grieve, get a lot of proof. If you (as I have often done) just want to complain, might I gently suggest article 9.07, take a steward into the office and speak your mind.

Previously, a complaint as a grievance at least offered the knowledge that the manager would hear it but that has not been the case for some time on the carrier side as it has been rare to see a manager at a level one grievance hearing. The managers had left the 2011 grievances for Labour Relations to clean up and when we voiced your complaints we weren't seeing a lot of empathy in my opinion. It seems to me Labour Relations responds to righteous indignation about the same way they would respond to you blowing your nose without a tissue; they're not going to say much, they wish they hadn't seen it, and they certainly aren't going to help clean it up. Grievously yours,

Jerry Woods

A reminder follows, passed at a General Membership Meeting, on the guidelines surrounding grievance filing:

Grievance Filing Policy of the Edmonton Local

1. In order for a grievance to be filed the "Internal Grievance Investigation Form" and all relevant documents must be received by the Local's Grievance Department within fifteen working days from the date the employee first became aware of the action or circumstances giving rise to the grievance. The employee on behalf of whom the grievance is to be filed is responsible for ensuring the above conditions are met.
2. The Local will assess the merits of a written complaint and if appropriate a grievance will be filed. The Union retains jurisdiction of the grievance.
3. When the Collective Agreement has been violated the Local has the right to file a grievance even if the grievor refuses or declines to use the grievance procedure.



Environment Committee

The Edmonton local environment committee would like to thank all of you who took part in **Bottled Water Free Day** on March 15th , What a great way to reduce waste! Let's continue and eliminate those extra plastic bottles. And thanks to all of you who have committed to new changes to benefit the environment in celebration of Earth Day. The Earth Day festival at Fort Edmonton was a big success this year, with numerous booths providing information on caring for the earth and reducing our footprint. Tell us about changes you have made so we can share them here!

Composting and Grasscycling: As we start to look at our lawns, it is a good time to start composting your leaves and clippings....John Jantzen Nature Center offers workshops on how to compost for only \$10, which also gets you a reduced price on a composter if you wish to purchase one there. **Grasscycling** does not require a composter: you simply mulch your cuttings into the lawn. This does not require a special mower. Grass cuttings will feed your lawn, protect it from the sun and wind, and assist in drought conditions. And prevent thatch. Cut frequently, keep your blade sharp, cut high (no more than 1/3 of the grass blade removed) and leave those clippings on the lawn. Give it a try!

Front Yards in Bloom

Are you interested in volunteering with this fun program? We are looking for those who would assist in the nomination process (distributing nomination forms to depots, collecting the completed forms, sending them to the City), distribute signs to nominated yards, and judge nominated yards in specific areas. Training for judges will be provided. Dates for training: At the EHS office: Saturday June 9th at 10am, Tuesday June 12th at 7pm. At the CUPW Local office: Thursday June 21 at 7pm. We would like to provide 5 judges for this program this year. Come on, try something new!

The CUPW Edmonton Local partners with the City of Edmonton and the Edmonton Horticultural Society for the Front Yards in Bloom. Anyone can nominate a front yard that they believe is deserving of recognition, but the program recognizes the unique way in which letter carriers, RSMC's and drivers (MSC's) connect daily to our community on the street. Nominations are open at the end of May until the end of June. Judging will be done in July. The Award ceremony at City Hall is August 8th.

We encourage our members who walk into those beautiful yards as they deliver the mail, to nominate! Contact the union office if you would like to share in Front Yards in Bloom 2012.

Join the Local Environment Committee

The local committee would love to have you join us. Our next meeting will be **Saturday, May 5th at 11am until 1pm**. We will meet at the local office, lunch will be provided following a composting demonstration and some hands-on yard clean up. Ride your bike, learn about composting and pitch in to beautify the yard and connect with nature. Hope you can join us for a couple of hours! RSVP.

...Karen Kennedy



THE STRUGGLE CONTINUES.....

Rural Ramblings...by Doug Frechette

Hello once again to all RSMCs and RSMC advocates! By now it looks like another winter is in the books, and once again we can look forward to warmer temperatures and longer days.

As you are well aware, negotiations towards a new collective agreement continue. With these negotiations there has also been a shift of attitude from management. I have received many reports of supervisors stepping up enforcement of the rules, doing on-route spot checks of delivery sites, and otherwise making their presence known.

While not against the rules at all if done according to procedure, this extra attention can be intended to subtly intimidate our members. Eventually we will, as a group, have to make important decisions on either a collective agreement, or on a vote for possible labor action. Members who are feeling intimidated may be more inclined to vote in a way favorable to management rather than in their own best interests.

How can we combat this problem? The Edmonton Local is pleased to be offering, for the first time in our area, the RSMC Fightback course. The classes will explain the techniques used by the employer to sow dissent and confusion and how to combat them, as well as touch on basic RSMC rights. There will also be modules on direct action that can be taken against the employer. Of course this is only a brief outline, there will be many related topics explored as well.

This is a two day course to be offered over the weekend of May 26-27. These dates will alleviate the problems involved with finding a replacement worker (for those of us in that position) and other issues related to weekday meetings. For those traveling from out of town, accommodations will be provided and you will be reimbursed for mileage. There will also be meal per diems paid to participants.

Finally, I would like to encourage all of you to keep abreast of our negotiations. Updates are posted on www.cupw.ca as they occur. In this struggle knowledge is power, and it is in all of our best interests to stay informed and engaged.

Until next time, take care and drive safe!

RSMC Meeting Rural and Suburban Mail Carriers

**Saturday
June 2, 2012**

**Union Office
11001-107 Street
Edmonton**

10:00am to noon

(no meeting will be held in May)



*** Revised Notice ***

CUPW EDMONTON LOCAL

GENERAL MEMBERSHIP MEETING

Sunday, May 6, 2012

Noon to 2 pm

Green and Gold Room

Commonwealth Stadium (use Team store entrance, parking at LRT lot across the street)

Agenda:

Executive Elections: -Organizing Officer *

-Chief Shop Steward - Bulk Mails *

Elections: - Local elections committee, 5 members and 4 alternates,

term to Dec 2013

- 2 members AFL facilitator training, Red Deer, June (pending motion)

Local Budget July 1, 2012 to June 30, 2013

Draft copies of budget available in local office April 29

Notice of Motion: -Darcy Griffiths moved that the Edmonton local spend up to \$3500 to send 2 people to AFL facilitator training in June, cost to come out of accumulated funds.

*-Mike Painchaud motion for increase in officer's wages has been withdrawn.

*to be eligible for election to the executive, you must have attended 50% of the membership meetings in the previous year.

*The Annual Meeting of the CUPW Society will follow adjournment. There will be an election for 3 positions as Directors.

Bev Ray, President, CUPW Edmonton, April 20, 2012

International Women's Day Edmonton 2012...by Merryn Edwards

March 10 – March and Speaker's Forum : This year, Edmonton women took to the streets to mark International Women's Day after a long hiatus when IWD in Edmonton had been marked at quieter in-door gatherings. The march saw approximately 200 women and supporters gather on a beautiful sunny day at Tipton Park and march down Whyte Avenue chanting slogans such as "The women united will never be defeated!" and "Women's rights under attack—what do we do? Stand up! Fight back!"

The march concluded at the Luther Center where participants gathered to share a meal and hear from speakers active on women's issues in their organizations and communities. Elder Louise Pozdzik opened the forum with a blessing and songs. Muriel Stanley Venne of the Institute for the Advancement of Aboriginal Women spoke about the state legislated and systemic violence experienced by Aboriginal women, and called for support for a UN inquiry into the missing and murdered women in Canada. Notre Dames des Bananes choir sang beautifully, including, of course, Bread and Roses, a song commemorating the struggle of women textile workers over 100 years ago and which has become an anthem for International Women's Day. NDP MP and MLA Linda Duncan and Rachel Notley gave their greetings and encouragement for women struggling for genuine equality in Alberta. Franki Harrogate of the group Feminist Edmonton reported on her organization's week-long conference which preceded IWD. Mahvish Parvez of the Indo-Canadian Women's Association spoke about their work on changing perceptions of cultural practices that are harmful to women. Peggy Morton, one of the event's organizers, concluded by speaking about how women have always been at the forefront of the fight for the rights of all, recognizing in particular the recent fights led by AUPE General Support Services workers who have demonstrated inspiring resistance in the face of exploitative working conditions and disrespectful treatment from their employer.

Following the speakers, participants added their own voices. In particular, the ongoing struggles of women in Palestine fighting for their rights and the welfare of their communities in the context of occupation and the more recent work of Japanese women demanding accountability and support in the wake of the Fukushima nuclear disaster were highlighted.

The delicious food prepared and served by volunteers was enjoyed by all—especially the carrot ginger soup! In fact, the entire event was organized entirely by volunteers who were members of a small, but dedicated Edmonton IWD Committee. The committee wishes to thank all those who donated money at the event to help cover costs, the Industrial Workers of the World Edmonton Branch for their donation, and the Canadian Union of Postal Workers Edmonton Local Women's Committee who committed both financial support and also volunteer woman power!



The momentum built through this event will help to ensure that the vibrant tradition of International Women's Day will live on in Edmonton where we join the millions who mobilize on this day to declare that a woman's place is in the struggle for the rights of all. Long live International Women's Day!

CUPW Edmonton Local

Notice of Executive

Elections★

At the meeting, Nominations will be accepted for the following two executive officer positions which will be elected at the

May 6th General Membership Meeting at noon:

Organizing Officer (to April 2014)

The duties of the organizing officer are: *to chair the Organizing Committee and the Legislative/ Political Education Committee. The Organizing Committee is responsible for programs of action and any other activity sanctioned by the Local membership or National Office and any other organizing campaign authorized by the NEB.*

Chief Shop Steward – Bulk Mails (to April 2013)

The duties of the Chief Shop Steward – Bulk Mails are: *to lead the Shop Stewards and co-ordinate their efforts and actions in preparing grievances and other job related actions within their jurisdictions, to inform the Shop Stewards and ensure distribution of union material, to ensure adequate Union representation, to call monthly shop steward meetings, and to assist the Education Officer and Committee in preparing Shop Steward courses for the Local.*

The election process (nominations and balloting) will begin at noon, as the first order of business at the May 6th General Membership Meeting. The GMM is held in the Green and Gold Room, Commonwealth Stadium.

**In order to be eligible for election to the local executive, you must be a member-in-good-standing and have attended at least 50% of the general membership meetings in the previous year. If you are unable to attend this meeting, your acceptance of nomination may be provided in writing.*

Bev Ray
Local President
CUPW Edmonton
April 13, 2012

FROM THE HEALTH AND SAFETY OFFICE...

I want to focus this month's article on **REPORTING WORK PLACE PROGRESSIVE STRAIN INJURIES.**

The new unsafe delivery method that the bosses are forcing upon us will result in an even higher than normal rate of injury if the trend of what's happening at other locals already using it shows us anything. The bosses are not interested in helping reduce hazards in the work place so it's important to ensure that you try your best to be safe and to be diligent about accident reporting.

Progressive Strain injuries are some of the toughest injuries to get accepted by the Workers Compensation Board. The reason why they are difficult to get accepted is because often workers don't feel an actual injury from a specific incident (ie. Lifting a box and feeling a pull in your back would be an injury from a specific incident). On most occasions workers don't even know that they have had an injury because our jobs are so physical that it's common practice to tweak a body part and not think twice about it.

To be very blunt, it's important to remember and document any small incident that you have in the event that it progresses into something worse. It would be a good idea to carry a little journal or use your CUPW calendar to document any incidents you have. If the conditions persist, go and see a doctor immediately and share all the information you have with him. Also report any injuries to your supervisor.

One of the major factors for getting a progressive strain injury accepted is showing a change in duties. For example, if you've been delivering mail with the one bundle system and now, due to the bosses forcing you to work using the unsafe multi bundle method, you are experiencing an injury as a result of that, it is



imperative that you report the change of work duties. The same goes for if you were once walking to 400 points of call and now, due to the bosses forcing you to use their unsafe new delivery method, you are walking to a greater number of points of calls.

In any event it's important that you have your doctor/s on your side. A claim will not have any chance of getting accepted if your doctor's do not feel your injury is caused by your work. Often the WCB tries to get out of the claims stating that the progressive strain injury could have resulted due to factors outside of work. If this is the case you will need your doctor to argue that if you were not at work you likely would not have had the injury occur. This is called the "but for" argument. An example could be "But for the worker not sorting/gripping mail for the majority of their work day, the worker likely would not have developed Bi lateral Carpel Tunnel Syndrome".

In many cases workers have to appeal these decisions because sometimes the Board has certain policies about what diagnosis they accept for postal work but do not be discouraged... be organized. Document, document, document.

I could go on all day about this stuff but if you require further assistance please give me a call.

On a closing note, I would like to say thank you and farewell to an incredible sister who has been so helpful to me while in office, Carol Read. I cannot thank her enough for all the assistance, guidance and patience she has given me. There is a lot to learn in the role of union representative and I know I wouldn't have been able to learn it as quickly without Carol in the office. I have always been an advocate for term limits for our local but Carol definitely has made it difficult for me to maintain that belief. The work she has done on behalf of the Edmonton local is impressive by any standard. Carol you truly are a working class hero!

I also want to congratulate the rest of the executive officers that are newly elected or have come back for another term. I look forward to fighting the boss alongside all of you and the workers on the floor!!!

Solidarity,

Mike Painchaud

Health & Safety Officer

CUPW Edmonton Local



Sworn in as stewards: Kathleen Mpulubusi, Lorraine Newton, Donna Tyson, Nadine Carpentier, Nancy Dodsworth, **and as Executive:** Cathy Furtak, Karen Kennedy, Todd Brooks, and Carole Leighton. (photo Carol Read)

Report from the April 1st, General Membership Meeting President Bev Ray presented retirement honorariums to retired members Vicky Walker, Wayne Parker, Ernie Zuk, Jack Brackman, Marilyn Tarnowski. (See photo on back cover) Moved Seconded and Carried: March minutes, financial reports February and March, dues waivers, requests to be excused from general meetings, President's Report, Secretary-treasurer report, EDLC report from Brian Henderson. Notice of Motion Moved Darcy Griffiths seconded Brian Henderson to spend up to \$3500 to send two people to AFL facilitator training in June, cost to come out of accumulated funds. Motion tabled due to failure to distribute meeting notices in the workplaces. If the motion is carried at the next meeting, election for the positions will take place at that meeting. Moved Seconded and Carried to provide \$200 to the IWD March Committee, from trade union support. Elections: United Way Union Counselling Level II...moved seconded and carried to send to Executive to canvas the eligible members who have taken Level I. Election Committee elections were tabled to the next meeting May 6th. Notice of Motion from Mike Painchaud: the salary for the full time officers of the Edmonton Local shall be established and maintained at a rate equal to 1.36 times the maximum PO5 rate under the Canada Post Urban Collective Agreement less \$8000. To take into effect for the new budget year. (Mike Painchaud has since withdrawn this notice of motion) Swearing in of Executive Officers and new shop stewards by President Bev Ray concluded the meeting.



Edmonton & District Labour Council

What is the EDLC? (from edlc.ca) Our Vision is a society where workers and their families receive their fair share of the wealth their work creates through fair wages, equitable public services, The EDLC will achieve its Vision by advancing the economic and social welfare of workers and their families. **GOALS:**

➤ To secure legislation which will safeguard and promote the principles of free collective bargaining, the rights of workers, and the security and welfare of all people. ➤ To extend the benefits of collective bargaining to all workers and promote the interests of our affiliates. ➤ To protect and strengthen our democratic institutions. To secure full recognition and enjoyment of the rights and liberties to which we are justly entitled, and to preserve and perpetuate the cherished traditions of our democracy. ➤ To promote the cause of peace and freedom in the world and to assist and co-operate with free and democratic labour movements throughout the world. ➤ To safeguard the democratic character of the labour movement and to respect the autonomy of each affiliated union. **ONGOING PRIORITY ACTIONS:** ➤ To aid and encourage the sale and use of union-made goods and unionized services through the use of the union label and other symbols; to promote the labour press and other means of furthering the education of the labour movement. ➤ While preserving the independence of the labour movement from external political control, to encourage workers to vote, to exercise their full rights and responsibilities of citizenship, and to perform their rightful part in the political life of the municipal and other levels of government. ➤ To assist in the organisation of the unorganised into unions for their mutual aid, protection and advancement, giving recognition to the principle that craft, service and industrial unions are appropriate, equal and necessary, as methods of union organisation. ➤ To lobby all levels of government, with emphasis on the municipal levels, as the voice of working people and their families, to ensure the issues of workers and unions are heard and understood, to ensure fair methods of taxation that deliver equitable and accessible services to everyone.

The Edmonton & District Labour Council general meetings are held on the 3rd Monday of each month. If that falls on a Stat, the meeting moves to Tuesday. (There are no meetings held in July and August)

The meetings start at 7pm and are held at 10425 Princess Elizabeth Avenue. The annual meeting is held each March. Both the March meeting and the December meeting start at 6pm instead of at 7pm.

CUPW Edmonton delegates for the next year are: Brian Henderson (currently the full time President of the EDLC and on a leave of absence from Canada Post), Lorraine Newton, Donna Tyson, Karen Kennedy, Nadine Carpentier, Nancy Dodsworth, Raj Sharma and Jerry Woods.

THE STRUGGLE CONTINUES.....

UNION COUNSELLORS

Social Stewards

- Asma Burney
- Yvette Brusseau
- Parminder Pannu
- Carla Fiddler
- Todd Brooks
- Bena Pattni
- Ajay Sharma
- Laure Lucyk
- Gord Buga
- Linda Nyznyk
- Jerry Woods

LIFETIME MEMBERS

- Hazel Baril
- Gloria Hogue
- Larry Jones
- Sonia Ketsa
- Hubert Luken
- Cathy McKinnon
- Beth Nilsen
- Doug Elves
- Bill MacDonald
- Neil Martin
- Margaret Michaels
- Bill Noble
- David Boyd
- Sandi MacDonald
- Paul Otto
- Arsenio Alfonso
- Ramon Antipan
- Jean Endruschat
- Judy Cournoyer

Edmonton Local Executive Committee

- President...Bev Ray (full time officer)
- Vice-President...Raj Sharma
- Secretary-Treasurer...Cathy Furtak (full time officer)
- Grievance Officer...Jerry Woods (full time officer)
- Health and Safety Officer...Mike Painchaud (full time officer)
- Chief Shop Steward-Bulk...vacant
- Chief Shop Steward – Carriers...Carol Leighton
- Chief Shop Steward – Letters...Parminder Pannu
- Chief Shop Steward – Maintenance...Norm Burns
- Chief Shop Steward – MSC’s...Todd Brooks
- Chief Shop Steward – RSMC’s...Doug Frechette
- Chief Shop Steward – Affiliate Offices...Linda Nyznyk
- Education Officer...Darcy Griffiths
- Recording Secretary...Bena Pattni
- Sargent-at-Arms\Editor...Karen Kennedy
- Organizing Officer...vacant
- Route Verification Officer...Brian Blair



The Edmonton Local Office is located at 11001-107 Street. It is the corner house. The four full time officers may be reached at 780-423-9000 and each has their own voicemail and cell phone. The executive assistant, Trish, will answer the phone and may be able to assist you or put you in touch with an officer. General meetings are held 10 times per year (not January or August) and are the 1st Sunday of each month. If that is a long weekend, the meeting is held the next weekend instead.

Inside Out Deadlines

Friday at noon

June Issue: May 11

July\August Issue: June 15



Cathy Furtak presents to retiree Mitzi Younger registration clerk at depot 2.



Cathy Furtak presents to retiree Vern Pester depot 2. (photos Rhiannon Edwards)



At April general meeting, Bev Ray presents to retirees Jacob Braakman, Ernie Zuk, Wayne Parker, Vicky Walker, Marilyn Cherniawski. (Photo Kennedy)

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THE STRUGGLE CONTINUES.....