

# InsideOut

Canadian Union of Postal Workers  
Edmonton Local

May 2016



## Vice President Election Voters

Photo by: Gohar Zaidi

## Swearing In of New Officers

Photo by: Gohar Zaidi



## Donald G. Trohimchuk (Newly Retired) with Carmen Loiselle

Photo by: Vimal Sharma

**CUPW Edmonton**

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

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

Website:        [www.cupwedm.net](http://www.cupwedm.net)



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

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

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## CUPW Edmonton Local 730 - Executive Committee

### Full-Time Officers / Staff

PRESIDENT	<b>Larry Dionne</b>	union@cupwedm.net	<i>extension 1</i>
SECRETARY TREASURER	<b>Todd Brooks</b>	todd@cupwedm.net	<i>extension 2</i>
GRIEVANCE OFFICER	<b>Jerry Woods</b>	jerry@cupwedm.net	<i>extension 3</i>
HEALTH & SAFETY OFFICER	<b>Lorraine MacKenzie</b>	lorraine@cupwedm.net	<i>extension 4</i>
Part-Time Administrative Assistant	<b>Trish Schlag</b>	info@cupwedm.net	<i>extension 6</i>

### Chief Stewards

CHIEF STEWARD LETTER CARRIERS	<b>Steve Cowtan</b>	stevencowtan@shaw.ca
CHIEF STEWARD MSC	<b>(Vacant)</b>	
CHIEF STEWARD SHIFT 1	<b>Amir Sheikh</b>	Postbox786@hotmail.com
CHIEF STEWARD SHIFT 2	<b>Gohar Zaidi</b>	gzaidi27@gmail.com
CHIEF STEWARD SHIFT 3	<b>Parminder Pannu</b>	parminderpannu67@yahoo.ca
CHIEF STEWARD RSMC	<b>Karry Biri</b>	karry_o_berry@hotmail.com
CHIEF STEWARD WICKETS & AFFILIATES	<b>Michelle Ream</b>	ream940@gmail.com
CHIEF STEWARD MAINTENANCE	<b>Norm Burns</b>	normburns@telus.net

### Table Officers

VICE PRESIDENT	<b>Raj Sharma</b>	rajsharma01@gmail.com
EDUCATION OFFICER	<b>Chris Hepburn</b>	zaagaate@yahoo.ca
RECORDING SECRETARY	<b>Kathi Gouldie</b>	kathies_corner@yahoo.ca
SERGEANT-AT-ARMS / EDITOR	<b>Vimal Sharma</b>	editor@cupwedm.net
ORGANIZING OFFICER	<b>Kathi Gouldie</b>	kathies_corner@yahoo.ca
ROUTE VERIFICATION OFFICER	<b>Kathleen Mpulubusi</b>	cupwedmroutever@gmail.com

# InsideOut

## May 2016 Edition

Cover Photo: (Photos: G. Zaidi )

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**GMM Sunday, May 1st 2016**  
6:00pm - 8:00pm (Union Office)

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

Canadian Union of Postal Workers  
Edmonton Local 730



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

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

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

### The Editor, InsideOut

18121 - 107 Avenue  
Edmonton, Alberta  
T5S 1K4  
email: [editor@cupwedm.net](mailto:editor@cupwedm.net)

### *InsideOut Committee*

*Carmen Loiselle, Michelle Ream,  
Charandeep Singh*

Hello Every One !!

I think every one heard stories in their childhood and some of them we still remember, today I would like to take you back in time and tell you one story.

Once upon a time, an old man lived with his three sons in a village. All his three sons were hard workers. Still, none of them agreed with each other and quarrelled all the time. The old man tried a lot to unite them but he failed. While the villagers were surprised at their hard work and efforts, they also made fun of them on their fights.

Months passed by and the old man fell sick. He told his sons to stay united, but none of his sons heard his words. So, he decided to teach them a practical lesson so that they would shed off their differences and stay united.

The old man called his sons. He told them, "I will give you a bundle of sticks. Separate each stick and you will have to break each stick into pieces of two. The one who breaks the sticks quickly will be rewarded more."

All sons agreed.

The old man gave a bundle of 10 sticks to each of them. All the sons broke the sticks into pieces in minutes. Again they started to quarrel among themselves as to who came first.

The old man said, "Dear sons, the game is not over. Now I will give another bundle of sticks to all of you. You will have to break the sticks as a bundle, not as separate sticks."

The sons agreed and began to break the bundle of sticks. Unfortunately, they could not break the bundle. They tried very hard but failed to complete the task.

All the sons complained to their father about their failure.

The old man replied, "Dear sons, See! You could easily break the single sticks into pieces, but you were not able to break the bundle! The sticks were the same. So, if you stay united, nobody can harm you. If you quarrel every time with your brothers, anyone can easily defeat you. I want you to stay united."

The three sons understood the power of unity and promised their father that whatever the problem, they would all stay together.

**Moral: Unity is Strength!**

*Vimal Sharma*

Sergreant -At-Arms/Editor  
Shop Steward Shift 3, EMPP

**KEEP CALM and Remember UNITY IS STRENGTH**



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# Say No to the Lockout

## Special Thanks

Thank you to all members of the Edmonton Local who voted in the election for Vice-President. 587 members voted in this election. This was an outstanding number!

Thank you to sister Nancy Dodsworth, who ran a positive and clean campaign. She is a very valuable member of the Edmonton Local and I salute her dedication.



## The Negotiations

By now, we all know that Canada Post has chosen to be absent from the negotiation table. Deepak Chopra is playing a game of poker behind the back of the Liberal Government. In 2011, he had an open friendship with Stephen Harper (Ontario connection) and was planning to privatize Canada Post's "moneymaking crown corporation" with his Tory friends, piece-by-piece by selling Canada Post real estate. It was just a starting point, selling corporate retail outlets, small plants, etc. Now Deepak walked away from the negotiations. He applied for conciliation, which means that C.P.C does not want any negotiations. But ask yourself, "why?"

Canada Post's review is due very soon. In the last review, hundreds of municipalities, the Canadian public, social organizations, unions, and charities had sent thousands of recommendations to the Harper Gov't stating that Canadians were opposed to privatizing Canada Post, and that they preferred the universal public postal service, that we have today. The Harper Regime wanted Canada Post to sell out and become a private service, but the public pressured them to ditch the idea. Canada Post's previous CEO, Moya Green, and Harper were both disappointed with the outcome.

Now, Deepak is playing a game with the Canadian public (us included) and has walked away from the negotiation table and will soon be in position to lock us out. He is planning to shift the public opinion in his favour. He is hoping that when the postal review comes around, CUPW will not have any support from the public municipalities, charities, etc. and he can privatize Canada Post and fulfill Harper's dream.

## Pension

Please read your pension statements. It is unbelievable that Canada Post accepted that we have a \$500-million surplus and our pension plan is 103% funded, but after that, on the same statement, CPC used a scare tactic, a \$6.9-billion solvency deficit. Well, what a numbers game to scare all of us!

## What is Solvency Deficit?

Solvency deficit means that if Canada Post shuts down today, and they have to pay a pension to all qualified postal workers including CEO Deepak Chopra, then the Canada Post pension plan is in a deficit. The life expectancy for men in Canada at birth is approximately 80 years, and approximately 85 years for women, as estimated for 2015 (so all male postal workers will live up to 80 years and women will live up to 85 years for the sake of the pension solvency deficit calculation). This \$6.9 billion solvency deficit is used to create waves in the media, and to give postal worker-haters a talking point, and at the same time, we (the workers) think that our pension fund is in trouble and forget the \$500-million surplus! In simple words, our pension plan is not in trouble, or in a deficit and Canada Post is not going to shut down the business. The solvency deficit is a paper exercise. No other corporation calculates pension plans in such a way, except for crown corporations including Canada Post.

I honestly believe that the time has come to say to Canada Post “NO ROLLBACKS”. We must remember that we have made more than \$2-billion in profits. This is a good moneymaking business. We should be asking questions daily, going to supervisors, all the way up to CEO Deepak Chopra, asking where our money is, and who pocketed our billions of dollars in profits. We deserve a fair share. We have put our blood, sweat, and tears into working long hours and working forced overtime to make this company profitable (many RSMCs put long hours into their working day and don't get paid overtime, and are paid less than their real working hours).

Finally, I would like to say thank you to all Edmonton Local Executive members, shop stewards, and activists, who are working tirelessly to develop an effective plan in the event of a Canada Post lockout. We have visited many locations and we will be visiting many more in the near future. Please pay attention to the union bulletins, Edmonton Local website, and the national union website. Please update your mailing list, phone numbers, keep your prescriptions and medical supplies up to date, attend union meetings, and support your national negotiating team. This struggle is about our future survival. With the collective approach we will win. We deserve a fair, negotiated collective agreement, not a lockout.

### ***Raj Sharma***

Vice President Edmonton Local  
(Chair of local Strike Committee)



## Things you need to know about STDP:

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

1. Contact your supervisor and advise them that you will require a referral for STDP.
2. Call Morneau Shepell and initiate a claim at **1-855-554-3148**
3. Get your employee form\* and doctor's form\* faxed into Morneau Shepell at **1-877-562-9126** within 7 days: can be extended to 14 days if you contact them and let them know you are having trouble getting your doctor to complete forms, but 14 days is the maximum time. If not in by the 14 days, CPC declares your case abandoned and even if MS supports your absence you will not receive pay.  
\*Forms can be obtained from (a) our local CUPW website at [www.cupw.ca](http://www.cupw.ca) and click on benefits, (b) from the supervisor, or (c) from Morneau Shepell.
4. Unless you are hospitalized, you will have a qualifying period of 7 calendar days or 5 work days.
5. Your personal days will be used for the qualifying period and you **will not** get them back.
6. If you have no personal days you can arrange to use annuals but must exhaust personal days first.
7. Do not ignore phone calls or correspondence from Morneau Shepell because there are usually deadlines attached to their request.
8. When possible, communicate via email so you have a paper trail. When assigned a case worker, get their email address.
9. STDP is good for 30 weeks; first 15 weeks you're paid by CPC at 70% of your wage.
10. At the 15 week point, you should receive correspondence from AccessHR, telling you to apply for EI. You must do this or CPC will stop your pay. Just follow the 3 steps AccessHR has outlined for you. You will then receive 55% from Service Canada and 15% from CPC which equals  
The 70%. When you are on STDP, your pay will be 2 weeks behind.
11. It is at this time most workers on this program will incur an overpayment as it takes CPC a bit of time to reconcile their books. Your pay will be 2 weeks behind. Most generally it is straightened out within 2 pay periods but not always.
12. If you have sick leave credits, you can use them to top up to 100% for the first 15 weeks and up to 95% for the last 15 weeks.

Lorraine MacKenzie-Lawson  
Health & Safety Officer  
CUPW Edmonton Local  
T 780.423.9000  
C 780.915.2269  
F 780.423.2883



**It's Not Just About Us.  
We're Bargaining to Keep Public Services in our Communities.  
Wednesday April 20 2016**



At the heart of our struggle with the Harper-era managers of Canada Post is a clash of ideas about what our post office needs to be. There's a lot at stake in this round of negotiations and the outcome will affect not only postal workers, but our families, friends and communities.

Deepak Chopra and his cronies are trying to dismantle our post office as a public service. Their only focus is parcels and admail. They refuse to entertain the possibility of expanding into other services: in fact, their only response to our proposals for additional services is to pull Appendix T from our collective agreement – the very mechanism that would allow us to try out new ideas!

They are intent on extracting hundreds of millions of dollars from us in labour cost savings and they don't care about the harm this will inflict on postal workers and the communities they serve. They had hoped to save a billion dollars a year by cutting home mail delivery against the will of the public, but now that the government has halted their cutback plan, Chopra will try to take his cuts out on the wages, benefits and pensions of postal workers.

We know we provide good service to the public and we want to provide more of it. We know that Canada Post is a federal infrastructure that touches every community in this country. We know that banking and financial services are sorely lacking in this country, and we are being gouged by some of the highest bank fees in the world. Other post offices around the world have expanded into banking services. Canada Post can and must consider other services rather than cutting what we already have.

So don't be afraid to say it: we as postal workers are bargaining not only for good jobs in communities across this country, but for public services that meet the needs of those communities.

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**THE STRUGGLE CONTINUES.....**



## Postal Banking – A Bank for Everyone (Fact Sheet)

Postal banking is the provision of financial and banking services through a post office. It is not a new or radical idea. Postal banks already exist in many parts of the world where they are used to:

- increase financial inclusion
- promote economic development
- and generate revenue to preserve public postal service and jobs

In fact, our post office used to have a national savings bank – up until 1969 – and there is no reason we shouldn't have one today.

### Why do we need postal banking?



Banks are failing to meet the needs of a growing number of Canadians. Thousands of towns and villages across our country do not have a bank. But many of them have a post office that could provide access to financial and banking services.

Nearly two million Canadians in urban and rural areas desperately need an alternative to predatory payday lenders. A postal bank could be that alternative.

Canadian banks have raked in enormous profits while cutting service, closing branches and charging some of the highest banking and ATM fees in the world. We deserve better.

Post administrations around the world, including Canada Post, have seen traditional mail volumes decline in recent years. Many post offices have added or expanded financial services in order to lessen their dependence on declining mail volumes and revenues. Postal banking could help Canada Post make money and increase its ability to provide public postal service and create decent jobs in communities throughout Canada.

### Postal banking is lucrative!

**New Zealand:** Kiwibank generated 81% of New Zealand Post's after tax profits.

**Switzerland:** PostFinance produced 48% of Swiss Post's operating profits.

**Italy:** BancoPosta profits allowed the Italian post office to make 57 million Euros in profits (\$86.1 million CAD) in spite of losses incurred by its postal business.

**France:** La Banque Postale's operating profits of 842 million Euros (\$1271.6 million CAD) made a significant contribution to Le Group La Poste's operating profits of 719 million Euros (\$1085.8 million CAD).

Sources: New Zealand Post, Swiss Post, Poste Italiane and Le Group La Poste, 2014

### We had a postal bank

Canada had postal banking for over a hundred years. The federal government passed legislation establishing a post office savings bank system just after Confederation in 1867 in order to provide a savings service to the working classes and small town residents. This system began operating in 1868 with 81 locations and grew quickly. By 1884, there were 343 post office savings banks, with a balance of \$13 million from almost 67,000 accounts. However, Canada's postal banking system confronted challenges from chartered banks by the 1890s. These banks, facing a recession, became interested in attracting the kind of small-time depositors who used post office savings banks and they actively worked to undermine postal banking. In 1898, the chartered banks successfully lobbied the

government to reduce the interest rate paid on deposits at postal savings banks from 3% to 2.5%. They also worked to eliminate advertising by postal banks. As time went on, chartered banks and credit unions increased their presence in communities and the post office and government became less interested in maintaining the network. The post office savings bank system was closed down in 1969.

### **Support for postal banking**

**Municipalities:** Over 600 municipalities have passed resolutions that support postal banking.

**Public:** Almost two out of every three respondents (63%) to a 2013 Stratcom poll supported Canada Post expanding revenue-generating services, including financial services like bill payments, insurance and banking.

**Canada Post:** A number of former Canada Post presidents have considered and even promoted the notion of the corporation getting more involved in financial services: Michael Warren, Andre Ouellet, Moya Greene.

**Universal Postal Union:** The UPU, a United Nations agency, thinks post offices should be looking at expanding financial services. It has produced a global roadmap for the future. This roadmap calls for the continued development of postal networks along three dimensions – physical, financial and digital/electronic.

**Federal parties:** Most federal parties have expressed either support for or an interest in postal banking. In 2014, the Liberal Party postal critic said the merits of postal banking should be explored in the context of several different options for the future of Canada Post.

### **Canada Post's secret postal banking study**

Canada Post conducted a secret four-year study on postal banking that indicates that adding this service "would be a win-win strategy" for the corporation. This study was obtained through an Access to Information (ATI) request. Unfortunately, 701 of the study's 811 pages were redacted. CUPW has asked Canada Post's President to release the full report, but he has refused.

What would a postal bank look like?

There are many different models of postal banking. Some postal administrations set up their own bank. Others act as a financial intermediary by providing services in partnership with banking and other financial institutions, such as credit unions. In this instance, they work with one or a number of institutions, which operate nationally or in different regions. Some postal banks deliver a broad range of financial services, while others provide a more limited offering.

### **Services provided by postal banks:**

Savings and checking accounts • Online banking • Bank machines • Credit cards, debit cards, pre-paid cards • Money transfers, including remittances • Insurance (home, auto, travel, etc.) • Loans and mortgages • Investment products (RRSPs, mutual funds, annuities) • Foreign currency • Other services such as financial counselling

Government review of Canada Post

CUPW wants the government review of Canada Post to recommend the addition of financial and banking services at Canada Post, or at a minimum, a task force to determine how to deliver new financial and banking services through our postal service.

**Please consider making this recommendation to the review.**

## MAY IS ASIAN HERITAGE MONTH DID YOU KNOW?

Prior to 1885, Chinese labourers were brought to Canada to assist in the construction of the Canadian Pacific Railway. They were considered cheap labour and thus were encouraged to emigrate to Canada. Once the railway was complete there was an anti-sentiment across Canada, but especially in B.C, so the federal parliament passed the Chinese Immigration Act of 1885. This Act was meant to discourage Chinese people from entering Canada; it also charged a "head tax" of \$50 for all Chinese entering Canada. The Act was amended a few times and the fee increased to \$500 in 1904. Chinese immigration was not entirely stopped so the Chinese Immigration Act of 1923 was created. This new Act ended the head tax and stopped Chinese immigration entirely aside from a few exceptions.

The Chinese Immigration Act of 1923 was repealed in 1948 and activists began campaigning the federal government to seek redress for the head tax and the negative issues that arose from these Acts.

In 1993, Brian Mulroney, then Prime Minister, made an offer of individual medallions, a museum wing and some other measures for redress. This was rejected outright by Chinese Canadian National Groups. Mulroney was replaced by Jean Chrétien and the cabinet openly refused to provide an apology much less redress.

During Stephen Harper's 2006 campaign for the federal election, part of his party platform was to promise to work with the Chinese community on redress. Harper won the election with a minority government and on June 22, 2006 Prime Minister Harper offered an apology and compensation only for the head tax paid by Chinese Immigrants and/or their spouses. It is estimated that only 20 of the 82000 who paid the tax were still alive in 2006.

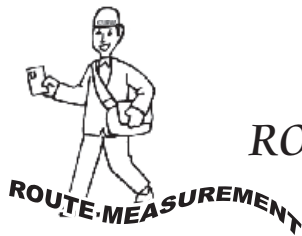
*Karry Biri*



Photo from: [www.collectionscanada.gc.ca](http://www.collectionscanada.gc.ca)

Photograph of a Chinese work gang for the Great Northern Railway, 1909

**THE STRUGGLE CONTINUES.....**



*BY THE NUMBERS*  
*NOTES FROM THE*  
*ROUTE MEASUREMENT COMMITTEE*  
*Where Is The Mail?*

Every time there is a volume count carriers complain that the mail mysteriously dries up. Management will insist that "**the floor is clean at the plant**" and all mail has been delivered daily to the depot. Thanks to sharp-eyed members at the EMPP we know this is simply not true. During the recent Depot 6 volume count (concluded on April 15) EMPP members confirmed that IDC carts of manual mail (magazines, addressed admail and weekly newspapers) destined for Depot 6, were sitting at the plant. When **Larry Dionne** (President) and **Raj Sharma** (Vice President) confronted management at Depot 6 about the missing mail they were ordered to leave the depot and accused of being extra observers to the count (they were not). On Friday April 15,(the last day of the volume count) carriers at Depot 6 were flooded with manual mail (surprise, surprise). At least that mail was counted and credited to the carriers. Management is always very quick to accuse carriers of "delay of mail" but it is apparently just business as usual to delay mail themselves. Did management know that they were going to flood the depot with 2 weeks of held mail, and offer overtime to the carriers before their shift? Of course not. In addition approximately 100 monos of mail for the city , including for Depot 6, was processed after the volume count. These monos have been sitting for several weeks at the EMPP and are now being processed as of this writing (April 17). This mail will still negatively impact the depot volume index while reducing the manual piece count credited to every carrier at Depot 6.

This speaks volumes (pun intended) to the lengths management will go in order to reduce jobs. This also highlights the need for carriers in depots with volume counts to do their best to assist your union observers in recording parcels, packets, missorts, write-offs and missing values. For the majority of carriers (**THANK YOU**) who did their best to record their mail, your union observers were able to correct mistakes and ensure that the values were recorded accurately. 2 Volume Counts down, 2 to go. Thankfully we have a small break now until September when Depot 1 (EDDD) will be next. This does not mean your Route Measurement Committee will be resting. The Depot 9 build is proceeding with 17 routes built so far. A big thank you to **Rudy Kern** and **Jeff Buck** for observing the build process and working with the CPC Route Measurement Officers to ensure the best possible routes. In addition we will be reviewing the Depot 9 and 6 builds when they are complete, and attending meetings and consultations. Your Route Measurement Committee is doing its best to keep the employer accountable. Unfortunately more and more the employer is denying us access to information and refusing to explain the calculation of mail volume indexes and parcel indexes. This is something we are addressing during this round of negotiations.

As always, the work of your Route Measurement Committee is a collective effort with many



dedicated and hard-working members. **THANK YOU** to **Warren Melnyk, Dan Murri, Jen Reimer and Greg Mady** for observing the Depot 6 volume count. **Dustin Hill** will be the observer for the build phase at Depot 6

If anyone has concerns about their routes or are interested in being involved with the Route Measurement Committee please contact me at [cupwedmroutever@gmail.com](mailto:cupwedmroutever@gmail.com).

**Kathleen Mpulubusi**  
(with notes from Warren Melnyk)  
Route Verification Officer



**It's That Time of Year Again – Let's Stop and Smell the Flowers!**



**FRONT YARDS**  
**Bloom**  
IN .ca

Last year CUPW members nominated over 1,000 yards for Front Yards in Bloom. Front Yards in Bloom is one of CUPW's key community recognition programs. Our logo is on over 3,000 yard signs distributed all over the city as well as appearing in the program brochure, promotional and event posters. The Front Yards in Bloom program is a great way to recognize and connect with customers in our communities, particularly now with our ongoing contract negotiations.

Yard nominations will start on May 20 but before that we are looking for coordinators, particularly in the depots to help distribute and collect nomination forms. If anyone is interested, please contact KATHLEEN MPULUBUSI at [kmpulu@gmail.com](mailto:kmpulu@gmail.com) or through the Union Office.

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## WORK RELATED MUSCULOSKELETAL DISORDER

As we are working in a plant where we are performing various repetitive duties this may cause work-related-musculoskeletal disorders (WMSDs). This disorder impacts the muscles, tendons and nerves. We will discuss those injuries which are related to repetitive action of muscles, tendons, ligaments and joints. Work activities which are frequent and repetitive, and activities which include awkward posture can cause this disorder, which may be painful during work or at rest.

Almost all work requires the use of arms and hands. Therefore most work-related musculoskeletal disorder affects our hands, wrists, elbows, neck and shoulders. Work using legs also affects hips, ankles, and feet.

As some back problems also result from repetitive work, we classify work-related musculoskeletal disorder in three types: muscle injury, tendon injury and finally nerve injury. When muscles contract, they use chemical energy from sugar and produce by-products such as lactic acid which are then removed by the blood. Muscle contractions, which last for a long time, reduce blood flow; consequently, the substances produced by the muscles are not removed fast enough, and they begin to accumulate in the muscles. The accumulation of these substances irritates muscles and causes pain. Another type of injury is known as tendon injury. Tendons consist of numerous bundles of fibres that attach muscles to bones. Tendon injury is related to repetitive or frequent work activities and awkward postures i.e. with repetitive or excessive movement of the hand, a result is the lubrication system may begin to malfunction. It may not produce enough fluid, or it may produce a fluid with poor lubrication quality. Failure of the lubrication system creates friction between the tendon and the sheath, causing inflammation and swelling.

Finally we will discuss nerve injury. Nerves carry signals from the brain to control muscle activity. They also carry information about temperature, pain and touch from the body to brain, and control body functions such as sweating. Nerves are surrounded by muscles, tendons and ligaments. With repetitive motions and awkward posture, the tissues surrounding the nerves become swollen and squeezes the nerves.

Pain is the most common symptom of work related musculoskeletal disorder. In the early stages the worker feels tiredness due to the affected limb during the shift, but this symptom usually disappears during the night or day off. In the later stage tiredness occurs early in the shift and persists during the night. It also reduces the capacity of repetitive work. In the late stages, aching, fatigue and weakness persist at rest causing inability to sleep and perform light duties. The first signs of pain are a strong indication that the muscles and tendons should rest and recover. Otherwise, an injury can become long lasting.

We can treat work related musculoskeletal disorders firstly by restriction of movement of the affected area. This often requires work restrictions. A splint can be used to restrict movement. We can



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# Seven Things You Can Do To Prepare For A Labour Dispute

Thursday April 21 2016  
2015-2019/93

## **Nobody wants to go there. But unfortunately we may have to.**

Canada Post is demanding major concessions from us and they are refusing to consider our proposals. Deepak Chopra wants major cuts to our pension, benefits and working conditions that we simply cannot accept. Canada Post has applied for conciliation, which means that they want to force matters to a head. So if things don't get better at the bargaining table, we could find ourselves locked out by the employer as early as July.

## **Here are seven things you can do to prepare yourself.**

Prepare financially. Save money. Secure a line of credit.

There are many things you can do to get ready financially. Strike pay is only \$200 a week and will not last forever. Consider putting off major purchases and look for ways to reduce your monthly costs. If you have debts, talk to your financial institution about income-loss insurance, which often covers strikes or lockouts. Consider securing a line of credit that can be used in a pinch.

## **Sign up to E-digest to get the latest news by email.**

The fastest way to get updates about what is happening at the bargaining table and among members is to sign up for E-digest. Go to the CUPW website (cupw.ca) and click on the "member resources" section to sign up.

## **Read the bulletins.**

Check your union bulletin boards and the CUPW website for the latest bulletins about negotiations.

## **Follow us on social media.**

CUPW is active on Facebook and Twitter. Follow us! There are also dozens of Facebook groups set up by rank and file members for postal workers. If you're on Facebook, consider joining one of these groups and sharing posts to connect with members across the country.

## **Go to union meetings.**

As a possible labour dispute approaches, your local general membership meetings become even more important. This is the place where you can get information about plans being made in your local.

## **Talk to your coworkers.**

There are many members who have never been in this kind of struggle before. Others are

veterans. Talk to your coworkers. If you have been through this before, you can help those who haven't. If you are new at Canada Post, talk to a shop steward or other union representative about what to expect.

Together we can face whatever comes.

### **Support your negotiators.**

Your negotiators are now working around the clock to achieve the best possible collective agreement. Canada Post is pushing us hard.

You may soon be asked to support our demands at the bargaining table by taking a strike vote.

The best way to avoid a strike is to show that we are ready to defend our jobs and the services we provide to our communities.



Solidarity,

**Mike Palecek**  
National President, CUPW

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## **WORK RELATED MUSCULOSKELETAL DISORDER**



also apply heat or cold to relieve pain and accelerate the repair process. Cold reduces pain and swelling. Application of ice on painful muscles is recommended only immediately after an injury has occurred. Heat is recommended for muscle pain relief. Heat increases the flow of blood, but heat is not recommended for injuries with inflammation and swelling. Stretching exercises are useful as they promote circulation and reduce muscle tension. Rotation of jobs is another important factor to reduce work related musculoskeletal disorder. This means we perform different functions during our shift. However, job rotation alone will not be effective if proper design of the workstation is missing.

A well designed job, supported by a well designed workplace and proper tools allows us to avoid unnecessary motion of neck, shoulder and upper limbs. In the end I will say work safety is everybody's responsibility.

**Sanjiv Gupta EMPP**



## Community Building within Our Union

by Carmen Loiselle

I've been thinking for a awhile of ways we can build more of a sense of community within our Union. Having a strong sense of community keeps a group unified. This is especially important with our stalled negotiations and the threat of a lockout by summer.

One way to build community is to share information and events not related to the main purpose of the group; in this case the union. This happens a bit at the EMPP. I regularly see business cards and posters on the bulletin board highlighting individual small businesses. That's great! I wouldn't be at all surprised to hear about the same sort of thing at the Depots.

How about building some community using our newsletter? Now I don't mean to take over the Inside Out. It's main focus is news and opinions about our Union; as it should! I was thinking more of a once in awhile article published in the Inside Out. And it could be anything. Is there an informal clothes swap established at one of the Depots? Anyone have a special skill they would like to tell us about?



I will start by sharing a favourite hobby of mine. I love to cook and collect interesting recipes. Here is a recipe that uses avocado for a wonderful creamy texture:

### Chocolate Avocado Mousse



- Total Prep time: 5 - 10 minutes
- Serves: 8 - 12

#### Ingredients

- 1/2 cup medjool dates, soaked and cut in small pieces
- 1/2 cup maple syrup • 1 teaspoon vanilla extract
- 1-1/2 cups mashed avocado (2-3 avocados) • 3/4 cup cocoa powder
- 1/2 cup water

#### Directions

1. Blend or process dates, maple syrup and vanilla extract until smooth. Add mashed avocado and cocoa powder and process until creamy. Make sure to scrape sides of bowl.
2. Add the water and process again until smooth. Serve at room

temperature or chilled. Store in a sealed container in the fridge up to 3 days or in the freezer up to 2 weeks.

To make Fudgesicles: Freeze the mousse in ice-cube trays.

To make chocolate sauce or fondue: Increase water to 1 cup.

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# Grievance Report

Hello, Jerry here.

The best way to avoid a lockout is to prepare for a lockout.

The longer the picket line, the shorter the lockout.

These are two axioms that bear repeating at this point in time.

“Winter is coming”, as they say.

No one wants to be locked out, but it is counterproductive to pretend it's not going to happen. Work safely and expect the worst from the employer, remember it is still unchecked Harperites attempting to run this company (into the ground).

In 1981, after a 41-day strike, we gained the paid lunch. Now the corporation wants it back, which would cost us thousands of jobs.

In 1999 the employer gave the Liberals hundreds of millions of dollars from our pension surplus to balance their budget, now they claim they can't afford defined-benefit pensions.



Now these ....”corporate citizens”, these oligarchists, want it all, they want to destroy the image of Canada Post in the eyes of the public, unburden their imagined future lizard-covered pocketbooks of the costs associated with giving people a reasonable wage and reasonable benefits and a reasonable existence, so that they may privatize the profitable portions of the company and stick the taxpayers with the non-profitable parts. The so and sos want to get rich off of this.

The grievance office is, like most everything else, on the corporate hit list. The corporation is once again attempting to take control over which files go forward in front of which arbitrator. If the corporation is successful in this attempt it would render the grievance system virtually obsolete as we would be forced to leave valid grievances behind (some arbitrators are great on some issues, not good on other issues). Extrapolating from this we would be left with a system of grievances for only the most severe corporate violations.

These are busy times in the grievance office, as always.

**In the last month or so we have returned 3 permanent workers to their jobs and roughly a dozen casuals who were improperly released.**

Many thanks to **Greg McMaster** and **Raj Sharma** who are working on the grievance backlog. **The latest settlement alone, one settlement, returned 42 days' pay to the members. That, with the grievances settled for cash totalled \$10,000. And this is one of many grievance settlements of late.**

Take time to take care,

**Jerry Woods**

# Lockout/ Strike Committee Report

On Saturday, April 23<sup>rd</sup> we held a Lockout/Strike committee meeting at the union office. The meeting was very well attended, in part because Canada Post had quit talking and had applied for Conciliation on April 4<sup>th</sup>, 2016. This means we could be in a lockout position as of July 2<sup>nd</sup>, 2016.

The Union will be organizing a strike vote between May 28<sup>th</sup> and June 25<sup>th</sup>. We need one month to conduct a strike vote all across Canada in every local. Our local is working on dates and places to conduct the vote. Please read details forthcoming in later bulletins.

One thing to remember is that Labour Minister Mary Ann Mihychuk has said that the federal government will not order "Back to Work" legislation for any public sector union. This is good news in that it gives us hope of a fair negotiation process.

Other issues discussed at the meeting included:

Strike pay is \$200 a week, and to qualify for that you will have to picket a minimum of three hours, five days out of seven. Coverage of Benefits (holidays, STDP, extended health care) most likely will not be covered, that is up to Canada Post.

The Union will be visiting the workfloor to prepare phone trees (calling list for strike/lockout information) and to ask for picket captain volunteers and activists. Following this there will be training sessions organized.

In Solidarity,



**Raj Sharma**

Chair of the Local 730 Strike Committee



We are joining "AFL to walk in"

**PRIDE PARADE** on June 4, 2016.

We are looking for volunteers to walk in the parade

start at 11:0am

at 108 s and heading to the Whyte Ave in Old Stratcona!

Any questions please contact

**Kathi** at [kathies\\_corner@yahoo.ca](mailto:kathies_corner@yahoo.ca)

# CUPW

## Edmonton Local GENERAL MEMBERSHIP MEETING Sunday May 1<sup>st</sup>, 2016

6:00 pm – 8:00 pm

Union Office: 18121 – 107Ave., Edmonton

### Agenda Election

Floor Nomination/Election - Chief Steward of MSC's – April 2018

### Committee & Delegate Elections

Inside Out Committee	1 Member	(to Nov 2016)
Organizing Committee	2 Member	(to Sept 2016)
Elections Committee	1 Member	(to Dec 2016)
By-Law Committee	1 Member	(to Feb 2018)
EDLC Delegate	1 Member	(to Feb 2017)

In the event that a member nominated is not present at the time of election, he/she must have indicated, in writing in advance, their willingness to stand for election.

### Upcoming Committee Meetings and Events

- **Sunday, May 1st**  
International Workers' Day  
1:00 PM Alberta Legislature
- Human Rights Committee 3:30 pm
- **Monday, May 2nd**  
Education Committee Meeting  
5:00 pm
- **Thursday, May 5th**  
6:30 pm 8:00 pm  
Women's Committee
- **Saturday, May 7th**  
Know Your Rights – Strike/Lockout  
10 am – 12pm & 1-3 pm
- **Friday, May 13th • Sunday, May 15th**  
Strike Preparation Course
- **Thursday, May 19th,**  
Organizing Committee  
7:00 pm