



OFFICIAL NEWSLETTER OF CUPW 730 / SPRING 2024

INSIDE OUT

INTERNATIONAL WORKERS' DAY

WORKERS' DAY OF MOURNING



LABOUR ON THE MARCH



INSIDE OUT is the monthly publication of the Edmonton Local of CUPW.

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

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

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

All submissions for publication are subject to the approval of the Local President, and may be edited for brevity, clarity, etc.

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

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**EMPOWER
ORGANIZE
RESIST**



ABOUT THE COVER/IN THIS ISSUE

The cover of this issue is made up of a couple of photos of the 2024 May Day March on Whyte Avenue. The photos do feature prominently the flags of the Industrial Workers of the World, who have a long relationship with our Local and the history of organized labour in Alberta.

In this issue, the Day of Mourning is also a central feature, and it is something to keep in mind as we deal with bullying, harassment, and the impact this has on our mental health. Chris Hepburn's article (p. 10) provides some excellent insight and resources to help deal with these issues.

Returning to labour and analysis, Robert Hohnstein offers a critique of our union's Delivering Community Power program: does it go far enough to challenge capitalism and give control to workers? Read his article and find out!

If you would like to submit something for the next issue of the InsideOut, you can do so by emailing the Communications Committee at Communications730@gmail.com. 

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PRESIDENT'S REPORT MAY 2024

Friends and Comrades,

I'm writing this the day after attending the National Day of Mourning. A very sobering affair hearing the names of the 165 workers that were reported to have died last year from workplace injuries. While listening to the names being read out with the cause of death, the weight of the struggle that we are in became incredibly real to me. We live in a system that is ready and willing to sacrifice workers' lives, for the sake of shareholder profit.

Thankfully, most days the stakes don't seem that high in the post office. It is incredibly rare for a postal worker to die at work. However, that does not mean that our members are not put in danger every single day. Our injury rate is the highest in the federal sector. Yes, postal workers make it home. But in what condition? The grind of the ever-increasing routes. The repetitive duties that slowly break down the body. Not to mention the financial and psychological abuse that our employer dishes out trying to keep us from our power (and in our place).

I wonder how many postal workers have died as a result of taking their own lives due the physiological injuries that are inflicted. I guarantee that this is a drastically underreported statistic.

With the negotiations well underway, those attacks have become more commonplace. While we negotiate for better and safer work, the Corporation harrasses, intimidates, even hands out unpaid suspensions for the most trivial of "life safety violations". Make no

mistake, this is violence. This violence is intentional. This is 100% part of a class struggle that has been going on for centuries.

The state intentionally suppresses the working class from gaining any real power over the government, the economy, or even their own lives. This happens through unfair tax and criminal laws. Corporate bailouts and subsidies flow like a river while workers are left to beg for a few drops to pay their bills.

How this class struggle plays out for postal workers, is through the blatant disregard for what's supposed to be a

"Canada Post's complete disregard for good business practice, the law, or even basic human decency should be enough to have every postal worker ready to fight."

legally binding contract. Canada Post's complete disregard for good business practice, the law, or even basic human decency should be enough to have every postal worker ready to fight. The labour laws in Canada limits workers ability to directly fight against their employer except between contracts. Technically, we are not there yet. Not until either the corporation locks us out or National sends us out to the picket line. At this point, this won't happen until at least this Summer.

This is our time to fight the system that is willing to destroy countless lives in the

name of profit. Yes, our immediate obstacle is Canada Post. But, make no mistake, they are just a proxy of a state-wide apparatus hell bent on keeping workers on their knees begging for scraps to fall off the table.

Far too often I hear our members frustrated with the way Canada Post is being run. But are you willing to prepare to fight back? That time to prepare is short, and the time to act will be on us soon enough.

Talk to your coworkers. Ask them if the world is the way they want it. Ask them if they are willing to make some sacrifices to see the changes they want?

For now, those sacrifices are going to be a little bit of effort and a small amount of their time. Next, it's going to take some courage. We will be hosting more practice pickets in the near future. Participation prior to the upcoming strike vote will be your easiest way to send the Corporation and the government a strong message that postal workers have had enough of this corporate system extracting every ounce of life and joy from its workers.

A high turn out now, and a high turn out to the line when it's go time, will be the leverage our negotiators need to win our demands.

I'll see you on the line.

DEVON RUNDVALL (HE/HIM)



**PRESIDENT
LOCAL 730 / EDMONTON & AFFILIATES
CANADIAN UNION OF POSTAL WORKERS**

THE RIGHT TO STRIKE

There are a number of steps we must go through before a strike or lockout is legally allowed to occur. Here is an outline of those steps and what to expect in the coming months of negotiations.

1. Notice to Bargain: Within 4 months immediately before the expiration date of the Collective Agreement, the union or the employer may serve notice to start bargaining. Bargaining will begin 20 days after the notice was given. Once bargaining begins, the employer cannot alter the rates of pay or any other terms or conditions of employment until the right to strike/lockout is achieved.

2. Notice of Dispute: Once bargaining has begun, either party may inform the Federal Minister of Labour of a notice of dispute and the failure of the parties to reach a new agreement.

3. Minister's Response: No later than 15 days after receiving the notice of dispute in writing, the Minister can choose to pursue conciliation or notify the parties in writing that they will not be using conciliation.

4. Conciliation Phase: Within 14 days of being appointed (or longer, if the parties agree), the conciliation officer/commissioner/board will report to the Minister as to whether or not they have succeeded in assisting the parties come to a new Collective Agreement.

5. Right to Strike/Lockout: The right to strike/lockout is acquired 21 days after the Minister either decides to not pursue conciliation, or releases the report on the failure of conciliation. Before going on strike, a union must hold a strike vote by secret ballot within the previous 60 days

(or longer, if both parties agree). For a strike to occur, a majority of voters must vote yes.

6. In Case of a Strike/Lockout: To engage in a strike or lockout, each party must provide the other, as well as the Minister, with 72 hours of notice indicating the date the action will occur.

Our Local will be communicating via text message, so please make sure your contact information is up to date. If you are unsure or if you have any questions, please contact the Local office (780-423-9000).

WORKER SOLIDARITY

LABOUR VICTORY AND STRUGGLE, AT HOME AND ABROAD



Civic Service Union 52 — CSU 52 represents over 6000 technical, clerical, professional, and administrative workers in the City of Edmonton within the City of Edmonton itself, but also Capital Power, Edmonton Public Library, EPCOR, and the TELUS World of Science. For CSU members working for the library, 93% of eligible voters took part in a strike vote and 94% voted in favour of strike action. For the rest of the workers, 83% of eligible voters took part in the strike vote and voted 91% in favour of strike action. The City forced a vote on an offer, but CSU 52 members voted to reject it. As of the end of March, CSU 52 has reached an agreement with the City.

Teamsters Local 822 - Costco workers in Norfolk, Virginia, voted to unionize with the Teamsters. Members of the organizing committee cited safety, having a voice, a fair grievance procedure, and respect for seniority as reasons for the union drive. In an annual report, Costco acknowledged that only 5% of its employees had union representation. This was a result of Costco buying out the unionized Price Club back in 1993.

Unifor Local 4005 - Mechanics at O'Regan's BMW in Halifax organized with Unifor and just ratified their first union contract. This 3-year agreement gives workers wage increases across all

job classifications as well as paid sick days and vacation days. O'Regan's BMW is the first unionized dealership service centre in Halifax.

Unifor - Unifor has announced that it is filing for union certification at two Amazon warehouses in the Vancouver area. Currently, there is still only one unionized Amazon warehouse in North America (Staten Island, NY, organized by the Amazon Labor Union).

EMPP CONSULTATION UPDATE

On November 14th, 2023, during the Annual Shift Bid for the Edmonton Mail Processing Plant (EMPP), management shared their plans to move all part-time positions from Shift 3 (runs from 4 pm until 8 pm) parcels and packets to Shift 1 (runs from 12 am until 8 am). Management claimed there was not enough volume to operate these sections at these times for 8-hours.

Representatives from these shifts and from the CUPW Regional Office disagreed with this plan. Management continued to insist that the volumes weren't present. Based on the minutes, at least one representative from the Corporation rolled their eyes about the objections.

5-months have passed since this consultation. How did it play out?

Part-time workers come in at 4 am and staffing has to call in temps at 2 am, at least three-times per week. Those temps who took acting assignments to fill part-time positions are irritated because they are missing out on the extra hours they would have received from remaining as temps and getting called in 2-hours earlier.

Of course, management has blamed the workers for this, saying that it's the fault of workers because they are not coming into work. According to workers on this shift, people aren't coming to work because they don't want to do two to three times the amount of work because there aren't enough workers to work the runouts.

The people who wanted to work Shift 1 were already working it. Those who got

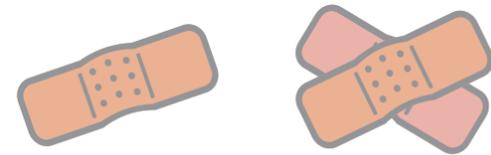
moved to Shift 1 and didn't want to be there ended up bidding onto Shift 2. Workers on Shift 2 who had to bid onto Shift 1 are long-term absences. Because of this, it is hard to have a working rotation of duties on Shift 1.

The argument from our Regional Grievance Officer Amanda Cowie is that the Corporation has the choice to fill these long-term absences under Article 39.07 ("Long Term Absences in Group 1"), but if they choose not to fill these long-term absences, the Corporation does not have the right to use temps to do so. Doing so is a violation of the Collective Agreement.

If you wish to have your concerns heard at a consultation, reach out to a Shop Steward or your Shift's Lead Steward.



INJURY ON DUTY



By Rashpal Sehmbly
Health & Safety Officer

If you are injured while performing the duties of your job, this is a Workers' Compensation claim. Be wary of the employer encouraging you to use STDP instead.

INJURY ON DUTY: Report any and all injuries to the employer immediately.

The employer is responsible for doing an investigation and you are entitled to have a member of the CUPW Local Joint Health & Safety Committee present when this investigation is taking place.

1. Please fill out a WCB Worker's Report, which can be picked up at the union office and faxed to them or done online at <https://rr.wcb.ab.ca/public/worker/create>

2. Since we are federally regulated, an Election to Claim form must also be filled out. Please choose Option 1 and fax the form once completed to 1 (819) 934-6590. There is no need for the ESDC number as Labour Canada will fill that out. Your witness on this form can be any adult in your household. If you like, I can sign as your witness if required.

3. Report the injury to a doctor or hospital if required that this is a Work-Related Injury. The doctor will fill out a WCB Physician's Report; there is no cost for having this form filled out. If you hear differently, contact our office.

4. Your doctor may recommend things such as any required physiotherapy or other remedies as required. If there is any prescription medication required, keep the receipts for

reimbursement by WCB. If you go to physiotherapy, make sure to attend a clinic covered by WCB in order to have your treatment covered.

5. If you or another member have been pressured to not report an injury through WCB please have the member fill out the following form online and ensure a grievance is filed as well on the suppression of a claim. https://www.wcb.ab.ca/forms/claim_suppression_reporting.asp

6. Always keeps copies of all paperwork you have submitted.

If you have any questions, please give our office a call.

In Solidarity,
Rashpal Sehmbly



RECENT ARBITRATION DECISIONS

There are two recent arbitration decisions in our union's favour that should positively impact workers in Group 2 (Letter Carriers and MSCs).

Uncovered Routes and 17.04

In the Pacific Region, CUPW was arguing that the Corporation was not properly covering routes. There were hundreds of grievances about it, but this particular grievance was based on comments alleged to have been made by the Corporation's General Manager for Western Canada.

These comments included directives for management to not cover routes until they've gone uncovered for two days and to unilaterally designate routes that have been uncovered for two or more days as priorities.

Arbitrator Vincent L. Ready ruled that Article 17.04 ("Coverage of Uncovered Letter Carrier Routes or Mail Service Courier Assignments") is a mandatory clause and that the employer is required to cover all uncovered routes unless the exceptional circumstances listed in Article 17.04 occur ("insignificant volume of mail available for delivery, climatic conditions or darkness which

could adversely affect the employee concerned or the proper delivery of mail").

Ready's decision continued with saying that the employer is not allowed to unilaterally deem an uncovered route a priority assignment in order to remove a relief carrier from their assignment and place them on an uncovered route.

What this means is that your route should be covered. If your route has not been covered and you are being told to deliver multiple days worth of mail, find a Shop Steward and file a grievance.

Commercial Pickups

There was also a decision in CUPW's favour regarding commercial pickups, with this one coming out of the Quebec Region. In 2015, following Postal Transformation, CUPW filed a national grievance regarding the Corporation violating the Collective Agreement by not following the Letter Carrier Route Measurement System (LCRMS) and the Mail Service Courier Workload Structuring System (MSCWSS), particularly Chapter 5.

Arbitrator André Bergeron concluded that the grievance was well-founded and

that the Corporation has an obligation to build routes in compliance with all provisions of MSCWSS Chapter 5.

For Letter Carriers and their routes, this means the Corporation has been ordered to do the following: establish a dedicated window for scheduled and on-demand pickups for a defined geographical area (except when the time between pickup points is more than 45-minutes); only carry out scheduled or on-demand pickups within this dedicated window; assign on-demand pickups to a route only when that route also has a scheduled pickup; allocate, for an on-demand pickup, the average time value of the route's scheduled pickups; allocate unscheduled working time; and use a non-truncated 108 form as defined in Chapter 5 of the MSCWSS.

According to our 4th National Vice-President Martin Champagne, we should continue to file grievances when the Corporation does not respect our Collective Agreement and when Canada Post fails to make the required corrections on routes that do have pickups.

This company:



Canada Post lost \$748 million last year, warns of 'critical' financial situation

Also this company:



Lookit all the new trucks! ;)

AMAZON FLEX DRIVERS ARE CONSTANTLY AT RISK

By Alex N. Press for Jacobin

<https://jacobin.com/2024/04/amazon-flex-contractors-working-conditions>

Behind Amazon's lightning-fast delivery service is an entire population of Amazon Flex workers, whose wages are meager and whose employment status is as independent contractors rather than Amazon employees.

On Wednesday, April 10, Amazon Flex drivers rallied outside of a delivery station in Woodland Park, New Jersey. Holding a banner reading "CONTRA LOS ABUSOS DE AMAZON," the workers demanded Amazon commit to lower delivery quotas that prioritize safety as well as raising base pay for the workforce. The morning gathering followed a petition drive by the workers demanding such commitments from Amazon: more than three hundred drivers have signed.

Amazon launched Flex in 2015 to fulfill the demands of Prime Now, which promises customers same-day delivery, often within a matter of hours. Most Amazon customers are used to receiving packages from drivers in Amazon-branded vans, employees of the hundreds of delivery service partners (DSPs) that exist to service Amazon.

But Flex drivers work out of their own unmarked personal vehicles. They're classified as independent contractors, even though the conditions of their work are determined by Amazon, which requires they complete unpaid training — watching lots of videos about how to interact with customers and deliver packages — before being accepted on the Flex app. As such, they shoulder all

the costs of that labor, paying for the gas, tolls, and vehicle wear and tear that come with it, without benefits like health insurance and workers' comp or even guaranteed hours, and they're exempt from minimum wage protections and overtime pay too — and they also take on serious risks.

"Amazon wants us to 'deliver smiles' to customers, but it's hard to feel like smiling when we're constantly at risk," said Evelyn, a Flex driver of two years

"It is not fair that I have to decide if I have enough to pay rent or for food this month because Amazon, the largest and wealthiest company in the world, can't provide a livable wage and safety conditions to its drivers."

who works out of the Woodland Park delivery station. "In the last five years, at least five Flex drivers have been shot while delivering packages. I shouldn't have to worry that I'll be next. No other company puts both drivers and customers in danger by delivering in the middle of the night."

"Some drivers have been threatened with guns," Ester, who has driven for Flex out of the Woodland Park delivery station for eight months, told me through a translator. "The homeowners have told them not to come during those hours, because they feel that they're trespassing, because we don't have any markings making it clear that we work for Amazon."

The workers want Amazon to rectify the problems and minimize the danger to which they are subjecting drivers. One fix would be for Amazon to provide them with vests that have reflective material visible in the dark. Over Zoom, Ester showed me her current Amazon-issued blue vest, which did not have such material. The drivers also want Amazon to change the schedule for the most lucrative Flex work: a staffer from Make the Road New Jersey, a community organization that is supporting the workers' organizing, told me there are sometimes hundreds of workers outside the delivery station at 3 a.m. Those workers must then drive alone through deserted and rural areas in the middle of the night, a recipe for danger.

Reliable public data on how many people deliver packages for Amazon through the company's proprietary Flex app is scarce, as is data on their wages and quotas. Amazon claims that most Flex drivers earn \$18-25 an hour, but that's before expenses. Given that the IRS's standard mileage rate for use of a car for business purposes in 2023 was 65.5 cents a mile, it's all but certain that some drivers earn less than their city's minimum wage. For comparison, a unionized United Parcel Service (UPS) driver who has reached the top rate (i.e., gone through the four-year wage progression) will make \$49 an hour by the end of the current five-year contract, plus benefits.

In Woodland Park, drivers say both pay and working conditions have deteriorated since the facility opened in 2023.

Ester supplements her income as a beauty aesthetician by driving for Amazon. Her son has a disability, and as a single mother, she needed a second



An Amazon Flex worker loading packages into his vehicle to deliver to customers in San Francisco, California, on October 30, 2018. (David Paul Morris / Bloomberg via Getty Images)

job. But she says her wages have gone down significantly since she became a Flex driver less than a year ago.

Ester also described a speedup in the work expectations: Flex drivers sign up for blocks, which consist of routes determined by the company.

"We usually get around forty-eight packages for a five-hour block," she explained. "But if we get a block of three hours, we also get forty-eight packages, meaning that they pay us less for the same amount of deliveries and the same amount of packages."

The result is predictable: drivers, under pressure to work more quickly, cut corners or drive recklessly. That puts not only them, but the rest of the public, in danger.

"Sometimes my fellow drivers pass through a red light or miss the stop sign because they want to get those packages in the amount of time that the block requires," Ester said.

There's also the matter of Flex drivers shouldering the plethora of risks and costs that come with driving, which range from homeowners threatening

them with guns to dog bites to car repairs.

"If my car — the same one I use to take my children to school — breaks down while I'm working, Amazon doesn't pay for the repairs," said Belkis, a Woodland Park driver who has driven for Flex for more than two years. "If a dog bites me while I'm delivering a package, Amazon does not offer me medical insurance, and I have to pay out of pocket. It is not fair that I have to decide if I have enough to pay rent or for food this month because Amazon, the largest and wealthiest company in the world, can't provide a livable wage and safety conditions to its drivers."

Amazon is the second-largest private employer in the United States and claims to aspire to be the Best Place to Work on Earth. The Woodland Park Flex drivers' conditions suggest such a claim is simply branding. The company has been dubbed an "injury machine." Amazon has repeatedly shown that it cannot be trusted to accurately report data on the safety of its actual employees; we certainly cannot expect them to tell the truth about the shadow workforce of Flex drivers.

The Woodland Park drivers plan to continue organizing, bolstered by this month's rally. There are many more Amazon delivery stations across the country, and undoubtedly, the workers at those locations face similar issues as Woodland Park's workforce. Ester told me that she and her coworkers are eager to build ties with their counterparts across the country and up and down the e-commerce giant's supply chain. When I asked her what she'd like to say to her fellow Amazon workers, she offered the following message:

We should fight together. We're in this together to make Amazon value us as workers, and we must value each other as workers. We know that Amazon is a monster, but without us, it wouldn't be the successful company that it is now. We are an essential part of making sure the packages are sent, and we only want Amazon to value us, to value the work that we do, to pay us a fair and livable wage, and to make sure that we're not forgotten. We're here, we'll continue organizing, and we'll continue to fight until Amazon hears our demands and makes changes.



SOCIAL STEWARD PRESENTATIONS

By Chris Hepburn, EMPP

On April 9-10, 2024, Local 730 Social Stewards met at our Union office to take part in sessions presented by four organizations within our community: Sexual Assault Centre of Edmonton (SACE), Money Mentors, the Alberta Council of Women's Shelters (ACWS), and the Canadian Mental Health Association (CMHA).

We learned a great deal about gender based violence and we talked about the root causes of violence, including the Pyramid of Violence and how important it is to get involved to support victims of gender based violence in the early stages before the harassment escalates into more severe forms like assault and homicide.

We also learned about the bystander effect, which is the doubt most people experience when they see something happening that they know is wrong but question themselves as to whether or not they should get involved. Generally the best answer is yes, provided you can do so without risking your own or others' safety. Never underestimate the power of allies who use their voices and privilege to shut down an aggressor's behaviour, even if it's just to say "Hey, I see what you're doing and what you're doing is NOT okay."

We learned about the Sexual Assault Response Team (SART) which is a group specially trained nurses in Alberta who can help someone if they have been sexually assaulted. This service can be used up to seven days after the incident.

Another important thing we learned is that in November, Canada launched a new suicide crisis hot line: 9-8-8, which a person can call any time of day and be connected with a trained suicide counselor.

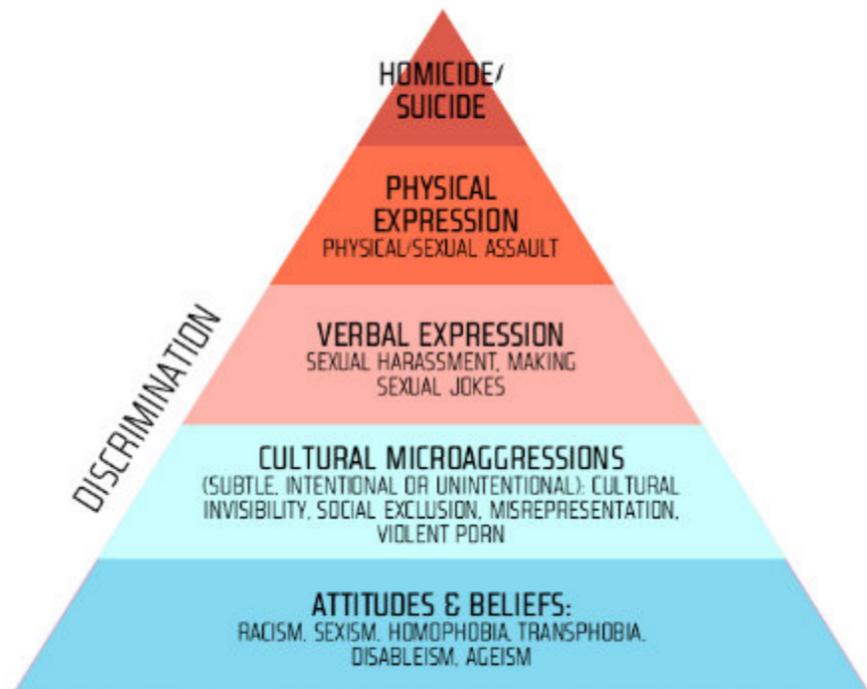
We received a great deal of information about dealing with the financial stress of being involved in a labour action (a strike

or a lockout), and seeing as our Union is currently in negotiations with our employer, there is a chance of a disruption in our paycheques if we end up being on a picket line in the next few months.

This is just a tiny sample of the information we got from these presenters, and if you have any questions or would like more information, please contact any of the

(opposite MLOCR 1), in the order book desk inside the cafeteria, as well as at the Packets Section order book desk. I encourage everyone to have a quick read of it because it has valuable information and strategies about how to deal with the financial stresses of being on strike. If you would like a copy and you are at a Depot or rural office, please contact our Union office.

I would also like to whole-heartedly



Social Stewards in your facility. If your facility does not have one, please reach out to our Local office at (780) 423-9000 ext. 2 to get in touch with our social steward coordinator, Karry Biri. If this is not possible, please also know that you can call 2-1-1 from anywhere in Alberta or visit their website and get information about the wide variety of programs available to everyone who lives here.

Please note: at the EMPP, copies of the United Way presentation "When the Paycheque Stops" will be placed in the Union information rack on the wall at the southwest corner of the Plant

thank our Social Steward Coordinator Karry Biri for organising this session. I cannot emphasize how important it is that we stay current on what agencies and supports there are out there to assist people who are in need or in distress, as well as identifying "holes" in these support networks, so that we can collectively advocate for more robust social programs in this province. Nobody should ever have to be turned away from a shelter or be denied help because there simply isn't enough money in a budget to do so.



BEV RAY *shero to many*



By the National Women's Committee

In 2020, CUPW's National Women's Committee launched a campaign to recognize trailblazing women within CUPW, and Bev Ray was recognized by this campaign in 2024. The following writeup comes from the 2024 Trailblazing Women of CUPW campaign.

When Bev started at Canada Post, she hit the ground running. It wasn't long before she put her outspoken nature and activist spirit into action as a shop steward and never looked back.

Bev took on many active roles within our union, specifically within the Prairie Region. Among her many roles she was Edmonton Local President, Vice President in Regina local, a Prairie Region Advocate, was active many local committees and in many labour organizations, including the Alberta Federation of Labour. She also took on countless campaigns organizing fight backs against the Employers cutbacks, violations to our collective agreements, and their injustices.



While in the Edmonton Local as President Bev took on and supported others in their fight back against forced overtime, the implementation and impact of Modern Post, closing of numerous Retail Postal Outlets, countless restructures, violations to our collective agreements, and led us through the rotating strike and lockout of 2011.

In Regina, as vice president, she took on route measurement, advocating for our collective rights, political action, organized the strike lines for 2018 and much more.

Bev was instrumental in organizing our political allies in order to put more pressure on the corporation when dealing with the issues of delivering in the dark, modern Post, forced overtime, cmb conversion, and fighting to keep our public post office for the people, as it was intended. She also had no issue taking matters public, believing that transparency of the post office and the impact to both the public and the workers should be brought forward for all to see and know of.

If "something" needed to be done Bev was the person to start the ball rolling and get others organized into doing. She would listen to workers, identifying what their strengths were before they even knew they had any. She encouraged and supported others as they found their way and their own strengths and power. Her philosophy has always been to

encourage support and mentor. No matter which union hat she wore she was (and is) always passionate about educating and supporting all members in their rights; collectively, within labour law, and human rights.

One of Bev's many passions was supporting Sisters. Bev was a driving force in supporting Sisters in their struggles with harassment. When our Pregnant sisters were being targeted by the employer Bev set up a campaign to "Stop Harassing our Pregnant Sisters". When Sisters faced Sexual Harassment and assault, she was there to ensure their rights were protected and investigations were done properly. She held the employer's feet to the fire and held them accountable for not providing a safe and Harassment free workplace. Even after the fact Bev has been instrumental in supporting Sisters in the arbitration and Human Rights process. Taking on the employer and holding them financially responsible for the damage they allowed to happen.

She has been, and still is, a strong mentor to many, always there when advice, support or action is needed even after her retirement in November, 2023. Bev has given many of us the courage to do what we didn't know we could do. She has always done so by being there to help and support others, listening to ideas, help build on them and put them into action. She has led the way for many by believing in us and showing us, we can do it. 🙌



THE CUPW 730 SOCIAL COMMITTEE HAS AN E-MAIL!

SHARE IDEAS, SIGN UP FOR NOTIFS AND RSVP TO EVENTS AT:

socials730@gmail.com

BULLIES TEAR DOWN, SOLIDARITY BUILDS UP

By Rashpal Sehmy
Health & Safety Officer

This item originally appeared in the March 2018 issue of the InsideOut. Unfortunately, it is just as relevant today as it was in 2018. Some language has been updated from the original publication.

We grow each day within the microcosm of our work environments. We awake and make our way to our respective jobs within the post office and we are faced with various challenges. No reasonable person would wake up and say, "I hope today I am bullied." This is far from what we would want to deal with, yet the reality is that our members are being bullied.

How can any reasonable representative of management behave in this manner? Not a day goes by where we don't hear about new stories of harassment on the radio, in the newspaper, or through other social media. This harassment includes race, sex, sexual orientation, gender expression, gender identity, national or ethnic origin, skin colour, religion, age, marital status, family status, disability, and conviction for an offence for which a pardon has been

granted or a record suspension has been ordered.

Our employer is obligated to provide a safe work environment for its employees: but when the employer is doing the bullying, this does not provide a safe work environment for anyone. Any type of bullying and harassment are health and safety concerns. The employer needs to lead by example, but

"Our employer is obligated to provide a safe work environment for its employees: but when the employer is doing the bullying, this does not provide a safe work environment for anyone."

what should we do when this does not happen? Always record any actions that you feel may jeopardize your health and safety, along with any witnesses that are present. If you decide to discuss this with management, it is very important to have a Shop Steward with you to take notes and be a witness to your complaint.

We have protections against this kind of behaviour in our Collective Agreement. For Rural and Suburban Mail Carriers, there are articles 5 and 24. For those under the Urban contract, the articles that apply are 5, 9, 10, 33, 54, and 56.

The world has opened up to listening to stories about the unfortunate abuse of power by employers. It takes only a few brave individuals to stand up and report such incidents. We can make change when we all support each other and work on ways of being a part of the solution. Part of this can come from our members sharing their stories of how they have been harassed by the employer. Even Shop Stewards on the workfloor have been bullied while trying to defend our members.

As we tread the waters of toxic work environments, our sisters, brothers, and cousins have often kept silent. By sharing your stories, we hope this will help in any healing you may require. If you feel you have experienced any type of harassment, bullying, or any act of violence and you are comfortable with sharing your stories, please forward them to the Local office at Health.Safety@cupwedm.net.



THE WEAPONIZATION OF HEALTH AND SAFETY AT CANADA POST

Anonymous

Despite being told by Management that health and safety is the number one concern, workers on the floor have a different experience. For our employer, it seems intimidating workers into not reporting is how they plan on reducing the number of incidents.

"Make it Safe, Make it Home," is what our boss says – on paper, at least. While further down that page they implement plans that make our jobs increasingly unsafe. You can see this with Separate Sortation from Delivery in the letter carrier depots and workers being encouraged to work multiple belts and runouts in the processing plants.

Try as I might, I will never forget when my depot's former Manager came to a staff talk and told us that our number of injuries were disgusting and that we should be embarrassed. I hope he replays this moment in his head and can recall the moment when the workers lost any respect they may have had for him.

Most of us understand that these injury numbers are tied to management bonuses and whatever the employer cost of Workers' Compensation is. But I promise you that no one is trying to get injured while at work. It hurts. It messes with our schedules. It seems to give management the impression they can give us dirty looks in order to, I guess, make us get back to our regular duties faster?

Taking all of this into consideration, I would like to share a story with you that I will not be sharing with management out of fear of reprisal.

I was delivering mail and in the distance, probably four or five houses away, I saw a dog appear from the side of someone's house. The dog wasn't on a leash and, based on what was happening, I assumed a person was following behind the dog.

I stopped immediately. A person did appear behind the dog, but they went to the front door of the house. The dog looked at me. I stayed still. The dog then started walking toward me and I began to slowly move backward. I hoped the person would notice their dog walking away, but it didn't happen.

The dog started barking and moving faster. Following my training, I continued to back away and ready my bundle of mail to put between me and the dog's mouth if the dog got close enough. The dog was growling, barking, and picking up speed. The person finally noticed and tried calling the dog back, but it wasn't working.

The person started moving faster to catch up with their dog, which only made the dog move faster toward me. I said, "Please don't chase your dog at me." My mail bundle was lowered and the dog started to try to circle around me, but it was at this point that the person caught up to the dog and grabbed the dog by the collar.

They apologized and said that the dog wasn't going to actually do anything. This is something we've all heard, but I found it especially hard to believe

considering the fact that the dog ran half a block away from its home in order to show me its teeth and share its displeasure with me.

When I got back to the depot, I shared this story with some co-workers. One of them is on the LJOHS committee. They said this was a near-miss and should be reported, but because of how management has been weaponizing incidents like this in order to discipline people, they wouldn't recommend that I report it.

Even though I was aware of my surroundings and I followed the procedure, and in the end I was safe, this incident would be used against me. I wasn't surprised to hear this, and you don't need to work here for very long to know that this is true.

This leaves us in a difficult positions. Our routes get longer and we have more opportunities to encounter unsafe situations. The job is punishing, yet reporting the things that make it more unsafe will only lead to more punishment.

I wish I had something more uplifting to end this on, but I don't. When we have management that is incentivized with bonuses and cutting costs, this is the outcome. While I'm definitely embarrassed and disgusted, it's not for the reasons the aforementioned Manager would like.



DELIVERING COMMUNITY POWER: SOLUTION OR A DEAD END?

Canada Post and thereby postal workers are at a crossroad. For some time now lettermail has been in a terminal decline with some speculating it could be extinct within the next decade. Lettermail has been the bread and butter of Canada Post since its inception and now the writing is on the wall: adapt or perish.

Both Canada Post and the Canadian Union of Postal Workers (CUPW) which represents about 60,000 Canada Post workers have their visions on how to approach the future of this corporation.

Canada Post's Vision:

Canada Post has outlined an aggressive strategy to wrestle a fair share of the market in parcel delivery and Internet shopping. This is a market that Canada Post has been sluggish getting their claws into and which has no shortage of worthy competitors ranging from UPS, Amazon and even Walmart has their hat in the ring. In the Financial Times last summer, CEO Doug Ettinger stated the future plans for Canada Post: "Plant expansions, including 14 new facilities, new services, new processes, even robotics, will be deployed as Canada Post seeks to compete for the ever-growing e-commerce market for parcel delivery. Not only would the corporation stick with five-day mail delivery, it might expand its mid-week parcel delivery service into the weekend to meet competitive pressures."

Daring and ambitious plans like these always have a cost and the bosses will shove the costs onto the backs of the working class. We see this reflected through every bargaining update that has come out since negotiations began between CUPW and Canada Post. Interestingly enough in one of the first bargaining updates the representatives of the corporation made the statement that "Canada Post told us its demands will focus on making the company more competitive in the parcel business. At

the same time, the Corporation said it had **no intention of reaching its goals on the back of postal workers.**" [bold emphasis by author]

The statement can rightfully be described as ominous and highly concerning. Two months after that update came out Canada Post sold off one of its subsidiaries SCI logistics and its in-house IT department Innovapost. It is difficult to say at this time whether this is in preparation for privatization of Canada Post, but it does show that Canada Post is seeking to institute a more brutal regime of exploitation over postal workers.

CUPW's Delivery Community Power Program:

The overarching leadership of CUPW has put their efforts into their program of "Delivering Community Power" (DCP). This program includes, but is not limited to the well-promoted idea of postal banking which the union has been campaigning on for about a decade or more now, transitioning Canada Post to be environmentally-friendly by achieving carbon neutrality, expanding delivery services by delivering groceries to people's homes and senior care check-ins. The union believes this program as the solution for Canada Post's future, that these service expansions will be profitable for the corporation and overall beneficial to communities across Canada.

We must ask ourselves if this program really will solve the problems postal workers face, but also for the problems of rural communities and environmental sustainability that is cited in this program.

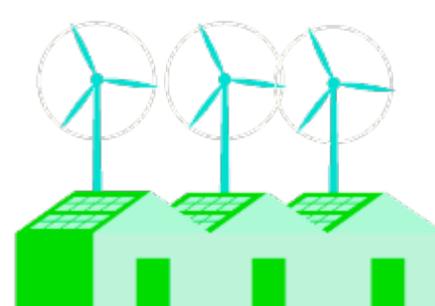
When we take Delivering Community Power as a whole, it takes a very collaborative approach to the corporation when presenting its points. DCP attempts to sway the corporation in

taking on this program by repeatedly stating in both the online and physical literature that this program would stabilize revenue, provide further business opportunities, and save on costs for the corporation. Much of the content of DCP tries to appeal to Canada Post in having an excellent public image of being a progressive corporation that cares about the environment and Canadian communities. There is a strong absence of "why should CUPW workers back this program?", all we get is the implication that if Canada Post does well, then the success will trickle down to the workers. However in the whole of human history we have yet to convince a class of vampires not to be bloodsuckers.

Let's get into some of the points of the major pillars of Delivering Community Power.

When discussing service expansions about food delivery and senior check-ins there is no mention of hiring more letter carriers or rural suburban mail carriers (RSMC) or providing basic education on senior care. Only that we have more room in our trucks for food and that workers could be allotted more time on the route to do senior check-ins. Given that an average letter carrier walks anywhere between 15-25 kilometers per day and that routes keep getting longer this plan already seems impossible and unappealing with the current conditions of existing workloads. In our current bargaining demands or through the bargaining updates at the time of writing there is little to suggest the union intends to force Canada Post to expand the work force to accommodate these service expansions or reduce existing workload. However, it is quite clear that Canada Post has and will continue to try and maximize as much work out of existing workers and automate them before hiring more workers.

Looking to postal banking the entire



thrust of the argument is stabilizing revenue and ensuring all communities in Canada have access to a bank. Curiously what isn't answered is who gets to own the postal bank? Perhaps it is assumed Canada Post would, but given that the union leaders imagine postal banking as a social service it begs the question, why would a corporation that ruthlessly exploits its workers, strips them of their collective rights on the daily and has regularly tried to smash our union act any differently than the major Canadian banks? Why would they ever use the profits to good use for us or Canadian communities?

Similar arguments are made with the various points on an environmentally friendly Canada Post. The green transition of Canada Post would be carried out through a joint environmental committee between Corporation and Union. The idea would be to have Canada Post and representatives of CUPW come and work together to deal with the environmental impacts of the workforce. For our union this would be a bloody trap and encourage the perspective that the bosses are reasonable people that can be worked with for viable solutions to the climate crisis. When in reality it is the capitalist class (the bosses) that are responsible for the vast majority of pollution that is sent into the air, water and soil. They can afford to run away from disasters but workers cannot. We only need to remember the effects of the massive fires in Fort McMurray (2016) and much of Alberta plus Yellowknife last year.

If the union leadership wants to have mass support for these service expansions and green transition it would be better if they tried arguments that would convince the people who actually make up this union rather than the enemy sitting in corporate boardrooms. The general political outlook expressed by CUPW's leadership through Delivering Community Power is one of

sensitivity to the needs of the bosses. When the strategy is to be sensitive to the needs of your enemy it precludes any possibility of carrying out the necessary strategies, tactics and actions needed at a given moment for the success of the working class over the capitalist class.

For Class War, Not Class Collaboration!

It can be stated without doubt that the bosses are not reasonable or rational people. Their only concern is to extract profit from our labour at the expense of everything else. It is from this point that we must begin to develop the goals and strategies that will lead our union and the broader working class to victories over the capitalist class.

Our union is concerned about Canada Post's future due to market competition from other large players like Amazon, UPS, Fedex, etc. This concern is brought up by workers on the floor as well. The reason corporations like Amazon have a competitive edge is because the workers in those companies make less money, have less rights, and have worse working conditions than us. CUPW should be focusing on an aggressive unionization campaign utilizing all the necessary resources, money, time and connections in helping out our fellow workers to organize rather than looking to make Canada Post more money. In this way the union will eliminate the competitive edge that rival corporations have over Canada Post by raising the quality of working conditions and wages of currently unorganized workers.

However unionization isn't an end in itself, but the beginning steps needed to solve the problems of postal workers, the problems of rural communities and a green transition. CUPW President Jan Simpson states that DCP challenges Capitalism and rights its wrongs, but without challenging the Capitalist class on its right to rule and the right to property. DCP will never be able to

challenge the existing social order or change it fundamentally. An organized working class prepares the ground for fighting against the capitalist class as a whole.

In fact it is postal workers who should have the say on what services are delivered by Canada Post. The environmental policies and green transition of Canada Post should be firmly under workers control. The competition in parcel delivery and internet shopping, whether that be Amazon, Walmart, Fedex, DHL, etc. should be expropriated under workers control and merged into Canada Post. This will help end the excess waste and inefficiency of having multiple companies with multiple facilities doing the same exact work. The same goes for postal banking and the big Canadian Banks. We should have them nationalized and merged into one worker owned bank that is run for need and want, rather than profit. This way a bank can be in every post office and it will in fact be a social service rather than a profiteering venture by the bosses against working class Canadians.

Only by actually putting all decision making power into the hands of the working class can our class build an economy that is planned, rational and based on social need and want. However that will never be attained by kissing up to the bosses, but by waging a relentless struggle for power and throwing their class into the dustbins of history. A better world can be built, but it will only come through class struggle, not by avoiding it. ✈️

Robert Hohnstein

CUPW Activist
Member of the Revolutionary
Communist Party

Reference Links: (cont'd next page)



Day of Mourning
 Each year, workers, families and friends gather
 On April 28th.
 Recognized as a day to remember
 Our fellow workers
 Who were killed, injured or suffered illness
 From work-related accidents.
 In the Province of Alberta
 Last year we lost 165 workers.
 Forever gone are those smiling faces
 Of a loved one.
 Someone's father, mother, brother, sister
 Grandma, grandpa or cousin
 No longer with us.
 On April 28th, take a moment
 To reflect on the 165 workers
 This province lost last year.

Rashpal Sehmbly



DELIVERING COMMUNITY POWER – REFERENCE LINKS (from previous page)

- <https://www.walmartcanada.ca/news/2022/06/13/how-walmart-canada-is-transforming-our-e-commerce-for-our-customers>
- <https://financialpost.com/opinion/money-losing-canada-post-esg-salvation>
- <https://www.cupw.ca/en/it%E2%80%99s-official-bargaining-begins>
- <https://www.cbc.ca/news/politics/canada-post-it-innovapost-sci-logistics-selling-off-e-commerce-1.7091267>
- <https://www.deliveringcommunitypower.ca/>
- <https://www.youtube.com/watch?v=oY-uH4x5DMc>



Kyle Turner & Ryan Malmo Harper 2024

WORD SEARCH

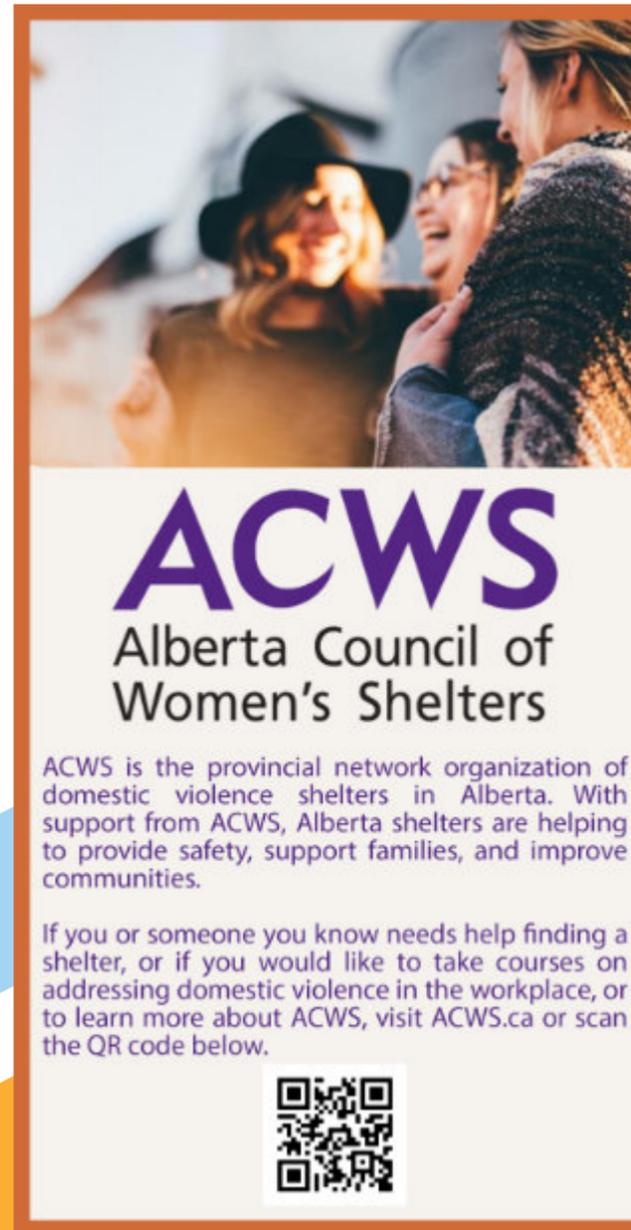
words are hidden horizontally, vertically, diagonally, forward and backward

E E R U I E R Z Y I T A T R O S
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 A C J E E P D W B M I A D E N C
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 S A W E I S X O B M U A N T W C

FIRST CLASS
 RETURN
 UNDELIVERABLE
 ENVELOPE
 PACKAGE
 POSTMASTER
 RURAL
 DEPOT
 BUNDLE

POSTAGE
 SATCHEL
 ZONE
 INTERNATIONAL
 SCANNER
 TRACKING
 URBAN
 PORTION
 VOLUME

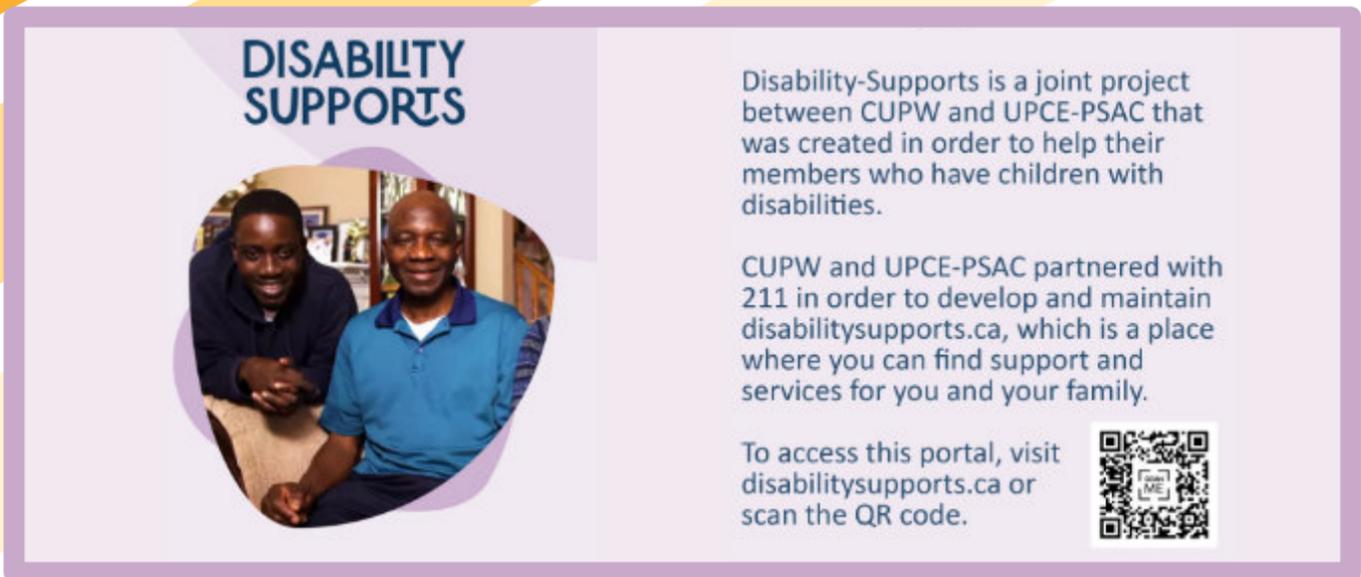
LETTER CARRIER
 REGISTERED
 BARCODE
 DELIVERY
 SENDER
 CLERK
 UNADDRESSED
 SORTATION



ACWS
 Alberta Council of Women's Shelters

ACWS is the provincial network organization of domestic violence shelters in Alberta. With support from ACWS, Alberta shelters are helping to provide safety, support families, and improve communities.

If you or someone you know needs help finding a shelter, or if you would like to take courses on addressing domestic violence in the workplace, or to learn more about ACWS, visit ACWS.ca or scan the QR code below.

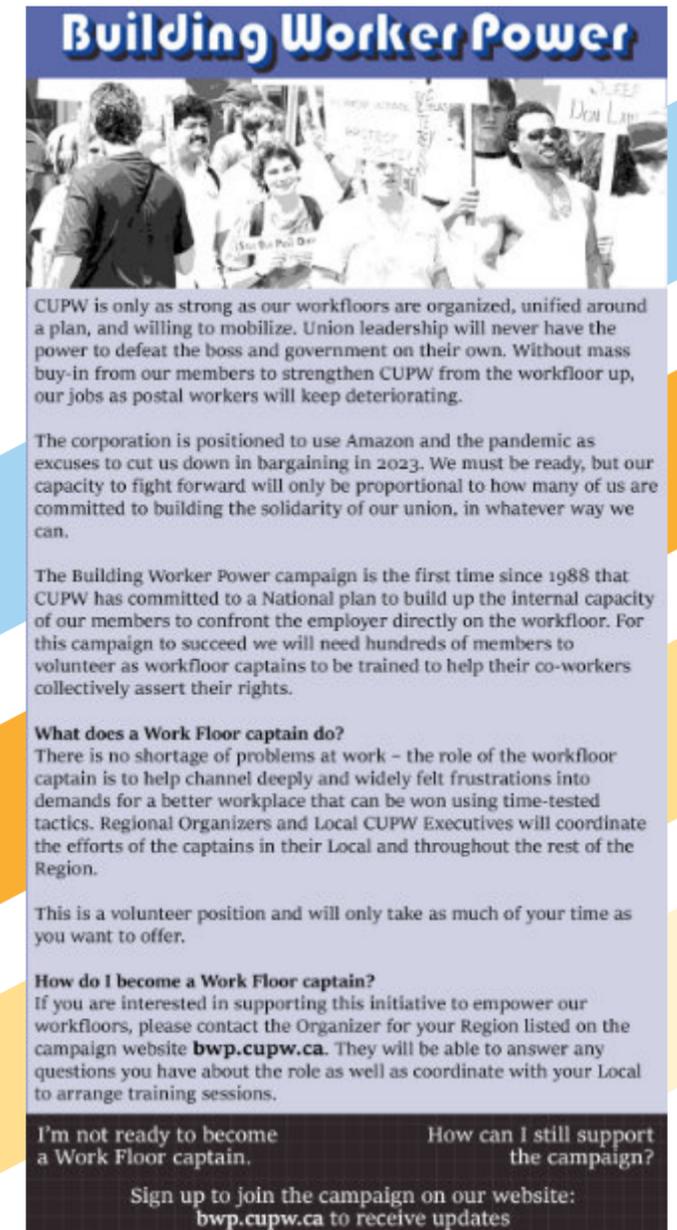
DISABILITY SUPPORTS



Disability-Supports is a joint project between CUPW and UPCE-PSAC that was created in order to help their members who have children with disabilities.

CUPW and UPCE-PSAC partnered with 211 in order to develop and maintain disabilitysupports.ca, which is a place where you can find support and services for you and your family.

To access this portal, visit disabilitysupports.ca or scan the QR code.

Building Worker Power



CUPW is only as strong as our workfloors are organized, unified around a plan, and willing to mobilize. Union leadership will never have the power to defeat the boss and government on their own. Without mass buy-in from our members to strengthen CUPW from the workfloor up, our jobs as postal workers will keep deteriorating.

The corporation is positioned to use Amazon and the pandemic as excuses to cut us down in bargaining in 2023. We must be ready, but our capacity to fight forward will only be proportional to how many of us are committed to building the solidarity of our union, in whatever way we can.

The Building Worker Power campaign is the first time since 1988 that CUPW has committed to a National plan to build up the internal capacity of our members to confront the employer directly on the workfloor. For this campaign to succeed we will need hundreds of members to volunteer as workfloor captains to be trained to help their co-workers collectively assert their rights.

What does a Work Floor captain do?
 There is no shortage of problems at work – the role of the workfloor captain is to help channel deeply and widely felt frustrations into demands for a better workplace that can be won using time-tested tactics. Regional Organizers and Local CUPW Executives will coordinate the efforts of the captains in their Local and throughout the rest of the Region.

This is a volunteer position and will only take as much of your time as you want to offer.

How do I become a Work Floor captain?
 If you are interested in supporting this initiative to empower our workfloors, please contact the Organizer for your Region listed on the campaign website bwp.cupw.ca. They will be able to answer any questions you have about the role as well as coordinate with your Local to arrange training sessions.

I'm not ready to become a Work Floor captain. How can I still support the campaign?
 Sign up to join the campaign on our website: bwp.cupw.ca to receive updates

SOLIDARITY STYLE

OFFICIAL CUPW 730 T-SHIRTS AND MERCH



TOTE BAG \$10
MUG \$10
PATCH \$5

T-SHIRTS \$30
"COMRADE" PRICE \$40

ALSO AVAILABLE IN WHITE AND
MONOCHROME BLACK EDITIONS



CONTACT THE LOCAL OFFICE FOR PAYMENT AND DELIVERY OPTIONS
FOR ALL MERCH



CUPW730.CA

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