

InsideOut

**Canadian Union of Postal Workers
Edmonton Local**

NOVEMBER 2013



From the Editor....

Hal Russell Bench Memorial

Thanks to all of you who have made it possible for the bench memorial to go ahead! The bronze plaque is being constructed and when ready, sometime around the first part of December, there will be an event for the installation of the bench. Stay tuned!



Municipal Elections

Election Day on October 21st was not handled very well in the workplace, was it? The employer was phoning Wave 2 carriers from Depot 2 at home on the weekend. I guess it was a surprise that the election rules say 3 consecutive hours must be provided for workers to vote on that day? Even though we have managed to do this correctly for several other elections???? And the employer chose to begin the volume count on the same day. Well, just so there is lots of warning, the municipal terms of office are 3 years and the next election day **when the same rules will be in place, is October 18, 2016.**

Teri Roland Resigns

Sister Teri Roland has resigned from Canada Post. It has been a huge pleasure to work with her at Depot 2 and at the Parcel Hub downtown. Dedicated to helping others, kind and thoughtful: Teri never stopped believing that we could make a difference and that working together we could achieve all things! She inspired us, laughed with us, cried with us and challenged us to be the best we could be. We wish her every success in the future and thank her so much for all that she has done to make the workplace and the union a better place. We love you Teri! (see Teri's article in this issue)

Arbitrator Burkett Rules PT Bundle System Less Safe Than Previous Delivery System

Ok, no surprise here. Any carrier who is trying to work by the new rules with bundles of sequenced letters and flats and bundles of manual sort mail letters and flats and bundles of admail, plus parcels, is not surprised to learn their job has become more dangerous. So will carriers be told to sort the sequenced into the case? Will Canada Post tell carriers to combine the mail into one bundle in their vehicles, secretly, sitting on a side street somewhere? Or will Canada Post discipline carriers who dare to work more safely??? This is serious stuff.

Local mini-leaflets distributed in the workplace on Monday October 28th put it very succinctly:

“The delivery method is an element of the work routine that can be controlled and in respect of which a direction could be issued under the Code should it be found that the delivery method causes an increased risk to the health and safety of letter carriers.”

“I am satisfied that the long and short mail carried on the forearm under the two bundle delivery method constitutes a danger beyond that present under the one bundle delivery method that has the reasonable potential to increase the risk of slips, trips and falls that more likely, than not, will result in additional

Continued page 14...



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

Check Your Paystub, Recovery of Overpayments, Calculate the Admail Rates of Pay, Don't Exceed Weight Limits for Carry

Howdy.

I want to take a moment to remind people of a few provisions in the collective agreement that have come up of late.

We all know it's important, but we all know that there are those among us who are still not checking their paystubs on a regular basis. We have many members with pay issues and many reported problems with HR Access and it troubles me knowing that some errors are almost certainly going unnoticed.

When the corporation deems there has been an error, whether that error is real or not, they will often impose a recovery of overpayment.

Article 35.06 in your collective agreement lays out the process they are required to follow to collect that overpayment, and that includes the requirement to inform you of the intention to recover, inform you of the reason, and where the recovery is over \$50 they must limit the deduction to ten percent of your pay each pay period.

There is an exception to this which appears in 20.12 which covers the appeal process if the Disability Management Provider denies your claim to the STDP. **In 20.12(b)** non-compliance with the Short-Term Disability Program allows them to deduct at 100 percent. This is an exception we must try to eliminate in negotiations for the next contract as it has caused severe hardship for some of our members.

On another subject entirely, there have been some questions involving flyers and for some of the newer people or those who have forgotten I wanted to give a little refresher on a couple of these issues. One issue that arises is when flyers are distributed

after noon. **48.05** tells us that flyers are to be distributed before noon if they are to be processed for delivery starting the next day. If you have flyers distributed after noon you should approach your supervisor and ask if they delivery period will be extended, or if they will be paid a compression rate. So under **Appendix 'D'** in the contract, 2.0 (b) says that mail that falls outside of size, weight and **Delivery Day** specifications are not delivered by letter carriers. Now in 7.1 (b) there is the notwithstanding clause for the 2.0 (b) statement. "...an additional piece payment of 2.3 cents will be paid for each piece of compressed mail."

So. If the admail is a regular piece if it is 2-day then one third should be paid at 4.6 cents, and the rest at 2.3 cents each.

If it is one-day delivery then at least two thirds should be paid at 4.6 cents.

If the admail is oversize or overweight then follow the charts in Appendix 'D' and add 2.3 cents accordingly.

Single-day compression would result in 100 percent coverage, which is certainly a valid reason for overtime. Additionally, remember there is a provision for overburdening



in the same appendix. 3.0 covers high volume situations. It may be possible, through consultation, to extend delivery to alleviate overburdening. Urban carriers do have the option of requesting a cart.

Remember that 33.05 tells us employees are responsible for taking necessary measures to ensure their health, safety and well-being. Do not carry more than 35 lbs. Multiple trips to the vehicle to complete a loop when required are a valid reason for overtime.

In Solidarity,
Jerry Woods
Canadian Union of Postal Workers
Grievance Officer
Edmonton Local



THE STRUGGLE CONTINUES.....

Depot 9 Timings to be ReDone during Rush Hour : Retroactive Pay to be Issued

The Depot 9 PT Restructure was ruled as flawed by Arbitrator Jolliffe (Art. 47.11 grievance). Mr. Jolliffe ruled that Arterial Timings (Wave 2 17:00 drive times) should be done at the actual time of day (afternoon rush hour). The Depot 9 timings need to be re-done, and any retroactive payments made. The Arbitrator had also ruled previously that route irregularities identified by the Union had to be corrected, unfortunately after the routes were built.

The ruling did not direct the restructure be thrown out, given that Depot 9 is being restructured again shortly.

Mr. Jolliffe also stated that delivery procedures should conform to the Letter Carrier Route Measurement System. Since the Corporation no longer gives credit for things that any Letter Carrier with pride in their job does, members completing or correcting incomplete or incorrect addresses should claim overtime for any significant time spent performing these duties, which are still expected by everyone. Likewise parcels that don't fit the mailbox and should be carded-out, not left between the doors - the "new" (unwritten) direction.

New restructures are now underway in Fort Saskatchewan, Depot 2 and Depot 9. CUPW Observers are on hand, monitoring the Volume Counts and Route Builds. The ruling on Wave 2 drive times needs to be applied, and the Corporation has not, as of this writing, signaled if they will comply with the Jolliffe ruling.

\$25,000.00 AWARD for FORCED-BACK LCs IDENTIFIED as DENIED SENIORITY IN PICKING PORTIONS

The Local has achieved a settlement for payment for Letter Carriers Forced Back who filed grievances, or who were identified in grievances filed by their Shop Steward, when their seniority rights to pick portions were denied, after Call-Back "volunteers" picked,

after the Corporation defied an Arbitration ruling between 2003 and 2007. Payments should be made by early in the New Year.

Thanks to our Grievance Officer Jerry Woods for securing this agreement.

SEVERANCE GRIEVANCE PAYMENTS MADE FOR TEMP TIME IN ACTING ASSIGNMENTS

A number of members have received payment from grievances filed by the Local for incomplete Severance Payouts after the 2003 Contract Agreement. Records were not complete, but significant payouts were made, in Edmonton and Nationally. Thanks are due to our Grievance Officer at the time, Sister Carol Read, for a thorough presentation of these issues.

Greg McMaster
Route Verification Officer
October 16 2013



Unnecessary Use of Emergency Strains Health Care System



This summer there were several instances where management insisted on workers going to the emergency room when it clearly was not an emergency. This seems to be happening once again. So, again:

It is understood that all workplace injuries are to be reported, but not all reported injuries require a trip to emergency.

The emergency room at the hospital is for emergencies. Most injuries require minor treatment and documentation (recorded in the First Aid Book in the workplace, First Aid Kit, attention by a First Aid Attendant). Treating a bruise as if it is a severed limb is not only ridiculous but irresponsible.

We believe Canada Post Corporation may be forcing people to go to the emergency room to discourage them from reporting their injuries. Everyone should feel at ease reporting minor injuries without it being turned into a major incident with the maximum amount of hassle. It wastes Post Office time and money, it wastes the Canadian public's money, and it puts unnecessary strain on emergency room staff. We have no record of anyone being disciplined for refusing to go the emergency room and we will grieve and fight any discipline by any means we can should such discipline occur.

If you see a member being coerced into an unnecessary trip to the emergency room, please contact your steward or the union office as soon as possible. Make sure you and your co-workers use your right to complain under article 9.07 of the collective agreement and let them know that our public health care system is not simply another tool for Canada Post Corporation to 'discipline'

its workers. Document the entire incident and management response for use in any relevant grievances or media releases.

First Aid Training (The following information is found in Article 33*)

First Aid Attendants (a physician, nurse or employee holding a valid industrial first aid certificate issued by a recognized organization) are to be present in each workplace. The collective agreement provides for the **Local Joint Health and Safety Committee** to establish a list of candidates to receive first aid training from employees proposed by both parties.

First Aid Training is paid for by the employer and the cost of refresher courses is also covered. Time off for the duration of the courses is without any loss of salary. Designated employees who possess a **St. John Ambulance standard first aid certificate** or equivalent, shall have access to the first aid room and the first aid kits at all times.

The Corporation shall take the necessary measures to ensure that a **sufficient number of first aid attendants are available** and that employees can obtain the assistance of a first aid attendant **easily**

and rapidly. A list of all the first aid attendants and the locations in which they may be found shall be posted in all postal installations.

First Aid Kits

The Corporation shall provide first aid kits in **all postal installations and vehicles**, keep the kits in good condition and make them accessible and available to employees at all times.

Free Transportation in the Event of Serious Illness or Injury

The Corporation agrees to provide, at no expense to the employee, appropriate transportation to the nearest physician or hospital and , from there , to his or her home or place of work depending on the decision of the attending physician, when such services **are immediately required** for an employee as a result of :

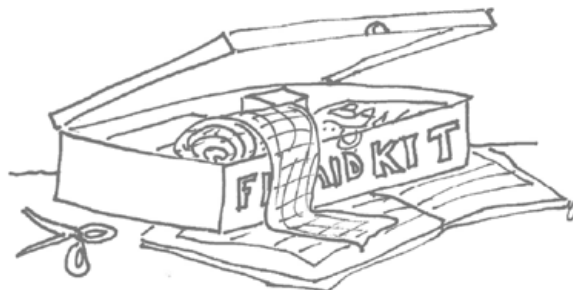
- (a) Injury on the job, or
- (b) A heart attack or other serious ailment which occurs on the job, and to notify the appropriate local of the Union of incidents of this nature.

Medical Examinations


Where the Corporation requires an employee to undergo a medical examination by a designated qualified practitioner, **chosen by the employee**, the examination will be conducted at no expense to the employee. Insofar as possible, an appointment for an examination will be scheduled during the working hours of the employee, but where an appointment for an examination is scheduled during an employee's non-working hours, he or she shall be excused from duty for a period of three (3) hours on either the shift immediately prior to or the shift immediately following the examination, at the option of the employee concerned.

Lorraine MacKenzie
Health and Safety Officer
CUPW Edmonton Local

*our emphasis added




PARKLAND INSTITUTE'S 17th ANNUAL FALL CONFERENCE



FACTS, FICTIONS, AND THE POLITICS OF TRUTH

The control, suppression, and manipulation of information are playing an increasingly important role in all aspects of our society. From whistleblowing to censorship, surveillance to marketing, media to knowledge-hierarchies, the facts are not always easy to discern or easy to access.


November 22nd-24th, 2013
University of Alberta Campus, CCIS (Centennial Centre for Interdisciplinary Science)




Featuring:

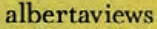
Christopher Hedges
Friday, November 22
7:00 pm - 9:00 pm
"Days of Destruction, Days of Revolt"
Journalist and bestselling author Chris Hedges has reported from over 50 countries and four continents. He was part of The New York Times' team that won the Pulitzer Prize and has received Amnesty International's Global Award for Human Rights Journalism. He has worked for National Public Radio, The Christian Science Monitor and The Dallas Morning News.


Additional speakers include:
Munir Sheikh - former Chief Statistician for Canada
Katie Gibbs - from Evidence for Democracy and Science Uncensored
Julie Cruikshank - Department of Anthropology, UBC
Arno Kopecky - journalist and author of *The Oil Man and the Sea*
...and many others.





For more information visit: parklandinstitute.ca/fallconf2013

















THE STRUGGLE CONTINUES.....

Sister Teri Roland Says Good-Bye and Reflects on CUPW and CPC

I have worked with CPC for 8 years. In those eight years I have grown and been enlightened to how big business truly works. I have had my ups and downs with the company.

I started out as a term working as a PT MSC out of Depot 11. Then Canada Post began the parcel model and all MSCs started to work out of the EMPP. This was when I got my permanent status. I worked PT on the weekends and really enjoyed this shift as it gave me the opportunity to spend time with my family. I then began working FT as an MSC until the postal transformation. I was forced to become a letter carrier which was something I didn't want to do. The one positive thing was I was able to meet some great people at Depot 2 that I never would have met as an MSC.

I have been active in the union for a few years. I became involved because I could not handle watching people's rights be violated almost on a daily basis. Working with the union was an amazing experience. It did come with its own ups and downs but it gave me such confidence and a sense of comfort knowing that I had all these sisters and brothers willing to fight the struggles I was seeing on the work floor. Our union gave me a feeling of community, strength and solidarity.

I became a steward a few years ago to help members on the floor as well as to learn what rights I had. After I had taken the course I realized I needed to be mentored by more experienced stewards. This was when I really starting learning. I found great role models to learn from. A big shout out to Todd Brooks, Greg McMaster, Karen Kennedy, Bev Ray, Carol Read, Nick Driedger and many more who all were there to help me with any question I had.

As I became more confident in my knowledge I decided that I wanted to become more active in our local so I decided to run for organizing officer. This

was when my eyes were truly opened on the fight that we had with the employer. I became even more active and sat on the education committee as well. When the Education officer position was up for election I decided to run for the position. I knew all the education I was provided from our union had made me grow so much as a person and I wanted to be able to share this with every member I could.

I had many great experiences while working at Canada Post, all related to working with the public. There is nothing more satisfying than seeing that you brightened someone's day by bringing them a gift from a loved one. My favourite memory was around Hallowe'en time and I delivered a parcel to a young boy who was going to be batman. When he realized I had brought his costume he ran out of the house and wrapped his arms around me. Pure joy was on his face and it made me feel that what I was doing was worth every ache and pain I had from the workload.

It was a couple years ago that I received some bad news from my doctor saying that I had arthritis through my whole body. My doctor said I would not be able to do this job anymore due to my physical limitations. I chose to ignore this as I loved my job and co-workers and have never been one to let someone tell me I can't do something. Then I was forced to be a letter carrier. I found myself being very sore each and every day. My joints ached and I could feel the deterioration of my body. I wasn't able to do as much with my children when I got home after work because I was too sore and too tired. There were days that I could barely move after work because of the workload that was put on us with postal transformation.

(continued....)

(Teri Roland Says Good-Bye.....continued)

Working with our union was a great experience for me. I loved fighting for what was right. I was able to educate myself with the help of many people, as well as the educationals I attended. The strike/lockout was both the high and the low for me with our union. The solidarity we had with the strike vote was amazing. I truly felt we were 50,000 strong! We all knew we were getting bullied and pushed around by the employer and none of us were going to take it. Then we were locked out and the legislature back to work this was a huge low as I saw everyone down and out. There was a sense of defeat because of our government getting in the middle of our labour dispute. Members on the floor were disheartened. Even myself, who has always been up for a fight, felt apathetic. I didn't know how we were going to be able to fight for our rights with the government interfering in our collective bargaining with the employer.

I think now with postal transformation our union at all levels needs to continue fighting for our Health and Safety. PT has made our jobs extremely physical. I have seen so many strong and capable members who have been injured due to the repetitive and heavy work that is required for PT. I am talking about both inside and outside workers. We need to build the solidarity we once had to fight for our right for collective bargaining. We need to build allies through the labour movement because collectively we can win the fight we are facing.

For someone new to Canada Post my advice would be for them to educate themselves on their rights. Go to union meetings, take educationals, inform yourselves of the struggles we are facing as workers. Together you can win what is fair... alone you will get nothing.

I will miss working with all the sisters and brothers I have met during my time at Canada Post. It has been great working with all of you. I will always be there standing beside you all during the struggles you face.

In solidarity
Teri Roland



**Nancy Dodsworth (left) and Teri Roland
on a support picket**

CUPW EDMONTON LOCAL

GENERAL MEMBERSHIP MEETING

Sunday November 3, 2013

6 PM to 8 PM

Green and Gold Room Commonwealth Stadium (use team store entrance,
parking at the LRT lot across the street)

Agenda

Notices of Motion **1. SOCIAL COMMITTEE** Social Committee plan events for all member and families using up to \$8000.00 from the social fund and not from the union dues and to have the committee provide information to the July GMM.

2. WOMEN'S COMMITTEE Whereas under the National constitution Women at the Regional and National levels of the union are required to be members of the National Women's Committee, Whereas in order to educate, develop leadership and promote the issues impacting women, Whereas we are committed to promoting the issues of women and women in leadership, **Therefore** be it resolved to change the Local Bylaws to be brought in line with the principles of the National Constitution. That all women elected to the Local Executive Officer positions will automatically be members of the Local Women's Committee.

Local Committee elections

Trustee Committee	3 members, 1 alternate (Sept 2013-2015)
Social Committee	1 member (to Nov 2014)
Women's Committee	8 members (Sept 2013-2015)
Education Committee	1 member (to Nov 2014)
Social Committee	1 member (to Nov 2014)
Human Rights Committee	2 members (May 2013-2015)
Environment Committee	3 members (May 2013-2015)
Route Measurement Committee	4 members (October 2013 to 2015)
Health & Safety Committee	4 members (October 2013 to 2015)
AFL Women's Committee	1 member, 1 alternate
AFL Health & Safety Committee	1 member, 1 alternate

Person's Day Breakfast

The LEAF (women's legal education and action fund) annual Person's Day Breakfast took place on September 30th this year at the Delta hotel in downtown Edmonton.

Members of the Local attended the event marking the date in history when most women in Canada won the right to be considered persons under the law. This year for the first time an award was presented by the local LEAF in recognition of work done to achieve equality for women. The first winner of the award was Jan Reimer.

The guest speaker at this year's event was Carmen Aquirre, author of *Something Fierce: My Life as a Revolutionary Daughter*, now a Vancouver playwright and actor. The presentation was done in interview style with Portia Clarke from CBC. Carmen Aquirre's young life was filled with unusual experiences as she moved with her mother, younger sister, and stepfather from Canada back to countries bordering Chile and then, secretly, into Chile itself. The book details the identities that they assumed to protect themselves and others working with them. Although she chose her words carefully, her reports



Susy Fong, Carla Fiddler, Mary Lussier



Ramon Antipan, Nick Driedger, Cathy Furtak



Carmen Aquirre is interviewed by Portia Clark from CBC

THE STRUGGLE CONTINUES.....



Carol Read, Sami Kennedy, (Don Iveson in background), Elaine Hauer, Bena Pattni

on the current situation in Chile draws one to conclude there remains a deep split in that country.

The accomplishments of LEAF over the past year were provided by a representative from LEAF National.

LEAF also announced the goals that they have set for this year, one of them being to focus on the issues confronting Aboriginal women.

Karen Kennedy
for the Local Women's Committee



Darcy Griffiths, Jerry Woods



**Jo-Ann Kolmnes , Chair of LEAF
Edmonton, presents the first annual LEAF
Recognition Award to Jan Reimer**

From the Editor, continued from page 2....

injuries to letter carriers..." Kevin M. Burkett, Arbitrator, National Grievance N-00-07-00032
Section 217.1 Canadian Criminal Code

"217.1 Every one who undertakes, or has the authority, to direct how another person does work or performs a task is under a legal duty to take reasonable steps to prevent bodily harm to that person, or any other person, arising from that work or task."

National Union Sponsors and Sends Delegates to W3 Work in a Warming World Conference

At the end of November, a conference on Climate Change and the Workplace is being held at the University of Toronto. CUPW is one of the sponsors of the conference and we are sending a delegation of 8 individuals, one from each region. The head of the delegation is Brother Donald Lafleur, 4th National Vice-President of CUPW. Brother LaFleur has long championed the environment and living and working with respect for future generations and the Earth. A survey has been circulated to every local to capture the state of 'greening' in Canada Post across the country, and the 'greening' of the union across the country. This work is being co-ordinated by a researcher, Karen Hawl. As the representative chosen from the Prairie region, I will do my best to provide information on the work we are doing here and to bring back a report for the local on the conference. Please feel free to contact me if you have anything you would like communicated there.

And Canada has recently announced that the targets agreed to for reduction of Green House Gases by 2020 will not be met. Clearly the focus on the environment and sustainable living is not winning. It is only if we as individuals make significant changes to the choices that we make, that the world will change. That means: ride your bike or walk. Take the bus. Reduce your energy costs\use. End your reliance on fossil fuels. Reduce, Reuse, Recycle. Compost. Buy less. Buy local. Think about water consumption. Don't buy Styrofoam. Grow your own vegetables. Go organic. Stop using pesticides and chemicals that run into our rivers and streams. Build Net Zero homes and use alternative energy like Solar Panels or Geothermal. Support only companies that care about the environment. Consumers can make a difference. And as voters vote for politicians who care about the environment and will stop the destruction of natural areas and selling off of our water.

Union Office Repairs Required or Possible Move

The local executive is considering moving to another location. The office is needing repairs at this point and, although there is a promise to consider all options, the majority of the executive seems to prefer a selling of the current office (which we own free and clear) and a purchase of another property somewhere else in the city. This will all be voted on at a General Membership Meeting. The options as they stand at the moment are: Repair and Renovate the current building (with a builder or a green builder), Tear down and Rebuild on the current location (with a builder or a green builder), Sell the current location and purchase an office at another location, or lease another location. Got suggestions? What an opportunity to model a NetZero reno with a Green Builder!

Karen Kennedy
Editor



Edmonton Local Executive Committee

President...Bev Ray (**full time union**) (from letter carrier)
 Secretary-Treasurer...Cathy Furtak (**full time union**) (PO5 EMPP afternoons)
 Grievance Officer...Jerry Woods (**full time union**) (from letter carrier)
 Health and Safety Officer...Lorraine MacKenzie (**full time**)(PO4 EMPP nights)
 Vice-President.....Raj Sharma (PO5 EMPP afternoons)
 Chief Steward-Bulk...Gohar Zaidi (PO4 EMPP day shift)
 Chief Steward Carriers...Carol Leighton (letter carrier EDDD)
 Chief Steward Letters...Parminder Pannu (PO4 EMPP afternoon shift)
 Chief Steward - Maintenance... Norm Burns (Maintenance EMPP)
 Chief Steward MSC's...Todd Brooks (MSC 5-ton shuttle EMPP)
 Chief Steward RSMC's...Sue Wilson (RSMC Delton)
 Chief Steward Affiliate Offices...Mike Painchaud (letter carrier Rosedale)
 Education Officer...Teri Roland (letter carrier Depot 2)
 Recording Secretary...Nick Driedger (letter carrier EDDD)
 Sargent-at-Arms\Editor...Karen Kennedy (PO4 Registration...Depot 2)
 Organizing Officer...Nancy Dodsworth (letter carrier EDDD)
 Route Verification Officer...Greg McMaster (MSC EDDD)



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



Inside Out Deadlines

Friday at noon

December Issue: November 8, 2013

What's Happening

November 3...General Membership Meeting 6pm to 8pm

November 6....Local CUPW Pension Course

November 7...Environment Committee meeting 5pm

November 7,8,9...3 day Shop Steward Training Local

November 15,16,17...3 day Solidarity Skills I Local Executive

November 21...Local Executive meeting

November 22,23,24...Parkland Institute Annual Conference

December 1...General Membership Meeting noon to 2pm

December 10...AFL Open House

January 15...Local CUPW Pension Course



Peggy McKinley retires from Depot 2 October 2013 (photo Cordell Ferguson)