

# InsideOut

Canadian Union of Postal Workers  
Edmonton Local

November 2015



*CUPW Union Flags - The Struggle Continues / La Lutte Continue (Photo by Nancy Dodsworth)*

### CUPW Edmonton

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

**NEW LOCATION** 18121 – 107 Avenue  
Edmonton, Alberta  
T5S 1K4

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



- \* **The Edmonton Local Office has moved to a new location: 18121 - 107 Avenue, Edmonton**
- \* Office hours are Monday though 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:

### CUPW Edmonton Local 730 - Executive Committee

#### Full-Time Officers / Staff

780-423-9000:

PRESIDENT	Larry Dionne	<a href="mailto:union@cupwedm.net">union@cupwedm.net</a>	<i>extension 1</i>
SECRETARY TREASURER	Todd Brooks	<a href="mailto:todd@cupwedm.net">todd@cupwedm.net</a>	<i>extension 2</i>
GRIEVANCE OFFICER	Jerry Woods	<a href="mailto:jerry@cupwedm.net">jerry@cupwedm.net</a>	<i>extension 3</i>
HEALTH & SAFETY OFFICER	Lorraine MacKenzie	<a href="mailto:lorraine@cupwedm.net">lorraine@cupwedm.net</a>	<i>extension 4</i>

Part-Time Administrative Assistant	Trish Schlag	<a href="mailto:info@cupwedm.net">info@cupwedm.net</a>	<i>extension 6</i>
------------------------------------	--------------	--	--------------------

#### Chief Stewards

CHIEF STEWARD LETTER CARRIERS:	Steve Cowtan
CHIEF STEWARD MSC	(vacant)
CHIEF STEWARD SHIFT 1	Amir Sheikh
CHIEF STEWARD SHIFT 2	Gohar Zaidi
CHIEF STEWARD SHIFT 3	Parminder Pannu
CHIEF STEWARD RSMC	Harry Clark
CHIEF STEWARD WICKETS & AFFILIATES	Michelle Ream
CHIEF STEWARD MAINTENANCE	Norm Burns

#### Table Officers

VICE PRESIDENT	Raj Sharma	
EDUCATION OFFICER	Chris Hepburn	
RECORDING SECRETARY	Carmen Loiselle	
SERGEANT-AT-ARMS / EDITOR	Lisa Swaren	<a href="mailto:editor@cupwedm.net">editor@cupwedm.net</a>
ORGANIZING OFFICER	Ajay Sharma	
ROUTE VERIFICATION OFFICER	Kathleen Mpulubusi	

# InsideOut

November 2015 Edition

Canadian Union of Postal Workers  
Edmonton Local 730



*Cover Photo: CUPW Flags (Nancy Dodsworth)*

- 2 Your Local Executive
- 3 Table of Contents
- 4 From The Editor  
*Lisa Swaren*
- 5 November 2015 Calendar  
October Errors & Omissions  
**CUPW OPEN HOUSE January 2016**
- 6 What About LJOSH? An Interview with  
Brian Mottershead  
*Carmen Loiselle*
- 8 Developments and Events 2015 -  
In Review
- 12 Know Your Rights  
*Steve Cowtan*
- 15 So Many Numbers... So Little Time...  
(Notes From The Route Management  
Committee)  
*Kathleen Mpulubusi*
- 16 Activist Word Find

InsideOut is published ten times per year 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.

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 onto the Committee.

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 email below. Please include your full name, return email a/o mailing address and a phone number with your piece.

**January Edition Deadline:**

Sunday, November 15, 2015 at twelve, midnight

**The Editor, InsideOut**

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

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

**InsideOut Committee:** *Vimal Sharma,  
Carmen Loiselle, Michelle Ream*  
\* (Four member committee: one vacancy)



## From the Editor

The election is over, but the fight to RESTORE door to door delivery is still on. Fortunately, we've already had good news on that front. Although the Liberal Party has (so far) refused to comment on Canada Post's suspension of efforts to stop door-to-door delivery, our new prime minister-designate, Justin Trudeau may have a hand in the change. In their election platform, the Liberals pledged to impose an immediate moratorium on the plan to end door-to-door mail delivery. They also promised a full review of Canada Post's business plan (including their very antagonistic "five-point plan").

As we go forward, I ask you to consider something very valuable... the cost of a stamp. I'm going to go farther than that. I'm going to suggest that a stamp is a legal document. It's certainly more than a receipt. When stamps were first offered to Canadians back in 1851, for pence not cents, they were purchased in return for a specific service; the delivery of mail to the address noted on the parcel or package. We should get what we pay for. Is someone allowed to sell you a chocolate bar, but only give you a wrapper because chocolate is expensive?

So many of you say you believe that Canada Post "can't afford it". Yes they can. They can afford to sponsor the popular television show, Dragon's Den. They've somehow afforded hundreds of thousands of dollars in bonuses for CEO, Deepak Choprah and his elite. They have increased their already profitable position in many ways, yet they claw back services that were paid for in advance, with postage stamps!

Last year Canada Post argued that they were going to lose 200 million. The Conference Board predicted Canada Post would see a loss of 400 million in 2014. Surprise: it didn't happen. In fact, last year the Post made a profit of 200 million. Canada Post makes a profit while providing established service. Door-to-door service is not an issue. Apparently, nor are profits.

Competition? Canada Post seems to have competition in the courier services of Purolator, DHL, FedEx, UPS, ICS, (etc.). Not so. Canada Post owns Purolator. So that doesn't constitute competition. As postal workers, we know who delivers so many parcels on behalf of all the other couriers: we do. The other couriers are our customers. We deliver when and where they cannot. It's called the final mile. Though a few businesses offer delivery to some final miles, it comes at a shockingly high price.

Please be brave as consumers and demand what was paid for. Remember what each stamp represents. We already paid for service. The public deserves better. It looks like we are suddenly in a position to take better. Let's push to RESTORE DOOR-TO-DOOR!

Lisa Swaren, Sergeant-At-Arms / Editor  
CUPW Edmonton Local  
Shop Steward, Shift 3, EMPP

---

# November 2015 Calendar

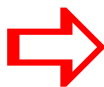
---

All Union Membership and Committee Meetings are held at the CUPW Office (Unless Otherwise Specified)

Saturday, November 7

[InsideOut Committee Meeting](#)  
11am - 12 noon

[Know Your Rights:  
Letter Carrier Meeting](#)  
1:30pm - 3:30 pm



Friday - Sunday), November 13 - 15

[CUPW Prairie Region Education Seminar \(Chateau Lacombe\)](#)

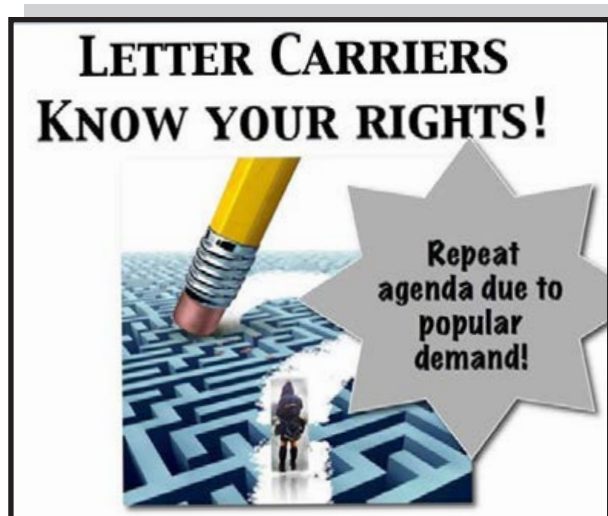
Sunday, November 15

[Deadline for Submissions:  
InsideOut \(midnight\)](#)

Wednesday, November 18

[Social Committee Meeting](#)  
1pm- 2pm

[Organizing Committee Meeting](#)  
7-9pm




---

## October Errors & Omissions

Shelley Chaykowski (retired after 33 years)  
She was one of the BEST Shop Stewards (for at least 20 years); great memories; supervisors ran away when they heard her voice. Thank you for fighting for the workers Shelley! Comments and Photo by Yvette Brusseau

Photos of Hal Russell Memorial Bench by Sandy McAlear

### [Spelling Corrections:](#)

Marie Sharpe, Save Door-to-Door Campaigner  
John Oparyk, Tech Services Retiree (EMPP)  
Retiree Lorne Archibald (not Lorna)

---

## Ahead In January:

CUPW wants to celebrate our move to a new office. Let's mark our 2016 calendars for our:

**CUPW OPEN HOUSE**  
Saturday, January 16th, 2016  
10am to 2pm  
**NEW OFFICE: 18121 - 107 AVENUE**

- \* This is a family friendly event
- \* More details to follow

Watch for it in next month's InsideOut!



## What About LJOSH? An Interview With Brian Mottershead

In early June of 2014 I interviewed Brian Mottershead about the time he has spent on the LJOSH Committee. LJOSH is a loose acronym for the “Local Joint Health and Safety Committee”. It’s called “joint” because the committee is co-chaired by CUPW (Union) and CPC (Management).

Until his recent retirement, Brian was a member of the committee for three years. The CUPW member portion of the committee consists of two members for each shift. Currently, CUPW members include Jim McCauley (co-chair), Raj Sharma, [Gohar Zaidi, Amir Sheikh, Marie Sharpe, Sanjiv Gupta, Jeff Rose, Michelle Tarnowski, Carla Fiddler and soon replacing Brian Mottershead, Miriam Wali]. The committee meets every month; meetings rotate to each shift. Sometimes they invite a Health and Safety Officer to sit in.

I asked Brian what happens if our Union and Management are not able to agree on a given

issue. He explained that a review and mediation process is set in motion. If that is unsuccessful, the issue can be escalated to the regional level, and even the national level (depending on the circumstances). An example is the unregulated heat problems in the EMPP (Edmonton Mail Processing Plant).

My next question to Brian was, “What are the issues he considers ‘wins’ for the Union side of the LJOSH Committee?”. One example he mentioned is there are now five AED’s (defibrilators) installed in the Edmonton Plant.

I would like to note here that in terms of day-to-day issues that come up, the LJOSH Committee carries a lot of weight. I experienced this first hand while working in the runouts part of the parcel section (at the very back of the Plant) one night in early March of 2014. All of us at the runouts began smelling a burning, almost chemical-like odour. In some areas it was quite bad. At first, I thought it was coming from a runout belt that was being fixed, but it turned out that the motor in a Hyster forklift had caught fire.

I asked a supervisor if they could open a couple of the doors so we could get some air flowing through the area. The supervisor I talked to seemed quite hesitant to do this. It made me angry that the health of the CUPW members was not considered important enough to address immediately. Brian happened to be one of the workers at the runouts, so I took the complaint to him. He told the supervisor that if the doors were not opened immediately, he would have all the runouts shut down. There was no more hesitation. Within minutes, four doors were opened.

My last question to Brian was, “What are the main things you would like CUPW members to know about health and safety?”. What follows

are direct quotes from Brian:

Aside from their involvement in actual injuries, “LJOSH has to be involved in ALL investigations; near miss incidents, spills, unsafe goods, etc.”

“All health and safety information is available to all. It is up to all staff to read and listen.” [and follow the directives] Minutes are posted near the cafeteria on the H&S board and on the work floor. “Health and Safety is up to everybody to implement. If you can’t correct it right then, inform someone that can.”

“Pace yourself so you can correct problems as they occur. The problem you correct could save someone else from an injury.”

I would like to add a couple of points to Brian’s. Never be afraid to correct something if you see it is unsafe. For instance, often, when I’m walking through the Plant, I will see a manual or pallet jack or ergo lift sitting out in the open where someone could easily trip over it. When a jack is not in use, it should be stored under something, away from wayward feet.

Don’t be afraid to report something unsafe, or give a witness statement concerning a health and safety matter. The procedure for reporting a hazard is to first report it to a supervisor [verbally]. If you don’t see it remedied immediately, you should fill out a hazard report. They are found in wall holders [with instructions posted beside them] in various areas of the plant. Fill it out and hand it in to a supervisor.

[Management is required to give you a photocopy of your hazard report before the end of shift]. Once a hazard has been reported, management must [respond and] fill out their portion of your hazard report, and give you the

top white copy of the five-part form [within 48 hours].

Lastly, I realized as I was writing this that I did not address any of the health and safety issues that a letter carrier might come up against, aside from the obvious ones: dogs and heat in the summer, and ice and cold in the winter. Is there a CUPW member out there who would be interested in tackling health and safety from a Letter Carrier’s perspective?

We are the Union!

The Struggle Continues,  
Carmen Loiselle, Recording Secretary  
CUPW Edmonton Local  
Steward and PO4, EMPP, Parcels, Shift 3

*[Bracketed comments added by Local Health and Safety Officer, Lorraine MacKenzie and Local President, Larry Dionne]*



**Brian Mottershead, Retired PO4, Strong Shop Steward and Activist (Photo by Lisa Swaren)**

---

## Developments and Events 2015 - In Review

---

### January 2015

#### 01.19-24.15 AFL/CLC Winter School (Jasper):

*(The Alberta Federation of Labour governs our provincial unions, while the Canadian Labour Congress is the highest governing body for Canadian Labour Nationally and Internationally)*

Delegate: Jean-Marcel Croteau studied Labour Law

#### 01.20.15 Edmonton Community Foundation

celebrated its 25th Anniversary!

#### 01.23-24.15 National Conference for Group 3&4 Shop Stewards (Toronto)

Delegate: Norm Burns

#### 01.25.15 GMM (6 to 8pm) Delegates Elected for National Convention of May 2015

*(General Membership Meetings are held 10 times a year and are open to all CUPW members in good standing)*

*- 118 members attended*

### February 2015

*\* Commensurate with the CUPW (Edmonton Local) bylaws, no GMM is scheduled in the calendar month of February*

#### 02.05.15 ALHI & EDLC Movie Night

*(Featuring movies: "Still The Enemy Within" and "Pride") The Alberta Labour History Institute was founded in 1999 and the Edmonton and District Labour Council was founded in 1906*

**02.6-7.15 CLC & AFL Democracy Skills Workshop** (Held at a unionized hotel - the Holiday Inn Express in downtown Edmonton)

**02.19.15 Parkland Institute Gala** (Faculty Club, University of Alberta)

*(The Parkland Institute is an important research centre, which works with trade unionists and many other organizations within Alberta)*

#### 02.27.15 - 03.01.15 EDLC Labour School

Attendees included Michelle Granger, Lisa Swaren, Chris Hepburn, Michelle Ream, Neeru Avasthj, Sarbjit Parmar, Uvan Yeung, Michelle Woods, and Dave Roberts



*Participants at the EDLC Labour School  
(Photo by Lisa Swaren)*

### March 2015

#### 03.01.15 GMM (noon to 2pm)

*- 48 members attended*

**03.07.15** Steve Cowtan, Chief Steward of Letter Carriers held a "City-Wide Shop Steward Meeting" which was well attended



**03.08.15 International Women's Day March**

*A day to celebrate the accomplishments of women, call for gender equality and end violence against women and girls*

<http://www.un.org/en/events/womensday/>

**03.019.15 - 03.22.15 Jasper Pride Festival**

*An annual Festival in support of the local and visiting LGBTQA (Lesbian, Gay, Bisexual, Transgender, Questioning and Allies) community*

**03.20.15 - 03.22.15 Edmonton Local's Equinox Women's Conference (Bennett Centre)**

Attended by 30 participants (CUPW members and friends)



*A fun object lesson at this Year's Women's Equinox. (Photo by Lisa Swaren)*

**03.27.15 - 03.29.15 CUPW Prairie Region Education Seminar** Courses were held in downtown Edmonton at the unionized hotel, The Chateau Lacombe conference rooms

## April 2015

**04.12.15 GMM (6 - 8pm) Annual Elections:**

Elected: Local President, Larry Dionne. Local Education Officer, Chris Hepburn

*- 38 members attended*

**04.12.15 - 04.17.15 5-Day Spring Education Seminar on Leadership** (Gimli Manitoba)

Participants: Ashiq Mavani, Lisa Swaren and Kathleen Mpulubusi



*Ashiq Mavani en route to Gimli with some of his luggage. He travels light. (Photo by Lisa Swaren)*

**04.15.15 - 04.18.15 AFL Convention: Dream No Little Dreams** (Calgary) Delegates:

Amardeep Singh, Greg Mady, Chris Hepburn, Jerry Woods

**04.25.15 Special GMM (10am - 1pm)**

**Meeting to Formulate, Debate and Pass Contract Demands for RSMC and URBAN Negotiations - 48 members attended**

**04.26.15 - 04.30.15 5-Day Human Rights Investigator Course** (Held at the offices of CUPE Local #474) Facilitators: Chris Hepburn and Bev Ray *The Canadian Union of Public Employees is Canada's largest Union, with over 70 offices and over 633,000 members. CUPE has a presence in every Province across Canada.*

---

## Developments and Events 2015 - (Continued)

---

### May 2015

05.03.15 **GMM (noon to 2pm)**  
- 23 members attended

05.04.15 - 05-08.15 **National Convention**

**Delegates:** Jerry Woods, Ajay Sharma, Amir Sheikh, Vimal Sharma, Sue Wilson, Bev Ray, Jean-Marcel Croteau, Parminder Pannu, Rashpal Sehmbly, Judy Cournoyer, Sanjiv Gupta, Bena Pattni, Lorraine MacKenzie, Linda Nyznyk, Raj Sharma, Anita Sharma, Gurjit Singh, Sarbjit Parmar, Kathleen Mpulubusi, (and alternate in-place-of Steve Cowtan: Todd Brooks)

**Observers:** Norm Burns, Ramon Antipan, Greg McMaster, Brian Henderson

05.14.15 **Premier Rachael Notley and her Cabinet were sworn in** at a public ceremony on the steps of the Alberta Legislature. This is the first time the NDP has been the governing party in Alberta (We finally have a labour-friendly government!)



*Premier Notley and the NDP cabinet sworn in at the Alberta Legislature (Photo by Lisa Swaren)*

### June 2015

06.07.15 **GMM (6- 8pm)**

**Committee Elections:**

Elected: Trustee Committee: Nancy Dodsworth (member), Bev Ray (alternate), Election Committee (3 Alternates): Karry Biri, Ramona Pfenning, Kathi Gouldie, Organizing Committee: Karry Biri - 32 members attended

### July 2015

07.05.15 **GMM (12 -2pm)**

2015-2016 Budget Presented and Passed  
- 23 members attended

07.11.15 **Stop-the-Cuts Campaign: Door to Door Blitz Begins** (Millwoods area and Whitemud South Depot) **Bravo!**

Dedicated members and friends meet every Wednesday and Saturday for the next eight weeks - to educate the public, donate lawn signs and collect signatures on petitions

### August 2015

08.11.15 - 08.13.15 **CUPW Stop The Cuts Caravan arrives in Edmonton**

The Stephen Harper unwelcoming committee greets the (then) Prime Minister on Edmonton's south side to demand the restoration of Door to Door Delivery in Canada

08.12.15 **Edmonton In Bloom Awards**

**Presentation** for "Front Yards in Bloom" held in the Shctor Theatre at the Edmonton Citadel



*Local President, Larry Dionne presents awards to Front Yards In Bloom finalists at the Citadel's Shoctor Theatre (Photo by Kathleen Mpulubusi)*

## August 2015 (continued)

**08.17.15 Information Picket Held in Sherwood Park** as both Sherwood Park and St. Albert are converted to Community Mailboxes. With transit vehicles already sent to Vancouver, a greatly downsized team of Letter Carriers are expected to hand deliver as CMB's are not yet finished being installed

## September 2015

### **09.13.15 GMM Committee Elections:**

Trustees Committee: Barb Wells Taylor, Ryan Marshall, Environmental Committee: Bena Pattni, Jerry Woods, Ezra Woods, Kathleen Mpulubusi, Organizing Committee: Karry Biri, Kathi Gouldie, 1st Nations Sub-Committee: Harry Clark, InsideOut: Carmen Loiselle  
- 25 members attended

### **09.20.15 Call to Action: Citizens House**

Ken Pudetz of Millwoods refused to accept a CMB on his lawn. Ken began his outdoor vigil at the top of September as tens of thousands of Edmonton residents experienced removal of door to door delivery. Members assisted Ken in garnering media coverage.



*CUPW pickets with Ken Pudetz to protest CMBs (Photo by Kathleen Mpulubusi)*

### **09.24.15-10.17.15 Ratification Vote on RSMC and Urban Operations Contract Demands:**

Votes held in Edmonton (all shifts), Spruce Grove, Nisku, Wetaskiwin, Camrose, Vermilion, Wainwright, Vegreville, Westlock, Barrhead, Morinville, Ft. Saskatchewan, Bonnyville/St. Paul/Cold Lake, Jasper/Hinton/Edson/Whitecourt. *Thanks to the Executive for all their hard work and travels, Thanks to all voting members!*

**09.27.15 Delton Depot Bubble Soccer & BBQ** (at Rosslyn School Field). Main Organizer was long time Delton Letter Carrier, Gord Cameron



*Delton Posties Playing Bubble Soccer (Photo by Kathleen Mpulubusi)*

## October 2015

### **10.04.15 GMM (11am - 1pm)**

- 18 members attended

**10.23.15 Consultation @ EMPP Between CUPW and CPC Regarding Implementation of the Eclipse Automated Phone System for Temp Letter Carriers and EMPP MSCs**



## Know Your Rights

I sit to write this correspondence on the day before the federal election. By the time you are reading this we'll have a new dynamic in Ottawa. Whatever that dynamic is, that's not our biggest problem. Our biggest problem is not the government, not the corporation, not the union's ability to succeed or its level of failure. Our biggest problem is our current paradigm, or the pattern of thought in which we see our relation to our union, and our employer. I am going to generalize a little, so bear with me.

Would you agree with me if I said we often feel like powerless victims? Or we often feel cheated, taken advantage of, underrepresented, ignored, mistreated, excluded, and looked down upon? How often does this lead to feelings of frustration, anger, hopelessness, powerlessness, conflict, disbelief or shock, and inevitably disengagement? For many of us, one or more of these emotions have been experienced during our careers at Canada Post.

We often feel this way because of our pattern of

thinking around a specific experience. Shifting our paradigm, or changing the way we view our relationships with the employer and union is the first step in improving our daily experience as employees with Canada Post.

First of all, let us take a quick look at our relationship with the employer. We need to understand that their prime directive, their reason for existence, is to make money, and as much money from every possible source. Captain Obvious, right? In a perfect scenario revenue would be flowing from external products and services, and the employer wouldn't be looking internally to extract revenue. Yes, operations need to be efficient and expenses need to be at a minimum, but there is a big difference between managing expenses, and generating revenue from a company's own employee base. Often, it feels as though Canada Post is extracting revenue from its own employees. Some examples are: denying overtime worked, not staffing properly, eliminating sick leave benefits, rolling wages and benefits back, and generally ignoring our contract; or negotiating clauses that are worse than our current labour laws (like not paying RSMCs overtime).

These are strong indications of an unhealthy corporate culture. But it's not personal. And that's the key. It's not a personal attack. It is simply the nature of corporations. We, as a human family, conceptualized corporations, we breathed life into them in the form of legal structure, gave them the same rights as "persons". Until we as a society alter the laws that empower them, perhaps make them subservient to the needs of the human family rather than the human family serving their needs... until that utopia arrives, accept it. It's not personal.

We have rights, just as corporations do. If we learn our rights, and apply them, just as they

apply their rights, and remove the “it’s personal” perspective, we will remove a great deal of the anger and frustration we experience in our daily work lives. We must learn to agree to disagree, positively and professionally, as adults. And what’s incredible about where we work is we have the right to complain and file grievances. We have the right to disagree.

Flyer collation and overtime is a prime example. About five years ago, the employer decided to interpret the collective agreement in such a way as to not pay us for flyer collation. They and their lawyers are entitled to interpret the language in the collective agreement however they want. That is their right. But so are we entitled. We also have that right. When we (employees) look at our collective agreement we can clearly see that flyer collation is a time value in the Letter Carrier Route Measurement System that contributes to the build of our eight hour day. We interpret this to be true. However we are at odds with our employer when they deny our overtime for flyer collation. Therefore, we then apply our rights as set out in the contract in article 9 and file a grievance. The idea is to have a second set of eyes, determine if their interpretation of the language in the collective agreement is accurate, or is our interpretation accurate? It’s that simple. Both employer and employee exercising their given rights is the nature of our relationship. In fact it IS our relationship as defined by the collective agreement. These freedoms we enjoy are incredibly rare in comparison to many workplaces. And in fact in some places in the

world, labour rights activists are murdered, or imprisoned in their attempts to attain collective bargaining. And if you know our own history, you would know there has been a great deal of sacrifice before we obtained such rights.


Much frustration comes from how we view ourselves in relation to our union. When we believe that our union hires a contractor to fix our problems, we are setting ourselves up for failure and disappointment. The very second we say to ourselves, “the union”, as in “what is the union doing about this!?” we are buying

into the single most destructive paradigm the labour movement has ever encountered: the separation of individual from the collective. None of our benefits and rights was awarded to a small group of savvy union leaders in boardroom negotiations. They were won through hard work and sacrifice by the collective. If we can change the

way we view our union, and our place in it, we will feel a great deal less frustration towards our elected union officials and volunteers. Begin by adding “we” before “the union” in our thoughts and speech. What is “WE” the union doing about this? Why did “WE” the union agree to this? When collective sacrifice and hard work towards a common goal becomes the norm, WE the union will make incredible advances.

Keep your eyes open for “Know Your Rights” bulletins posted on the union bulletin boards, on the facebook Edmonton Local 730 page or on our Local’s website. These meetings are in-


**Your Union is not a  
contractor.  
It is a  
Collective.**



tended to further discuss our rights and how to apply them. September 19th, 30 letter carriers from multiple depots in Edmonton and as far as Lethbridge, came together for a few hours to discuss our rights regarding overtime. Feedback given a couple weeks later, from one member in the meeting was, "it really helped". Although I didn't question her further, I hope to think it helped relieve some work place stress by slightly altering how she viewed her relationship with the employer and her place in our union.

Steve Cowtan, Chief Steward Letter Carriers  
CUPW Edmonton Local  
Letter Carrier and Shop Steward,  
Whitemud South Depot

## LETTER CARRIERS KNOW YOUR RIGHTS!



**Repeat  
agenda due to  
popular  
demand!**

**CUPW LOCAL 730  
18121-107 Ave  
November 7 2015  
1:30 - 3:30 pm  
Agenda: Overtime**

- Overtime highlights from our contract.
- 15.08 forms are legal documents, what should I report?
- What if I am challenged by supervisors?
- Flyer collation and overtime.
- Respectfully disagreeing.
- My route is excessive, what can I do?
- Overtime is taking it's toll, what should I do?
- Question and answer period.



**~ Attend a school, learn your rights, come to some meetings, share your knowledge! ~**  
*Members meet at the October 5th, 2014 General Membership Meeting (Photo: Lisa Swaren)*

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



## **So Many Numbers... So Little Time... (Notes from the Route Measurement Committee)**

The Route Measurement Committee has been very busy this year. St. Albert, Sherwood Park, and Whitemud South Depots have been converted to CMB [community mail box] delivery. Unfortunately Canada Post Corporation did their very best to deny the Union access to information they are obligated to give us, (and we are contractually entitled to receive); limit the number of observers we could have at volume counts; and "cook the books" so that values are to their best advantage and not open, fair and accountable.

However, our Route Measurement Committee worked and continues to work very hard to keep CPC on their toes. We have had our successes and are currently in front of the arbitrator arguing all the areas where CPC has not followed the processes and has blocked and denied the Union. Stay tuned. . .

A new route build is currently underway at De-

pot 11/EDDD (Edmonton Downtown Delivery Depot). With all the growth downtown it is necessary to adjust existing routes and create new ones. When we were going over the existing routes we discovered many missing time and pacing values. We have kept the supervisors busy with updating the routes and making sure all the values are accurate before the routes are rebuilt.

The new route build at Depot 11 shows the importance of LC's updating their edit books and making sure the supervisors are actually doing the updates when they are submitted. To help people learn about their routes we are planning "Know Your Routes" sessions in the new year. We have been working on organizing and updating our computer database so that people will be able to access route measurement information from different depots. We are also working with RSMC's to help them understand their routes.

The next two depots (in the Edmonton local) slated for CMB conversion were Wetaskiwin and Camrose, with the volume counts starting in February, and implementation for August 2016. As I'd hoped, CMB conversions were stopped after the October 19th federal election.

The work of the Route Measurement Committee is a collective effort. We are fortunate in this local to have many talented people who are willing to give their time and expertise to keep CPC on their toes and do all of the hard work.

Thank you to all!!  
The Route Measurement Squad rules!!

Kathleen Mpulubusi, Route Verification Officer  
CUPW Edmonton Local  
Letter Carrier and Shop Steward, Delton Depot

# ACTIVIST WORD FIND



*In September of 2015, postal workers rallied together to help a concerned citizen, Ken Pudetz, fight the implementation of community mailboxes on his lawn. True activism prevailed; Ken's lawn is CMB-free! Thank you to all the people who make a difference. Thank you fellow activists. (Photo by: Karry Biri)*

E S L I P T S E N O H L M I Y	BOYCOTTS	HONEST
S D E T A C I D E D Z C A X H	CARING	LEADERSHIP
C H A L L E N G E B W B I P F	CHALLENGE	MARCHES
T J D Q W O D H J E J V D G O	CHANGE	MEDIA
N J E L B A D N E P E D E N F	COMPETENT	OPINIONATED
E R R M V V T N E T E P M O C	CONFIDENT	OPTIMISTIC
D O S B O Y C O T T S H R R S	DEDICATED	PASSIONATE
I L H S O L I D A R I T Y T H	DEPENDABLE	RALLIES
F U I S E Q R N N G H R R S V	FOCUSED	SOLIDARITY
N F P L E H O Y O R N I H U J	FORTHRIGHT	STRIKES
O P T I M I S T I C K I E I S	HELPFUL	STRONG
C L D V N U L G S E H C R A M	HEROES	VOICES
S E C I O V H L S A J U O A C		
P H P H K T C H A N G E E D C		
F O C U S E D Y P R A B S F F		

*Are you an activist? Do you want to be treated fairly? Getting involved with a Union Committee might be the first step to getting the support and guidance you want!*

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