

InsideOut

**Canadian Union of Postal Workers
Edmonton Local**

**November
2009**



**Strathcona Wilderness Centre Trails at the Equinox Women's
Conference, Edmonton Local 2009.**

Bolivia to Ban Child Labour

Bolivia will introduce a law to stop children from working under unsafe conditions.

The government has identified 10 areas of work, including chestnut collection in the Amazon, mines and sugarcane harvest, where child labour will be prohibited, Labour Minister Calixto Chipana said Monday.

He said the National Council of Economic Policy (CONAPE) is currently drafting the new rules.

The government would later on introduce new policies to allow children who are the sole earner of their families to work in safe environments where their rights are not violated, he added.



“InsideOut” is published ten times per year by the Edmonton Local, Canadian Union of Postal Workers.

Opinions expressed are those of the writer and not necessarily the official views of the Local. “InsideOut” material may be copied, provided proper credit is given.

Submissions are welcome for “InsideOut”. Please include your name and phone number. Requests for anonymity will be considered.

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Message From Sister Bev Ray

In June of 2009 the federal government introduced Bill C-44 to amend the CPC Act. If approved, it will partially deregulate Canada Post by removing internal letters from Canada Post's exclusive privilege to handle letters. This bill is currently being debated in the House of Commons. The National Union has sent a letter to the Standing Committee on Transport requesting that they hold hearings, and CUPW has also requested to be a witness if hearings are to be held.

We have distributed an Action Request regarding Bill C-44 in our weekly mailouts. I encourage everyone to send their response, but also to make copies to distribute to family, friends and citizens in your community. The importance of our involvement is critical to each and every one of our jobs! The local Organizing Committee has also received this information and is working on strategies to engage our members and communities to take an active role in this campaign.

December 6th marks the 20th anniversary of the 14 young women murdered in Montreal.

Our local Women's Committee is planning a special ceremony for our December 6th General Membership Meeting. I encourage everyone to come to this meeting and participate in this very important event. You will also be seeing postcards being distributed called "20 days/20 ways to End Violence Against Women" that we will be asking people to get signed and send to the Prime Minister's office.

Dates have been set for October 26th, 2009 for the Annual Shift Bids and early November we will be involved in consultations regarding the Annual Vacation Schedules. The Chief Stewards and Vice President will be involved with these consultations and organizing members from the floor to participate in these very important discussions. For the first time the employer will also be required to consult on the vacation schedule for RSMC as a

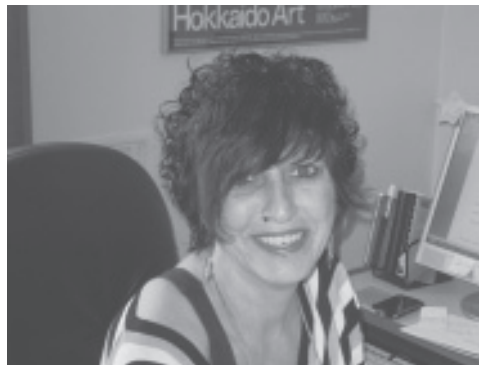
result of the implementation of Appendix "E" (OCRE) of the RSMC Collective Agreement. As promised, we will be posting bulletins to inform you of the debate with respect to the consultations.

We are only two months away before we begin a new year and it is very important that we start realizing that 2011 is right around the corner. In this past year we witnessed major losses to unionized members in Chrysler Corporation, UPCE and APOC in their collective agreements. Benefits, wages, seniority and pensions are all under attack! With the current global economy it is the rationale that the employer uses in their efforts to break unions

and get people to accept huge rollbacks to work more for less money and benefits. CUPW has a proud history in the Labor movement that led the way to improved protections for workers. It was CUPW that first introduced paid maternity and parental leave in their collective agreement. Our wages and benefits were once

considered to be a benchmark for other unions during negotiations. This gives us a little more than 1 year to start getting ready for negotiations for RSMC and Urban Operations Bargaining Units. We cannot afford to not recognize the importance of readying ourselves for what is to come in 2011. The National Union moved the 2011 National Convention dates to the fall for a reason. What do we need to do as members of a union to get ready?

- Start saving for 2011 (in the event of a strike, we still need to support ourselves and our families).
- Start discussing what we want in negotiations.
- Get involved in the Local Organizing Committee
- Attend information meetings & read bulletins.
- Remember our strength comes from SOLIDARITY AMONGST OURSELVES!



The Local office has been reviewing our membership list and will be putting a great deal of energy into updating our information. If you have moved, had a name change or a new telephone number, please contact our office (780)423-9000 or e-mail your changes to union@cupwedm.net.

As part of the review, we have also identified members that are RAND which means they have yet to sign their union card. The Organizing Committee is starting a Card Signing Campaign, and will be looking to shop stewards on the work floor in assisting them with completing the work on this campaign.

On a lighter note, your executive committee members have been working diligently to respond to member's needs and providing support on the work floor. I and Brian Blair (Chief Steward-Letter Carriers) were asked to meet with members in Wetaskiwin. On a Monday evening we drove to Wetaskiwin and were excited that 20+ members took the time from their families to come and talk

about issues that are impacting them. We were amazed by the energy, enthusiasm and solidarity that these members shared with us. They have already contributed to changes in their Post Office and we look forward to see what they can achieve working together. Also, RSMC's in Spruce Grove and Stony Plain were faced with major changes to their routes as a result of 6.04 notices given by the Corporation. Some RSMC's potentially would have seen a reduction to their routes by as much as half. I applaud the determination of the RSMC's who refused to back down! They wore armbands as a sign of solidarity before we had consultation, and with the assistance of local officers, we pushed the employer to reconsider at the local regional and national levels (National Transition Committee)! At consultation the employer announced they would not be implementing changes to any of the routes! Congratulations sisters & brothers! The RSMC in Stony Plain presented local executive officers with a photograph and a plaque as thanks for supporting them in their struggle!

**The Struggle Continues!
In Solidarity,
Bev Ray President**



Executive Officers and RSMC's at Stony Plain Depot

From the Grievance Department

Thanks go to Greg McMaster, who covered my job when I was healing from bone fractures and surgery. Greg did a great job! And thanks to everyone else who helped out. Grievance Revision

Recently in the union office, I have been shredding old “settled” grievances. This has been a trip down memory lane for me. I continue to be in awe of our members who have so diligently taken on the employer through the grievance procedure when they believe the contract has been violated. We have an established policy in our local regarding old settled grievances. With the exception of discharge grievances, after 12 years from the filing of the grievance, we shred the bulk of the grievance. We keep only the union grievance submission and the final document that settled, resolved or withdrew the grievance. Everything else is shredded. For discharge cases, we usually keep more of the file, especially if the employee who was discharged returned to employment. Some of the information in the file may, at some point, be valuable. There is a fair bit of work that needs to be done in the area of grievance revision, so this is an ongoing project.

Why shred old grievances? One reason is to make room at the union office. We have boxes and boxes of grievances, and grievance files can get amazingly thick. Another reason to shred is that we don't need the information in the settled grievance. But the main reason is to protect the privacy of the member who filed the grievance. After 12 years, by far, most grievances have been settled. If the grievance documents are no longer needed,

we shred them so that personal information that might be in a grievance file cannot be accessed by anyone. So keep this in mind when you submit information for a grievance. Keep copies of important documents you think you might need for yourself, because we don't hold on to old grievances forever. What is ‘Solidarity’?

Solidarity is so important for workers. But what does it mean? For me it means strong, solid, consistent support for each other at work, and outside of work too. It means opening your eyes to the realities of how the ‘system’ works and how we as workers can (and MUST) join together to achieve decent wages and working conditions. I feel solidarity with the unemployed, too. In Alberta there are plenty of voices speaking on behalf of the corporations and the wealthy. Solidarity means speaking out to support people. I guess I could go on and on. What is your definition of solidarity? I would like to know. Mail it to me, drop it off at the union office, or email me at Carol@cupwedm.net. I will summarize your ideas about solidarity for a future article.



Carol Read
Grievance Officer

Chocolate:

Life's Simple Pleasure Not So Simple

A few years ago I happened to read an excerpt in Edmonton's Vue Weekly from "Bitter Chocolate - Investigating the Dark Side of the World's Most Seductive Sweet" a book written by CBC journalist Carol Off. I was so shocked by it that even though Chocolate has been one of my biggest weaknesses all my life, I could not get myself to buy another chocolate bar - ever!

I have continued to follow up on the story of Chocolate. Carol Off has completed the third edition of her book and I watched her speak on the subject recently on TV. (This article is based on her recent talk)

Chocolate in North America has always been associated with innocence because it is the biggest treat for children - Hallowe'en, Birthdays, Christmas and so on. It is also supposed to be pleasurable on a mature level : the newest selling point has been chocolate as a lifestyle choice - it has proven to be a healthy food.

We know chocolate comes from cocoa beans but where do these beans come from? The answer is, Tropics. That is where the conditions are most ideal for cocoa plants, twenty miles on either side of the equator in West Africa along the Ivory Coast. That is where half of the world's cocoa comes from.

Ivory Coast was considered by many as Africa's economical miracle. The farmers were being paid well. There were good

unions, co-ops and organizations. There was Government intervention with marketing boards and so on.

In the 1980s Africa went into serious debt. They were bailed out by International Monetary Fund and the World Bank who were dominated by Washington and the likes of Reagan and Thatcher whose ideology of liberalized markets was being imposed upon these countries. They were signing deals with the governments and Structural Adjustment Policies were coming into force. The government stopped giving loans or subsidizing the farmers. The price of cocoa plummeted. There was hardly any food being grown in Africa, they had to buy American food that was very, very expensive. The Ivory Coast was in a state of disaster, the infrastructure was dismantled and the multinational companies like Nestle and Cargill were able to take complete control over the beans.

The farmers were illiterate, and did not know how to negotiate with these companies. Their government did not help. So what did the farmers do to survive? They turned to finding cheap labour - in children. They began to buy children at premium prices. The racket of selling children to cocoa farms was sophisticated. Nobody was being charged and there was nothing anybody could do.

There was huge unemployment in the country. People in Mali were living on one meal a day.

The children had nothing to do and would wander the streets and get picked up by the traffickers and sold into these markets.

Some of the kids who were able to get away have told stories about their treatment. They would not be paid because they were told they had to work to pay off their head price first. They got very little to eat, they had no shoes, the machetes that they were given to work with were too heavy, they were badly beaten and locked up. People who tried to rescue them were fired from their jobs. Another problem was that if these children did manage to get away they had nothing to go back to. Their parents had nothing to give them so they would sell them back to the traffickers and they would end up right back. This was the worst form of child labour.

The farmers of course deny all this, they do not want to call it slavery. The government is so corrupt, it is nothing less than organized crime. Any profits that should go to the farmers ends up being diverted into their own pockets. The profits are also used for buying weapons and anyone who goes against the government is murdered and the areas

ethnically cleansed.

The Corporations who are making huge profits say that they are abiding by the laws of Ivory Coast - basically no laws! Not their problem!

What can WE do to help make a change? Carol Off suggests that we must exercise our rights as citizens. We must work towards changing laws - that we will not accept any

goods coming to our country made by child labour and slavery.

She adds that although Fair Trade Chocolates are a good idea, they were not designed to eradicate this problem. One should not get complacent if

they only buy Fair Trade. That alone will not be able to end slavery and child labour.

If anyone is interested in getting more details about the dark secrets of the chocolate industry I will be happy to give you links to check it out.

Asma Burney

Chief Shop Steward - Lettermail

(photo Peggy Maxwell, June Pride Parade)



Equinox 2009

The Local women's committee organized our annual women's conference at the Strathcona Wilderness Centre on the weekend of September 26 and 27.

Thanks to the determined efforts of Mary Lussier, the event went ahead this year in spite of a number of unexpected obstacles related to illness on the part of the Sisters who normally do the organizing for the women's committee.

At this year's event, we watched the Interpares video about the indigenous women in Peru who were victimized during the 20 year war there. It showed the strength of those Sisters who have endured so much and have been rejected by their communities because they were victims of rape and violence.

We also talked about Interpares, a social justice group that tries to operate on an equal footing with those they are working with, and, within their own organization.

We also viewed a video called 'North Country'. This told the true story about a workplace that had few women in it. The women were constantly subjected to harassment and taunting, physical touching and degrading behaviour on the part of a group of men who worked there. This was a unionized workplace. The rest of the men would not speak up or interfere. The woman who did stand up was attacked by the women as well as the men. She took the company to court,

after trying to talk to the top level of the company and being told to quit. She was not supported by the union.

She won her case in court.

A Sister member of the Alberta Union of Provincial Employees presented a detailed workshop on the announced closure of the Alberta Hospital and we are circulating petitions that she supplied to us. There was a rally on Monday, October 5.

We all need to be involved in this fight to save our health care. And we need the front line workers in Health Care to speak up about what is happening in the workplace, even though they have been threatened with dismissal for letting the public know what is happening. We are so grateful to Vanessa for coming to our event and spending the weekend with us.

Sister Bena Pattni led a Yoga workshop, sharing her talent and this was very relaxing. Bena brings real joy to everything she does and her positive energy was contagious. This carried over to her cultural dances that she shared, and the beautiful saris that she had Sisters model. She also taught us how to do the pleating and pinning and wear the sari.

And Saturday afternoon we had our traditional tea, and walk on the trails, and then our craft workshop led by the artistic Mary Ann, working on our banners. The 'talent' night was great fun on Saturday night, too. We laughed so much!

Thanks to all the Sisters who attended , who helped make the event a success. Thanks to Mary Lussier, Linda Nyznyk and Brenda Lekochinsky who went early for the set up and registration and who kept things organized. Thanks to all those Sisters who shared the work there by so willingly lending a hand when needed. And thank you for your good natures and respectful behaviour and warmth of spirit and for sharing your stories.

When we talked about the event on the Sunday morning 'reflection' , we felt very strongly that we wanted to do something special for the 10th Equinox in 2010, to celebrate these retreats that are building the community of Sisters within the local.

The Strathcona Wilderness Center has been booked for September 24,25,26, 2010. We are announcing the 10th anniversary celebration. We hope to recreate our most successful and popular workshops.

We are excited about planning this and we hope you will support this 10th anniversary event.

In solidarity,
Sister Karen Kennedy
For the re-energized Women's Committee, Edmonton Local



Verifying the Evaluation of Your Relay or SLB Run

It is hard to believe that the Parcel Project that moved Relay and AM SLB runs to the Letter Carriers has been in place for 3 years now. I wanted to do an article on how the runs are evaluated. For the most part the evaluation is much simpler than some of the other LC functions.

The form that shows the evaluations is called a 103 form and is in your walk folder with the rest of the forms. In Edmonton the time to obtain vehicle, load, unload and dispose of vehicle has been moved to the 080 form and now includes time to load your mail as well.

Section 1 has all of the values for the overall route and section 2 has the evaluation of the individual boxes.

1a is the time to go from the Depot to the first relay box.

1b is the time to drive between the first and last box, coming to a full stop at each box.

1c is the time to go from the last relay box to what ever you do next.

(this may be shown on either the special allowance or the transportation 098 form instead)

1d waiting/loading and unloading is on 080

1e Is the time to scan the SLB (there may be a 103 form for the CMB's in the folder. It will show only the scan value. All other values for the CMB site are on the 038)

The value for the actual stop at each box is dependent on 4 things. The type of box (SLB, Relay, Direct or Sub), the type of vehicle, the amount of mail picked up or delivered and the distance from the vehicle.

Column C Box Type: If it starts with a "E" then it is a regular SLB or Relay. "MR" is mail room. "Dir" is Direct and "Sub" is time to clear a RPO

Column D Loc'n Cat'y: indicates both how far the box is from the truck and how much mail the box gets on a regular basis. "A" is a normal box less than 25' one way from the truck. "B" is a normal box 25 to 50 feet from the truck and BX is a normal box 50 to 75 feet from the truck. If it is more than 75 feet then it is a BX + (distance in excess of 75 feet). "CA", "CB", "CX" is the same as A, B and BX but for heavy volumes. If the weight of mail requires additional trips then the value is multiplies by the number of trips. Although there is no clear definition of what is heavy volumes or what requires multiple trips the same rules apply for as elsewhere that you

are not required to carry more than 35 pounds. Two 20 pound relay bags would be more than 35 pounds so would require two trips. A "C" core value box would be somewhere between a normal box and one that requires multiple trips.



Other than that the only thing you have to check is that all boxes are on the 103. If you are delivering a direct to a RPO and then clearing the RPO then be sure both are on the 103. The time to clear a RPO is a timed value. If the time for any RPO clearance does not appear to be correct then contact the Union Office and we will check our records to see what the last timed value was for that RPO. If it still appears to be out then it may have to be re-timed.

Brian Blair

Chief Steward Stations and Depots

Report from the October General Meeting

Elected by acclamation to local executive as Chief Shop Steward RSMC: Peggy Maxwell

Decided to: -put Judy Cournoyer's name forward for lifetime membership in the union.

-write a letter of support for the United Way campaign and encourage members to contribute.

Elections: -Alberta Federation of Labour Jasper school, January 2010: Peggy Maxwell and Linda Nyznyk. Alternates: Todd Brooks and Lorraine MacKenzie

-local Human Rights Committee: Ajay Sharma, Larry Dionne. 1 vacancy remains

-local Trustees Committee: Jim Crowell, Andrew Gillespie, Yvette Brusseau. 1 vacancy for alternate remains

-local Women's Committee: Peggy Maxwell, Karen Kennedy, Mary Lussier, Linda Nyznyk, Bena Pattni, Brenda Swift. 2 vacancies remain

-local Health and Safety Committee: Lorraine MacKenzie, Brian Henderson, Bena Pattni. 1 vacancy remains

- local Modern Post Committee: Peggy Maxwell, Brian Henderson, Bena Pattni, Brian Blair, Rick Gates, Ernie Sommers.

Notices of motion, presented at this meeting for debate and decision at the November general meeting:

Moved Larry Dionne: 5.8.1 of the Edmonton Local by-laws be changed to read:

A mail-in ballot be conducted from members in good standing not working in Edmonton, Sherwood Park and St. Albert.

Whereas CUPW prides itself in being a democratic union and supports participation from RSMC's and all members and it has been proven that the participation rate goes up considerably with a mail in ballot and the current elections practice puts up barriers for people living in satellite communities ie: having to work all day possibly giving up overtime to make it in to the city for the advanced poll or making a special trip to the city to vote on election day.

Whereas CUPW is against discrimination and the current voting practice discriminates against people who are a distance from the city but are not what the union considers enough distance to merit a mail-in ballot.

The cost of this would be minimal estimated \$300 postage although the practice of who gets paid mileage

to attend meetings seems to be tied in with who gets a mail-in ballot so this should be clarified.

Monies for the increase in mail-in ballots to come from the General Fund of the local.

Moved by Karen Kennedy: That the Edmonton Local elects and sends 2 more members to attend the AFL school, in addition to the 2 individuals already elected. Money to come from the Education Budget. Rationale: we elected 2 members in October, but the local is in a good financial position according to the reports, and we should maximize the opportunity to access this quality union education.

Moved by Brian Henderson: that the Edmonton Local donates \$5,000.00 towards the Worker's monument being constructed by the Edmonton and District Labour Council. Monies to come from accumulated funds.

Moved by the Edmonton Executive Committee:

Whereas the current level of technology utilized in the Edmonton local office is outdated and does not provide for coordination with regional and national union offices; and

Whereas current programs on the computers are not compatible between computers which limits the work of the local executive committee; and

Whereas the confidential information regarding members is of utmost importance, including grievance files, health and safety files and membership information which requires a secure system;

Therefore, be it resolved that the local office upgrade current technology, contract an IT company in order to protect member information and modernize the local's ability to service the membership. Monies to come from accumulated funds and not to exceed \$20,000.00.

The meeting ended at 2:20pm with the swearing in of Sister Peggy Maxwell.



CUPW
Edmonton Local
General Membership Meeting

Sunday November 1, 2009

7pm to 9pm

Central Lions Senior Citizen Recreation Centre

11113-113 Street

Agenda

Elections:

- AFL 2010 Winter School, Jasper, Alberta – 2 Members (subject to motion passing)
- Local Route Measurement Committee – 4 Members, 2 year term
- Local Human Rights Committee – 1 Member
- Local Environment Committee – 1 Member
- Local Health & Safety Committee – 1 Member, 2 year term
- Local Trustee Committee – 1 Alternate, 2 year term
- Local Women's Committee – 2 Members, 2 year term
- Good and Welfare Committee – 1 Member
- Local Bylaws Committee – 2 Alternates, 2 year term
- Local Social Committee – 2 Members
- Union Counselling Course – 4 Members
- Breakfast With the Guys – 4 Members
- EDLC School – 8 Members



Women's Legal
Education and
Action Fund

Fonds d'action et
d'éducation juridiques
pour les femmes



LEAF Persons Day BREAKFAST

LEAF Edmonton's: landmark event in support of women and girls

November 6, 2009

Valley Ballroom- Coast Edmonton Plaza Hotel 10155-105 Street, Edmonton 7:30 -9:30 a.m.

Keynote Speaker:

Doris Buss

**What Went Wrong? Prosecuting Rape
at the International Criminal Tribunal for Rwanda**



Doris Buss is an Associate Professor of Law at Carleton University in Ottawa where she teaches and researches in the areas of international law, human rights, and social justice. Prior to joining Carleton, Doris taught law at Keele University in

the United Kingdom and was called to the bar in both Nova Scotia and Alberta.

As part of a three year funded project, Doris has been examining how issues of identity-race, ethnicity and gender- are understood and recorded in the legal decisions of the ad hoc tribunals for Rwanda and Yugoslavia. Her interest in this project is part of an ongoing study of the international legal and political responses to violence against women and women's human rights more generally. Doris is the co-author (with Didi Herman) of *Globalizing Family Values: The International Politics of Christian Right*, published by the University of Minnesota Press in 2003 and co-editor (with Ambereena Manji) of *International Law: Modern Feminist Approaches*, published by Hart in 2005.

Please join us and celebrate Persons Day 80th Anniversary. Women's Legal Education and Action Fund (LEAF) proudly presents Doris Buss in recognition of the 1929 Persons Case' which ruled that women are persons under the law – a momentous step enabling women to participate in all aspects of Canadian public life.

Founded in 1985, Women's Legal Education and Action Fund (LEAF) is a national charity committed to advancing substantive equality for women and girls through the law.

What Went Wrong? Prosecuting Rape at the International Criminal Tribunal for Rwanda

Tens of thousands of women and girls were raped, sexually assaulted and killed during the 100 day period of the 1994 Rwanda genocide. An international criminal tribunal, established by the United Nations to put on trial the men and women responsible for organizing the genocide, has encountered repeated problems in convicting individuals who stand accused of rape and sexual violence. Why? This talk explores what went wrong at the Rwanda tribunal and why, despite evidence of rape enacted on a widespread basis, the Office of the Prosecutor has had only limited success in prosecuting the crimes of rape and sexual violence. The experience of the Rwanda Tribunal is not isolated to this particular region of the world. This talk considers the lessons that might be learned from Rwanda Tribunal about the many challenges and limitations of prosecuting sexual violence.

Tickets

\$50

\$20 - Students/

Seniors/Underemployed

For more information contact: Michelle @ 780-756-9324
michellekarasinski@shaw.ca

Wright On

He's back...

In spite of popular demand, I am back. I've had what is known in 'the biz' as 'writers block'. Which is a polite way of saying "where did the time go and the deadline is when?!"

So here are a few updates that have been related to me by co-workers:

1. The part-timers in parcels are allowed two days off per week. The problem is they are not consecutive days off. (Monday\Thursday,etc.) What's that about? What is the name of that tune? Why? The humanity. Or lack thereof.
2. The people in parcels are not allowed to use their personal listening devices even though they're surrounded on four sides by bag racks where no transportation can get through. Why? Let my people go! (well, not my people per se...)
3. Darcy from afternoon shift parcels wanted me very much to mention his name in one of my articles. So here you go Darcy! Cheers!
4. I am still single in spite of the fact that I get better looking every day. Obviously looks mean nothing in this place.

Please disregard that last statement. There is no room in this publication for personal diatribes. I will strive from here on in to maintain an air of professionalism.

And now news from outer space. It was discovered recently that the residents of Jupiter finally got themselves a fully functional postal system. Of course mail delivery was initially kind of spotty since the day time temperatures on Jupiter are -400 C. But since the kinks have been worked out, things have been going swimmingly.

Back here on Earth, meanwhile, people have been complaining lately about little things like 'it takes five months for a letter marked return to sender to actually return to sender' (letters to the editor: October 6, Edmonton Journal). My response to that? Don't worry, be happy is what I say!

Anyway, happy thanksgiving, remembrance day, hallowe'en or Christmas, depending on when this article comes out. Love, Mike

Our e-mail address:

union@cupwedm.net

CUPW Edmonton Local Website: <http://www.cupwedm.net>

Edmonton Local Executive

Full Time President : Bev Ray

Vice-President:: Raj Sharma

Full Time Secretary-Treasurer: Sue Wilson

Full Time Grievance Officer: Carol Read

Full Time Health and Safety Officer: Mike Painchaud

Education Officer: Larry Dionne

Organizing Officer: Nick Driedger

Recording Secretary: vacant (Yvette Brusseau)

Sergeant-at-Arms\Editor: Karen Kennedy

Chief Stewards: Bulk Mails: Laure Lucyk

Letter Mails: Asma Burney

Transportation: Greg McMaster

Wickets & Affiliate Offices: Linda Nyznyk

Stations and Depots: Brian Blair

Maintenance: Norm Burns

Rural & Suburban Mail Carriers: Peggy Maxwell

The Executive meets the 3rd Thursday of each month.

Positions are elected each April for 2 year terms.

Inside Out Deadline

December Issue

Friday, Nov. 13th, noon

HAVE YOU MOVED?

ARE YOU PLANNING TO MOVE?

Don't forget to contact the union office
with your new address and phone number.



November 2009

- November 1...General Membership Meeting 7pm to 9pm**
- November 3...Women’s Committee Meeting 6pm to 8pm**
- November 6...LEAF Person’s Day Breakfast 7:30am**
- November 7...Temporary Workers Rights Meeting (EMPP)**
- November 7,8,9...Prairie Region 3 day school in Edmonton**
- November 14,15...Prairie\Pacific Women’s Conference in Victoria**
- November 14...RSMC meeting 10am**
- November 16...Edmonton and District Labour Council meeting 7pm**
- November 19...Executive meeting 9am**
- November 27...EMPP\City Finals Shop Steward meetings 8:30, 1pm**

Equinox Sisters 2009

November

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
8	9	10	11 Remembrance Day	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

By choosing 100% Post Consumer Recycled fiber instead of virgin paper for this Inside Out Newsletter, the following savings to our natural resources were realized:

Trees Saved	1	Landfill lbs	115
Wood Reduced lbs	737	Net Greenhouse Emissions lbs	223
Water Reduced Gallons	1,083	Energy BTU (000)	1,466

Above information is based on use of the following products:
 2500 sheets of 23x35 **Enviro 100** 50 lb. Offset
 Data research provided by Environmental Defence

