

InsideOut

**Canadian Union of Postal Workers
Edmonton Local**

OCTOBER 2013



Help! I'm at the corner of 99 street and 104 avenue and there's a bulldozer coming.....!!!

From the Editor...



In August we lost a co-worker suddenly. Hal Russell worked with us at Depot 2 as a letter carrier and then, while recovering from an injury, preparing mail for delivery in the early morning.

Hal was a great guy to work with: clever, friendly, kind....with cute nicknames for everyone. We shared a lot of laughs together .

We are missing Hal and we have decided to prepare a lasting memorial for him. We, his co-workers at Depot 2, are collecting donations from anyone who would care to contribute. We are going to purchase a memorial nameplate for Hal on a bench or a mature tree.

If you would like to be included, contact Rocky at Depot 2. 780-944-3402
or text 780-918-3332

Karen Kennedy



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

MODERN POSTWORK, LIFE, AND FAMILY

The past 3 years have had such impacts on everyone's lives. At the plant, workers for the past 3 years have had no stability with massive changes occurring every few months. While renovations were underway, the Parcel Hub, Direct Marketing and City Finals (Depot 4 and 8) were moved out of the plant. Since January 2012 there have been 7 consultations that have resulted in shift bids at the EMPP, 11 PT restructures which have created Wave 1 and Wave 2, and numerous consultations on the deletion of positions in Registration, Retail and other locations.

All these changes have created stress for workers. Especially those who have children and elder care, or school commitments, or other jobs. In our collective agreement and in Human Rights Legislation, it is clear that an employer does have a duty to accommodate on the basis of Family Status. We live in a province that suffers from a Privatized/For Profit mindset where affordable, quality childcare is non-existent, and for workers whose schedules change as often as the weather in Alberta it has placed their families into extreme hardship. The recent change to all sections and shifts at the EMPP resulted in rumoured numbers of 76 + requests for family accommodation. The problem with this is that almost all of the requests for accommodation were not shared with the local union office, and now members are panicking after some have received letters from CPC that consideration for accommodation on the basis of family status has been denied or that they are no longer willing to accommodate.

I have had numerous calls with CPC requesting a list of people that they are accommodating with no luck. Their approach to considering accommodation requests for anything other than Article 54 (such as family, school, other work) is being done behind closed doors with no union involvement. So what does that mean for workers? It means that CPC can continue to accommodate (only if they so choose) with no discussion or challenge to consider requests based on fairness and applying the same rules to everyone. It is placing worker against worker and putting families and children at risk. If for example a worker was on shift 2 and after shift bid ends up on shift 3 or shift 1, and is a single parent, how do they locate affordable childcare. Canada Post has effectively put this family at risk. There are no affordable, quality childcare options available for workers that work on shift 1 or 3. This is no different for workers that are now forced in C & D to work on Wave 2 (because their seniority was not high enough to bid onto Wave 1). Numerous letter carriers have been forced to have their children, become "latch-key" children, fending for themselves after school.

In a landmark decision in February of 2013, a Federal court ruled against Canada Border Services Agency for their discrimination against a worker, denying the right to accommodation on the basis of Family Status. The following is a link to an article which provides information about this case, which is similar to situations that Canada Post employees are now experiencing:

<http://www.cbc.ca/news/canada/employers-told-they-must-accommodate-staff-s-child-care-requests-1.1315953>

The similarity in this case to what workers at Canada Post are experiencing only reinforces the need to take this issue on. If you have experienced difficulty in accommodation for Family Status, I encourage you to contact the local union office, or a shop steward. We are available to assist with challenging the

THE STRUGGLE CONTINUES.....

employer's decision and ultimately assisting with filing grievances, and Human Rights Complaints against Canada Post.

CUPW is involved in a national campaign "Re-think Childcare <http://www.rethinkchildcare.ca> in encourages everyone to visit this site. Whether you have children or not, we all have family and friends that do. The Edmonton Local will be hosting "Kitchen Table" conversations to hear stories from you about your challenges with affordable childcare/Elder care. Recently Jaime Kass (National Coordinator , Childcare Fund for CUPW, and Cindi Foreman, 2nd National Vice-President were in Edmonton to present at the Women's Equinox about the CUPW initiative for this campaign. We need to take this battle on for families, and for justice. The attacks on working people over the past years, has reduced advances won by our pre-deceasors with respect to Universal Childcare, Women's Rights and the rights of the working class.

As single parent myself, who experienced firsthand the struggle of working shift work with 3 young children, it was difficult to find anyone available to assist with the care for my children. Our children are our future, and Canada Post has neglected to consider how the upheaval of the past 3 years has had on their workers. They have a legal responsibility to not discriminate, and yet they continue to bread a working environment that subjects workers to discrimination because they have a family. I wonder how they would react if their own families were treated this way?

If you have been affected by changes in your work schedules that have had an adverse effect on your family, contact the local office.

- We want to hear your stories;
- we will assist you with filing a grievance
- We will assist you with also filing a Human Rights Complaint.

You are not alone, and the Union is here to help defend the rights of Workers and the Rights of families. Discrimination is Discrimination and "operational requirements" should not stand in the way of treating people and families with respect and dignity.

In solidarity,

Sister Bev Ray

President



Grievance Settlements and other Good News....

It's been a good news month in the grievance department, tempered with the bleak news out of England that Moya Greene has been successful in her attempt to destroy a national public mail service. The 497-year-old Royal Mail will be sold off within 6 weeks according to announcements reported on September 12th. Not even Thatcher went that far. One day this same battle may be on our doorstep brothers and sisters, we have a lot of work to do to prepare.

Anyway, today I have good news.

One goal I had when I took this office was to complete the file for forceback/call back seniority violations that occurred between February 1st, 2003 and March 20, 2008 wherein the arbitrator awarded the Local Union \$25,000. I will be bringing someone in soon to go through the lists and determine who gets what and where. The corporation finally signed this on September 16th. It's nice to be able to check that one off.

More good news, in the period from August 21st until September 18th, this office has settled at least 70 grievances with the following payout from the corporation;
Altogether, \$46,905 in funds as well as;
56 hours at straight time, 24 hours at time and a half, and 71 hours at double time.

All totalled it is more that \$50,000.
Some of this dates back to the 00, 03 and 07 contracts.

More good news, A recent arbitrator's decision (Sept 13th) out of the Atlantic region has seen the arbitrator determine that it is a violation

to have two separate equal opportunity lists (wave 1 and wave 2) for letter carriers. This is a regular (non-binding) decision but it bodes well for us all. If you are unable to use your seniority to obtain callback because of the two waves, then please put in a grievance. Same goes for forceback, if your depot uses two lists and you are forced back, file a grievance.

It is the Union's position that ALL relief must be on wave 1. Almost any overtime involving group 2 (letter carriers) is grievable as the current process is a violation of the collective agreement.

I would like to remind you as well that there is no position in the contract called "depot support." This is a term used to hide the differences between group 1 work (registration) and group 2 work (depot assistant, DRS) eventually leading to eliminating group 1 positions and this results in many violations.

More good news. Rhonda Hilton will be in from region in the coming weeks and work will begin again on resolving outstanding issues and errors with seniority dates.



(Grievance settlements....continued)

In closing, I get a few calls every week from members wondering about outstanding grievances and I am not always able to provide a timely answer. In general though, this is briefly how it works;

Once your grievance is filed with the employer it is gathered with other current grievances to be heard at a "First-Level" grievance hearing, which should happen within a month or so, sometimes longer. About 10 percent of grievances are settled here and if yours is settled you will be notified. If it is not settled, it goes back into the pool with all the other open grievances until it appears on an "Arbitration List" which comes from the National Office. This can take months or years. About a week before the day specified on the list for arbitration, a Worker Advocate will argue with a Labour Relations person and a file or two will be chosen, out of the remaining files, some will be settled and the rest go back in the pool. Again if your file is settled you will be notified under most circumstances. If your file is under consideration you will be contacted under most circumstances. If your file is settled for a specific amount the employer has 90 days to pay you. I hope this information helps.

Thanks and Solidarity;

Jerry Woods

Canadian Union of Postal Workers

Grievance Officer

Edmonton Local



Rick Hnatiuk is presented with an apron by his co-worker, Jim McCauley, on the occasion of his retirement in August from the EMPP. (photo Furtak)

Workplace Stress: What Does It Look Like?

The following symptoms of stress are from an article in Occupational Health & Safety magazine written by Marylu Walters:

When we are under stress, our bodies act as if they are under threat of physical attack. They release chemicals that produce actual physical changes in preparation for 'fight or flight'. If the chemical reaction continues over a long period of time, it can lead to physical or emotional illness. While everyone reacts differently to stress, here are some physical and psychological emotional signs that a person is not coping:

HEADACHES
CHEST PAIN
FATIGUE
GASTRIC PROBLEMS
ANXIETY
IRRITABILITY
SUBSTANCE ABUSE
GRINDING TEETH
HIGH BLOOD PRESSURE
INSOMNIA
FREQUENT COLDS AND FLU
ANGER
DEPRESSION
POOR JOB PERFORMANCE

Do you recognize any of these signs in the workplace with your co-workers? This article was first published in the InsideOut in March 1999 by Mike Tarnawski. Here we are 14 years later and these symptoms are more prevalent than ever on the workforce at CPC.

Lorraine MacKenzie
Health and Safety Officer
CUPW Edmonton Local



HOPE

Every morning I look at news articles online and see the place where I work, the place I intended to stay a very long time, telling me Canada Post is a dying institution. Every day I go into work and file past smug managers who tell me we are overpaid and lazy when they even bother to talk to us. They look down their noses at us and tell us that we have it too good. If that's what they say to our face just imagine what they say behind our back.

I walk up to my case and start sorting the mail. On one side of me is often a worker who is just holding on until retirement. They usually give me a lecture about once a week about how I still have options and should find a better job. On the other side of me is often a new term who probably resents me for making 7\$/hour more than they do and definitely think I have it too easy, at least compared to them.

Every day you can feel the tension in the workplace building, the Corporation says it's broke but it blows money needlessly on management bonuses and hair-brained plans to modernize equipment for services that are declining and refuses to expand services that could make money like postal banking.

Three years ago we had job actions in stations across the city. Workers refused overtime, they marched on their bosses; we had wildcats and occupied depots. What happened? Well there was an election and a party that hates us got a majority, instead of a party that is indifferent to us.

Then we had back to work legislation where the government threatened to fine every officer in the union enough money to wipe out what meager savings we had. A lot of us got fired and some of us fought it and won, some of us fought it and lost, and some of us moved on. Then a lot of us quit and are continuing to quit.

I want to write something to the workplace I love and have worked at for almost ten years that will give us enough hope to keep fighting. I want to write something that will say better times are coming. I want to say to everyone "if we stick with this we can win".

But if I wrote that I would be lying.

By the end of five years there is a very good chance all of us will be gone. They will frustrate us to the point of quitting, bully us and fire those they can fire. Those who are left standing will be alone, isolated and scared. The problem is that the one thing that brought us back in line was the hope for a better future. They threatened to fine us so much money our dreams would be shattered. It was hope that made us fight in the first place, but it was also hope that made us settle. Now they want to take away our hope. I don't want to see this happen, but people without hope have nothing to lose and all Canada Post, the Government and the wealthy in this country will have succeeded in doing is handing us a shovel. The question then stands before us, do we dig a hole for ourselves or do we dig a hole for them.

Nick Driedger
Recording Secretary
CUPW Edmonton Local
(Nick is currently loaned to an organizing campaign through the National Office)



Special Needs Project Helps Postal Workers

Years ago when I was a single mother with a disabled child I was struggling to find quality affordable child care for my daughter. I don't remember how I found out about the Special Needs Project but I am glad I did. I have been part of the project since 1997 and in 2008 joined the Moving on Project and still participate in the program today. My Union has helped me a great deal through this project.



Life with my daughter has been a challenge. Her needs always come first; I have made a lot of choices in my life that I would not have made if I did not have to consider her well-being and safety first. I never would have become a letter carrier. It just made life easier at the time because I had no child care for the afternoon or night shift if I wanted to stay in the plant. At least a letter carrier job was a day shift and I could work during the day while my daughter was at her specialized school program and I could still also have somewhat of a normal life in the evenings, simple things like dinner together and being home for bath and bed time. The Special Needs Project provides support to members of the Canadian Union of Postal Workers and the Union of Postal Communications Employees (Public Service Alliance of Canada) who have children with special needs. Its aim is to help reduce the emotional, financial and physical stresses on working parents of children with disabilities.

Parents of children with special needs should go to this link:

www.specialneedsproject.ca/ and find out more about the programs, they should call **1-800-840-5465 Toll-free** and speak to an intake worker about the needs of their child or children. You may be eligible to receive some of the following support:

- Support from Special Needs Advisors familiar with provincial and community resources and services for children with special needs.
- Financial support for expenses directly related to their child's disability. The funding can be used for such things as respite, child care, transportation and uninsured health expenses.
- Information and resources, including a newsletter, Member-to-Member Connection. The newsletter contains resource listings, articles, parent letters and offers and requests for specific help.
- Opportunities to connect with other parents through Member-to-Member Connection and the web site.

The Special Needs Project covers children up to age 18. My Union also was able to help when my daughter reached the age of 19 with the Moving on Project. They realized that just because she was now 19 her disabilities just didn't go away and that parents and dependant children would still have the needs we did a day or a month ago. Parents who are part of the project receive:

- Support from Special Needs Advisors familiar with resources and services for adults who have disabilities. The advisor contacts members twice a year by telephone.
- Funding for parents whose adult sons or daughters depend on them for care. The funding can be used for such things as respite, life skills training, and transportation and uninsured health expenses.
- Information and resources, including a newsletter, Member-to-Member Connection. The newsletter contains resource listings, articles, parent letters and offers and requests for specific help.
- Opportunities to connect with other parents through Member-to-Member Connection and the web site.
- An annual teleconference on a topic of interest to families.

I have used the funds for things that I would not have been able to afford otherwise. Things like therapeutic horseback riding, communication devices, mobility aides and sometimes just for respite when I needed a day or 2 to myself for my well-being. I would not have been able to care for her all these

years without caring for myself as well. I will be making the rounds shortly going from work place to work place to talk to members about this program. If you or another member you know has a child or children with special needs please call me at the office 780-423-9000 or email to Cathy@cupwedm.net and let me know where you are working. I will gladly come there to talk to you about the program.

Cathy Furtak
Secretary-Treasurer Edmonton Local CUPW

<http://specialneedsproject.ca/>

The project also advocates for funding and policies to support high quality child care that is inclusive of children with disabilities.

The Canadian Union of Postal Workers created the Special Needs Project in 1996, acting on recommendations in a union-sponsored study on the workplace barriers for families who have children with disabilities. The project is funded through the union's Child Care Fund, which was negotiated with Canada Post. The project became available to UPCE-PSAC members after their union negotiated a Child Care Fund in 2000.



Cathy Furtak presents to Sue Senior of Rosedale Depot as she retires in September 2013



Tree-Huggers Unite!

Join the local

Environment Committee

October 9, 2013

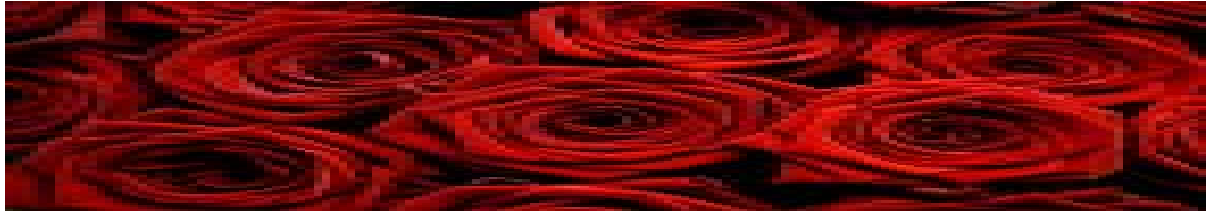
7:00pm

Let's talk about:

TREES in Edmonton

Local CUPW Union Office (corner house)

11001-107 Street



Equinox....2013

Bread and Roses

CUPW Edmonton Local Equinox women's conference was held **September 13 and 14, 2013.**

We were very fortunate to have two Sisters from the CUPW National office participate in this year's women's conference. Sister Jamie Kass, the CUPW national child care co-ordinator, and Sister Cindi Foreman, CUPW National 2nd Vice-President, participated and shared insights. Sister Kass presented during the Saturday afternoon session on the campaign to achieve a national child care program in Canada, similar to the program in Quebec.



Cindi Foreman



Christine provided henna designs

The event Friday evening was food and socializing while reflecting on our individual strengths framed around the characteristics of the Goddesses...a light-hearted fun session with henna designs provided. The session Saturday was at the new 'green' facility, Alfred H Savage building, in the Whitemud Park. This new building is bright and airy. The morning sessions were Women's Heart Health, with Beryl Scott, and a presentation from Nikki of the Sexual Assault Centre. Beryl gave tips on how to recognize the signs of a heart attack, as well as how to talk to your doctor about your concerns. She included some recipes that are good for your heart health.



Beryl Scott presents Heart Health

There was plenty of opportunity to ask questions.

The Sexual Assault Centre presentation focussed on the statistics on sexual assault in Edmonton and Alberta, and discussed the meaning of consent. Consent cannot be given if you are intoxicated or under the influence of drugs or alcohol. And only 'yes' means 'yes'. In other words, if a person does not say yes and continue to say yes, the consent has not been given. Nikki also covered the age at which sexual activity is legal. The Sexual Assault Centre is involved in organizing the Take Back the Night march on September 27th at Alberta Avenue at 6pm. These Take Back the Night marches are held in many countries and are intended to bring attention to the fear experienced by women who are afraid to walk at night. It is not something that we are doing that is wrong, it is the society that we live in that blames the victim for going out at night, for being alone, for being on the wrong street, etc....as opposed to blaming the attackers. We cannot live in Fear. One of the statistics quoted by Nikki was the alarmingly low number of sexual assaults that are reported to the police.



Sexual Assault Centre presentation



Jamie Kass talks about Child Care

The Nature Walk with Kathleen Mpulubusi was excellent as we have come to expect from Kathleen. Always diligent about researching the area for her walk, Kathleen included information about the geological formation of the area and highlighted some of the Alberta Arts Council art installations that we located on the forest path that we travelled. Walking on these trails along the Whitemud Creek was like dropping out of the City into a refreshing nature experience. The benefits of interacting with nature has been well-documented and there is a growing movement to include this in our daily lives for good health.



Marissa led a Zumba class as the last workshop of the day and another Equinox was done. Thanks to the local women's committee who organized the event, met weekly to plan it, and worked to purchase and prepare food and beverages for everyone. Everyone worked hard to achieve a successful event and we look forward to next year.



CUPW EDMONTON LOCAL

GENERAL MEMBERSHIP MEETING

Sunday October 6, 2013

Noon to 2 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) |
| 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 |

CANADIAN UNION OF POSTAL WORKERS
EDMONTON LOCAL 730

**** Application for Educational ****

Event: _____

Dates: _____

| | | | |
|--|---|--------|-----|
| Work Location: | SHIFT TIME: | | |
| Name: | Sister <input type="checkbox"/> Brother <input type="checkbox"/> Equity Seeking Group <input type="checkbox"/> | | |
| Address: | City: | Prov.: | PC: |
| Home Phone: | Work Phone: | | |
| email Address: | | | |
| Please advise if you have any environmental or food allergies, mobility, medical, hearing or vision issues that we should be aware of. | | | |

DATE

Signature of Applicant

(MUST BE SIGNED OR WILL NOT BE ACCEPTED)

Mail or Drop off: 11001-107 Street Edmonton T5H 2Z6
or fax to: 780-423-2883



Basic Shop Steward

NOVEMBER 8, 9 & 10th, 2013

THINKING ABOUT BEING A STEWARD?

Sign up today for the Basic Steward course.

You will learn your rights as a worker under the Collective Agreement and Labour Law. It will give you basic training in representing members, defending the union, and the grievance process.

The course is a 3 day educational that will run 8:30 am until 4:30 pm

At the CUPE office at 10989-124st (parking on 124st and on 110ave)

Please fill out an application and return it to the office by fax, email, mail or to a shop steward.

APPLICATION DEADLINE: OCTOBER 25th, 2013

The CUPW Edmonton Education Committee

11001-107st, Edm, T5H 2Z6

Fax (780) 423-2883

Email to info@cupwedm.net

Vote on October 21st for Your Municipal Candidates

All Albertans , including those of us here in Edmonton, will choose representatives for city council and the school boards on October 21st.

In Edmonton, Advance polls are open October 8 to 12 and October 15 to 19. (10am to 5pm, 10am to 8pm Thursday)

Polling Stations on Election Day are open 9am to 8pm. 3 consecutive hours are to be made available to everyone working that day, to vote during polling hours.

PLEASE VOTE!

We are choosing a new mayor. As well there will be many new councillors. There are many choices facing us.

What does a good candidate look like? Tips:

Read the campaign material that is being distributed in your neighbourhood.

Attend public meetings, candidates forums, where you can hear the candidates speak and answer questions.

Go to the candidates websites and look at their platforms.

Ask questions of the candidates if you have particular issues.

Will the candidate listen to your concerns as a citizen? Or do they seem to be listening more to the business community and developers?

Talk to friends and family about the election and the candidates.

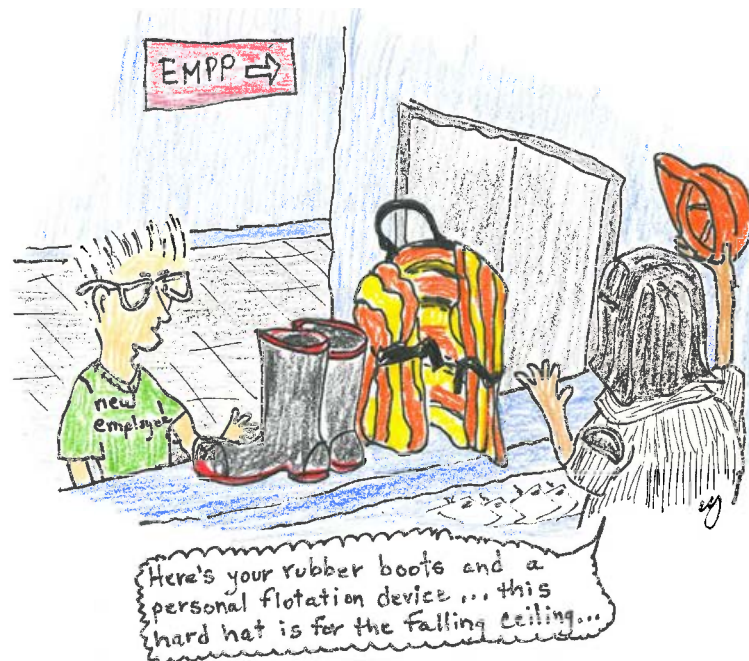
Edmonton is a great city, a great place to live and raise a family. What makes it special? Those qualities are things we want to preserve and support. For me the green spaces and natural areas in the river valley are priorities. So are the bike paths and public transit and LRT. The densifying of mature neighbourhoods will be a contentious issue as we see more and more highrises placed in areas that have been opposed by those communities. We are a world leader in waste management that respects the environment and we need to continue those initiatives. And we know that good jobs are under attack as some groups push for contracting out city services and the new LRT line. The Education system is under pressure and has faced budget cuts and changes to class sizes and course options. There are still school closures and bussing issues. The candidates for school boards will be discussing these issues over the next few weeks leading up to the election.

Get involved. Learn about the candidates and **VOTE. VOTE. VOTE.**

Karen Kennedy

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)



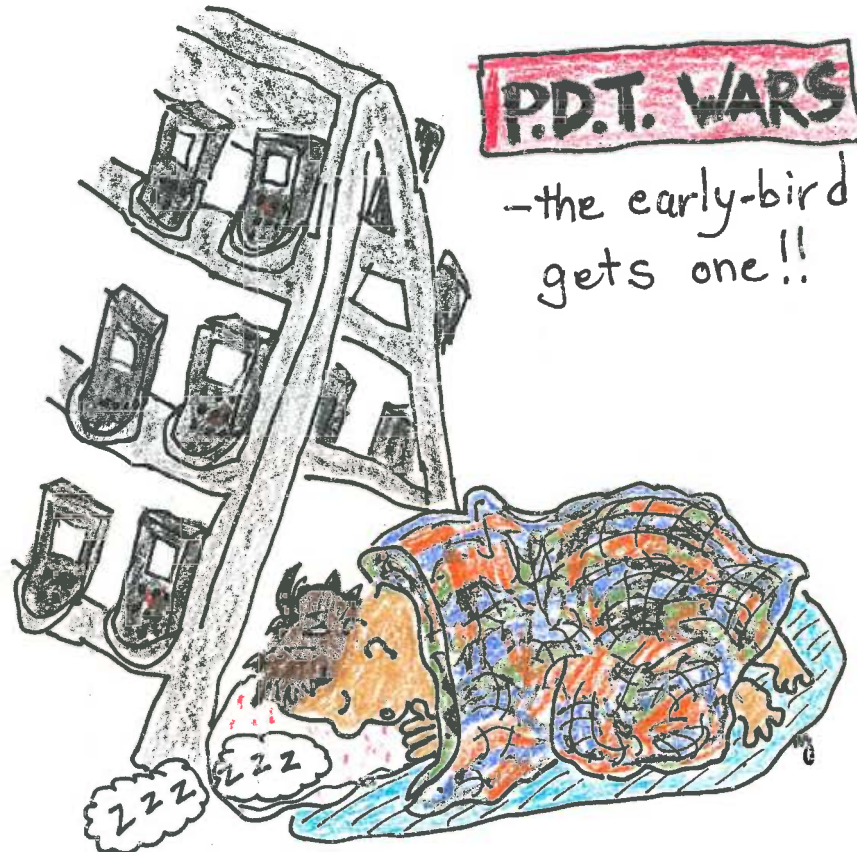
The Edmonton Local Office is located at 11001-107 Street. It is the corner house. The four full time officers may be reached at 780-423-9000 and each has their own voicemail and cell phone. The executive assistant, Trish, will answer the phone and may be able to assist you or put you in touch with an 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

November Issue: October 11, 2013



What's Happening:

September 27...Take Back the Night march Alberta Avenue

September 30...LEAF Person's Day Breakfast 7am Delta Centre Suite Hotel

October 4 to 6...Prairie 3-day School Edmonton

October 6...October General membership meeting noon

October 9...Local Environment Committee 7pm

October 17...Local Executive meeting all day

October 21 ...Election Day: VOTE for municipal candidates

November 3...General membership meeting 6pm to 8pm

This issue is printed on: 50lb Enviro100 Print Offset, made of 100% Recycled post consumer waste.



THE STRUGGLE CONTINUES.....