

# InsideOut

Canadian Union of Postal Workers  
Edmonton Local

October 2015



*Information Picket: August 17, 2015, 7:00am to 11:00am at the Sherwood Park Depot*

*Pictured: Susy Fong, Kim Beauchemin, Lucie Hulford, Cheryl Chow, Ajay Sharma, Warren Melnyk*

## **CUPW Edmonton**

Telephone **780-423-9000**  
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**NEW LOCATION 18121 – 107 Street  
 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 through 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**

PRESIDENT	<b>Larry Dionne</b>	<i>extension 1</i>	<a href="mailto:union@cupwedm.net">union@cupwedm.net</a>
(Acting) SECRETARY TREASURER	Todd Brooks (Acting)	<i>extension 2</i>	<a href="mailto:todd@cupwedm.net">todd@cupwedm.net</a>
GRIEVANCE OFFICER	<b>Jerry Woods</b>	<i>extension 3</i>	<a href="mailto:jerry@cupwedm.net">jerry@cupwedm.net</a>
HEALTH & SAFETY OFFICER	<b>Lorraine MacKenzie</b>	<i>extension 4</i>	<a href="mailto:lorraine@cupwedm.net">lorraine@cupwedm.net</a>
Part-Time Administrative Assistant	<b>Trish Schlag</b>	<i>extension 6</i>	

### **Chief Stewards**

CHIEF STEWARD LETTER CARRIERS	<b>Steve Cowtan</b>
CHIEF STEWARD MSC	<b>Todd Brooks</b>
CHIEF STEWARD SHIFT 1	<b>Amir Sheikh</b>
CHIEF STEWARD SHIFT 2	<b>Gohar Zaidi</b>
CHIEF STEWARD SHIFT 3	<b>Parminder Pannu</b>
CHIEF STEWARD RSMC	<b>Harry Clark</b>
CHIEF STEWARD AFFILIATES	<b>Michelle Ream</b>
CHIEF STEWARD MAINTENANCE	<b>Norm Burns</b>

### **Table Officers**

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

# InsideOut

October 2015 Edition

Canadian Union of Postal Workers  
Edmonton Local 730



*Cover Photo: Sherwood Park Depot (L. Swaren)*

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InsideOut is published 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.

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.

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 into the Committee.

**November Edition Deadline:**

Sunday, October 18, 2015 at twelve o'clock (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*

*Lisa Swaren, Vimal Sharma, Carmen  
Loiselle, Michelle Ream, Chris Hepburn*

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**In Memoriam:**  
**Our C.U.P.W. Brother and Sisters Remembered**

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**Bruce Feragen (September 2012)**  
**Gil Pelletier, Depot 6 (July 2014)**  
**Brian Clelland, Delton (Sept. 2014)**  
**Michal Hayes (October 2014)**  
**Terry Cooper (2014)**  
**David Murray (2014)**  
**Archie Swart (2014)**  
**Ed Vanderzee (2014)**  
**David Boyd (May 2015)**  
**Mike Wark (May 2015)**

...and a special mention of our trade union brother:  
**Albert Johnson UFCW (Oct 2014)**

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*Non est ad astra mollis e terris via - There is no easy way from the earth to the stars. (Seneca)*

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



## From The Editor

We've all voiced concerns over this publication's absence. An exhaustive explanation will be available at the October 4th GMM (General Membership Meeting). In the meantime, let me explain how I couldn't do much without worker solidarity.

Our Union CAN help with most problems, but not without the consent and direction of the membership! Believe it or not, when you were wondering where InsideOut was, I wondered where most of you were (at each GMM). A big thanks to those who consistently showed up).

Here's a very brief history of the troubles which occurred over the last many months. We lost our IT staff to a big, expensive firm; computer problems began and were not fixable by the resident postal workers in the union office! After staying up for three days (day and night), inputting the May edition multiple times as it disappeared from the communal computer, I sent it to the printing company and left from the office to go straight to the airport for a conference and convention in Montreal.

Imagine my surprise when I had to deal with our printing company long distance to help them reformat all the articles and pictures.

Why? Glitches were created when the printers had to transfer the product from "Pagemaker" to "InDesign" (the present industry standard).

I returned to Edmonton to find my basement office flooded (a lasting problem). Our Executive Committee acted swiftly by passing a motion to buy me a laptop, have the \$1,400.00 Adobe InDesign software purchased for it, and send me to school to learn how to use it. However, because our bylaws preclude our Executive from spending over \$1,000.00 without the consent of the membership, we had to take it to the June GMM for member approval.

Unfortunately there weren't enough people in attendance to hold a meeting ...for months! Any less than 20 posties (including six Executives) and the meeting can't go ahead. When we finally did reach quorum, the matter of a new computer for our newsletter was never presented because the executive motion was stale-dated and other matters had stockpiled.

When I could finally work downstairs again, I'd get sick after an hour or two OR the computer would be too slow (or frozen completely). It crashed or siezed many, many times. Finally when I was given an old laptop, it didn't work.

I now have an operative laptop with the proper software installed. I wanted to put a newsletter out right away... but navigating the software by myself has been time consuming. I've had other problems that have eaten my time away, and it's been very difficult to sort through so many months worth of material. Now it's finally here.

Let's roll forward with gathering momentum. Thanks for your participation and support.

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

# CUPW Retirees 2014



♥ *Greg McMaster*



♥ *Karen Kennedy*



♥ *Mike Tarnowski*



♥ *Brian Blair*

♥ **Greg McMaster** served in our local as our Union President (13 years), Chief Steward of MSCs, Route Verification Officer and Editor.

♥ **Karen Kennedy** served in our local as Secretary Treasurer, Education Officer and Editor of InsideOut

♥ **Mike Tarnowski** served in our local as Health and Safety Officer and Chief Steward Letter Carriers

♥ **Brian Blair** served in our local as Chief Steward Letter Carriers and Route Verification Officer.

♥ **Brian Henderson** served in our local as Secretary Treasurer (9 years), Vice President, Local President and Chief Steward Maintenance

**All five have made valuable contributions to our cause and are Life-time Members of CUPW. Thanks from the membership of CUPW!**



*Shelley Chaykowski*



*Jerry Patisky EMPP*



*John Operyk EMPP*

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

## CUPW Retirees 2015



♥ Brian Henderson



Alan Hung EMPP



Brian Porter, Depot 6

### More Members Who Retired In 2015 (No pictures submitted):

Irene Ambs-Lambkin, Lorna Archibald, David Badowich, Donald Bartlett, Douglas Bell, Elaine Boutin, Sandra Bowers, Asma Burney, Linda Buyck, Laurie Cameron, Victor Carrier, Tze Chan, Joann Clement, Kathryn Darling, Allen Robert Davies, Alwyn "Lorry" Davies, Lynda DeBoer, Adilio DeSousa, Susy Fong, Pauline Fung, Gilbert Funk, Rick Gleason, Wesley Hankey, Richard Jackson, Brian Kwasny, Mervin Luczak, Emily Malainey, Brian Massie, Vittorio (Vic) Mastronardi, Margaret Miller, Larry Myers, Danny Ochocki, Patricia Oleksyn, Gisela Oswald, Cheryl Ouellet, Lorna Pederson, Harry Pabillano, Brian Porter, David Puchala, Neil John Radke, Victor Sivik, Irene Slezuk, Louie Talarico, Wade Winter

### More Members Who Retired In 2014 (No pictures submitted):

Jamie Baron, Jeanne Barrett, Joyce A. Blazek, Deborah Blonjeaux, Terry Bodnar, Debra Bolt, Mary Brandon, Leona Carroll, Douglas Dirksing, Andrew Donass, Tony Michael, Charles Mah, Elaine Wall

- ♥ Lynn Bue served us as 1st National Vice President,
- ♥ Colin MacKenzie served our Local as Grievance Officer and Chief Steward MSCs, and Nationally as Union Rep. for Staffing and Route Measurement

**Did we miss someone? Are you planning to retire? Do you or a work colleague know someone who is planning to retire (or has retired recently)? Do you have pictures or stories to tell from your career as a Postal Worker? Get your submission in to the Next InsideOut! Make sure to include your name and the name of the people in the picture so we can render credit where credit is due! [editor@cupwedm.net](mailto:editor@cupwedm.net)**

(Answers to RSMC Crossword) ACROSS: 2) DUES 3) SAFETY 4) SUBURBAN 6) REPLACEMENTS 7) SERVICES 8) RSMC 12) CALCULATIONS 13) MAIL 15) IMPORTANT 16) OCRES 17) HOURS 18) RURAL DOWN: 1) SEPARATE 5) REPRESENTATION 8) RECOGNITION 9) DECEMBER 10) CHANGES 11) VACATION 12) CARRIERS 14) PERSONAL



## Member Report on “Non-Violent Communication and Union Solidarity Building” Course

During the last week of May, twenty members from the Prairie Region convened at Gimli, Manitoba for a five day course in Non-Violent Communication and Union Solidarity Building (a long, unwieldy description of a course that turned out to be a transformative experience for all who attended). The main focus was communication between two or more people who are in conflict with each other, and the various models by which conflict resolution can be achieved either formally through the Collective Agreement and the Canada Labour Code/Human Rights Commission or informally through Mediation or Community (Restorative) Circles. Sounds simple, but the nuts of bolts of the course quickly showed all of us just how quickly (and badly) things can go wrong and, if left unchecked, just how many other people can be drawn into the conflict. The entire work floor can become polarized to the point that everyone is adversely affected.

The coursework required each participant to reach deep inside to examine just how each of us plays a role in conflict and, more importantly, how each of us can learn the tools that allow conflicts to be resolved within the union - WITHOUT the assistance of management - and in ways that benefit everyone involved.

The sessions were intense and by the end of the fourth day, it was clear that we were collectively wrung out. Emotions ran high a number of times during the course, but one thing that I never saw happen (not even once) was anyone turning on or abusing anyone else.

I'm still not sure whether this class harmony was a result of the amazing job of facilitation that was done by Bev Ray, Candice Feilberg, and Rhonda Hilton, or whether we just supremely lucky to find ourselves among 19 other random Brothers and Sisters who just happened to get along famously. Perhaps it was because we were absorbing the course material better than we thought, and were unconsciously applying the principles of Non Violent Communication to our fellow participants. All I know is that I can honestly say that I have never in my life been part of a group of people who bonded so well and worked in ways that ensured every member of the group was so well taken care of. I consider these folks to be part of my “tribe”. I know they've got my back and I know they can depend on me to have theirs... even at night in the scariest bar in Gimli.

I feel like I just spent a week with superheroes, compassionate warriors who came together to teach and learn an art whose application on the work floor has the potential to radically improve the working conditions for untold numbers of our fellow union members.

And, personally, I cannot find the words to ex-



press the gratitude and honour I feel for the fact that I was selected to have this amazing experience and that I got to meet the wonderful people that I did. Educational opportunities such as this serve not only to educate the membership on specific issues and processes, but also provide invaluable opportunities for members who otherwise would not have had the chance to meet to share their own perspectives, experiences and strengths with one another.

I have come away from this course with not only a vast array of new tools with which to address conflict and enhance communication but also with a much greater understanding of what it means to be in solidarity with my fellow worker.

Chris Hepburn, Education Officer  
CUPW Edmonton Local  
Shop Steward, Shift 1, EMPP



*The Hal Russell Memorial Bench is located at The Hardisty Fitness and Leisure Centre located in Edmonton at 10535 - 65 Street*

## Hal Russell Bench Dedication

Two groups of co-workers gathered at the Hardisty Pool at 2pm on Saturday May 3rd, 2014. We were all there to pay tribute to our friend Hal Russell, who passed away unexpectedly in August 2013.

Hal was a great guy and very well-liked. The memorial plaque inscription was written by us, and the bench location under the mature trees at the bustling entrance to the Pool, means many will see the tribute to Hal.

Hal worked part time at the Pool and with his co-workers from the pool we exchanged stories of Hal's quirks and attributes and our special moments. Thanks to Sandy who helped organize the refreshments following the tribute, and to all who attended for creating another opportunity to remember our dear friend Hal. Why not drop by the pool and visit the bench? The collection that paid for the bench plaque exceeded the amount required so the additional funds, along with the local bereavement tribute, will be donated to the Mustard Seed Church where Hal volunteered.

Karen Kennedy, Past Editor & Secretary Treas.  
CUPW Edmonton Local (Retired)  
Lifetime Member CUPW



*Pictures (this Page): Karen Kennedy*

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## Developments and Events 2014 - In Review

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### May 2014

**05.03.14** Hal Russell Memorial Bench Dedication Ceremony at Hardisty Pool, Edmonton

**05.04.14 GMM (no quorum)**

\* Quorum is the number of members needed to conduct a regular or special membership meeting. In our Local that number is 20 persons and must include 6 Executive Members.

**05.21.14** CUPW members Bev Ray, Steve Cowtan and Nancy Dodsworth made a presentation to Edmonton's City Hall which addressed the elimination of door to door delivery and the expected effects on the city of Edmonton

**05.23.14** AFL (Alberta Federation of Labour) Mid-Term Convention held in Calgary (15 were elected to attend). Provincial Leaders and Politicians answered questions regarding many issues affecting the labour movement and all workers in Alberta

**05.25-30.14** Delegates from the Edmonton Local attended the CUPW Spring School in Gimli Manitoba (See Chris Hepburn's article in this issue)

**05.31.14** "I'm Walking With My Letter Carrier" National Solidarity Event as endorsed by the NEB (CUPW National Executive Board)

### June 2014

**06.01.14 GMM (no quorum)**  
- 13 members attended

**06.08-12.14** Saskatchewan Federation of Labour's Prairie School for Union Women attended by L. Swaren, K. Mpulubusi, R. Arkless

**06.18-20.14** Alberta Labour History Institute held Conference

**06.25-27.14** Inaugural "WorldPride" International Pride Human Rights Conference held in Toronto, Ontario

### July 2014

**07.06.14 GMM (no quorum)**  
- 15 members attended

**07.17.14 Special GMM (no quorum)**  
**Agenda: Pass Budget**  
- 14 members attended

### August 2014

**08.09.14 Special GMM**  
**Agenda: Budget Passed**  
- 40 members attended

**08.26.14** CUPW Member Appreciation BBQ at the EMPP (*paid for by monies donated to the Union from Member Grievance Wins*)

### September 2014

**09.07.14 GMM**  
- 22 members attended

**09.20.14 Special GMM**  
**Agenda: Elections for Regional Conference**  
- 20 members attended

### October 2014

**10.05.14 GMM**  
- 43 members attended

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## October (con't) 2014

**10.18.14** CUPW Regional Conference New Delegates Session held in Edmonton

**10.22.14** Public Interest Alberta Gala Event held in Edmonton

**10.31-(11.02).14** Basic Shop Steward Course held in Edmonton

## November (con't) 2014

**11.14-16.14** AFL Political Campaign School

**11.21-23.14** *3-Day Human Rights Course (Cancelled due to lack of applicants)*

**11.21-23.14** Parkland Institute Fall Conference "People vs. Profiteers: Democracy, Justice & Equity" (*Attended by S. Bath, S. Malhotra and P. Graham*)

## November 2014

**11.02.14** **GMM**  
– *22 members attended*

**11.06.14** CLC launches: "Can Work Be Safe When Home Isn't" Campaign

**11.07-09.14** CUPW Regional Conference Edm.

**11.08.14** Lifetime Membership Retiree Gala (Held at the Chateau Lacombe)

## December 2014

**12.06.14** AFL Brunch for National Day of Remembrance and Action of Violence Against Women

**12.07.14** **GMM**  
– *21 members attended*

**12.15.14** CUPW Members were invited to attend the EDLC Open House

..... Watch for: **Developments and Events 2015 (in the October edition of InsideOut)**



*Standard Letter Boxes at Kelly Ramsey Tower in Rice Howard Way, Edmonton (Photo by L. Swaren)*



## Payroll Issues

The issues workers are having with their pay are at an all-time high. Anyone who has been on STDP (Short Term Disability Plan) or WCB has already experienced this mess. You have to have a Masters in accounting just to understand the pay stubs. Could CPC have made this process any more difficult for the workers? I think not.

First of all, you get notified of an overpayment and CPC starts deducting money when you receive your pay statement. Often times CPC recoups it at a 100%. According to CPC there are two times when they will recoup at 100%; if the worker is in non-compliance and if there is an EI overpayment (which is really an overpayment from CPC). EI overpayment is how CPC categorizes it. Because of the bizarre process for workers, when you are at the 15 week mark of your STDP you must apply for E.I..

You must apply for EI. If you are not approved, you will continue to get your 70%; but if you don't apply for EI, CPC will cut you off. This is where the problem begins. So you get approved for EI: You should receive 55% from

EI and only 15% from CPC plus top up credit (if you have any) which will put you up to 95%. The problem is CPC is so slow in reconciling their records that they continue to pay you 70%, while EI is paying you 55%. CPC does not usually get their books in order until you return to work and then your first paycheck is clawed back at 100%, without any warning that you owe them money. When this happens you need to grieve it, otherwise you are saying this is ok. The Collective agreement says 10% and they should be giving advance notice of an overpayment to be collected back.

The other thing that workers need to be aware of is that whether you are on STDP or WCB, you are always two weeks behind with your pay. Most people do not pay too much attention to their paystubs, they only care that their mortgage/rent and other bills are paid and that they can feed their kids. If you never listen to another thing I say, Listen to this. If you ever have the misfortune of having to be on STDP, watch your bank account and pay stubs to be sure you of what you are receiving. It is almost a definite that you will be overpaid.

## Changes to STDP Process

I am sure by now; you have all received your "Dear Colleague" letter from Canada Post - which outlines the changes to STDP process. This has not been agreed upon nor consulted on with CUPW. Canada Post notified CUPW, that they will be unilaterally making 4 changes to the Short Term Disability Program:

1. The employees will be directed to call Morneau-Shepell to initiate their claim and to arrange a telephone assessment with a case worker. Their hours are 06:30 am to 8:45 pm Eastern Time.

2. Employees are expected to go online and print the required forms to be filled out or go in and get one from the employer.
3. CPC is proposing to shorten the time allowed to get your employee form and the doctor's form submitted to Morneau-Shepell from 14 to 7 days.
4. CPC says they will be making arrangements with walk-in clinics in each centre that will provide employees with access to a physician who will fill out the attending physician's report within 24 to 48 hours. CPC says this is voluntary and that any employees who attend the walk-in clinic will not be compelled to see the physician at the walk-in clinic to treat them. The locations for these clinics at this time are in the Vancouver and Durham areas.

These changes are not a good thing. It puts all the responsibility onto the worker. We have no implementation date as to when this is going to start. No contact number for workers to call. Lots of unanswered questions. Watch for further bulletins for updates from National. If you have any questions please call me.

Lorraine MacKenzie  
Full-Time Health and Safety Officer  
CUPW Edmonton Local



*X-ray of On-Call Letter Carrier, Greg Mady's right leg after being hit by an unidentified black SUV on his route, December 4th, 2014*

**CUPW**  
**Edmonton Local**  
**GENERAL MEMBERSHIP MEETING**  
**Sunday October 4th, 2015**  
**New Time: 11:00am**  
**New Office: 18121 - 107 Avenue, Edmonton**  
**(street parking available on 107th Avenue)**



## The Fight of Our Lives

Good things happen to workers when they are united, determined, and work hard. When we, as a union, have worked and thought collectively, we have gained many successes in the past, and we will succeed now. This is the fight of our lives to save door-to-door deliveries.

Keep one thing in mind: that Canada Post is a public service, not a commercial business. Canada Post is a crown corporation, meaning that it was created and is controlled by the government. Therefore, Canada Post must work for the benefit of all Canadians as a public service. "Crown corporations are not corporations with strictly commercial objectives. They are supposed to be managed in the best interests of the public and work for the public benefit. Their performance should be assessed based on the social and economic benefits they provide, not just the money they make." (CUPW website).

Canada Post must serve for the benefits of all Canadians as a public service. More than a decade ago, this corporation started making profits; CPC is not a financial burden on taxpayers at all. Canada Post is not a private business just for profit. It has a social obligation as well. But, Canada Post has given these profits away to the Canadian government. Through coherence

*Pictured: Ajay Sharma, Linda Duncan (MP), Anita Sharma, Marie Sharp, Raj Sharma (back)*

with the government, Canada Post has been shamefully cutting services to Canadians, such as door-to-door mail deliveries.

CUPW members have earned billions of dollars worth of profits continuously for over 15 years. Furthermore, in return, the Canadian public and CUPW members received shameful cutbacks and less benefits. Canada Post has fulfilled one objective: to continuously make profits. It is a self-sustaining public service, yet it fails to complete its full mandate to serve the best interest of the public. It has failed to provide new, improved, universal, and affordable services as well as failing to improve health and safety standards of the postal workers. The CEO of Canada Post, Deepak Chopra, stated that he wanted seniors to have exercise and to "go pick your own mail from a community mailbox". Really? Seniors go and collect the mail in minus 35 degree celsius temperatures, climb snow banks, as well as walk through heavy rain to the community mailboxes. This type of "exercise" can become very risky!

Housing market reports have unanimously stated that if community mailboxes are in front of your houses or nearby, it will drop your property value because of privacy, traffic, letters, and so on. The question is: What about the houses in the suburbs that already have community mailboxes installed? The answer to this question is that these types of areas were already designed and planned by municipalities for the addition of community mailboxes, and the householders knew that they would have them. But, this is not the case for old communities in the city. They were not designed for community mailboxes. They are being forced to have community mailboxes installed in their communi-

ties by the Conservative Harper Government. Canada Post is not truthful on many fronts. Their financial projections were false. They have made profits without cutting door-to-door mail deliveries. 2014 is an example of this. Canada Post is hiding its own internal study about postal banking. It is time to increase service to Canadians, not to cut back.

The Edmonton local is actively working with communities. We have taken this fight to St. Albert, Sherwood Park, and depots 4 and 8 here in Edmonton. We have knocked on the doors of hundreds of houses and put up public information stalls in the malls and public forms. We delivered thousands of flyers, as well as petitioned and collected thousands of signatures in return from concerned Canadians about the fate of our door-to-door deliveries. Thousands of letters have been sent to our members of parliament but the Harper Government is not listening.



*Edmonton Activists: Bena Buttery, Parminder Pannu and Jagjit Gill (Photos by Raj Sharma)*

The only open support we have is from the NDP. The NDP has stated that if they win the next election, they will restore the door-to-door mail deliveries. We workers will make this an election issue. Whenever any political party ignores the public, they always end up paying the price. Alberta has already proved this, as the Conservative dynasty has been removed from power and replaced by the NDP. We are not alone. Over 600 municipalities have joined the fight to save door-to-door mail deliveries. Moreover, concerned Canadians are occupying the community mailbox sites to stop Canada Post from installing new ones. Municipalities and the CUPW have filed a court challenge on this issue. We have to stop a multibillion-dollar profitable company from cutting our services. We deserve better and at the upcoming contract negotiation next year, we will demand fair shares, good times are not just for the CEO, vice presidents, directors, managers and supervisors pocketing thousands of dollars in bonuses and pay raises.

With the election of Brother Mike Palecek as the new National President of the Canadian Union of Postal Workers, we have a new hope and we are ready for the fight of our lives to save door-to-door mail deliveries. In the end, we will win this battle of morals.

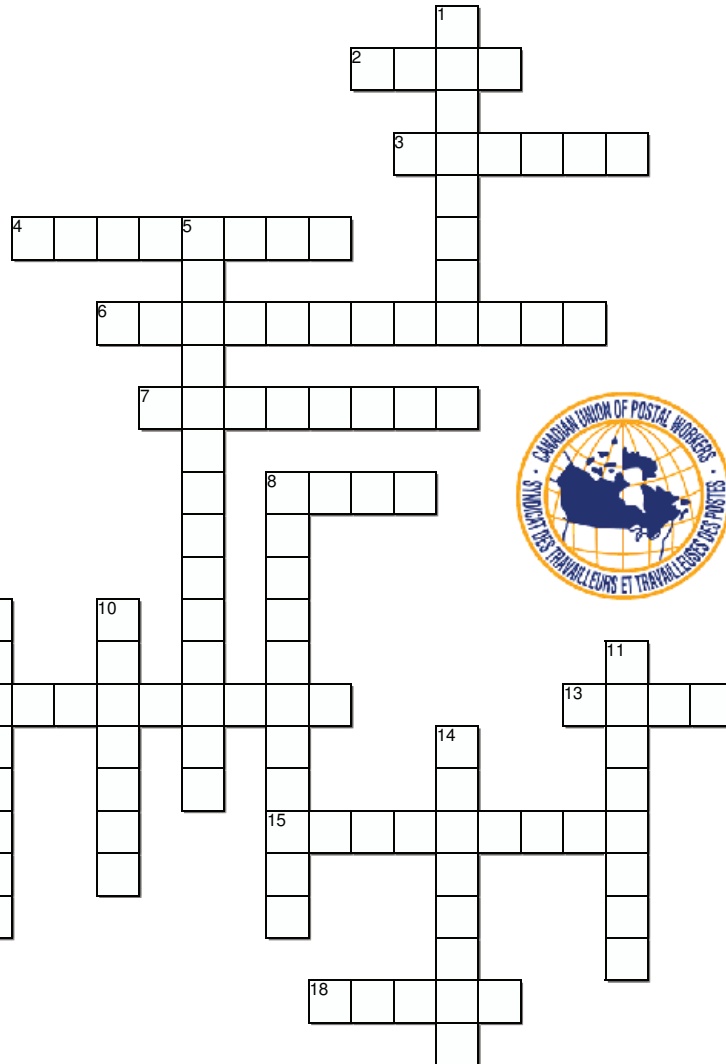
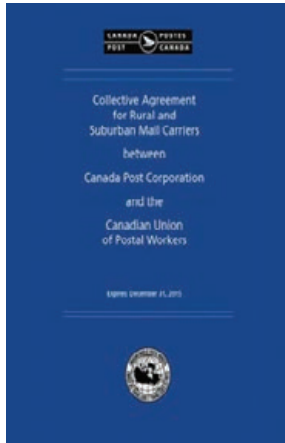
In Solidarity,  
Raj Sharma  
Vice President  
CUPW, Edmonton Local

**Help CUPW Fight the Cuts This October:**

**→ Come to the Next Information Picket !!**

**→ Contact Kathi Gouldie at 780-886-2034 for times, dates and supplies...  
(lawn signs, activism buttons, new petitions and more...)**

# RSMC CROSSWORD



Created on [TheTeachersCorner.net](http://TheTeachersCorner.net) Crossword Maker

## Across

2. RSMCs pay ----
3. RSMC's Article 24 covers Health & ----
4. The S in RSMC
6. RSMCs Article 14 covers: ----
7. Paramedical ---- (Page 91 of RSMC's current Collective Agreement)
8. Show some support to an ---- today!
12. RSMC's Appendix 'A' = Actual Wage ----
13. The M in RSMC
15. RSMCs are ----
16. Term for RSMC 'On Call Relief Employees'
17. RSMC's Article 13 covers ---- of work
18. The R in RSMC

## Down

1. RSMCs have a ----- bargaining unit from Urban Operations
5. RSMCs have a right to ----
8. RSMC's Article 3 covers: ----
9. The current RSMC Collective Agreement expires in ---- of 2015
10. RSMC's Article 11 covers Route ----
11. RSMC's Article 15 covers ---- leave
12. The C in RSMC
14. RSMC's Article 19.04 covers ---- days

Answers to RSMC Crossword at the bottom of Page 7

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