

InsideOut

Canadian Union of Postal Workers
Edmonton Local

October

2008



Basic Shop Steward training was provided on September 11th, 12th and 13th by the Edmonton Local Education committee. Pictured with the participants are the facilitators: Larry Dionne, Bev Ray, and Local Grievance Officer, Carol Read. (photo: Sue Wilson)

From the EDITOR:

The Local is in the midst of an election for

Full time Health and Safety Officer. After the first round of voting, the results were: Brother Larry Dionne 1st, Brother Mike Painchaud 2nd, Sister Lorraine MacKenzie 3rd, and Brother Rasphal Sehmy 4th.

No candidate received '50% plus one' of the total votes cast to be declared elected. Brother Sehmy received the fewest votes so dropped off the list. **Vote** by mail in ballot, if you work an hour or more outside of Edmonton, or, vote on **Sunday, Oct. 5th**, from 8am to 6pm at the local office, 11001-107 Street. Results will be announced at the General Membership meeting that evening at 7pm. If again no candidate achieves 50% plus one of the votes, the candidate with the fewest votes drops off and we vote one more time.

And we are also in the midst of a federal election. See the article on page 7. Now is the time to get out there and volunteer for the candidate you choose to support. All postal workers need to be concerned about the outcome of this election as there have been changes proposed that are not good for workers. And we have seen job losses and companies shutting down across the country along with recent financial collapses in the United States. Who is proposing solutions and who is listening? Find out about your candidates and compare their credentials from a labour view.

We celebrate new stewards who were trained by Sister Bev Ray and Brother Larry Dionne, on page 4. Congratulations!

The Canadian Union of Postal Workers submission to the Strategic Review is highlighted on page 8 of this issue. The Canada Post Corporation submission is highlighted on page 9.

We are missing Brian Henderson's President's message this month due to annual leave.

The annual LEAF Person's Day breakfast is taking place this year on October 17th from 7:30am to 9:30am. Why not join the local women's committee in celebrating the gains women have made toward equality? The contributions of Justice Bertha Wilson will be recognized, tickets are \$50 each and are available through Sister Sue Wilson.

-Solidarity, Sister Karen Kennedy, Editor



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

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VICE PRESIDENTS MESSAGE

We get a letter at home “**DEAR COLLEAGUES**” from Moya Greene or from her puppets. Then what do we do? We usually throw the letter in the garbage or shred it. Some of us read it but do not pay attention. The same often goes with Union bulletins because we are occupied with stress, family issues, gas prices... that’s the way our life is.

LIES

So far what were we told? Letter mail is declining because of computer email, direct marketing etc. **THE TRUTH IS (FOUND ON PAGE 11 OF CANADA POST SUBMISSION TO THE STRATEGIC REVIEW) “IN 2003 LETTER MAIL VOLUME WAS 5.35 BILLION PIECES AND IN 2007 VOLUME WAS 5.40 BILLION.”** As a Union we have been saying letter mail has increased but our supervisors or the big honchos were saying “it is declining”... who knows the truth? The letter carriers do because they deliver the mail.

CULTURE

Moya is saying “we need to change our culture,” but I ask “what culture are you talking about?” At Depot 4 we have the culture of the supervisor’s harassment of First Nation letter carriers. At Depot 1 and Delton we have the culture **of the supervisors treating our members with disrespect.** At Depots 2 and 9 if the superintendent stops shouting on the floor it will be a HUGE culture change. Honestly I believe some of them need professional help. If the night shift supervisors in **city finals** stop micro-managing and allow the workers at least a few washroom breaks that would be a culture change. If Moya’s team stops harassing **PREGNANT SISTERS BY SENDING MANULIFE AFTER THEM** that is a culture change.

EMPLOYEE SURVEY

Tim Horton’s donuts and coffee and on top of that a half hour break, sometimes with pizza. And what do we get? An employee survey to fill out the way Moya Greene wants. Some members were even given half an hour of overtime to do the survey. When we were done our surveys we had to return them to our supervisors with open envelopes. The employer even gave us **PENCILS** to do the survey which could easily be erased because the envelopes were open. If that’s the picture in Edmonton you can imagine what is happening around the country.

Moya you are kidding yourself if you ever think you will know the **TRUE** picture of the employee’s opinion because you team is trying to influence the **OUTCOME** because their bonus is on the line! If you want a real survey ask real questions (no ‘ifs, ands or buts’: ask yes or no questions). Don’t try to bribe us with overtime and food, try looking at our increasing injury rate.

Moya, your past history has shown you have always taken advantage of workers innocence. Count the cost of what you have spent so far on our propaganda but you have not delivered on equipment for Transfer employees, stackers for Depots, fatigue mats, sitting stools, hand jacks, needle dispensers, rubber gloves etc... the list is huge. Don’t treat us as innocent or naïve. We are human beings and we can see through your lies.

Raj Sharma,
Vice President



Education Officer's Report



Congratulations to the new shop stewards who were among the 17 who took the training in September (see the cover picture):

Rob Geddes.....Depot 9
Francois Chaput.....Depot 4
Jullie French..... Delton
Roland Schmidt.....Depot 3
Jim McCauley..... EMPP Transfer
Yen Wang, EMPP.....City Parcels
David Trudel..... EMPP Transfer
Cheryl Sorenson.....Depot 1
Jackie Heinrichs.....Depot 3
Parminder Pannu.....EMPP, Parcels

There is a long list of requests for the shop steward training but please give your name to the union office if you are interested in the next course: **October 23rd, 24th and 25th.**

New steward kits are available through the chief shop stewards, in the local office.

The Local Education Committee also decided at our meeting in September to offer the Pension course again. If you are in need of information on the pension plan, the retirement benefits and how to retire, the course is planned for **November 14th or November 15th.**

-Carol Leighton



In the classroom: Steve Cowtan, David Trudel, Maria Carlos, Bev Ray, Carol Read, Judith Phiri, Larry Dionne, Cheryl Sorenson and Jeff Hillas.

From the Grievance Officer...

Seniority Review Still On

Is it too late to submit a grievance regarding your incorrect seniority date? NO. If you have not yet done this, do it now. **The union wants everyone to have the correct seniority date** and many members have already seen their seniority dates corrected to include time spent as a Christmas casual, if they were re-hired within 9.5 months. (See Appendix MM).



The Review Process

Grievances regarding incorrect seniority dates are being researched, copied and then forwarded to our Regional Union Office in Winnipeg where information is reviewed and substantiated and decisions are reached on each situation. So far the Edmonton local alone has submitted over 150 cases of incorrect seniority dates to the Regional Office. Up until June of this year, the employer was paying for some of the work done by union representatives in Winnipeg who were researching each case. Many of our grievances were dealt with, and some seniority dates were changed, but some still have not been finalized.

Funding has now been restored to the review project and the process in Winnipeg will start up again soon. Members who have submitted grievances but have not yet had seniority dates corrected should know that their situations will be addressed. Once a decision has been reached by Winnipeg, the new seniority dates are submitted to the employer and the dates are changed.

Members who have been negatively effected by incorrect seniority dates (lost an assignment, or preferred vacation leave selections) can submit additional grievances regarding these scenarios.

If you have submitted a grievance regarding your seniority date and it has not yet been changed, please give a call to the grievance department just to confirm that we have received your information and we will let you know at what stage of the review process your complaint is.

If you have an incorrect seniority date and have not yet submitted a grievance, collect all the written information you have that supports your claim, attach it to a grievance form and get it to the union office. If you don't have any documentation, submit the grievance anyways and we will see what we can dig up here and in Winnipeg regarding your claim.

Temps Who Are Newly Permanent Should Check Their Seniority Date!

Temporary employees who have become permanent since last December should also check their **permanent seniority date** to ensure that all time spent as a temporary employee, including Christmas casual time if the temp was re-hired within 9.5 months, has been included. If the date is not correct submit a grievance ASAP.

**Solidarity,
Carol Read,
Grievance Officer,
CUPW Edmonton**

Modern Post vs Modern Letter Carrier

Last week I attended the shop steward meeting arranged to bring us up-to-date on the Modern Post. This is basically a collection of concepts from different Post Offices around the world that Canada Post is considering implementing in the very near future.

At the centre of it all is mechanized sorting machines. They can sort and sequence 6 routes in 15 minutes. These have been used for some time in the US. Because of this the Union had a representative from the US Letter Carrier's union at the meetings as well as the CUPW National Organizing Officer. In the US the carriers are expected to spend a maximum of 45 minutes in the Depot and the rest of the day is spent on the street. Because of the reduction in inside time the average walk has more calls than an average foot walk in Canada. In the US almost all admail (I checked the USPS website and there is no mention of householders or admail) is either addressed or combined mailings (much like val pac only bigger) that have a address on them. Check your pay stub for year-to-date for admail. As much as we may think that it would be a great job without the admail we do get a time value for it (about 10 to 15 minutes a walk) and we do get paid extra for delivering it. The other major difference in the US postal service is that they are all motorized and have to pick up mail. Even if they have no mail for a call then they have to go to the mailbox and check for outgoing mail. That is not something Canada Post has proposed yet.

Another major difference is that they are expected to cross the lawn. That may not seem like a big change for some carriers until you look at the time you get to walk back to the sidewalk for each house. I have heard carriers who don't

like having to scan for outgoing mail clearance at CMB sites but the US carriers have check points at many locations on their walk that they scan everyday. This is linked to them being at a location at a specific time. If they were there ½ hour early they might miss outgoing mail. Keep this in mind when they begin requiring scanning of CMB's as they will then know when you hit your last one.

The union is less than convinced that Canada Post has told them everything about what they have planned for Modern Post. They are building a plant in Winnipeg that will be the first in Canada to do sequencing for LC walks. This is supposed to be up and running by 2010. All major

centres are to be done by 2012. They have told the union that all forwards will be removed before the mail is sent to the Depots. Carriers will still sort and prepare their flats and carry them separately. Householders will also have to be carried separately. So that is one hand for the letters and one for the flats and one for the householders and please hold the hand rail going up the steps. That is just one of the many details that Canada

Post has not quite figured out.

How is that going to impact your walk? If they eliminated half of the current inside time at Depot 8 then it would eliminate up to 10 of the 30 walks and the remaining walks would increase by about 130 calls. If householder prep time disappears then there goes another 1.5 walks.

The Struggle Continues

Brian Blair
Chief Shop Steward
Stations and Depots



Federal Election

Political Action Needed!



As postal workers and as citizens, we are affected in so many ways by Federal politics, from health care to public Postal Service to the economy and environment, equality issues and war and terrorism. The unions have often taken part in the election process, including CUPW, even though the members often don't follow that lead.

The current Canada Post Strategic Review is a good example of an important Federal issue. This review is being conducted almost invisibly to the public, but it has potentially serious implications for us as postal workers and for the public, if service is deregulated and downgraded.

That's why, as CUPW representative on the Political Action Committee of the Alberta Federation of Labour, I was glad to see our September meeting had as guest speaker Linda Duncan, Federal NDP candidate in Edmonton Strathcona. With a long history as an environmentalist, Linda proved an interest in labour issues especially on the Federal level, and promised to raise issues like anti-scab legislation (sabotaged by the Liberals in the last Parliament) and the secretive Canada Post Strategic Review.

Further information on labour issues and the election, including MP's voting records and questions for candidates, is available from the Canadian Labour Congress at:

<http://canadianlabour.ca/en/elections-2008>

Greg McMaster
Chief Shop Steward Transportation



What Moya Greene wants Stephen Harper to do to Postal Workers.



By Jim Crowell

I've been around Canada Post for a while... more than 26 years, so you think by now there would be little that could surprise me.

However, Moya Greene's brief to the Canada Post Strategic Review panel stunned me. In 43 pages, Ms. Greene boldly set out her anti-union vision for Canada Post, and then asked for government intervention to make it come true.

Possibly, the CPC Strategic Review Panel could ignore her anti-union rant. But Moya Greene's audience is not just the Review panel, but also the Harper government. If Stephen Harper wins a majority government, he may well listen to Moya.

Postal workers though-out Canada should be doing everything in their power to defend their wages and working conditions – and than includes defeating Stephen Harper.

So what do Moya Greene's fantasies about Canada Post look like, exactly? Moya starts by saying she is not opposed to postal de-regulation,

but Canada Post needs time to “shed legacy costs” and wants “government support for the “culture change required to arrive at a more competitive cost structure.”

She then spells out exactly what “culture” changes she wants.

- Moya wants the right to close rural and urban corporate post offices – and to replace them with drug store Retail Postal Outlets.
- She wants an exemption from the Pension Benefits Standards Act regulations so that Canada Post does not have to fund pension solvency deficits. In other words, she wants the right to not fully fund our pension plan.
- And, after whining about “complex and stifling collective agreements”, Moya says she wants major rollbacks in the CUPW collective agreement, including:
 - Part-time and contract workers brought in to replace full-time employees.
 - Jobs not gained by seniority – management to decide.
 - Individual work measurement, to deal with “unproductive” workers.
 - Fewer protections regarding technological changes, like the Modern Post.
 - A much more limited grievance procedure.
 - Wages linked to management's productivity targets

And, Moya wants labour costs slashed. She notes wistfully that the Australian Post has reduced its labour costs (and workforce) by using part-time and contract workers.

However even Moya Greene realizes that postal workers won't willingly negotiate such rollbacks in "another round of normal collective bargaining". So she calls on the Harper government to intervene and set the stage for the next round of negotiations by:

- Appointing a "third party" to publicly list changes in our contract that they say are "required for the company to move toward a competitive situation"
- Publicly showing "support for change in the next round of negotiations", and
- Looking at models that "have been successful in breaking down operating rigidities in other sectors or Posts".

Perhaps Moya's models include the attacks on unions that took place under the right-wing governments in New Zealand and Australia. Or the way the Conservatives under Maggie Thatcher smashed the UK coal miners. Moya doesn't say specifically – but then she doesn't have to with Stephen Harper.

To be fair, her brief is not all one-sided. Moya is willing to give remaining employees at Canada Post up to 10% of the shares in their company, through an "employee share ownership plan." True, these will be non-voting shares, and that later in her brief she asks for the right not to pay dividends – but hey, the certificates should look good framed.

Moya also has big dreams for Canada Post management and the board of directors.

She asks that "highly qualified" board members be appointed based on "strong business, executive and directorship experience." (Hold on here – is she asking for this change because the current board doesn't have these qualifications??)

She also wants the President and C.E.O. to be appointed by the Canada Post board, (NOT the government). And she wants the board to set the President and CEO's "performance targets, and evaluation criteria, and to determine appropriate compensation."

Let's analyse this request... Moya's asking, in essence, for the board of Canada Post to be a group of private-sector business types. And she wants them (not the government) to set her "compensation" – presumably using their "private sector" business background. Hey, I get it! Moya's asking for a raise!

In closing, I encourage everyone to read the Canada Post brief for themselves. Go to www.cpcstrategicreview-examenstrategiquescp.gc.ca/stkhldr-eng.html Look for Canada Post Corporation (under "C") It's only 43 pages.

While you're there, look for the Canadian Union of Postal Workers brief, on the same page, and read it as well.

It's clear who is really standing up for the public postal service. Shame on Moya Greene.

VOTE LORRAINE MACKENZIE FOR HEALTH & SAFETY

THANK YOU



FOR YOU

EXERCISE YOUR RIGHT!

WELCOME TO ROUND TWO!

Dear Voter:

My name is **Cori Longo**. I am a letter carrier at Depot 2 and worked previously in the EMPP. When I first saw the list of candidates running for Health and Safety officer, I was unsure of who I was going to support. All candidates are very respectable union activists. Upon closer examination, I decided my support would lie with **Lorraine MacKenzie** as I think she would make the best H&S officer, if elected.

Before I ever met Lorraine, her reputation was made clear to me. If I ever had a H&S concern I should bring it to Lorraine, who would see that it got resolved nearly immediately. H&S concerns are top priority to her. She leads by example and always puts her H&S and those around her first above productivity. She encourages everyone to do the same and work safe.

I next got to know Lorraine through the Local Joint Health and Safety Committee as she is the co-chair and has been for the past 2 years. I learned a lot from **Lorraine MacKenzie** as I sat on the committee. She is very knowledgeable of the collective agreement and forces management to abide by it. Lorraine MacKenzie was very determined to get to the bottom of all issues and if she didn't get the answer the members wanted, was not afraid to escalate the issue to the regional committee and fight it all the way. At times, the meetings got a bit heated but Lorraine made the committee stance known and never lost her cool. Lorraine is always professional and never is intimidated by the employer. To every meeting, Lorraine MacKenzie would come prepared with reports, statements, past minutes and photos if necessary. She is very organized which is a very useful tool for a H&S officer.

For a week in April, I had the pleasure of working next to **Lorraine MacKenzie** in the union office as she was acting as the H&S officer. Any calls relating to H&S issues Lorraine was able to address them. Lorraine was sensitive to the member's concerns and quick to respond and take action. She also dealt with WCB claims and made trips out to depots and affiliates when needed.

On October 5th, 2008, the next round of elections for H&S officer, I will vote for **Lorraine MacKenzie**. Lorraine has numerous qualities making her the ideal candidate. Lorraine has many years of experience, has taken several educationals and also facilitates Health and Safety courses. She knows the collective agreement and the rights of both inside and outside workers. She is willing to learn and put in long hours to protect our members. Lorraine is determined, fearless and passionate. She truly does live and breathe health and safety. I have complete confidence that Lorraine MacKenzie would make the best health and safety officer and am proud to offer her my support. I encourage you to do the same.

In solidarity, **Cori Longo**, Letter Carrier, Depot 2

LIVE AND BREATHE

HEALTH AND SAFETY!

THE STRUGGLE CONTINUES.....

MIKE PAINCHAUD

Endorsements

My name is Warren Melnyk and I am supporting Mike Painchaud for Health & Safety Officer. I have been a shop steward for over 23 years and in part of this time I worked with Mike in Sherwood Park in his early years as a steward. From the very beginning Mike's strong union presence and dedication was obvious to all that worked with him. This along with his determination and integrity would benefit us all if Mike is elected as our Health & Safety Officer.

Warren Melnyk, Letter Carrier Shop Steward, Sherwood Park

I am writing this in support of Mike Painchaud for Health & Safety Officer.

I met Mike when I was organizing for the RSMC's. He was very helpful in everyway that he could. Once we became employees in 2004 he was very willing to help and support the RSMC's as a shop steward in Sherwood Park until they got their own. If he didn't

know the answer to a question he was quick to find the answer.

I feel he is the candidate that we need to represent us. He has very strong work ethics and is a very hard worker. I am asking you all to support Mike for Health and Safety.

Marie Harke, RSMC, former RSMC Chief Steward

I have known Mike to be an assertive and effective steward who will not hesitate to stand up and speak out for the interest of the workers. As a letter carrier I am confident that Mike will be a strong voice for postal workers when it comes to fighting for our rights and health & safety. The fact that Mike works as a letter carrier and also having worked in the plant makes him a natural choice. I'm voting Mike because he understands our issues.

Andrew Gillespie, Letter Carrier Shop Steward, Delton Depot



I have known Mike Painchaud for about 8 years now. During this time I've seen him grow as a Union Activist, first as a shop steward and then involved in different committees and the local executive.

Mike has the commitment and vision this Union needs to project itself into the future. He is young, dynamic and most important he understands the principles and guidelines of CUPW. During the last 2 collective agreements I have seen and heard Mike advocate and defend the interest of postal workers. Mike understands the issues of internal and external postal workers.

More importantly, Mike Painchaud understands what is at stake in 2011 when we have to negotiate

a new collective agreement. A number of older activists will retire or about to retire by then, so this is why we need younger activists such as Mike Painchaud to continue to develop as a leader and acquire the needed strength and resolve that this Union will need to fight the boss and Government. So, in this manner we may continue to have a viable Post Office and decent jobs where health and safety will be the corner stone to prevent more accidents

and fight programs such of that of Manulife.

Sisters and Brothers, these are just a few of the reasons why I ask you also to support and Vote Mike Painchaud for Health and Safety Officer of the Local.

Ramon Antipan, Shop Steward EMPP and former Local President

I am supporting Mike because I know he is by far the best candidate for the job. He has worked both as an internal and external worker so he not only knows many of our issues; he has experienced them as well. Mike has been active in our local longer than the other candidates and has as much or more experience in health & safety since being elected to the committee in 2003. It only makes sense to vote Mike Painchaud!

Judy Cournoyer, Letter Carrier Shop Steward, Depot 6



Larry Dionne

for Health and Safety Officer

Here we go again. Election for H & S Officer the sequel (Part II). Thanks to those who came out and voted in the first part of the election process and special thanks to those of you who came out to vote for me in particular. I realize how busy everyone's lives are, especially this time of year. I was very flattered when long time members who had never voted in a union election committed to come out and vote for me.

Our local by-laws state that to **be elected** the winning candidate must get a **majority vote (50% + 1 vote)** to be elected. So every remaining candidate again starts back at **zero votes** and the complete process starts over again, with the candidate who received the least votes in the first election dropping of the ballot.

On that note I would like to acknowledge Rashpal Sehmbly for running a very clean and positive campaign. Rashpal had many supporters but unfortunately had the least number of ballots among a very strong slate of candidates.

I've never been a fan of election time within our union as it distracts us from our battles with the boss. With that being said, I look forward to working with Rashpal, Mike and Lorraine after the election. Regardless of who our members decide will be our next H & S Officer I always struggle with campaign literature having to say I did this or I did that. My belief is that a true union activist accomplishes nothing by themselves, their efforts are only part of a larger collective effort.

Having covered the H & S and Sec Treasurer positions while these officers were on vacation leave last year, I think that I, more than the other candidates, have proven I have what it takes to be the H & S Officer. I realize and hope the others also realize that the **job is no picnic**.

This union was not built on people being booked off work to do all the union work. To continue to be successful in the battle with the employer there will always be a need for a lot of volunteer time. The H & S Officer is not a 9 to 5 job. It requires a huge amount of commitment to the membership. I have demonstrated this commitment in all of the union activities and positions I have held.

One last note, as promised by Bev Ray and myself, a notice of motion has been put in to change our election process. This notice of motion will be debated and voted on at the Oct. 5/08 General Meeting. Please come out and vote as we need a 2/3 majority to make changes to our local by-laws.

I believe that before asking for someone's vote you should have already earned it.

REPORT FROM THE GENERAL MEMBERSHIP MEETING...SEPT. 7, 2008

National President, Brother Denis Lemelin, presents Brother Paul Otto with a lifetime membership.

Election results were provided. The meeting voted to suspend the bylaw that requires the run off to be held two weeks later.

Elected to the
Environment Committee: Bena Pattni
AFL Environment Alt: Linda Nyznyk
Organizing Committee:
 Nick Driedger
 D.Sunner
 A.Sheikh
 John McTaggart
 Andrew Gillespie
 Cori Longo
 Yvette Brusseau
 Jean Endruschat

ByLaws Committee, 2 alts:
 Ramon Antipan
 Mike Painchaud

Human Rights Committee:
 A. Sheikh

Election Committee Alt: Y. Brusseau

Four tickets purchased and distributed for “Breakfast with the Guys”, September 8th:
 Brian Henderson, Larry Dionne, Nick Driedger, Rick Gates

Jean Endruschat sworn in by President, Brian Henderson, as the Chief Shop Steward Rural and Suburban Mail Carriers.

Notice of Motion: Moved by Bev Ray:
 Whereas there continues to be errors verifying mail in ballots, Be it resolved that the mail in ballot process include verification of the mail in ballots with the mail out list prior to the ballots being removed and placed in the ballot box.

Notice of Motion: Moved by Bev Ray:
 Whereas the current election process continues to be cumbersome and does not provide for an equal and fair process for voting: Therefore be it resolved that the elections will be done by roving ballot to all Letter Carrier Depots, EMPP and Wickets the week prior to the general membership meeting with 2 members of the Election Committee accompanying the roving ballot and mail in ballots for affiliate offices. The ballots will be kept sealed and secured in a locked facility until the day of the general membership meeting. The counting of ballots will take place the day of the general meeting and be completed 1 hour prior to the start of the general meeting.

Notice of Motion: Moved by Larry Dionne:
 To set up an adhoc social committee to be elected at General Meetings each November, with 5 core members, to organize union social events and union fund-raisers.

Rationale: stronger social ties to build solidarity

UNION COUNSELLING

The workers at Canada Post are going through some trying times. Constant pressure for high productivity and MORE, MORE, MORE for LESS, LESS and LESSER is becoming a glaring reality. Staffing is being slashed to bare minimums in every section to the point that it is becoming impossible to complete jobs without the workers having to double up their pace.

The stress levels amongst our membership are at an all-time high. There is also an increase in harassment from management and their representatives like the Manulife who will not leave our sick members alone to recuperate in peace. Whether they are injured at work and need accommodation or whether they are in need of accommodation due to pregnancy or an illness, Manulife continues to deal with these members in inhumane ways.

It is all these work issues combined with life issues that we face from day to day in our private lives that can be extremely daunting at times. Getting out of bed and coming to work could seem like a pretty hard chore. The social pressures of a capitalist society where human beings are judged by their material gains and not by who they are, can make a person feel inadequate and forced to keep up with the so-called “norms”.

The society has to provide coping mechanisms to keep us from drowning in our own worlds. Problems with family, finances, addiction, violence and other factors can make a person feel down and out and struggle to get through the day.

There are different levels of anxiety. Some people might only need someone to talk to and get some simple counselling. Others may have to look a bit deeper to get the right kind of help. In either case our Local Union has a number of trained “Social Stewards” on every shift. They are trained to talk and “actively” listen to members who are seeking help. Strict confidentiality is maintained at every step. The role of a Social Steward is NOT to offer advice but rather to direct the member to the right channel where appropriate professional help can be provided through an agency within the city.

This article is to inform you about this service that our Local has available to each and every one of us. It is also mandated by our National Constitution. A list of the names of all Social Stewards in the Edmonton local is available from the union office. I would urge anyone who feels the need to talk to someone to please not hesitate in contacting a Social Steward of your choice. We are here to support you.

In Solidarity

Asma Burney

Chief Shop Steward, Lettermail



WRIGHT ON THE WRONG MEDICATION

Many many years ago life was created by God or man evolved from the ape, whichever you choose to believe, and sometime after that a guy named Benjamin Franklin invented the post office which brings us to 1977, the year I started working there (and also the year of Saturday Night Fever, Son of Sam, Star Wars and Close Encounters of the Third Kind) after two previous years working as a Christmas helper (BFH) and I wore a kind of dead muskrat on my head, which leads us to 1980 which was the year I switched to wearing a hat (which fooled no one I'm sure) and was also the year I went to L.A. twice (flew the first time, drove the second) and started writing stories for The Insider (now known as the Inside Out) and I continued wearing that hat for eight years till one day I worked up the courage to throw away said hat and started life as an openly bald human being (much to the relief of those people who might've started to grow weary of seeing that hat) and so I continued what would turn out to be a lifelong career at Canada Post, but I could usually count on going out for a drink and a laugh after work to relieve the stress but ironically no one I know of on our shift does this anymore (oh oh...I'm starting to ramble...) but life goes on anyway though I would sure dig it if I or our work group was to win the lottery, but in the meantime I am now number one in seniority in the coding section which means I get eight weeks leave per year, I always sign first for shift bid and/or annual leave but I still get paid the same as everyone else and spend as much of my working hours as everyone else if not more on my feet and I'm still not allowed to chat with anyone, especially females, all day every day unlike others whose name I won't mention, and here I find myself getting off point as I was originally describing the evolution of what brought me here today, so to get back on track I will pick up where I left off in 1980 but when I stop and think about it, I have nothing more to say that's interesting or provocative inasmuch as it pertains to my life or chosen profession so I think I'll just leave it at that.

Thank you.

MIKE WRIGHT



Inside Out Deadline

November Issue

Friday, Oct. 10th, noon

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

CUPW EDMONTON LOCAL
GENERAL MEMBERSHIP MEETING

Sunday, October 5th, 2008

Commonwealth Stadium 7:00pm* to 9:00pm

Jean Endruschat sworn in as Chief Steward RSMC

October Events

- Oct.5: Voting in Local Office
8:00 to 6:00pm
- Oct. 5: General Meeting,
7:00pm to 9pm
- Oct: 8: Retirees,
10:00am to 11:30am
- Oct. 10: InsideOut deadline:
noon
- Oct. 14: InsideOut Committee:
4pm
- Oct. 15: Exec. 1pm
- Oct. 17: Women's Committee,
7:30am to 9:30am LEAF
- Oct. 23,24,25: Shop Steward course
- Oct. 21-26: Regional Weeklong



October 2008

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

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



THE STRUGGLE CONTINUES.....