

# *InsideOut*

**Canadian Union of Postal Workers  
Edmonton Local  
SEPTEMBER 2013**



**Aboriginal Day Barbeque at the EMPP provided by the Edmonton Local CUPW  
June 20, 2013 (photos Zaidi)**



**Retiree Larry Grzywo surrounded by his co-workers on his last day of work.**  
(photo Vimal)



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

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# Edmonton Local Vice-President's Message

## Right To Refuse Used At 'Hospital'

The postal transformation has brought so many new terminologies at Canada Post. Hospital is a work location where employees fix parcels and packets. These parcels do not have proper barcodes or they have the wrong postal codes. Employees manually fix them and put them back on the parcel sorter, which automatically sorts them. This is the type of hospital that has been created by P.T.

This new system was introduced in November 2012 and so many health and safety issues arose. Some of these issues have been resolved but others continue to exist. The main H/S issue is when the parcel sorter is running with full speed, many rejected parcels and tubs come to the employees' workstation very violently. A few of them have even hit employees. In addition, sometimes lids are flying off the tubs. Moreover, another issue is the jamming of the parcels when employees are going to pick them up. The constant jamming can result in employees' fingers being caught in between.

As usual when some employees complained about this issue to CPC the employer's response was "everything is safe." But, then on March 7<sup>th</sup> 2013 at about 17:20 hospital shift 3 employee Ashiq Mavani used his "Right to Refuse" under the Canada Labour Code [sec.128 (1)]. He said that he is not going to work there until the issue is resolved. The joint H/S committee then got involved and the employer started addressing it slowly and Canada Post made five different changes to the work location. But they were not good enough and Ashiq was not satisfied with these new changes and he made two very important suggestions. The first suggestion was to move the keying station a little bit further from its original position and the second was to increase the length of the parcel receiving area. These suggestions would have eliminated all the risks, however it would have cost a few dollars to the

employer and the fact that the suggestion came from an employee???.... both suggestions were denied. Meanwhile, LJOH placed one employee



at the hospital to record and video all the incidents for seven days. The employer failed to inform Labour Canada that Ashiq's "Right to Refuse" is still intact since March 7<sup>th</sup>. Ashiq again approached Labour Canada because no resolution had come through. On August 1<sup>st</sup> 2013 two health and safety officers from Labour Canada came to investigate. They interviewed a few employees and said that this work location is safe.

This issue is still not resolved because Ashiq has appealed Labour Canada's decision because so many issues were overlooked and this matter is not over yet. Video footage was disregarded and not looked at, LJOH co-chairs were not interviewed, and most importantly parcels are still falling and risking the safety of employees. So far only one good thing has surfaced: Labour Canada found the employer guilty for breaching 128.1(10) Canada Labour Code Part II. This is why the employer signed the "Assurance of Voluntary Compliance" on August 6<sup>th</sup> 2013 because "The employer has not immediately on being informed of the continued refusal under subsection (9), investigate the matter in the presence of the employee who reported it." When Ashiq used his "Right to Refuse" on March 7<sup>th</sup> 2013 the employer had fourteen days to take action and inform Labour Canada about the refusal and Canada Post failed to do that.

This entire issue tells us that Canada Post does not take health and safety seriously or act in a timely

manner. One worker can challenge the system and there are tools for that such as:

1) Labour Canada

“Right to Refuse” under article 128- when an employee uses this avenue the employer must let other employees know why the “Right to Refuse” has been used... and the employer must investigate and inform Labour Canada within fourteen days. If other (informed) employees still wish to work at the given location they can still work, meaning that work won’t stop.

2) Collective Agreement

Under article 33(13)- if an employee chooses to use the collective agreement it means the employer has to inform all employees that the “Right to Refuse” has been used under the collective agreement and until the situation has been resolved no one should work there.

These are two tools to protect the workers against dangerous work. Whether you are a maintenance worker, letter carrier, MSC, RSMC, retail worker or inside worker “Right to Refuse” is an individual choice. It cannot be used as a means of group action. This is the right we have, to protect ourselves by not getting intimidated. Follow the rules and be safe. Best of luck to Ashiq Mavani for his appeal, the union will fully support him all the way.

The Struggle Continues . . .

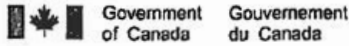
Raj Sharma  
Vice-President  
Edmonton Local



**Raj Sharma and Parminder Pannu flipping burgers at the Aboriginal Day BBQ at EMPP**  
(photos Zaidi)



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



**ASSURANCE OF VOLUNTARY COMPLIANCE  
PROMESSE DE CONFORMITÉ VOLONTAIRE**

Employer's/  
de l'employeur       Employee's/  
de l'employé(e)       Custodian/  
de l'administrateur

Site No./N° de l'établissement Q3556
Assignment No./N° d'assignation M0CHC00076

Pursuant to the *Canada Labour Code*/Conformément au *Code canadien du travail*  
Part II, Occupational Health and Safety/Partie II, santé et sécurité au travail

Name of Employer or Custodian/ Nom de l'employeur ou de l'administrateur CANADA POST CORPORATION	Work Place or Building/Lieu de travail ou immeuble Canada Post - Edmonton Parcel Processing (EPPS)
Mailing Address/Adresse postale 12135 149 Street  Edmonton, Alberta T5L 2J4	Site Address/Adresse de l'établissement 12135 149 Street  Edmonton, Alberta T5L 2J4
Telephone No./N° de téléphone (780) 945-2602	Date of intervention/Date de l'intervention JULY 31, 2013

No. / No : 1

128.(10) - Canada Labour Code Part II

Item / Article : The employer has not immediately on being informed of the continued refusal under subsection (9), investigate the matter in the presence of the employee who reported it.

Compliance Date / Date de conformité : August 14, 2013

I, the undersigned hereby declare that I have read this document, and agree to take such action and to provide the inspector / health and safety officer of the Labour Program named below, within fourteen (14) calendar days of the latest compliance date specified above, for each Item:

1. written confirmation that the remedial action has been taken and the Item is now in compliance; or
2. a written action plan with time frames for compliance for any outstanding Items.

Je, soussigné, déclare avoir lu le présent document, et suis d'accord à prendre les mesures nécessaires et à informer par écrit l'inspecteur/agent de santé et de sécurité du Programme du travail nommé ci-dessous, dans un délai de 14 jours civils à compter de la dernière date de conformité indiquée ci-dessus, pour chacun des articles :

1. une confirmation par écrit selon laquelle la mesure corrective a bel et bien été adoptée et que l'article en question est maintenant conforme; ou
2. un plan d'action par écrit comptant des échéanciers pour la conformité des articles toujours en suspens.

Health and Safety Officer/Agent(e) de santé et de sécurité  
Clayton Lindstrom

Telephone No./N° de téléphone  
(780) 495-5374

Address/Adresse  
1440 Canada Place  
9700 Jasper Avenue  
Edmonton, AB T5J 4C1

Name/Nom (Please print/lettres moulées s.v.p.)

JOHN SOLDAN

OFFICER, OCCUPATIONAL HEALTH & SAFETY - CPC, EDMONTON

Signature

Date

*[Signature]* August 6, 2013

- For the above custodian/Pour l'administrateur ci-haut
- For the above employer/Pour l'employeur ci-haut
- Employee of the above employer/Employé de l'employeur ci-haut

# *Equinox...2013*

## *Bread and Roses*

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

Why not join us for a workshop or discussion group?

**All women members of the local are invited to be part of this event.** Bring your sisters, mothers, daughters and friends...

The opening evening is at the CUPW Local office, the corner house at 11001-107 Street.

**Friday September 13th, 2013 6pm to 9pm**

Socialize with us this evening with refreshments and a presentation by the popular Sandra Mattar on Goddesses.

**Saturday morning at 8:30am** the Equinox continues at the new **Alfred G. Savage building in Whitemud Park, just off Fox Drive**. Continental Breakfast will be available from 8:30am to 9am .

Join us for workshops on **Women's Heart Health**, ask questions and learn from the **Sexual Assault Centre** presenters, talk about **Child Care** and the need for a National Strategy , enjoy a **Nature** walk and talk ....and much more!

**Registration is free!** This is provided by your Local Women's Committee.

**Register** by calling **780-423-9000** or by **texting 780-918-3332**. Provide any special dietary requirements. **Deadline** : noon Sept 12.



## Local Health and Safety Officer Report.... Lorraine MacKenzie

I want to share with the LJOSH Committees from all offices, some information on **Hazard Reporting**. Although CPC has a process to follow when presented with a **Hazard Report**, a good portion of the management either does not know or choose to ignore those procedures. When I was co-chair at the EMPP, the co-chair from CPC, Jennifer Gall and I tweaked the procedures, signed off on them and they are still posted around the EMPP.



This is something that each LJOSH Committee can do in their respective offices. Once it is signed off by both parties, it becomes binding and can be used as back-up for grievances, gives clear and precise steps that must be taken by not only the workers but by management.

All the workers should make themselves familiar with the procedures and follow them. An agreed upon and signed document is as binding as the collective agreement. Please feel free to use this document as a guideline or exact replica as long as it is signed by both co-chairs of your respective LJOSH Committees.

### **Hazard Reporting Procedures ...Agreed to by co-chairs of Local Joint Health and Safety Committee**

#### **All hazard reports are to be replied to within 48 hours of being received**

- When a hazard is detected in or around a CPC facility, make a verbal report to the supervisor. If the hazard is corrected take no further action.
- If it is determined that a hazard does not exist explain to the employee why no action will be taken
- If the hazard continues to pose a risk then complete the Hazard Report form and give all copies to the supervisor
- The supervisor is to return a photocopy to the originator on receipt of the initial report before the end of the shift.
- The supervisor will investigate the situation and will include a LJHSC member or shop steward in this investigation
- If it is determined that a hazard exists: take immediate corrective action or steps to guard against injury, ensure the appropriate authority is notified and takes corrective action, inform the employee of the actions taken
- The supervisor is to complete the 3 sections of the hazard report, print their name, sign and return the top copy to the originator within 48 hours.

#### **Processing the Completed Hazard Report**

- Once the investigation is completed the form will go to the appropriate shift manager who will in turn review it with a member of the LJHSC committee.
- If the shift manager and LJHSC member cannot agree the hazard is rectified, the report will be brought to the next LJHSC meeting.
- The local Health and Safety committee will review the hazard reports brought to their attention and will ensure action is taken to rectify the situation as well as to prevent similar hazards from occurring.

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## Some New Gains Made in Benefits

### \*correction\*

I must apologize for my mistake in giving some information that was not accurate in last month's article. Members who do not want pay out of Comp Time on July 1, October 1 and January 1 of the leave year do not have to notify the employer in writing. **The pay out on those dates will only take place IF you request it in writing.** The corrected text follows:

#### **Compensatory Time: Turning Overtime Worked Into Time Off With Pay**

A big welcome addition to group 1 (inside workers) members is that they can now bank their overtime hours as comp time. We were fighting to get this for a long time and finally achieved it in this round of bargaining. It is however not as straightforward as it used to be before for our group 2 (letter carriers, MSC) members. We got the comp time but it came with some changes for group 2 members as well.

It is clearly explained in article 15.32. This is how it works: When our members do overtime, they can let CPC know whether they want the time paid out or if they want it to be converted into compensatory time. This can be done by filling out a form that the supervisor has at his desk or through the ESS system in the employer's website that all employees who have computers can access. (To get more information about ESS please talk to your supervisor)The employer was also mailing out forms for the employees to fill out and return.

Once you have the time banked and you want to use it at a later date, the request has to be

made in writing and must be approved by CPC. Once it has been approved it cannot be withdrawn within a five (5) working day period before the start of such leave.

Unlike the prior contracts, at the end of each leave year (March 31) members who have unused comp time left in their bank will be automatically paid out **UNLESS**, a **WRITTEN** request has been made in advance, to carry over the time to the next leave year. Again, unlike the previous contracts, a member can only carry over **up to a maximum of FIVE (5) days** of compensatory time. This request can be made on forms provided/mailed by CPC or through ESS on their website.

It is important to note that besides getting paid out at the end of each leave year, the payouts may take place on July 1, October 1 and January 1 of each year only **IF you make a written request** .

Payout of compensatory time at any other time during the year will not be allowed.

In Solidarity,

**Asma Burney**  
**Shop Steward**  
**- Shift 3**





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**Attention all Members!!!**

**WANTED:**  
**Local Co-ordinator(s)**

**Member Outreach Campaign**

CUPW Edmonton Local is looking for members interested in **CO-ORDINATING** and **SUPPORTING** the **Member Outreach Campaign**.

This campaign is a CUPW National initiative critical to the future of the public post office and our union and impacts every single member on the work floor. We must begin by addressing concerns with our members about the workplace and the challenges we face on a day-to-day basis. And we must talk about the ramifications of Conservative government attacks on workers, something we as postal workers are very familiar with, in order to counter the attacks and gain public support.

The local co-ordinator(s) will work alongside the National/Regional co-ordinators who have begun this work across the country.

We want to have conversations with each member.

This is not just about support for the post office but for the Labour movement as a whole. If we lose our hard-won rights it will impact all workers not just those who are unionized.

Are you dynamic? and well-organized ? The Local Co-ordinator will be the first line of support in this campaign and will build a team of local campaigners to engage all members in this conversation in each workplace.

If you are interested in either being a Co-ordinator or helping to get the word out as a campaigner, please call 780-423-9000 CUPW Edmonton Local office and leave your name and personal phone number. Or email [union@cupwedm.net](mailto:union@cupwedm.net). Or drop by or mail us at :11001-107 Street, Edmonton, AB T5H 2Z6. Toll free: 1-877-423-CUPW. Contact Bev or Nancy.

Join us for an information session on this campaign on September 8, 2013 at 5:00 p.m. at the Green and Gold Room Commonwealth Stadium, prior to the General meeting at 6pm.

**Application deadline:**  
**Monday September 9, 2013**

## CUPW EDMONTON LOCAL

**GENERAL MEMBERSHIP MEETING****Sunday September 8, 2013****6 to 8 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 Elections**

<b>Human Rights Committee</b>	<b>8 members (May 2013-2015)</b>
<b>Environment Committee</b>	<b>8 members (May 2013-2015)</b>
<b>Good &amp; Welfare Committee</b>	<b>1 member</b>
<b>Temporary Workers Committee</b>	<b>4 members (to March 2015)</b>
<b>Election Committee</b>	<b>1 member, 3 alternates (to Dec 2013)</b>
<b>Organizing Committee</b>	<b>2 members (to Sept 2014)</b>
<b>Trustee Committee</b>	<b>3 members, 1 alternate (Sept 2013-2015)</b>
<b>Social Committee</b>	<b>1 member (to Nov 2014)</b>
<b>Women's Committee</b>	<b>8 members (Sept 2013-2015)</b>
<b>Education Committee</b>	<b>1 member (to Nov 2014)</b>
<b>Social Committee</b>	<b>1 member (to Nov 2014)</b>
<b>AFL Health &amp; Safety Committee</b>	<b>1 member/alternate</b>
<b>Women's Committee</b>	<b>1 member/alternate</b>

After the GMM there will be a meeting of the CUPW Association with an election for three (3) directors for a one year term.



LEAF FAEJ

Women's Legal Education and Action Fund  
Fonds d'action et d'éducation juridiques pour les femmes

PRESENTS



persons day 2013

EDMONTON

featuring the actress and author

**Carmen Aguirre**

in an interview format with CBC's

**Portia Clark**

**Register online at [www.leaf.ca](http://www.leaf.ca)**

**WHEN** Monday, September 30, 2013  
7:30 AM - 9:30 AM

**WHERE** Delta Edmonton Centre Suite Hotel  
10222 102 St NW, Edmonton, AB

**COST** Table of 10 guests: \$550.00 | Individual Ticket: \$55.00 | Student/Senior Ticket/Low Income: \$20.00

LEAF Edmonton is proud to present its annual Persons Day Breakfast featuring the actress and author Carmen Aguirre - winner of the 2012 CBC Canada Reads competition for *Something Fierce: Memoirs of A Revolutionary Daughter* based on her experiences in the underground movement opposing Pinochet. Aguirre will discuss feminist issues, as well as her most recent work.

#### **About Carmen Aguirre**

Currently based in Vancouver, Carmen Aguirre's family moved to Canada after the military dictatorship of Augusto Pinochet overthrew President Allende in 1973. Six years later, when Carmen was 11, she moved with her mother back to South America. Aguirre has written 18 plays and starred in film, television and stage productions. She facilitates Theatre of the Oppressed workshops to empower marginalized groups through theatre.

**Register online at [www.leaf.ca](http://www.leaf.ca)**

Anyone interested in feminism, literature, Latin American history and politics will enjoy this unique event. For more information contact us at [edmontonpdb@leaf.ca](mailto:edmontonpdb@leaf.ca)

# Front Yards In Bloom 2013

Postal Workers nominations have increased from the previous year, as have the number of nominations from the public. The total number of nominations received was 2345....a 30% increase from last year! Approximately 183 volunteers were used for the program, and 46 community leagues participated in placing signs, preliminary judging and nominating. The nominations for Edible Yards almost doubled, and the nominations for Natural Yards increased considerably. This was certainly a successful year!



(photo: website FYIB)

The Awards night at City Hall was well- attended with 225 gardeners present to receive recognition. Bev Ray, Local President, attended the final judging tour to help determine the top yard with five other judges. Bev also spoke at the ceremony and assisted in the presentations. As she reminded us in her speech, postal workers are there every day on the street and walking in these yards. We develop special relationships with our customers and are part of the community, adding ‘feet on the street’ and vitality in our neighbourhoods. “We watch you plant the seeds, nurture them and celebrate with you when they transform your yards”, said Ray. “And we sympathize with you when you get hit by hail!”



**Presentation to Kilkenny homeowner by Jan Olgivie (President Edmonton Horticultural Society),  
Bev Ray (President CUPW Edmonton), Counsellor Kim Kruschell (City of Edmonton).**

(photo Kennedy)

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The top three yards were: 8124-167 Street, 12303-56 Street, 9704-92 Street  
The top three **natural** yards were: 11524-152 B Avenue, 5612-105 A Avenue, 14607-87 Street  
The top three **edible** yards were: 5303-102 Avenue, 11608-92 Street, 3012-133 A Avenue

Volunteers from the Edmonton Local assisted with judging of the Natural yards and with the judging of parts of the city for community league top picks. Kathleen Mpulubusi and Karen Kennedy spoke at the awards ceremony as well, in the presentation of awards to the 3 top natural yards.

Many thanks to Dianne Clark, retired letter carrier, who was the co-ordinator for the South Side for FYIB. And we welcome all those who would like to get involved in this rewarding program, as a volunteer or as a yard nominator!

The Edmonton Local provided more nominations from letter carriers this year than ever before....thanks to all of you who volunteered to nominate yards and assisted in the huge success of this program for 2013. Local volunteers also assisted with the placing of signs and preliminary judging of the natural yards category. This program celebrates the role of mail delivery and the relationships and connections in our community. Participation in the FYIB is supported through the local Environment Committee.

The Local Environment Committee would like to provide a token of appreciation to each of the letter carriers who nominated yards this year for Front Yards in Bloom. If you have not already heard from us, and you provided a nomination this year for a yard or yards in bloom, please contact Jerry at the union office, Karen at Depot 2, or Kathleen at Depot Delton.



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

YOU ARE INVITED TO OUR BACKYARD

# APPRECIATION BBQ

SHOP STEWARDS, ACTIVISTS, AND FAMILY

Sunday *September 8*

2 pm - 5 pm

At the CUPW union office  
11001 - 107 Street

Games, music, fun  
and food

Thank You to all Shop  
Stewards and Activists  
for your hard work and  
dedication this past year!



From the CUPW Edmonton Local Executive

RSVP with number of adults/children attending to Trish by September 4th  
@423-9000 and advise of any special dietary requirements....

Please Join Us!

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## 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 day shift)  
 Chief Steward - Maintenance... Norm Burns (Maintenance EMPP)  
 Chief Steward MSC's...Todd Brooks (letter carrier EDDD)  
 Chief Steward RSMC's...Sue Wilson (RSMC Delton)  
 Chief Steward Affiliate Offices...Mike Painchaud (letter carrier Whitemud)  
 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)

**Nancy Dodsworth is sworn in, by Local President Sister Bev Ray, as the Organizing officer of the Edmonton Local. Welcome Nancy!**  
 (photo Roland)



**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 1<sup>st</sup> 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

October Issue: September 13, 2013



Edmonton Local Barbeque at the EMPP June 20, 2013, celebrating Aboriginal Day.  
(photo Zaidi)

### What's Happening:

- September 8...Steward and Activist Appreciation Barbeque 2pm to 5pm Union Office
- September 8...Organizing Coordinators Information Meeting 5pm prior to GMM
- September 8...September general membership meeting at 6pm Commonwealth stadium
- September 12...September executive meeting
- September 13...Equinox Women's Conference, Union Office 6pm
- September 14....Equinox Women's Conference, Whitemud Park 8:30am
- September 16...CLC Fairness Works, Edmonton
- September 15 to 20....Prairie\Pacific Naramata School
- September 26....Shop steward meetings EMPP , 8:30am, 1:15pm
- 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

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



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