

**InsideOut**

September 2018  
[cupwedm.net](http://cupwedm.net)



# InsideOut

**Empower // Organize // Resist**

InsideOut is the monthly publication of the Edmonton Local of CUPW. The main purpose of this paper is to educate and inform members of the activities of and opportunities in their union, as well as raise awareness of anything else pertaining to the labour movement. Opinions expressed are those of the author and not necessarily the official views of the Local.

The InsideOut Committee is always interested in submissions of original articles, photographs, or illustrations to be considered for publication in our next issue. Prospective material should always concern CUPW or the labour movement.

**Submissions should be e-mailed to the Editor no later than the 15th of each month.**

Kyle Turner, Editor  
editor@cupwedm.net

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## CUPW Edmonton Local 730 Executive Committee

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**Grievance Officer**  
**Health and Safety Officer**

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**Transportation**  
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**EMPP Shift 2**  
**EMPP Shift 3**  
**RSMC**  
**Wickets and Affiliates**  
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# In Loving Memory



**Gail Patricia “Trish” Schlag (née Shaw)**

**July 23, 1947 - July 1, 2018**

With deep sadness we mourn the passing of beloved Trish Schlag. Trish, for over 30 years, was the kind and gentle voice on the phone for anyone who called our office, the Canadian Union of Postal Workers Edmonton Local. She was genuine, sweet and thoughtful with everyone she met and was happily looking forward to her retirement this year. Our hearts go out to her family and friends.



# President's Report

## *Preparing for the End of Conciliation and a Lockout/Strike*

By the time you read this, the results of our nationwide strike votes will either be out or be very close to being released. No matter what the results of the vote, it is important that we take steps to protect ourselves in a few key areas before the end of conciliation on September 25th.

If we are pushed into a strike or a lockout situation, please talk to your doctor about getting any medications you may need prescribed ahead of time. Please do get all your benefit needs taken care of for yourself and your family. Make sure all prescriptions are filled, get those dental, vision, and hearing appointments done and fill any prescriptions needed for new glasses or hearing apparatuses. Look after your physio and chiropractic needs.

In cases of health and safety concerns, please do act right away. Notify your Supervisor, Stewards, and Local Joint Health & Safety Committee members of any immediate safety concerns. Please be aware that, as always, we must keep in mind our safety and the safety of all of those around us first and foremost no matter how we may be feeling about what might be happening due to negotiations.

Please do keep informed about what is happening with our negotiations. Please do support any activities we may be doing to support our negotiations. The rate of information coming out will be increasing as negotiations intensify and as we near the end of our conciliation period, so please keep checking the National website at [cupw.ca](http://cupw.ca), our local website, and your workplace bulletin boards.

*“By the time you read this, the results of our nationwide strike votes will either be out or be very close to being released. No matter what the results of the vote, it is important that we take steps to protect ourselves in a few key areas before the end of conciliation on September 25th.”*

If you haven't done so already, please do take care of your financial needs in advance of any possibility of us being locked out or going on strike. Talk to your lenders and tell them that you may be without a paycheque after September 25th. Find out how they can help you through this difficult time.

Please contact your utility providers and see what options can be provided for you before you have to miss payments. For more ideas on how to take care of your financial needs during the time ahead, the United Way of Edmonton has provided a booklet for us to reference (“What to do When the Paycheque Stops”). We have hard copies available in our Local office and you can find a digital version on our website ([cupwedm.net](http://cupwedm.net)).

During the next few weeks at work, we may see odd things happening within our workplaces. We may feel that the Corporation is doing things that may be a direct result of where we are in negotiations. If you feel this is happening, please keep your cool, document all situations that are questionable, and report it to your Stewards, Chief Shop Steward, or to us in the office.

Please remember to be kind to each other as we all may be feeling the stress of not knowing what will be happening during the next few weeks. We all have different ways of dealing with our stress and anxiety and a little bit of support will go a long way.

Please work smart and stay safe. We have done this before and we will get through this as we did before: together and united.



*By Nancy Dodsworth, President  
CUPW Edmonton Local.*

# Attention Local 730 Posties!

*Prepare to Fight for What We Deserve!*

I don't need to tell you that the future is uncertain and unless you were hired after August 2016, you have seen this time and time again. The first and most important thing you need to be aware of is how crucial our phone tree is in getting information to members in a timely manner. We do this not only to ensure that everyone is kept as informed as our Local Executive but to get the word out quickly and efficiently should the need arise for us to put pressure on the employer or to change our tactics in order to get what we deserve.

I have made graphs to help show you the extensive network that is required to service a membership of over 2000 people, and you can find these on the next pages. If you are wondering how to volunteer or get further involved in our phone tree structure, please ask a Shop Steward. If you are new or you aren't receiving any messages, make sure you tell a Shop Steward.

By the time you read this, we should have sent a strong message to Canada Post saying that we are willing to strike to achieve our demands. Canada Post has been profitable, but workers have effectively been losing money for a decade because any pay increases we have received have not kept pace with inflation – but more money isn't the only thing we deserve.

Our general demands have been summarized into ten points by our National Executive.

1. Job security for everyone
2. Increased wages, financial security, and improved benefits
3. An end to overburdening and compulsory overtime
4. Equality for RSMCs – including pay for all hours worked and minimum hours
5. More opportunities to move into full-time regular jobs
6. Our pension maintained
7. No rollbacks
8. Job creation measures and environmental responsibility
9. Improvements to the Short-Term Disability Plan
10. Access to information to enforce the contract and protect jobs

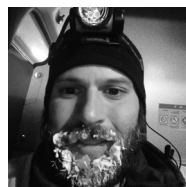
To accomplish this, we need to show our support to our negotiators throughout the negotiations period and after. Though Canada Post has made some symbolic concessions with access to information, this fight is still ahead of us.

With the introduction of their Global Offer, we can see that Canada Post has two main agendas: first, to take away our voluntary overtime as the solution to overburdening; and, second, to further the divide between permanent employees and “new hires” by further stripping away rights and benefits.

We know this tactic has been used in the past and it seems Canada Post is now attempting to double down on this division. If we don't stand together to stop this, we can't expect new employees to stand with us when they come after permanent employees. The saying “united we stand, divided we fall” exists for a reason, and new employees should have never been made to work for a lower wage in the first place. It's time to stop this nonsense now.

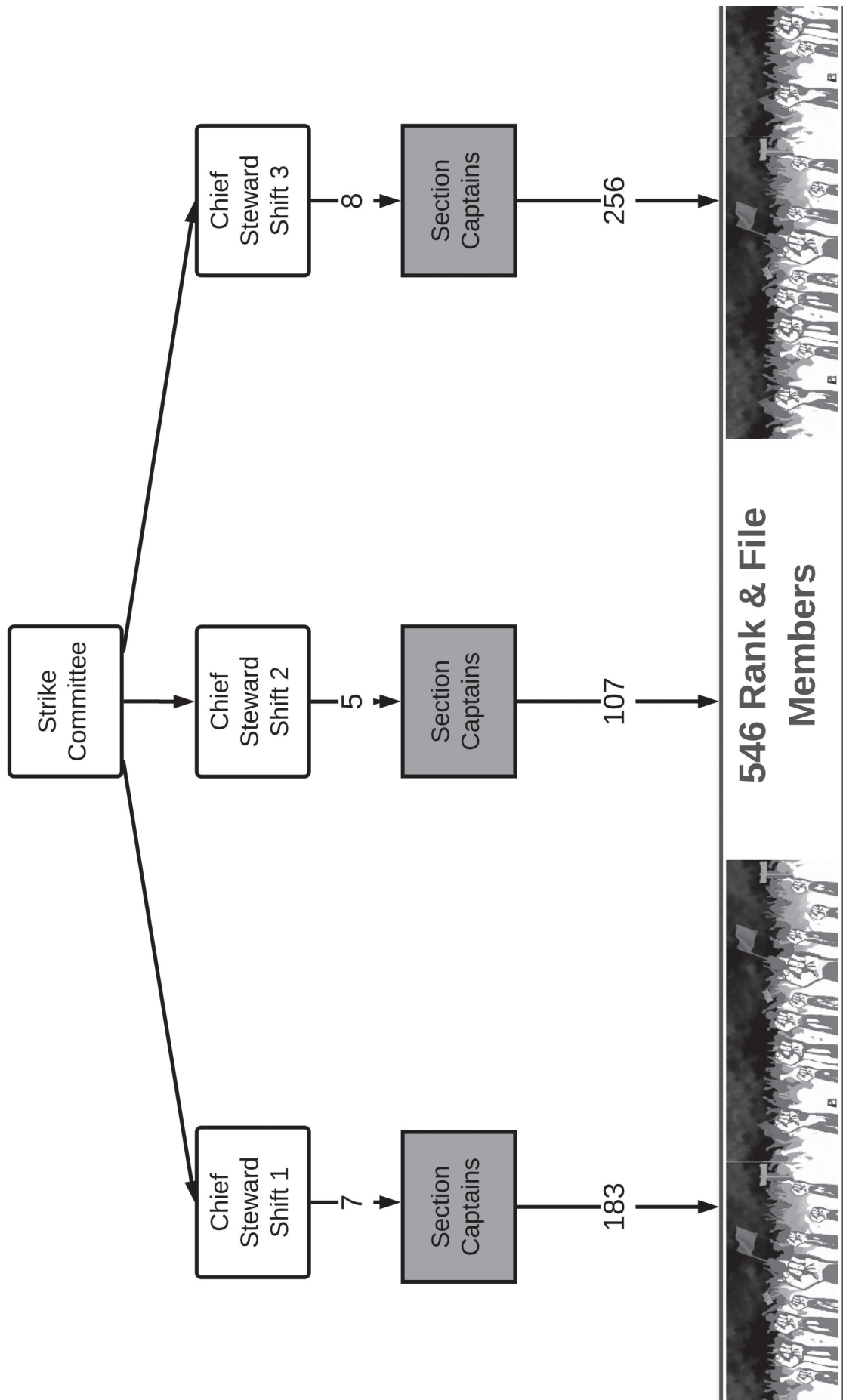
Finally, if we are forced to strike to achieve our goals, we must be open to new tactics. If Canada Post is not making an attempt to move the mail, we should then put pressure on the Liberal government. This government was elected on a platform of growing the middle class and we are the middle class. They ultimately have the final say on how we are treated in this period, so they need to be made acutely aware that we will not settle for less again.

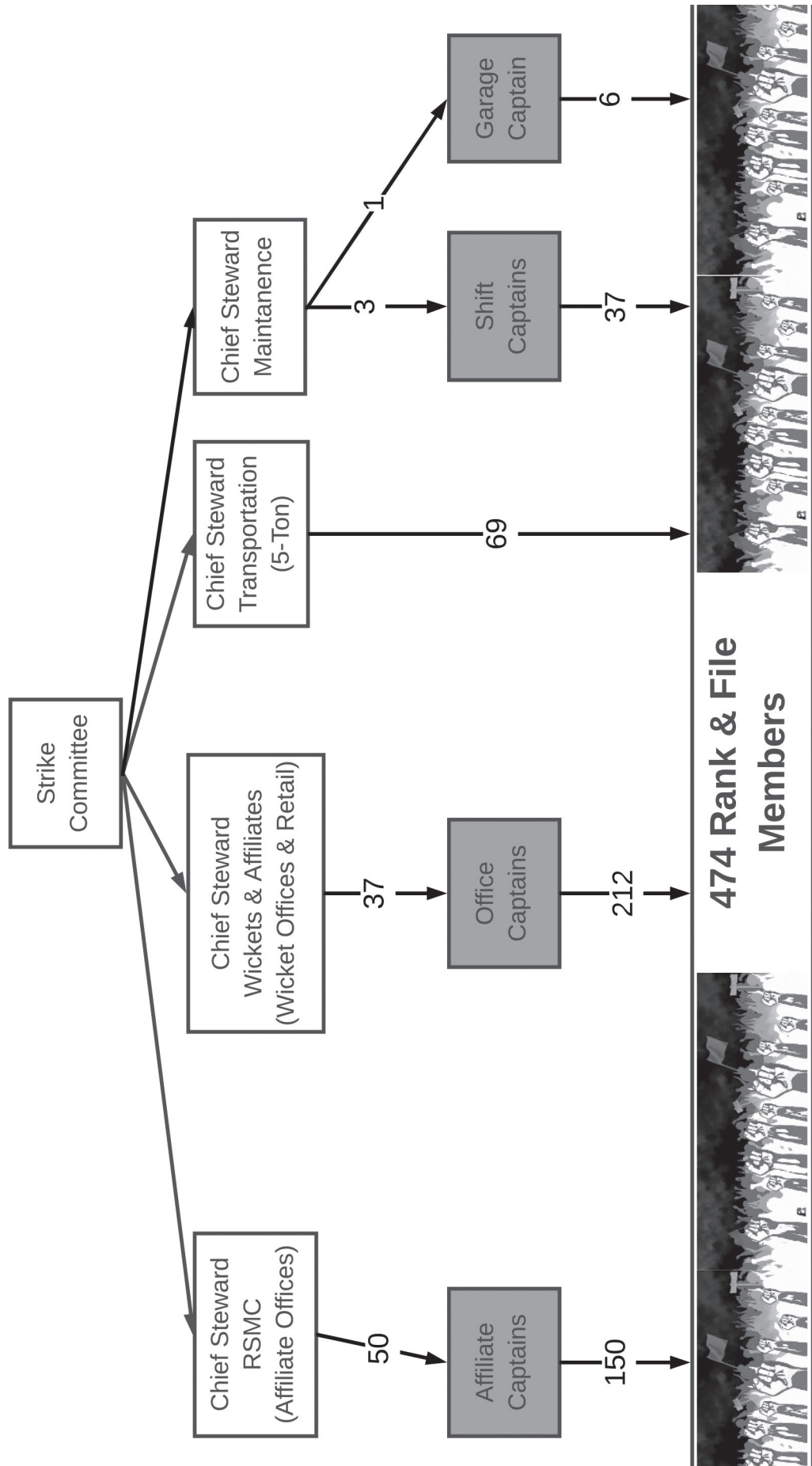
Those of us in Edmonton have two Liberal MPs, and they should not be given a minute of peace until they stand up and represent postal workers and the needs of the Canadian people. Our National Executive can only do so much, so it is up to us, our friends, families, and neighbours to ensure that there is no chance for Canada Post to think they can do anything less than treat us fairly in this round of negotiations.

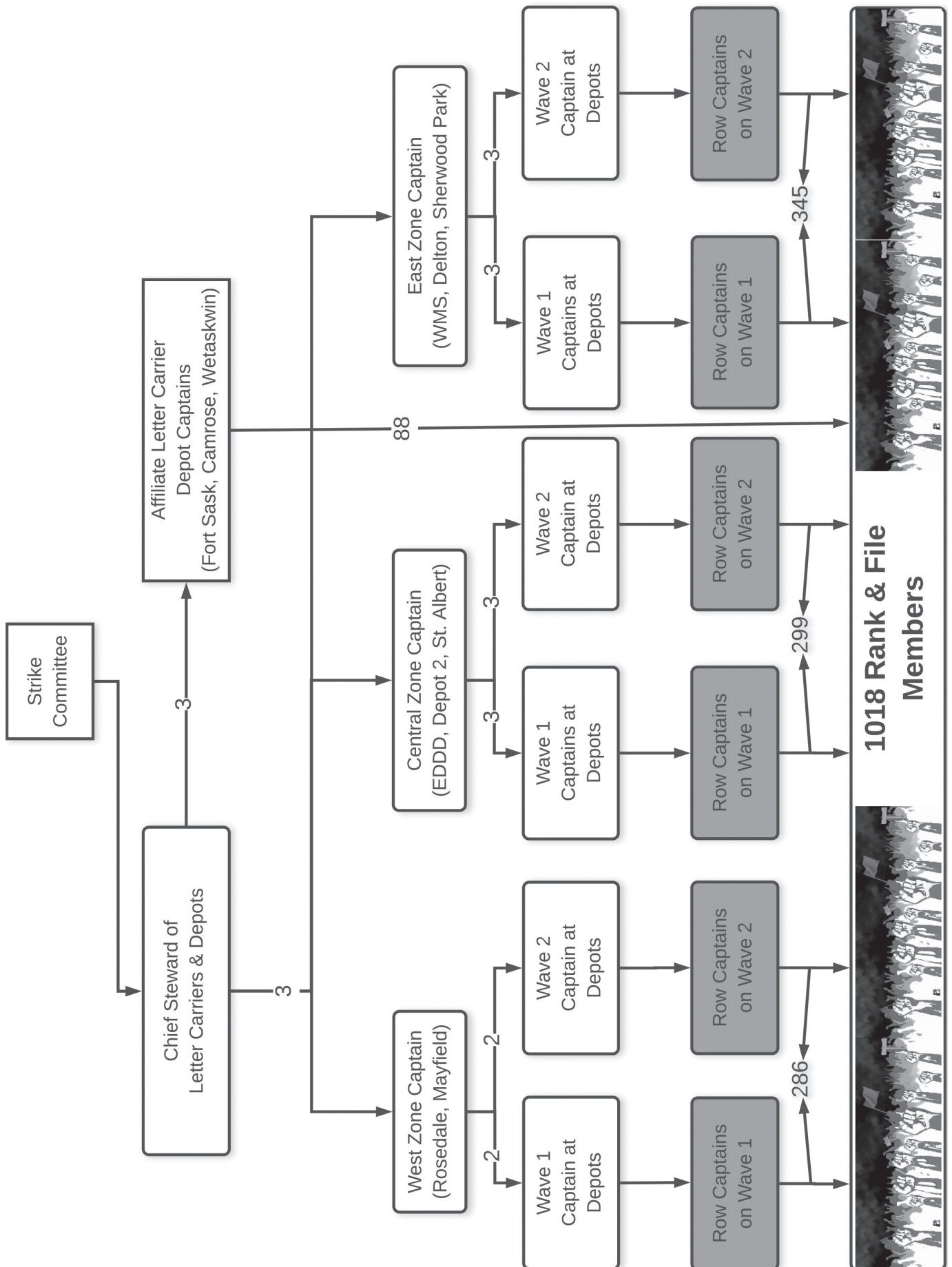


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*By Greg Mady, Vice President CUPW  
Local 730/President of the Edmonton and  
District Labour Council*









# Workplace Injuries

## *Navigating Forms, Bills, and Short-Term Disability*

For every step forward we take, there is always something that happens to cause us to take a few steps back and ponder what went wrong. Every so often at the Union office, we hear of how our employer did not handle a situation correctly. For those working in depots and at the EMPP, as well as letter carriers, RSMCs, and MSCs whose workplace includes not only depots but the outside world – sidewalks, roadways, steps, and the ice the winter brings – we have quite the recipe for injuries.

If you are on route and you have been injured and you feel the injury is bad enough that it requires immediate assistance from medical personnel, then make the call yourself if you are able to do so. Call for an ambulance or other needed authorities to assist with your injury or assault.

If you are whisked away by an ambulance to the hospital, the ambulance bill will arrive a few weeks later to your home address as your case is linked to your Alberta Health Card. This ambulance bill is to be paid by the employer. If you receive such a bill, please send it via fax or e-mail to the Union office so we can forward it to the proper Canada Post Manager for them to pay the bill.

Upon arriving at any medical facility, please notify the staff that your injury is a workplace injury. As an injured worker, there are some things of importance which need to be taken care of. You will be required to fill out a Workers Compensation Board Worker Report. This can be done online or in hard copy form, and we also have copies at the Union office if you require assistance in filling out or faxing the documents.

Another form that you will be required to fill out is the Election to Claim Under the Government Employee Compensation Act. These forms are also available at the Union office and online.

The employer must fill out a Supervisor Incident Investigation Report (SIIR). During this investigation, it would be best to have a CUPW member of the Local Joint Health & Safety Committee to attend with you.

Another concern we are hearing about involves our members who have had to apply for the Short Term Disability Plan. There seems to be a growing trend whereby our members have been leaving representatives of Morneau Shepell/Great West Life phone messages and have not been called back. If you are running into this scenario, please let us know at the Union office so we can forward your concerns.

Of course we should all do our best to work safely, but if you have been injured in the workplace, or if you run into any problems or if you need assistance, please notify our office.



*By Rashpal Sehmy, Health and Safety Officer*

## Upcoming Events and Important Dates

- |                |   |
|----------------|---|
| September 17th | <b>Whitemud South (Depot 4 and 8) Restructure Preparation Phase.</b> Ends October 12th. Volume count begins October 15th.                                 |
| September 28th | <b>Helping those in Need Clothing Drive.</b> Final day to donate. Bring donations to the Union Office.  |
| September 29th | <b>Know Your Rights: Overtime.</b> Union office, 12 pm to 2 pm.   |
| September 30th | <b>Orange T-Shirt Day.</b> Wear an orange t-shirt and help promote awareness of the impact of the residential school system on the Indigenous population. |



**Edmonton Local Executive  
Interim Election  
Chief Steward of Wickets & Affiliates  
(To April 2019)**

5.14 *In the event of a vacancy on the Executive Committee, a replacement will be elected at a General Membership Meeting no later than eight (8) weeks following the date the resignation is received.*

5.2 *In order to be eligible as a candidate for the Local Executive Committee, the nominee must have attended at least 50 % of the meetings in the preceding year; and must be nominated by a member-in-good-standing.*

**Election to be held at the  
October 14, 2018  
General Membership Meeting  
6:00 PM  
Meeting to be held at the Edmonton Local office  
18121 – 107ave Edmonton**

# Urban and RSMC Strike Vote: 10 Reasons to Vote YES

This is a critical stage in our bargaining process.

## **What a Strike Mandate Means**

As in the past, we will do everything possible to achieve an agreement without a strike. Over the decades, we've seen time and again that when bargaining is tough, the only thing that gets Canada Post Corporation (CPC) moving is a powerful strike mandate – it's where our bargaining power really comes from.

Still, if we have not reached agreements by September 26, 2018, we will have to be ready for some type of job action. In striking down the back-to-work legislation of 2012, Justice Firestone found that our right to strike is protected by the Canadian Charter of Rights and Freedoms. Therefore, management will have to negotiate. This time, they can't sit back and wait for back-to-work legislation to impose their rollbacks.

## **Resolving 2012, Continuing 2016...**

This round of negotiations is both difficult and complex. We have to address issues arising from the changing nature of our work, including the continuing explosion of parcel volumes.

We also have outstanding issues from previous bargaining rounds. In 2012, the Harper government's unconstitutional back-to-work legislation forced CUPW to take concessions in order to save our pension and avoid an arbitration which could have gutted the Urban collective agreement.

In 2016, we accepted stopgap mediated agreements that left many of our issues unresolved, knowing that it all would be back on the table this time. This is the year to address it all, to solve some workplace problems and make serious gains.

## **...and Looking to the Future**

We are thinking ahead: as letter volumes decline we need growth in other services and new work at Canada Post. Other postal administrations are expanding their postal banks, delivering groceries and introducing new services for seniors. We are determined to see Canada Post follow their examples and innovate.

We recognize that both Canada Post and CUPW have responsibilities to work together to reduce our environmental impact. We have put forward a bold vision: Delivering Community Power. Our vision will expand services for everyone and generate more revenue while also creating new jobs. It's interconnected: our environment demand supports the Delivering Community Power campaign, and the

campaign's massive public support will help us in bargaining. Tell your friends and family about it and help build our power.

## **A New Interim CEO but No Changes in CPC Labour Relations**

A strong strike mandate will also show CPC's interim CEO Jessica McDonald that we need action at the bargaining table, not just promises in press releases and letters to employees.

We have heard lots of talk about a new mandate. But we are still dealing with management determined to maintain the rollbacks that they extorted from the urban workers in 2012. They still refuse to address important issues of work/life balance and health and safety. They still refuse to address some basic issues for RSMCs. Even on access to the information necessary to enforce the collective agreement, management has continually placed obstacles, stopping an agreement on what should be considered a basic union right.

## **Pay Equity Process – Separate but Related**

For RSMCs, the day for true equality is drawing near. Equity in terms of wages and benefits is being addressed in the separate pay equity process which is currently being overseen by Mediator/Arbitrator Flynn. But some very important issues such as the right to be paid for all hours worked, job security, and guaranteed minimum hours are not covered by the pay equity process – we must negotiate these. Sadly, management has said they have no interest in providing equality, just equity. A very strong strike vote is what it will take to get them to change their position and enter the 21st century.

## **Mobilize Now**

There are many ways to support your Negotiating Committee between now and September 26, 2018. Be creative, vocal, and positive! Send messages of support by letter, postcard, email, and social media – any way you can; talk with your family, neighbours and friends – let everyone know you deserve your demands and you support your union; when your local calls an action – show up and support.; tell the bosses you are ready; and take every opportunity to talk to other members about what you can do to show your support.

Together, we can achieve so much.

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*By Mike Palecek, National President*

# From the Editor

## *The Red Scare of the RSMC Pay Equity Settlement*

When I heard the news that Canada Post was reporting a \$242-million dollar loss for the second quarter of 2018, I rolled my eyes. I should have expected it, but it caught me by surprise. As I write this, contract negotiations are still ongoing and I can't imagine a better way to sully the public perception of any demands CUPW makes of the Corporation.

In the June 2018 issue of the InsideOut, frequent contributor Steve Cowtan wrote that this exact thing would happen. It's classic divide and conquer, and I fear that RSMCs will continue to bear the brunt of it while we ignore, for example, the wealth that management, the CEO, and a litany of Vice Presidents wring from our labour. (The cover page is red to show solidarity with RSMCs)

The headline of the press release is sensationalist, drawing on the most dire part of the release: "Canada Post segment reports \$242-million loss before tax in second quarter."

But the body of the release reveals a situation that is less worrisome, and there are two important details found here.

First, this is the outcome of the RSMC pay equity settlement. An arbitrator ruled that RSMCs do the same work as urban letter carriers and so they should be compensated accordingly. Canada Post is known for this kind of behaviour. In 1982, the Public Service Alliance of Canada (PSAC) filed a pay equity suit. It took almost 30-years for PSAC to be compensated and Canada Post posted its first loss since the late 1980s. The Canadian Postmasters and Assistants Association (CPAA) began a pay equity process in 1993 and is still waiting for a resolution.

Second, the press release acknowledges that a mediation process is currently underway to reach a negotiated settlement and that the Corporation will not be able to disclose the true financial impact until an agreement is reached. The numbers that bring us to a \$242-million loss, the press release states, "may differ significantly from the estimates recognized in this quarter".

Based on these details, I think there are at least two further questions. First, how much is this really going

to cost? Second, when will RSMCs receive the pay equity settlement (and when will these numbers be posted as a loss again)? The answers to these questions are currently unknown. August 30th was the last day of negotiations between CUPW and the Corporation and while some agreements were made, the parties must return to Arbitrator Flynn for arbitration to resolve the remaining disagreements. Because of this, the end result is that \$242-million is just an estimate designed to hurt negotiations and further the public perception that Canada Post is a failing business that is headed toward being a public liability.

If the Corporation has truly fallen on such hard times, it has been shown that implementing postal banking – which is one of our demands in this round of negotiations – would increase revenue for Canada Post. (In addition to helping smaller communities that have been abandoned by the larger banks.)

Without taking this demand seriously, this press release just furthers the narrative that postal workers are draining the Corporation.

In the following pages I've included the Corporation's press release, CUPW National President Mike Palecek's response, as well as the Pay Equity Committee announcement that a final agreement has not been reached. Taken together, I think these articles illustrate how insincere the Corporation's press release is.

You will probably be questioned about this by the public and management, so I would recommend becoming familiar with the details and signing up for the CUPW eDigest at [www.cupw.ca](http://www.cupw.ca) to stay up-to-date.



*By Kyle Turner, Editor, Shop Steward,  
and letter carrier.*

# Canada Post Segment Reports \$242-Million Loss Before Tax in Second Quarter

*Estimated Costs Related to Pay Equity for RSMC Employees Are a Major Factor in Results*

Canada Post recorded a loss before tax of \$242 million for the second quarter of 2018, mainly in recognition of estimated costs associated with adjusting how delivery employees in suburban and rural Canada (RSMC) are paid. In the second quarter, Canada Post remained the country's leading parcel delivery company, and has grown its Parcels revenue year over year in 24 of the last 25 quarters.

In 2016, the Corporation and the Canadian Union of Postal Workers jointly agreed to put before an arbitrator the system by which RSMC employees are paid. A ruling issued on May 31, 2018, gave the parties helpful guidance on several aspects and 90 days to reach an agreement. A mediation process is under way to reach a negotiated settlement. Once the process is completed, the Corporation will be in a position to disclose the financial impact of the settlement, which may differ significantly from the estimates recognized this quarter.

The Canada Post segment's \$242-million loss before tax for the second quarter compares to a \$27-million profit before tax in the second quarter of 2017. For the first two quarters of 2018, Canada Post is reporting a loss before tax of \$172 million, compared to a profit before tax of \$77 million for the same period in 2017.<sup>1,2</sup>

## **Parcels results**

Parcels revenue increased by \$106 million or 19.6 per cent in the second quarter compared to the same period in 2017<sup>1</sup> and volumes increased by 13 million pieces or 24.1 per cent.<sup>2</sup> Revenue in Domestic Parcels, the largest product category, also continued to grow rapidly, increasing by \$81 million or 20.5 per cent. In the first two quarters of 2018, Parcels revenue increased by \$216 million or 22.1 per cent, and volumes rose by 30 million pieces or 28.5 per cent, compared to the same period in 2017.<sup>1</sup> Revenue for Domestic Parcels in that period increased by \$157 million or 22 per cent and volumes by 12 million pieces or 15.9 per cent, compared to the first two quarters of 2017.<sup>1</sup>

## **Transaction Mail results**

Transaction Mail is mostly letters, bills, and statements. These volumes fell by 34 million pieces or 5.9 per cent in the second quarter and revenue fell by \$33 million or 6 per cent, compared to the second quarter of 2017.<sup>1</sup> In the first two quarters of 2018, Transaction Mail volumes decreased by 84 million pieces or 5 per cent and revenue by \$79 million or 5.1 per cent, compared to the same period in 2017.<sup>1</sup> The ongoing decline in mail volumes, due to the use of digital alternatives, remains a significant challenge for the Corporation.

## **Direct Marketing results**

In the second quarter of 2018, Direct Marketing volumes increased by 13 million pieces compared to the same period in 2017 but, when adjusted for trading days, volumes decreased by 0.6 per cent. Revenue decreased slightly by \$1 million or 2 per cent in this period. These results largely reflect declines in Canada Post Personalized Mail™ and Publications Mail™. Revenue generated by Canada Post Neighbourhood Mail™, the largest product category, increased by \$4 million or 1.3 per cent, and volumes rose by 27 million pieces or 1.3 per cent, compared to the same period in 2017.<sup>1</sup>

In the first two quarters of 2018, Direct Marketing revenue decreased by \$4 million or .8 per cent, while volumes dropped by 10 million pieces or .4 per cent, when compared to the same periods in 2017.<sup>1</sup> Personalized Mail and Publications Mail revenue and volumes declined, while Neighbourhood Mail revenue increased by \$4 million or 1.8 per cent and volumes by 20 million pieces or 1.1 per cent, compared to the same period in 2017.<sup>1</sup>

## **Group of Companies results**

The Canada Post Group of Companies<sup>3</sup> reported a loss before tax of \$190 million in the second quarter, compared to a profit before tax of \$67 million in the same period in 2017.<sup>1</sup> For the first two quarters of 2018, the Group of Companies recorded a loss before tax of \$94 million,



compared to a profit before tax of \$135 million in the first two quarters of 2017.<sup>1</sup> The Purolator segment recorded a net profit before tax of \$45 million in the second quarter of 2018, \$10 million or 29.8 per cent more than in the second quarter of 2017.<sup>1</sup> For the first two quarters of 2018, profit before tax for Purolator was \$66 million, almost 35 per cent more than the \$49 million earned for the same period in 2017.<sup>1</sup>

## Background

The operations of the Canada Post Group of Companies are funded by the revenue generated by the sale of its products and services, not taxpayer dollars.

1. The amounts for 2017 were restated as a result of new accounting standards.
2. Adjusted for trading days.
3. The Canada Post Group of Companies consists of the core Canada Post segment and its three non-wholly owned subsidiaries, Purolator Holdings Ltd., SCI Group Inc. and Innovapost Inc.

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*Originally published on [www.canadapost.ca](http://www.canadapost.ca) on August 28th, 2018.*

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# RSMCs One Step Close to Pay Equity

## *Corporation Fully Capable of Absorbing One-Time Payment*

Canada Post announced today a second quarter loss of \$242 million, but this should not be seen as an indication of the overall health of the corporation. The loss is due to a one-time payment which Canada Post will have to make to settle their longstanding pay-equity issue with Rural and Suburban Mail Carriers (RSMC).

Though Canada Post has accounted for the cost of the settlement in quarter two of 2018, it hasn't actually made any payments yet, and the final dollar figure is actually still being negotiated.

"The overall message here today is that breaking the law doesn't pay," says Mike Palecek, National President of the Canadian Union of Postal Workers (CUPW). "For decades Canada Post has treated Rural and Suburban Mail Carriers as second-class workers. Finally, justice is on the horizon for these workers. Canada Post can't run and hide from pay equity anymore. It's the law, and it is high-time they followed it."

Nearly two-thirds of RSMCs are women. They make about 25 percent less per hour than letter carriers, the majority of whom are male. They also receive fewer benefits.

Earlier this summer, an arbitrator ruled that RSMCs performed work of equal value to urban letter carriers and that there was a wage gap between the two groups. The arbitrator also asked CUPW and Canada Post to come to an agreement on the compensation award by August 31, 2018. If no agreement is reached by then, the arbitrator will decide the award.

Canada Post has recorded profits every since 2014, including first quarter profits in 2018, a success that is mainly driven by increased revenue from parcels. Parcel revenue growth in the first two quarters of 2018 continues to far outpace the decline of lettermail.

The Corporation also continues to resist CUPW suggestions for sustainable innovation, including the implementation of postal banking, which regularly generates close to a billion dollars in annual profit in countries like France and Switzerland.

"Canada Post is fully capable of absorbing this one-time payment to RSMCs," says Palecek. "This is the cost of discriminating against RSMCs and women, and we will settle for nothing less than full equality."

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*Originally published on [www.cupw.ca](http://www.cupw.ca) on August 28th, 2018.*



**Support  
Postal  
Banking**



## The End of Pay Equity Mediation

Yesterday, August 30, was the final meeting in our attempts to negotiate all the terms for implementing the pay equity settlement that were not settled in Arbitrator Flynn's May 31 decision. Today is the deadline, after which all remaining issues are to be settled by Arbitrator Flynn.

### Agreements

We've certainly made progress in these ninety days, but we don't have agreement on everything. With Arbitrator/Mediator Flynn's assistance, we have reached agreement between CUPW and Canada Post Corporation on the following issues (retroactivity is from January 1, 2016):

- « Neighbourhood Mail, aka Admail (retroactive)
- « Long-Term Disability Plan coverage
- « Marriage, Birth and Adoption Leave, Leave for Other Reasons, Court Leave, Personnel Selection Leave, Examination Leave, and Career Development Leave
- « Life Insurance and Death Benefit
- « BC Provincial Health Care Premium
- « Isolated Post Allowance
- « Glove Allowance
- « Displacement Allowance
- « On-Call Relief Employee wages
- « Lock changes (going forward, RMS pensionable time)
- « Personal Contact Items (compensation and RMS pensionable service)
- « Rest Period Allowance (pensionable)

### Issues Still in Dispute

These remaining issues are now in Arbitrator Flynn's hands:

- « Direct Wage Gap (for retroactive compensation and going forward) – the arbitrator will also determine whether the wage gap needs to be adjusted based on a relative comparison of the Letter Carrier Route Measurement System with the RSMC Route Management System
- « Paid Breaks
- « Eligibility for Post-Retirement benefits, including Dental
- « Pre-Retirement Leave
- « Vacation Leave
- « Permanent Relief Employee wages
- « Maintaining Pay Equity

We will provide more details and updates on each of these issues in the coming weeks.

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*By Nancy Beauchamp, Barb McMillan, and Cathy Kennedy of the Pay Equity Committee*

# From the Grievance Office

## *Filing Grievances and Workplace Grievance Updates*

One of the unfortunate duties I sometimes have to do is to explain to a member that they do not have a valid grievance. This doesn't happen often, however, it can be frustrating for the member to receive this information. To help prevent this, I'd like to ask for some basic help from the Shop Stewards on the floor: when helping a member with a grievance, please try to include which Article(s) of the Collective Agreement were violated. If there wasn't an Article that was violated, then perhaps discuss further with the member what the issue is and call the Union office for advice. Grievances must show a violation of the Collective Agreement or we will not be able to get anything for the member.

Now let's discuss some grievances that I have seen occurring in our workplaces since my last article.

“If there wasn't an Article that was violated, then perhaps discuss further with the member what the issue is and call the Union office for advice. Grievances must show a violation of the Collective Agreement or we will not be able to get anything for the member.”

For workers in the plant: Whether you are grieving a backfill situation or you have otherwise been removed from your Rotation of Duties, please include a copy of your Rotation of Duties that shows the changes that were made (pulling you out of your duties, where you were moved, and so on). This is very important information in these situations. I've also seen a few grievances regarding Equal Opportunity not being done properly. If you can't find your Equal Opportunity list, ask for it. If they do not provide it, you can file a grievance. The corporation is required to keep these lists posted and maintained, so if it's missing there is a problem.

For RSMCs: We continue to see grievances regarding RSMCs not being paid overtime for working on a stat holiday. We are still working hard to bring you justice on this issue. For those that don't know, Article 16.03 in the RSMC Collective Agreement says that in addition to the regular daily rate (Stat pay), an employee required to work on a designated holiday shall be paid at 1.5 times their regular rate of wages for the time that the employee worked on that day. This may not seem like a big deal, but the Corporation consistently ignores this rule. If you want more information, please contact us at the office.

Please note that we will be asking for copies of paystubs and e-vouchers to help support these grievances so that we can take this to Arbitration. Thanks in advance for your help in this.

For Letter Carriers: I'm seeing grievances for Disciplinary action on non-delivery of Neighbourhood Mail. If you run into this, remember to take a Shop Steward with you when you receive a Notice of Interview (24). Notes on what was said during these meetings can be very important later on. I'm also hearing about many audits being done, however, sometimes the auditor is not wearing a uniform or a safety vest. This is in violation of their own rules. If you see someone opening up a CMB panel and they are not wearing a uniform or safety vest, please let us know. We like to remind the Corporation to follow the rules too.



*By Carl Hentzelt, Grievance Officer.*

**Save  
Canada  
Post**



Do we know what happened?

A black and white line drawing of a man with a beard and a pointed hat, looking slightly to the right. The drawing is simple, with bold outlines and some cross-hatching for shading. The man has a friendly expression with a slight smile. He is wearing a collared shirt. The background is minimal, with some light shading on the right side.

To secure a bonus for management... And maybe have a barbecue!



His body shut down.

It's experimental, but...

#beep#

#beep#

#beep \* #beeee reeeeee

Oh...there will be cake.

A comic strip featuring two characters. On the left, a woman with short blonde hair and glasses is crying profusely. She has a speech bubble above her head containing the words "I love you" repeated many times, followed by "...". On the right, a man with a beard and a button-down shirt looks at her with a slightly exasperated or sad expression. He has a speech bubble that says "No, it's ok." The background is simple, with some faint lines suggesting an indoor setting.

Delivering mail? I cant imagine...

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## **CUPW Fighting For Good Jobs and Better Services**

*Members overwhelmingly vote in favour of strike mandate*

**For immediate release**

**September 11, 2018**

OTTAWA – Members of the Canadian Union of Postal Workers (CUPW) — both the Urban Postal Operations unit and the Rural and Suburban Mail Carriers (RSMC) unit — have voted overwhelmingly in favour of strike action.

Strike votes were held across the country between August 7 and September 9, and provisional numbers show 93.8 percent of urban workers and 95.9 percent of rural workers support their bargaining committee and are ready to take action if necessary. Final audited results may vary slightly. CUPW will be in a legal strike position as of September 26 if the parties cannot reach an agreement.

“Over the last decade, the working conditions of all our members has deteriorated, leaving many overburdened, with little time for their home life,” says Mike Palecek, National President, CUPW. “This ends now. Our members have spoken — this is the time to address serious workplace problems.”

It’s also time to look at renewing the post office with expanded services that include postal banking, grocery delivery and greening the postal fleet and the post office. “Postal workers are also bargaining for the future – future employees and everyone who relies on the postal service,” says Palecek. “Expanded public services at the post office will help our communities thrive, which is why we have put new services for all at the front and centre of our negotiations.”

This round of bargaining has been both difficult and complex. Negotiators have had to address new issues arising from the changing nature of postal work, including the continued explosion of parcel volumes, which has placed huge burdens on members. There are also outstanding issues from previous bargaining rounds as well as equality for RSMCs.

The RSMC pay equity process that is nearing completion addresses their wages and benefits, but to be truly equally treated at work, RSMCs need pay for all hours they work, guaranteed minimum hours and job security, among other issues.

On September 7, after months of negotiations, Canada Post presented global offers to the union, the first time the Corporation has offered any position on the issues, and these offers “simply weren’t good enough,” says Palecek.

“Our negotiators will continue to work with Canada Post to develop a fair agreement for all our workers, and we will not settle for less,” says Palecek. “Our membership has given us a clear mandate to take job action if Canada Post doesn’t come to the bargaining table ready to make some changes to give our workers fair working conditions and expanded services benefitting everyone.”



## CUPW - Edmonton & Affiliates - Local 730

### Application for Advanced Shop Steward Course

<b>Event:</b> Advanced Shop Steward Course
<b>Date:</b> Oct 21 (Sunday), -25 (Thursday), 2018 <b>Application Deadline:</b> Oct 10 - Noon

The Advanced Shop Steward course is an intensive opportunity for more serious-minded, active stewards to increase their knowledge-base and learn skills to be more effective as an advocate and activist on the workforce. This course is specifically designed for those interested in taking more of a leadership role in the union and helping other members become more educated and empowered.

**Please print clearly!** Applications can be mailed or dropped off at the union office: 18121 107ave, Edmonton, AB, T5S 1K4, or faxed (780) 423-2883, or all the info below can be typed and emailed to: Ajay Sharma, Education Officer -- [ajju.right@yahoo.com](mailto:ajju.right@yahoo.com)

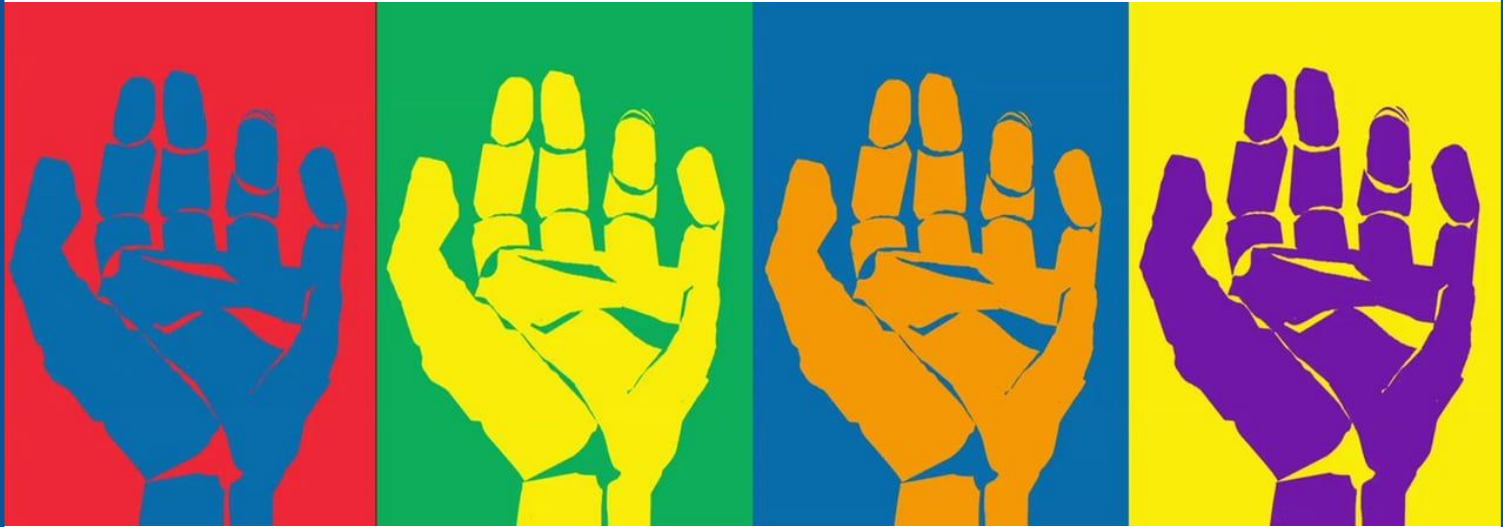
<b>Name:</b>		
<b>Check One:</b>	Brother      /      Sister      /      Equity Seeking Group	
<b>Job Classification:</b>		
<b>Work Location:</b>	<b>Shift/Wave:</b>	
<b>Home Address:</b>		
<b>City:</b>	<b>Postal Code:</b>	
<b>Cell/home phone:</b>		
<b>Email:</b>		
<b>Emergency Contact:</b>	<b>Phone:</b>	
<b>Dietary Restrictions:</b>		

Please advise if you have any food allergies, mobility, medical, hearing or vision issues that we should be aware of.

By signing below I indicate I understand that if my application is accepted to attend this education opportunity and I am unable to attend I will be held responsible for any nonrefundable costs incurred and any “no-show” costs associated with non attendance.

<b>Signature:</b>	<b>Date:</b>
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# Interested In Being A Worker Educator?



## Facilitators Needed For:

- ★ Local Education Workshops
- ★ Health & Safety
- ★ Human Rights

With this Facilitator training you will be taught to skillfully prepare and conduct courses or workshops that help members develop a more informed unionist perspective. The various Local educationals are put on by the union, and are facilitated by our own members to specifically train activists and empower our workfloors. The Health & Safety and Human Rights courses are presented jointly with Canada Post representatives as part of an agreed upon standard for all workers. If you are interested in being trained to facilitate for any of these 3 categories, please email your full name, job classification, work location, and contact info to the Education Officer, Ajay Sharma [ [ajju.right@yahoo.com](mailto:ajju.right@yahoo.com) ]

# National Convention

## *National Convention and the National Constitution*

2019 will mark another year whereby elected members of the Canadian Union of Postal Workers will meet for National Convention. Hundreds of postal workers will meet in Toronto to elect National and Regional Union representatives, as well as officers of the National Executive Board and Regional Executive Committees.

The members attending this convention will also serve written reports from officers and the National Executive Board. These reports will outline how they carried out their mandates and what actions will be needed for our Union to move forward. This is an excellent opportunity for our members to meet face to face with the elected officers and discuss strategies and action plans.

Resolutions are also heard on any changes, additions, or deletions recommended by regions on the National Constitution. These resolutions could include such things as National Officers' wages or things such as the need for additional officers or representatives at a National or Regional level. Postal workers are very passionate about debating many issues, and it is within this structure of events that the future of our Union is decided for the next four years.

Prior to this National Convention, there is the requirement for a Pre-Convention Regional Conference, which is a smaller version of the National Convention. This is taking place in Edmonton from November 23 to 26, 2018. During this conference, resolutions are put forth to be debated and potentially put forward to the National Convention.

Below are the elections that will be held at the Pre-Convention Regional Conference.

### **Caucus Meetings:**

1. National Women's Committee, elected at the Women's Caucus: 1 member plus 2 alternates

2. National Human Rights Committee, elected at Equity-Seeking Caucus meetings: 1 to represent workers of colour plus 2 alternates; to represent Indigenous people plus 2 alternates; 1 to represent LGBTQIA+ plus

2 alternates; and 1 to represent disabled workers plus 2 alternates.

### **Elected by Regional Conference delegates:**

1. Constitution Committee: 2 members plus 4 alternates
2. General Resolutions & National Policies Committee: 2 members plus 4 alternates
3. National Work Measurement Committee: 2 members
4. National Health & Safety Committee: 1 member plus 1 alternate
5. Regional Disciplinary Committee: 3 members who select their chairperson among the 3, plus 3 alternates
6. National Disciplinary Committee: 1 member plus 1 alternate
7. Appeal Board: 1 member plus 1 alternate (cannot be from same Local)
8. National Board of Trustees: 1 member plus 2 alternates

For a more exhaustive list of Resident Officers, National Union Representatives, and alternate union representative positions, please consult Article 3.25 of the CUPW National Constitution.

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*By Rashpal Sehmbi*

# Helping those in Need

- An initiative coordinated by CUPW Human Rights Committee and CUPW Women's Committee
- Contribute new and gently used items including:
  - Mitts
  - Scarves
  - Hats
  - Toques
  - Basic Hygiene Products

*Donate at  
the Union Office by  
September 28th*

**cupwosttp**

# THE UNION



**Attend the Next General Members Meeting:**

**October 14th, 2018 at 6 pm.  
CUPW Local 730 Union Office,  
18121 107 Ave, Edmonton, AB**

# MAKES US STRONG