

# *InsideOut*

Canadian Union of Postal Workers  
Edmonton Local

February 2012

*Looking back at 2011....*



*...moving forward in 2012*

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## Message from the Editor

The InsideOut has been missing for a while but we are back. Thanks to Doug Frechette who was the acting-editor while I was working in Ottawa for the Union. Thanks also to those who covered my Sargent-at-Arms duties at the general meetings.

We have been through quite a year. We are recapturing some of those moments in this issue. We are also looking at what is happening now in the workplace, and what we see on the horizon. Workers around the world are under attack. Everyday in the workplace we see evidence of the lack of respect for our collective agreement. The pressure is tremendous, and the change is constant. Our collective strength will see us through and we need to meet together and support each other. If you are not involved now, we need you! A good place to start would be with the labour schools that are advertised in this issue. Karen Kennedy....Editor

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**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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### From the Local President:

The Local really pulled together this year. Once again the Edmonton local led the way in our approach to the rotating strikes and the lock out by Canada Post. Our rallies, our picket lines, our marches, our protests at the offices of Tory MP's: I'd like to thank everyone who contributed! I was so proud to be your President! And I must thank those who stepped up in June to assist with the challenges in the office with the sudden departure of Secretary-Treasurer Sister Sue Wilson for medical reasons.

As you look through the photos in this issue, you will be reminded of what it felt like to go on Strike, and what it felt like to be locked out, and what it felt like to have the Harper Government step in and assist Canada Post, all the while holding the public's mail hostage! The attack on free-collective-bargaining is obvious and has continued in other workplaces across this country. The sudden passing of Jack Layton in August was heartbreaking. There were few postal workers who did not watch CPAC for those debates and how could we not feel proud of the way we were defended by the New Democrats in the House?

Canada Post has attacked us in an unprecedented way since our return to the workplace at the end of June. Local union activists are fighting to defend our collective agreement rights everyday and you have been there with us. Together, we will succeed. The coming weeks hold important dates for the Union and the local. In early February we will be arbitrating the Depot 2 volume count. The St. Albert walkout is also in Arbitration the end of January, due to a grievance filed by the Corporation. We need lots of help with the changes over the next 2 years: relocation of the garage, depot changes, pre-restructure review, volume counts, builds and consultations, consultations and changes in the plant work... will all be happening at the same time. We are fortunate to have many skilled and dedicated union activists but we need more to take on these challenges...step up and lend a hand. Union education programs are here to help you. Contact the office.

And finally, the RSMC are in negotiations for their new collective agreement. The tremendous support received from these Brothers and Sisters in June needs to be provided by each of us as they struggle for their first collective agreement with the right to strike. We are certainly all in this together.

Solidarity,  
Sister Bev Ray, Local President



**Message from Sue Wilson, RSMC**

**negotiator working in Ottawa:** "The time is now for a new RSMC collective agreement that gives us the same rights and benefits as an urban letter carrier".

We both work for Canada Post and deliver mail to homes and businesses in Canada. Often we work together in the same work installation and could be delivering the mail across the street from each other:

**Full-time mail mobile****Letter carrier (uniform provided)**

- Obtain and safety check Canada Post vehicle
- Arrive/read order book
- Get oversized, short and long mail
- Start sorting to line of delivery
- Drop off missorts, get personal contact items
- Pick up and sort turnaround mail
- Organize householders for that day (this is an extra payment @2.3 cents each with size restriction and 5 cents each over 125 grams)
- Pick up and line up parcels
- Pull sorted mail
- Write up or scan personal contact items
- Pick-up, scan and line up late Priority Courier
- BREAK (10 minutes paid)
- Load vehicle
- Drive to route and deliver mail
- Drive to meal on route location
- Wash-up (5 minutes paid)
- LUNCH (30 minutes paid)
- Drive to route and deliver
- BREAK (10 minutes paid)
- Continue delivering
- Drop off carded parcels and Signature items (undeliverable) At retail postal outlet or station
- Drive to station and drop off vehicle and scanner
- Wash-up (5 minutes paid)

**Over time paid at 1.5**

- DEPART for home

This employee of Canada Post earns \$23.98 an hour

**Rural route****Mail carrier (no uniform provided)**

- Arrive at depot
  - Get oversized, short and long mail
  - Start sorting to line of delivery
  - Drop off or pile missorts, get personal contact items
  - Pick up and sort turnaround mail (in some cases)
  - Organize householders for that day (receive 1cent each no size restriction and up to 500 grams)
  - Pull and pack sorted mail for delivery
  - Get and line up parcels
  - Write up or scan personal contact items (Sometimes later)
  - Pick-up, scan and line up Priority Courier (in some cases)
  - NO PAID BREAK
  - Use own vehicle.
  - Load vehicle
  - Drive to route and deliver mail
  - No wash-up
  - NO PAID LUNCH
  - Still delivering
  - NO PAID BREAK
  - Still delivering
  - Drop off carded parcels and signature items (undeliverable) at retail postal outlet or station
  - Drive to station or post office and drop off personal contact item sheet or scanner
  - No paid wash-up
  - No overtime on heavy days, work until all mail delivery completed
  - LEAVE for home
- This employee of Canada Post is paid a daily wage that is often below poverty level and \$0.44 per km for their vehicle

Equal pay for work of equal Value . IT'S THE LAW!!!!!!

**Sue Wilson**



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# Struggles and Gains

In 33 years with the Post Office, I've seen a lot of things from management that show how much they hate us. I guess the worst was the 1987 strikes, with school buses with bumpers smeared with grease, full of students and identifiable minorities as scabs, and Rainbow Courier and Big Horn Transport and Sokil Transport trucks full of scab mail, and the cops fighting us to let them in.

But June 2011 ranks right up there, cutting off benefits to cancer patients, stealing Leave Credits from Members who worked 10 days in the month, interfering with our picket lines, and alternate-day delivery (first time in over a century).

The challenge facing us is to maintain the level of mobilization shown in the strike/lockout, like the occupation of Depot 9, the storming of Depot 2 demanding to work on the eve of the lock-out, the 100% support of the Plant, staying out until the last minute at the end of the June 8 1-day strike, and at the legislated back-to-work order, and the unprecedented active support in Affiliate Offices.

In 2012, we will have to minimize the damage from the so-called Modern Post - the faulty data from the first Modern Post Volume Count (Depot 2), the forced displacement of MSCs and PO4s from the Parcel Hub (the Parcel Delivery Model "stabilized" after 20 years Nationally), the Displacement of Automotive Services and the Direct Market Off-Site, and the staffing of the new Sections in the EMPP (e.g. MLOCR).

Wickets are also (always) under threat, with the South Edmonton Post Office moving to a location right beside the Shoppers Drug Mart on Gateway, that last year stole our Card-outs from SEPO.

The National Union is minimizing the damage from the legislated contract arbitration (for an inferior imposed contract) through legal procedures (they're good at that! - we don't even have an arbitrator 7 months later). We recently achieved Extended Health Benefits, Maternity Leave top-up, and wage increases for 6,000 Rural & Suburban Mail Carriers. They also got the Short-Term Disability plan which is better than nothing for them (although it would be a set-back for the Urban Bargaining Unit).

As usual "The Struggle Continues"

Greg McMaster  
Chief Shop Steward MSC



## The Struggle Ahead

A friend of mine used to always say “never under-estimate what is at stake”. Considering the changes the employer is making to the way letter carriers do their work it seems very appropriate. Although it may not seem that way to some, it is less drastic than what they are doing to the MSC’s, most of whom will be forced to become letter carriers.

I will deal with the technical/mathematical issues in a later article. Here I want to talk about some of the issues that are not necessarily related to route measurement. For instance, the employer wants to see about 40 percent of carriers on what they are calling the second wave. This will mean that some routes will start at 10:00 o’clock in the morning and, by using an old clause in the collective agreement, the employer wants to structure some of those routes to finish after 7:00 at night and be delivering mail on the street until well after 5:00. Much of the late work is scheduled work that the MSC’s used to do and cannot be done until a given time.

Because of the late finish times on many routes and because of the increased workload on all routes, many of those who rushed to get done to pickup their children from daycare or school simply will not be able to do so anymore and will have to make other arrangements.

Because most routes will share cases, you will not be able to sort householders into your case or even store them or anything else at your case. The employer believes that you can carry your sequenced mail in your hand and the manual mail on your arm and the householders behind the mail. They claim that it is the same as the carriers used to do years ago. That, in my opinion is only half true. Way back then you carried only magazines

and other oversize mail in your arm. Anything that would fit in with the letters, and a lot that would not, was sorted with the letters. That is how the employer took away time values and the old back cases. Sometimes you carried the householders behind the mail but we got far fewer householders at that time and still some carriers sorted them in.

Most routes will be motorized and because of that you will need a VOP (vehicle operating permit). There have already been many discussions at a local level about exactly what is required to get and keep a VOP. How bad your driving record has to be before you can lose your VOP will likely end up in arbitration at some point. But, yes, if it’s bad enough, they can deny you a VOP.

The union will continue to struggle to get the employer to create routes that can be done safely in the time given and still allow carriers to take the breaks that they are entitled to under the collective agreement. Some of these issues will be addressed in future arbitrations and/or will be issues in future contract negotiations. However it is unlikely they will be resolved before the restructures are implemented in Edmonton and all carriers have to be aware of what is coming.

The Struggle Continues  
 Brian Blair  
 Route Verification Officer



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## From the Acting-Secretary-Treasurer...Cathy Furtak

As we start a new year I would like to wish our members a very happy new year and hope that everyone enjoyed their holiday season. The new pocket calendars are in and have been distributed to work locations. If you did not receive one call the office and leave your 411. Hopefully we are all rested up for the up-coming year and the challenges that we will inevitably be facing.

Looking back at 2011, postal workers certainly faced challenges and adversity. Beginning early in the year with the construction at the EMPP, inside workers were faced with numerous challenges with regard to health and safety, lack of space and whole sections of workers being relocated. And of course due to the poor planning of Canada Post and their engineers, they have caused considerable grief for many workers. After 31 years at Canada Post I thought that I had seen it all ..... NOPE!

Letter carriers also started to face Postal Transformation which quite frankly (thus far) has been Pathetically Tragic. Having been a letter carrier for 15 years I can sympathize with the issues that you are all currently experiencing and will continue to face. According to Canada Post PT is supposed to be better for everybody... from what the average worker on the floor can see ..... NOPE!

In June we started with rotating strikes only to be LOCKED OUT. Canada Post was kind enough to cut off our benefits and strip us of our June vacation and sick leave, which we are fighting to have returned. Then the Harper government takes away our right to strike and negotiate. All in a year when they made record profits! Could we have expected anything better from Canada Post.....? NOPE!

I would also like to report that during the rotating strikes and LOCK OUT the Edmonton local had a great turn out on the lines: 1429 members picketed and supported several demonstrations. This is the

kind of solidarity that we are going to need in the upcoming year as we wait to see the fate of our right to strike and our collective agreement. Make no mistake that Canada Post and the Harper

government had and continue to have an agenda to take away several provisions of our current collective agreement.

Being new to the executive I've had several eye-opening experiences this year, some good, some bad, and a lot of WHAT are they thinking!?! In dealing with local management, many meetings have been exercises in futility leading to frustration for all of us. It is extremely difficult to try to work with Canada Post and offer solutions that work for both sides when they walk into the room with an agenda that they are not going to stray from. This has been a common occurrence during consultations with the employer.

Looking ahead the national union will be in court at the end of January to fight Bill C-6 (back to work legislation). The RSMC collective agreement expired on December 31, 2011 and our negotiating committee continues to work towards a negotiated settlement. In Edmonton the local executive will continue to be busy dealing with the daily issues on the floor and with several letter carrier restructures. There have been a lot of changes this year and we know that Canada Post is not finished. There will be many struggles in the next year and we need to stay united as we did during the LOCK OUT. We had some of the best numbers on the picket lines nationwide.

Cathy Furtak



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# The Importance of Grievances

## Grievances and Discipline

What's a grievance? A grievance is a complaint in writing submitted by the union to management on behalf of workers when the contract has been violated. The employer can also file a grievance. Once a grievance has been filed, union reps discuss the grievance with management in an attempt to resolve the complaint. Some grievances are resolved quickly but others take time.

## Discharges

The right of a worker to file a grievance makes the employer think twice before they fire you. If a worker is fired without "just cause", the union can file a grievance and take the discharge case before an arbitrator. The union will argue that the employer did not have just cause to fire the worker, and the employer will say they did. An arbitrator will decide based on the evidence, the argument, and the relevant case law. I have seen many workers returned to their jobs, who otherwise would not have been, had it not been for the fact that a grievance was filed on their behalf, and the employer was faced with the prospect of an arbitration. Not every discharge grievance is taken to arbitration. Many are settled before, often with the employee returning to work. However, if we don't believe we can win the arbitration case, the union will not refer the grievance to arbitration.

## Other Discipline

Submit to the local union grievance back-up for every disciplinary action by the employer - a suspension, a waived suspension and even a letter on file. Both the Rural and Urban contracts state that in any disciplinary action, the employer must have 'just, reasonable and sufficient cause' to impose discipline. Not all problems in the workplace can be resolved by filing grievances. However, if the contract has been violated, in order to meet the duty to fairly represent our members, a grievance should be filed. Make sure that your

written grievance back-up has been received by the local grievance department by contacting the union office directly, especially for any disciplinary grievance. There are time limits for grievance filing, and our local policy states that we should have the grievance back-up within three weeks of the violation. But even if your grievance is late, send it in anyways, as we may have some ideas on how to handle the time limits issues.

## Article 9 and Article 10

RSMCs and Urban workers can read about your rights to the grievance procedure in Article 9, and your protections against unjust discipline in Article 10. If you did not receive a copy of the contract, ask your steward to assist in getting one from the supervisor, and if that doesn't work, call the union office, because we want to know about this. We have been after management to supply contracts - that's in the contract!

Solidarity,

**Carol Read,**

Edmonton Local Grievance Officer



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**CUPW EDMONTON LOCAL**  
**GENERAL MEMBERSHIP MEETING**

**Sunday, February 5, 2012**

**6 PM to 8 PM**

**Green and Gold Room**

**Commonwealth Stadium**

**(use Team store entrance, parking at LRT lot across the street)**

**Elections:**

**Local women's committee, 3 members**

**Local route measurement, 4 members**

**Local trustee committee, 2 members**

**Local education committee, 1 member**

**Local area council delegates, up to 34\***

**Edmonton and District Labour Council: 8 delegates**

**Edmonton and District Labour Council School Feb 24,25,26: 4 members**

**\*to be eligible for election as an Area Council delegate, you must have attended**

**50% of the membership meetings in the previous year.**

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## Rural Ramblings

Hello once again to all RSMCs and RSMC advocates! By now the busy Christmas season is behind us, and we've all been basking in the satisfaction of receiving our recent retroactive pay and benefits as awarded by Justice Keller. Many of us were also vaguely aware that our contract has come to a close and is being extended due to the ongoing negotiations towards a new collective agreement. You may be wondering why I would bring up two seemingly disparate events in the same paragraph. Why? Because they are connected!

Many of us wondered why the arbitration process dragged on as it did. Why did the employer continually walk away from the table and play the interminable games with offers and withdrawals, seemingly at random? Because they wanted to time our payouts to coincide with the expiry of our contract! They knew a payout was inevitable, but by trying to delay the payout until the timing suited them they could maximize the goodwill feelings created when the RSMCs finally received their money.

It's quite logical if you look at it from the point of view of the employer. Most of us received a considerable sum of retroactive pay, just in time for Christmas. After speaking to RSMCs and chatting with them on various social media sites, I was pleased to see how happy everyone was. Many spoke of providing a wonderful Christmas for their families, catching up on bills, or buying new snow tires just in time for the heavy snows of the new year. By manipulating the time of the payout the way they did, the employer has turned a previously angry and disenfranchised group of RSMCs into a group of happy, contented workers.

The employer is counting on these feelings to carry over into our contract negotiations! They are hoping that we will only remember the good feeling about the "Christmas Bonus", and believe that we don't understand or care that this is money that should have been disbursed to us already over the last two years. Do not let your satisfaction at receiving this money cloud your memory of how they have treated us with nothing but contempt since our last reopening.

Do not forget how they treated our negotiators as they tried to bargain in good faith since January 2009, only to be stymied at every turn. **DO NOT LET THEM PULL THE WOOL OVER YOUR EYES!!!**

Yes, the back pay was wonderful, if long overdue. Yes, the benefits are what we finally deserve and relieve much of the burden we face. But we must always remember that management will do whatever it can to spin these things to their own benefit. In essence, they are trying to buy our cooperation in the upcoming negotiations with our own money, money that they withheld from us without reason for these last two years!

Remember all of these things when the time comes for us to decide on a new contract. Remember all these things when we are asked to give our negotiators a strike mandate. Remember how shoddily we were treated leading up to the Keller decision, and don't let your resolve be bought by overdue awards. We need to show the employer that we are proud workers who will fight for our rights, not easily satisfied street urchins who will scramble for a few candies instead of demanding the full meal deal.

The next few months will be a critical time for us. Without resolve and a willingness to push the employer to the wall, we will be forced into a position worse than where we are. I urge you to carefully read all the material sent to you from both sides, make a critical informed decision, and remember that short term pain can indeed lead to long term gain. If each and every one of us does this, we can reach a fair settlement, and ensure that RSMCs are second class no longer.

Doug Frechette, Chief Steward RSMCs  
[postmandougie@yahoo.ca](mailto:postmandougie@yahoo.ca) 780.362.0785



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# **RSMC Meeting**

## **Rural and Suburban Mail Carriers**

Saturday, February 18

10am

At the Union Office

11001 – 107 St. (Red and white house across  
from the church)



**Doug Frechette, Rashpal Sehmbly and Matt Hood at the CUPW National Convention marching to support the Occupy Movement. (photo S.Radons)**

## What I Have Taken From Education

I remember when I first started at Canada Post. The best way to explain it is that I was a 'yes ma'am'. Everything I was told to do I did. I jumped as high as they told me to and never questioned a thing. It really did not take that long until I realized that I was being taken advantage of. I would not put in my overtime. I never complained about being overloaded or overweight parcels and rarely asked for anything. This was mostly out of fear of being disciplined or picked on by supervisors, I found the more vocal you were the bigger the target on your back.

It was around Christmas time 2010 when I realized I could not handle the way people were being treated and knew I needed to become more active, learn our rights under the collective agreement and learn to be a stronger person so I could help fight back. Education has done this for me and so much more. I am so much more confident in myself. I feel that I am capable of taking a stand for my Brothers and Sisters as well as myself. I am not just a little mouse in the back of the room who wanted to say something but never did. Now I feel empowered to fight for our rights and take a stand against whatever the corporation tries to throw our way.

Not only have I gained new skills and abilities, I have gained new relationships with my co workers and new friendships with members of other unions. This is a great tool when trying to get new ideas and thoughts on how to deal with management. As well, we share stories of different ways employers deal with employees and how their collective agreement varies from ours. I have learned that employers use many different tactics to beat down employees.

I think education is very important in the workplace and know that everyone can benefit from it. Whether you just want to know your basic rights or you want to be more active in the union, there are classes for everyone. Watch for bulletins on upcoming courses and take the leap and sign up. It will only benefit you. Remember, knowledge is power.

**Teri Roland**  
**MSC (Mail Service Courier)**



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# Edmonton & District Labour Council

## Annual School

### February 24,25,26, 2012

**Friday:**

Registration 5-6pm

Plenary 6-7pm

Classes 7:15am to 9pm

**Saturday:**

Classes 8:30am to 4:30pm

**Sunday:**

Classes 8:30am to 12:30pm



## Course Selections:

1. **Basic Shop Steward**...stewards are the key to a strong, democratic and activist union, covers role, grievance procedures, negotiations, etc
2. **Shop Steward as Educator**...develop skills and confidence in educating members in the workplace, offers new ideas and methods.
3. **Unions Work for Women**...for women workers only...explore our history, understand importance of gender analysis, develop strategies to advance women's issues, build a more inclusive labour movement.
4. **Social, Who? Me! Media! What? Why?**...Facebook, Twitter, YouTube...how to set up and use an account, what to do to optimize it for your local's use and personal use
5. **Contract Interpretation**...understand the reason your collective agreement reads a certain way, duty of fair representation, duty to accomodate, arbitration awards, negotiations
6. **Conflict Resolution**...dispute resolution options, practice techniques, procedures for conducting investigations, communication skills, evaluating and analysing disputes
7. **Workers Compensation**...WCB reporting and recording requirements, criteria, benefits and appeals, WCB policies and legislation in WCB advocacy.
8. **Aboriginal and Non-Aboriginal Resource Work Book**...presentation and discussion of this tool kit developed by the Canadian Labour Congress as a resource to assist in educating the membership on aboriginal issues, strengthening the voices of aboriginal workers, addressing racism.

Registration fee includes Lunch provided on Saturday, coffee, course materials, conference kit.  
Child Care Costs will be reimbursed.

Registration Form at [www.edlc.ca](http://www.edlc.ca)

Registration Fees: Basic Shop Steward : \$85, All other courses: \$ 80

**\*the Edmonton Local is electing delegates for this School at the February 5th General Meeting.**

**Carl Kolm, Depot 11**  
**Letter Carrier, Retires**



Carl, with his last grievance form in hand, shares a laugh with Joe Capeluppo and Deb Carson during his farewell presentation.



Rick Lundrigan is Retiring!!!!  
 Rick would like to see you at a Massive Party  
 Saturday **FEB 18 2012**  
 142 Street Bo Diddley's  
 Starts at 5:00pm  
 Come Say Goodbye to Rick!

**Liz Johnman Depot 9 Retires**



Mike Painchaud and Liz Johnman on her last day.



Karen MacArthur Depot 9 Retires.  
 Congratulations Karen!

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## From Your Health & Safety Officer...

Happy New Year everyone!

It's been a tough year for everyone with all the changes that the boss is relentlessly imposing on us in the name of increasing profits at the expense of jobs and workers' safety. Unfortunately they are not finished.

The union, at all levels, has been meeting regularly with the employer to consult on many of the changes. We have offered different views on the restructuring of our work that focuses on job security and safety while maintaining productivity. For the most part the boss is not interested in anything the union has to say and seems to only do the things they are contractually obligated to do with no thought to the personal implications their changes are having on the workers.



One of the many questions I am getting is in regards to accommodation and how it is going to affect workers who are currently being accommodated and workers who will require accommodation due to the change in work duties. Unfortunately when we inquire with the boss about this we don't get straight forward answers. Under the collective agreement and the law Canada Post is obligated to accommodate workers, however they still have not shared with us their plans on how they are going to do this. So far they have been accommodating workers (with a handful of exceptions) but that could change. Even though it's in the collective agreement and written law, it does not mean that the employer cares about following it as we see by the unprecedented amount of grievances in the system.

For those workers that are in a position now that they know will be changed into a position they are not able to do (i.e. MSC's changing to letter carriers), it is important that you contact myself at the union office and identify yourself. We are in the process of getting information from our region about how we are going to deal with this. Our question is whether the workers are supposed to wait until they change status before putting in an accommodation request or should they do so now. The boss did not have an answer for us but are supposed to be looking into it. Rest assured they will make you go through the disability management process where you will have your request for accommodation reviewed by Great West Life/Morneau Shepell (GWL/MS). Please talk to your shop steward or the union office if you have been contacted by GWL/MS and remember to only talk to them if you have a shop steward present. This means they should be contacting you at work during your working hours while you have access to a shop steward.

I have also been hearing about a high rate of injuries on the new ML's. If you have been injured working on the new ML's please contact me at the office and make sure you document the injury at work with the boss. The national union is asking for documentation on injuries from the new machines.

Lastly I'd like to thank everyone who expressed their concern for my well being and the many cards I received from the workers. It really touched me to see the concern you great folks had for me while I was recovering from my accident and it helped boost my spirits! A special thanks to Karen Kennedy and Jerry Woods for helping with my file while I was away and the other full time officers who pitched in as well. Solidarity!

Mike Painchaud  
Health & Safety Officer  
Edmonton Local

### Report of the General Membership Meeting September 2011

Adoption of July minutes. The financial statements were tabled until the October Meeting.

Moved, seconded and carried that the local donate four T-shirts to the CUPE retirement banquet.

Moved, seconded and carried 'that the election committee should take care of all elections held in the local and counting of ballots. If it is deemed a conflict of interest that members of the committee are on the ballots then there should be scrutinizers available at the time of and during the counting of ballots'.

Executive Motion to be voted on at October GMM: That we move no more than \$7000.00 from accumulated funds to the strike fund for strike related expenses.

Moved, seconded and carried Executive motion that we request from the National Union a lifetime membership for retired RSMC Sister **Marie Harke**.

Swearing in Ceremony for new shop stewards **Robin Feakes** (RSMC – WMS), **Kristine Bowman** (Letter Carrier – Depot 1).

Moved, seconded and carried that the Edmonton Local endorse **Nick Driedger** who is running for the position of the National Union Representative for Organizing.

Moved, seconded and carried that the local pay for credentials for any members who want to attend as observers to the National Convention.

### Report of General Membership Meeting October 2011

Presentation of Life Time Membership to Ramon Antipan.

Adoption of September minutes. Adoption of Financial statements from July to September 2011 & Cathy Furtak's Report

Election:

AFL Facilitators Conference in Calgary: **Teri Roland , Darcy Griffiths**

Moved, seconded and carried to purchase aprons for the temporary employees with CUPW written on front, money from organizing.

Moved, seconded and carried that the local endorse the following candidates running for a position at the October National Convention:

**Lynn Bue** 2<sup>nd</sup> National Vice President

**Colin McKenzie** National Union Representative, Staffing

**Karen Kennedy** National Union Representative, Alternate,

**Nick Driedger** National

Union Representative, Organizing

Executive motion to be voted on at November GMM : That the local spend up to **\$40,000** to update the computer software and hardware in the union office, money to come from accumulated funds after due diligence is completed.

Swearing in of new stewards: **Marie Grace, Clarice Mortega** and **Darren**.



### Report from the General Meeting November 2011

Guests were at the meeting and on the phone, to explain the **\$40,000 computer program** being proposed for purchase by the local executive and to answer questions.

**Election of Temporary Executive Officer:** Chief Steward of Bulk Mailing (to cover Cathy Furtak who was appointed by the executive as the local fulltime acting-secretary-treasurer covering Sue Wilson who was appointed by the National Union as one of the RSMC negotiators working in Ottawa): Gohar Zaidi accepted by note/acclaimed.



Executive Motion moved, seconded and carried: That the local spend up to **\$40,000.00** to update the computer software and hardware in the union office, money to come from accumulated funds.

Moved, seconded and carried that the Edmonton local request the National Union to present a **lifetime**

**membership** to retired ex-National President **Sister Deborah Bourque.**

Moved, seconded, carried to **change the time of the December GMM** from noon to 2pm to **1 to 3 p.m.**

Elections

**Women's Committee:** Cori Longo, Tara Forbes, Michelle Woods, Linda Nyznyk, Bena Pattni (3 to be elected next GMM)

**Health & Safety Committee:** Yvette Brusseau, Lorraine MacKenzie, Jerry Woods, Rashpal Sehmbly

**Route Measurement Committee:** (4 members to be



elected next GMM)

**Local Disciplinary Committee:** Linda Nyznyk, Doug Frechette, Andrew Gillespie

**Trustee Committee:** Andrew Gillespie (2 to be elected next GMM)

**Public Interest Alberta Conference:** Mikhail Bjorge, Tara Forbes, Andrew Gillespie, Wray Hoffer

**AFL Commemorative Brunch for Dec 6 ( Dec 4, 2011 ):** Lorraine MacKenzie, Yvette Brusseau, Nancy Dodsworth, Carmen Loiselle



THE STRUGGLE CONTINUES.....



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

# Local Election Time

## Edmonton Executive Elections 2012

Between General Meetings your local is run by a 17-member Executive Committee. All positions are two year terms. In order to be eligible to run for a term on the Executive Committee, you must be a Member in Good Standing of the union, have attended at least 50% of the General Membership Meetings in the last year, and be nominated by a Member in Good Standing. Nominations are now being accepted for:

- Secretary-Treasurer ( Full Time)
- Grievance Officer ( Full Time)
- Vice-President
- Chief Shop-Steward-Letters
- Chief Shop Steward-Stations & Depots
- Chief Shop Steward-Transportation
- Sergeant-at-Arms/Editor
- Organizing Officer

Nominations close **February 24, 2012 at 4:30 pm.**

Submit nominations to the Local Union Office (11001-107 St, Edmonton, AB. T5H 2Z6) or to a member of the Election Committee. Election Committee Co-Chairs: Linda Nyznyk ( Westlock), Wray Hoffer (Automotive Services), members: Cori Longo, Parminder Pannu, Yvette Brusseau, Mary Chua, Zen Manning, Todd Brooks, Donna Bursery.

CUPW EXECUTIVE ELECTIONS 2012 :

I nominate \_\_\_\_\_ (print name) for the executive position  
of \_\_\_\_\_ in the Edmonton Local.

(print name) \_\_\_\_\_ Signature: \_\_\_\_\_

I, \_\_\_\_\_, (print name) accept the nomination.

Signature: \_\_\_\_\_

**CANADIAN UNION OF POSTAL WORKERS  
PRAIRIE REGION**



**\*\* Application for Educational \*\***

Event: 3-Day Spring 2011 Educational // Crowne Plaza Chateau Lacombe

Date: March 16, 17 & 18, 2012 // Edmonton, AB

Courses Offered: Basic Shop Steward  
Human Rights  
Health & Safety Representatives  
Benefits

Local:	Classification:
Name:	Sister <input type="checkbox"/> Brother <input type="checkbox"/>
Address:	City: Prov.: PC:
Home Phone:	Work Phone:
email Address:	
Emergency Contact:	Phone:
Course selections: 1 _____ (In order of preference) 2 _____ 3 _____	
<b>ACCOMMODATION:</b> <i>The Crowne Plaza Chateau Lacombe is a NON-SMOKING facility.</i>	
All accommodations are guaranteed. It is the responsibility of the participant/Local to notify the Regional Office of any cancellations, prior to 2:00 pm on the scheduled day of arrival at the hotel. All "no show" room charges will be submitted to the participant/Local for payment.	
Share: <input type="checkbox"/> with: _____	
<b>TRAVEL:</b>	
Costs associated with cancelled air travel will be billed to the Local unless otherwise arranged.	
Transportation: Air: _____	
Seat preference: _____	
Bus: _____	
<b>** IMPORTANT:</b> Please print name as it appears on picture ID for airline ticket purpose.	
_____	
Please advise if you have any environmental or 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 Educational Seminar 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*

\_\_\_\_\_  
Signature of Local President

(MUST BE SIGNED OR WILL NOT BE ACCEPTED)

\_\_\_\_\_  
Signature of Applicant

kh.cope225

**75 Years Ago Today, the First Occupy ...a note from Michael Moore**

Friday, December 30th, 2011

Friends,

On this day, December 30th, in 1936 — 75 years ago today — hundreds of workers at the General Motors factories in Flint, Michigan, took over the facilities and occupied them for 44 days. My uncle was one of them.

The workers couldn't take the abuse from the corporation any longer. Their working conditions, the slave wages, no vacation, no health care, no overtime — it was do as you're told or get tossed onto the curb.

So on the day before New Year's Eve, emboldened by the recent re-election of Franklin Roosevelt, they sat down on the job and refused to leave.

They began their Occupation in the dead of winter. GM cut off the heat and water to the buildings. The police tried to raid the factories several times, to no avail. Even the National Guard was called in.

But the workers held their ground, and after 44 days, the corporation gave in and recognized the UAW as the representative of the workers. It was a monumental historical moment as no other major company had ever been brought to its knees by their employees. Workers were given a raise to a dollar an hour — and successful strikes and occupations spread like wildfire across the country. Finally, the working class would be able to do things like own their own homes, send their children to college, have time off and see a doctor without having to worry about paying. In Flint, Michigan, on this day in 1936, the middle class was born.

But 75 years later, the owners and elites have regained all power and control. I can think of no better way for us to honor the original Occupiers than by all of us participating in the Occupy Wall Street movement in whatever form that takes in each of our towns. We need direct action all winter long if we are to prevail. You can start your own Occupy group in your neighborhood or school or with just your friends. Speak out against economic injustice at every chance you get. Stop the bank from evicting the family down the block. Move your checking and credit card to a community bank or credit union. Place a sign in your yard — and get your neighbors to do it also — that says, "WE ARE THE 99%."

Do something, anything, but don't remain silent. Not now. This is the moment. It won't come again.

75 years ago today, in Flint, Michigan, the people said they'd had enough and occupied the factories until they won. What is stopping us now? The rich have one plan: bleed everyone dry. Can anyone, in good conscience, be a bystander to this?

My uncle wasn't, and because of what he and others did, I got to grow up without having to worry about a roof over my heads or medical bills or a decent life. And all that was provided by my dad who built spark plugs on a GM assembly line.

Let's each of us double our efforts to raise a ruckus, Occupy Everywhere, and get creative as we throw a major nonviolent wrench into this system of Greed. Let's make the politicians running for office in 2012 quake in their boots if they refuse to tax the rich, regulate Wall Street and do whatever we the people tell them to do.

Happy 75th!

Yours,

Michael Moore

(from the website: [www.michaelmoore.com](http://www.michaelmoore.com))

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**Edmonton Local Executive Committee**

President...Bev Ray (full time officer)  
Vice-President...Raj Sharma  
Secretary-Treasurer...Sue Wilson (full time officer)  
(Acting Secretary-Treasurer)...Cathy Furtak  
Grievance Officer...Carol Read (full time officer)  
Health and Safety Officer...Mike Painchaud (full time officer)  
Chief Shop Steward-Bulk...Cathy Furtak  
(Acting Chief Shop Steward-Bulk...Gohar Zaidi)  
Chief Shop Steward – Carriers...Jerry Woods  
Chief Shop Steward – Letters...Ajay Sharma  
Chief Shop Steward – Maintenance...Norm Burns  
Chief Shop Steward – MSC's...Greg McMaster  
Chief Shop Steward – RSMC's...Doug Frechette  
Chief Shop Steward – Affiliate Offices...Linda Nyznyk  
Education Officer...Darcy Griffiths  
Recording Secretary...Bena Pattni  
Sargent-at-Arms\Editor...Karen Kennedy  
Organizing Officer...Nick Driedger  
Route Verification Officer...Brian Blair

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**Events:**

January 27...Shop Steward Meetings EMPP & City Finals  
January 27,28,29...AFL\CUPW Women's Conference Equinox\Winter Solstice  
January 30...deadline to apply for CUPW 3 day school in March  
February 1...National Day of Action with Canadian Federation of Students, to reduce tuition fees, drop student debt, increase public funding for post-secondary education.  
February 1...Nominations open for Local Executive elections  
February 5...General Membership Meeting at 6pm, Green and Gold Room, Commonwealth  
February 15....Edmonton Local Executive meeting  
February 17....deadline noon for articles for March issue of InsideOut  
February 21...EDLC membership meeting 6pm  
February 24...Nominations close at 4:30pm for local CUPW executive elections  
February 24,25,26...EDLC School at Concordia College  
March 4...General Membership Meeting at noon, Green and Gold Room, Commonwealth



# The Workers United Will Never Be Defeated!



## Inside Out Deadlines

Please submit your article by:  
Friday at noon

March Issue : February 17

- Cori Tours Cuba with CUPW
- CUPW Convention Decisions
- AFL/CUPW Equinox Report
- and much more...

April Issue: March 9

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



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