

# InsideOut

Canadian Union of Postal Workers  
Edmonton Local # 730

August 2016



Clarissa 2016/6/17

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Our office hours are Monday through Friday from 7:30am - 5:00pm

Our Part-Time Administrative Assistant, Trish, answers the phone from 9am until 2pm. She may be able to assist you or put you in touch with an officer. You may also contact the Union in person or by email.

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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!

Canadian Union of Postal Workers  
Edmonton Local 730



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Original written, photographed and illustrated contributions are welcomed for the purpose of publication. Guidelines are available upon request. You may mail or email your submissions c/o the Editor through the address and/or email below. Please include your full name, return email a/o mailing address and a phone number with your piece.

The InsideOut Committee meets once a month. If you are interested in joining the InsideOut Committee, please consider coming to a meeting or attending the monthly General Membership Meetings so that you can be voted into the Committee.

**Submit Articles by  
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# WAKE UP CALL FOR CANADA POST?

As the negotiations continue, it looks like CPC has withdrawn its idea of lockout. Several key issues highlighted by CUPW attained the due attention of individuals as well as the media.

Even though the Public Service Alliance of Canada successfully fought for equality in wages to be paid to both the genders back in 1983 still women are under paid at around 30% as compared to the males for the same job of letter carriers. Moreover 70% of the letter carriers in the rural and suburban areas are women. It's 2016 and something ruled 33 years back is yet to be accomplished.

After working around 35 years for Canada Post, at the age of 65 a worker is entitled to pension somewhat around 25,000 CAD per year, which obviously isn't a very pleasant prize for their long term services. For how long the workers will have to retire with the pension amount below par? When will Canada Post start awarding its workers with the amount they are worth for?

The workers of future generation seem to be very unfortunate because the economy is quite unpredictable. Even the job market is also quite uncertain. Canada Post proposed that the future hires should be served with even lower secure retirement if compared to the current workers. CUPW straightaway raised its voice against this and fought for the rights and betterment of the future workers.

Around two years back, Crown Corporation announced that it will use the superboxes instead of home deliveries. It was obvious to turn into an election issue as the masses opposed to this replacement policy.

**Canada Post is tax-payer supporting and is a profitable Corporation.** There are more customers than ever in the history. With the introduction of e-commerce the magnitudes of profits for package delivery has increased tremendously. The emphasis has been laid upon the fact that instead of cutting the services like home delivery of mails, Canada Post should focus on other benefitting things. People are now consider Canada Post's cost cutting techniques to weak

Since the Ontario Superior Court declared that the government has tried to suppress the freedom of expression of CUPW, the behaviours and attitudes of most of the people and entities towards the labourers seems to have changed. This declaration was made by superior court in response to the forced judgemental decisions to settle the workers of Canada Post by the government in 2011.

All the above mentioned points be it, supporting the equal wages among different genders, supporting the future workers, better retirement plans or any other all these are very important to CUPW and also act as a wake-up call for the management implying that the things are not going very well and management needs to take some important steps as soon as possible.

*Vimal Sharma*

**Sergeant-At-Arms/Editor  
Shop Steward Shift 3, EMPP**

# A Culture of Mistrust

It is very important to look back at our history and to learn from the past, in order to strategize for the future. At this time, we are currently in between tough negotiations with Canada Post. It is important to let our newly hired members know about the culture of mistrust.

In 2005 when Moya Greene was appointed CEO of Canada Post by the Liberal Government, she said that “we have a long history of mistrust to overcome; give us a chance. Canada Post will be introducing a new set of values and a code of conduct”. However, right after she said this, a private company was hired and started to manage disability cases and WCB claims being challenged. The employer began management by stress! CPC said that every dollar earned by Canada Post resulted in 1 cent in profit. The corporate team incentive was introduced. Canada Post was making hundreds of millions of dollars in profits, when workers started feeling a stable work environment. Depot restructuring kept happening, and often still happens in the workplace as well as increased work-related stress. On top of that, breaks and meal periods were skipped and work was completed before shifts would end. Depot restructures were part of Moya's legacy. (from QWL Course by CUPW) When the Liberals were taken out of power, Moya was as well. But one thing we have to remember from then, is that **we achieved our collective agreement without a strike or lockout**, and at that time, Canada Post did a report on “Postal Banking” and Moya was in favour of that.

Then started Harper's era with the Conservative Government, who gave us Deepak Chopra as the CEO of Canada Post, who appointed 23 Vice Presidents. Deepak came from a very small company,

## con·flict of in·ter·est

*noun*

noun: **conflict of interest**; plural noun: **conflicts of interest**

1. a situation in which a person is in a position to derive personal benefit from actions or decisions made in their official capacity.

A study from the National Academy of Public Administration examines the benefits of partially privatizing the U.S. Postal Service. CBS News noted, “The study is being underwritten by Connecticut-based firm Pitney Bowes, which already contracts with the Postal Service for portions of its operations and could stand to benefit from the agency's further privatization.”



**Pitney Bowes**

Every connection is a new opportunity™

Deepak Chopra, the president and CEO of Canada Post was appointed by the Harper government to his position. Previously the President and Chief Executive Officer of Pitney Bowes Canada and Latin America. Chopra was also the President of Pitney Bowes Asia Pacific and the Middle East.



The Conference Board of Canada®

A report by the Conference Board of Canada on the future of Canada Post says Canada's post office is expected to lose close to \$1 billion annually by 2020.

The \$1 billion loss figure was based on the assumption that Canada Post would lose \$250 million in 2012. In fact, the corporation earned \$98 million in (before tax) profit.

Incidentally, the Conference Board's report was paid for by Canada Post. Not only that, the president of Canada Post sits on the Board of Directors of the Conference Board of Canada.

but due to his connection with the Conservative Party, he was rewarded with this job. So far, his actions have proven that he was hired only for the reason of trying to privatize Canada Post, as the Conservatives desired this.

**In the last 14 years prior to Deepak's arrival, we had not had a lockout or strike, even though we had many differences and disagreements.** In 2011, Deepak imposed the first lockout on us, and the Canadian people, whom of which he did not care for at all. Now, in 2016, the Liberal Party was re-elected, but Deepak's conservative goals have not changed, as if he thinks that he is still working for Harper. He started chopping PO4 jobs, cutting part time workers' hours, shutting down retail post offices, contracting out maintenance work, shutting down door-to-door mail deliveries, shutting down family accommodations, and hiring more supervisors. He has created an extreme culture of mistrust. We should ask ourselves what kind of work environment he wants to impose on us; and do all of our members know what kind of demands he is making? Without knowing Deepak's demands, how can anyone say yes to a new collective agreement? **To know Deepak's demands, please go online to [cupw.ca](http://cupw.ca) and read the negotiation-related bulletin.**

Very few of our members are doing management's dirty jobs and spreading rumors. Supervisors are openly criticizing our negotiation team. False information is spreading about our union dues and union structure. How many of us read union literature, go on the national union website, or attend general membership meetings? If we want to know the truth, we have to participate and ask questions in the meetings.

Deepak and his friends on the work floor are at war with our collective approach, CUPW is a very democratic union. In a democratic system, we all have to participate. Now, Deepak and his friends are thinking of ways to spread rumors and weaken the CUPW and are active on the work floor. They know they cannot achieve their goal to privatize Canada Post as long as CUPW is strong and united. This is the only reason Canada Post has a culture of mistrust. Deepak's demands at the negotiation table are unacceptable! We deserve respect, not rollbacks.



**Raj Sharma**  
Vice President CUPW Edmonton

## FRONT YARDS IN BLOOM - THE TRADITION CONTINUES



Edmonton Local you did it again! The Front Yard in Bloom nominating frenzy is over and the yard tally is in! **4100** yards were nominated overall. **1265** yards were nominated by CUPW members! **Depot 2** was the nominating champion with **541** yards nominated followed by **Delton** with **420** yards nominated. **Rosedale** nominated **180** yards with **Mayfield** nominating **116** yards. There were 8 nominations from other members.

The CUPW member who nominated the most yards was **Brit Gilchrist** from Delton Depot. She nominated 134 yards. **Wayne Keith** and **John McGillivray** at Depot 2 nominated 99 and 92 yards respectively.

Thank you to **Michelle Courtemanche** and others at the different depots and the EMPP who helped distribute nomination forms. The bright yellow signs should now be seen all over the city.

Being involved with the Front Yards in Bloom program is definitely a labour of love for me.

Homeowners are thrilled to be nominated and are even more appreciative when they find out their neighbourhood CUPW member did the nominating. Front Yards in Bloom helps to foster and deepen our connection to the communities.

The award ceremony and celebration will take place on Thursday August 25 from 7-9pm at the Shocter Theatre, Edmonton Citadel Theatre. Anyone who has nominated yards and enjoys gardening is welcome to attend.

From myself and everyone involved with the Front Yards in Bloom program a big **THANK YOU!!**

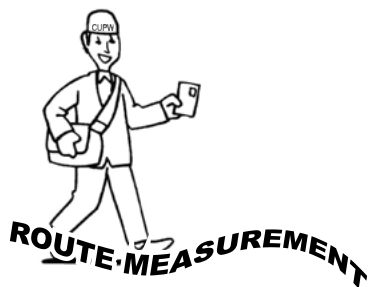
**Kathleen Mpulubusi**

CUPW Representative, Front Yards in Bloom Committee

## Negotiations Updates



THE STRUGGLE CONTINUES.....



## BY THE NUMBERS NOTES FROM THE ROUTE MEASUREMENT COMMITTEE

- The Depot 9 consultation is complete and bidding has started on the new routes. The implementation of the new routes is scheduled for **August 15**.
- The Depot 6 build review has been completed. Thank you to **Warren Melnyk, Dustin Hill, Jen Reimer** and **Jeff Buck** for reviewing the build package. The agenda has been submitted for consultation to CPC and we are waiting for the consultation meeting. The implementation of the new routes is scheduled for **September 19**.
- On Friday July 15 myself and **Aaron Taylor** attended a consultation for the Depot 8 RSMC route restructure. One of the demands put forth by the union is for the RSMC routes to be evaluated under the letter carrier system which is more comprehensive. Currently the union has no access to verify the data used to structure the RSMC routes. There is no union observer present during a RSMC route build. The only information given to the union for verification is the Schedule A-1's and A-2's. However we did review the new routes and noted several concerns. The chief objection is that the new routes are structured for only 6.5 hours per day. The rest of the day is allotted for PCI's, lock changes and other variables. The variables are not considered pensionable income for RSMC's. With these new routes, some RSMC's are seeing a significant drop in their annual income of up to \$10,000 or more. For some of the routes this will be offset by growth in new residential areas. Bidding has already started on the new routes. Are the RSMC restructures a concern for letter carriers? YES! With 2 groups of workers doing essentially the same work and with one group doing it for less, CPC will be trying to lower us all. One of their demands is for letter carriers in CMB depots to do lock changes for \$1/lock with no time values. Is this the thin edge of the wedge?
- The Depot 1 route restructure kicks off on **August 15** with the prep phase. This is the time for carriers in Depot 1 to get their walks updated for pacing, vacancies and any other route concerns. There will be union observers working at the depot to assist in getting this important work done. The volume count is scheduled from **Sept. 26-Oct. 7**.
- As always, many thanks to all the hard-working members of the route measurement committee who keep the route measurement machine humming. If you have any questions or concerns about your routes, please contact me at [cupwedmroutever@gmail.com](mailto:cupwedmroutever@gmail.com).

Kathleen Mpulubusi  
Route Verification Officer





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## **Urban and RSMC Negotiations 2015-2016**

### **5 Things You Might Want to Ask Us About the Postal Negotiations**

#### **1. Lockout? Strike? What's going on?**

Contrary to popular belief, CUPW isn't strike-happy. In fact, before 2011, the last time the postal workers went on strike was during the last century – in 1997! We've managed to negotiate lots of contracts without ever taking strike action and we're hoping this round goes that way too.

In 2011, we went on rotating strikes – 24 hours in one place at a time. We caused minimal disruption. In all of Canada, a whopping 23 people were out picketing when Canada Post's managers decided to shut down everything and lock almost fifty thousand workers out for weeks so we could be illegally legislated back by their friends, the Conservatives.

Canada Post management has once again threatened to lock us out but they've withdrawn that threat for now, which is a huge relief for our members who don't make a CEO's salary, but have families to support and bills to pay.

We'd like Canada Post management to stop telling their customers there's going to be a strike and stop causing the “uncertainty” they're saying there's so much of.

Postal workers really don't want to go on strike. We just want to negotiate a fair contract.

#### **2. Why are you talking about pay equity in your negotiations?**

Equal pay for work of equal value is a basic human right guaranteed under federal law.

Rural and suburban mail carriers don't get equal pay for doing the same work as their counterparts in the bigger urban unit. There are historic reasons for this but a key reason that the pay discrepancy continues today is that the work of delivering mail in Canada's rural areas and suburbs is mainly done by women. Currently 70% of that group are women, which means that the rural and suburban carriers officially qualify for pay equity adjustment as a female-dominated group.

Many men are rural and suburban carriers too. But think of it this way: when men work in child care, they're getting equally low pay as the women they work with. The work of child care itself has traditionally been “women's work” and thus, all child care workers are undervalued.

And it's not about location: many of these folks are delivering in suburban areas, where the cost of living is just as expensive as in town. They're doing the same work as our urban group, the majority of whom are men. They should be getting the same wages and benefits. It's as simple as that.

We don't want to deal with it in court because Canada Post has a history of being a pay equity deadbeat. It's shelled out millions in legal fees to tie claimants up in appeals. It duked it out for almost 30 years with the Public Service Alliance, all the way to the Supreme Court, where it lost. It's currently fighting a 23-year-old claim from the Postmasters and Assistants Association. Justice delayed is justice denied.

#### **3. So what are the two sides doing now?**

We're still talking at the table. A lot has been said in the media about the pay equity issue and about the fact Canada Post wants to take away our defined benefit pensions and make the next generation's retirements a lot riskier. But we've got lots of other things to discuss, including proposals for new services that could benefit all Canadians.

We're very mindful that this is happening in the middle of a public postal review and we're talking about new services to the Liberal Task Force too. We want people to know about all the exciting ideas we have to improve what we have and add new services. Postal banking, senior check-ups, broadband for rural and remote areas, grocery delivery... we're proud of the big, profitable postal system we have and we want to help reinvent it for the 21st century.

Unfortunately, Canada Post management hasn't been seeing things our way. All they want to do is cut, cut, cut and cut some more. But shrinking a valuable network means you also cut off the possibility of doing more with that network.

Years ago, the union negotiated an innovation program but they want to cut that too. We're asking them not to shut the door on the potential of the post office to remain central to Canada's communications. It's one of the only public options we have left to communicate!

#### **4. How can Canada Post afford all your demands?**

Well, Canada Post managers have been running around crying poor for years and they've somehow fooled many Canadians into believing that the post office is in dire straits financially. Actually, nothing could be further from the truth (which is easily accessed via their financial reports).

For 19 out of the past 21 years, Canada Post has made millions in annual profits. Last year, it reported almost \$100 million. And it's probably going to make money again this year, as long as it doesn't do something stupid like locking us out again and shutting down the postal system. Last time it did that, it reported a loss (That was also the year Canada Post had to pay out millions for the pay equity claim they fought for almost 30 years and lost. Let's hope they learn from past mistakes).

Because they aren't managing to lose enough money, management is flogging the inevitable decline in traditional mail as a justification for cuts. But we agreed years ago to adjust the number of letter carriers according to falling letter volumes and have done so every year. That's not the problem here. The problem here is that a) Canada Post consistently misrepresents their financial situation and b) Canada Post is refusing to consider opportunities for generating more money, such as postal banking. Postal banking could help pay for a lot of good public postal service, as it does in other countries. But Canada Post management are hiding a study they did on postal banking and refusing to share it with us, or even discuss it.

In the meantime, the big bank lobby, representing a sector that made \$35 billion off charging Canadians exorbitant fees last year, has warned Canada Post to "stay off their turf." That's – uh – rich, considering one of the first acts of Confederation in 1867 was to create a Postal Savings Bank. That legislation, by the way, is still on the books. It's our turf, bankers.

#### **5. Why should my taxes pay for postal workers' salaries and their gold-plated benefits?**

Sigh. We hear this all the time. Let's start with the fact that exactly zero of your tax dollars go to subsidizing Canada Post. In fact, thanks to the hard work of posties, Canada Post makes a lot of money and it pays the government taxes on that money. So in a manner of speaking, we're subsidizing your government services!

With online shopping and a parcel boom, if management wants to work with us on other new services like postal banking, Canada Post is in a position to remain not only financially sustainable but profitable for many years to come.

By the way, our postal service isn't supposed to be profitable, only self-sustaining, but since management makes such a stink about money all the time, we thought we'd point that out again. Canada Post isn't the Fortune 500 but they're profitable. Are our fire stations or hospitals or schools expected to make profits? No? Then why are our postal services?

Let's look at those salaries and benefits that we've negotiated and fought with management for over the course of many years. If you want a human example of the average industrial wage in Canada, look at your mail carrier. That's what we make. The average, no more, no less. And we fought every step of the way to get there.

Our average wage works out to about \$54,000 a year. It's a decent living, but in many parts of Canada, that's increasingly not enough to afford to raise a family on, as you probably know. And postal work is hard and often dangerous. Postal workers have a high injury rate. Many of our members have blown-out knees or backs, or repetitive strain injuries after years of sorting and delivering the mail. Thanks to online shopping, we're now delivering many much heavier items, not just letters, flyers and packets. We're braving all kinds of weather, dogs and outdoor hazards. And while we're doing that, we're looking out for you – finding lost kids or stray pets, accident victims and noticing fire or robberies. We are the average Canadian. And we don't think we're greedy.

If you want greedy, check out Canada Post's top senior executives, whose salaries are estimated to cost \$10 million annually, not counting the bonuses they give themselves every year. If the Liberals fired the CEO Deepak Chopra tomorrow, he'd just waltz off to his next CEO gig with a cool \$2 million golden parachute, thanks to the renewal of his contract by the previous government.

As for our pensions, if we can hang onto them in this round, a postal clerk at the age of 65 with 35 years of service will be retiring on about \$24,000 annually. That's hardly gold-plated. We know that's more than many Canadians have and we want all Canadians to be able to retire with dignity. But if we accept cuts – or worse – force them on the next generation, we don't see how that's going to get other workers a better deal.

### **Some questions you might want to ask Canada Post**

Why are you hiding your postal banking study from the public?

Why won't you consider offering new revenue-generating and other services?

Why wouldn't Mr. Chopra resign when the Liberals asked him to?

Where is Mr. Chopra, anyway?

Why won't you discuss the pension plan on a going concern, real-world basis, which shows a surplus, rather than talking about a deficit based on a hypothetical scenario which is not likely to happen (Canada Post shutting up shop and paying out all its pensions at once)?

Why aren't you restoring door-to-door delivery?

How much did all those mailboxes nobody wanted cost you (including costs of maintenance and paying off municipalities)?

Why did you drive away all your business by telling major companies there was going to be a postal strike?

How much in bonuses do your 22 vice-presidents and Mr. Chopra pay themselves annually? How many of those 22 VPs are women?

Have you made any cuts to upper management salaries and bonuses before asking the workers to take hits?

# Postal Workers Force Canada Post to Blink

Sonia Singh, from Labor Notes

Fifty thousand Canadian postal workers have won the latest round in their contract showdown. “They intended on locking us out, or us walking out, from the get-go,” said Dave Bleakney, a national officer of CUPW. But after giving 72-hour notice July 5 of a lockout, Canada Post backed down.

The notice was extended three days, then withdrawn altogether. Nor has the corporation acted on its threat to cut off workers' health benefits.



Till now Canada Post has been playing hardball. It set the stage for a lockout by warning customers of potential disruptions to services. Mail volumes dropped. “That's not postal workers—that's Canada Post saying we're cutting you off,” said Basia Sokal, vice president of Local 856 in Winnipeg, Manitoba.

“They are really pushing to get this all settled before we get into a busier season where we might have a bit of leverage,” said Larry Dionne, president of Postal Workers (CUPW) Local 730 in Edmonton, Alberta.

But the union has kept two steps ahead—and with its multifaceted contract campaign, so far it's out-maneuvering Canada Post. Despite

getting a huge strike mandate in votes across the country, CUPW is keeping the focus on expanding services and not disrupting mail delivery.

*“It's really making it about the public interest, not greedy postal workers,” said Sokal.*

## POSTAL BANKING AND PAY EQUITY

Though Canada Post still consistently generates annual profits, it bemoans a decline in traditional letter mail. CUPW is proposing that the company generate new revenue by reviving postal banking—using post offices to bring banking services to isolated communities.

“In Canada, we have 2 million people who don't have bank accounts, and are at the mercy of payday lenders,” said Dionne. (U.S. postal unions are promoting a similar proposal.) The union also wants restore the food-mail program, which subsidized the shipping of food to remote Northern communities. And CUPW has made pay equity a key bargaining issue.

Letter carriers are split into two bargaining units: those who work in urban areas, and those in rural and suburban areas. Rural and suburban carriers—the majority of whom are women—make 28 percent less than their urban counterparts.

CUPW wants one contract, with wage parity, for both groups. “There is no reason why women should be making 28 percent less,” said Toronto postal worker Pamela Taschuk. “This is the 21st century.” Canada Post, meanwhile, is demanding major concessions, including cutting defined-benefit pensions for new hires. “Everything we fought for and got,” said Dionne, “they're saying you'll keep it till your retire, but all new hires, we're rewriting the contract for you.”

## READY FOR A FIGHT

As a lockout looked increasingly likely, locals began preparing members. The national office developed “Mobilization, Readiness and Action” workshops, which train members to talk to customers and community members about the issues at stake.

“Frontline workers are the ones the public sees, the ones the public listens to,” said Bleakney. “It’s a human army on the ground, talking to people they know.”

Sokal has been explaining to customers, “We’re going to be locked out, and here’s why.” Workers are recruiting local small-business owners to support them, getting around the union-bashing big-business associations.

The union has a strong foundation to build on, after leading the grassroots campaign that last fall halted an overhaul of Canadian postal services that would have eliminated door-to-door mail delivery in cities. Since then CUPW has been pushing to restore services to the communities where services were already cut.

Taschuk is one of the campaign coordinators—rank-and-file members who’ve taken leave from their regular jobs to work with the union. When she does outreach at community picnics and in malls, she’s been swamped with support.

“The public realizes what’s going on,” she said. “Eight-hundred-fifty thousand homes lost door-to-door delivery, and they want it back.”

## COFFEE TIME

On the job, activists have found creative ways to build their confidence and show the boss they’re ready for a fight.

Sokal has been organizing “coffee time” in her local. “We spread a rumor that tomorrow we’re having coffee together,” she said. “I bring coffee and everyone goes off the work floor at same time.”

The coffee-time action puts management on edge and makes them wonder what members are planning, Sokal said. “It’s an extremely easy thing to do on the workplace floor and is extremely effective.”

In Toronto, the union had port-a-potties delivered outside the South Central Letter Plant to send a message that workers were prepared to start picketing.

CUPW has a rich history of creative tactics. When the last lockout was announced in 2011, members of the Edmonton local responded with a “lock-in” at the city’s main sorting facility. “As the supervisors were coming, somebody shouted ‘Let’s lock them in! Nobody in, nobody out,’” said Dionne.

Police arrived. Through negotiations, supervisors were allowed to leave after six hours—but without their cars. And union activists won the right to search management vehicles every time they left the sorting station after that, to ensure they weren’t taking any mail out.

Because concerns about medical conditions came up last time, the local has given notice to supervisors that if they need medicine on the job, they should stock up now. “We’re giving them a heads-up,” said Dionne. “We don’t know what’s going to happen if they lock us out.”



## STRATEGY BACKFIRES

One possibility short of a full lockout is that the employer will cut workers’ hours. “They have workers

at work getting paid, while there's no mail," Bleakney said, "because Canada Post has told people to stop mailing."

If that happens, members will come in anyway, Bleakney said. "We're telling members to show up at work with a uniform: 'I'm ready to work, where do I go?'" Others may volunteer at soup kitchens, or go out to talk with customers, wearing their uniforms.

"They had no idea we were this strong," Bleakney said. "We want to continue delivering to the Canadian public, and you want to shut it down."

Photo credited to: CUPW Local 856 Member and Friends of Public Services.

**CUPW EDMONTON**  
**BASIC SHOP STEWARD COURSE**  
**(RSMC & URBAN)**

*September 9<sup>th</sup> to 11<sup>th</sup>, 2016*

*CUPW Office 18121 – 107 Avenue, Edmonton*

*Are you interested in working to ensure a safe and fair workplace for your coworkers? Want to learn how to enforce the Collective Agreement, file grievances and become a representative of the Union on the work floor?*

**IF YOU ARE INTERESTED YOU CAN GO ON OUR LOCAL WEBSITE @ [www.cupwedm.net](http://www.cupwedm.net) FOR A PRINTABLE APPLICATION FORM AND YOU CAN MAIL IT INTO THE UNION OFFICE IN A POSTAGE PAID GRIEVANCE ENVELOPE OR FAX IT TO THE UNION OFFICE @ 780-423-2883. FOR MORE INFORMATION CALL THE UNION OFFICE @ 780-423-9000. YOU CAN ALSO SCAN YOUR COMPLETED APPLICATION FORM AND E-MAIL IT DIRECTLY TO: [education@cupwedm.net](mailto:education@cupwedm.net)**

*Edmonton Local 730 Education Committee*

## CPC'S HEALTH AND SAFETY RECORD

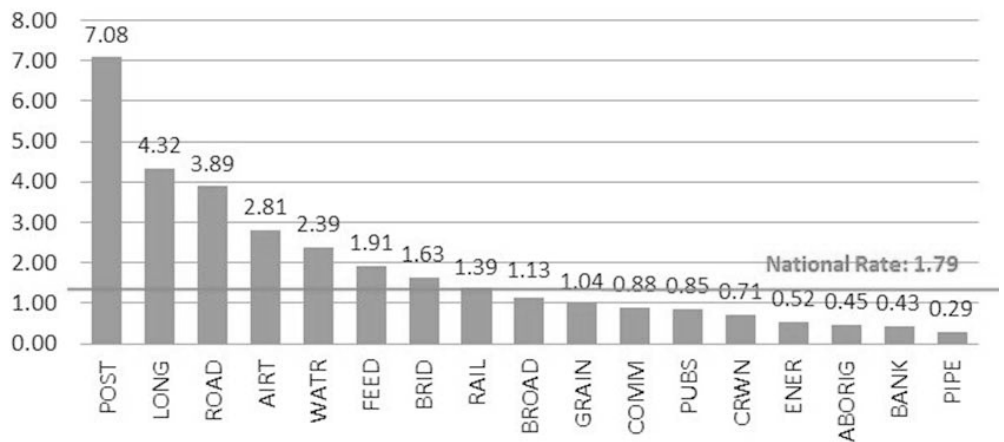
Every round of bargaining involves many issues that are connected to health and safety. This year is no exception. One thing that is new is the report from Labour Canada that reveals that Canada Post Corporation, once again, has the highest rate of disabling injuries in the Federal Sector. As seen below, Canada Post now has an annual rate of disabling injuries of seven per 100 full-time employees. This is 64% higher than the second most dangerous sector, Long Shoring, and almost four times the average for all industries covered by the federal jurisdiction.

### DISABLING INJURY INCIDENCE RATE BY FEDERAL JURISDICTION INDUSTRY SECTOR, 2014: LABOUR CANADA

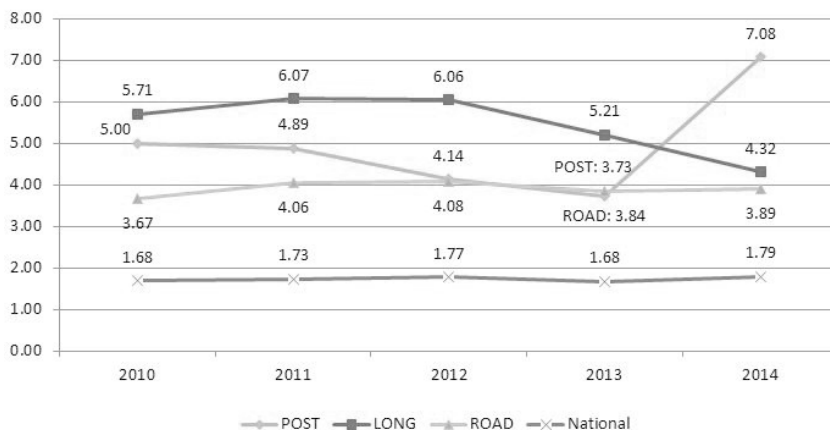
As seen in the graph below, according to Labour Canada, after reporting a steady decline in injury rates beginning in 2011, the postal sector experienced a major increase in injuries beginning in 2014.

Since Canada Post changed its reporting practices for injuries in 2011, it is possible that the Corporation's claims of injury reduction during

2011-2014 were false. However, even if the Corporation has been submitting inaccurate information to Labour Canada, there is no doubting that CPC remains a dangerous place to work. That is why the need for training, healthy shift schedules and safe work practices are a major concern of the negotiating committee.



### INDUSTRY SECTORS WITH HIGHEST RATES OF DISABLING INJURIES: 2010-2014: LABOUR CANADA



# 4 ways to support CUPW

1. Put an "I support CUPW" or "I (heart) Posties" sign in your window or on your mailbox. Download signs at:  
<http://www.cupw.ca/en/campaign/resources/download-and-print-cupw-support-signs>
2. Respond to newspaper and online articles, editorials and radio talk shows. Post and share CUPW's communications in social media and online communities.
3. Contact the Prime Minister and the Minister of Status of Women and urge them to make good on their commitment to gender equality by instructing Canada Post to pay Rural and Suburban Mail Carriers (70% women) the same as Letter Carriers (68% men) because they do virtually identical work.

**Prime Minister Justin Trudeau**  
**Fax: 613-941-6900**  
**Web contact form: <http://pm.gc.ca/eng/contactpm>**

**Patricia Hajdu, Minister of Status of Women**  
**Fax: 819-420-6906**  
**E-mail: [minister-ministre@swc-cfc.gc.ca](mailto:minister-ministre@swc-cfc.gc.ca)**

4. Contact Canada Post President Deepak Chopra and encourage him to drop the concessions. Tell him to start negotiating.  
**Canada Post President Deepak Chopra**  
**Fax: 613-734-6084**  
**E-mail: [deepak.chopra@canadapost.postescanada.ca](mailto:deepak.chopra@canadapost.postescanada.ca)**

**Rest**  **re**  
**door-to-door**  
**SaveCanadaPost.ca**

