



OFFICIAL NEWSLETTER OF CUPW 730 / FALL 2025

INSIDE OUT

VOTE
NO



W

WHAT?



INSIDE OUT is the monthly publication of the Edmonton Local of CUPW.

This newsletter aspires to educate and inform members and affiliates about our union’s activities, opportunities, and challenges, as well as to raise awareness regarding all things labour.

Opinions expressed are those of the author and not necessarily the official views of the Local.

The Communications Committee (responsible for this publication) is always interested in submissions of original articles, photographs, or illustrations. Prospective material should concern CUPW or the labour movement, but submissions of general interest to the membership will also be considered.

All submissions for publication are subject to the approval of the Local President, and may be edited for brevity, clarity, etc.

To make a submission, or to get involved, contact the Communications Committee at communications730@gmail.com.

Communications Committee members:

Kyle Turner, Communications Officer
Wendy Crispin
Raina Dakus
Roert Hohnstein
Elizabeth Smallwood

EMPOWER ORGANIZE RESIST

CONTENTS

- 4

President’s Report September 2025
- 6

May Day Speech - Old Strathcona Rally
- 7

Congrats to our Newest Lifetime Member
- 8

Report From The EMPP: The Ongoing Failure of Staffing and Rotation of Duties
- 9

Is a Shirt the First Step Towards Solidarity?
- 10

Worker Solidarity
- 11

What Comes After Saying NO?
- 12

Urgent Call for the Immediate Release of Ehsan Ali and Detained Leaders of the Awaami Action Committee Gilgit-Baltistan
- 13

The Need For One Big Union
- 14

New Frontiers In Union Busting?
- 16

Comic: No Relief - The Update Pt. II
- 18

Photo Gallery - AFL Conversion Rally/May Day/Pembina River Tubing/Slo-Pitch and BBQ Social



LOCAL EXECUTIVE FULL-TIME OFFICERS



PRESIDENT
James Ball
Union@cupwedm.net



SECRETARY-TREASURER
Karry Biri
Treasurer@cupwedm.net



GRIEVANCE
Vanessa Danbrook
Grievance@cupwedm.net



HEALTH & SAFETY
Peter Hall
Health.Safety@cupwedm.net

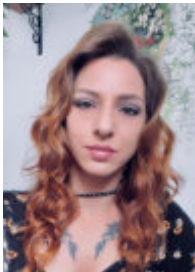
LOCAL EXECUTIVE TABLE OFFICERS



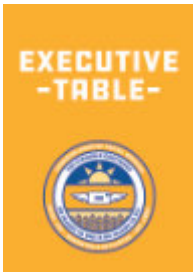
COMMUNICATIONS OFFICER
Kyle Turner
communications730@gmail.com



1ST VICE-PRESIDENT ORGANIZING
Ryan Theriault
organize730@gmail.com



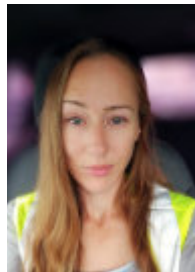
2ND VICE-PRESIDENT EMPP
Stephanie Bourque
empp730@gmail.com



3RD VICE-PRESIDENT COLLECTIONS
Vacant
depots730@gmail.com



4TH VICE-PRESIDENT RSMC
Crissy Phillips
rsmc730@gmail.com



5TH VICE-PRESIDENT AUXILIARY
Rachel LoFranco
auxiliary730@gmail.com

ADDRESS
18121 107 Avenue NW
Edmonton, AB
T5S 1K4

HOURS
Monday to Friday
7 a.m. to 5 p.m.
Closed weekends

CONTACT
Office: (780) 423-9000
1 (877) 423-CUPW
Fax: (780) 423-2883





PRESIDENT'S REPORT SEPTEMBER 2025

Municipal Elections

As federal employees, we tend to focus on federal issues. I'd like to expand that. The municipal election runs from September 22nd until October 20th, 2025. Municipal elections directly affect us day-to-day. As an example, modern infill housing is creating up to ten units per lot. Canada Post will create CMBs for these homes. This can result with a city block having upwards of 10 CMBs on it. With more influence in the city, we can force the City to change the building code to make it mandatory that a panel be created for each structure, which would give Letter Carriers time for walking distance, stairs, doors, etc.

Please seek out your municipal candidates and engage with them. For starters, you can go to workingfamiliesedmonton.ca.

School Board Trustee elections will also be on October 20th. These elections are important because the Boards are responsible for decisions affecting what children learn in the school systems, which can have a significant impact on what they will vote for in future elections – what we teach our children today will directly decide the future.

I'm not sure how I'm going to manage these things, but a little help would be appreciated. Perhaps the Organizing, Human Rights, and Women's

Committees could weigh in on who we could recommend to our members.

Don't be afraid to step up and help a candidate that you like. Door knocking is a greay way to practice your organizing skills.

Municipal governments are responsible for services that affect daily life in very

Current Political Landscape:

Everything Everywhere All At Once

tangible ways. They oversee essential functions, such as water supply, waste collection, snow removal, public transit, road maintenance, and zoning regulations. Local councils also make decisions about parks, libraries, recreation programs, and public safety through policing and fire services. Unlike federal policies, which may feel distant, municipal decisions are felt immediately and personally. When you vote in municipal elections, you help determine how your neighbourhoods will develop, how tax dollars will be

spent, and how responsive the City or county is to community needs.

Municipal elections are often decided by very slim margins, meaning that every vote carries significant weight. A single ballot can influence who represents a ward or who becomes mayor, ultimately shaping the policies and priorities of the local government. By voting, individuals amplify their voices and ensure that the leadership reflects the will of the people rather than a small minority of engaged citizens.

Voting and participating in municipal politics are essential aspects of citizenship. Local governments may not always capture the spotlight, but their decisions shape the character and quality of life in every community. By exercising the right to vote and staying engaged in municipal affairs, you can help create inclusive, accountable, and vibrant communities. (Many of the above words were taken from Glen Lawrence, the Ward 7 councillor for Strathcona County.)

Regional Politics

There is currently a battle taking place in Alberta. I have picked a side along with the Alberta Federation of Labour and I am collecting signatures for the Forever-Canadian campaign. This campaign aims to put the question Do you agree

that Alberta should remain in Canada? On the next provincial ballot.

This is in opposition to the separatists, who want to ask Do you agree that the province of Alberta shall become a sovereign country and cease to be a province in Canada? This question is to be reviewed by the courts to determine if it is constitutional or not.

The intent of the Forever-Canadian campaign is to rally those who want to keep Alberta as part of Canada and to put the nails in the coffin of the question of separatism. For postal workers, regardless of your political affiliation, if we are no longer part of Canada, we no longer have jobs.

National Politics

I cannot stress enough that you need to be communicating with your Member of Parliament. It doesn't matter their affiliation. You need to be demanding of your MP that they force Canada Post back to the table to negotiate. If they will not meet with you, you must send them emails demanding that Canada Post return to the table and negotiate in good faith.

I will be late for tomorrow's CUPW picnic so that I can attend my MP's barbecue because she has been avoiding me.

CUPW Win

Congratulations to CUPE for standing tall, defying the order from the CIRB and negotiating a tentative agreement. Thank you to the members who visited the lines, stood with them, and brought them good, nourishing food. That's solidarity.

How they did it: this isn't magic. It wasn't spontaneous, but was a planned course of action with moments of bravery by those in power who were supported by their members, who were invested. CUPE has been on a campaign of local empowerment and organizing for at least the last 5-years. The most

recent successes include the OBSCU defiance of back-to-work legislation in 2022, and now this most recent defiance of a CIRB order.

CUPE has built on wins that CUPW has facilitated. We aren't good at celebrating our wins, mostly because people do not feel involved in legal wins, nor are they aware of the ramifications. In 2012, we were legislated back to work but our team challenged that decision and achieved a negotiated contract.

Later, that back-to-work legislation was overturned. The Court found that arbitration cannot happen fairly when there are too many constraints on the arbitrator. This has created a system where the government no longer favours back-to-work legislation. This is why they have started using Section 107 of the Canada Labour Code. CUPE just proved that with the right set of circumstances, organizing, and leadership, that Section 107 can be demolished. The results of their contract vote should be available today, September 6th, 2025.

Demands Creation

Even though our current contract has not been resolved, we need to start thinking about the demands we are going to put forward to our Regional Conference next Spring. My plan would be to try and engage people who don't normally involve themselves in the creation of demands through floor talks. To create a list of demands on behalf of the workforce and then encourage people to come out and vote for their demands. Hopefully, this will have the effect of giving members a sense of ownership over the demands that we put forward.

Postal Mandate Review

In October of this year, the federal government will establish a postal mandate review. This review will create guidelines for the government to make alterations to the Canada Post Corporation Act. This Act defines what

Canada Post is and what it does. It establishes, for example, that mail is delivered Monday to Friday and that no one else can deliver the Crown's mail, barring certain circumstances.

The last postal review was from 2016 to 2018, and they are supposed to happen every 4-years. This one is late by 3. It's important that this is late because they wouldn't want to review the post office while it is spending all of our savings to create a false crisis. Now that we are firmly in the crisis, it's time to do a review to attempt to break our union and its contract.

The previous review had many visits to communities, stakeholders, and even to our facilities. The one person from CUPW who attended the local consultation might even be in this room. Fortunately for us, the mandate review resulted in conditions that we would have found favourable. They were ultimately shelved by the Liberal government because they were hoping for a mandate to cut us down, not build us up.

What our task is in this short, 6-month review, is to provide the reviewer with the information that we want in that report. I cannot guarantee that we will have an in-person review, but we need to be ready if there is one. If they want email submissions, we have to be ready to get your coworkers, friends, family, customers, and members of the public to participate. I just know that we need to hear from more than one member in our Local. Our jobs depend on it.

JAMES BALL (HE/HIM)



PRESIDENT
LOCAL 730 / EDMONTON & AFFILIATES
CANADIAN UNION OF POSTAL WORKERS

MAY DAY SPEECH – OLD STRATHCONA RALLY

James Ball, Local President

On December 17, 2024, the members of the Canadian Union of Postal Workers were ordered back to work by the Minister of Labor using Section 107 of the Labour Code. A pause if you will. I could get into detail on why I believe this use of the law was illegal but there are more pressing concerns. CUPW will be or has been challenging the use of these laws. Challenging these laws will not solve our problem but I will get to that later.

For now, we need to remember how we were treated in our 32 day strike. How the Corporation reverted to the primitive federal Labour Code immediately forcing us into a full-strike position.

The Corporation began laying people off illegally. Not just as a violation of strike law but also as a violating of the Labour Code which requires 16 weeks of notice for greater than 50 people are laid off in under 4 weeks. There were no repercussions from the government for either of these things. Only reinstatement.

How they cancelled Short-Term disability for people who have been injured at work. A workplace with the highest injury rate. A Corporation whose safety motto is “Make it Safe, Make it Home.”

How they cancelled medical benefits for our members and their children undergoing cancer treatments whereas the generosity of those medical institutions was how they made it through. Institutions who have been pushed to the limit by our callous and evil provincial government. Benefits costs that were later clawed back by the corporation. We were made to pay for benefits we could not use.

The Liberal minority government will not save us. They are the reason we are

here. They bypassed the House of Commons with their law to maintain their power and their office. They have been in secret talks to lend Canada Post 1.3 billion dollars for nearly a year and a half. A loan they played off to the media as an emergency band aid for a failing system. Six days later, Purolator, 91% of the shares owned by Canada Post, owned by you, purchased a cross-border shipping and logistics company known as Livingston. One of the largest cross border logistics companies in the North America. There are no reports of the dollars spent because it was a private sale to a private company. A private company owned 91% by the public.

So now here we are. 22 days to the expiry of an extended contract that was created in 2016. 10 years ago.

In 2016, the Canadian government tried to solve its problem by creating a postal review. The last postal review took the better part of 2 years, spoke to the public in a number of locations across Canada, and offered solutions that the Liberal Party didn't like. So they shelved it.

In 2018, a new contract was forced on us by the Liberal government but took two years to apply through its mediation process. In June of 2022, while the US crossed into 1-million deaths from COVID-19, the members voted to extend the contract by two years after being promised a just reward when the next contract was negotiated. Well here we are. What is our just reward? 32 days on the strike line followed up by an industrial inquiry commission poised to change your post office for ever.

On May 15th the Kaplan Commission will make recommendations to the Government about what to do about that pesky post office. This commission was mandated under Section 108 of the Labour Code. It took place on January 27th and 28th and February 19th and

20th. A whole four days. This time was for CUPW and Canada Post Corporation to present their cases. In addition, there was a very short window for public engagement that was not advertised, and persistence was required because the email server was perpetually crashing and bouncing back.

On May 22nd the government will reveal the details of that commission to the public. May 22nd is also the day that the extended Contracts for both CUPW bargaining groups expire. In 22 days your post office could again be locked out, could be on strike, who knows. Maybe we will be working under the Labour Code without the protections and benefits earned and fought for over the years. It will be difficult for our union to justify working under the Labour Code when we have the highest injury rate in the federal sector and the second highest rate of crippling injury. It will be equally as hard on our members to have to strike again after already having struck for 32 days just 5 months ago.

We are going to need your help. To start you can take these cards. Scan the QR code and make a pledge. When the email addresses of our newly elected MPs are created, we will email you back asking you to send a message to the Prime Minister, the Minister of procurement, and your MP. You can also share those QR codes and cards with your friends, neighbours, and community groups.

A little more advanced is for you to contact your providers. Providers such as banks, internet and cell phones, have been sending out messages that are telling you to switch to digital because of the looming work disruption. I want you to find an email for the company, support email, CEO email, what ever it is, and email them back. I would like you to tell them that as their consumer and a customer of the post office that you want a resolution. That they need

to demand that services are maintained from the post office. Every little bit helps.

Third thing is to help us get ready. If you can, we are taking donations for our picket pantry. This is something we started in the days toward the end of our strike and maintained with the help of the EDLC and labour organizations through the 10 weeks of the CUPE 3550 strike. Please speak to Greg Mady about donations.

As I said earlier, CUPW is following all legal aspects of these issues but that won't solve our problem. We win grievances against the employer but

that won't solve our problem. We have won Supreme Court decisions that defend our right to strike but that won't solve our problem.

Because our problem isn't the contract. Our problem isn't negotiations. Our problem isn't the courts. Our problem, labour's problem, is a government that can't stop interfering in negotiations between the working class and the ruling class. It doesn't matter that we have a newly minted Liberal government because this is the same government that has put us in this mess. It would certainly not help us if the government was conservative, who's policies openly declare war on

labour and public service.

Our problem is that the system is designed to suppress wages. To suppress benefits. To suppress your health. To suppress your retirement in dignity. To suppress your rights and to suppress your freedom.

The only way out of this mess is to withdraw our labour, and to defy any legislation imposed by government to stop it. A general strike is the only way to make reform in a system that requires inequity to operate. Solidarity!



CONGRATS TO OUR NEWEST LIFETIME MEMBER

Kathleen Mpulubusi was kind enough to come out of retirement to co-facilitate the Advanced Shop Steward course that our Local was running from June 23rd-27th. During this time, she was presented with a Lifetime Membership that had just arrived from the National Office. Congratulations Sister Kathleen, and well deserved!



REPORT FROM THE EMPP: THE ONGOING FAILURE OF STAFFING AND ROTATION OF DUTIES

2nd VP Stephanie Bourque explains how many of the issues in the EMPP, including injuries and absences, stem from management's failure to implement proper rotation of duties (RoD).

I would like to personally thank all the members who took the time to vote in the forced vote on Canada Post's final offer. Whether you voted to accept or reject the contract isn't nearly as important to me as it is that you exercised your right to vote. That's what democracy is all about! If you want to have a voice and you want to have a say, then you need to vote.

That being said, I am still thrilled about the outcome. I understand some of you are overwhelmed, stressed, and would like nothing more than to have security in a contract. But the truth is that the government has interfered for long enough in our union's bargaining process through frequent arbitrated decisions over the last 40-years. Except for this one time where our union actually requested one.

Our rights as a union and as workers are slowly and systematically being stripped away from us. Fighting for our rights – through voting, picketing, or any kind of collective action – is the only way we have ever achieved any positive changes. It will take everyone fighting for themselves and each other in order to achieve better working conditions, a better life, and a better future.

Long-Term Absences Not Being Filled

At the EMPP, management refuses to fill long-term absences as per Article 39.07 of our Collective Agreement. This has

left every section on every shift severely under-staffed for at least the past 2-years.

To accommodate the staffing issues that management themselves have created, they are now relying on workers to cover 2 or 3 positions in certain work areas. This is a violation of the rotation of duties, as it was not how management and our union agreed for this to happen in our rotation of duties consultation.

Our union expects every position to be filled on a daily basis. The Corporation is supposed to take into account known and unknown absences when staffing sections, so there shouldn't be any vacant positions.

Management's second approach to solving this issue without following 39.07 is to misuse temporary employees. Temps are supposed to be used for temporary operations and not to be filling long-term absences, regardless of whether it's a full-time or temporary basis. If the Corporation would like to use temporary staff on a regular basis, then they need to be putting those positions up for bid as acting assignments – which they also refuse to do.

The impact that this has is that our rotation of duties is defunct. It basically only exists for show on paper to give the appearance of a well-balanced rotation when, in fact, it is anything but.

Article 14.21 Rotation of Duties for Group 1 says:

A program of work shall be developed for the employees in a work complement, so that each employee may, as much as possible, have an opportunity to perform all the duties of his or her classification to same extent

as the other employees of his or her complement. The program shall include the method of rotation and the time during which the employees will perform a set of duties pertaining to the classification.

Further, when establishing a program of work, the Corporation will make every reasonable effort to ensure that employees assigned to coding duties or the manual loose loading and manual loose unloading of parcels in vehicles will not be required to perform these duties for the entire shift.

Such a program of work shall be established after meaningful consultation at the local level.

Management claims that due to the low mail volumes, that employees can work in 2 or more positions. However, the rotation of duties was not built according to the volumes of mail. It was built for all the positions in a section that need a worker.

We have articles in the Collective Agreement to solve staffing issues that the Corporation is supposed to be abiding by. Instead, they are knowingly and continually violating multiple articles on a daily basis. It is very important that individuals start and/or continue to file grievances regarding these issues, otherwise these violations will continue to occur.



...IS A SHIRT

Getting back to basics; it's what has been on my mind in the last couple of months since being in the position of VP1. With the role's primary responsibility being Organizing, I find myself thinking about the best approach to getting the average member, with little to no experience with the Local, more involved. It certainly sounds simple but it's easier said than done. When pondering how exactly I could reach out to a member at the most basic level, obviously a conversation could be the most effective. Not so simple with so many depots and a limited budget.

But what if there was another way?

Pride In What You Wear

My background before Canada Post was 20 years in the screen printing industry - specifically I was a colour matcher. My job involved manually mixing colours from a custom order

that was requested to match a specific sample. I thought to myself, why not utilize my background in screen printing to see if we could do something within the Local when it came to producing our own merchandise?

Having seen the cost of our latest merch purchase, the strike shirts that were given to every member who wanted one on the line, the expense was no small number. My idea came to me soon after: what exactly would be the cost to invest in our own equipment? Would it be too much? Would it even be worth it?



TOWARD SOLIDARITY?

believe is an initial step required in getting our Brothers, Sisters and Comrades ready for what comes next. Right now as I write this, we are in the fight of our careers when it comes to the contract that we are still negotiating. But what I believe came to light is that the members were just too distant from our Local.

So what can we do to help bridge that gap? My idea was to get our members something that would be more accessible and affordable that would allow them to display their pride in the Union they are a part of. Having our own equipment will allow us the flexibility to make more designs and at the same time bring the cost down as much as possible.

The biggest cost now being the material itself, the remaining being the labour of our own members using the equipment and the minimal amount of supplies like ink and film. I say it often, the talent within our Local is immense and how little or much we use it will be a determining factor as to whether this is successful. I truly believe that wearing a union shirt is an extension of pride in our work and our unity. Much like investing in our own equipment, it is more than a simple purchase; it's a foundational step to building a more connected, engaged, and unified local.

Solidarity,

Ryan Theriault
Vice President 1



Generally, the concern when making a big purchase in your own personal life is "am I going to use this item enough to justify the cost". These concerns were an even bigger worry for me when I'm asking the membership to use their dues to pay for such equipment. But my idea was always about giving back to the members something they would appreciate. Currently, our access to shirts or hoodies is limited to a few providers that essentially require us to purchase in larger amounts to help subsidize the cost.

And that cost is not overly cheap, a criticism I've heard many times from members on the floor. When I would visit while wearing our newest Union hoodie, members would inquire about getting one and when told the cost I would hear "I'd love to buy one but I just can't afford that". In these trying times it's a fair criticism; what is our local doing to help provide our Members an

affordable option that they can proudly wear? So that was exactly my inspiration for our Local purchasing our own equipment.

Building Towards The Future

In my mind this is a small step in preparing for the fight in the future. What seems insignificant in merch, I

WORKER SOLIDARITY

LABOUR VICTORY AND STRUGGLE, AT HOME AND ABROAD

CUPE - After being on strike for less than 12 hours, the government used Section 107 of the Canada Labour Code to end the work stoppage. CUPE defied the back-to-work order and continued striking. In an interview on the Bloomberg News Network, the CEO of Air Canada said he thought the workers would just listen to the back-to-work order so Air Canada hadn't made alternate flight plans for passengers. Two days later, the flight attendants represented by CUPE had a tentative agreement to vote on. No word yet if the CUPE Executive will recommend that the members accept this offer.

AFSCME District 33 - Nearly 10,000 workers for the City of Philadelphia went on strike on July 1st. This includes sanitation workers, recreation centre workers, police dispatchers, crossing guards, among many other groups of workers. On July 10th, the City reached a tentative agreement with AFSCME District 33 and on July 21st the agreement was ratified. American rapper and actor LL Cool J drew attention to this strike by refusing to perform at the City's Fourth of July celebrations because he couldn't cross a picket line to get paid when he knew others were going without.

UFCW Local 1518 - Sobeys tried to engage in union-busting by rebranding some of its Safeway locations into FreshCo, with the hopes of having collective agreements for each single store and not allowing the workers to bargain as a larger group. The argument for this was that each location was under the control of a franchisee. In 2024, the BC Labour Relations Board ruled against this argument, stating that Sobeys still had substantial control. Sobeys appealed, but in August 2025, a judge upheld that original ruling of the Labour Relations Board. Sobeys escalated their complaint to the BC Supreme Court, where the judge dismissed their claim and ordered them to pay UFCW's legal costs.

Alberta Teachers' Association – The ATA and the province are set to return to bargaining on August 26th, but the province's bargaining group has applied to have a lockout vote on August 29th. In June, the ATA voted 94.5% in favour of strike action. Key issues in this round of negotiations include growing classroom sizes, low funding for education, and a lack of support for students with complex needs.

Dalhousie Faculty Association – Members of the DFA, which represents nearly 1,000 professors, instructors, librarians, and professional counsellors at Dalhousie University in Nova Scotia have been locked out by the university as of August 20th. One of the key issues is wages that have not kept up with inflation. DFA has asked for increases of 3.75%, 4.75%, and 5.75% while the University was offering 2% per year. The lockout happened while members of the union were voting on the University's offer. In the end, more than 90% of eligible voters participated and voted 82.7% to reject the offer. All courses taught by DFA members are currently suspended.



- Ryan Theriault, 1st VP

As I write this, it's about a week after the results of our forced vote were released to the membership. With the results being a nearly 70% rejection of the offer with 80% of the membership turning out to vote, it was a clear message to the Corporation and Labour and Families Minister Patty Hajdu that we demand better.

I am cautiously optimistic we will get better; the bar is so low that unfortunately that seems fairly achievable but we will see. But let's go back to the weeks leading up to the vote. Myself and James Ball, our Local President, were lucky enough to have our Regional Educational and Organization Officer Dave Lambert visit our Local for a week to visit some workfloors across the city. We had talks about what was at stake and answered, as best we could, the hard questions that you had about the uncertainty of what voting YES meant and the even more difficult what voting NO meant.

Known or Unknown?

When it came to the "Best and Final Offer" we were given from the Corporation, one of the sayings in our Local was "I'll take the unknown every time over the known". But when talking to our members on the floor I heard from many that the unknown was too much for them; they struggled to understand that what was being presented to them was a scare tactic to break them. Either financially, mentally, physically. It's all by design and it was working.

But our visits were largely great. We had some tough questions but it was understandable. What happens next is going to affect us for years and this is our livelihood. At the end more than a few members said to me "you know i was honestly leaning more to yes, but I'm glad we heard from you guys and now I'm feeling a little more comfortable with voting NO".

Our Local is here for our members. I know that during the lead up to the vote

that "The Union" was telling you to vote NO. If there is a true purpose of a union it's to support its members the best they can. Sometimes that's through education or physically being there for a 24 meeting or guidance when someone is retiring. In this case with our vote, it was providing you with the knowledge of what each vote meant. Not that you need to vote a certain way but what the stakes were for doing either one. I never approached these conversations with a forceful, overbearing voice. I did my best to try to get members to understand the bigger picture. I believe it was successful.

The Challenge Ahead

What comes after saying No? I'm not here to tell you I have all the answers. I don't. But I have some, one of which is what happens next. Currently we are awaiting a response from Canada Post. Our National Executive Board and our Negotiating Team has asked them that we take this opportunity to engage in meaningful negotiations, something that has been clearly lacking.

That's one option - the other is they could lock us out, which was always on the table. Nothing has changed there.

But something on the horizon is a review of the Mandate for Canada Post. This could mean a lot of things but it seems to be consistent with what Canada Post has been pushing since Doug Ettinger has been the CEO: radical changes at the cost of the workers. So this will be our next challenge and we must continue to educate the public wherever and whenever we can. Continue to show them what is at stake for them and the service we provide.

We cannot take our foot off the gas and together we can protect what so many of our members have fought for to bring us where we are today. The Struggle Continues? More like "The work remains unfinished" if you ask me.



WHAT COMES AFTER SAYING

NO

?



CUPW – STTP

Canadian Union of Postal Workers – Edmonton Local
18121 107 Avenue, Edmonton Alberta T5S1K4
Ph: 780-423-9000 Fax: 780-423-2883

Urgent Call for the Immediate Release of Ehsan Ali and Detained Leaders of the Awaami Action Committee Gilgit-Baltistan

Dear High Commissioner,

I am writing to express my deep concern over the arrest and continued detention of Ehsan Ali Advocate and other leaders of the Awaami Action Committee in Gilgit-Baltistan, as well as others arrested for protesting this injustice. Their imprisonment represents a serious violation of fundamental human and democratic rights, including the right to peaceful protest and freedom of expression.

I have recently been informed that Ehsan Ali's health has deteriorated significantly due to harsh prison conditions and as a result he has been transferred to hospital. It is extremely alarming to learn that an elderly and respected figure such as Mr. Ali is being held in conditions that endanger his health. There are also troubling reports of torture and ill-treatment of other detained comrades.

Such actions are a violation of basic human rights. I therefore ask you to convey this protest against the continued detention of Ehsan Ali and all other arrested members of the Awaami Action Committee to the relevant authorities in Pakistan.

I would also request prompt assurances:

- 1) that Ehsan Ali and all other arrested leaders of the Awaami Action Committee will be released;
- 2) that Ehsan Ali will receive prompt and adequate medical treatment and will not be subjected further to conditions that threaten to endanger his health;
- 3) that allegations of torture and mistreatment of detainees be immediately investigated;
- 4) that the safety, rights, and dignity of all those involved in peaceful protest activities in Gilgit-Baltistan will be guaranteed.

I kindly request a prompt response on these matters. Myself and increasing numbers around the world are watching this situation closely and we expect this injustice to be put right. We will continue to raise our voices until this injustice is reversed.

On behalf of the General Membership of the Edmonton Local,

James Ball – President
Canadian Union of Postal Workers
Local 730 – Edmonton & Affiliates

THE NEED FOR ONE BIG UNION

“If we want to win we need to have one big union all going on strike at the same time.”

It was -20°C in the middle of a cold December night on the picket line at the EMPP when a coworker I was talking with said this in the course of a conversation. The context was about what we need to win a defiance strike against any sort of back-to-work order.

“Well at that point this would be a workers revolution.” I replied.

“Exactly, that’s what we need.” They replied.

Indeed, that’s what we need.

Fast forward to the time of writing, we are in the middle of the forced vote on Canada Post’s “Best and Final Offer”. The mood seems to largely be against the offer. It proves to be insulting to the very dignity and self-respect of postal workers across this country.

However it is also understood by many workers that the union is going from one blind alley to another, unsure of what’s happening or how we are to break this deadlock and win.

Workers across the logistics industry in Canada and the United States are under attack. Canada Post has been desperate to try and force major concessions on postal workers. DHL recently had locked out their workforce. Amazon shut down every facility in the entirety of the province of Quebec because one warehouse tried to unionize. In the United States the Trump administration has been on the offensive of gutting the United States Postal Service (USPS). The list goes on. We are not alone, we are not particularly special. There is a war going on between the Working Class and the Capitalist Class (the bosses) - and the capitalists are winning, for now, but we can change that.

The Organizing Committee of the Edmonton Local, in the most recent meeting, had a discussion about the need to organize a conference between the CUPW locals in the prairies with the goal of wanting to successfully kick out government interference in our union negotiations. By the end of this discussion it was understood that we need to form alliances. To create a common front of all the unions in the logistics sector and involve, to the greatest possible degree, the workers in unorganized companies like Amazon and Walmart (though not limited to them) who wish to defend their own interests and get organized.

Having many unions of varying sizes separately bargaining, separately striking, and putting up separate demands despite the fact we face many of the same conditions, same work, same stresses, and same resistance by the bosses is unfathomably inefficient. This patchwork system of unions allows for the bosses to divide and conquer.

Despite any formal public agreements the capitalists have a greater degree of solidarity within their class. By dividing and lording over us as isolated groups of workers, both organized and unorganized, they create a strong downward pressure, a race to the bottom in wages and working conditions. Amazon is the gold standard for the bosses and that’s what all these companies are trying to achieve and surpass. We know Canada Post’s corporate executive board are a bunch of tryhards in this category.

The power of the working class is in our numbers and how well we can organize to fight for the common interests of our class. It will take a lot of time and effort in constructing one big union, but the first step is clear: we must bring all the unions from the logistics sector into one room with a common goal and strategy. We must fight against this downward

pressure in the industry, we must organize the unorganized, and we must fight tooth and nail against all government intervention in the rights of workers and their unions (up to and including defiance strikes). These are necessary requirements for the common front. By doing this we can knock the smug smiles off the faces of the Bezos’s, Ettinger’s, and Hamilton’s of the world.

You, the worker reading this, you and your workforce are the real power in this society. Without your kind permission, for what could only be described as saintly tolerance and patience that you possess, these corporate parasites wouldn’t make a single loonie. Not a box would move or a letter delivered without the working class.

I’m sure the thoughts are “Well that’s all well and good, but how do we do this? How can I help?” Make yourselves known to the organizing committee of the Edmonton Local by contacting organize730@gmail.com (no matter who or where you are reading this from) and support our efforts. Offer to get involved. Organizing a common front will be a lot of work, but it is work that can be worth it and in such a fight against the billionaires and governments, it is necessary. Many hands will make light work and no one will be tasked with more than they can actually do.

Let us dare to muster the strength to be bold and achieve great things rather than developing the strength to suffer through more of the same old crap.

Robert Hohnstein

Member of the Organizing Committee
for CUPW Local 730

Member of the Revolutionary
Communist Party



NEW FRONTIERS IN UNION BUSTING?

- Kyle Turner

It’s been a long year and we’ve been through a lot, and while it might seem like we’re facing new attempts at union busting, it’s really the same playbook – and the same defense.

When it comes to contract negotiations and the labour movement, the last year has been a wild time. For CUPW, it goes back a bit further than that. We agreed to delay negotiations during the COVID-19 pandemic in order to keep the country functioning. The volumes we delivered during that period had doubled or tripled, and those peak season-like volumes went on for more than a year.

Our bosses called us heroes. They wanted us to know it so badly that they bought banners and put them up outside our workplaces. It feels like a lifetime ago, but I made fun of this back in March 2021.

Those banners started coming down earlier this year. I received a number of photos from coworkers, sent with a knowing chuckle. It was always somehow at best insincere and at worst anti-worker, and I think most people could feel it because of their experiences as a worker in general.

In the following, I investigate that broader context to pull out the anti-worker (and anti-union) sentiments we have been dealing with for the last year. To do this, I will be talking about our union's process for developing contract demands, the legal process of gaining the right to strike, and the reality of what CUPW and other unions have experienced in the last year.

Our Union's Process

There is no doubt that we live in an anti-union environment – not just those of us in Alberta. It's not a natural outcome

of unions not being useful despite what the employers say in their anti-union propaganda. If they truly believed that, they wouldn't invest so much money into union busting campaigns. It would be cheaper to let it happen and let it fail.

Even a well-established union like CUPW faces this every round of negotiations. What do we hear? The workers are being greedy! The union is being unreasonable!

Our union is what gives us any semblance of democracy in our workplace. It brings us together and that is where our strength comes from. It's much easier for the employer to get what they want when they are negotiating one-on-one with individual workers. This is why documents about their contract offer were appearing at our workstations while the employers' negotiators were not negotiating with our union's negotiating teams.

Not only is this a violation of our collective agreements, which both acknowledge that CUPW is the sole and exclusive bargaining agent (Article 3.01 of the Urban and RSMC agreements), it is also used to confuse and mask our union's democratic procedure for how our demands are developed.

1. Local General Membership Meetings: Members bring forward demands to a Local GMM. Those demands are debated and voted on.
2. Regional Conference: Demands that pass at the Local level are passed on to Regional. Delegates who are elected at a Local GMM then attend a Regional Conference to debate and vote on demands from across the Region.
3. Program of Demands Ratification Votes: Demands that pass at Regional are then passed along to National, where similar demands are combined and the demands are prioritized. They are then brought back as a Program of Demands that the Locals will vote to accept or reject.

Before bargaining even starts, we have voted on demands three times. Yet in this past round of bargaining, we saw messages from the Corporation about how voting on their contract offer will give you a voice.

They won't tell you that it's a weaker voice, but they are hoping you don't know that we are stronger together. That's a foundational principle of unionism. We also don't vote on every offer from the employer because we have voted multiple times to support the demands our coworkers brought forward. If the contract offer doesn't come close, we don't go back on our word.

The Legal Process & the Reality

In the Spring of 2024, Devon Rundvall and I worked on a poster outlining the legal process of how we gain the right to strike or how the employer gets the right to lock us out. The process looks like this:

1. Notice to Bargain: Can be served by either a union or an employer. This can be served within 4-months of a CA expiring and bargaining is to begin 20-days after the notice is given. CUPW served the Notice to Bargain on November 9th, 2023.
2. Notice of Dispute: Can be served by either party to inform the Federal Minister of Labour of the failure of the parties to reach a new agreement. The Minister has up to 15-days to respond. CUPW served the Notice of Dispute on August 2nd, 2024.
3. Conciliation/Mediation: The Minister can choose to use conciliation/mediation or to not get involved. In our case, the Minister appointed a conciliator, who was to aide in negotiations and report to the Minister if this was successful.
4. Right to Strike/Lockout: The right to strike/lockout is acquired 21-days after the Minister either decides to not get



involved with negotiations or after the report on the failure of conciliation is released. For unions to have the right to strike, a majority of their members must vote to support it. We held our strike votes between September 9th and October 20th and both bargaining units voted to support a strike mandate. Our union issued 72-hours' notice to strike on November 12th, 2024, and our employer issued its notice to lock us out 8-hours later.

If things were simple, the strike would have led to negotiations and the issues would have been resolved. Instead, we ended up with an employer who was more interested in bargaining in the media than at the bargaining table with our negotiators; but it seems we also have an employer who is committed to making the public think it's failing and has spent all its money.

Representatives from our union and from the Corporation went to the government to plead their case. The function of the government is to mediate the relationship between Labour and Capital. While the government initially said it would not get involved, it didn't take much time before we were order back to work through the Canada Labour Code.

We shouldn't have been surprised by this, as the government had been practising the use of Section 107 of the Labour Code earlier that year in the Spring and Summer, ending and preventing job actions from a number of unions. Federally, provincially – railway workers, longshore workers, teacher assistants –workers at both levels were having their negotiations

interfered with and their job actions delayed or ended outright.

In our case, the government created an Industrial Inquiry Commission, which essentially created a report to back up the Corporation's arguments for why they weren't negotiating and why we would have to accept their contracts.

The government interfered one more time when they forced us to vote on the Corporation's final offers. Over a two week voting period, the Corporation hammered us with propaganda for why we should vote yes. Even before the vote, our union brought forward an unfair labour practice complaint against the Corporation to the Canada Industrial Relations Board (CIRB). All of our concerns were dismissed with what felt like a wave of the hand and a statement that amounted to little more than “we'll tell you why later.”

When we voted against these contract offers, our union invited the Corporation's negotiators back to the table. It took almost two weeks for the CEO to respond by saying that they needed to act fast and that the best way to restart negotiations would be to respond to their contract offer. This is laughable for a number of reasons. The Corporation had already been given an 8-month break from negotiating with us, so how fast were they trying to wrap things up really; and how many times do we need to say we reject their offer?

There is Nothing New Under the Sun

This could all be very confusing. It can make sense if we accept the idea that the government is trying to maintain labour peace and seeks to mediate the

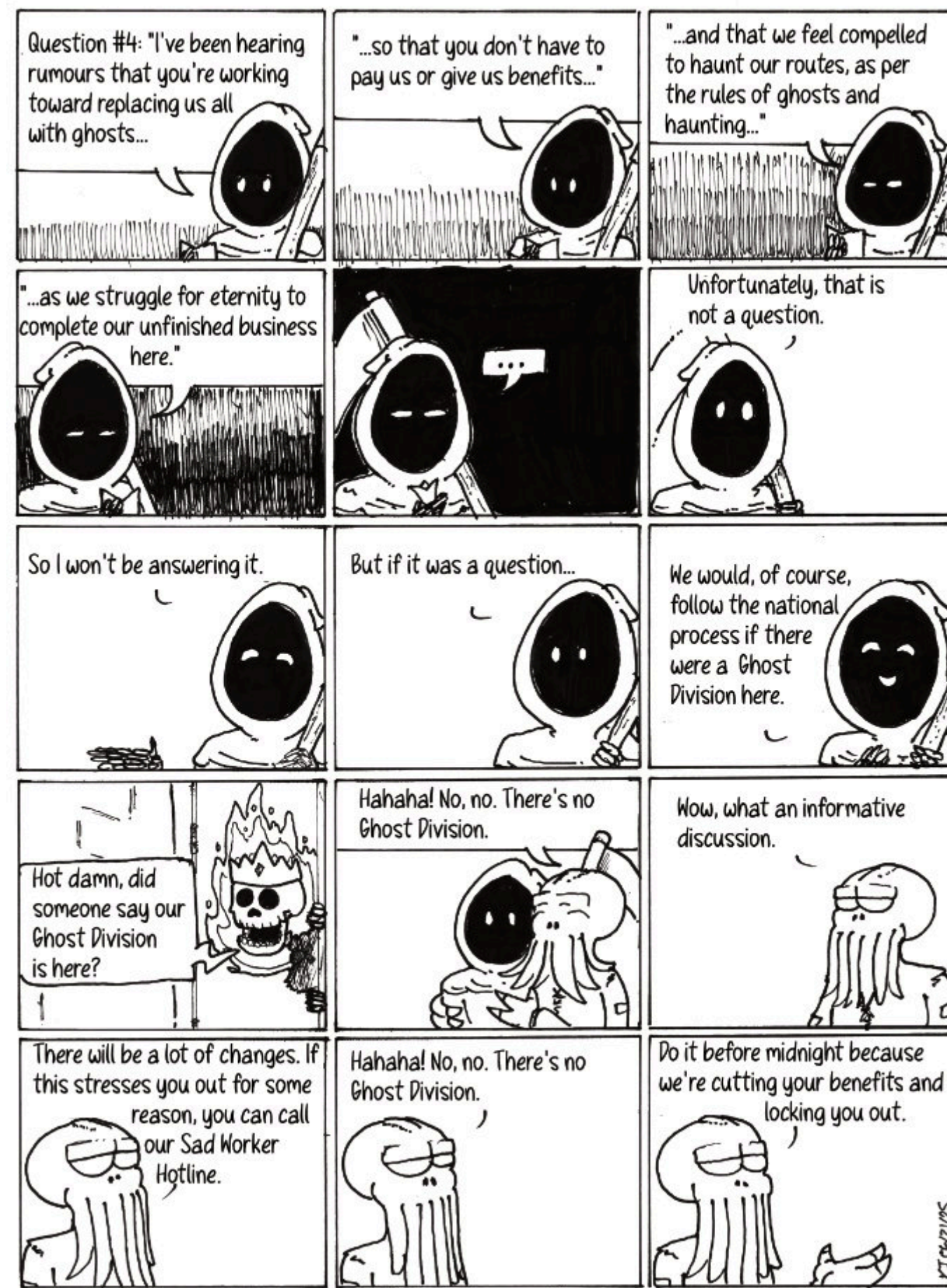
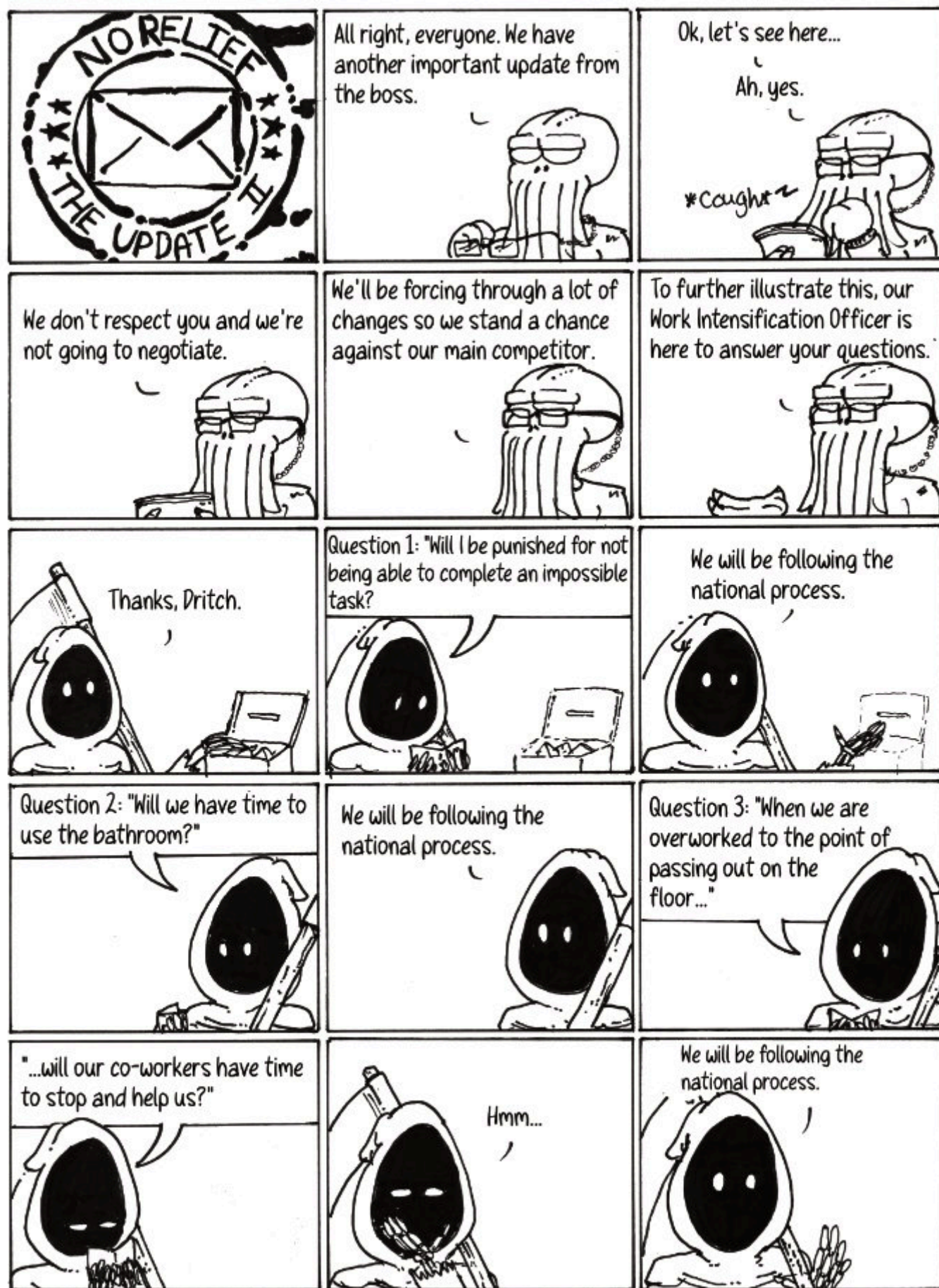
relationship between Labour and Capital. But it's important that we save ourselves any further strain and realize that the government is firmly on the side of Capital and the employer.

While the approach the government has been taking by using the Labour Code to force workers back to work is new, it's based on the same old anti-worker and anti-union principles. It disrespects the workers and ignores the laws that have – however superficially – been used to uphold the rights that workers have fought and died for.

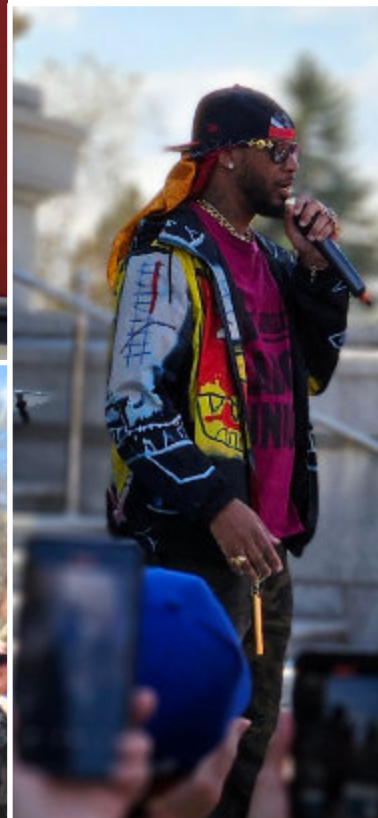
How we respond to this is important because, as workers, we don't just represent ourselves. We represent the Working Class and the history and future of class struggle. Employers and governments will apply these lessons to every other struggle.

Recently, flight attendants who work for Air Canada and are represented by CUPE were ordered back to work by the CIRB. As of this writing, they have refused the order. Government and employers working hand-in-hand to circumvent the rights of workers has created an environment where this is the only tenable way forward.

While I am hopeful that this will lead to wins for the flight attendants and workers as a whole, I am also certain that this will lead to new tactics to discipline workers. That doesn't mean we stop, of course, but we need to be ready and accept that in the struggle of the Working Class, the government is not on our side. 🗳️



Kyle Turner, Ryan Malma-Harper, et al., 2025



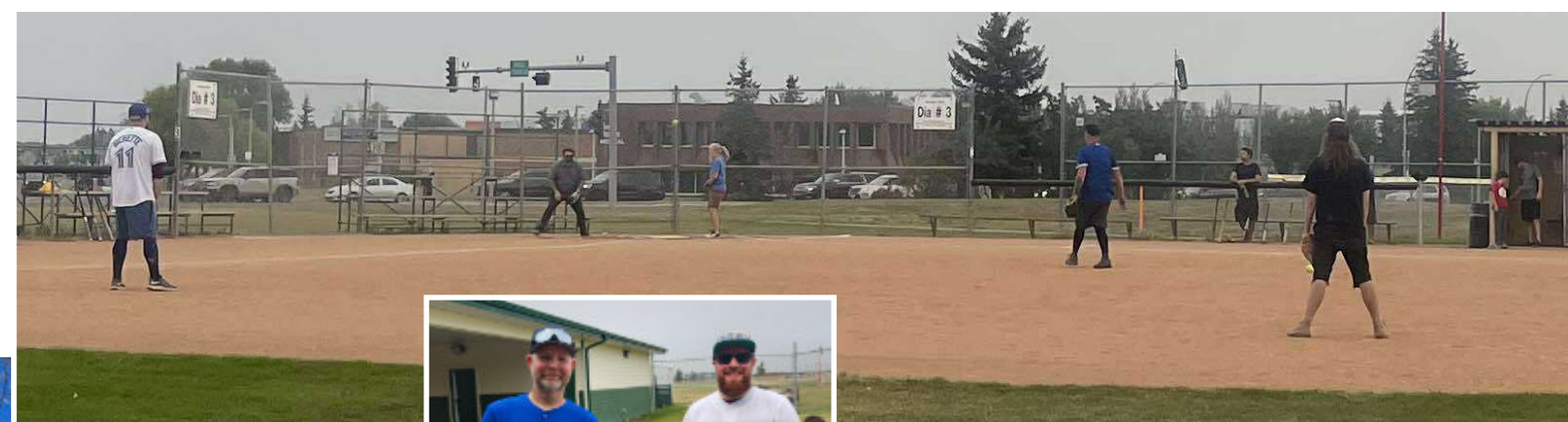
(this page)
EDLC May Day Rally (above) May 1 2025

Alberta Federation of Labour Convention - Rally at Alberta Legislature, with keynote speaker/Amazon Labor Union founder Chris Smalls (left) - April 2025

(facing page, upper)
A grand time was had by all who attended the Pembina River Tubing social event on 9 August.

(facing page, lower)
A smoky, but fun day at our 1st Annual Slo-Pitch and BBQ Social on 7 September.

Thanks to our Social Committee, and looking forward to many more events!



NOW AVAILABLE

SPECIAL EDITION "STRONGER TOGETHER" ZIP-UP HOODIE

FEATURING A FIGHT-READY
REDESIGN OF OUR LOCAL
COAT OF ARMS



\$65

ALSO AVAILABLE AS A
LONG SLEEVE T-SHIRT

\$35



PLUS
MANY OTHER
GREAT MERCH
STYLES STILL
AVAILABLE

T-SHIRTS \$30
"COMRADE" PRICE \$40

TOTE BAG	\$10
MUG	\$10
PATCH	\$5

CONTACT THE LOCAL OFFICE FOR PAYMENT AND DELIVERY OPTIONS
FOR ALL MERCH