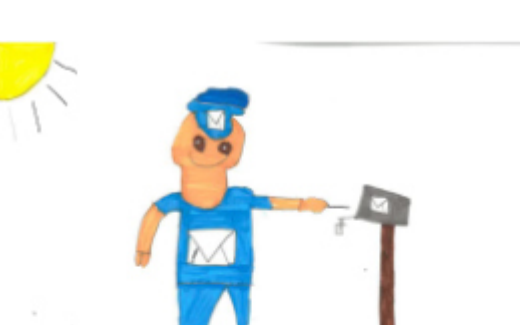




OFFICIAL NEWSLETTER OF CUPW 730 / WINTER 2025

INSIDE OUT



INSIDE OUT is the 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. Absolutely no AI-assisted submissions will be accepted.

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.

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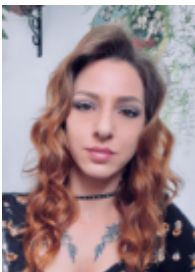
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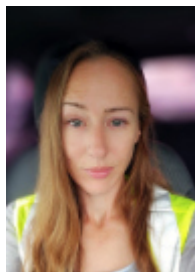
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PRESIDENT'S REPORT NOVEMBER 2025

Annual Shift Bid at EMPP, Retail Consultation, and Bar Chart Consultation for Group 2

EMPP Annual Shift Bid

For the annual shift bid at the EMPP, there were minimal changes. Some rotations of days off for smaller sections were implemented at the request of the members of those sections. We objected to the deletion of any positions as we are aware there are not enough workers and the rotation of duties has already been failing. Rotation of Duties Consults are in progress. I would like to thank all of the plant workers who came out to put forward their submissions and who passionately spoke about their work.

Retail

The consultation for Retail was a complete mess and must be revisited in November. The expectation of management was that they were just going to tell us what would happen, even though they came unprepared and with incomplete schedules.

We pushed back and management became extremely offended when it was suggested that they close privately owned retail outlets, send the parcels to our own outlets and do some work to drum up business for our outlets. When we suggested that they move corporate outlets to busier locations, they told us there were privately-owned retail outlets everywhere else – and, in St. Albert, they seemed more concerned about the

Heritage building status than doing what is best for the company and its workers.

This is when I discovered that the CPC managers are responsible for the privately-owned outlets.

It was also particularly disturbing to hear from management that they believe the service at one retail outlet was less than sufficient and “racist,” but there has never been discipline there or education to address such allegations -- all of which

“The consultation for Retail was a complete mess...The expectation of management was that they were just going to tell us what would happen, even though they came unprepared and with incomplete schedules.”

is management's responsibility if it's true.

We scheduled further consultation in order to complete these schedules but management has notified the Local that they are proceeding without consultation. They have been told by the Local and the Regional office what the procedure is but it seems they are choosing to ignore it.

RETAIL UPDATE: Management has chosen to proceed despite our

objections and has given everyone a strict 24-hour notice. Anyone who fails to bid will be unilaterally placed in a position. This is contrary to the bidding procedure in the Collective Agreement and exposes the post office to many successful grievances. I do not understand what the hurry is as they told us that this bid would be implemented near the end of November. Regional Grievance Officer Amanda Cowie has been directly involved in the conversation and the Retail Manager has not replied since. As far as I know she intends to proceed with her plans regardless.

Bar Charts Consultation Group 2

Bar charts are used to calculate the number of relief workers needed for Group 2. When we presented our numbers based on the mathematical calculations that we are supposed to follow, they were denied by management.

Management has decided they don't have to count all absences based on decisions from regular arbitrations that don't have weight at the national level. They also decided to dismiss a judicial review that found in our favour.

We will be filing grievances about this and asking for pay and benefits for the workers who should have had these positions, but this did result in the loss of relief positions across the city. When I brought up the disaster at Mayfield since the implementation of SSD, management chose to not cut relief from

that depot. This is not a solution, though management claims to be “monitoring the situation closely.”

I suspect a similar long-term performance from Rosedale, which was converted to SSD in September, and I receive reports frequently of the failure and delay of mail that the Corporation is causing.

Currently, the losses look like this: loss of 2 relief from Depot 2; loss of 1 relief from St. Albert; loss of 2 relief from Delton; loss of 3 relief from Rosedale; and loss of 1 relief from Whitemud South.

Soon there will be a consult on bringing the eclipse system to Camrose, Fort Saskatchewan, and Wetaskiwin.

Why haven't we been on rotating strikes

For the last two weeks or so I have been in frequent communication with the National Executive Board through our National Director, Lana Schmidt. I had proposed that our National office give me the authority to pull our members out under specific conditions. Those conditions were: 1. That the Alberta Teacher's Association was ordered back to work. 2. That the ATA defied that order. And 3. That they had a plan that we could participate in. This did not happen.

My plan was to create a support action where many of our postal brothers, sisters and comrades would show up in our safety yellow to support the teachers red. This would be to support the teachers and at the same time create a situation where we would be relevant. Where teachers and media would notice the support.

There were conflicting requirements though. We would still need to be able to secure our facilities even though I suspect that the corporation would more or less do nothing for a 24-hour strike. I will give credit where credit was due. National was very supportive of this

action and were willing to give me a great deal of authority to meet the needs of the local struggle. I had also contacted the Calgary Local and they had then been given a similar authority.

It must be noted here that I cannot share this information with you until it is in progress. I can share this with you now but only because it has lapsed.

The AFL, Common Front, and a General Strike if necessary.

Many people including myself are very upset about the United Conservative Party's use of the Notwithstanding clause to suppress the democratic rights of the ATA. I would have hoped that a defiance by the ATA could have kicked off a natural general strike but their board of directors have chosen to pursue other means. I am unclear what that means because the Notwithstanding clause removes your legal rights. There is no legal recourse.

People were also dismayed by the response of the AFL and Common Front in the media on Tuesday. In an emergency meeting on Monday the AFL and Common Front met but couldn't put together a motion to direct Gil to declare a general strike. Most of the reasons I suspect you have heard before. Unions are democratic and the Executive cannot take their members out and break the law by violating the contracts that we have. It is illegal to strike during the lifetime of an agreement. The procedures of informing their national offices and sometime international offices as well as having their members vote is a frustrating problem. The simple reality is that many of the unions are not ready. They haven't done the work and they are still trying to fight the lawmakers by using the laws that the lawmakers make.

So far some of the public aspects of the plan is to attack the UCP in their home ridings where they are weak and attempt to force a recall election.

There is a plan in the works. And we can either stand here and complain about it or we can get to work.

The Amalgamated Transit Union, AUPE, UFCW, and Unifor are all starting the work.

It is my plan to add CUPW to the ranks. The choice is yours.



PRESIDENT'S REPORT DECEMBER 2025

Negotiations

We are currently in a state of negotiations that we haven't be in for almost two decades and I don't know how to feel about it. While I am elated to know that negotiations are moving forward, there is also a pit of dread in my stomach because I don't know what it is that we have agreed to in principle.

If you feel frustrated, tired, or angry, you have every right to. I feel the same way. I think it should be noted that the Corporation has run to the media at every opportunity during this negotiation but they are currently silent. I hope that means that they are finally interested in getting work done.

Local Rally – December 20th

On Saturday, December 20th, we will be hosting a rally at Helen Nolan Park (123rd St and 108th Ave). This is a family-friendly affair. We have invited all the unions that we can as well as members of the public. The EDLC and AFL are inviting their affiliates and the public, including 40,000+ people who

(continued on pg. 17)



FINDING THE PUBLIC'S SUPPORT ON WHYTE AVE

- By Chris M., Letter Carrier, Mayfield Depot, Edmonton Local

Near the end of our most recent strike action, members of our Local Organizing Committee came together to take to the streets to hand out flyers, put up posters, and talk to members of the public. What they found was that people are largely supportive of our struggle.

On a Saturday evening in early October I joined two fellow postal workers, Ben (Rosedale) and Rob (Mayfield), as part of the Edmonton Organizing Committee. We went to Whyte Avenue to bring our message directly to the public. With the Corporation, the government and the media shaping the story against us, we wanted to see for ourselves what would happen when people heard the truth directly from the workers.

We started around 5 p.m. and spent a couple of hours walking up and down Whyte. Between the three of us we handed out more than 200 leaflets explaining why postal workers are on strike and put up about 120 posters. I expected a mix of reactions going into it, but what we found was overwhelming support.

One of the first people I spoke with was a teacher who immediately said “I support what you’re doing. We are going through the same fight.” That meant a lot, especially because teachers here have shown real courage standing up for their working conditions. Keep in mind, at the time, the Alberta government had yet to strip away their rights with the notwithstanding clause.

A little further down the street we met a family visiting from the U.K. They told us

they understood what we were fighting for because they had seen their own postal service decline over the years. They shared how much they valued public mail delivery and wished us luck. It reminded me that what we’re defending matters beyond our own workplace.

We also stepped into a number of local businesses to ask if they would put up our posters. Some needed to check with the owner but others, like Remedy Café, welcomed us instantly and put one up. Even small gestures like that make a huge difference.

My favourite moment of the night, however, came outside the Tim Hortons. A group of bikers sitting there didn’t look thrilled to see us at first. One of them joked about “lazy postal workers.”

Instead of reacting, I just talked with them. I explained what’s actually happening, that I’ve been with the company for just over three years as a casual/temp, still without benefits or job security, and earning significantly less than permanent carriers. I explained how routes keep getting longer, workloads keep growing and yet the corporation keeps calling it “modernization.” They listened and by the end of the conversation one of them said, “I didn’t know it was like that.” They took some flyers and kept discussing it after we left. That one moment made the whole night worth it.

What I took away from that evening is simple. The public supports us far more than we realize.

The media doesn’t show it, but when you speak to people face to face, they understand and they care. They value the work we do. Going out on Whyte reminded me why this struggle matters. It reconnected me with the community



Following the initial poster and leaflet session, multiple groups of postal workers came together to cover different parts of the city as well as the cities and towns in the surrounding areas.



we serve every day and showed me that you do not need to be a long-time activist to make a difference. You just need to speak honestly and stand together.

This fight won’t be won by a handful of leaders or press releases. It will be won by the rank and file. By the carriers walking 20 to 30 kilometres a day. By RSMCs driving long routes on dangerous roads. By plant workers sorting through the night. By casuals like

me who show up without benefits or guarantees because we believe in the job and in each other.

At a time when the Corporation, the government and the media try to divide us between full-time and casual, between depots, between urban and rural, solidarity is everything. It is our greatest strength and the one thing our opponents fear the most. When workers stand together, talk to each other, organize and bring the struggle into the

public, we remind everyone, including ourselves, that postal workers are powerful. We matter. And we are not going anywhere.

To every CUPW member reading this: get involved. Join your local organizing committee.

Support one another. Lift each other up. When the rank and file move together, united and determined, there is nothing they can do to stop us. 📧✉️

HEALTH & SAFETY REPORT

- Peter Hall, Health & Safety Officer

In October, I was contacted by workers at a facility outside of Edmonton due to concerns about indoor air quality, debris falling from the ceiling when work was being completed on the roof, and that this debris contained lead paint.

I reached out to management and requested a thorough cleaning of the facility, including high cleaning of the sortation cases and light fixtures, as well as duct cleaning. Light fixtures also needed to be replaced, the customer entrance repaired, and that the peeling lead paint throughout the facility be remediated.

I contacted management multiple times requesting a response, but it wasn’t until I said I would be contacting Alberta Health Services that I received a response. Management said they were in touch with contractors to have these issues addressed.

When I went to do an inspection a month after my initial email, nothing had been addressed. Despite the request for cleaning, I found a great deal of dust on top of the cases.

I will continue applying pressure from the office to try and get these issues taken care of. If you have health and safety concerns at your workplace, please get in touch. 📧✉️



HOW DOES ECLIPSE ACTUALLY WORK?

Robert Hickling, Chair of the Temporary Workers' Rights Committee

When the automated call-in system was introduced in the Fall of 2015, we were told that it was going to make things better for us and our customers. In the 10-years since, it's never really been made clear how this system is supposed to work.

—

Picture this: you've been job hunting for a few months and no one seems to be hiring until you get that fateful call. Canada Post wants you to come in for an interview. You nail it, ace the physical and go through the weeks long training program. You're feeling good. You'll finally be able to contribute again and not rely on your partner so much. They did say it might take a while to get a call after training, but it's a good job, with good benefits and a pension, and you genuinely enjoy the work. Worth the wait.

Weeks go by. Then a month. Until finally you're sending out resumes again. Then one Tuesday morning you're taking the kids to school when you get a call. You see ECLIPSE in all caps on your phone's display (that's how you saved it, so there would be no confusion) but you remember they said something about being able to call back within a few minutes if you happen to miss a call. So you wait until the kids are bounding into the school to call back, about two minutes. Once on the call, the system informs you that there are no current assignments available before unceremoniously hanging up on you. How frustrating.

But what really happened here? The in-class trainers for sure said that you would be able to call back if it was within

a few minutes... but now that you're thinking about it, you can't remember if that was only for the long term assignments that would generally be sent out on Wednesday evenings.

This scenario is too often the case when new employees are relying on this great new job that they spent weeks training for. So let's look into this and really dig into how the Eclipse system works. Which is to say, how the Eclipse system is supposed to work.

First, a little about me. My name is Robert, and I've been working for Canada Post for about 8 years. I've been a trainer for the better part of 5 years and

“One of the questions I get a lot is how many times you can reject offers before Canada Post will fire you. The answer is not a simple one.”

I've been a shop steward for a little over one. A large portion of the questions I've gotten, both as a trainer and as a shop steward, come from temps asking about Eclipse. I'll admit, I didn't really have an answer for them very often since the Corporation hasn't been very forthcoming about the specific details of the system, especially when instructing new employees.

That is until recently, when I had the opportunity to be a part of a consultation between Canada Post and CUPW discussing the corporation's plan to expand the Eclipse system to smaller depots in rural communities. Up until now, it's only been used in major urban centres such as Edmonton, Calgary and Toronto. Here's a basic rundown of what we learned in that call.

Very briefly, when a Staffing Officer needs more workers for a given day or period of days, they'll contact PC&R (Production, Control and Reporting) who will then add an assignment to the system, which has a call-in list based on seniority. Depending on if the assignment is daily or long term, it will begin calling people from highest seniority for that day, or on Wednesday evenings for long terms. Once the assignment has been accepted, it will be removed from the assignment list and the system will continue down the call-in list until all assignments have been filled.

Currently Eclipse can only do single day assignments or long term assignments, which are five working days or longer. Daily assignments are just that: assignments that only need to be filled for a single day. The system only waits one minute before calling the next person on the list for these assignments. This is due to the fact that daily calls are sometimes made on the same day, perhaps only an hour before the shift would start, so they need to be filled quickly. It is CUPW's stance that this needs to be improved, since it's very easy to skip seniority with such a short time frame.

For example, Helen with three months of seniority gets the call first, but is a little distracted and needs to have the assignment list repeated a few times. She then hears the system tell her that the assignment is no longer available as soon as she makes a selection, which, unfortunately, will affect her availability average (more on this later). This is because the system doesn't wait for her and calls Deepak with two and a half months seniority, who immediately makes his selection, effectively beating her to the punch. This is also why our new employee from before -- who called back within a few short minutes -- just got a message saying that there are no available assignments. Once you've accepted a daily assignment, if it's for the

same day, you are given a reasonable time to travel to work, regardless of when the shift is supposed to start, usually no longer than an hour. Nothing is written in stone for this, however, so please call your Staffing Officer any time you think you'll be late for a shift.

As for long term assignments, the system will usually send those out on Wednesday evenings for assignments beginning the following Monday. Since there is more time to fill these assignments, you'll be given ten full minutes before the system moves on to the next worker. If the initial call is missed, the system will call back after five minutes, and after five minutes more the system will move on.

In Edmonton, and I assume all other major metropolises, the call-in lists are split into zones. Whichever zone you pick will determine which call-in list you are assigned to. This means that entire zones may have a higher or lower seniority average, which means in turn that it's possible that a temp with lower seniority than you might be getting more offers. There are bumping rights in the Collective Agreement (Article 44.15), but they can only be used within the same call-in list. The system will call temps within the same zone that an assignment is available, but if no one accepts it the system will combine all zones into one call-in list to fill the position. Outside of major urban areas the call-in lists will generally be too small to break up into zones.

One of the questions I get a lot is how many times you can reject offers before Canada Post will fire you. The answer is not a simple one, but let's get into it. The particular clause from the Collective Agreement that answers this is 44.11(b), which states “The employment of a temporary employee shall be terminated when the employee has not demonstrated reasonable availability in the acceptance of work assignments during any six (6) consecutive months.” Every two months the corporation will assess your availability average based on the amount of assignments offered

versus the amount of offers accepted. There's no hard number in the Collective Agreement, it only states “reasonable availability,” but as far as I could tell it's around fifty per cent.

Drop below that threshold within two months and you'll get a warning letter in the mail asking you to bring up your average. If after six months (so two warning letters) you haven't been able to bring up your average, they'll activate 44.11(b) and send you a letter of termination. I know, sounds scary, but if you've been working over two months and haven't gotten a letter yet, then your average is good and you have nothing to worry about. The complication comes from the term “reasonable availability,” which seems very subjective to me. Also, since it's based on an average there is no set number of times you can reject offers. If you're ever unsure of your average, it should be listed in the Employee Self Serve portion of SAP, or you can call Human Resources to find out.

So what counts as a rejection of an offer to work? Unfortunately, any time the system calls you it is considered an offer to work, so if you miss the call, or it's for the same day and you simply can't make it, then that is considered a rejection and will bring down your average. Any assignment that is rejected outside your zone, or any assignment that is for work you haven't been trained for, will not count against your average though, so don't feel obligated to accept that assignment located an hour drive from home.

When it comes to getting yourself off the call-in list, it's as simple as calling PC&R in Edmonton, or your Staffing Officer in rural areas, to ask for leave. Temps are entitled to maternity, parental or adoption leave without pay, but must inform management so they aren't called for assignments, dropping their average. (Article 44.20) Temps are also entitled to three weeks of vacation, but it will be unpaid at the time since it is paid out in June of every year as a 6% payment for the last year's earnings.

(Article 44.23) The system will also stop calling you if you are currently working a long term assignment, of course, but if you're still receiving calls, be sure to talk to PC&R or your Staffing Officer immediately.

Now I know what you're thinking: that's a lot, and it sounds overly complicated for something as simple as calling in a temp for work. I agree. And let's be fair, automated systems aren't perfect, especially this one. But if you ever have any problems or questions, call your appropriate supervisor, whether that's PC&R or your Staffing Officer. If they can't give you a satisfactory answer, then don't be afraid to seek out your local Shop Steward. That's what we're here for.

In Solidarity



IF NOT NOW, WHEN? A NIGHT AT THE FAIRMONT VANCOUVER

- Kelly Westhaver, Local 740 Royal City

While working to cut public services and jobs, Prime Minister Mark Carney takes time out of his day to host a \$1,750 per plat fundraiser in downtown Vancouver. He was met by postal workers, making noise and carrying signs.

On a dark and rainy Wednesday, close to a year after the 5 week strike, Postal Workers and friends met at The Fairmont Hotel in downtown Vancouver. Word squeaked out that Mark Carney was hosting a dinner at \$1,750/plate to talk pipelines.

While more and more Postal Workers are visiting local food banks, struggling to pay for both food, rent and, in several cases, sleeping in their vehicles, the Prime Minister was cozily enjoying a meal which cost more than 80 hours of actual work.

Postal Workers heard the call and on very short notice, grabbed cowbells and noise makers, costumes of pigs and chickens and armloads of signs.

Signs that say “No Privatization!” and “All we want is a FAIR contract!” barely scratch the surface of the messages Postal Workers have been screaming for years. The past 2 years of negotiations our voices have been ignored, discarded, disrespected.

The loss of Sick Time, 2-tier wages, Postal Transformation where route length exploded, doing the work of 2-3-4 people because of staffing failures, the loss of day work, increased graveyard shifts, raises being pulled out from under you because Anniversary Dates complicates your wage progression, denied claims, denied benefits. The list of the sacrifices and loss of the past decade is long. There is no easy solution

but up until September 25th, we were under the impression that past Superior Court rulings, Constitutional protections and just plain ethics meant a solution was possible. They had to figure it out, didn't they?

When Joël Lightbound and the Liberal government made their announcement on September 25th, they lined up for the kill shot. Giving Canada Post management 45 days to come up with a plan, when that same management is responsible for the current financial shambles is bananas.



Not including the Workers in the plan is irresponsible and the ultimate slap in the face.

It also highlights there has been no plan other than to take from the very workers who generate every penny of revenue.

Up until this point, Postal Workers have been on the defence. Taking hit after hit after hit. We spent 5 weeks on the picket lines a year ago, 2 weeks on the line 2 months ago. Our communities supported us then and Canadians definitely support us now! The friendly waves and honking of horns outside The Fairmont Hotel shows that regular Canadians follow what's happening to us, know about the treatment from this government and they want us to win!

Canadians recognize we are battling to continue in the solid, secure, consistent service Canadian Postal Workers are known for. The service that we provide from coast to coast to coast. They see their battle in ours, one against deteriorating wages, rights and benefits. A battle to pay your mortgage, buy enough food and support a comfortable life. They see how this government has thrown a bait and switch saying they support Unions and solid Canadian jobs while writing cuts and pink slips into their budget.

I know you're tired, we all just want this to be over. We see a contract we voted down being shoved at us again and now a government making hushed deals.

This is a call out to all of our Postie family. We must stand together against what's happening today in November 2025. Standing by our contract demands is our Power through this.

Through the exhaustion and the fear we have the Power to provide better services, not worse.


We have the Power to say hire more, not cut.

We have the Power to say we demand support for our service for Canadians because Canadians support us!

Canadians are watching. Workers are watching. And should we decide to go along with the plan which will shortly be unveiled, how much more will we lose before we're right back here with less?

If we don't fight back now, how much more will we have to lose before fighting back is our only option.

If not now, when?

Let's prepare. 

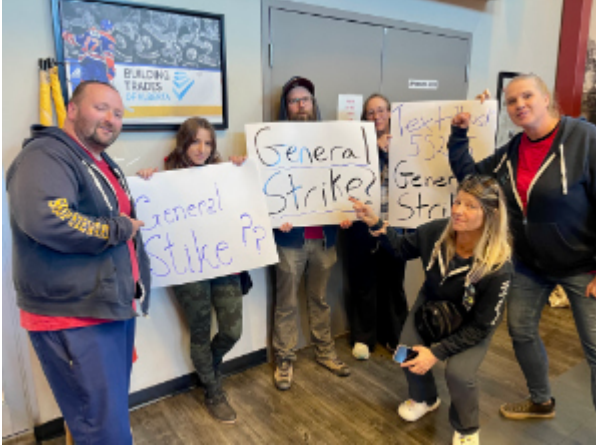
THE ALBERTA FEDERATION OF LABOUR AND THE GENERAL STRIKE

- Kyle Turner, Communications Officer

On October 29th, 2025, the Alberta Federation of Labour (AFL) held a press conference to announce its plans to work toward toppling the United Conservative Party (UCP) government and building the capacity for a general strike. This press conference was in response to the UCP using the notwithstanding clause to the Alberta Teachers' Association's (ATA) rights to collective bargaining and strike

AFL President Gil McGowan shared the AFL's plans. McGowan stressed, “Not necessarily a general strike, but a general strike if necessary.” For toppling the government, the main plan is to engage in and promote recall elections for Members of the Legislative Assembly (MLAs), with the hope that the widespread support of teachers combined with new elections for UCP MLAs who were narrowly elected can lead to a change in the provincial government. At our November general membership meeting, our Local voted in favour of supporting the AFL in its efforts.

Following the announcement, there were some tough questions from journalists. These questions seemed to be coming from a place of hurt and high



expectations than any desire to criticize the labour movement as a whole.

The main question was: why are you announcing that you're going to start working toward a general strike instead of announcing that there is a general strike?

This is a fair question, and I find myself struggling to answer it in a kind way that doesn't come across as glib or dismissive or like it's oversimplifying our history.

Are you ready to break the law for the sake of your union and your rights? What about breaking the law for the sake of another union and someone else's rights? These are hard conversations to have, and for them to be effective, they need to be happening years in advance of the crisis. But even our union, with its history and

reputation for being militant, needs to be dragged, kicking and screaming, back in this direction.

Unions are always waiting for someone to defy back-to-work orders and they always step forward to offer money to pay for fines. But in a culture that is focused on filing grievances and looking good in front of arbitrator, and showing the state (which is firmly on the side of the employer) that we cared deeply about the rules and followed them to the letter, then we need to temper our expectations.

A general strike will not come out of nowhere. It needs intentional planning and building workers up to have the capacity to take risks and to know why those risks are important to take for the sake of the broader labour movement.

If the public is clamouring for a general strike, that is great news. If this gets the unions talking to their members and working toward it, even better. Either way, there is a lot of work to be done.



THE SEPTEMBER/OCTOBER 2025 STRIKE

On September 25th, 2025, Minister Joël Lightbound (the Minister of Government Transformation, Public Works, and Procurement) announced that the government would be making sweeping changes to the way Canada Post is structured and the way it operates. To do this, the government would be implementing the Kaplan Report in full – which was the report the government paid to have written after we were forced back to work in December 2024.

In response to this announcement, the Atlantic Region walked out. A nation-wide strike followed within a couple of hours.

This announcement from Lightbound setback our negotiations. Ten days prior, we had launched a flyer ban as a strike action. The Corporation finally had a response to our offers that it was going to bring forward. This was interrupted by Minister Lightbound's announcement, and suddenly the Corporation needed more time, surely to change their offer based on what Lightbound said that day – which was bypassing our collective bargaining to give the Corporation exactly what they wanted.

Up until this point, rumour has it that Minister Lightbound was a supporter of postal workers and the Delivering Community Power program, which aims to increase revenue and turn post offices into community hubs.

Lightbound was quick to toe the party line, however, and despite multiple meetings between our National representatives, Lightbound, and his office, Lightbound repeated the same Corporate lines during the Standing Committee on Government Operations and Estimates (OGGO) hearings.

For better or for worse, this made it clear that our fight wasn't just with a Corporation that didn't want to negotiate but that it was also a fight with a government that wants to destroy our jobs.



WOMEN'S EQUINOX



- Ronnine Oppen, Chair of the Women's Committee

On September 12 -14, the Women's Committee enjoyed our annual Equinox Conference at L.G. Barnes on Gull Lake. It was a beautiful camp with great hosts and great food.

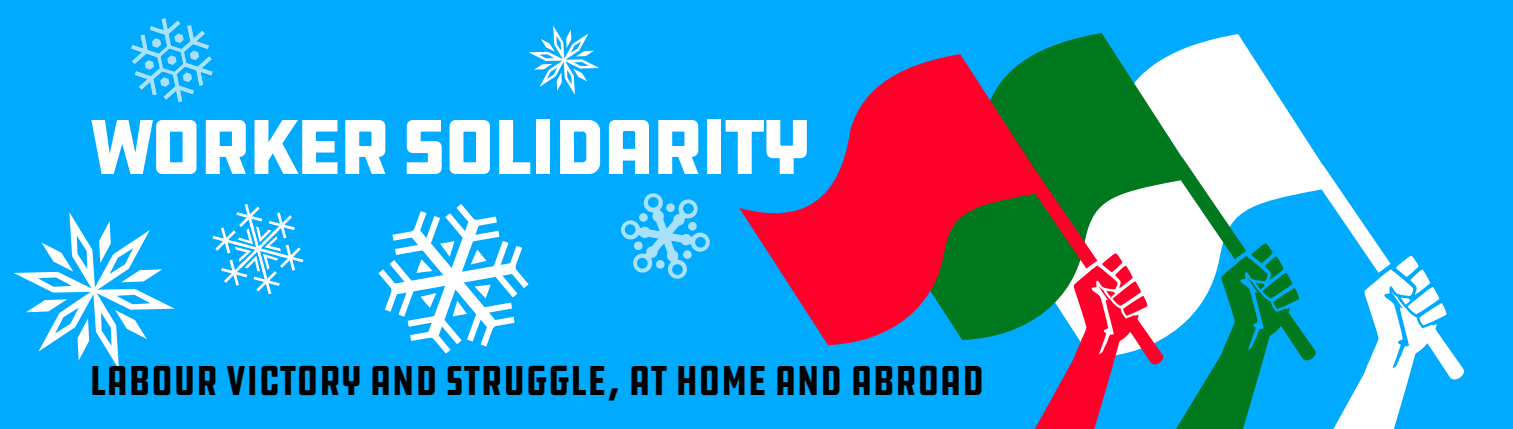
It started Friday night with a get-to-know-you around the fire – with smores, of course! The setting was a great way to start looking out on Gull Lake. Saturday we learned about the stages of menopause and how they can start in your 30s, with Dr Esnielle Brooks. She was fantastic and we all had our questions answered.

Rena Rachar spoke on Play is Medicine and how it is important to take time out of our day/week/month to enjoy an activity you truly enjoy. With work, homelife, and the crazy stuff going on in this world, we need to have downtime like play for our own mental health.

Then we got back to nature with our good friend and sister Kathleen Mpulubusi. She helped us with our 22 senses with the beauty of nature.

We ate too much, laughed a lot with our fellow sisters from Calgary and Red Deer. We are all looking forward to attending next year and having more of our sisters in the union join in.






Alberta Teachers’ Association - The big news in labour in Alberta and Canada in general. The ATA went on strike on October 6th, 2025. This followed members of the ATA voting almost 90% to reject a tentative memorandum of agreement in September. On October 29th, the government of Alberta used the notwithstanding clause to suspend the rights of ATA members and force them to return to work. The ATA has since filed two legal challenges: one for an injunction against Bill 2 which, if successful, would return the ATA to a legal strike position; and the second is a constitutional challenge to the province’s use of the notwithstanding clause to suspend their collective bargaining rights.

Starbucks Workers United – On Thursday, November 13th, over 1,000 unionized Starbucks baristas went on strike in the United States to protest Starbucks’ union busting campaign and their failure to finalize a fair union contract. Workers are demanding better hours and improved staffing, better pay, and a resolution to the hundreds of unfair labour practices charges that the union has filed against Starbucks.

AUPE - In early November, five locals of AUPE that represent healthcare workers voted in favour of strike action. On the morning of November 22nd after being on strike for less than an hour, nursing-care workers’ pickets ended because a tentative agreement was reached with AHS. This tentative deal includes a 12 percent wage increase over 4-years, as well as a salary market adjustment for healthcare aides of 4 percent and 10 percent for LPNs.

UFCW401 - Workers at Canada Malting in Calgary have voted 97% in favour of strike action after negotiations with their employer have gone nowhere. The employer also acknowledged it’s not seeking concessions from its workers because of financial hardship. The earliest that the workers at Canada Malting can go on strike is December 31st, 2025, but UFCW has objected to this timeline with the Canadian Industrial Relations Board.

The Netherlands Trade Union Confederation (FNV) - Pawel Rudzki, a union organizer and worker at the grocery store Albert Heijn, was fired from his job after a series of fabricated warnings. This came after Pawel and his co-workers organized a large group of temporary workers who recently engaged in strike action. For more information and to support the FNV’s campaign to get justice for Pawel, visit <https://www.labourstartcampaigns.net/>. 



November’s Basic Shop Steward class; look for them on your workforce!

NATIONAL BULLETINS

REMEMBRANCES IN NOVEMBER & DECEMBER: MANY STRUGGLES FOR HUMAN RIGHTS STILL CONTINUE

NOVEMBER 20: A SOLEMN DAY OF REMEMBRANCE

2023-2027/364 (abridged)

“Transgender Day of Remembrance seeks to highlight the losses we face due to anti-transgender bigotry and violence. I am no stranger to the need to fight for our rights, and the right to simply exist is first and foremost. With so many seeking to erase transgender people — sometimes in the most brutal ways possible — it is vitally important that those we lose are remembered, and that we continue to fight for justice.”

- Gwendolyn Anne Smith

In 1998, Rita Hester was murdered at her home in Allston, Massachusetts. The local news coverage of her death ignored her identity as a transgender woman of colour. The community held a candlelight vigil to commemorate Rita’s death, as well as the earlier deaths of two other trans women of colour, Chantelle Pickett and Monique Thomas, who were also murdered in Massachusetts. The vigil inspired the Remembering Our Dead web project and Rita Hester’s death sparked the first Transgender Day of Remembrance in 1999.

These initiatives, to memorialize those who had lives cut short due to transphobic violence, were led by Gwendolyn Ann Smith. It is a solemn day of remembrance, but one that exists to ensure that their memories, and the memories of the thousands of transgender people who have died since that first day of remembrance in 1999 live on. It’s

observed in countries around the world and always falls on November 20th.

Alarming Rise in Transphobic Incidents

Over the last several years, there has been a steady and alarming rise in transphobic violence and criminal harassment across Canada. With calls to deny health care, access to washrooms, or proper identity documents, this transphobic rhetoric pushes to criminalize trans people’s very existence. The implication that their identity is a crime, or that anyone who identifies as transgender is mentally ill, only serves to further marginalize transgender existence. Transgender people endure all these threats for just wanting to be their true selves.

Reporting on the hate motivated deaths of trans people in Canada is difficult, and it’s even harder to link the bullying and harassment that trans people face to death by suicide. Statistics show that trans people face some of the highest instances of violence, whether its sexual violence, unprovoked assault, or domestic abuse. The most recent Statistics Canada survey on the experiences of violent victimization found that trans people were more likely than cisgender people to experience violence and harassment in public, online and at work.

One of the key structures of transphobia is strict gender roles, and the antiquated ideology that women are biologically weaker. Transphobia is often rooted in misogyny, and predominantly focuses on trans women, ignoring the existence of transgender men and nonbinary people. Anti-trans rhetoric and


legislation also harm cis women and women of colour. Further, it targets gender non-conforming cis women for not “looking feminine enough” to access women’s spaces.

Cruelty and a Lack of Respect

Transphobia has led to parents advocating for genital checks on children in sports, and in Alberta, all girls must fill out a declaration that they were assigned female at birth before being allowed to play on any sports team. Boys do not have to fill out anything.

Trans People Just Want to Live Their Lives

Trans people are no different than anyone else. All trans folks want is to live their lives authentically and safely. Their existence doesn’t take anything away from anyone else. The vigils held on Transgender Day of Remembrance are a grim reminder what hatred does, how it fractures and divides communities, and destroys families – both biological and chosen.

Think about how you would feel if you woke up every morning and saw news story after news story about ways that governments are stripping away your rights. How it would affect you to find random messages on your social media from people you’ve never met wishing you harm or death, insisting that you don’t deserve space to exist? Imagine having to hear constant political debate on whether you should be allowed to live your life, anxiously wondering if you could safely go outside and present yourself to the world in a way that brings you genuine happiness. 

NATIONAL DAY OF REMEMBRANCE AND ACTION ON VIOLENCE AGAINST WOMEN

2023-2027/356

December 6 is the National Day of Remembrance and Action on Violence Against Women, commemorating the 14 women murdered at Montréal’s École Polytechnique in 1989.

Geneviève Bergeron, Hélène Colgan, Nathalie Croteau, Barbara Daigneault, Anne-Marie Edward, Maud Haviernick, Maryse Laganière, Maryse Leclair, Anne-Marie Lemay, Sonia Pelletier, Michèle Richard, Annie St-Arneault, Annie Turcotte, and Barbara Klucznik-Widajewicz were killed by a gunman fueled by hatred for women and feminism.

Thirty-six years later, this day remains a time to remember, to reflect, and to act.

Gender-Based Violence Continues to Kill Women

The École Polytechnique massacre exposed deep-rooted misogyny and the ongoing threat of gender-based violence in our society. Gender-based violence remains a serious, widespread issue in Canada:

More than 44% of women in Canada report having experienced some form of intimate partner violence (IPV) in their lifetime.

In 2018, among women aged 15–24, about 29% reported at least one incident of IPV in the prior 12 months—more than double the rate for older age-groups.

Indigenous women experience IPV at much higher rates: about 61% of Indigenous women reported some form of IPV since age 15, compared with 44% of non-Indigenous women.

In 2024, the federal government noted that 187 women were victims of gender-related homicide – one woman every two days on average.

These numbers show that gender-based violence is a systemic issue. It affects workers, families, and communities, and requires collective action to change.

What You Can Do

Ending gender-based violence means supporting survivors, demanding accountability, and pushing governments to fund prevention programs, crisis lines, shelters, and education initiatives.

Unions like CUPW have a crucial role to play. Through bargaining, advocacy, and education, we can help create safer workplaces and communities where everyone is treated with dignity and respect.

CUPW encourages member to commemorate the National Day of Remembrance and Action on Violence Against Women in any way you can. Wear a white ribbon (a symbol condemning violence against women), observe a moment of silence at 11 a.m., or attend a vigil in your community.

In Solidarity,

Coleen Jones

2nd National Vice-President

DECEMBER 10, 2025: INTERNATIONAL HUMAN RIGHTS DAY

2023-2027/371

INTERNATIONAL HUMAN RIGHTS DAY marks the adoption of the Universal Declaration of Human Rights by the United Nations General Assembly on December 10, 1948. On this special day, let us remember that the fight for human rights is a daily struggle. In Canada, we have seen provinces attack trans rights and religious freedoms. CUPW invites members and the public to reflect on the meaning of this day for Canadians.

Still a Long Way to Go

Since 1948, we have certainly made progress in the field of human rights, however, there is still a long way to go before the rights of all human beings are fully recognized and respected. This is a special occasion to renew our determination to end gender-based violence against women and LGBTQ people across the country, and to fight discrimination against marginalized communities, including Indigenous peoples and Black people.

Let’s take this opportunity to tell Canada to stop the rollbacks on social and economic rights of Canadians, particularly the right to housing and the right to live with dignity. In 2025, too many people in Canada are unhoused, and many cannot afford proper food due to the affordability crisis.

Worker’s Rights Under Attack

Brothers, Sisters, and Friends, our freedom of association and our right to bargain for better working conditions are also under repeated attack by employers

and governments at both the federal and provincial levels. The last few years have been some of the most regressive for workers, as governments attempt to weaken our rights to organize and fight together for better working conditions.

Show Solidarity with Oppressed People Across the World

On this day celebrating the Universal Declaration of Human Rights, it is our responsibility to raise our voices against human rights violations worldwide. Let us speak out against the genocide in Gaza and the apartheid regime imposed on Palestinians, as well as the civil wars killing so many in Sudan and the Democratic Republic of Congo.

Human rights are not negotiable; they are the foundation of justice and dignity. Today, let us commit to action: organize in your workplaces, speak out in your communities, and stand in solidarity with those whose voices are silenced. Together, we can build a world where equality and justice prevail.

In solidarity,

Coleen Jones

2nd National Vice-President



DECEMBER PRESIDENT’S REPORT

(continued from pg. 5)

have signed up to their network since the UCP government used the notwithstanding clause.

There will be a number of speakers and we will be addressing the anniversary of the use of Section 107 to force postal workers back to work and how that ties into the use of the notwithstanding clause here in Alberta and Quebec. Come and meet different union members and members of the public who are ready to push back against the use of these laws.

As of writing, there will be many other locals involved in similar activities on the same day, including Calgary, Saskatoon, Vancouver, Toronto, and Scarborough. I hope that you can join us for a time in this busy season. We will end the day by marching to Liberal MP Eleanor Olszewski’s office, and we’ll be singing some Christmas carols if she won’t let us in. This has been brought to you by the hard work of the Organizing Committee and a group of activists across the nation.

Local Flyers

The Local chose to invest in sending out a flyer to Eleanor Olszewski’s riding. It was only sent to houses and it educated the public on how the government wants to shutdown the mailboxes at their homes. It cost around \$5,500 from creation to deliver for close to 20,000 flyers.

I am happy to report that I have received more contact with the public through this method than through any other. It should be noted that our contact information is not on the card aside from our name. The members of the public who have been in contact told use they have contacted Eleanor’s office and

expressed their disapproval for the government’s plan.

There is also a member-created flyer in the works. If you are willing to participate in delivery of the flyer, please let the Local know and we can get you into contact with the team that is starting this up. We expect that it should be starting next weekend when the flyer arrives from the printer.

Bomb Scare at the EMPP

On Shift 3 at the EMPP on November 25th, a suspicious package was identified by members. The package was wrapped in duct tape, had some metal exposed, and had no delivery or return address on it. The information was relayed to management who then chose to evacuate the building.

I became aware of it through our text messaging services. I went down to show support. It was in reasonable time that the Corporation chartered buses to the location to keep everyone warm and safe. I’m not sure how well it would have gone in more harsh weather.

A special thank you to Rozina and Khan who worked with management, the hazard response team, and the bomb squad to make sure everyone was safe. Ultimately, the package was not a danger, but according to the security guard who has worked at the EMPP for 15-years, he had never had any such incident.

Temp Rights Committee

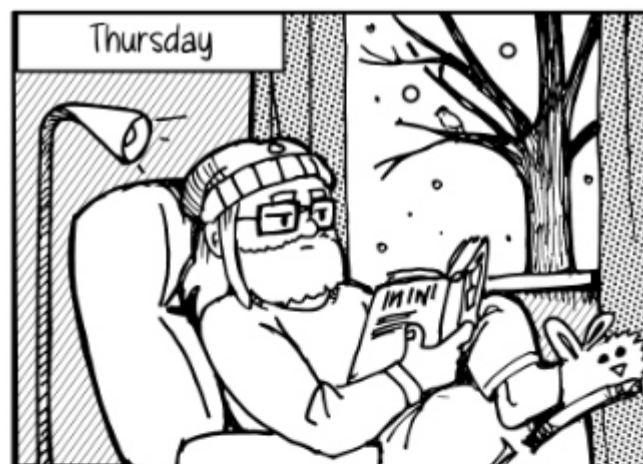
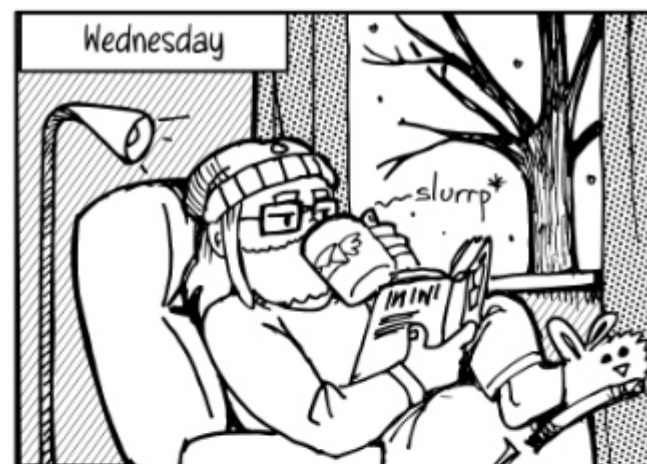
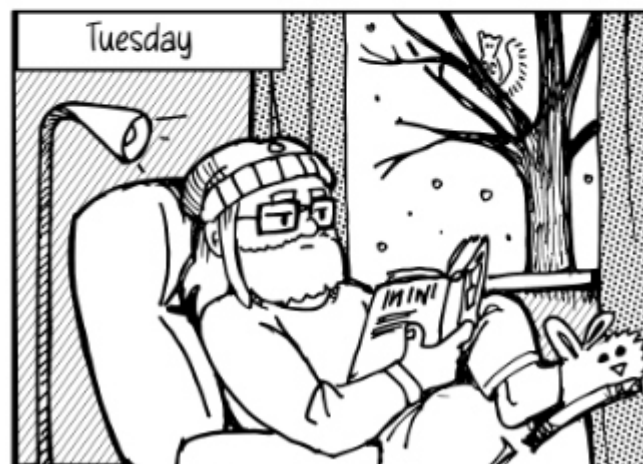
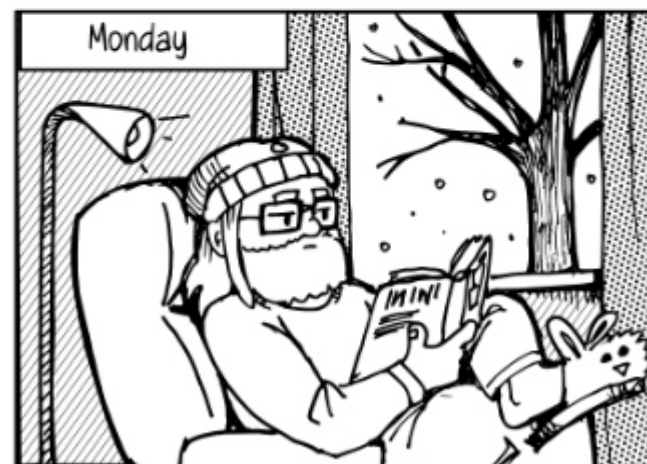
The Temp Rights Committee is starting up again and will have its second meeting on Tuesday, December 9th. We also had the rare opportunity to have a region-wide consult about the ECLIPSE system that is used for calling temps, on short notice or for longer term assignments. The Chair of the Committee, Robert Hickling, was eager to participate in that meeting and I was glad to have him. Look for his article in this issue of the InsideOut. 📧

NO RELIEF

THE 5-DAY SUSPENSION

(Parallel Universe version)

Hijacked by
Wence Crispin
(chaotic non-binary
at large)



Forgotten on the Work Floor

I am a result of your silence and distance—
not from the management,
but from voices that should have stood beside me.
You speak of solidarity,
and I believe in it with my whole heart.
But sometimes,
It feels like some voices echo louder than others.
I came to stand beside you,
to learn, to grow,
to be part of something stronger than myself.
Yet at times, I feel unseen—
like I'm knocking on a door
that was built for everyone,
but never opened for me.
Still, I show up
Because I believe in the “we”
I believe we can listen closer,
reach further,
and remember, that every member matters.
I am not here to divide—
I'm here to remind.
To keep alive the meaning
of the word “union.”

Rozina Khan



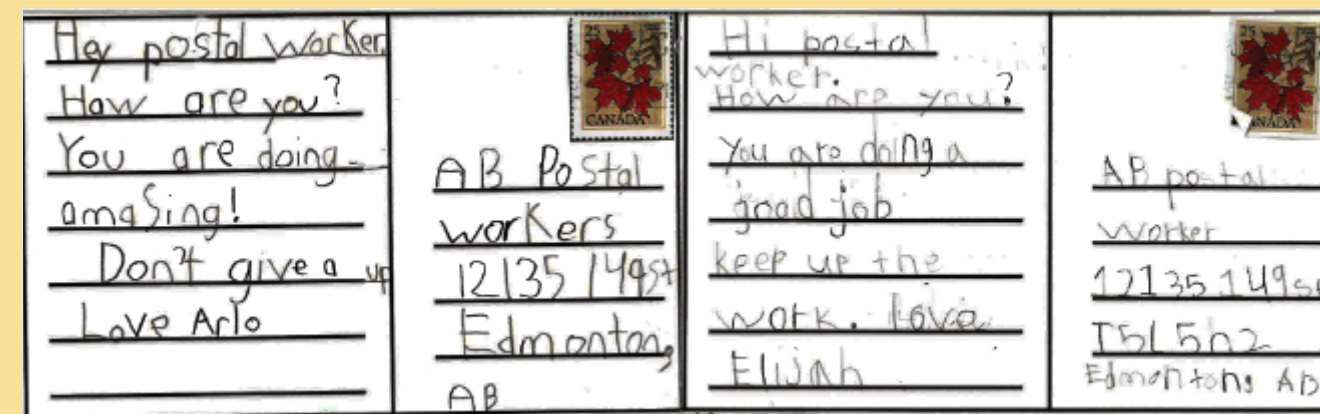
2026 POCKET CALENDARS



NOW AVAILABLE!

ON THE COVER:

During our last strike, the 2nd grade students at Elmwood Elementary sent us postcards in support, which featured many wonderful drawings and messages of encouragement! A big shout out to our Teamsters friend YJ Choi for collecting them and bringing us some much needed, strike-time cheer!



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