



OFFICIAL NEWSLETTER OF CUPW 730 / SPRING 2026

INSIDE OUT

MEMBERS: FREE
MANAGEMENT: \$250.00

(SEE PG. 7)



vote

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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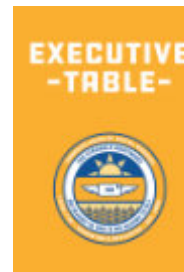
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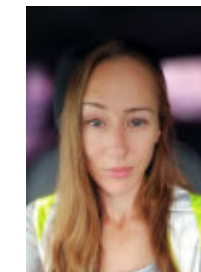
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PRESIDENT'S REPORT MARCH 2026



Labour-Management Meetings

The Local has ventured into Labour-Management Meetings. So far there has been two – one for the Rosedale Depot and one for the city.

The Rosedale meeting was about the SSD router positions. According to the Corporation's own documents, they are using an average of 6 additional people above complement in the routing positions and failing to deliver mail to the letter carriers on a regular basis. I made the case for management to create 6 positions, but they made excuses. They claimed many of the routers were not making the standard.

Interestingly, they provided us with what those expectations were, which Route Optimization has been keeping hidden from us. I have filed a grievance on behalf of the Local, seeking 10 new router positions at Rosedale. Special thanks to the members who were keeping us updated on a regular basis as to what was being done and what was not being completed.

The meeting with City Management was about the 14.28 reports. This report, provided quarterly for each month of the year, lists all the hours of the Urban members, divided into different qualifications. This report allows the Local to determine how many hours of leave are not being covered. There are more than 100 full-time positions of leave that have not been covered.

Management was very uncomfortable to be confronted by their own numbers, but I tried to keep it as friendly as possible. There were some excuses and attempts at deflection, but the numbers are way too high. We have not determined a path forward, but the City Director was interested in reviewing the numbers quarterly.

Contract Offers

The Local Executive has dedicated a great deal of time, personal and professional, to doing our best to understand the tentative agreements. The demands created in 2023 by the membership have not been met

sufficiently for the Local Executive to recommend voting yes to this contract.

The membership may act on this recommendation by presenting a motion to vote YES to accept the agreements, as National recommends. You may stand in opposition and recommend a NO vote. You may choose to make no recommendation at all.

This has not be easy. We have struggled for almost two-and-a-half years. We have participated in 7-weeks of strike. Our rights as citizens of Canada have been assaulted by the elected government. We have stood strong and it is up to the members across Canada to decide if we defy this vote and go back to negotiations with all the tools back on the table, or rest and rally to build a new plan for 2029.

The Local Executive recommends that the members vote NO to both the Rural and Urban contracts. The future lies before you. Whatever the decision of the members, we stand ready to defend their interests. ✉️

JAMES BALL (HE/HIM)



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

PRESIDENT'S REPORT – FEBRUARY 2026

Negotiations

After two years of demanding and challenging negotiations, CUPW and the Corporation have reached a tentative agreement for both the Urban and RSMC bargaining units. The National Executive has voted to approve the contracts for the members to review. It will be up to you to decide if we continue the struggle or if we accept the contracts and prepare for a future fight.

Currently, National has released some bulletins about the content of this negotiated tentative agreement, but as of yet we have not seen the language. I have been assured that translation and printing should take 3-4 weeks, and I have some tentative understanding that we should be voting in mid- to late-March.

At the time of writing, I have no specifics on dates, times, locations, or method of voting. This is entirely in the control of our National office and we await instruction.

Regional Conference

Regional Conference will be held in November this year in Calgary. This conference is to amend the CUPW National Constitution, how we govern ourselves, and to establish the goals of our union. Please keep an eye out for when we will be holding a session on how to write resolutions and also for upcoming dates where we will be reviewing and voting on those resolutions in preparation for National Conference, to be held in May 2027.

Temporary Workers and Their Rights Course

I'm excited that we are holding a temp rights course in the Local. It has been well-received, so we are actually holding two. I want to thank everyone in

the process for making this happen. Hopefully in the future, we will have a 1-day course available to every new hire that joins our union, including an expansion for OCREs.

Rosedale Router Discussion

On Tuesday this past week, we had a meeting with management and PC&R to discuss the routing positions at Rosedale. When looking at the bar charts for the depot, management is consistently using 6 additional people everyday who are filling non-existent positions to perform the routing function. In addition to this, they are

“ It will be up to you to decide if we continue the struggle, or if we accept the contracts and prepare for a future fight.”

regularly failing to meet postal obligations of delivering the mail daily to each letter carrier.

The Employer said that their strategy was coming along to rectify the situation and that not all the routers were up to the standard, but that they were making progress. I asked them why this is such a struggle after 6-years of SSD planning and they gave me a dismissive response. I asked them to make a few positions, suggesting that we could re-evaluate in a few months, but they wouldn't give me a commitment.

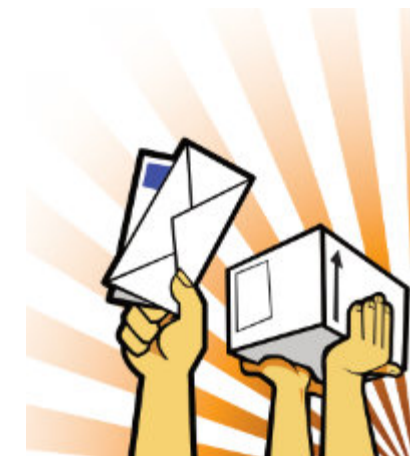
The closest I received was that they would talk about this discussion with their national counterparts. If I do not receive a response by February 17th, I will proceed with demanding 10 full-

time positions to be backdated to the SSD rollout at Rosedale through the grievance process, with all applicable benefits to be paid by the Corporation.

Another Reason Why Grieving Is Important

When I am consulting with management, I need all of the information that I can get in order to make arguments. Grievances are just another tool to use against management. When I'm arguing that a facility needs additional relief, I have several resources. Bar charts for group 2 are valuable because it shows us who is assigned where and how many people are needed to do that task. There are also 14.28 reports, where I can see all the hours of full-time, part-time, temps, and any overtime incurred.

But I need to be able to walk in and say, “The bar charts show us you need more relief, here are the hours of leave that are not being covered according to your own report, and here are the grievances that will result in you repaying the members.” This may also help us to present successful grievances to add positions in the future if the Corporation still refuses to fix the problems being presented. ✉️



VEHICLE SHARING:

AN ATTACK ON OUR POST OFFICE AND PUBLIC SERVICE

A plan to save money? Or just more deliberate sabotage of our jobs and the public service?

- Robert Hohnstein

Letter Carriers: if you thought SSD was going swimmingly, Canada Post has decided on a new cost-saving project to implement across several depots in Edmonton this year. In their infinite and inexhaustible wisdom, the Corporation has decided that vehicles at depots should be shared and that this would be a splendid idea.

What does this mean? Let's start with how things work currently: the corporate vehicles that urban letter carriers use daily are tied to a specific route, so unless a vehicle is out for maintenance, a letter carrier will generally use the same vehicle everyday. It's a very straightforward and simple setup.

Vehicle sharing will completely upend that system.

On paper, the general premise of vehicle sharing is that vehicles will no longer be tied to a specific route but be placed in a general pool at the depots, with back-up vehicles to be used by the depots in case of shortages. The vehicles will be allocated based on mileage and on a first come first served basis, where the first letter carrier out will get the lowest mileage vehicle and

the last one will get the highest mileage vehicle.

In the allegedly rare instance where there is a shortage of vehicles, a letter carrier is supposed to be compensated with either getting voluntary OT offered or having a portion of their route taken off. On paper, there shouldn't be any shortage of vehicles and the trade-off is this scheme is supposed to help reduce maintenance costs on Canada Post's aging fleet and save millions.

Does this scheme make sense? Not in the slightest, but why let reason get in the way?

How will this look in practice? Unfortunately, this vehicle sharing scheme is already implemented in Calgary with the expected negative results. Here is what we have heard:

- There is a consistent shortage of vehicles
- Letter carriers are getting the incorrect vehicle type for their routes
- Letter carriers on Wave 2 are coming in earlier than scheduled just to try and get a vehicle
- Permanent letter carriers waiting well into the afternoon just to get a vehicle to go do their job
- Letter carriers feeling pressured to do their route faster and in unsafe ways to get vehicles back to their depot
- There have been concerns about

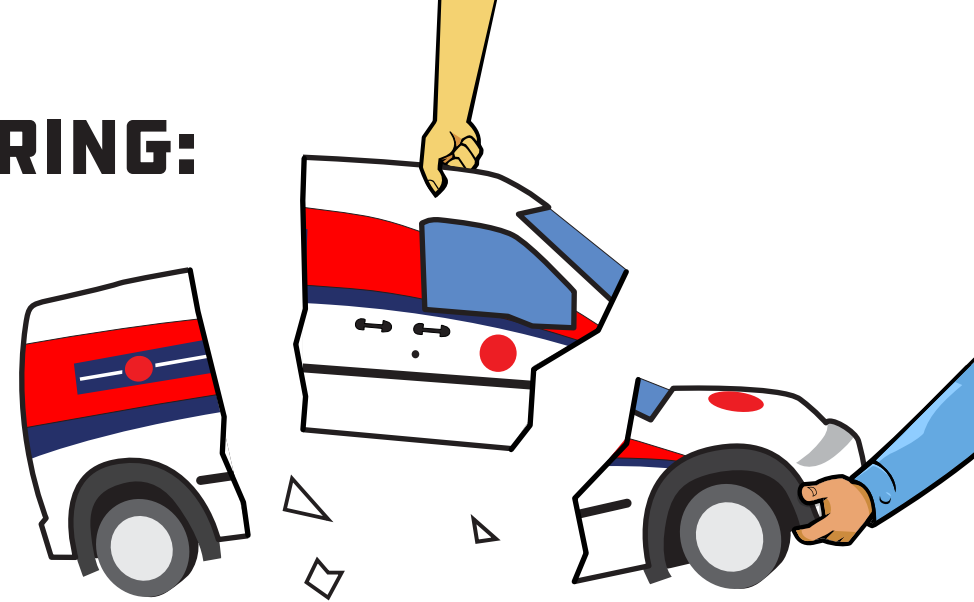
health, safety, and sanitation, with unwanted food, lingering odors, and vehicles not being cleaned and sanitized before being distributed

• LJHSC, WHPP, and even supervisors unable to get vehicles to go deal with problems that happen on routes

• Letter carriers having to gas up vehicles multiple times per week

This list of problems is, sadly, not exhaustive. At the end of the day, this system threatens to make everyone's life in the depot worse off. It threatens the ability of the Corporation to maintain its own mandate of ensuring mail gets delivered every day. This will only erode the public service further and drive more people to the more expensive private options as Canada Post fails to do the one thing they are supposed to do. Deliver mail on time. This in turn threatens our own jobs and livelihoods.

We have no interest in tolerating the vehicle sharing scheme. Every depot across Edmonton has petitions going around as the first step to get people aware and on board against vehicle sharing, initiated by Shop Stewards. The petitions are only the first step, though. Vehicle sharing needs to be opposed and fought against by any means necessary if we are to protect our collective sanities in the short-term and our livelihoods in the long-term. All delivery workers must be united on this fact and be prepared to do whatever it takes.



COMMUNICATIONS REPORT: GRIEVANCE WIN

- Kyle Turner, Communications Officer

Back in December of 2023, I received messages from my coworkers about how management was gathering the latest issue of the InsideOut and throwing it in the garbage. When a Shop Steward tried to get the issues back, management refused.

I heard a number of reasons for why this happened. One included that I had made an offensive comic that implied death. This was annoying to me simply on creative grounds because this was only the first part of a slightly longer story. I'd been working on part two and it seemed like words and ideas were being put into my mouth.

Having a character being buried by a parcel delivery robot was just too much of a cliffhanger, I suppose. But, please, I urge you to wait for the conclusion before reading too much into it.

Another reason I heard was that management was cleaning up personal items from our sortation cases. It is a policy to not have personal items, so I don't doubt this is the official reason. But when management decides to

target the newsletter, it seems that means the Corporation will agree to pay us back for that.

Continuing with the past practice of letting us distribute the newsletter



would have cost \$0, but instead they chose to make it cost the Corporation \$250. This money that will be donated to the Social Committee.

The lack of respect for a worker-made publication that is read across the country and has won national awards is just the icing on a very bland and predictable cake. There are deeper reasons for throwing out the newsletter that would never be acknowledged. It's

beyond a comic or throwing out personal items: when workers can't or don't communicate with each other, they will be taken advantage of.

The Preamble to the Constitution of the Industrial Workers of the World really drove this point home: "the working class and the employing class have nothing in common." I promise you this is still true today. This only serves to keep the workers weak and prevent us from knowing our rights or knowing what to do when we feel like we've witnessed something wrong happen in our workplace. There is zero benefit for us when we let this happen. It will not prevent us from being blamed and punished.

I would like to thank worker advocate Rachel Lofranco and our Regional Union Representative Dave Phillips for arguing our case through to the end. I would also like to thank everyone who wrote a statement about what they witnessed that day. This is ultimately what led to our grievance being successful.

The quickest way to stay up-to-date with what is happening in our Local is by visiting our website at www.cupw730.ca. Here, you can find our Local educational schedule, times and dates for committee meetings and general membership meetings, Social Committee events, and so much more.



CONTRACT VOTE DETAILS

The Edmonton Local is holding votes from **April 20th until May 26th**. There will be a contract vote and a strike vote. There will be separate sessions for RSMC and Urban bargaining units.

In order to vote, you **must**:

- be a member in good standing (MIGS) to participate in the contract vote (filled out membership application, paid \$5);
- attend an information session before voting;
- have proof of CUPW membership or Canada Post employment;
- have Government-issued photo ID.

To see the full schedule, please visit www.cupw730.ca or scan the QR code below.



AVOIDING SSD IN SASKATOON'S WEST DEPOT

- Brahm Enslin, President of CUPW Local 824 Saskatoon

How a depot in Saskatoon was saved from SSD by continuous pushback—and how it saved more than just steps

When Separate Sort from Delivery (SSD) was introduced in Saskatoon, it didn't take long to see how much it would change the job.

At our East Depot, the shift was immediate. Routes were longer, the systems were unfamiliar, and the pace of the workday felt different right from the start. But what stood out just as much was what disappeared. The cases were gone, along with the small routines that had always been a part of the morning. Multiple waves were introduced and there was no longer a place to set your things down, sit for a few minutes, or talk with the people around you before beginning your work. Instead, carriers were directed end of aisle carts and moved out the door as quickly as possible.

The change carried over when SSD was implemented at our Main Depot. By then, we had already been raising concerns – about longer routes, about work being shifted in ways that didn't align with the Collective Agreement, LCRMS, or arbitration decisions, and about Commercial Pickups being implemented contrary to those rulings. At the same time, it was becoming clear that something else was being lost.

By the time discussions turned to West Depot, we had a clear understanding of what SSD looked like in practice and what it would mean if it went ahead there.

From early on, it was obvious that West Depot presented challenges that other locations didn't. Parking was already

limited and the building was not designed to accommodate an influx of additional vehicles, especially in a depot that relies heavily on foot routes. Those concerns were raised repeatedly – at meetings, during volume counts, and in consultations. Even so, West Depot remained on the Corporate schedule and there was every expectation that it would move forward.

After months of the Local raising these issues and pushing back at every opportunity, the Corporation stepped away from the plan. They announced that SSD would not be implemented at West Depot, citing the same limitations that had been raised throughout –

“Conversations in the aisle, checking-in with coworkers, even organizing something as simple as a 50/50 draw – those parts of the workplace are still there.”

parking, space, and the layout of the building.

The depot still went through a restructure, which brought its own challenges. It was the first one since 2016 and the result followed a similar pattern. Coverage on routes was reduced, routes became longer, and carriers were left with physically demanding foot walks while still sorting their own mail. The workloads remains significant and health and safety concerns have not disappeared.

At the same time, the absence of SSD has made a noticeable difference in how the depot functions day-to-day. Members still have a common place to gather in the morning. People spend time with each other before heading out

and there is still a sense of connection across the floor that becomes march harder to maintain when everyone is separated and moved through as quickly as possible. Conversations in the aisle, checking-in with coworkers, even organizing something as simple as a 50/50 draw – those parts of the workplace are still there.

It is easy to overlook these things until they are gone, and once they are gone they are not easily brought back.

The building itself made have made SSD difficult to implement at West Depot regardless, but the concerns were raised consistently and clearly at every stage by the Local and its members. There have been enough examples of Corporate plans moving ahead despite obvious problems that it would have been risky to assume this one would be any different without that pressure.

The West Depot did not follow the same path as the others. It still faces challenges that come with restructuring, but it avoided many of the changes that have affected how people work and interact elsewhere. That did not happen by accident, and it reinforces the importance of continuing to organize, document, and pushback wherever necessary.



DECEMBER 20, 2025: RALLY TO STRIKE BACK

- Scott Book

December 20th, 2025, was a frigid day in Edmonton for a postal rally and march. The rally was planned as a multiple city “celebration” of the one-year anniversary of us getting forced back to



Due to the weather and to ensure the safety of those brave enough to attend, the Organizing Committee decided to speed up the proceedings of the afternoon. The speakers took to the platform at Helen Nolan Park to incite the assembled crowd and get our bodies warm and blood flowing from their passionate, inspiring speeches.

work. This goes along with the repeated bypassing of the Charter of Rights and Freedoms by invoking Section 107 of the Canada Labour Code and forcing us to vote on a contract that did not satisfy the mandates put forward by our members.

Rallies in Vancouver and the Metro Toronto area enjoyed downright tropical weather, compared to the polar vortex that encased the prairies. The bitter cold did not help the attendance in Saskatoon and Edmonton, while Calgary enjoyed more success with a bigger crowd.



We gathered with warm refreshments and light snacks, had multiple speakers, and then marched to the office of Liberal MP Eleanor Olzewski, with the hope of sending a message to stop the cuts and for the government to stop meddling in the collective bargaining of Canadian workers.

Quinn, the President of the Non-Academic Staff Association at the U of A (NASA), started with a message of solidarity, ending with a group chanting the rallying cry of “So-so-solidarity.”

First time speakers Matthew and Chris took their turns like seasoned podium professionals, dispelling the misinformation propagated by the Corporation and imploring and inspiring the assembled activists to fight for the future of our beloved public service. Abby, a rank-and-file teacher and a veteran of the recent Alberta Teachers’ Association (ATA) battle with the provincial United Conservative Party government, shared a message to CUPW members to recapture the militant roots of our storied union to solidify our future.

Robert, a Letter Carrier and very active member of multiple committees in our Local, painted a picture of the struggle of the working class, calling for the workers to rise up against the Capitalist system and for workers not to capitulate

to the Corporation and mortgage our future. James Ball, President of CUPW Local 730, enjoyed some airtime on Global, talking about morale and the uncertainty of the tentative agreement, while acknowledging the importance of the wording of the yet-to-be ratified contract.

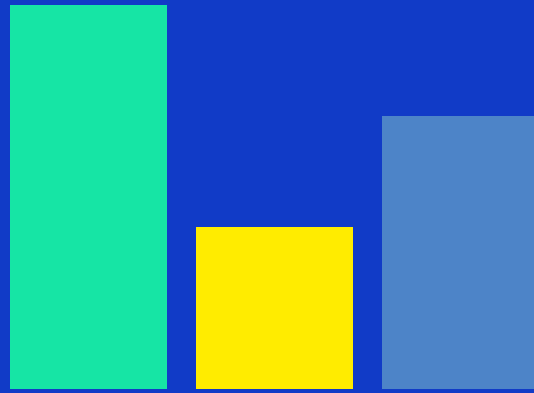
Once the speakers finished, everyone was keen to get moving and march to the office of the Liberal MP in hopes of spreading our word and to feel our fingers and toes once again. The songs of solidarity were heard down 124 St, delighting passersby and inspiring motorists to show their approval with honking horns. When we got to our destination, we sang a couple of songs before setting off to return to Helen Nolan Park.



While we would have liked to have a better attendance for the rally, hosting it five days before Christmas and in -40 Celsius temperatures made for challenging circumstances. This event was a first for many of the organizers and highlighted that you can plan but when you are in a northern city, you have to plan for a best-case scenario and a polar vortex scenario.

This event was a joint effort between our Local’s Organizing Committee and Social Committee. Keep watching for more events from these committees as we have plans in the works – always check the website and read the Local Dispatch!

WHAT IS A BAR CHART?



- Stacey Czarnecki VP3 (Collections & Delivery)

About bar charts, needlessly lost relief positions, and how changes in the tentative agreement will further diminish the number of letter carrier relief positions in our depots.

As VP3, I have been focusing quite a bit on bar charts this year. The Corporation has been getting away with the improper calculations for too long. I intend to bring it to light every month and keep them accountable. I have also been working on last year's bar chart grievances, hoping to get full-time jobs back that were wrongfully removed.

What is a Bar Chart and Why Are They Important?

For each working day in the twelve (12) month period, the bar charts will indicate the relief complement that is required for coverage. This period runs from September 1st to August 31st. The day logs are used to record the number of Letter Carrier (LC) routeholders that are absent and why, the VL (Vacation Leave) and OA (Other Absences) relief and what positions they are covering, as well as how many temporary employees are working and if they are

on long-term assignments (Article 17.06).

The bar charts are used to determine the number of relief carriers needed in the depot for the coming year. A minimum criteria is used of one (1) in twelve (12) for VLs and one (1) in eighteen (18) for OAs, but requirements greater than this are based on bar charts. Should a facility require additional relief carrier assignments, the bar charts will have to show that these additional positions would have been needed for more than sixty-five percent (65%) of the preceding twelve (12) month period.

Review & Disagreements

Every month, we have a union representative from each depot review the day logs and make sure all LC are coded and counted correctly. In October, we do the bar chart review with PC&R. They send us the trend report, which calculates the percentage of how many reliefs were used over the twelve (12) month period and this report determines the number of relief that will be added or removed for the coming year.

This is when we fight to keep full-time relief positions in the depots. There is always a disagreement when it comes to the total relief used. The Corporation doesn't follow correct procedure when calculating all of the absences. Relief carriers who are covering long-term

assignments, by definition of the Collective Agreement, own that route/assignment. They can't be bumped or removed until the original assignment holder returns.

We argue that if the relief carrier takes any time off after being on an assignment for 5-days, then this absence needs to be a part of the calculation of total absences. The Corporation disagrees that these absences need to be counted.

Things do get messy when trying to figure out who is backfilling a 17.06 assignment. If an OA is now on a long-term assignment, the OA position needs to be backfilled. According to the CA, this relief position should go up for bid, first to full-time LCs then part-time LCs before offering the position to a temporary employee. (Confused yet?)

Arbitration Decisions

Proper bar chart calculations isn't a new disagreement. Counting relief absences when covering long-term assignments is clearly identified in the bar chart manual (T45512). Grievances were filed by CUPW and heard by Arbitrator Swan in 1995. Swan agreed that these absences needed to be calculated for proper bar chart trend reports. In 2020, Arbitrator Von Veh upheld the Swan decision.

In the past, Locally we would make one grievance about missing absences for the whole year after the consultation. In


that consultation, PC&R doesn't want to discuss any outstanding issues, they seem to just want to cut jobs. As of now, we have started filing grievances about missing absences for every depot for every month. Not only am I grieving relief carriers not being counted, but also uncovered routes and when management codes people as AWOL, as well as Group 2 covering Group 1 work.

It's a lot. Of course, these grievances are being denied at the first level hearings. But we have just received notice that our bar chart grievances have been recommended to go to arbitration. One of the files I just finished providing documentation for was a 2024-2025 grievance for the Rosedale Depot. PC&R wanted to cut 5 full-time OA positions but because of the SSD restructure, they said they would only cut three (3).

There was a "glitch" in the bar chart system last Summer and it stopped counting properly. This resulted in improper calculations for total absences. Taking a second look at Rosedale, there were a lot of missed absences and they should have only lost one (1) OA position.

Going Forward & Proposed Changes

Going forward, the Corporation and specifically PC&R want to remove bar charts and the precedent-setting case law that exists for them. They want to remove VL and OA titles for relief, having just one pool of relief carriers. They want quarterly reviews to adjust the relief complement, instead of doing it yearly.

I don't trust the proposed equation. They can't even do bar charts correctly. The employer does not want this change to add full-time relief positions to our depots. Meeting quarterly will only give the employer more power to remove full-time relief positions. The new Part-Time Flex positions will also greatly impact the need for these full-time relief jobs. 

FROM THE GRIEVANCE OFFICE

- Vanessa Danbrook, Grievance Officer

RSMC PCI Arbitration

Following a route restructure during the COVID pandemic, RSMC routes experienced significant drops in PCI counts. This impacted approximately 8 routes.

The Corporation maintained that the drop was simply part of the restructure and argued that there were no additional doors added – suggesting the increased workload was due to small packets fitting in CMBs.

What the numbers didn't reflect was the reality on the workfloor: parcel volumes had exploded during the pandemic and many of those parcels required delivery to the door, significantly increasing the workload for those routes.

I recently advised and scribed for Union Representative Eric Tupin-Sellinger during the arbitration process. After two days of arbitration and before the continuation dates, the Corporation approached us to negotiate a settlement.

This was a significant win for the members involved. The outcome included: \$30,000 settlement; three members receiving full compensation for lost amounts across two years; and five members receiving smaller portions.


Policy Grievance Update

Last year, we asked RSMC members to get in touch with the Local after hearing that the Corporation intended to clawback flyer payments. This was in response to our strike actions. Our National office has agreed that these

clawbacks of flyer pay prior to annual inspections constitutes double jeopardy and the policy grievance will now move forward, which is positive news for affected RSMCs.

Grievance Forms

Arbitrators are becoming increasingly strict about incomplete documentation. Because of this, when filing a grievance, please ensure that grievance forms are completed fully. This includes:

- Dates;
- Witnesses;
- Signatures;
- Properly completed sections of the form. 



RECENT ARBITRATION DECISIONS: MULTIPLE DAYS OF MAIL AND UNCOVERED LETTER CARRIER ROUTES



- Kyle Turner, Communications Officer

Management has grown comfortable with burdening carriers with several days' mail; two arbitration decisions say that doesn't carry weight

There are two recent arbitration decisions that cover multiple days of mail and uncovered routes, both for letter carriers. These are regular arbitration decisions, meaning they are not binding for the Corporation across the entire country.

Despite this, it is clear that arbitrators will look to these past decisions in order to make their ruling. There might not be an immediate impact, but it is important to file grievances if you find yourself having to deal with multiple days of mail or if routes have not been covered.

Marcotte Decision

In this case, the grievance alleged that the Corporation violated at least articles 2 (Management Rights), 13 (Staffing), 14 (Hours of Work), 15 (Overtime), and 17 (Uncovered Letter Carrier Walks) by failing to pay overtime for all hours worked after a letter carrier returned from being on leave. The routes were put up as OT on the last day of the carriers' leave, but they were not offered as OT on the day the carriers returned to work.

According to CUPW, 235 portions of work were not covered. The Corporation did not dispute this, but still argued there was no violation of the Collective Agreement. CUPW's position is that Article 17.04 contains mandatory language about routes being covered and referred to prior decisions made by Arbitrator Goldenberg and Arbitrator Ready.

The Corporation claimed it attempted to staff the routes but that not enough workers responded to requests to voluntarily come to work to cover the portions, and other workers, such as those working in the processing plant, were not able to perform the work. CUPW responded by saying there was no evidence that the Corporation offered the portions to plant workers – something that would be covered under the "any other means" section of Article 17.04(a)(v).

Arbitrator Marcotte agreed with CUPW that this dispute was substantially identical to the disputes brought before Goldenberg and Ready. Because of this, Marcotte upheld CUPW's grievance and agreed that 17.04 contains mandatory language and that the Corporation breached Article 17.04 when it left those 235 portions uncovered.

Nyman Decision

In an interesting twist, this decision deals with uncovered routes during our

2025 overtime ban (May 23rd to September 15th, 2025). In this case, the grievances were about one day's undelivered mail being sent out to be delivered with the following day's mail. CUPW pointed to the decisions from Goldenberg and Ready, but also acknowledged that certain subsections

“If you are a router and there is multiple days' worth of mail to sort, or if you are a letter carrier who is being presented with multiple days of mail, file a grievance for management violating Article 17.04.”

of Article 17.04 weren't available because of the overtime ban.

However, CUPW still argued that it was the responsibility of the Corporation to staff properly and that "any other means" were still available, which means the work could have been offered to supervisors, Group 1 workers, and RSMCs. Sending this work out the next day, CUPW argued, was allowing the Corporation to unjustly enrich itself and that the affected letter

carriers should be compensated for doing this extra work.

In response, the Corporation claimed that "the Union is the master of its own misfortune," as CUPW cannot expect to seek compensation after successfully causing a disruption. The Corporation also argued that it would be on CUPW to demonstrate that there were workers who were qualified and willing to deliver the mail.

Nyman agreed with CUPW, stating that there are no exceptions due to lack of volunteers and that Article 17.04 lays out what should happen in those cases; and, Nyman continued, workers are to be compensated when performing work for an employer. So if 17.04 was violated, which Nyman agreed that it was, then the workers are to be made whole.

Nyman presented the Corporation with three ways to compensate the grievous and gave the Corporation 28-days to advise CUPW of the method it would use for each grievance:

- Using the [Letter Carrier Route Measurement System] to calculate the amount of time required to perform the additional work and then paying that amount at the employee's applicable straight time regular rate;
- Paying the employee at their applicable straight time regular rate for the actual amount of time required to complete the uncovered route or section; or
- Restoring the employee's leave credit(s) where applicable.

What This Means For Us

In Edmonton, we are seeing the Corporation violate 17.04 more frequently. It becomes more apparent as depots are converted to Separate Sortation from Delivery (SSD) and

routes become longer and unmanageable.

But there are more ways the Corporation has been finding that allow this to happen. In the annual bar chart review, the Corporation has been cutting more and more relief carriers across the Local. Combine this with a force majeure, where it's unsafe to work, and we find ourselves taking out more mail the next day into the continued smoky or extreme cold conditions.

This depends, of course, on the routers actually having the time to sort the routes, now that they too are overburdened with multiple days of mail and the expectation that they sort upwards of 14 routes daily.


In addition to all of this, the Corporation has started to implement a system where routes no longer have assigned vehicles. The number of vehicles will also be fewer than the number of workers, so if you're not fast enough, you have to wait. I can only foresee this encouraging people to show up early, work for free, and rush. It has already become increasingly difficult to finish routes, and with these new plans, it seems like that is now built into the process.

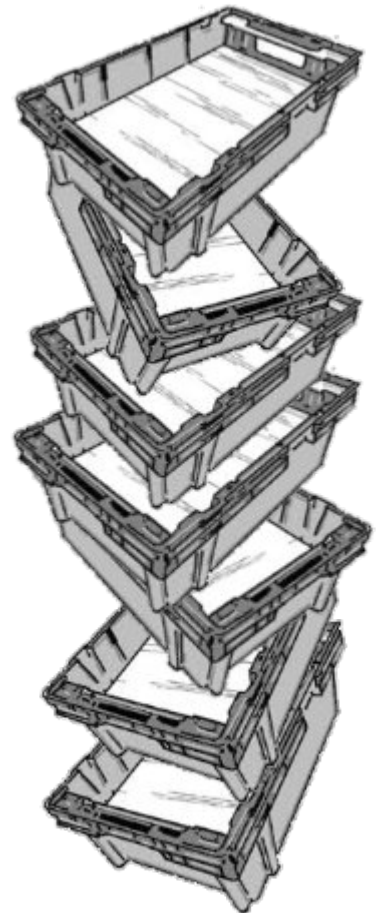
It's stressful and management's approach seems to be to say that we just aren't working up to their standards. What are those standards? They won't be so forthcoming with that information if you're a router, but a recent situation at Mayfield shows that they will have no problems putting a so-called Non-Disciplinary Letter of Expectation on your personnel file if you haven't met whatever that expectation might be.

A lot of this stress and the backlog of mail could be alleviated by management following the Collective Agreement. Instead, they will continue to blame the workers and say we are to deal with the

"mail as presented" – language which does not appear in our Collective Agreement, despite what they might try to tell you.

We are about to vote on a new agreement, so things might change. Even if that is successful, we still have some time to go. If you are a router and there is multiple days' worth of mail to sort or if you are a letter carrier who is being presented with multiple days of mail, file a grievance for management violating Article 17.04. Management will deny it, but it seems, at least in this case, the arbitration process ends up being on our side.

If you have further questions or need help filing a grievance or working on a plan to engage in direct action on the workfloor, please talk to a Shop Steward or contact the Local office. 



WORKER SOLIDARITY



LABOUR VICTORY AND STRUGGLE, AT HOME AND ABROAD

UFCW Local 7 - 3,800 workers at Swift Beef Co. in Greeley, Colorado, are engaging in the first strike at a meatpacking plant in the United States in 40-years. According to UFCW, JBS, the owner of Swift Beef Co, was offering a 2% raise (less than inflation), garnishing workers' wages for personal protective equipment, and retaliating against workers for engaging in union activity. Initially planned as a two week strike, as of this writing the workers are now entering their third week of striking.

UFCW Local 401 - In February 2026, workers at Sofina Foods represented by UFCW Local 401 voted 99% against the employer's offer, with 90% of eligible voters participating. This contract was rejected due to insufficient wage increases, rollbacks, and disregard for union representation in the plant.

UAW Local 600 - After a visit to the Ford Motor Co. Dearborn Truck Plant, US President Donald Trump was certain that a worker would be fired after he called President Trump a "pedophile protector." Trump responded by sticking up his middle finger and swearing at the worker, as well as mouthing the catch phrase from his days on the Apprentice: "you're fired." Thanks to the representation provided by the UAW, not only was the worker not fired but he also has no discipline on his record as a result of this interaction.



Friend of the working class!

WNBA - The Women's National Basketball Players Association has reached an agreement that will, for the first time in the history of the league, tie players' salaries to the WNBA's revenue growth. In 2025, the league minimum a player could earn was around \$66,000. It is suspected that the league minimum in 2026 will be \$300,000. The WNBA has experienced a surge in popularity in recent years, seeing increased revenue from media deals, jersey sales, trading cards, and video games.



RSMC VACATION BOARD ISSUES

- Crissy Phillips, VP4

We have recently been informed by PC&R that the holiday board from 2025 and 2026 are being paid out differently. December 28th, 2025 - January 3rd, 2026 will have December 29th, 30th, and 31st paid out. However, January 2nd, 2026, will be a personal day as the Corporation feels it is a part of the 2026 vacation allotment.

If your vacation was paid differently, please ensure you reach out to the Local office and file a grievance. When filing a grievance, please include your pay stub, a picture of the holiday board, and any e-vouchers that have been entered into the system.

If you have any further questions, please contact VP4 at RSMC730@gmail.com

TEMPORARY WORKERS AND THEIR RIGHTS

The Local ran the Temporary Workers and Their Rights course recently. So many people applied for it that a second session was added.

The Temp Rights Committee is currently looking into turning this into a 1-day course in order to reach as many workers as possible. If you have any questions, concerns, or comments, you can get in touch with the Temp Rights Committee at tempwrightscupw730@gmail.com.

If you're interested in taking this course or applying for any other courses offered by the Local, please check the Education section of our website at www.cupw730.ca or the union board at your workplace.



LWOP OR AWOL?



KNOW THE DIFFERENCE!

- Evelyn Ray

When you are unable to report to work, the way management codes your absence is important. Since September 2025, it seems the Corporation has been coding workers as AWOL (Absent Without Leave) when they have called in sick but had no leave time left.

This happened to me. In January, I found out that they can't do this. I asked management to change the coding to LWOP (Leave Without Pay). In doing this, it triggered that I now owed \$347 for my pension. This is because when you are coded AWOL, both you and the Corporation do not have to pay into your pension.

Please check your pay stubs and make sure you have been coded as LWOP and not AWOL. AWOL is coded when you don't call in at all to let management know you will not be at work. Not only will AWOL affect your pension if left unattended, it might also be used as a reason to release you from employment.

Please contact the grievance office if you have any questions or need further assistance.

INTRODUCTION: WHY WE PICKET PUROLATOR

- Kyle Turner

When we started talking about picketing Purolator, the postal workers I spoke with were largely supportive. We did a good job at spreading the word that our employer also owned 91% of Purolator and that our CEO and other higher ups in the Corporation were somehow also sitting on the Board of Directors at Purolator.

Why this is allowed, I don't know, but I can hazard a guess: it's because the government is firmly on the side of capital and the interests of workers are at the bottom of the list, if they're on the list at all.

Of course, over the last two years it became clearer than ever that Purolator was going to be used to try to break our strike and break our union. We could see the major discounts that were being offered for using Purolator and we were hearing rumours that businesses were being actively discouraged from using Canada Post.

This plan also seemed to be reflected in the financial reports. Canada Post was losing money. Purolator was up – often by strangely close amounts of money. Now I'm not a forensic accountant, but come on.

On October 8th, CTV published an article ("Postal Workers union takes aim at Purolator, which is owned by Canada Post"). It almost seemed like it was getting our side of the story out there.

But something was rubbing me the wrong way. They spoke to Gilles LeVasseur, a professor of management and law at the University of Ottawa. LeVasseur didn't seem to think business was being redirected from Canada Post to Purolator – "[t]hat needs to be demonstrated" – but that they could do what they needed in order to run their business.

I understand journalists have tight timelines, but this article is missing the voice of the workers involved. It's hard to do, as we're subject to codes of conduct, but it's not impossible. In the following article from Scott Book, we do just that. What we find is that the workers at Purolator see what Canada Post is doing and they have their own fears about how the Corporation is going to treat them.

The workers know our struggles are connected. Does LeVasseur or CTV? That needs to be demonstrated. 



EXPERIENCES AND REFLECTIONS ON PICKETING PUROLATOR

- Scott Book

I had the opportunity to attend the informational picketing of Purolator both mornings that the local targeted Purolator depots.

On the morning of September 29, 2025, we targeted the northwest depot on 178 St and 114 Ave. After meeting at the union hall to brief protocol and gather our informational materials, we departed to the Purolator depot. The mood was that of excitement and optimism to picket with a purpose, something that had been missing from the regular picketing at the plant or one of the other sites. Our plan was to hold up each vehicle for 4 minutes before they head out en-route for their daily duties. While

"The drivers were keen on seeing CUPW getting a ratifiable agreement as the health and direction of Canada Post could impact Purolator and the Teamsters in their upcoming contract negotiations.."

being held up, one designated member of our team would engage the driver with the reasoning for our picket and then give them some of the information for later reading.

As we arrived at the depot, it struck me how large this depot was and we wondered how many workers were inside. We were soon to find out that trucks were packed in like clowns in a clown car. We split into two groups: one of the groups was to cover the staff and customer parking lot and the other was



to cover the exit where the drivers would exit to start their workday. I was in the latter group.

Once the trucks started to emerge from the building they began to queue up and the first driver in line was approached by a designated representative of our local. The driver was pleasant and was seemingly aware of what was happening. My feeling was that the Purolator depots were anticipating an action like this from the previous actions from our CUPW comrades nationwide.

After some time, we were met by an EPS patrol car and brother James Ball was able to make sure that the situation didn't escalate. The group was reminded that we had to remain in motion so we paced back and forth the distance of the driveway, staying on public property to appease private property laws while making sure that the trucks couldn't advance.

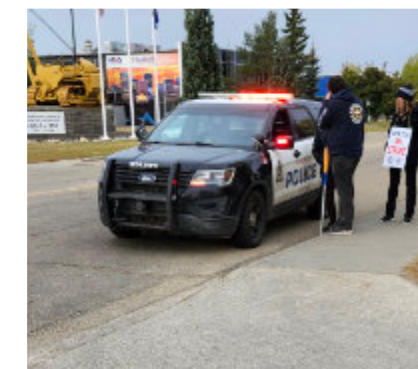
Besides a disgruntled driver or two and a few inquisitive supervisors, the EPS officer was the most opposition that we faced at this location. After an hour or so we noticed that the amount of work trucks that we queued up was not getting smaller and the realization set in that this would be a fruitful morning; a definite wrench was being placed in the cogs of our corporate cousin and the mechanism that has allowed Canada Post to circumvent federal anti-scab legislation and hamper CUPW's negotiations.

We started to notice that there were some rental/private vehicles in the line and they were questioned about their job status. It came to be known that Purolator uses many subcontractors and these workers were only paid by the piece with the majority working out of the city; many had drives of an hour or two ahead of them. Recognizing the extra burden that was inflicted on these precarious workers, it was decided that we let them go after a quick stop and information sharing. Our group noticed the comparability of the subcontractors and our RSMCs, and this helped to sway our decision.



The number of vehicles that were held up off the top of my head was 85 step vans, 30 vans-subcontractors and 10 tractor trailers; all were left with informational leaflets. After the cavernous building had been exhausted of its delivery trucks, the group held the line for another 15 minutes to see if there were any stragglers. Finding none, we concluded our picket for the day.

I had the honour of being one of the designated speakers to engage with the drivers. I found most of the drivers

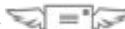


sympathize with our plight and send their thoughts of solidarity. Through conversations with the Purolator drivers I was able to get a general mood and some insight from them. As stated before, the consensus was that of solidarity and of understanding for our situation.

The drivers were keen on seeing CUPW getting a ratifiable agreement as the health and direction of Canada Post could impact Purolator and the Teamsters in their upcoming contract negotiations. Many drivers were worried about the possibility of Purolator being sold from Canada Post's

creative accounting and reporting; this is speculation, but also an indicator of how pervasive the media releases of the parent company have corrupted the national view of the situation we find ourselves in.

One driver told me that Purolator uses Telematics not as a possible punitive measure but to track the driver's day. If the company was trying to stop the overburdening of its drivers that would be wonderful, but their motives are not so altruistic. If a route is found to be overassessed, some work is reassigned: not to another employee but to a subcontractor. I'm not familiar with the collective agreement between the parties but I would assume the rate of pay and benefits along with other tangibles would be lacking. The fight for parity for our RSMCs has been an anomaly in the labour movement; other subcontractor fights have not had our successes and that struggle continues. A few drivers expressed the fact that our struggles are intertwined and our unions should act in solidarity with one another. I find this prospect very appealing and I would welcome the prospect of even an informal alliance in the future.

I have found from the opportunities I have had to attend rallies or to have an active picket, like the Purolator depots, that the members are significantly more engaged and a general sense of purpose is felt by all. This is not to belittle the other picketing sites as they are important to have us seen, but without stopping scabs, trucks or management from entering these sites that the stakes are lessened. 

My workplace is a foreign country.

The language is different—
LDCs, mono, S090s, CMBs—
words you learn to survive,
not to belong.

Hair tied back,
no jewelry,
CSA-approved vest—
visible,
but not always protected.

Parcels coming down the belts,
routes already sorted,
systems already set.

Thousands of letters
sorted by machines
in minutes.

But in the winter—
freezing fingers
sort the rest
by hand,
trying to make them fit
into CMBs.

“Just show up.
Do the work.
Don’t ask questions.
Don’t say no.”

Expected to move
at the speed of machines—
yet we are human.

The roof leaks.
Packages leak.
Some days it feels like
everything is leaking.

Too cold. Too hot.
Still—we deliver.

Step vans heat up in summer.

Ice under our feet,
fear at our backs—
angry dogs,
or even wild turkeys
chasing you down the street.

And somewhere in all of this,
community fades.

No more doors.
No more faces.
No more conversations.

Just boxes.
Just compartments.
Just CMBs.

My workplace is a foreign country—
and I am still here,
working,
enduring,
delivering—

trying
to find a place
to breathe.



Poetry Corner

By Rozina Khan

Just Like a Tree - CUPW

Just like a tree
CUPW has roots.

They run through plants, depots and routes –
laid by workers who fought.
So we wouldn’t have to start from nothing.

Those roots are underground.
Scarred by broken promises,
hard rounds of bargaining,
and long seasons of disappointment.

Some of us are tired.
That tiredness is real

Above the ground,
branches still reach –
new activists, ongoing campaigns,
protections we stand on,
and knowledge past forward.

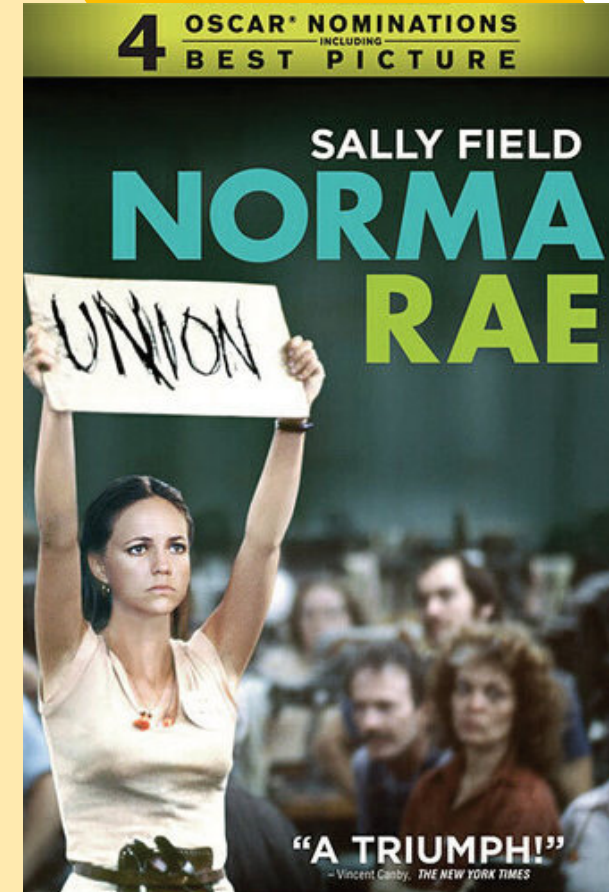
You don’t have to feel inspired everyday.
Even trees lose leaves after hard seasons.

But the roots don’t quit on the trees.

And even when you’re burned out,
even when belief feels thin,
CUPW is still holding the ground beneath you.



SOCIAL COMMITTEE EVENTS



MOVIE SHOWING: NORMA RAE

- Date: Sunday, May 31st, 2026
- Time: 3:30 pm
- Location: Garneau Theatre (8712 109 St)
- Cost: Free (seating limited to 500)

The Social Committee is pleased to announce it will be presenting the Academy Award-winning movie Norma Rae, starring Sally Field and directed by Martin Ritt.

The film follows Norma Rae Webster, a factory worker with little formal education in North Carolina who, after she and her co-workers' health are compromised due to poor working conditions, becomes involved in trade union activities at the textile factory where she works

WANT TO PLAY SLO-PITCH?

The Social Committee is looking to see who is interested in playing slo-pitch, as part of a league or even just a few games.

You can fill out the survey by scanning the QR code.



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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