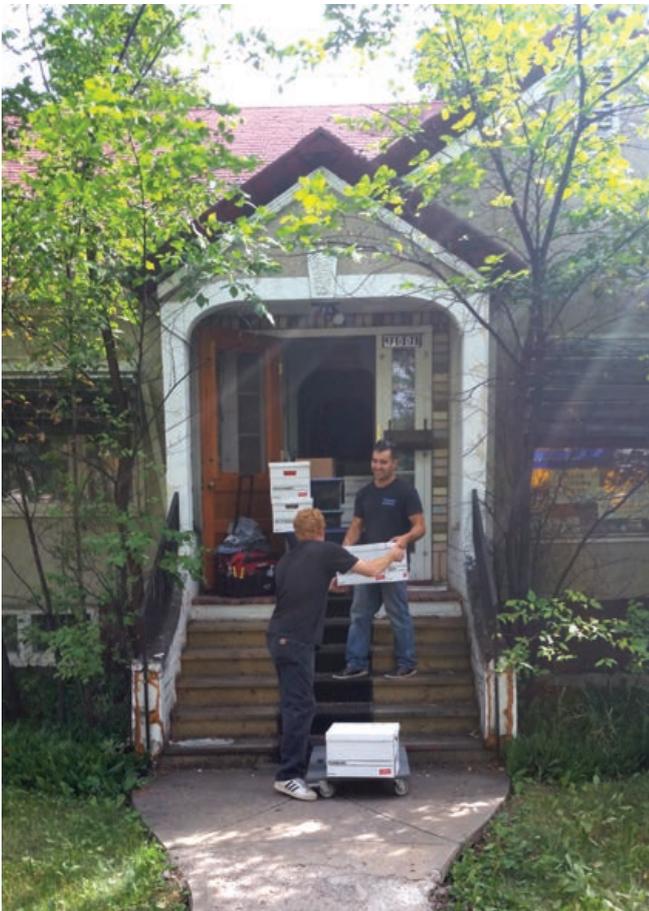


InsideOut

Canadian Union of Postal Workers
Edmonton Local

February 2016



CUPW Union House, moving day (Photo by Larry Dionne)



CUPW, New Union Office (Photo by Larry Dionne)



Canada Post Vehicles at Depot 2 (Photo by Lisa Swaren)

CUPW Edmonton

Telephone **780-423-9000**
 Toll Free **1-877-423-CUPW (2879)**
 Fax us at **780-423-2883**

Visit us at: **18121 – 107 Avenue**
Edmonton, Alberta
T5S 1K4

Website: www.cupwedm.net



Previous Location



Present Location of CUPW Edmonton Local #730

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

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

CUPW Edmonton Local 730 - Executive Committee

Full-Time Officers / Staff

PRESIDENT	Larry Dionne	union@cupwedm.net	<i>extension 1</i>
SECRETARY TREASURER	Todd Brooks	todd@cupwedm.net	<i>extension 2</i>
GRIEVANCE OFFICER	Jerry Woods	jerry@cupwedm.net	<i>extension 3</i>
HEALTH & SAFETY OFFICER	Lorraine MacKenzie	lorraine@cupwedm.net	<i>extension 4</i>

Part-Time Administrative Assistant	Trish Schlag	info@cupwedm.net	<i>extension 6</i>
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Chief Stewards

CHIEF STEWARD LETTER CARRIERS	Steve Cowtan	stevencowtan@shaw.ca
CHIEF STEWARD MSC	(position vacant)	
CHIEF STEWARD SHIFT 1	Amir Sheikh	(email not available)
CHIEF STEWARD SHIFT 2	Gohar Zaidi	gzaidi27@gmail.com
CHIEF STEWARD SHIFT 3	Parminder Pannu	parminderpannu67@yahoo.ca
CHIEF STEWARD RSMC	Harry Clark	harry_JL@Yahoo.com
CHIEF STEWARD WICKETS & AFFILIATES	Michelle Ream	ream940@gmail.com
CHIEF STEWARD MAINTENANCE	Norm Burns	norburns@telus.net

Table Officers

VICE PRESIDENT	(position vacant)	
EDUCATION OFFICER	Chris Hepburn	zaagaate@yahoo.ca
RECORDING SECRETARY	(position vacant)	
SERGEANT-AT-ARMS / EDITOR	Lisa Swaren	editor@cupwedm.net
ORGANIZING OFFICER	Ajay Sharma	ajju.right@yahoo.com
ROUTE VERIFICATION OFFICER	Kathleen Mpulubusi	kmpulu@gmail.com

InsideOut

February 2016 Edition

Canadian Union of Postal Workers
Edmonton Local 730



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InsideOut is published by the Local Chapter of the Canadian Union of Postal Workers. Opinions expressed are those of the writer and not necessarily the official views of the Local.

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

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

March Edition Deadline:

Sunday, February 14, 2015 at twelve, midnight

The Editor, InsideOut

18121 - 107 Avenue
Edmonton, Alberta
T5S 1K4
email: editor@cupwedm.net

**HAVE YOU MOVED?
ARE YOU PLANNING TO MOVE?
Don't forget to contact the union office
with your new address and phone number!**

InsideOut Committee
*Vimal Sharma, Carmen Loiselle,
Michelle Ream, (1 vacancy)*



From the Editor

Welcome to InsideOut, 2016. Nice to see you with a newsletter in hand! Since you've been wondering what happened in December and January, here are the pertinent details: In December, production was interrupted by an injury I sustained and time constraints arising from (among other related matters) an intense physical rehabilitation program I was suddenly placed in. I am presently working with the InsideOut Committee to put a contingency plan in place in order to protect against any future interruption of this publication. In January there was no InsideOut because there was no GMM (General Membership Meeting). The Newsletter is published in tandem with the upcoming monthly meetings. Our Local's by-laws require ten membership meetings to be held in a calendar year.

Inside this edition, you'll find important information concerning our present contract negotiations; concerns over our new federal government; a lifetime member running for City Councillor in the upcoming city by-election (our own Brian Henderson); coverage of a special award ceremony honouring local horticultural maven, Kathleen Mpulubusi (a key member of our local); and a few important

retirements noted (Al Irvine of Camrose, and a longtime member of the CUPW Women's Committee, Mary Lussier, and Josie Vandebek of EMPP). We also have pictures from several social events such as the CUPW Edmonton Open House (which was excellently prepared by Karry Biri and Kathi Gouldie of the Social Committee); some helpful charts of the upcoming depot restructures (on page eleven), tips on the grievance process (graphics by Steve Cowtan), and most importantly, upcoming meeting announcements.

Of all the things our Union accomplishes, the heart of it all is found in our general membership meetings. It is where we can each propose changes, vote on them, and be voted into positions. There are certain opportunities that are only open to those that attend 50% of the meetings. That is only five meetings in a year! If you can start attending these meetings, you can have a strong voice in the direction of our Union, locally, regionally and even nationally. You can also be elected onto the Executive.

My term as Editor is up for election in April this year. With the struggles I have pulled through so far, I'm feeling exhausted. Every month I have wanted to throw in the towel, but I've decided over and over again to try to fight through the hurdles to make positive change. When I wrap up as Editor, I want my successor to have a much easier time. That requires some extra work and preparation on my part – work that is underway. Please consider running for this position in April, and encourage your brothers and sisters to do the same.

Lisa Swaren, Sergeant-At-Arms / Editor
CUPW Edmonton Local
Shop Steward, Shift 3, EMPP

Letter from a Member...

Hello Lisa;

My name is Allan Irvine and I was very impressed with the October issue of the Inside-Out Newsletter – especially with the retirees article. These officers were the ones that I always dealt with and I will save my copy as a keepsake from these times.

I wish to add my picture and story as I was a big part of the Union in Camrose, Alberta. I was hired in Camrose in February 1980 as a Letter Carrier, same as my Father. We worked together for many years. Shortly after being hired our Local Union Representative retired. Being the low man on the seniority list I soon found myself as President, Local 206 LCUC, Camrose [*Letter Carriers Union of Canada, formed in 1966, joined CUPW in 1989 – editor's note*]. I continued in this position until the



merger where I became Chief Steward, Letter Carriers in Camrose. I served the Union for over 35 years until my retirement in April 2015. At the end of April 2015 I finally hung up my mailbag after thirty-five and a half years delivering the mail, the second generation in my family, 60 years between me and my Father - all in Camrose.

I have included some pictures from my last year. You can pick whichever works for your cause. No need to return the photos as they are a dime a dozen these days. Please send a copy of the issue of InsideOut if you use or include me as I will also save this issue for posterity.

Keep up the good work Lisa. The Struggle Continues, In Solidarity.

Many Thanks,
Al Irvine, Retiree,
Camrose, Alberta

Dear Al,

Thanks for writing in! It's always great to get pictures, feedback, contributions and input from our fellow members. I'm glad you enjoyed the retiree pictures. Now you've provided another one, your own.

In August of 2015, the Edmonton Local met with the Committee of the Whole Camrose City Council to oppose the deletion of door-to-door delivery in Camrose, Wetaskiwin and Grande Prairie. I'm happy to report, that so far, you'll have door-to-door delivery to your home in your retirement! Thankfully the CMBs are now on hold.

Congratulations on your 35 years of hard work. Thank you for your many contributions to the members through your efforts in the Union. Finally, all the best to you in your retirement.

In Solidarity, Lisa

CUPW – Canada Post Negotiations 2016



As everyone knows, our Urban Operation and Rural Suburban Mail Carrier (RSMC) collective agreement has expired. It has created anxiety and questions among the membership.

Bargaining Negotiation Demands

In September 2015, CUPW began having meetings across the country for our demands. Urban Operations have finalized 74 demands out of hundreds from each local. The RSMCs have demanded to have similar working conditions to the Urban Operations. On top of that, they have eleven other demands of special importance to RSMCs specifically.

Ratification Vote

In October and November 2015, CUPW conducted hundreds of meetings across the country with RSMC and Urban Operations members to ratify the negotiation demand package. By November 6th, 94% of Urban Operation members and 82% of RSMCs ratified their negotiation demands. RSMC members also voted on proposed changes to the

calculation of their seniority. The results of this vote are as follows 91% in favour.

Notice to Bargain

Either party, being the union or employer, within a period of four months immediately preceding the date of expiration of the term of the collective agreement, should give a notice to bargain. On November 20th 2015, CUPW gave a notice to bargain of RSMC and Urban Operations to Canada Post.

Canada Post Presentations

As usual, Canada Post began their scare tactics. First, they informed the RSMCs that they would cut their wages and benefits (Negotiations bulletin No.4) Which affected over 1000 “red circled” RSMC’s. Then, on December 4th, 2015, they created a presentation about future parcel predictions and on December 8th, they talked about admail. On December 15th, Canada Post presented their financial pictures.

And on January 27th, 2016, Canada Post presented their vision of Urban Operations collective agreement negotiations. This is a serious attack on our workers’ rights. The employer wants concessions our benefit plans such as:

- Vacation entitlements and pre-retirement leave
- Benefits for active employees and retirees
- Pay scales

They also want concessions on flexible routing (predictable workday), Appendix T – The Service Expansion, Appendix P – Full time ration in group 1 employees, grievance and

arbitrations, temporary employee call-in rules, lunch and wash up times and many other areas. This shows that the employer is not ready to negotiate in good faith.

CUPW Presentations

Other than our list of demands, CUPW has made a request of CPC (Negotiations bulletin No.5 “Time for CPC to come clean about finances and mail volumes”) to which point our union has not gotten any response.

Collective Bargaining

We (Canada Post) are governed under the Canada Labour Code. If everything is working smoothly and Canada Post listens to us, we will have a new collective agreement very soon. However, if the negotiations go sour, the Federal Mediation and Conciliation Service (FMCS) will intervene. This service also plays an important role in another method of conflict resolution: arbitration.

After giving the notice to bargain, there is no time limit on how long the bargaining can go. However, if either party realizes there is an impasse, they can approach the Minister of Labour and inform them of said impasse. The Minister of Labour will appoint a conciliation officer within 15 days to assist the parties in resolving their differences.

Now, the conciliation officer has a 60-day mandate to try and resolve the dispute. If things are positive and both parties agree, the conciliation period can be extended beyond 60 days. If not, the period will be terminated. As we all know, it will be a very stressful time. The law gives both parties 21 days of a cool-off period.

If things still do not work out, then the Minister of Labour can appoint a mediator to continue to assist the parties in reaching an agreement. During this period, both parties, the union and the employer, are entitled to the legal right of a strike or lockout. **However, it cannot take place until the 21 days have expired.** Meanwhile, the union must have a strike vote from our membership (this gives our leadership the power to go on strike if it thinks the employer is not serious about negotiating in good faith). If they choose to call a strike, they must give a 72-hour notice to the employer.

Strike notice is an advanced written notice given by the union to the employer indicating the date and time in which the strike will begin.

A lockout notice is an advanced written notice that must be given to the union by the employer indicating the date and time in which a lockout will begin.

Our struggle has started. My advice to all of our members is to stay informed, participate in events organized by our union, start saving your money, and to keep filling up your prescriptions on a timely manner.

The Struggle Continues,
Raj Sharma





Stay Informed on Negotiations

To keep up with the latest bulletins on contract negotiations, go to <http://www.cupw.ca/>

A complete copy of Canada Posts Opening Comments & Proposals for 2015 RSMC Negotiations & Urban Negotiations January 27, 2016 is available at

<http://cupw-urban.infopost.ca/cupw-urban/>

Canada Post Corporation

OPENING REMARKS AND PROPOSALS (URBAN NEGOTIATIONS)

January 27th, 2016

http://cupw-urban.infopost.ca/app/uploads/2016/01/Opening_Document_URBAN-e.pdf

Conclusion

Note: While we possess a sincere desire to reach a tentative agreement expeditiously, we must also ensure that the Corporation's interests are protected. The Corporation will not sit idly by if its business declines or is threatened or negatively impacted by pressure tactics or work disruptions; we therefore reserve the right to pursue different solutions to the issues that are brought forward. Also, while we will tentatively agree to solutions on individual issues, these won't crystallize until a tentative agreement on an overall settlement is reached.

CANADA POST OPENING COMMENTS & PROPOSALS 2015 RSMC NEGOTIATIONS

January 27, 2016

http://cupw-urban.infopost.ca/app/uploads/2016/01/Opening_Document_RSMC-e.pdf

Conclusion

The Corporation looks forward to working with CUPW to improve the collective agreement for RSMCs. We want solutions that benefit employees and the Corporation. However, in the event that our business is threatened or negatively impacted by pressure tactics or work disruptions, or the business environment changes during collective bargaining we reserve our right to pursue different solutions to the issues that are brought forward. Finally, while we will tentatively agree to solutions on individual issues, these won't crystallize until a tentative agreement on an overall settlement is reached.

December 16th, 2015 - Depot 2 Celebrates Christmas with Early Morning Christmas Potluck

*** Thank you for inviting InsideOut to cover your event!**



(Photos: Lisa Swaren)



Route Measurement ...by the Numbers

As the route verification officer I have noticed a trend emerging over the last while; it appears in the areas where Canada Post Corporation is profitable; these are the areas where they want to decrease/fudge/deny information on the route values for our work. A case in point is the restructure recently completed at Depot 11. Initially there was a gain of two full-time routes and two part-time routes. However upon review CPC decided that the load/unload times used were not correct. They decided to make the adjustments and one of the new full-time routes was lost. The Union has of course objected and both local and national grievances have been filed on the issue of load/unload times.

For both the Sherwood Park and Whitemud South Depots, it was announced that the load/unload times from the previous builds would be used and there was no intent to do any retiming. So for routes that are now much bigger, with higher volumes of mail, parcels and householders, it is expected that vehicles can be loaded in the same time as when the routes were smaller.

Another issue is the parcel delivery time and average number of parcels determined for each route. Canada Post has refused to provide

information on how the parcel indexes were determined. The number of parcels determined for each new community mailbox route is not significantly higher than for the old routes. Are we virtually delivering parcels for free? Is parcel delivery profitable? Yes and Yes to both questions.

The Route Measurement Committee was hoping for a quiet year in 2016, but it is not meant to be. At the end of December CPC announced it was doing restructures at Depots 9, 6, 3, and 1. These restructures are not conversions to CMB's. Instead of the mass slaughter of routes, this is death one route at a time. It was timely then that on January 16 there was a well attended "Know Your Routes" session expertly facilitated by Warren Melnyk and Steve Cowtan with assistance provided by Dan Murri and Jeff Buck. There is growing interest among carriers about route measurement and we are building a good network of route measurement people in all the depots.

In the depots that are slated for restructure it is crucial that carriers start reviewing their edit books looking for any missing values. In particular the all important vacancies have to be recorded. We have prepared a worksheet on how to review an edit book. It is available on the local website under "Route Measurement" or if one emails me - then a copy will be forwarded.

We will have union observers working in the depots during the restructures. CPC severely limits the number of observers we can have so please help us to help you. By working together we can do our best to get the maximum values for our work and have routes that are structured properly. The Edmonton Local has one of the best Route Measurement Committees in the country and we have a very good record of holding CPC accountable.

These are the following people who have been actively involved in the work of the Route Measurement Committee; a huge thank you to all; many hands make light work and they have all lightened the load: From Delton (Jen Reimer, Harry Clark); Depot 2 (Cordell Ferguson); EDDD (Joe Capellupo, Sandra White); Rosedale (Jeff Buck, Erin Mannix, Rudy Kern, Ramona Pfenning); Sherwood Park (Warren Melnyk, Dan Murri, Robyn Eckert, Karry Biri); Whitemud South (Chris Edwards, Jon Massey, Nicholas Magliesceau); Wetaskiwin (Michelle

Ream); and St. Albert (Doug Mazur, Wayne Libich, Ken Despins).

Anyone can join the Committee, please contact me at the above email address. We are always looking for enthusiastic people who like crunching numbers.

Kathleen Mpulubusi, Route Verification Officer
CUPW Edmonton Local
Letter Carrier and Shop Steward, Delton Depot
cupwedmroutever@gmail.com

Depot 9 Restructure Phase	From:	To:
Preparation	Jan. 25	Feb. 19
Volume Count	Feb. 22	March 4
Assessment	Mar. 7	Mar. 25
Restructure	April 4	May 20
Implementation		August 15

Depot 6 Restructure Phase	From:	To:
Preparation	Mar. 7	Apr. 1
Volume Count	Apr. 4	Apr. 15
Assessment	Apr. 18	May 13
Restructure	May 16	June 24
Implementation		September 19

Depot 1 Restructure Phase	From:	To:
Preparation	August 15	Sept. 23
Volume Count	Sept. 26	Oct. 7
Assessment	Oct. 10	Oct. 21
Restructure	Oct. 31	Nov. 25
Implementation		Feb. 20, 2017

Depot 3 Restructure Phase	From:	To:
Preparation	Sept. 26	Oct. 14
Volume Count	Oct. 17	Oct. 28
Assessment	Oct. 31	Nov. 18
Restructure	Nov. 21	Dec. 16
Implementation		Mar. 20, 2017

What happens when I file a grievance?

Grievances require supporting documentation specific to the violation(s). For example pay issues may require copies of pay stubs, bypasses require copies of the appropriate lists. Witness statements, day logs, monthly schedules, rotation of duty lists, schedule A, RSMC day logs, LJHSC minutes, discipline letters, 24 notices, 24 interview minutes, are all examples of supporting documentation.

You may be contacted by the local office to provide this information before your grievance is presented to a CPC representative, typically the local manager. This presentation is called "first level grievance hearings". These hearings usually take place within 2 - 3 months after the local receives your grievance.

What happens next?

At first level hearings your grievance may be settled, denied, or require further investigation, on the part of the employer, or on the part of the grievor. The better your supporting documentation, the better chances your grievance will be settled favourably.

Some grievances are denied by the employer at first level. Denied or settled, you will receive a 'grievance reply' letter in the mail, much like the example provided.

Grievances denied by CPC at first level are NOT closed.

Denied grievances are referred to regional and preparations are made for the next step, pre-arbitration and finally arbitration.

- Jerry Woods, Grievance Officer



From anywhere... to anyone

Grievance Reply

Reponse au grief

Employee Name and Address: CUPW Edmonton 18121 107 Street Edmonton, Alberta T5S 1K4	Work Location: EMP 12135-149 th Street Edmonton, Alberta T5L 5H2 Telephone Telephone
--	---

Decision of employer at stage of grievance procedure 1

Decision de l'employeur au palier de la procedure de reglement du grief

GRIEVANCE# [REDACTED]
MANAGEMENT # [REDACTED]

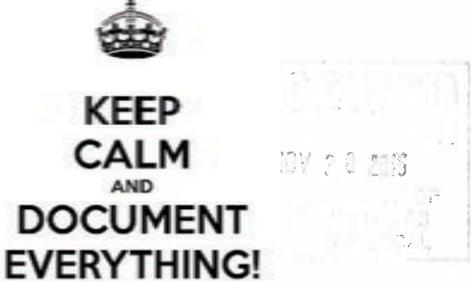
The required training had been provided to the casuals in question on October 5, 2015. There has been no violation of the Collective Agreement. Your grievance is denied.

Employer's Representative		Représentant de l'employeur	
Title	Manager	Title	

Signature: [REDACTED] Date: Nov 23/2015

Received by Employee (for use if grievance and/of replies not mailed)	Decision recue par l'employe (a remplir si les griefs et/ou les reponses ne sont pas envoyes la poste)	Signature	Date
---	--	------------------	-------------

- Original - Labour Relations
- Copy 2 - Originator
- Copy 3 - National Union
- Copy 4 - Regional Union
- Copy 5 - Local Union
- Copy 6 - Grievor

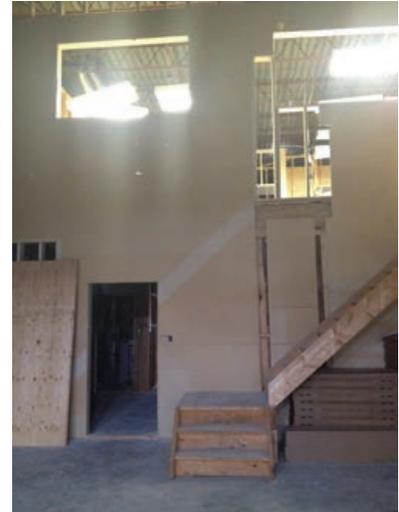


CUPW Local 730 New Office - New Location

Members of the Building Committee During Renovations



Todd Brooks, Larry Dionne and Norm Burns at New Building



*Back Dock at New Office
(Pre-Renovation)
(Photos: Lisa Swaren)*

Welcome Cake at the Open House, January 16, 2016



Open House Cake (Photo: Gohar Zaidi)

THE STRUGGLE CONTINUES.....

Members attending the Open House, January 16, 2016



*Gohar Zaidi and daughters (left)
President Larry Dionne talks with
Steward, Michelle Woods (above)
(Photos: Carmen Loiselle)*



(Photo: Gohar Zaidi)

THE STRUGGLE CONTINUES.....

Members attending the Open House, January 16, 2016



Andromeda Bethune and Josie Vandebek (Recent Retiree) from City Finals, EMPP with Todd Brooks (Photo: Carmen Loissele)

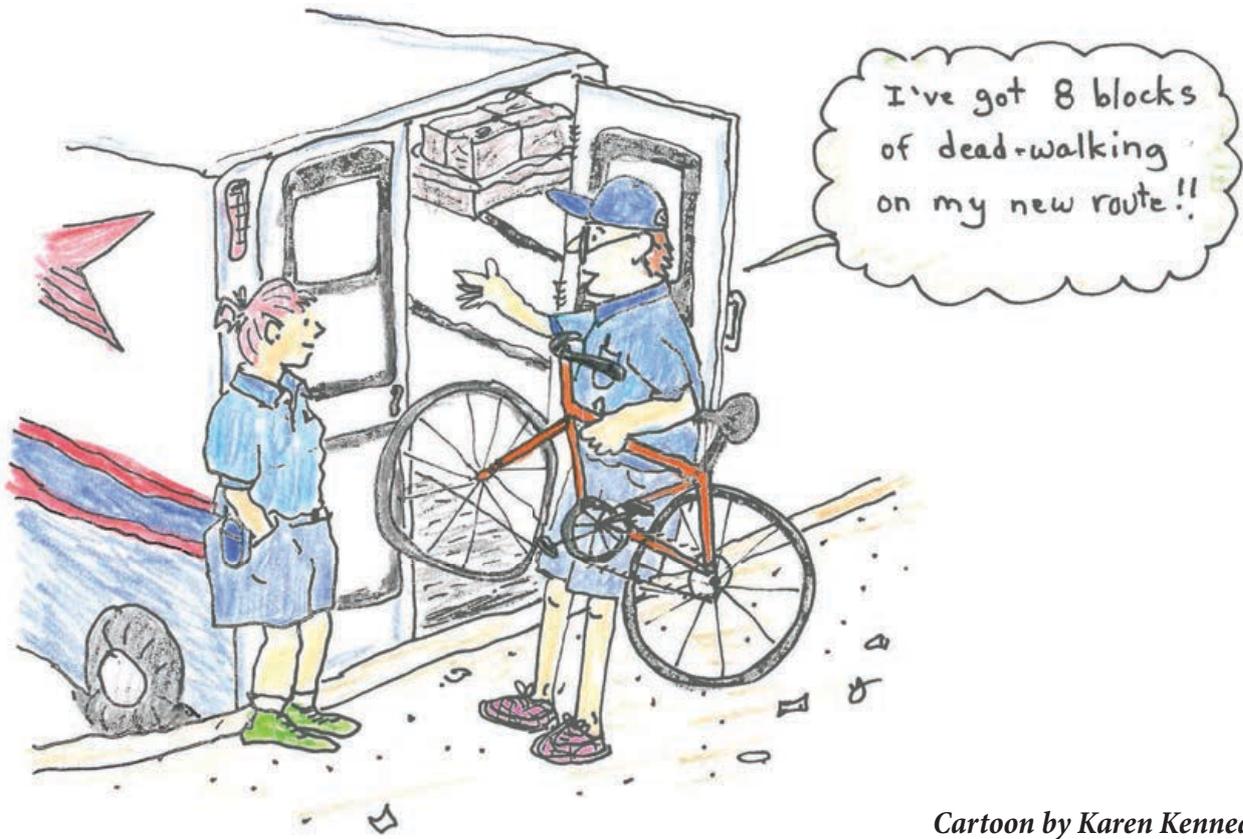


Mary Lussier (Recent Retiree) at the Women's Committee Table (Photo: Gohar Zaidi)



Letter Carrier "Know Your Rights" Informational, held during Open House (Photo: Gohar Zaidi)

THE STRUGGLE CONTINUES.....



Cartoon by Karen Kennedy

Members attending the Santa Parade: November 23, 2015



(Photo submitted by Cheryl Chow)

THE STRUGGLE CONTINUES.....



Did You Vote Liberal?

While it's a relief to get rid of Stephen Harper, postal workers who thought it was a good idea to vote Liberal should take a look at Justin Trudeau's new Minister of Finance, Bill Morneau.

Bill Morneau has been the leading executive of Morneau Shepell, Canada Post's "disability manager" and a major administrator of pensions nation-wide. The Globe & Mail says his stock holdings in the human resources company are worth more than \$30 million, according to regulatory records, and his income "was \$1.1 million last year and \$1.8 million the year before".

In a book co-written with the chief actuary of Morneau Shepell, the new Finance Minister says that increasing the eligibility age for Old Age Security from 65 to 67 - a measure introduced by the Harper Conservatives, which the Liberals promised to roll back - would be a "step in the right direction".

He also wrote that Canada has "little room for increased taxation to cover future increases in health care costs. Instead of expansions of the social safety net, there must be moderate cutbacks in social spending".

And what about pensions? The Globe & Mail quotes a 2013 speech where Morneau said "Who believes that the average Canadian, without a defined benefit pension plan ... will, over the long term, agree to continue to fund public sector employees' pensions at a level they can only dream about attaining themselves?" (Of course no "average Canadians" are funding the Canada Post Pension - funded by postal workers ourselves and the multi-million-dollar profit-making Corporation).

While the Liberals' "sunny ways" are so far a breath of fresh air compared to the miserable ways of the Conservative Party, the views of the number-two Cabinet Minister show the underlying corporate face of the new government.

Greg McMaster
Past President and Lifetime Member
CUPW Edmonton Local



Kathleen Mpulubusi (far left) honoured in Council Chambers (Photo: Lisa Swaren)



On Tuesday, November 3rd, 2015 Kathleen Mpulubusi (fifth from the left) was honoured in Edmonton's City Hall during City Protocols, along with the members of the Front Yard in Bloom Organizing Committee. The committee is composed of members of the Horticultural Society, City of Edmonton, and CUPW. On the far right is Edmonton Mayor, Don Iveson. On the left is City Councillor, Mike Nickel. At this event councillors recognize individuals and committees who have done good work in the community.

(Photo Courtesy of Edmonton City Hall)



Brian Henderson for Ward 12

Brian Henderson Ward 12 – January 2016
As you probably know, there is a city by-election scheduled for February 22 to replace Amarjeet Sohi, who was recently elected as the MP for Millwoods and consequently stepped down from his position as City Councillor for Ward 12. With the successful election of Minister Sohi, I am currently seeking to represent Ward 12 and the citizens of Edmonton on City Council.

Many of you may already know me. For those that do not my name is Brian Hender-

son, a retired postal worker from the plant. I worked in Tech. Services for over 30 years and held many positions within our Local. The last position I held with the Local was President, and before retiring I held the position of President with the Edmonton and District Labour Council. I served the EDLC for five years before returning to the work floor for a short period to spend time with co-workers and the struggles that we faced with Canada Post.

As President of the Labour Council I often dealt with City Council and stayed up to date on the issues that we faced. Such important issues include the new Arena deal, the Metro Line LRT (and its problems which are still on-going), homelessness, working with city councillors Ben Henderson, Amarjeet Sohi and many social community partners to find solutions to a very complex and growing problem. I also worked with the civic unions, staying informed of their issues which have similarities to that of postal workers: harassment, unwarranted discipline, discharge... (the list goes on).

As President of our Local I helped unionize over 6,000 members of the Rural Suburban Mail Carriers in to the Canadian Union of Postal Workers, and with the Labour Council helped recruit local unions to increase membership to enhance a stronger labour movement. In both positions my goal was to represent and advocate on behalf of all workers, both unionized and non-unionized.

I will also bring solid policy advocacy to

City Council. For example, affordable housing is a public need that I have been working towards for a long time. I have had many discussions with various communities, and I believe we can find ways to alleviate the fears and misconceptions that we are hearing and feeling. How else are we going to deal with the issue of homelessness if we do not have affordable housing available for those in need?

The current Neighbourhood Renewal Program is a very important program, one that most of the people I have spoken to during my canvassing say they agree with and believe should remain a priority for the city. During the Klein days our infrastructure didn't seem as important as our roads, bridges, hospitals and communities, allowing them to deteriorate. Governments believed that saving or less spending was the way to go. Today we know that was not the smartest direction and we are paying for it now. Investing in the infrastructure of our communities now will have cost savings in the future.

Community safety is also important and something we should be concerned about. I do not believe that the hiring of more officers is the whole answer. In order for us to deal with crime we need to engage in more conversation with community leagues, citizens and the Edmonton Police to find solutions that will best meet the needs of our community.

One thing I do not believe in is contracting out. This removes accountability, leaving control at the hands of a third party. The

same can be said for Public Private Partnerships (P3), which was forced on us by the past federal conservative government. At the time, they said that if we did not agree to a P3 contract they would not support the Valley LRT line with any funding. Every study on P3s that I have read shows that in the long run municipalities have been left on the hook, costing taxpayers for innumerable failed projects.

I believe I have the experience and knowledge to best represent the citizens of Ward 12. I hope to earn your vote come February 22.

Should you have any questions, comments or concerns that you would like me to be aware of you can contact me at bhendersonward12@gmail.com or call (587) 501-7112. If you wish to volunteer or donate you can visit my website at: www.hendersonward12.ca

In Solidarity,
Brian Henderson
Past President and Lifetime Member
CUPW Edmonton Local

Restore
door-to-door
SaveCanadaPost.ca

CUPW Edmonton Local

GENERAL MEMBERSHIP MEETING

Saturday February 6th, 2016 11:00 am – 1:00 pm
Union Office: 18121 – 107Ave

Agenda:

Notice of motion to change 8.6 of our local bylaws to read: **8.6** *Any member-in-good-standing, who is out of town on union business or conducting union business during the time of a GMM shall be excused from the meeting. Any member who is working a regular scheduled shift of bargaining work shall be granted an excuse. A member who wishes to be excused must submit a written request no later than the next scheduled meeting after which that they have been absent.*

Current 8.6 *Any member-in-good-standing, who is out of town on union business during a GMM shall be excused from the meeting. Any member who wishes to be excused for any other reason must submit a written request no later than the next scheduled meeting after which that they have been absent.*

Notice of motion: To delete **7.8** from our local bylaws.

It reads as follows: *In cases of retirement, an honorarium of \$200.00 shall be given to the retiring member provided they are a member-in-good-standing prior to their retirement.*

Notice of motion: That 2 members are elected to attend Jasper Winter Pride, March 17 – 20, 2016 in Jasper, AB. Approximate cost is \$750 per person. Monies to come from Jasper Local Fund.

Committee & Delegate Elections

Midterm election of Vice President		(to April 2016)
Midterm election for Chief Steward of Transportation		(to April 2016)
Midterm election for Recording Secretary		(to April 2017)
EDLC Annual School	5 Participants	
Bylaws Committee	4 Members, 2 Alternates	(to Feb 2018)
CUPW Association Members	3 Members	(to April of 2016)
Conflict Resolution Committee	1 Member, 2 Alternates	(Until convention 2019)
Education Committee	5 Members	(to Nov 2016)
Environment Committee	2 Members	(to May 2017)
Health and Safety Committee	4 Members	(to Oct 2016)

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(First Nation Subcommittee)	1 Member	(to May 2016)
Organizing Committee	1 Member	(to Sept 2016)
Trustee Committee	1 Alternate	(to September 2018)
Woman's Committee	5 members	(to September 2017)
EDLC Delegates	8 Members	(to Feb 2017)

In the event that a member nominated is not present at the time of election, he/she must have indicated, in writing in advance, their willingness to stand for election.



RSMC & Urban Contract
Negotiations Update Meeting
Saturday, February 6th 2016
1:30 PM -2:30 PM
Union Office: 18121 – 107Ave

Agenda:

Canada Posts Opening Comments & Proposals
RSMC & URBAN list of Demands

It's very important for all members to attend and find out what is going on with our demands and what Canada Post is proposing in the next contract.

Upcoming Meetings

CUPW
Edmonton Local
GENERAL MEMBERSHIP MEETING
Saturday, February 6th, 2016
11:00am - 1:00pm
CUPW Office: 18121 - 107 Ave., Edmonton

All Union Membership and Committee Meetings are held at the
 CUPW Office at the address above (Unless Otherwise Specified)

Upcoming Committee Meetings

Saturday, February 6
GMM (General Membership Meeting)
 11am - 1pm (Union Office)

Saturday February 6
First Nations Committee Meeting
1:15pm - 3:15pm, Union Office

Thursday, February 11
Organizing Committee Meeting
 Open Committee - All are Welcome
7:00pm - 9:00 pm, Union Office

Friday, February 12, 2016
Education Committee Meeting
1:00pm - 3:00 pm, Union Office

UPCOMING LOCAL ELECTIONS

Nominations for April Elections
Close February 26th

5.4 Nominations and acceptances must be submitted to the Election Committee by the close of the office on the fourth (4th) Friday in February.

5.8 Elections for the Executive Committee shall take place on the day of the April General Membership Meeting.

5.12 In even numbered years, the positions of Secretary-Treasurer (Full Time Officer), Grievance Officer (Full Time Officer), Vice-President, Chief Shop Steward-Shift. 1 (EMPP), Chief Shop Steward-Shift. 3 (EMPP), Chief Shop Steward-Stations & Depots, Chief Shop Steward-Transportation, Sergeant-at-Arms/Editor, and Organizing Officer will be elected by the membership.

Election Committee Edmonton Local
