



# INSIDEOUT

APRIL 2020



# INSIDEOUT

## EMPOWER // ORGANIZE // RESIST

InsideOut is the monthly publication of the Edmonton Local of CUPW. This newsletter aspires to educate and inform members and affiliates about our union's activities, opportunities, and challenges, as well as to raise awareness regarding all-things labour. Opinions expressed are those of the author and not necessarily the official views of the Local.

The InsideOut committee is always interested in submissions of original articles, photographs, or illustrations, but submissions of general interest will be considered. We will also publish Letters to the Editor should you feel an issue requires further discussion. Prospective material must always concern CUPW or the labour movement.

E-mail submissions to the editor ([editor@cupwedm.net](mailto:editor@cupwedm.net)) no later than the 15th of each month in order to appear in the next month's issue.

Kyle Turner, Editor  
and the InsideOut Committee

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# DELAYS AND UPDATES

## FROM THE INSIDEOUT COMMITTEE

Greetings Cousins and Comrades,

Before you dig into this issue, please be aware that it was nearly on its way to the printer the week the Covid-19 pandemic hit Alberta. Much has happened since, but we have decided to publish the issue we have ready, and then move forward with a more pandemic-informed perspective.

Until further notice, the InsideOut will be available only in its digital iteration. As always, we are hoping to receive more submissions from across our membership, be you continuing the struggle at home in isolation or on the workfloor. Submissions can be sent to: [communications730@gmail.com](mailto:communications730@gmail.com)

Since the early weeks of March, your Local Executive and concerned members alike have been working hard to hold CPC accountable to our health and safety within the pandemic paradigm. Local President Roland Schmidt has been on podcasts, tv, and radio to help raise the profile of our C-19 working conditions:

- **CTV Primetime Interview:** Poor Canada Post working conditions undermine COVID19 containment says Edmonton union president ([link](#)).
- **Rankandfile.ca Interview:** How Edmonton posties are fighting for health and safety ([link](#)).
- **Alberta Advantage Podcast:** In-depth discussion on how the local's organizing strategy leading up to pandemic helped to force improvements during it ([link](#)).

### Standing Our Ground to Improve Our Working Conditions

Additionally, many members have used their work floor organizing skills to push for better working conditions and for a quicker response than CPC was content to provide. Most of our facilities might still be business as usual if it weren't for our collective efforts. Remember that your right to refuse unsafe work must be practiced individually to be considered

a formal refusal, but strength in numbers is where it's at! Follow these guidelines developed by Edmonton activists to make the most of your right to refuse ([link](#)). Here are a few notable stories of local activists standing their ground to make change:

- A few weeks into the pandemic, a handful of letter carriers on Rosedale's wave 2b called management outside to use their right to complain. The carriers brought up concerns about depot congestion (earlier waves returning while later waves are still prepping), supervisors consistently violating physical distancing, and a lack of adequate cleaning in both the washrooms and vehicles. CPC was unwilling to commit to make any timely changes so one member, then and there, used her right to refuse. The depot was shut down for about 1 hour for the investigation until CPC provided a list of changes they would commit to at Rosedale, such as supervisors no longer violating physical distancing, guidelines that delivery agents returning from route are not return to their case, and posting a schedule of when, and what cleaning is taking place. The member felt that the measures (that have since been implemented) were adequate but that she still had concerns about contamination in the depot due to needless congestion; she was given the option to go home with full pay until notified that proper cleaning had taken place. She has since returned to work and is happy to see CPC has been forced to address her concerns.

- At EMPP, a Cousin on Shift 2 asked for protective gloves. They were provided with medium sized gloves but wear XL. The Cousin asked a Team Leader for the proper size - her response was, "this is all we have." The Cousin replied, "I do not work until I am provided with the proper PPE which includes the correct size options." They then asked to speak to the Superintendent about unsafe working conditions. The Team Leader went to look for gloves and returned with a pair of size large. The Cousin attempted to put them on to show her that they did not fit properly and that it hurt their hands to wear them. Again, the Team Lead said there were no other sizes. At that

point, the Cousin went to a Shop Steward and asked him to see the Superintendent about the situation. The Superintendent then came up to the Cousin with a pair of XL gloves. The Cousin asked if the Superintendent could ensure there would be more XL gloves available for the upcoming Saturday shift and he confirmed he would have some. When Saturday arrived, the Cousin asked their same Team Lead for gloves and again was provided with a pair of medium. Once again, the Cousin stated "these are too small and I will not work until I have correct PPE for the job." They also told her that the Superintendent had a supply and had promised to provide the correct size. Although the Team Lead was angry with the Cousin's persistence, she did track down the Superintendent. When she returned, however, it was with large size gloves and the reply, "that's all there is." The Cousin asked, "did you speak to [the Superintendent]?" the Team Lead replied, "He's in a meeting. This is all you get. Please get to work." The Cousin again called on assistance from a Shop Steward, who went directly to the Superintendent and was immediately provided with the proper-sized gloves. The Cousin involved says this: "I write this to let you know that safety is our right and that it cannot be ignored by Team Leaders who are too lazy, or are power tripping, and [who act] without respect for our safety. Stand your ground and you will win. If you feel intimidated by your Team Leaders, ask the union or others to stand with you."

- An activist Brother at EDDD tells this story: The Covid-19 pandemic has highlighted Canada Post's lack of preparedness and unwillingness to implement the most basic health and safety measures: it has also emboldened the work floor to demand drastic change. After CUPW pushed CPC to implement staggered start times, [the four wave system] was finally implemented near the end of March. The new structure cut the employee level at the depot in half at anytime, providing space for mandated social distancing. However, right from the outset a major problem arose: many members who were given wave 1 start times started to flood back into the depot after completing their routes, returning to their cases before the wave 2A members were finished sorting. This negated the social distancing the new start times were meant to create. Immediately, we discussed the issue with the members on 2A, and went directly

to the Superintendent's office and used our right to complain (9.07). The Superintendent assured us that he would take care of it. The next day the exact same overcrowding occurred. We marched back to the Superintendent's office again and demanded that he come out and discuss a fix to the problem. When he came out to the work floor, we informed him of his legal duty to provide mandated social distancing (6ft), and that change needed to occur immediately. We ensured that this discussion was loud enough to be heard by everyone in the building so all could feel involved in the debate, without anyone having to sacrifice their social distancing. The Superintendent, feeling the pressure from the work floor, stated that new rules would be implemented immediately, not allowing any member to return to his/her case once they had finished their sort. By the next morning, everyone was aware of the new rules and improvements in social distancing were noticeable. Even when our ability to organize in large numbers is limited, we can still use creative ways to successfully organize in the confines of our new reality.

### Resources to Stay Informed

- Follow the actions of Edmonton Local 730 on Twitter: [@cupw730](#)
- Follow the [CUPW Local 730 - Edmonton & Affiliates](#) on Facebook
- Check the CUPW National Website ([link](#))
- Subscribe to CUPW National E-Digest ([link](#))
- Check the CPC National Website ([link](#))

All of us can help immediately by signing the petition asking Justin Trudeau to ensure Postal Workers are supported to work as safely as possible without needlessly jeopardizing themselves or public safety. Sign and share it with your contacts ([link](#)).

Thank you for staying informed and working in solidarity with each other and all other essential workers. We of the InsideOut committee are doing our best to be here in the most current and relevant way during this crisis.

Please be safe, consider your health and that of others, and remember, an injury to one is an injury to all! Solidarity. 

# BROADENING OUR CAPACITY

## PRESIDENT'S REPORT

As was mentioned by our newspaper committee, all the content in this issue was relevant and ready to go mid-March. Then, the pandemic hit and the entire attention of our local shifted to pressuring CPC into making sure our members had sufficient safety measures in place. Instead of just scrapping the issue, we felt it important to at least release it in a digital form so that our members could still become more familiar with the results of the Executive elections in early March, as well as see pictures of the tremendous day of solidarity we had on March 5th to support Calgary in their fight against SSD.

Most importantly, our local had big plans to expand our work floor organizing programme by hosting training sessions in other locals; unsurprisingly, all of those dates had to be postponed due to C19. Much like most of the world, the big plans we had are on hold, and we're eager to get back to regular work floor visits and organizing once it's safe to do so.

Our Local experienced many encouraging developments over the past month. After extended advocacy to properly staff P04 depot registration positions, CPC agreed to adding two city-wide relief positions (one part-time and one full-time). According to veteran union route measurement personnel, the push-back that began against the



March GMM.

Depot 2 restructure keeps paying forward as CPC is being less deceptive with their volume database; as a result, two routes were added at the Whitemud South carrier restructure.

Further, many new RSMCs are being mentored into their own restructure system. Three RSMC routes are being added to St. Albert and 24 are being added to Whitemud South. Despite all these added jobs, our Union restructure observers have identified that CPC is still ignoring certain values or not properly taking into account the growth that will occur in the next 4-5 years before the next restructure. Until a fair accounting is established, we will continue to escalate our pressure on CPC to fix the restructure system.

All this brings us to the battleground Rosedale. What began as the first work floor to embrace the Local's new organizing direction with their depot-wide flyer refusals last May circles back to the chronic problem of overburdening and short-staffing manufactured by the CPC restructure process. For months, Rosedale activists have been preparing to fight CPC on any fraudulent volume reporting and for the past few weeks they have been loudly criticizing CPC at their restructure staff meetings for their hypocritical preaching on health and safety and how they cheated carriers at Delton and Depot 2.



New Shop Stewards being sworn in at March GMM.

Directly related to the escalation at Rosedale is an investigation into the failed restructure at Depot 2 that CPC is paying our Local to conduct. Long story short, CPC accused the Union for Depot 2 becoming a toxic work environment since the restructure. In their view, our organizing efforts are why temps are refusing to take assignments there, why no one wants to bid on routes there, and why more and more carriers are just bringing back mail instead of desperately rushing to offset the overburdening.

At a meeting specifically to discuss this "union-created toxicity," we simply asked management: if all the Union Stewards disappeared from Depot 2 and activists stopped holding work floor meetings, would Depot 2 magically become a desirable place to work? To this, the City Director and Zone Manager conceded that no, it would not. We then pointed out that Depot 2's fuse would keep burning towards detonation unless CPC committed to, at the very least, repairing the damage done by the restructure.

Once we compile an analysis of the investigation we've conducted over the past two weeks, we'll leverage the findings as the basis for our expectations of the Rosedale restructure outcome in the coming months.

Battleground Rosedale will be the culmination of our broader strategy as a Local. To quickly summarize: last June, both Waves of Depot 2 marched on the corporate route butchers to demand fair restructure



Over 10,000 gather at the March for What Matters.



CUPW members at the March for What Matters.

value, transparency, and an end to short-staffing for the entire city (including the Processing Plant). Although our pressure tactics saved six routes at Depot 2, a city-wide meeting in August showed that Edmonton carriers were not yet prepared to risk defying back-to-work legislation on their own to enforce the full demands.

This prompted a city-wide referendum in October on whether our whole Local would be willing to engage in defiance to improve our working conditions if we knew we had broader support. When 83% voted 'yes,' we sent an open letter to our National Executive asking what they were willing to do to help. National felt membership across the country wasn't ready for an action of that magnitude, but they formed a sub-committee to support Edmonton's efforts in preparing other Locals through the "Taking Back Our Work Floor" course we developed. Since then, our focus has been on empowering as many of our members as are willing throughout the entire Prairie Region with these organizing skills.

All of this relates back to carrier restructures, Plant short-staffing, unpaid RSMC work, two-tiered wages, and any other fundamental problem we have with CPC because at some point serious job actions like flyer boycotts, sit-ins, or walk-outs will have to be considered to force change. Petitions, grievances, and consultations have not and will never be enough on their own.

This challenge is not to be taken lightly. We are at a point in our Union's history where meaningful



CUPW members at the International Women's Day March.

improvements can only be won by getting back to our roots of facing down unconstitutional maneuvers and oppressive laws. If we cannot, at the very minimum, be honest with our members about the obstacles before us and try to prepare accordingly, then we aren't upholding our responsibilities as Union leadership. Continuing to recruit and train as many activist organizers as possible, in our Local and beyond, is the only strategy that will give us the capacity to fight back broadly enough to create the leverage to actually force CPC to change their behaviour.

Edmonton is doing its part by reigniting the Delton and Depot 2 restructure justice campaign in Rosedale, where Rosedale carriers will be asked what action they'd be willing to lead against a fraudulent restructure to protect their livelihoods as long as they have the guarantees of proper support. From there, we'll hold mass meetings to see if the rest of the Local will act in solidarity with Rosedale to pledge that proper support, then we will refine our plan based on that response. This campaign will coincide with the outreach done with other Locals to bring more postal workers into the struggle. The more we equip our members with the tools to fight back, the more likely that we will actually fight back with enough members to come out winning.

In this vein, our Education Officer Devon Rundvall and I were hosted by the Grande Prairie Local on March 21st to train their own organizer trainers to be able to conduct their own "Taking Back Our

Work Floor" courses. The next day, we helped these new trainers run the course for 16 of their members. Our organizing capacity becomes more powerful the more broadly we recruit and coordinate members.

Building on that, I'm excited to share that I'll be going down to Calgary on March 18th and 19th to help them run the "Taking Back Our Work Floor" course to better prepare their Local to lead our Region's fight against Separate Sortation from Delivery (SSD). Regional and I have also had encouraging calls with the other Locals targeted with SSD: London, Ontario, and Charlottetown, PEI. Both Locals expressed interest in running the course but need to get approval from their respective Executives before getting back to us.

Ideally, all three SSD targets would coordinate with Edmonton, Grande Prairie, and the rest of our growing network of Locals with organized, activist work floors (Lethbridge, Medicine Hat, and Winnipeg are scheduled to receive our training in April; Kelowna, Vernon, and Saskatoon should follow shortly after).

If SSD is forced in Calgary, Edmonton will not be far behind, which is why we must be prepared to go the distance in following Calgary's lead in this fight. I'll be advocating that our Locals should never accept any fundamental changes to our work outside of unobstructed collective bargaining, that SSD will only compound the injury crisis at CPC, and that CPC cancel their August/September implementation plans.

In theory, arbitration should be over by then, which will embolden our members to assert themselves more aggressively. As always with organizing, the magnitude of our plan and our willingness to escalate will directly scale with how many members we bring into the struggle. Let's do our best to keep strengthening this fledgling movement together. 🚩



By Roland Schmidt, CUPW Local 730 President.



## SOLIDARITY FROM GRANDE PRAIRIE

### TAKING BACK OUR WORK FLOOR

Brothers, sisters, cousins, and comrades,

Taking Back Our Work Floor is a vital course that needs to be taught in every local possible. In just 8 short hours, we were able to learn and utilize some effective tools and strategies on how to take our collective power back from the Corporation in a way that will keep spreading and improving as more people get involved.

We attended the course on a Saturday and the following Monday I walked into the lunchroom before the start of my shift to almost all Wave 2 letter carriers talking about how our one manager has a history of harassment, what could be done about it, and strategizing on how to go about doing it most effectively. This was being led by a sister who, up until the course, had no history of activism but in recent months has had multiple issues with management.

Later that day, after returning from my route, I was approached by two P04s who attended the course. They told me how important they think it is that everyone on the floor take the training so that they can start mounting effective campaigns on the work floor.

We also received positive reception from older members who attended. These members don't really have a history of being active in the union but they have realized that without standing together we

are powerless and we will continue losing ground, contract after contract, until we force Canada Post to deal with us as a whole.

Clearly, this is an effective tool to help get rid of apathy on the work floor – the idea that nothing can change because it's been this way for so long. As one of our veteran sisters said at the course, "This is what we used to be like and we need to get back to that." Edmonton is a great example of what can happen when a group of workers get together and decide that something is unjust and that the system, not them, needs to change.

It's time to stand together and take back our work floors from the Corporation, from coast to coast to coast.

We can change it, and we will. 🚩

By Connor Dowd-Taylor, President CUPW Grande Prairie Local 744.

Education Officer, Devon Rundvall, facilitated the 'Taking Back our Work Floor' course for activists of the Grande Prairie Local on February 22nd, 2020.

# FROM THE EDITOR

By Kyle Turner, Editor

As a committee, we decided to skip March and focus on getting an April issue containing candidate information for the upcoming Executive election out early. Then a pandemic hit and delayed the election and this issue, making some of this issue outdated.

Speaking of the impending election, it is quite possible that this is my last issue as Editor as two years have passed and my term is up. I was acclaimed into the position because no one else was nominated. Despite how I came into the position, I do feel like we did some good work and I am confident that whoever inherits the current InsideOut committee will have no problem continuing the trend of improving the publication.

While no one really had any say in whether I was to become the Editor or not, thank you for having me. But especially thank you for continuing to submit your work and believing in our ability to get out an issue.

Now, I'd like to discuss how the February 2020 issue apparently ruined Depot 2.

You might recall that the Batman slapping Robin meme appeared on one of the pages. Robin is saying something about 'Make it Safe, Make it Home' and Batman is slapping Robin and responding that we are overassessed and overburdened. Management was upset by this. One supervisor tried to give a letter carrier who wasn't involved a guilt trip, suggesting that it was violent and that if the Corporation used such an image there would be backlash.

This shows one of two things. First, management is trying to play us, turn us against each other, and make us question the work we're doing. This is nothing new. When a work floor unites, it is the workers who get to make the rules. The Corporation has kept us divided for decades and, I would argue, their management style depends on us not trusting each other.

Second, management doesn't understand power. The Corporation likes to pretend that CUPW is an equal partner. Indeed, when I was in training, the trainer tried to play it off as though CUPW was a business

that was controlling Canada Post. This is a classic union-busting argument.

The truth is that this is not an equal relationship. CPC management has the power. They harass us and they investigate themselves when we complain, and magically their results are inconclusive. When we stand up to their abuse, they claim they feel threatened and, at worst, discipline us or, at best, claim the issue is out of their hands.

So when management claims there would be an uproar if they used that Batman image, they are missing a crucial element: because of the power difference between workers and management, it is impossible for them to interact with the image in the same way. In comedy, this is seen as the difference between punching up and punching down. When you make a joke at the expense of someone with less power, you are punching down; when the joke is made at the expense of someone with more power, you are punching up.

In this case, we were punching up. If management can't understand the difference, they can invest their own time into figuring out power and the side of the class war that they have chosen to be on. Unless, of course, they're already aware and they're just playing us – which I think is the most likely scenario.

Management was so upset that they felt the need to contact the Local about the toxic work environment at Depot 2. Batman slapping Robin was a subject of conversation. But it wasn't Batman slapping Robin that cut three routes from Depot 2 instead of adding three routes.

If management looked at the rest of the February issue, maybe they could have figured out what the problem actually is. Alas, they can't talk back to power, so it wouldn't even matter if they could figure it out.

But for those members of the Corporate side of things who are still confused, I have two points. First, read your own publication and leave my co-workers alone.

Second: the call is coming from inside the house. It's you who is creating the toxic work environment and making the job unbearable. 📬

# CUPW EDMONTON STANDS WITH CALGARY ANTI-SSD SOLIDARITY

Today (March 5th, 2020) we mark the 109th week that our Union has been without a new Collective Agreement. The negotiation demands sent by our members to end two-tier wages, bring justice to the restructure process, establish proper staffing levels, and grant a modest raise for contributing to Canada Post's historic success, have been completely undermined by a system committed to violating our Constitutional right to bargain. While our negotiation team is trying their best to get CPC back to the table, Edmonton is preparing our work floors for an arbitration that will not meaningfully address our demands whenever it finally ends.

While we try to play by the rules, CPC happily makes up their own. Calgary has been targeted to implement Separate Sortation from Delivery (SSD) this September. Under this scheme, night routers will prepare multiple routes of mail for carriers to then spend their full shift delivery. On the one hand, CPC preaches 'Make it Safe, Make it Home'; on the other, they want to compound the conditions that contribute to the injury crisis already afflicting our most-injured members.

Incredibly enough, CPC's main reason for doing this is to create more space in facilities that are too crowded from year-over-year parcel growth – the same growth they refuse to fairly acknowledge in their restructures as they try to squeeze more work out of fewer people. If this was a fair society, CPC's plan to fundamentally change how our jobs are performed outside of collective bargaining would be considered a violation of the back-to-work legislation, but we all know the law exists to protect bosses from workers, not the other way around.

Edmonton activists have been busy trying to help other Locals throughout the Prairie Region to organize their own work floors precisely so we can mount a strong and sustained campaign against these sorts of attacks. If Calgary tries to fight this on their own, they will lose and we will be next. We must continue to do what we can to support them and in the coming months we must coordinate an escalating fight to do what it takes to stop SSD in its tracks.

Today, let's send our cousins and comrades in Calgary a message of solidarity to let them know we stand with them and want to support them in preparing for the battle ahead. An injury to one is an injury to all! 📬





**Delton W1**



**Delton W2**



**Depot 2 W1**



**Depot 2 W2**



**Downtown**



**Downtown W1**



**Downtown W2**



**Local Office**



**Sherwood Park**



**St Albert W1**



**St Albert W2**



**Whitemud South**



**EMPP Shift 1**



# FLYER REFUSAL AT EDDD

## PUSHBACK AGAINST VIOLATION OF COLLECTIVE AGREEMENT GARNERS 5-DAY SUSPENSION

Tuesday, February 11th, 2020, I let my superintendent know that the Lava Grip flyer was outside of the acceptable dimensions for delivery as outlined by our Collective Agreement. The superintendent shook the bag flat and claimed it did fall within the dimensions. At the “agree to disagree” point, the joke was made to use the samples for snow calls and deliver the empty bags.



Bags of rocks.

The group of people who received this flyer on Wave 1 had a quick meeting where a Shop Steward presented our options. As a group, the decision was made to refuse, despite the caution about the likelihood of suspensions. There were a number of concerns the group brought forward to base this decision on: if we accept this one, how much bigger/heavier will the next one be? Was this a test to see if people would do it before distributing it for all walks? What was the selection process used to decide which walks would receive it? (Most walks had only received a handful to deliver.)

Our next step was to notify the depot of the group’s decision, which was handled through row talks. Wave 1 and Wave 2 made the same decision: refuse delivery. Our superintendent attempted to address this in a depot meeting and was met with push back on both waves, but Wave 2 was particularly vocal.

Through other depots in Edmonton and across the country, and even initially in EDDD, the Lava Grip flyer was a three-day delivery. Mistakenly, something in the system was adjusted manually to create a situation in EDDD where the delivery control slip (DCS) printed as four day delivery. Supervisors asked carriers if they intended to deliver or not deliver and the superintendent made the offer that we could deliver them as a course of correctional action. At no point was a direct order used or refused.

The following is an excerpt from a statement that was read by a carrier during a 2-4 meeting:

The biggest reason these types of confrontations are

occurring is that we, CUPW members, have been oppressed for too long. You, CPC, continually run to the government instead of honestly negotiating. We get legislated back to work, removing our only legal avenue for advocating for better working conditions.

Every contract, we get worse pay raises, benefits are clawed back, pensions are altered, new employees are shafted with a shamefully low wage. Every time we go through a restructure, it becomes painfully clear that numbers are being erased or heavily altered. You build routes for a carrier who has been on the same walk for a year in order to complete it in 8-hours – which decimates our bodies and minds, especially those of new carriers and reliefs.

How would you handle feeling like a complete failure day in and day out for weeks/months on end as you struggle to do the job you know you are capable of and that you are paid to do? Factor in this re-conversion to SSD – a health and safety nightmare waiting to unfold.

Every move you make only serves to agitate us as we have been pushed right to the edge. By oppressing us and removing our legal course of action, you have left us with nothing but direct action – so direct action we will take. When we do not like our working conditions, we will continue to get louder. Until our

## IT’S UP TO US!

### INTERNATIONAL WOMEN’S DAY

By Kathleen Mpulubusi, Recording Secretary

In 1910 at the Second International Conference of Socialist Women, International Women’s Day was established to fight for universal women’s suffrage and basic workers’ rights. In 1917, Russian women marched to end the war and improve working conditions, which ultimately led to the Russian Revolution. International Women’s Day on March 8th was recognized by the United Nations in 1975.

In Edmonton, Women for Rights & Empowerment (W4RE) has marched since 2011 to highlight the ongoing struggle of women to claim and uphold our hard fought for rights. CUPW Edmonton Local has proudly supported this event since the very beginning. As unionized working women, we are in a fortunate position: we are paid equally to men for doing the same work; and we have many benefits that women may not have in non-union workplaces. We march to think globally of all the women around the world who do not enjoy our rights and freedoms and we act locally to protect our rights.

On Sunday, March 8th, 2020, amidst growing resistance to the United Conservative Party government’s full assault on programs that Albertans depend on and what belongs to people by right, we gathered on the steps of the Alberta Legislature to add our voice. As women, we shoulder the burden of the destruction of health care, education, and other social programs, as well as the attacks on the workers who provide them – mainly women. We are left to pick up the pieces of everything Kenney’s wrecking ball has smashed.

We also affirmed our right to gather, speak, protest, and take to the streets. Bill 1, introduced by the Kenney government, is an attack on the right to speak and organize. Next year, our peaceful march could be considered illegal and we could be fined or jailed.

This year, we had a strong contingent of Edmonton Local activists who braved the chilly weather. Thank you to Kristine Bowman, Jill Meger, and Daniel Smith who helped out with the setup.

It’s up to us! No means no! Not in our name! No to cuts! No to handouts for the rich! Yes to increased funding for social programs! 

message is heard and CPC stops the oppression, you leave us with no choice.

I love my job, for now. I have been a successful letter carrier for over 14-years, experienced strikes, been legislated back to work, and I've only seen my working conditions deteriorate. If that trend continues, there will be a day when I no longer love my job.

I understand the importance of flyers. Our customers on the shipping and receiving ends are equally important and bring a lot of value to CPC. I understand the financial impact to the company and the economic impact to our country.

Creating a negative impact is not my intention. Damaging customer relations is not my intention. My intention is to stand up against your oppression. My intention is to create a radical and positive change

in our work conditions for as many people as I can by drawing sharp attention to the injustices forced upon us.

It is unfortunate that CPC continues to refuse to engage with CUPW on big matters but even on small ones, such as the Lava Grip flyer. The effects of this refusal ripple and are felt elsewhere, such as Depot 2.

I am committed to my job and my position within CUPW. I will absolutely do my best in the future to complete my work as presented. Hopefully CPC will start to learn to involve CUPW in decision making processes. Negotiation will go much farther than the ticking time bomb your oppressive behaviour has created. 

*By Kristine Bowman, Chief Shop Steward of Stations and Depots.*

## STATEMENT FROM YOUR NEW 1ST VICE-PRESIDENT

*By Devon Rundvall, Education Officer*

Next month, I will be acclaimed as First Vice-President of our Local. I can assure you that I don't take this position lightly. Our Local has taken a new direction. It's not a new path, but it is one that we as a union have not tread in quite some time. To reach our goal of a strong union, we have a long journey ahead of us.

The first step has been to run nearly twenty-percent of our Local through the Taking Back Our Work Floor course. This class is designed to give workers the tools and strategies to take the power back in the areas that matter most to them. As a local, however, we cannot stop there.

First VP is responsible for Strike, Organizing, Education, and filling in for the President in their absence. One could easily use this role to do nothing of value for our Local. By hogging the paid book-offs, pushing through almost-empty classes, organizing barbecues, and waiting for our next rotating strike – only to be sent back to work by the government. This is not the path I will be taking.

My goal is not a strike. My goal is a union prepared to do whatever it takes to achieve the working conditions and standard of living that we choose. We need to realize that this will not be given freely or happen on its own. It will only happen when postal workers remember the power that we hold.

All power that we maintain as workers is built upon our ability to stop work. To pretend that any of our power derives from outside of a work stoppage is delusional. Expecting both Canada Post and the government to see the light and become benevolent rulers is equally deranged. And expecting our coworkers to be ready to strike with the only preparation being a bulletin posted on a union board is dooming ourselves to fail.

I plan, in my term as 1st VP, to continue empowering the work floor by giving them the support that they

need to fight for the things that matter to them and constructing a network of activists both within our Local and beyond. This work is an investment in our Local because every victory achieved through collective action, no matter how small, builds solidarity and gives us strength and courage for the substantial struggles to come. 

## STATEMENT FROM YOUR NEW SECRETARY-TREASURER

*By Karry Biri, Chief Shop Steward Wickets and Affiliates*

Although I have been acclaimed, I want to let people know what my intentions are as Secretary-Treasurer. Within my new role, I will strive to make a balanced budget that encompasses the needs of all members of the Edmonton Local.

The Local By-Laws and the National Constitution will be the basis for all decisions that need to be made regarding the spending of Union funds. The ultimate power is held by the membership and I will strive to make sure that all voices are heard.

In the future, I would like to have workshops or guest speakers at the Union office to help members who are looking for financial planning, retirement information, and any other topics that fall within that scope.

Over the past four years, I have been learning what the Secretary-Treasurer does and what is expected in that role. I have been covering for our current Secretary-Treasurer, Todd Brooks, when he has been out of the office. He has been instrumental in teaching me about the Secretary-Treasurer position and he has been there to answer any questions I've had. I've also learned so much from members of this Local, both past and present, and I hope to continue learning and one day share the knowledge I have gained with others.

Thank you so much for this opportunity. I look forward to serving the membership in the capacity of Secretary-Treasurer! 



## STATEMENT FROM YOUR NEW 2ND VICE-PRESIDENT

By Cheryl Chow, Chief Shop Steward Shift 2

Dear friends,

Thank you for your support in my nomination as 2nd Vice-President. Although this position was acclaimed, I'm humbled by members who said they would nominate me. I appreciate greatly their confidence in my ability to carry out this duty.

Before I outline my vision of what I would like to bring to the Executive and the EMPP, I want to acknowledge that there are people who have helped educate me and helped me grow into the activist that I am today. Whether it's veteran CUPW members that share stories of victories we've achieved in the past; members who have shared their achievements in work floor action; or members who shared what it's like to not have a union in their work place, these are all very valuable lessons that I take to heart.

This leads me to discuss what I will bring to the EMPP. As 2nd VP, I will encourage all the Chief Shop Stewards to have an open communication with all shifts and take on issues collectively. We get results when we fight together, not when we fight as separate entities. If Shift 1 is having issues, then I'll encourage Shift 2 and Shift 3 to join the fight.

I also want to reinforce that as 2nd VP, I am just a communicator of EMPP issues to the Executive. I'm not in any way an authority figure or someone in a position of power who can make unilateral decisions without the EMPP's consent. If anything, it's the other way around: the EMPP will tell me what needs to be addressed and assist me in getting there.

I also want to have transparency with all shifts and brainstorm what we can do when confronted with work floor issues. When I was Chief Shop Steward of Shift 2, the Chief Shop Stewards of Shift 1 and 3 all agreed that we needed to show unity and support to all shifts. Our meetings were hosted by the three Chief Shop Stewards and we had positive feedback from members saying they gathered a lot of information

from just sharing their experience of issues and how to deal with them on the work floor.

Next, when it comes to inclusion, we need to educate and empower the casuals. It's alarming to find out from talking with casuals how they think they have no rights. I would like to hold educations just for casuals and inform them that they do have rights and not to be afraid of exercising them. I will also encourage others to be helpful to the casuals and make them feel like a valuable coworker.

Another thing members have commented on is the lack of communication of pertinent issues on the work floor. We learn best when information is shared. There are bulletins posted all over the plant. Some members read them, some members are too busy with other things and that information is missed. Other times there is too much information and the message becomes confusing. In any event, I would like to change that and offer a clear dialogue that can be shared with all shifts via our Chief Shop Stewards through having break/lunchtime meetings where we can have constructive question and answer sessions.

As for my role on the Executive, I want to echo the motto of organized labour: an injury to one is an injury to all. I want to reinforce that whether you are an inside or outside worker, our struggles are everyone's struggles. Whether we are dealing with unruly bosses, overburdening, or having to fight for work-life balance, these issues resonate regardless of what classification we are.

We are in this fight together and we need to be united. We have our differences, but we have a common goal – and I intend to help our Local achieve these goals. 

## STATEMENT FROM YOUR NEW 3RD VICE-PRESIDENT

By Kristine Bowman, Chief Shop Steward Stations and Depots

Greetings, comrades. If we have not had an opportunity to meet, I am Kristine Lynn Bowman, and despite being acclaimed to the position of 3rd Vice President, I have some specific goals in mind.

First, I'd like to team up with another VP or full-time officer to do a series of work floor visits. This will give a good opportunity to get to know many of you, get feedback on what's going on in your facilities, and see if we can find solutions.

Second, I'm hoping some great Shop Stewards step up for the soon-to-be three Chief Shop Stewards of collections and delivery. There will be one position per zone. The more secondary leadership, engagement, interest, and education we create, the stronger our Union is! I want to work closely with our Chief Shop Stewards and Shop Stewards in creating networks of people in order to quickly communicate and disseminate information and provide support to each other.

Third, I want to better utilize our network of Shop Stewards to hold semi-regular meetings for more in-depth conversation and discussion about our Local, our struggles, and the campaigns we need to establish to achieve lasting results.

Fourth, in being able to work closely with route measurement, I'd like to foster a better relationship and communication structure with our membership. Route measurement is an aspect of our work-life that we need to be constantly aware of – not only when our facility is scheduled for restructure.

Fifth, I plan on continuing to advocate for our activist direction. Our work floor actions have achieved a great deal in the past six months (in handling bully management, flyers, overburdening, staffing in EMPP, depot restructures, and more), and we must continue our path to improve the quality of our working conditions – we know a negotiated contract is not going to get us there.

In order to help achieve these goals, I have applied for the facilitator training as well as the Union Education Program, which is a four week program that ties our current experience under CPC to the broader labour movement and political landscape. By utilizing an increase in local facilitators to further education, we'll help create an environment where more and more people are interested, engaged, and united in our plight against our employer.

My contact information is listed with the Executive in the InsideOut. Please reach out with questions or ideas. 

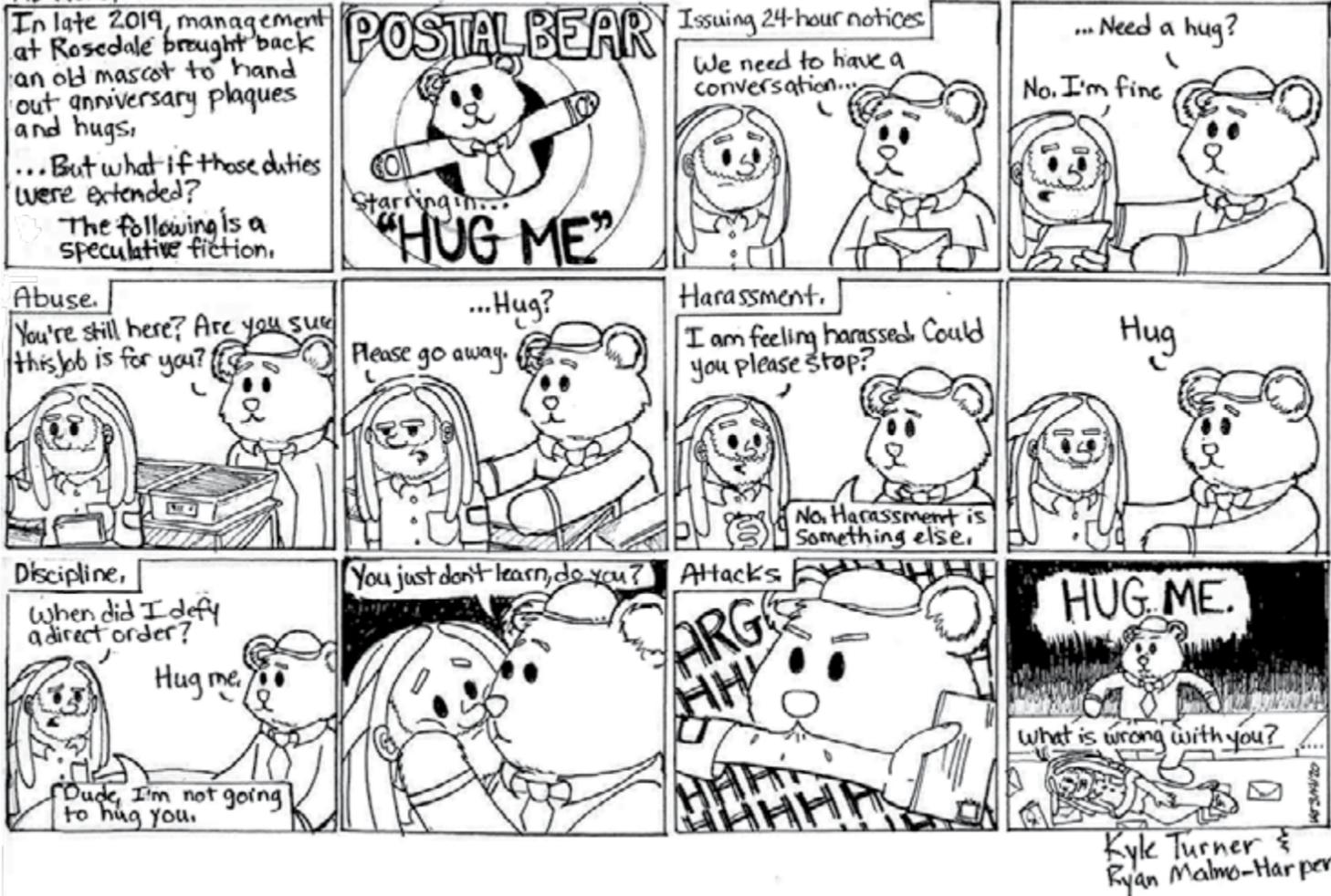
## PRIDE MONTH SILENT AUCTION

COMING IN JUNE!

ALL MEMBERS ARE INVITED TO DONATE ITEMS FOR THE AUCTION, WHICH WILL BE HELD IMMEDIATELY PRIOR TO THE JUNE GMM. ALL PROCEEDS WILL BE DONATED TO THE CHEW PROJECT - AN ORGANIZATION THAT PROVIDES FRONTLINE SUPPORT, OPPORTUNITIES FOR HEALTH AND WELLNESS, AND HELPS FIND HOPE FOR LGBTQ2S+ YOUTH AND YOUNG ADULTS – IN HONOUR OF PRIDE MONTH.

PLEASE REACH OUT TO KATHI GOULDIE FROM YOUR HUMAN RIGHTS COMMITTEE AT [KATHIES\\_CORNER@YAHOO.CA](mailto:KATHIES_CORNER@YAHOO.CA) WITH ANY QUESTIONS OR OFFERS OF AUCTION ITEMS.

**No Relief**

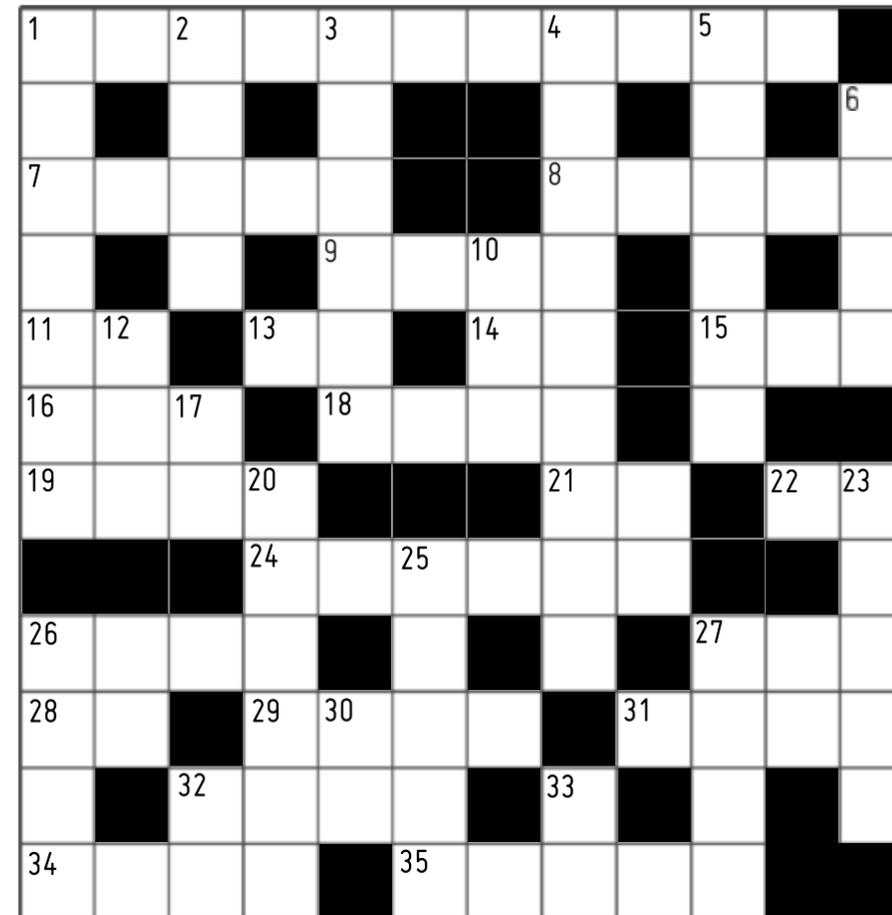


**PHOTO SUBMISSIONS**



On May 2nd, 2020, CUPW members Narendra Gaurav, Rajeev Kumar Maheshwari, Sanjeev Gupta, and Vimal Sharma provided free food for those in need in south Edmonton.

Crossword by Nathen (Edmonton Downtown)



Solution to previous puzzle:



**Across**

- 1 Type of special leave
- 7 Territory of Canada
- 8 a constellation in the equatorial region of the S. hemisphere
- 9 the share of work allocated to an individual, machine or group
- 11 (acronym) overtime
- 13 (chem) sodium
- 14 (acronym) Toronto, Ontario
- 15 (abbr) an Anglican priest of a parish
- 16 a small child
- 18 the basic monetary unit of China
- 19 (abbr) technical
- 21 (chem) Americium
- 22 used to introduce a subjunctive clause; meaning- in the event that
- 24 in Nov. 1847, Karl Marx and Friedrich \_\_\_ were commissioned to prepare for publication a complete theoretical and practical party program = Manifesto of the Communist Party
- 26 (acronym) Change of address notification
- 27 Russian novelist \_\_\_ Tolstoy wrote War and Peace
- 28 \_\_\_ Canada
- 29 any of various hoofed mammals of which the males characteristically have seasonally shed antlers
- 31 Archbishop Desmond \_\_\_ was named by Nelson Mandela to chair the Truth and Reconciliation Commission in South Africa
- 32 swift herbivorous rodent having a divided upper lip, long ears, a fluffy tail and hind legs adapted for jumping
- 34 to speak to God in request, confession or praise
- 35 one who takes care of the sick or infirm

**Down**

- 1 to abstain from using, buying or dealing with as a means of protest
- 2 agricultural implement with teeth at one end for gathering hay, leaves, etc.
- 3 Harry \_\_\_; active in the Co-Operative Commonwealth Federation and the Alberta Teachers Association, served as mayor of Edm. for four years \_\_\_
- 4 Sir John A \_\_\_; Canada's first prime minister
- 5 an original inhabitant of a place
- 6 (acronym) Public Service Alliance of Canada
- 10 (acronym) Alberta Teacher's Association
- 12 one of the digits of the foot
- 17 (chem) technetium
- 20 Anthony \_\_\_; in 1754 he was the first European to visit the territory that is now Alberta
- 23 lacking experience
- 25 a fine, powdery substance obtained by grinding grain
- 26 (abbr) an enterprise collectively owned and operated for mutual benefit
- 27 third book of the New Testament
- 30 (acronym) emergency room
- 33 (chem) Krypton

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