

# *InsideOut*

Canadian Union of Postal Workers  
Edmonton Local

February

**2010**



**Happy Valentine's Day!**

# CUPW Edmonton Executive Elections

The following vacancy of 2 months:

## Chief Shop Steward Stations and Depots

will be filled...

Sunday, February 7<sup>th</sup>, 2010 at the

General Membership Meeting at 6:00pm.

## February Nominations Open

The election committee will be opening nominations in February for the executive positions scheduled to be elected each April in even years: Secretary-Treasurer (full time), Grievance Officer (full time), Vice-President, Chief Shop Steward Letters, Chief Shop Steward Stations and Depots, Chief Shop Steward Transportation, Sergeant-at-Arms\Editor, Organizing Officer.

Nominations will close at the time the office closes on February 26, 2010. Those positions for which more than one eligible member has been nominated, will be elected following the election procedures in the local by-laws. Remember that it is important for you to participate by voting in these local elections.

Election Day will be the same day as the April General Meeting, April 11, 2010, due to the Easter long weekend.



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Opinions expressed are those of the writer and not necessarily the official views of the Local. “InsideOut” material may be copied, provided proper credit is given.

Submissions are welcome for “InsideOut”. Please include your name and phone number. Requests for anonymity will be considered.

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By choosing 100% Post Consumer Recycled fiber instead of virgin paper for this Inside Out Newsletter, the following savings to our natural resources were realized:

Trees Saved	1
Wood Reduced lbs	737
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2500 sheets of 23x35 **Enviro 100** 50 lb. Offset

Data research provided by Environmental Defence

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# Message From Sister Bev Ray

The Local has been very busy with consultations and vacation leave schedules over the last two and a half months. Thanks to Greg McMaster, Raj Sharma, Laure Lucyk, Asma Burney and Linda Nyznyk from the Executive as well as countless members that participated in the consultations.

The Edmonton Local Executive continues to visit workplaces prior to our regular monthly meetings. In January we visited the Delton Depot which provided us an opportunity to hear first hand the real issues that many of our members are struggling with. It was not surprising that FORCEBACK was one of the hottest topics. The National Union has filed a National Grievance on this issue and we have been working diligently to collect, review and submit information from the Depots to support this Grievance. The RSMC complained about the supervisor's refusal to pay the RSMC for parcels during the Xmas period which violates the agreement reached at local consultations. We have been working to resolve this however RSMC are reminded to produce documentation (day logs) . The day logs are important for RSMC to use to document their daily route information and this is invaluable if there are any disputes.

I would like to take this opportunity to thank Sister Laure Lucyk for her contributions to the local as the Chief Shop Steward Bulk Mails. Sister Lucyk has stepped down from her position and we have regretfully accepted her resignation.

January 14<sup>th</sup>, 2010 marked a day of celebration and sadness for many of us in Edmonton. Brother Ramon Antipan was given a heartfelt retirement send off at the EMPP with dozens of union sisters and brothers attending. Our National Director - Gord Fischer, 3<sup>rd</sup> National Vice President – George

Floresco, and National Union Representative - Valere Tremblay were also in attendance. Ramon served as Local President for two terms and also held additional executive positions in the Edmonton local as well as on the National Human Rights committee. He has been one of many passionate union activists from the Edmonton local and we wish that his retirement future will be filled with new exciting adventures. We will embrace all opportunities to stay connected with Ramon in light of his scheduled move back to his home country of Chile and hope that he will find time in his busy life



to drop us a line from time to time. The Edmonton local has submitted the nomination to our National Union for brother Ramon Antipan to be inducted for Lifetime Membership in CUPW . His unwavering commitment, passion and tenacity is evident in our local and we will continue to reflect on the contributions Ramon has made to the trade union

movement.

Don't forget to check the President's Blog on the local website for the latest information on what is happening in our local.

All the best in the new year,

In solidarity,

Sister Bev Ray,  
President ,  
CUPW Edmonton Local

## *A message from the Local Education Officer*

Here we are, already a month into 2010!

I hope everyone had a great holiday season and are recovered from their New Years hang-over. Before talking about the year ahead, I think we should reflect back on 2009, it was an especially tragic year for our local with the loss of a number of our members, including a few brothers that I'd personally gotten to know over the years and that touched many people at the post office. To the family and friends of Pat West, Wade McDonald, Barry Robinson, Adrian Phiri and others who lost loved ones in 2009, we hope for nothing but the best for you in 2010.

Last year was a busy one for the local education department, holding two Basic Shop Steward Courses and an Irma/MSCWSS Course just to name a few things we were involved in.

This year looks to be even busier with a local Advanced Shop Steward course January 24<sup>th</sup> - 28<sup>th</sup> and two local Basic Shop Steward courses from Jan.31<sup>st</sup> to Feb.2<sup>nd</sup> and Feb.4<sup>th</sup> to Feb.6<sup>th</sup>. The local is also putting on a pension course on February 28th. Are you planning to retire in the next couple of years and haven't already taken the course? If the answer is yes, and you are interested in taking the pension course contact the union office and leave Trish your current contact information along with your projected retirement date. Watch for notices of other upcoming local courses.



Archie Aebly RETIRES from Depot 11 , January 21,  
(photo R.Kennedy)



Ruth VanStrien retires from EMPP January 16 (photo  
R.Gervais)

The region has notified us that they will be holding the 3-day spring school here in Edmonton at the Crown Plaza March 26th-28th. Courses are **Basic Shop Steward (Urban)**, a new course called **Fighting Back – A Primer in Local Postal Worker Power, LCRMS** and **Basic Shop Steward RSMC/ Private Sector**. Notices and applications have already been sent out. Members who are currently on local lists for any of these courses **must** still fill out an application for these or future regional courses to be considered by the region.

**Applications for these regional courses must be received at the union office no later than February 17<sup>th</sup>.**

**Here's my wish list for the members of the Edmonton Local for 2010**

**For RSMC Workers-** better pay, to be paid for all hours worked, a better contract, a strong voice in our union and to be treated with the respect they deserve.

**For Plant Workers-** a decent rotation of duties, less use of casuals by hiring them as permanent, for management to design work areas with enough room to turn around in and to fill all vacancies.

**For Group 3 & 4 Workers-** for management to recognize the knowledge and expertise these workers bring to their jobs and to pay them accordingly.

**For Letter Carriers-** no force back, no 1/3, 1/3, 1/3, routes that are properly assessed, shovelled and sanded sidewalks, dogs with no teeth and for management to quit the use of unduly harsh discipline on these dedicated workers.

**For MSC's & 5 Ton Drivers-** more ploughed streets, less road construction, better heaters and air conditioned vehicles.

**For City Finals Workers-** more visits from the local executive members, for management to make up their mind and then inform them of their plans for City Finals.

**For Retail Workers-** for management to fill vacancies not delete them, expand services and for fewer difficult customers.

**For CUPW Private Sector Workers-** better working conditions, better contracts and a stronger voice in CUPW.

**For Casual Workers-** more rights, better treatment, permanent jobs.

**For Delton Depot Workers-** 5 days pay, justice.

**For Suspended & Discharged workers-** a fair arbitrator, justice.

**For Shop Stewards & Activists-** more appreciation and thanks for the great job they do.

**For the Full Time Officers & Executive Members-** decreased workload, more appreciation and thanks for the difficult job they do.

**For all CUPW Members-** a safe, healthy and prosperous 2010.

*In Solidarity,  
Larry Dionne.*



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## LOCAL HUMAN RIGHTS COMMITTEE COMMEMORATES HUMAN RIGHTS DAY DECEMBER 10/09

Members of our committee did fifteen minute presentations on all three shifts at the EMPP and some of our shop stewards presented at the Depots on Human Rights Day. It was for the first time that such presentations were held and they were extremely well received. This is what we said:

On Behalf of our Local Human Rights and International Solidarity Committee we would like to welcome you all to commemorate and reflect upon this day December the 10<sup>th</sup> which was adopted as the Universal Declaration of Human Rights by the United Nations General Assembly in 1948. December 10<sup>th</sup> is celebrated throughout the world as Human Rights Day. The Universal Declaration consists of 30 articles and these are used as a bar to measure the Human Rights as they exist today around the world.

How have we fared since the 1948 Declaration? What is the state of Human Rights in the 21<sup>st</sup> Century? Are we better off now than we were then? To me it seems like the whole world is in the grips of Capitalism which has bred more greed, more hunger and disease, more inequality, more illiteracy, more wars and the whole environmental crisis is getting out of control. There are more land grabs by big corporations all over the world causing destruction of the earth and its inhabitants. We don't have to look further than our own backyard where the tar sands have created havoc for our Indigenous populations. Some of the communities have no clean drinking water, their fish are getting contaminated by the chemicals, cancer is rampant killing young and old in record numbers. Their whole way of life and culture keeps diminishing by the day.

In other parts of the world, the multi nationals keep imposing their structural adjustment policies, using the country's cheap labour which can consist of child slavery as well, for their own gains. Human trafficking has become big business and very rampant in the developing world and the main targets of such trade are women. Murders of trade union activists still continue in countries like Columbia and our government still wants to sign trade deals with them. So today's session on this Human Rights Day is to bring your attention as workers to what is happening not only within our workplace but also globally to other workers and their sons and daughters who are dying and starving in record numbers while the rich keep getting richer and the Human Rights abuses continue.

On a brighter note we have to also bring our attention to our workplace. We have to assess how we are doing right here as workers. It is important to recognize all the achievements that our Union has made through negotiations. We have article 33.31 that deals with violence and harassment prevention, Article 54 deals with duty to accommodate, articles 5 and 56 are about protection against discrimination based on the eleven prohibited grounds ie. Racism, disability, sexual harassment, sexual orientation to name a few. We have also achieved appendix HH which calls for HH training for all new employees and thanks to the work of our local Union this training is now being extended to ALL employees.

These are means and tools provided for under the C.A. which give us the mechanism to fight for a work place that would be free of any kind of discrimination, harassment, physical and psychological violence, as well as bullying. In other words allowing us to create an inclusive, respectful and diverse workplace.

However, in spite of these achievements there is still much work to be done in order to reach the goal declared in the Human Rights Declaration article 1 that reads: **All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood (and sisterhood - our addition)!**

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Speaking of dignity and rights, we cannot go without mentioning some of the downsides and challenges that we face. Situations like the Manulife harassment should be stopped especially in the light of what Manulife has done to the woman in Quebec through information gathered from her face book and then her disability entitlements denied.

The eleven prohibited grounds of Human Rights charter are still a long way from the workplace, community and society at large. It is not only vigilance that we need to maintain but we should actively work to enshrine these rights, dignity and respect that every human being deserves.

We believe that thanks to the work of all of us within the Union, we have created a better workplace than what it was 20 years ago. However, there is still much to be done. We need to continue to work towards embracing each other no matter how different we might appear to be, because that is just that - appearance. We are all human beings and we all deserve respect, dignity and acceptance.

Thank you!

Written by:

Sister Asma Burney and  
Brother Ramon Antipan

## Women's Forum Victoria BC Nov 10 - 13, 2009

Sisters Bev Ray, Bena Pattni and myself were selected to attend the CUPW women's conference "Claiming Our Power" from the Edmonton Local. Having attended other women events and experiencing the power when women unite, I was thrilled for this opportunity.

It was a joint regional conference, with both Prairie and Pacific regions involved. Sisters came from all provinces; BC, AB, SK, MB, ON, NWT and YK. There was a wide range of experience as well: from new members thinking about becoming stewards, to Presidents of locals and officers of the National Union. We were all there for similar reasons: to learn, grow, be inspired, unite, share ideas, become empowered, and to re-energize.

The conference began with naming women that inspired us and recognizing the traits that they possess. Women play many roles, take on many responsibilities and balance home and work life. The wage gap between genders is still a major concern. Women make about 70 cents to every dollar a man makes. We brainstormed for ideas on how to change this; unionize women, encourage daughters into non-traditional jobs, fight for legislation around pay equity, have more women in leadership and activist positions, lower post-secondary fees, provide affordable childcare, etc.

Next, we watched a film entitled "Killing Me Softly". It showed the affects of media, advertisements, and commercials on society's values and concepts. On average, each person encounters 3000 ads a day. A lot of these ads portray women as flawless, sexual objects. Generally, this alters the way we think we should look or act and damages our self esteem. Advertisements highlighting aggressive behavior and violence towards women seems to be a 'big

Continues next page...

**Women's Forum Victoria...continued...**

seller' and is therefore encouraged. In some ads women are shown as less than equal to men. These messages surround us and society seems to have gotten used to them. Awareness is key. We need to be able to identify the underlying messages, speak out against them, educate others and stop buying these products that promote such ideas.

In some cases, women feel intimidated to take on leadership roles in a variety of situations; the community, the union, etc. At this conference, we worked on skills to effectively communicate, improve our public speaking, and learned rules of parliamentary procedure. We discussed countering fear and lack of confidence with assertive behaviour: define who you are, express your opinion, be bold, question authority and defend your rights. Hopefully, this will aid sisters in taking more active roles.

Cindi Foreman presented "The F Word". We discussed both positive and negative ideas around feminism. How some people look at feminists as being powerful, role models, confident and inspirational. And how others look at feminists as "man-haters", aggressive, power-hungry bitches. We want to change this attitude towards feminism and promote equality among sexes. We need to reclaim these words used as insults. Activism takes many forms and can be defined into 4 basic categories; advocate (argue someone else's case), helper/resource (make change by assisting others), organizer (gather a group together) and rebel (going against authority). There is a role for everyone, and it is important for us, as a union, to encourage sisters to get involved.

Women in many environments experience harassment. This is the singling out and demeaning behavior towards another. It may be subtle or it could be violent verbal or physical actions. Any form of harassment makes women feel weak, defenseless, and uncomfortable. As a group, we came up with steps to make it stop. If you



are experiencing harassment, tell a shop steward or a friend. If you are able, tell the harasser to stop. If not, seek support from your union. Be sure to document everything so you can make a formal complaint.

We had another guest speaker, Jamie Kass, who spoke on childcare. Generally speaking, women carry the weight of childcare. This is additional stress when balancing work and family. There should be more community involvement and more affordable, quality care to assist in raising our children. We need to support and fight for a national childcare policy.

Cindi Foreman concluded the conference with a presentation on the "Modern Post". She pointed out how Canada Post has hired more than a dozen men to conduct the transformation, with no women on this panel. It seems the woman's perspective is being overlooked with the changes. New machines and procedures are being tested at the average man's height, with no consideration to the average size of women.

Beyond all this information and knowledge shared, the connections made between sisters was the highlight of the conference. Once again, I was impressed with how easy it was for women, of all backgrounds, to bond and open up. The women at this conference were understanding, supportive and encouraging. I am immensely thankful to my union for sending me to CUPW's "Claiming Our Power". It was life altering and my hope is that all sisters of our union would be able to experience like-bonds of sisterhood. We should continue to encourage each other on the work floor and in our locals.

**Cori Longo**

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## Seniority: An Important Matter

For **Urban Ops** employees your permanent seniority date should be from your last hiring as an Urban Ops employee, including temporary work. If you worked as a Christmas casual and were hired to the temp list within 9.5 months, this most recent time should also be included. Your Christmas casual hiring date is added to your **permanent** seniority date when you become a permanent employee. However, new permanent employees **must file a grievance to have Christmas casual time added**. The employer is not automatically adding this time. Other errors have been discovered regarding seniority dates – so be sure to check yours out and submit grievance back-up if not correct. Seniority lists should also be posted in your workplace.

Your **seniority date** ranks employees for such things as the selection of assignments, positions, vacation leave and placement on equal opportunity lists. Your **continuous service or continuous employment date** (start date on the seniority lists) is used to determine such things as your amount of vacation and other leaves and your pensionable service. Many employees have the same date for seniority and continuous service, but this is not always the case. For example, Christmas casual time is not counted towards continuous service, but it does count towards permanent seniority, if you were hired to the temp list within 9.5 months.

### Outstanding Issues on Seniority. Appendix MM and Article 11

It was in December 2007 that seniority rules were amended to include temporary time. The CUPW bargained for this in Appendix MM of the contract, after a membership referendum. The employer created new seniority lists which did not include Christmas casual time, and contained other errors, too. In Edmonton, over 200 members filed grievances to correct errors in seniority dates. We sent grievance files to the CUPW Regional Office in Winnipeg and through an extensive project, corrections were made. Currently, two issues remain unresolved with the employer regarding seniority dates.

One, as mentioned above, is that management should **automatically add Christmas time** to the permanent seniority date. The second revolves around **seniority dates and tie breaking**. When seniority dates are identical how should employees be ranked for purposes of seniority? Should a 'random number' be used to break the tie and more recently an order of hiring to the temp list be used to order employees, as is currently done? Or should ranking be based on the date the employee became a permanent employee, with those who became permanent first having more seniority? After some consideration, the union decided that ties should be broken by the date the employee became permanent and the National Union subsequently filed a National Policy Grievance on this matter. An arbitrator will decide, hopefully soon, how seniority ties should be broken. Depending on the outcome, alterations may have to be made.



**Solidarity, Carol Read, Grievance Officer**

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## Brian's Letter Carrier Notes

### Overtime

Just a reminder to keep track of your overtime and check to be sure you are getting paid for any overtime worked and at the proper rate. You get time and a half for any overtime up to 10 hours and double time for any hours actually worked beyond that. If you are on call back, then you get the minimum under Article 17 but still get double time after ten hours. Example: if you do double call back and finish in less than 10 hours, you would get 3 ½ hours at time and a half. If you are done in ten and a half hours, you get a half hour at double time and the other 3 at time and a half.

### Edit Book

The Edit Book is a new process for notifying the supervisor of changes to your walk. It was introduced in September at Depot 1 and a couple other Depots in November and is now being rolled out to the rest of the City. The walk folder itself is still the same. The Edit Book was designed in part to sequence the POC's (points of call) in preparation for what the employer is calling Modern Post. It is very important when entering the sequence that you sequence it as it is on the case, not by your cheat sheet. One part of Modern Post that will frustrate many carriers is that cheat sheets will, for the most part, disappear. If most of your letters are being sorted by machine then you would either have to pull the flats the same way or re-sequence the letters.

There are parts of the walk information that is not included in the Edit Book, particularly on motorized routes. If, for instance you have a relay box added to your bundle run, then that has to be added on your 103 form, which is in your walk folder. You should still note the required change on the cover sheet of the Edit Book just so there is a record that you have notified the supervisor. Because this is a change that the RMO (route

measurement officer) has to make then it will take a week or so for the change to be made. If your walk is over- assessed then any increase or decrease in the over assessment payments will take up to 3 weeks to show up on your pay cheque. Increases or decreases in householder numbers will take up to 6 weeks to show up on your HH slips.

It is important to know that you are reporting changes to your route. If there were errors in the pacing or on something other than Point Of Call information that has gone un-noticed for months or even years, there is no reason to believe that the Edit Book is going to magically fix it. If you happen to notice an error in the distance up to a house or a missing door or step, you enter it in the Edit Book and the supervisor makes the changes. Unfortunately there have been reports of supervisors claiming that there could not possibly be any problems with your walk evaluation because you signed the Edit Book. This is likely the same supervisors that are claiming preparation of HH is not a reason for overtime, which is equally incorrect.

### Brian Blair

CUPW Edmonton Route Verification Officer



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## **CHALLENGE 2010**

**Happy New Year** to all our members. The year 2009 is gone and here we are in 2010. This year is full of challenges for us, our leadership, shop stewards and all union activists. Our negotiation for a fair collective agreement in 2011 is going to be a hard fight for our union. To win this fight we have to start working now. We need every single member's participation in union activities. Collective-vision has given us a wonderful collective agreement, which is what we enjoy. You members are the strength of this union.

**What is happening now?** If you are watching the employer's strategy closely, then this is very simple to understand. Reduction of jobs, increased work place harassment, force-back overtime for letter carriers rather than calling temporary workers to cover un-predictable absences, cutting positions for MSCs (5 ton routes), not enough part-time relief, cutting down working hours for registration clerks and for PO4s, PO5s in the plant. The other strategy that the employer is using in depots and in the plant is to create animosity between employees.

Whenever employees make a complaint about harassment or violence, the employer DOES NOT act quickly. This creates a division between employees. Sometimes the employer reacts unilaterally. This situation is worse in depots; they do not have good leadership at all. The employer always keeps their eyes closed whenever there is a violation of the collective-agreement and the atmosphere has become unbearable.

Consultations with the employer are not providing solutions. For me being an executive member of this local, I have never seen anything like this before with C&D managers. They never come prepared during the consultations and they change their directions so the entire process has to re-start. Their strategy is to keep the union busy with simple things.



These stall tactics are systematic and deliberate. Supervisors and managers are deliberately spreading rumours about our upcoming negotiations. They talk about our sick time, vacation leave, and other benefits to scare us **because they want to know our reaction, so they can report back to their boss.** These puppets talk about bad economy and in a very cunning way, so they can change our minds not to demand decent benefits and wages. That is Moya Greene's agenda and the capitalist's agenda and they believe that it is perfect timing to crush unions and workers. We have to answer back. Who brought the economic meltdown? Not the workers. Capitalism must take the blame for that. We will stop Canada Post from taking advantage of this unique situation.

The way Canada Post wants to introduce Modern Post and technological change is not going to help workers. This agenda is not to improve and expand service. Canada Post has made billions of dollars in profit in the last decade and we are not a burden on tax payers. Your hard work has produced these profits. In those good times, what did we get from Canada Post? Fewer and fewer decent paying permanent jobs, more and more use of temporary workers (so they don't have to pay them benefits). We should understand that **Canada Post is not a**

**CUPW**  
**Edmonton Local**  
**General Membership Meeting**

**Sunday February 7, 2010**

**6pm to 8pm**

**Central Lions Senior Citizen Recreation Centre**

**1113-113 Street**

**Agenda**

**Elections:**

**Executive Position: Chief Shop Steward: Stations & Depots**

**Environment Committee: 1 member**  
**InsideOut Committee: 1 member**  
**By-Laws Committee: 2 alternates**  
**Social Committee: 2 members**  
**EDLC delegates: 8 members**  
**EDLC School, March 5,6,7: 3 members**  
**Election Committee: 4 alternates**  
**Education Committee: 1 member**  
**Human Rights Committee: 1 member**  
**Discipline Committee: 1 member**

**Notice of Motion: from Darcy Griffiths: that the By-laws be amended to add to the duties of the Vice-President the maintenance and liaison with any private sector bargaining unit attached to the Local.**

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**THE STRUGGLE CONTINUES.....**

Continued from page 11...

**private business. Canada Post is a crown corporation under the federal government.**

**This is a public service.** Our profit must be spent to improve and increase service, for better equipment, decent wage increases, better benefits; and we will achieve that with our collective strength. Be informed. Read your CUPW National and CUPW local bulletins. With our collective strength we will be ready for 2011.

In the end I want to give thanks to brother **Ramon Antipan** for his hard work for the working class. Whether it was on the international, national, regional, or local level, we have learned lots from him. January 8<sup>th</sup> 2010 was his last working day and still he was filing grievances with members working as a shop steward. That was his dedication to the union. In his retirement speech he said “if you’re a trade unionist then die as a trade unionist, never jump ship... our fight is with a system not with individuals.”

In solidarity  
Raj Sharma

Vice President, CUPW Edmonton Local.

**At the General Meeting December 6, 2009  
Executive Elections:**

Nominated for Recording Secretary: Bena Pattni and AJ Sharma. Elected: Bena Pattni.

Nominated for Route Verification Officer: Brian Blair. Elected.

Auditor’s Report adopted.

Elected to attend the March EDLC School:  
Lorraine Klemchuk  
Linda Nyznyk  
Todd Brooks  
Yvette Brusseau

Elected to Good and Welfare: Peggy Maxwell

Elected to By-Laws: Darcy Griffiths

Elected to Union Counselling Course: Carla Fiddler, Peggy Maxwell, Devinder Sunner, Todd Brooks.

Elected to Trustee alternate: Darcy Griffiths

Moved, seconded, Carried to donate \$5000 to the Injured Workers Monument Project of the EDLC. Memorial Candlelight Ceremony was conducted by the local women’s Committee for December 6th.

Executive notice of motion to add Chief Steward Private Sector to the Executive, position to be held by a Private Sector member, defeated.

Elected to the Election Committee: Linda Nyznyk, Wray Hoffer, Parminder Pannu, Peggy Maxwell.

Notice of Motion for next General Membership Meeting: Moved Darcy Griffiths: to add maintenance and liaison with any private sector bargaining unit attached to the local, to the duties of the Vice President.



## Suicide Awareness

### *It affects all of us ...*

Suicide is a universal human concern. People who die by suicide come from many cultural and religious groups and from all educational and socioeconomic levels.

### **In Alberta, more people die by suicide than by motor vehicle collision every year.**

Any one of us, or someone we love, could be vulnerable to considering suicide as an escape during a time of personal crisis.

Suicide need not claim as many lives as it does each year.

### **There is help available:**

If you are considering suicide, please call the 24-hour Distress Line (780) 482-HELP.

If you are caring for someone who is suicidal, please contact The Support Network's Caregiver Support program.

If you have lost someone to suicide, please contact The Support Network's Suicide Bereavement Program.

If you are in a helping field and require training in how to help someone who is suicidal, please consider The Support Network's Suicide Prevention Training.

### **All Canadians can play a role in suicide prevention.**

In spite of our alarming suicide rates, Canada remains one of the few industrialized countries that still does not have a national suicide prevention strategy.

In 2004, the Canadian Association for Suicide Prevention (CASP) published its Blue Print for a National Suicide Prevention Strategy. While provinces throughout Canada have used this document to establish provincial suicide prevention frameworks and it has received international recognition, this document has yet to be acknowledged by the Canadian Government. Canada must join other countries such as the U.S.A, U.K., Australia, New Zealand and many other European and Asian countries and establish a national suicide prevention strategy.

CASP invites all Canadians to demonstrate their support for suicide prevention by participating in an on-line petition. To register your support for a national suicide prevention strategy and urge the Government of Canada to take action, go to: <http://nspscnd.epetitions.net>.

CASP has also started a mail in post card campaign that asks the Minister of Health for the Government of Canada to take action on this important public health issue. Copies of this post card can be downloaded from our website. To have copies of the post card mailed to you for distribution in your community, please contact our office at [casp@casp-acps.ca](mailto:casp@casp-acps.ca), or call 780-482-0198

WithThanks to: [www.thesupportnetwork.com](http://www.thesupportnetwork.com)

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## Our e-mail address:

**union@cupwedm.net**

CUPW Edmonton Local Website: <http://www.cupwedm.net>

## Edmonton Local Executive

Full Time President : Bev Ray

Vice-President:: Raj Sharma

Full Time Secretary-Treasurer: Sue Wilson

Full Time Grievance Officer: Carol Read

Full Time Health and Safety Officer: Mike Painchaud

Education Officer: Larry Dionne

Organizing Officer: Nick Driedger

Recording Secretary: Bena Pattni

Sergeant-at-Arms\Editor: Karen Kennedy

Route Verification Officer: Brian Blair

Chief Stewards: Bulk Mails: vacant

Letter Mails: Asma Burney

Transportation: Greg McMaster

Wickets & Affiliate Offices: Linda Nyznyk

Stations and Depots: vacant

Maintenance: Norm Burns

Rural & Suburban Mail Carriers: Peggy Maxwell

The Executive meets the 3rd Thursday of each month.

Positions are elected each April for 2 year terms.

### Inside Out Deadline

March Issue

**Friday, February 12th,  
noon**

**HAVE YOU MOVED?**

**ARE YOU PLANNING TO MOVE?**

Don't forget to contact the union office  
with your new address and phone number.



**Saying Happy Retirement to Ramon: Rashpal, Dave, Valere, George, Nick, Sue, Gord, Carol, Raj, Ramon, Darcy, Bev, Brian, Mike, Asma (photo: R.Gervais)**



**Ramon and Gloria Antipan  
(photo: R.Gervais)**

## **February Events:**

- February 3: Women's Committee 6pm to 8pm**
- February 7: General Membership Meeting 6pm to 8pm**
- February 9: Environment Committee 6pm to 8pm**
- February 10: Retirees Committee 10am to 11:30am**
- February 18: Executive Committee 9am**
- February 26: nominations close 4pm for Executive positions**

**THE STRUGGLE CONTINUES.....**

