

InsideOut

**Canadian Union of Postal Workers
Edmonton Local**

JUNE 2010



Ready for customers at the new Mayfield Common Retail Outlet, CUPW Edmonton Local members: Elaine Hauer, Jagpreet Sekhon, Jagit Gill, Mia Tolentino, Jesus Altarejos.
(photo Kennedy, Story page 2)

From the Editor InsideOut



Retail: The most recent change in Retail is the move to Mayfield Common from West Edmonton Mall, on April 19. West Edmonton Mall, once again, has no post office staffed by CUPW members. The Mayfield Common outlet is an Appendix T project, a job creation\expansion agreement in our contract. **Make this post office your regular stop!** Located in the Mayfield Common, next to Affinity Dental, on the South East side of the square of stores. Their hours of business are : Monday to Friday, 9am to 6pm, Saturday, 9am to 5pm. The other 2 Edmonton locations staffed by CUPW members:

South Edmonton\Depot 9, Main Wickets. Nearby: St.Albert, Sherwood Park,

Ft.Saskatchewan, Stony Plain, Spruce Grove, Leduc. Use the postal system...it's your job! The retail positions have been declining steadily over the years and yet there is no question these postal workers are the most knowledgeable and skilled in the city. Although correcting errors made by private outlets is a regular activity for our retail clerks, those contracted out places keep opening\expanding as our members are cut. Support your brothers and sisters in these retail positions by using the union outlets!

Awards for Local: The Canadian Association of Labour Media has awarded two CALM awards to the Edmonton Local. Peggy Maxwell's article on being an RSMC, Contractor versus Union, won a writing award, and Doug Elves and his reorganization of our website won us Best Cyberunion! Congratulations Peggy and Doug!

Front Yards in Bloom: The local supports this community activity that enhances the work environment for carriers and drivers. Don't forget to NOMINATE! and remember all postal workers, as members of the Edmonton Community, can nominate. Awards are for 3 categories: Front Yards in Bloom, Natural Front Yard, and Edible Front Yard. Check out the information on the City of Edmonton website. And mail in your nominations to: Front Yards in Bloom, #203, 9828 - 104 Avenue, Edmonton, AB T5J 0J8 and don't forget to add that you are a CUPW member!
Deadline July 8th.

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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.

Mail to : Editor InsideOut, CUPW Edmonton Local, 11001-107 Street, Edmonton, AB T5H 2Z6

Email: editor@cupwedm.net

From Your President.....Sister Bev Ray

SCORE: CUPW-1\MOYAGREENE-0

CEO Moya Greene and her corporate representatives have been going to great lengths to meet with members excluding shop stewards and union officers. Under a veil of secrecy Moya surfaced in Edmonton to meet with our members on the work floor. The union was notified on a Sunday afternoon at approximately 3:00 pm that she would be in Edmonton, willing to meet with only a select few of your local union executive the next afternoon. Security at the EMPP was on high alert with no one being granted access who was not working on Shift 2. In fact Mike Painchaud (Health & Safety Officer) was denied access and there was reluctance from CPC to allow Gord Fischer, National Director, to attend our 4:30 pm meeting with Moya.

This was my first meeting with Moya Greene, and with the news this past week I guess it will be my last! At first glance Moya looks remarkably like Jane Dayus Hinch of the tv show "Wedding SOS". However, it was evident on this day that there were no wishes being granted from Moya. Little did we know that Moya felt compelled to grant 1 very big wish and that is that as of July 14, 2010 she will no longer be CEO of Canada Post! I started discussions with her pointing out our outrage in restricting access to her 2:00 pm show at the EMPP, not only of union officers but the workers who worked on shift 1 and 3 at the EMPP. Her excuse: *We want to hear from workers without your union filter.*

Union filter... what the heck is I am still employed as a letter and have lived under the rule nothing more than a feeble amongst us all as postal Canada Post we hold a common we know what it is like to work was really saying was she would

Moya Greene and Doug Jones discussions with the ongoing economy and Canada Post workers we cannot ignore the face it! It is the neo-liberal and her management team that of our fundamental rights to

respect, decent wages, benefits and working conditions. All of which we would not have achieved without CUPW being a strong union with a history of fighting hard to ensure that working class people have a right to conditions that improve our quality of life.

With only 30 minutes to get our points across, we raised the following as major issues that are long overdue being addressed: Bullying & Harassment, Forceback, Deleting fulltime jobs & replacing with Part time, Restructures with no accountability of Delivery Services, RSMC Issues, Modern Post, Rotation of Duties, Inadequate Staffing, Accommodations.

They are quick to make claims of misuse of sick leave affecting their productivity. However, they had no real response to the many reasons that our members are absent from work. One of which is the stress our members experience due to the 'police state' which rules the workforce in Edmonton.

Doug Jones and Moya Greene both claimed that they will be looking into some of the issues we raised. I am sure this is a well-rehearsed response. Too bad Doug you are on your own on this one now!

I want to thank everyone who came out for the quickly organized rally at the EMPP. Our efforts to organize and mobilize continue to grow.

A number of members have expressed outrage at the way your elected union representatives, shop stewards and members were treated by Moya. The Union stands in the way...and clearly the CPC slashing of benefits and the pension plan of the management and exempt group (non-union!) tells you the way they want to go. They are trying to filter out the union but they will not succeed! We may be your voice but the union is you. Stick together, stick with the Union!



that?... Last time I checked carrier, worked also as PO4 of Moya. The union filter is attempt to create division workers. As employees of thread and that is what that at Canada Post. What Moya like to filter out the Union! were eager to sidetrack focus on the global being viable. While as global economic crisis, let's approach taken by this CEO would strip us as workers dignity, human rights,

**In solidarity,
Bev Ray**

It's sure been a beautiful spring so far.

Winter strains and missteps are healing up, frowning and carping at CPC vice presidents is fun (pointless fun, I know, I know), walking in the sunshine, wearing union buttons, maybe a flag waving here and there.....

I mean anything out of doors is nice, away from the will of Moya, away from that egofall of cascading attitude, noisily rushing down over vice presidents, regional managers, manager supplicants, supernintendo supplicants, team kneelers and then on down to us workers.

If we were in the movie business we would be called extras, but the big producers in that business have another name, they would call us scenery.

And we have been making a pretty picture of late; The May 17th rally at the EMPP showed we could gather quickly and show our unity. We're standing tall and looking good.

The May 12th Day of action was a joy at Whitemud South, virtually every member participated, rallied in the parking lot, carried signs and Canadian flags, wore buttons and sang as we marched into the depot and circled the floor. It felt great. Really great. We all got a little taste of the power we can have if we are together.

There may be tense times ahead with the contract expiring but the best way to avoid a strike is to be prepared for one. And by the way don't assume management knows where they're going: today (May 18) they got all the supervisors together and told them to dress better. That and that they need more of them on the outside. More supervisors always solves everything.

Apparently they're getting rid of 300 superintendent positions across the country. I would imagine they'll make them all managers. Managers aren't in a union and we're not the only union they want to crush.....

We're just the one with the power.

Jerry Woods
Chief Shop Steward, Carriers



THE STRUGGLE CONTINUES.....

Note from Your Health & Safety Officer...

WCB questions are on the rise again; questions regarding your role in participating with the employer's hired representatives, Manulife, when you have a workplace injury. Remember that when you have a WCB accepted injury you are to deal with WCB, not Manulife. The employer will try to harass and intimidate you for standing up for your rights but when this happens, speak to a shop steward or one of your local officers.

If you are a letter carrier and you have a time loss injury, you are entitled to householder payments even if you are not delivering them. It is very important that you keep track of what you receive for householder payments so that you can submit the average and include that in the money you are eligible to receive from Canada Post if they approve you being off work or in a modified form of duty where you are not delivering householders. I have no doubt that Canada Post will refuse this payment so be ready to fight for this. I know some of you are thinking "why would we get paid for householders if we never had to deliver them?" The reason is simple... householders are part of your regular income. You are eligible for all forms of regular income when a workplace injury keeps you from doing your duties. Since householders are an expected part of your job and you have no choice but to deliver them, then it is considered part of your regular income. Sorry folks... the same can't be said for overtime... except in extenuating circumstances.

The same above goes for any of our workers who work shift work. It is our position that the

employer has to pay you for your shift differential if you are on a WCB approved claim whether you are at work or not. In the past they have paid some and not paid others.

Negotiations 2011... One year from now we very likely will be in a position to strike. If we look at the way CPC has negotiated with the other bargaining units we would be foolish to not think that we will have a fight on our hands. I'm sure by now that everyone knows that the employer is going to be coming after our sick time. Some workers have already lost hope because of their success in removing it from the other bargaining units. **Don't lose hope, don't give up!** There is a saying that goes "if you think you can or you think you can't, you're right". I know we can fight the employer in the upcoming rounds of negotiations. They may have removed it from the other bargaining units but those are not CUPW. UPCE (Union of Postal Communications Employees) is a very small bargaining unit in the company and they fought hard. APOC (Association of Postal Officials of Canada) has never chosen to fight, instead waiting for us to do the fighting. They have always quietly cashed in while CUPW workers fought for our rights on the picket line.

We also have the most physical jobs in the post office and an extremely high injury rate. I can't see the employer being able to get away with removing our sick time. I believe in the workers in CUPW and we need to show CPC: **we are not going to be divided and we will not allow you to shred apart our hard earned rights!**

How can you help our negotiators? Get involved! Participate in days of action! This is your job. This is what feeds you and your

(continued from page 5)

family; this is what helps you get the medical needs that you require, this is what gives you a pension so that you can hopefully retire safely and comfortably. I believe this next year is going to be a pivotal one and we all need to be involved because united we are strong. If you have never been through a strike at CPC, talk about it to your senior members who have. Get the buzz going on the floor.

Now the goal of every round of negotiations is to come out of it with a good collective agreement without a strike but it is very important to prepare in the event that one happens. **Start saving now.** I would like to tell you all that we likely will be able to settle a collective agreement with CPC without going on strike, but I truly believe that CPC is going to make us fight in 2011 and put us in the position of withdrawing our labour. It's very important that we take the necessary steps now.

This union has a very proud history and together Sisters and Brothers we can give it a proud future!

Solidarity,
Mike Painchaud
H&S Officer



The Local Union is holding a t-shirt design contest!!*

Design a T – Shirt !



Feeling Creative?

Got an issue? Get it off your chest...Say it on your shirt!

A little humour? A little fun? A protest message? A human rights issue?

Astound us with your cleverness and wit!

Submit Entries to: CUPW Edmonton Local
11001-107 Street,
Edmonton, AB T5H 2Z6.

Deadline: Entries must be received in office by **June 9th.**

The winning design will be used for 100 union-made shirts to be available for sale in the local, and the CUPW Edmonton Local member who designed the shirt will receive 2 free shirts and tons of recognition!

* this contest is open to the members in good standing of the Edmonton Local of the CUPW

RSMC NEWS

Filling out your log sheets is very important to do each and every day. The RSMC are filing and winning more and more grievances. If you have any reason, such as flyers, overtime, extra parcels, etc., to put in for vouchers or adhoc and they are denied . . .KEEP the paperwork and submit it with a grievance form to the Local. You need documents to support your grievance.

The employer recently sent 2 fellows from Corporate Head Office for depot visits around the city. The meetings were approximately 45 minutes each, at our depot. Not one of the RSMC's received any kind of help for this 45 minute delay . The 2 Corporation representatives advised us if we had any questions about the way the Corporation handles things like pensions, overtime, route measurement, the modern post etc., they would be glad to answer any questions we had, after their initial speech.

The speeches were focused on the budget for the year and how the first class letter mail volumes are down so low that it is causing havoc with Canada Post profits where they only showed an (approx) 300 million dollar profit last year compared to an (approx) 90 million dollar profit the year before.

They have added some new ad mail contracts for a boost in revenue, to help offset the profit losses.

They then proudly announced Canada Post sent out their CTI payments to the employees, because of the significant profit margin. The RSMC's were not included in this CTI payment because it is not part of our collective agreement.

One of the speakers proudly announced the Corporation has spent 2 point 5 billion dollars on the new modern post plant, which by the way is

not working at the moment because the machine can sort faster than the human workers can load it!

One of the RSMC's asked a question: "Since Canada Post has all this cash to purchase these new things including the \$\$\$ coalating machine that does not work behind the Vancouver Post Office, why can't Canada Post pay the RSMC a fair and decent wage?". The speaker returned with: "I am sorry I am not schooled in the RSMC collective agreement. I will have to do some research and get back to you." The RSMC pension plan was also brought up and again they could not answer any of the RSMC questions on the table.

More than ever we need to stick together. Let's stand up for our Rights. Come to your meetings. Let your voice be heard.

In Solidarity

RSMC Chief Shop Steward

Peggy Maxwell
Delton Depot



Merging of the Transaction Sections at the Plant - Opportunity or Disaster?

Gone are the Incoming and the Originating sections! For years workers in these sections identified themselves in the plant as “coders” or “BCS people”. Each taking comfort in their own styles of work, their own machines, their own hours and more than anything else their own group of friends. It was not a matter of “love” for their sections, but rather a matter of getting used to it, accepting it and falling into a pattern, a routine if you will. There was no rocking the boat. They were there because they did not like the other machines, they felt they could be injured if for any reason they had to transfer over to the other side. There was also something to be said about familiarity.

Now all that is being taken away, not because of the workers’ choice but because of lack of choice. It was a decision taken by the management. “People have to go where the mail goes” was one of the explanations given, “low volumes” was another. Whatever it may be, the main reason was obviously to downsize, positions had to be deleted, with most day jobs going to the midnight or the “killer” shift as some of us would like to call it. Moya’s plans to reduce manpower to make room for the “modern” machines had to be implemented, come hell or high water!

I was one of the many skeptics of this big merger - I had no idea what my coworkers or I were getting into and we still don’t. But upon thinking about it at length, my skepticism is slowly but surely changing into a feeling of optimism. Some of you may wonder why? Let me assure you it is not because I am excited to try all those new machines that I so dreaded for so many years! Absolutely not! My main reason for this optimism is because of the numbers. Again not the numbers that our managers are looking for - not at all! By numbers I am referring to the number of workers in the section.

The strength of our Union lies not so much in it’s elected officials but in it’s numbers. We the rank and file ARE the Union. Imagine a section with almost 90 workers (full and part time in shift 3) working as one big group! United we stand, divided we fall is the age old saying and we now have the opportunity to prove it. No more fighting over mail and equipment with the other section, no more rivalries, no more comparisons and most of all having the opportunity to be each other’s allies and be able to demand what is in the best interest of all. If we can all do it in unison we are bound to get results. To me this is an amazing opportunity to build solidarity with so many more brothers and sisters in the same section, especially before 2011. If our big group can prove the power of the collective on the work floor, we will without a doubt be empowered to face the challenges that await us when the negotiations start. We can get ready to participate in it fully. I am sure there will be some growing pains before we all get on the same page. There will be some conflicts and misgivings before we get to know each other but if we can keep looking at the bigger picture and not get bogged down, we will definitely make huge gains forward. So even though our boss did not plan on giving us this “opportunity”, it is our call to turn it into one!



With belief in the collective Power of the Workers, the Struggle Continues...

Solidarity,

Asma Burney
Shop Steward, Shift 3



The Dark Side of the Future

By now everyone is aware that one of the primary changes that will take place with modern post, business transformation or what ever other fancy name the employer is referring to it as, is to sequence mail by machine in the sorting plant. The Corporation has made no secret of the fact that they hope to eliminate thousands of jobs as a result. It will also have other drastic changes to the way Letter Carrier work is done.

The basic way that the Corporation hopes that the work will be done, and the way it is currently being set up in Winnipeg, is that there will be two independent sets of Letter Carriers working from the same cases. The first shift will show up, about the time the mail does, and sort only the items which the sequencing machines could not handle. This mail is supposed to be sitting there waiting for you at your case. They hope this will be 20% of your mail or less. You sort this into an A62 (big blue cases) and pull your mail. Some place in there you prepare your householders. If you do them the day before then where do you put them? You cannot store them at the case because there is another carrier who will be working on the case 2 hours later. For the same reason you will be unable to store any personal items in the case. You will not be able to sort householders into the case. You pick up your PCI's and head for the dock. You load this mail into the truck. By now your sequenced mail is sitting on the dock waiting for you and you load that straight into the truck and leave. Two hours later the second wave of carriers show up and the process starts again. These carriers finish later so they will do the late work that the MSC's currently do now such as SLB and RPO clearances.

All of the forwards for the sequenced mail will be detected and forwarded by machine and if the system cannot find an address then it will be returned. Thus it will eliminate most of the inside time you now get for picking up the mail and doing returns. Where in the current system if a Letter Carrier gets a letter for their route and they recognize the name then it will normally get delivered. This reduces letter mail to the same status as e-mail in that any slight error no matter how small will result in the mail being returned.

When on the street you carry the sequenced mail in your hand, the sorted mail on your arm, and the householders are in your satchel. Even though this will again increase the amount of time it takes to deliver householders, the employer is claiming that there is no need to give you more time values for it because you get paid for householders.

Because the machines sequenced most of your mail, you have no choice but to do the route the way it is set up on the case.

There will be a small number of foot routes in some Depots (mostly city centre) but if you do not have enough seniority to get one of those then you will have to get a VOP.

Depending on the type of walk you have now, it will increase the amount of time spent on the street by an hour or more. For some walks that had huge volumes, that time will increase far more. This is before you take into account the amount of extra time it will take because of the householder method and the lack of flexibility that would increase delivery time even if you were delivering the same calls you are now.

This is the challenge that faces CUPW members (including RSMC's) in the near future. In the last major strike in 1997 the union spoke of fighting for jobs that you could do until you were ready to retire without serious damage to you body. Unless we stick together, and fight back now, then few people will be able to do the job until they can draw a pension.

Brian Blair
CUPW Edmonton
Route Verification Officer

Summary of Resolutions from the Edmonton Local for Negotiation Demands, details available at the June General Meeting. These resolutions along with those from other locals in the Prairie Region, will be debated at the Regional Conference June 18,19,20, 2010:

Contract In, Expand Services: contract in all work relating to postal services for vehicle, machines, retail, shredding, expand door to door delivery, etc.

Environment: improve CPC environmental foot print by recycling, public transit, electric vehicles, etc.

Appendices Work to Continue.

Night Workers Leave: eliminate the requirement to qualify, extend to temporary employees.

Covering Absences and Staffing: fill vacancies more quickly, stronger language, no positions eliminated without agreement of CUPW.

Respect for Picket Lines: CUPW member cannot be ordered to cross any picket line.

Increase Vacation Leave: new hires start with 4 weeks.

LCRMS changes: flex route, improve time values and recognizing new times needed for A62's.

Temporary Employees: all Articles of the Collective Agreement apply to all "employees".

Substantial Wage Increase: demand a substantial wage increase.

Lose Seniority if do Supervisory Work: changes to article 11.

Job Security: update job security date to be the date of signing of the next collective agreement.

Health and Safety: no letters on files for injuries or accidents, expand standards on congestion and equipment for all positions.

Maintain Group 3 and Group 4 Work: that Group 1 will not do Group 3 and 4 work such as clearing jams from machines; increased wage for dual trade certificates and for VHE9's, apprentice hiring ratio, change pay and other conditions to attract and retain group 3 and group 4 members, training schedule available before required to bid on vacation leave.

Union Response or Comment with Equal Time: any work floor meetings that are held by management, equal time be given to respond or comment by the Union Steward or employees .

Benefits: improve benefits (prescription, vision, update dental coverage, retirees).

Sick Leave: maintain the current sick leave program, no rollbacks.

No Concessions and Take the CTI: no concessions, but give up the CTI.

Pension: stronger protections in collective agreement, requirement for Union to agree to any changes.

Householders: address over-burdening

Bereavement Leave: 5 working days.

Compensatory Time for Group 1: expanded to include all Group 1 employees.

Stores Position: new higher paid CUPW position for stores persons with additional work.

Limit Force Back: instead of using force back as a regular staffing option, must follow a series of steps to make it last possible option.

Rotation of Duties and Section Crossing: suggestions to improve rotation of duties, and addressing duties within sections.

CUPW
Edmonton Local Sandtrap Open

Saturday, July 31
Cardiff Golf Resort (morning tee times)
Cost is \$95.00 per Person



18 Holes Texas Scramble Format
Green Fees, Golf Cart,
BBQ and Prizes Included
Register a team or individually.

Register by July 23 2010

Applications available @ Union Office or Union@cupwedm.net

Early Bird Prize Draw for registrations received before July 2, 2010

1st annual 'Friend of the Earth' Award

Deadline for nominations: June 15

First the Tar Sands Duck deaths and now the massive BP oil spill in the Gulf of Mexico! Everyone seems to be talking about the environment. Unlike these examples, we have amongst us **unsung heroes** who are thinking about the next generation and making good choices.

Do you know someone who should be recognized for their contributions? A role model for others? A consistent composter? An avid re-cycler? A dedicated cyclist? A 100-mile diet fan, or car-pooler? A Friend of the Earth? Nominate them for the first annual Friend of the Earth award, in memory of Tom Olenuk.

Nominations should include a description of the activities/lifestyle to be recognized. Acceptable in either written or video form (maximum 90 seconds).

To: CUPW Edmonton Local Environment Committee, 11001-107 Street, Edmonton, AB T5H 2Z6
editor@cupwedm.net , union@cupwedm.net

CUPW
Edmonton Local
General Membership Meeting

Central Lions Senior's Recreation Centre

11113-113 Street

June 6 2010

6:00 - 8:00 pm

Agenda

Budget 2010 -2011

Draft copies are available in the Union Office one week before the meeting.

Elections

Local By-laws Committee (2 Members, 2 Alternates)

Area Council delegates (1 Members, 6 Alternates)

Local Organizing Committee (5 Members)

Local Environment Committee (1 Member)

Local Social Committee (1 Member)

CUPW Association (3 Members)

Election of alternates to Regional Conference & observers

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

Brother Greg McMaster is the co-recipient of the Alberta Federation of Labour 2010 May Day Award. The May Day Solidarity Award was created in 1989 and is given to an Alberta trade unionist that has made an untiring contribution to peace, social justice and the improvement of working conditions and workers' rights for all Albertans.

Brother McMaster began his involvement as an active union member in a Winnipeg Day Care Local of CUPE in 1977-78. He organized the River Avenue Day Care there and attended a CUPE Manitoba Division Conference where he was heckled for speaking out for universal child-care services. He supported various strikes in the Toronto area in the 70's and has long been committed to the 'women's liberation movement' and the 'gay liberation movement'. After being hired by the Post Office in 1979, he was active on the Executive of Local 15 as Editor, and Chief Shop Steward Transportation. He was active in the Alberta Federation of Labour over the years and was Local President of Edmonton Local CUPW from 1990 to 2003. Greg is still very active in the Edmonton Local, working with grievances and on the local executive as the Chief Shop Steward Transportation. Congratulations Greg!

The co-recipient of the May Day Solidarity Award was the late **Brother Tom Olenuk**, also from the Edmonton Local CUPW.

Brother Olenuk became active in the union after the 1978 strike, serving 11 years in full time positions as President, Secretary-Treasurer and Grievance Officer. He was elected President of the Edmonton and District Labour Council in 2003 and made many contributions to the Labour Council over the years on the executive,

starting in 1986. He also served as Secretary-Treasurer and President of the Alberta Environment Network. Tom passed away suddenly in the fall of 2009. Brother Brian Henderson, President of the Edmonton and District Labour Council and long time friend of Brother Olenuk, accepted the award at the request of Tom's family. We wish Tom was here with us to celebrate this award.

Sister Bena Pattni won the Alberta Federation of Labour 2010 International Women's Day Award, initiated in 1990, honouring a sister who has made a significant contribution to her union and the Alberta labour movement. This year marked the 100th Anniversary of International Women's Day.

Sister Pattni has long been an activist in the Edmonton Local of CUPW and is very active in her local women's committee. She is known for standing up for herself and others. She is a member of the local executive and she is a feminist. Bena represented the Prairie Region on the CUPW National Women's Committee from 2002 for 6 years. She has developed connections to a large network of women activists across the country. For the past 10 years, Bena has been instrumental in planning the annual women's conference in her local, the Equinox. She is also part of the local environment committee and route measurement committee. She does work in her local Gujarati Community, running programs for seniors

and has shared many traditional dances and costumes with the CUPW sisters at the Women's Conferences. Congratulations Bena!



Gil McGowan, President AFL, with Greg McMaster, Bena Pattni and Brian Henderson (accepting for Tom Olenuk)



EQUINOX 2010

The 10th Anniversary Edition

Mark your calendars!

September 24 to 26, 2010

Join us at the

Strathcona Wilderness Centre *5010*
CUPW Edmonton Local

Women's Conference

Remember these great workshops?

Sexual Assault Center, Women's Studies Program at U of A,
Guided Nature Walks with Kathleen, Harassment in the Workplace,
LaughterYoga, and Yoga with Bena

The Open Stage, The Labrinyth, Earths General Store,
Change for Children, Women and the Economy,
Interpares, Alberta Council of Women's Shelters, Holistic Health,
Dancing, Drumming, Astronomy, Writing, Drawing with Pastels,
Ascendent Books: the Hat Place, Singing, Tai Chi, Women's Health,
Human Rights, Women and the Earth, Reiki,
Guest Speakers and Afternoon Tea!

Each year is different, each year is new but it's not the same without you!

Yes! I want to attend the Special 10th Anniversary Equinox

Name: _____

Address: _____

Phone: _____

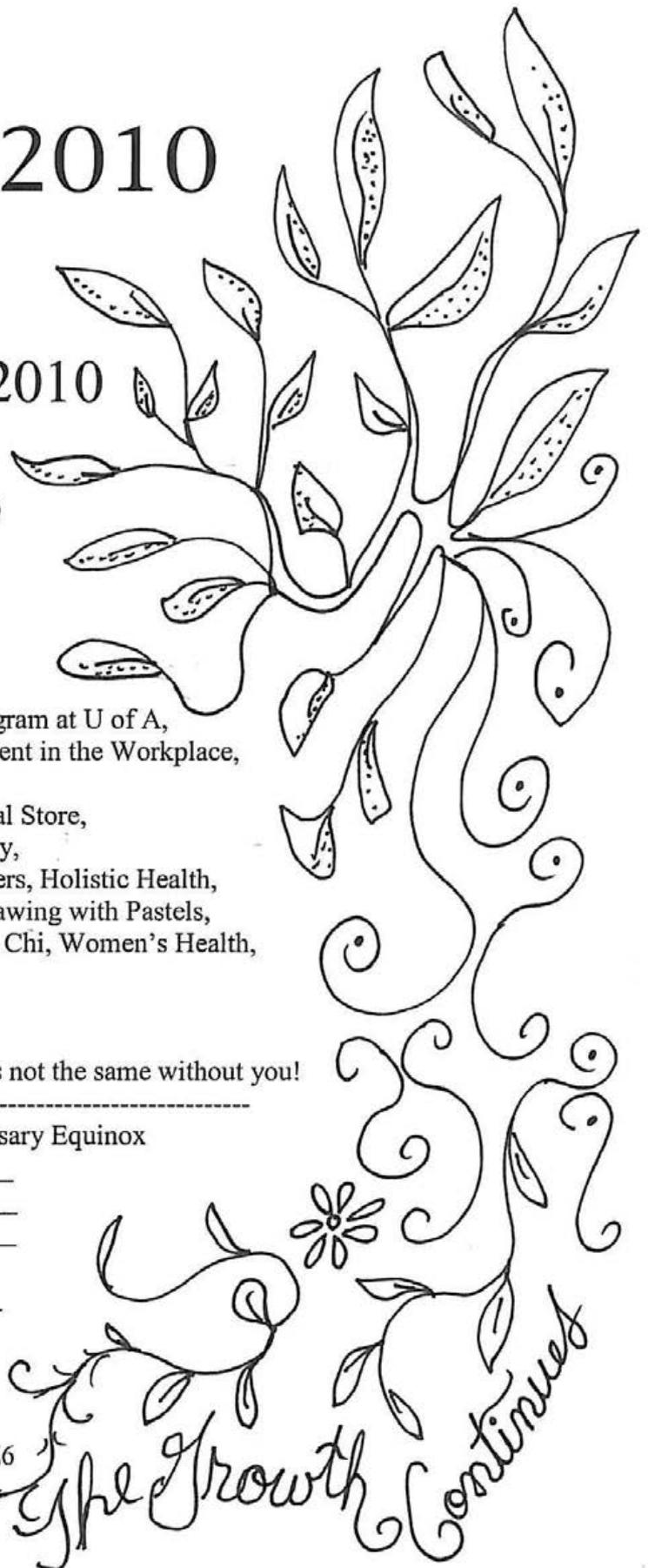
Yes, I would like to help plan the event:

Please return to:

CUPW Edmonton Local

c/o Local Women's Committee

11001-107 Street, Edmonton, Alberta T5H 2Z6



The Growth Continues

RSMC WEBSITE

As we all know, being an RSMC is a challenging job. Compounding that challenge is the geographic isolation many of us face. Far removed from our local offices, it can be a challenge to find answers to our questions, or to find a sympathetic ear who understands our unique circumstances.

There are others who feel the same way, and some of them have set up a website specifically for RSMC's. It was founded in 2007 by members of an Ontario local, but any RSMC's are welcome to join and participate. Called, aptly, **Rural & Suburban Mail Carriers**, it can be found at: <http://www.ruralmailcarriers.ca>

The site is easy to navigate, and most of the information can be viewed without registration. There are areas pertaining to our ongoing reopener negotiations, as well as an FYI section which contains many useful documents in PDF format. Some areas are not updated often, but there are feedback forms for any members who have information they would like to submit and have shared.

In addition to the publicly accessible areas, there is also a discussion forum. This requires a simple registration process to be followed, and a sign-in on all subsequent visits. In this area there are many subcategories of discussion that can be entered. This is a useful way to learn the procedures that are followed in other offices, as well as learning answers to the many small questions we all have, but have a hard time learning the answers to. Although it has its limitations, this website is a valuable tool for the RSMC who wants to learn more about their job, and network with carriers in other areas.

**Doug Frechette,
RSMC Wetaskiwin Office.**

How to Check Your Walk

The Edmonton Local has developed a Web Site to assist Letter Carriers in checking their walk to be sure they are getting full credit for all of the work that they do.

You can access it through the Local Web Site at

<http://www.cupwedm.net/>

If after doing the suggested checks you still have questions or the employer is refusing to make corrections, talk to a member of the Local Route Measurement Committee or contact the Local Office.

-Brian Blair

The Edmonton CUPW Local is again supporting the 2010 Pride Week and will be marching in the Parade. Please come out to support and recognize the gay, lesbian, bisexual, and trans-identified and queer community as being valuable and integral to a vibrant and diverse society.



FLOAT DECORATING PARTY:

- **June 12th, 2010**
- **9:00 am @ Union Office**
- **11001-107 Street**
- **Parade Start Time: 1:00 PM**
- **Location: 108 Street & Jasper Avenue**

For further information on pride week festivities please go to:

www.edmontonpride.ca

June 2010

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2	3 Organizing Committee 4:30 pm	4	5 Wickets/Affiliates Meeting 12:00 Noon
6 GMM 6:00 pm	7	8	9 Retirees 10 am InsideOut 3:30 pm Women 6 pm	10 Exec 9 am	11 InsideOut deadline Noon	12 Float 9 am Pride Parade 1 pm
13	14	15 Friend of the Earth Award Deadline	16	17	18 Regional Conf.	19 Regional Conf. RSMC Mtg. (Noon)
20 Regional Conf.	21 National Aboriginal Day	22 Enviro Ctte 6 pm	23	24	25 EMPP Shop Steward Mtg.	26
27	28	29 Route Meas. 6:00 pm	30			

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	2	Landfill lbs	149
Wood Reduced lbs	737	Net Greenhouse Emissions lbs	326
Water Reduced Gallons	1,402	Energy BTU (000)	1,466

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