

InsideOut

**Canadian Union of Postal Workers
Edmonton Local**

June 2009



Rural and Suburban Mail Carriers at one of the local meetings to prepare their demands.



“InsideOut” is published ten times per year by the Edmonton Local, Canadian Union of Postal Workers.

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

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The local Women’s Committee at the May Day March

From Your President.....Sister Bev Ray

Well what can I say; the past month has been extremely busy for everyone in our local. Many of our members are still in shock from the loss of Brother Pat West who passed away April 28, 2009 in a very tragic accident. Our deepest sympathies to Pat's partner Carol and his family. The Delton Depot must be recognized for their incredible generous contribution to Pat West's family. They asked to have the monies that had been raised by members to support them from their 5 days suspensions be given to Pat's family. The amount was \$1,600.00. Members at Delton you truly inspire the rest of us by your leadership!

Intelcom is a Private Sector Bargaining unit in the Edmonton Local and we are beginning negotiations with the employer to achieve a better collective agreement for our members at Intelcom. With the help of the Organizing Officer, Nick Dreidger and Grievance Officer Carol Read, we have been talking to our members at Intelcom to encourage more participation from them in the local and strengthen our efforts to provide them with representation. Our members at Intelcom do work similar to our MSC brother's and sister's but their rights, benefits and wages sadly do not reflect the work that they do. Something we hope to continue to change for them. We hope to start seeing some of them come out to our General membership meetings.

Motorized Letter Carriers and MSC's have been hassled recently about their VOP's expiring, not having their VOP permit,

proper training and demands for Driver Abstract's within 24 hrs. This is a direct result of CPC's over reaction to an accident that occurred in British Columbia with a CPC employee. I have had multiple discussions with CPC management and sent a letter to Ken Royer stating our position. According to their CPC Positive Driving Program, Driver Abstract's are required within 30 days. Furthermore the expiration of VOP's or failure to issue VOP's has been the direct result of management's failure to do their job. They have the ability to issue temporary permits until they can catch up on the backlog of training/re-training classes. If you have had your VOP pulled or a demand has been made to provide a Driver's abstract within 48 hrs, please call the union office immediately to assist in remedying the situation.

We have received notice under Article 6.05 regarding the merging for Depot 4 and Depot 8. In response we have requested consultation on their proposed implementation for October 2009 and the potential impact on the current restructure for Depot 8, the proposed move of T6R from Depot 9 to the new super depot and the MSC shuttle. We are yet to receive a response, but will provide an update to our members as soon as a response and consultation is initiated.

RSMC re-opener meetings have started to take place. Jean Endruschat Chief Steward

RSMC, myself and Sue Wilson will be travelling around the local with representatives from our Regional office to hold meetings to meet with the RSMC's and put forward the demands our local wants to see brought to the negotiation table. Also, many RSMC's have been impacted recently by the introduction of scanners on route. This has resulted in the corporation imposing discipline on RSMC's for failures to meet the time commitments for priority items. The employer is also forcing RSMC's to go off their designated route of travel to deliver the priority items to ensure the time commitments are met. If you have had to take this training, and are being forced to deviate from your normal route of travel on any given day you should submit an Ad-Hoc. If the employer denies your Ad-Hoc then contact a shop steward or the union office for assistance for filing a grievance. You deserve to get paid for the work you do!

Also impacting RSMC's are the TSAT review's of their routes. The employer has an individual or individuals travelling around and reviewing routes to ensure their route for delivery can be done in a safe manner. The employer is required to provide the union with a schedule of where they are doing these reviews and consultation should be taking place with the Local Joint Health & Safety Representative and the RSMC before they request anyone to sign the document. **We strongly urge you to call the office and ask questions. Request a copy of everything and do not sign the document.** We have discovered that some recommended changes will reduce these routes and that the offer of



Ergonomic assistance is being offered as a positive benefit. Be cautious about the ergonomic assistance! This money comes directly out of the CAP.

We held a local meetings regarding our structure review with the executive committee members and interested members on May 9th, 2009. The by-laws committee developed a discussion paper for members to provide feedback and we will be asking Doug Elves to have this paper posted on our local website for members to access. As well if members are interested, please call the union office and we can mail one out to you. We encourage your feedback and will be reviewing the response to comprise a final summary of the document in July. This is your opportunity to help set direction for your local union!

In closing, I look forward to the opportunities to continue to meet members on the work floor. I have made visits this past month to Nisku, Camrose, Westlock and Intelcom. Look for Executive Committee visits coming to a work floor near you!

Solidarity!
Bev Ray

From the Grievance Department

Chipping Away at the LCRMS

The Letter Carrier Route Measurement System (LCRMS) has time values for duties that, for full-time letter carriers, should approximate 8 hours each day, and for part-timers, their evaluated route time. Gradually, the employer has added duties to carriers that, in the union's opinion, fall outside of the LCRMS. CPC now requires carriers to fill out forms, attend lengthy meetings, and wait to depart on their routes, by delaying departure times or by understaffing mail distribution. These added tasks and delays are especially difficult for new carriers, who are still learning, who move from route to route, and who get the more challenging routes because assignment selection is based on seniority. But for any carrier, when tasks are added, when delays occur, the employer is adding to the length of their working day.

Just How Much Is Too Much?

Most carriers don't mind a few minutes, here or there. But has the employer gone too far? What do all of these duties and delays add up to? Just how much time is being spent each day by carriers on these added duties - duties for which there are no time values?

Management Thinks They Can Keep on Adding

The employer claims that they can add duties, because if the carrier has overtime, they pay. Well, they pay begrudgingly, and certainly they discourage carriers from claiming overtime. It seems that CPC wants it both ways. Add duties but no overtime.

Submit a Grievance

Carriers who are willing to document these employer requirements outside the LCRMS can submit grievances, and the union will pursue these matters. We are not sure how successful we will be, but there reasonably should be a limit to how much time the employer can add to a carrier's working day. Collect grievance back-up when, for example, departure times are delayed because of a 'late freighter', when carriers are required to fill out forms for which there are no time values, or instructed to take out their own late relay bags, when the employer requires attendance at floor meetings that total longer than the communication time allowed in the LCRMS (about 11 minutes per week). It all adds up. Document consistently and carefully and grieve.

Ideas for Successful Grievance Filing

If the union alleges a violation of the contract, we have to prove that violation by evidence. We need solid testimony accompanied by relevant documentation.

Documentation is the key. Jot it down as it happens or shortly after. Example: start monitoring the times of management-called floor meetings. What time did it start, who from management spoke, what topics were raised, when did it end, who attended? Fill out the CUPW grievance form completely.

Details are important. Be 100% accurate and provide complete information. Example: which supervisor announced the delay in the departure time, what time was it announced, **what was the reason**, what is your normal departure time, how long was the delay, what time did you depart at? Be thorough.

Get witnesses and/or multiple grievors.

Whenever the union alleges a violation of the contract, we have to prove the violation. Imagine the supervisor completely denying the events. Do you have enough witnesses? Get statements, signed and dated. We can't file 'group grievances' for unnamed grievors, or for carriers who were not at work on the day in question.

Get supporting documents. Ask for copies of forms, order book notices, etc. Shop stewards can assist by requesting copies for grievance investigation.

Submit the grievance to the union office within time limits, every 3 weeks. The union has time limits to submit grievances to the employer. Submit your back-up to the union office within 3 weeks of the infraction. Don't save it up for months, we can't file grievances for months gone by.

The contract doesn't prohibit the employer from imposing the 1/3rd 1/3rd 1/3rd system of householder delivery. But that doesn't mean that management can do whatever they want. Grievance submission is just one way to challenge the employer.

With the impending Modern Post, carriers and all postal workers, need to be even more united and assertive regarding our rights. We are in a fight to preserve and create jobs, ensure work that is healthy and safe, and retain and expand universal public postal services.

**Solidarity,
Carol Read,
Grievance Officer**

Pension Plan Advisory Council Election

This summer from July 16 up to Aug.13, as Canada Post Pension Plan members you will again be asked to vote for your representative on the Pension Advisory Council.

Thank you for supporting me for the past 2 terms. When first elected in 2003 we were coming out of bad economic conditions, and as we approach this election, we are in one of the worst economic situations this new pension plan has had to face.

As your elected representative on the Pension Advisory Council, I have raised questions on the sub-prime mortgage disaster which underpinned this set of events, and spoken up on behalf of the concerns members have about the security of our Plan.

With your support I will continue to be an experienced vocal presence on the Pension Advisory Council.



Vote
Micki McCune

Secretary Treasurer's Report

The Alberta Federation of Labour (AFL) Convention in April 2009 was held in Edmonton, with 22 CUPW Edmonton Local delegates attending. Following the elections at the Convention, CUPW now has 7 representatives on the AFL executive and executive council for the next two year term: Tom Olenuk, Larry Dionne, Raj Sharma, Brian Henderson, Joanne Miller, Sue Wilson and Dave Condon.

Congratulations to our newest Union Counsellors: Gordon Buga, Laure Lucyk, Yvette Brusseau and Parminder Panu. They just completed a ten week course put on by the United Way and were honored at the United Way Labour Appreciation Night in April.

The May Day March on May 1st took place on 118 Avenue and was attended by our local Organizing and Women's Committees as well as other interested participants.

There are two upcoming local education courses. The Basic Shop Steward Course is on June 14, 15 and 16, 2009. This course is already full because of the long list of names of interested postal workers. A Pension Course is being offered on June 29th. This course was filled with the list of names that we had on record and of course priority is given to the closer retirement dates. Most importantly we are taking names for

courses at all times. Phone (780)423-9000 to add your name to the list, for Larry Dionne, the Education Officer.

All RSMCs should have received the Meeting Bulletins about the upcoming re-opener demands meetings that will be attended by our local and regional representatives. **If you have not**

received this bulletin it is because we do not have you registered as a union member or we do not have your address. Please phone the union office to let us know your address if you did not receive this mailing.



RSMCs should be attending these meetings. On my office visits I hear complaints from

many RSMCs about benefits, flyers, PDT scanners, lack of proper identification, long work hours and not being paid for the work that is being done. RSMCs are a hard working group of men and women. For many years there has been a lack of recognition by Canada Post for RSMC work in wages and benefits. For all these reasons we need RSMCs to attend these meetings so that we can send a message back to the employer. This is the first step in the process of negotiations, to have your demands heard and quite possibly be included in the collective agreement.

Sue Wilson
Secretary Treasurer
Edmonton Local

Contractor Versus RSMC

At the RSMC meeting on Saturday March 21st, I was asked to take some Union membership cards to my Depot to have some of the 'new hires' sign. My response was "Sure, I'll do that, but am I educated enough to be able to explain why it is so important to sign that card?"

Over coffee the evening before, my friend and I were discussing the differences between when we started as contractors to being an RSMC and what the Union has done to make those changes.

We were hired as contractors. The only rules were, if it is in the Depot it has to go. The work load was huge and there were days when we were out with the headlights from the car shining on the mailboxes to see the addresses. The mail had to go and you were terminated immediately if you did not show up for work.

There was no respect from management. Discrimination was prevalent. Contractors had no voice. What the management offered was to 'get to work !'

There were no sick days allowed. Many contractors found themselves in some extreme situations where the doctor advised they needed surgery or days off to heal from surgery or even days off to heal from a major illness. But unless they were willing to pay for training or a replacement it simply was not an option.

Contractors did not have bereavement leave. Many many contractors worked the day they lost a spouse or a parent or a loved one. There were people delivering the mail in the morning the day of funerals. It was a horrific time.

No vacation time, unless you were willing to train and pay at your expense, and once again who can afford that?

The benefit package for contractors went like this: if you came to work every day you got paid. That's it!

Contractors were not covered by Workers Compensation, so if you got hurt, you worked or you got fired.

Our routes were enormous. No mechanisms were in place for growth on your contract. If you bid on your contract for example at 700 calls, and it grew to be unmanageable, it was your responsibility to get that mail delivered because it was your contract.

There was a lump sum payment made to you at the end of each month. It was a contract for that route that you had to submit a bid for. The employer had a formula and if you as a bidder were not aware of that formula, the employer would take full advantage of you and tell you how much the route would pay and it was always far less than the work load demanded. I do know of one contractor that had 1170 points of call and her gross pay at the end of the month was \$1200.00. We all had to make our own tax deductions, EI deductions, CPP contributions. We received a gross income and it was our responsibility to look after our own working expenses. We paid our own vehicle expenses as well.

Today with the Union behind us we have a much better work environment.

We have a title that means something...RSMC. Rural Suburban Mail Carrier.

We are someone now, not just a work horse. We are treated with respect by the management (for the most part).

RSMC's have structure with our Schedule A's. They may not be perfect yet but they have come so far it is amazing.

An RSMC no longer needs to find relief staff at his or her own expense.

RSMC's have compensation for vehicle expenses.

RSMC's are covered by Workers Compensation.

RSMC's have benefits: glasses, hearing, dental and Life Insurance.

RSMC's have paid vacation time.

RSMC's are protected from discrimination.

We have a voice. We can ask questions and expect answers, we can vote for the Union leadership we want to lead us to a better future, we have a solid Union behind us when the employer tries to take advantage of us.

Someone asked me how I am going to like my new route. My response was 'it won't matter which route I am on now, the difference between then and now, thanks to the Union, is so incredible, I am actually looking forward to my job...'

So I guess I am educated enough to explain why it is so important to sign that card. The CUPW and the members are WHO and WHAT has made the RSMC positions worth having.



If you want changes and need help, sign that card so you can vote and have a voice. Come out to the RSMC Union meetings being held in the coming weeks and decide together what we need for this next re-opener.

Stand Up For Your Rights. Sign that card! Be a member in good standing!

JOIN YOUR UNION TODAY!!!

Peggy Lee Maxwell , RSMC , Delton Depot SS22

THE STRUGGLE CONTINUES.....

CUPW
EDMONTON LOCAL
GENERAL MEMBERSHIP MEETING
SUNDAY , June 7, 2009
7pm to 9pm
COMMONWEALTH STADIUM
GREEN AND GOLD Room

AGENDA: Proposed 2009-2010 Budget (copies now available in the office)

ELECTIONS: Human Rights Committee, 3 members , 2 year term
Environment Committee, 1 member, 2 year term
Good and Welfare Committee, 1 member

Edmonton Annual Association Meeting: to follow on adjournment of GMM



Brian Miller, Peter Koren and Bob Wall RETIREMENT Party

The Old Man Postie

I deliver to this house everyday and half the time there is this old man who lives there contentedly smoking his pipe on the tiny stoop outside on an old beaten up chair. He has put a big piece of plywood up on his left hand side that creates this tiny shack-like place on half the stoop to protect him from the wind. He happily takes my mail even if it is junk and says “good reading material’ laughing gruffly with a sparkle in his eye. I always enjoy the smell of his pipe tobacco as it lingers in the air as I walk to the next house. So rich, grounding and ancient.

Then one day I am delivering and I notice the top envelope is from the postal union. I ask him if he worked there back in the day. He smiles with a wisp of sad nostalgia and says “yes”. He used to be a postal clerk scanning priorities and parcels for the letter carriers. He misses the public and the carriers a lot. It took him a couple years to get used to being away from the place. He worked at Depot 8 in Blue Quill and still goes out for coffee with some fellow workers to reconnect with his past dedication to the place.

He used to make coffee, bring bread for toast, jam and peanut butter for the workers. He had a fund you paid into so you had access to the food. Always came out ahead he said with a whimsical laugh. Everyone enjoyed the satisfying supply of sustenance. He constantly encouraged the workers to clean up their coffee cups to no avail. Always some left in the sink. He dutifully cleaned them at the end of each day, quietly with no expectation.

Then someone took over when he left and they always come out short. “Why, I don’t know” he says, perplexed. “Because you were so honest, people couldn’t bear not to pay up” I say. He laughs “Maybe”.

He reminisces over all the crib games he played during his breaks and the camaraderie . Then puffs away at his pipe, wrinkled skin like rivulets of experience and always that sparkle in the eye of knowing beyond his years.

A true good man that lives on my route. Pipe tobacco filling my nostrils as I pass by. Still many stories tucked away in his expansive life already lived. Makes me smile every time. Thank you for sharing your humanity old man. Thank you as I skip to my next house.

Kristina Romanyshyn



Andrew Gillespie, Mike Painchaud and son, Cori Longo, Nancy Furlong (AFL) at the May Day March.

LC Carrier Issues

Modern Work Place

There is a lot that has not changed since I started in the late 1970's but there are some things that we are new and different. Facebook has become very popular in the last couple of years and most people have the usual mix of family, friends and co-workers as "friends" on Facebook. However we must remember that although it only exists in cyberspace it is still a very public place. If you comment on something someone else said then not only do all of your friends see it but so do all of their friends. This means you never know who all sees your comments.

The employer passed out contact information forms last week but this time around they had a place to add your e-mail address and cell phone number. Now basic common sense tells you that if you want to reduce spam in your e-mail then you give your address only to those you want to receive e-mail from. Cell phone numbers are a different question. Yes, there are situations when you want to be contacted as soon as possible. But unless you have unlimited calling, when you are on your walk every time they call you it could cost you money. Since it's your cell phone you get to decide where to draw the line and when they are allowed to call you. You have every right to tell them when they have crossed it.

Route Measurement

The employer is once again showing their complete disregard for accurate walk evaluation. Last fall they agreed to pay for a union observer to work reviewing walk folders



and 038's to find errors. This was, in part, because the union pointed out changes that took place on routes that we did not feel were justified. The review showed that many of these changes were made in error. The observer worked with a supervisor and they did 5 Depots. They spent almost 3 months at Depot 2. Now the employer is saying that they do not have any money in their budget to do the rest of the Depots. They appear to be contradicting themselves here in that prior to starting the review they claimed there were no errors that

needed fixing. Now they are saying that there is not enough money in the budget to fix all of the errors.

Obviously if there were no errors then the observer would be in and out of the Depot in a day or two and would have been done the entire city long ago. This is clearly not the case. At a

meeting, for the up-and-coming volume count at Depot 8, it was clear they were relying almost entirely on the carriers to tell them when something was wrong on the 038's. When we complain that the carriers do not know what to look for we are told they can ask the supervisor. However many of the new supervisors have not been trained and cannot answer any questions. To make matters worse, on some routes there appear to have been changes but the documentation is not in the walk folder.

Brian Blair

Chief Steward Stations and Depots

General Meeting Report...May 3rd, 2009

The **April financial report** was tabled at the request of the Secretary-Treasurer as Sister Wilson reported the new auditor has set up our program incorrectly.

The by-laws change re sick leave credits of the full time officers was adopted.

Elections:

Alberta Federation of Labour Committees:

Youth: Julie French, alt: Melanie Sawatsky

Pride and Solidarity: Pebbles Begin

Education: alt: Karen Kennedy

Environment: alt: Jerry Woods

Health & Safety: alt: Larry Dionne

Human Rights & International Solidarity:

alt: Rashpal Sehmbly

Political Action: alt: Brian Henderson (delegate is now Greg McMaster)

Workers of Colour : alt: Asma Burney

Aboriginal Workers: alt: Larry Dionne

Womens: Bena Pattni

Local Committees:

Temp Rights:

Michelle Woods

Human Rights:

Asma Burney

Devinder Sunner

Dejan Misovic

Rashpal Sehmbly

Brian Henderson

3 vacant elected positions remain.

Environment:

Bena Pattni

Michelle Woods

Lorraine Bartels

Christine Vincent

Peggy Lee Maxwell

Karen Kennedy

Jerry Woods

one vacant elected position remains.

Prairie School for Union Women:

Kristina Romanyshyn

Lorraine Bartels

Peggy Lee Maxwell

Brenda Lekochinsky

Moved\Seconded\Carried to move the Executive **Budget for 2009-2010** to the June membership meeting.

Brother Norm Burns, Chief Shop Steward Maintenance, was sworn in by the President, Sister Bev Ray.



Jim Martin RETIRES in Style!

Human Rights violations of our members is on the rise. Many members have had difficulty validating their complaints of human rights violations against the employer or other members. Our union believes in the fundamental rights of persons to work in an environment free of Harassment as set out in Article 56 of our collective agreement. This article defines what is considered harassment and it is incumbent upon our members to provide evidence that supports that. So how does a member know if they have a valid complaint? Article 56.01 defines the 11 prohibited grounds and quite often members tell us that they are being harassed. However, it takes work on the part of the member to substantiate their claim. The claim of harassment has to be specific to one of the 11 prohibited grounds which is *“race, sex, sexual orientation, national or ethnic origin, colour, religion, age, marital status, family status, disability and conviction for an offence for which pardon has been granted.”* The feeling of being harassed usually does not become evident by one single act. For many members it is the ongoing subtle comments, jokes, or offensive literature deliberately directed to an individual or group. Notwithstanding Article 56, we have additional language in our collective agreement under Article 5(Discrimination) and Article 33.31(Workplace Violence Prevention & Protection) which requires the employer to ensure that you have a safe environment to work in. Many complaints fall more closely into the definition of bullying or intimidation as a result of ongoing mistreatment of members by CPC supervisors. We know of several incidences where members have had to go on stress leave as a result of the ongoing mistreatment they have suffered at the hands of the employer. Without members making formal complaints, it is easy for the employer to suggest that it was a misunderstanding or that the incident happened only once. When in fact we have seen in some cases the mistreatment extends far beyond one individual and has become what some have come to consider “normal or typical” practice in that work environment. If you feel you are the victim of Harassment, violence or bullying what can you do?

First, speak to your shop steward and let him/her know what you have been experiencing.

Second, call your union office (780) 423-9000. Our local currently has 5 individuals that are trained as Human Rights Investigators (Ramon Antipan, Leah Baker, Asma Burney, Sue Wilson and myself Bev Ray) that are available to work with the members to file signed complaints.

Third, make sure you document immediately what you have experienced. If other members have been witnesses, make sure you get a record of this.

Finally, Remember **YOU ARE NOT ALONE....** The Union is here to support you and to ensure that your Rights are protected!

-Bev Ray, President

Our e-mail address:

union@cupwedm.net

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

FULL-TIME OFFICERS:

PRESIDENT

Bev Ray

SECRETARY-TREASURER

Sue Wilson

GRIEVANCE OFFICER

Carol Read

HEALTH & SAFETY OFFICER

Mike Painchaud

TABLE OFFICERS:

VICE-PRESIDENT

Raj Sharma

EDUCATION OFFICER

Larry Dionne

ORGANIZING OFFICER

Nick Driedger

RECORDING OFFICER

Yvette Brusseau

SERGEANT-AT-ARMS/EDITOR

Karen Kennedy

CHIEF STEWARDS:

BULK MAILS

Laure Lucyk

LETTER MAILS

Asma Burney

TRANSPORTATION

Greg McMaster

WICKETS & AFFILIATE OFFICES

Linda Nyznyk

STATIONS & DEPOTS

Brian Blair

MAINTENANCE

Norm Burns

RSMC

Jean Endruschat

UNION COUNSELLORS

Social Stewards

Brian Henderson EMPP

Karen Kennedy

Deb Orr EMPP

Ed Faust EMPP

Syed Rahman EMPP

Asma Burney EMPP

Peter Wright EMPP

Wendy Irvine EMPP

Brenda Swift EMPP

Virginia Switzer EMPP

Ross Adshead Depot 2

Deb Carson Depot 2

Gail Scollon D 2 City Finals

Ky Luu Depot 4 City Finals

Ernie Sommers Depot 6

Judy Cournoyer Depot 6

Mary Bain

Yvette Brusseau EMPP

Gloria Hogue Retired

Cathy McKinnon Retired

Parminder Panu EMPP

Sue Wilson Union Office

Ursula Webber Depot 11

Evelyn Fraietta Depot 11

Roseanne Plante Delton

Ruth Arkless Delton

Jean Endruschat Depot 1

Bena Pattni Depot 3

Milly Chung St Albert

Wendy Nowell MSC

Mike Pawlivsky MSC

Wayne Parker MSC

Russell Malin MSC

Lorraine Bartels EMPP

Lori Zurowski R.V.U.

Brenda Lekochinsky

Deanna Nielsen

Ajay Sharma EMPP

Larry Jones Retired

Laure Lucyk EMPP

Gord Buga EMPP

Linda Nyznyk Westlock

LIFETIME MEMBERS

Hazel Baril

Bill MacDonald

Gloria Hogue

Neil Martin

Larry Jones

Margaret Michaels

Sonia Ketsa

Bill Noble

Hubert Luken

Bill Schulha

Cathy McKinnon

David Boyd

Beth Nilsen

Sandi MacDonald

Doug Elves

Paul Otto

HAVE YOU MOVED?

ARE YOU PLANNING TO MOVE?

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

In memory of our friend and co-worker



Pat West
 (with thanks to Ron Gervais for this photo)
June 2009

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4	5	6 RSMC mtgs St.Paul 10am Wainwright 3pm
7 RSMC mtgs Wetaskiwin 10am Nisku 1:30pm GMM 7pm	8	9	10 Retirees 10am to 11:30am	11	12	13 Pride Parade
14 Basic Shop Steward Training	15 Basic Shop Steward Training	16 Basic Shop Steward Training	17	18	19	20
21 National Aboriginal Day	22	23 Womens Committee 6pm to 8pm	24	25 Executive 8:30am to 4:30pm	26 EMPP Shop Stewards Mtgs 8:30,1:00,4:30	27
28	29 Pension Course Local	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	1	Landfill lbs	115
Wood Reduced lbs	737	Net Greenhouse Emissions lbs	223
Water Reduced Gallons	1,083	Energy BTU (000)	1,466

Above information is based on use of the following products:

2500 sheets of 23x35 **Enviro 100** 50 lb. Offset

Data research provided by Environmental Defence



Deadline for July InsideOut Submissions: Friday, June 12th, noon.