

InsideOut

Canadian Union of Postal Workers
Edmonton Local

March

2009



Georgina Grayston finds the EXIT! Wishing Georgina a happy retirement from Depot 11: daughter Lisa, Beth Nilsen, Joan Jackson, Georgina, Linda Yeomans and Ursula Webber.

2009 Take Back the Night!

“Take Back the Night (TBTN) is an international, grassroots feminist event intended to protest sexual violence and all other forms of violence against women, as well as support survivors of violence and honour those women who did not survive.

“Taking back the night” is about making the streets - and community - safe for women; it is about rejecting patriarchal structures which seek to control women’s behaviour and hold women responsible for their own safety. It is also about acknowledging the way women who face multiple oppressions (e.g. Women of Colour, Aboriginal women, women with disAbilities, sex workers, LGBTTIQQ women, young women and seniors/elders) are also attacked because of these identities. When we “take back the night”, we are saying that all women have a right to be safe in our communities.”

(from TakeBackTheNight website)

Please join the local women’s committee at:

Take Back the Night March

Friday, March 27

7:00pm

Alberta Avenue Community Hall

9210 - 118 Avenue

In Solidarity,
Karen Kennedy
Editor



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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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PRESIDENTS MESSAGE

Group 1

After meeting with the employer on many occasions regarding the re-aligning of the sections within the processing plant, start times and the alignment of duties per section, we finally were able to have them consult on the rotation of duties. For shifts 2 and 3 the discussions seem to have been completed and for the most part agreed to by both parties. The same cannot be said for shift 1. We still have not received copies of the rotation of duties nor has there been any consultation to-date for shift 1.

Preliminary discussions have taken place to deal with the overtime equal opportunity lists and the employer's position was to zero all list effective February 1, 2009 as this was the agreed to date of the implementation of the annual shift bid. The Union opposed the zeroing of the list as this would be a violation of article 15 of the collective agreement but did agree to look at the number per list. In order for the Union to agree with some type of renumbering we would first have to revisit the list in each section for accuracy. Once this has been completed we would then reduce the number of occasions but ensure that the number of differences in occasions remain the same. As for grievances filed for bypasses the employer would only agree to deal with those that occurred when Sandra Rasmussen became the Director, any others would have to be dealt with through the grievance procedure.

Group 2

Back in October the Union and management agreed to a project where the Union would revisit all the O38's in the city for accuracy. The project was suspended during the Christmas period and now has restarted. Depots that have been completed are St Albert, Depot 1, Depot 3, Depot 8, and Depot 9 with Depot 1 having the worst results so far. Currently being done is Depot 2 as



there is a volume count scheduled from March 16 to 20 and we need to ensure we have current data for the routes.

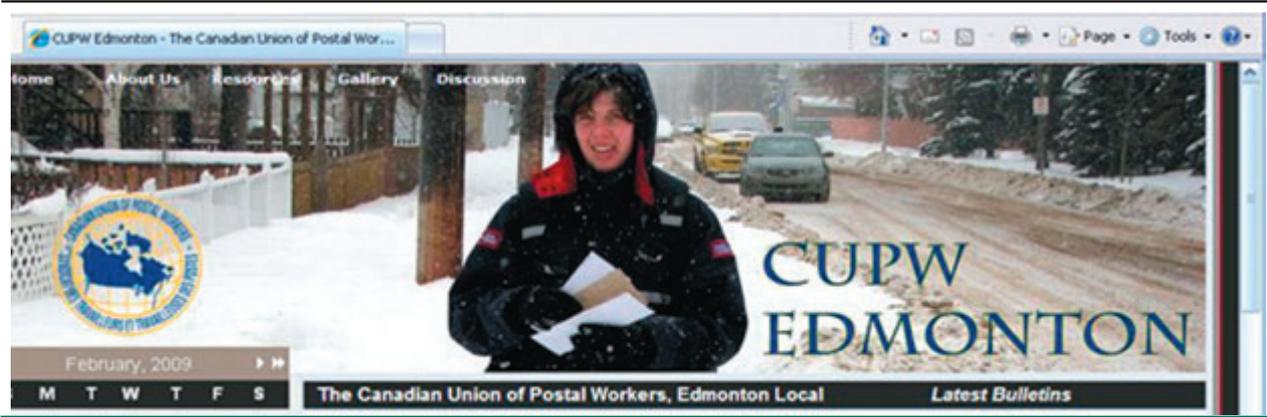
Group 3 & 4

The National Union has agreed to conduct a study on the compensation package concerning Group 3 & 4 members which consist of technicians, mechanics and maintenance workers. The study is a result of complaints from maintenance workers across the country that feel Canada Post is not keeping up with the outside industry wages and benefits. Members will be asked to participate in this research by gathering information regarding what workers, in these classifications, outside of CPC receive as compensation. This process has been slated to start in Edmonton at the end of February. It will then start in other cities such as Vancouver, Toronto and Montreal.

RSMC's

Just a reminder that RSMC's as of January 1, 2009 are entitled to a wage increase as set out in the collective agreement. The wage increase is \$32.00 times the number of daily hours as set by your scheduled hours of work. So if your route is 5 hours per day than $5 \text{ hrs} \times \$32.00 = \160.00 . If you divide that by 12 months it equals a \$13.34 a month increase. Also as of

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CUPWEDM.NET Renovated

By Doug Elves, CUPW Edmonton webmaster

At over eight years old, CUPW Edmonton website was getting a little long in the tooth; so the Executive allowed me to renovate it recently.

You will find the new site at <http://www.cupwedm.net>. The domain name is the same, but our site is now on its own server space.

Drop by the site to check out current bulletins, downloadable issues of the Inside Out newsletter, an array of forms and documents and even member-uploaded snapshots of co-workers and CUPW events.

There is a discussion board section, where you can post notices and messages to the rest of the membership. Most of it is divided into sections for the various committees of the local, but there is also a General section for messages that don't seem to fit within a committee forum. Unlike other discussion boards on the internet, however, it is not viewable by non-members. In order not only to post messages, but even to view messages, you must be registered on the site; and that registration is open ONLY to CUPW Edmonton members.

You cannot register online: please fill out the form below and hand it to your steward or a member of the executive who will forward it to the union office. Your registration details will then be entered manually by the Site Admin.

It may take a few days for that to happen, but the act of registration will automatically send you an email notice when it is completed. The message will include a temporary password which you can change by logging in and clicking on 'Profile'.

NAME _____

EMAIL ADDRESS _____

WORK LOCATION & FUNCTION _____

UNION POSITION & COMMITTEES _____

Shop Steward verification _____

(President's Message...from page 3)

January 1st, 2009 you are entitled to 2 personal days off with pay as per article 19.

Running Again for President

As you are aware the local will be holding elections for a number of positions one which is the position for Local President. I will be seeking one more term as President and ask for your support.

Solidarity,

Brian Henderson, President

Seniors Health Care Coverage Cut by Alberta Government

Recently the Alberta Government announced that Seniors (65 and older) would be subject to a deductible on their Blue Cross coverage. For single seniors this starts at \$21,325 gross income and for married seniors it starts at \$42,650 of gross income. (Note this is gross income not the amount you get on your monthly cheque). They use line 150 of your income tax return to determine the amount.

See <http://www.health.alberta.ca/documents/PharmaceuticalStrategy2008.pdf>

The deductible starts at \$149.00 and goes as high as \$7,500 per year. In my case I retired in 1994 and my deductible will be between \$1,017.00 and \$1,621.00. I will have to pay that much each year before the Blue Cross coverage kicks in. Fortunately we have Extended Health Care to ease the burden but most working people in Alberta do not have that cushion to soften the blow.

In the meantime the Province operates a fleet of four aeroplanes including at least one that flies MLA's and provincial civil servants between Calgary & Edmonton every day. This in spite of the fact that there is a commercial flight at least every 20 minutes in both the morning and afternoon between the two cities.

See <http://www.edmontonairports.com/fids/depart.htm>

If the Provincial Government is in a deficit situation maybe they should cut out some of their perks and frills instead of attacking the Seniors that built this province.

Bill MacDonald
(Retired)



Bill

From the Grievance Department



A grievance is a complaint in writing about a violation of the contract. Don't be afraid to file a grievance. In particular, be sure to grieve every disciplinary letter placed on your file. The words of the contract will prevail. Learn them, use them. Be patient about the process. RSMCs and Temps have full rights to the grievance procedure, so when a violation of the contract has occurred, submit your complaint in writing to the union office. Ask shop stewards for assistance.

Education leave (27.01 - Urban)

The Urban contract states that education leave for **permanent** employees shall not be unreasonably withheld. Still, it is advisable to apply for education leave long before you actually need it. In the event that the employer denies the leave, as they have been known to do, we have some time to address their denial through discussion or in the grievance procedure. Apply **in writing** for education leave, not just verbally, by submitting a leave form. At the same time, talk to management about your request for leave **with a shop steward present**. Insist upon a reply from management and ask for confirmation that the leave has been granted in writing. **Best**

advice: do all this before you pay for the educational courses you intend to take. You need to know where you stand before you start taking the leave or pay for the courses. Education leave denied? Contact union office ASAP. File a grievance too, as we believe the rights to education leave are strong for permanent Urban employees.

Attendance Interviews and 10.10s.

Attendance interviews, where management calls you in to discuss your absenteeism due to illness, are on the rise in Edmonton. When you are sick, use your sick leave. Stay home to recuperate. Report your absence to your supervisor before your shift. What's a 10.10? Extreme cases of absenteeism can result in release from employment for innocent absenteeism - and in the Urban contract this is often called an article 10.10 discharge. Article 10.10 (Release for Incapacity) in the Urban contract allows that employee (Urban permanent) to stay at work until the grievance "has been settled or is disposed of by the arbitrator". This time period provides some opportunity for the union member to seek solutions with medical professionals and the like, regarding ways to improve attendance, before the discharge arbitration. The attendance record after the 10.10 is an indicator of the employee's prognosis, and therefore an important factor for an arbitrator to consider. If you are concerned about your vulnerability to a 10.10 discharge, please contact the union office now for a more thorough discussion.

A Grievance is Between the Union and the Employer (Article 9)

Once a grievance has been submitted, there is a formal process in place for the union to discuss the matter with the employer. A grievance hearing

is held locally, (which the union member can attend if requested) and if the grievance is not resolved, the union sends it to the Regional Union Office in Winnipeg for review and recommendation. Once the grievance has been submitted by the union to the employer it is not proper for the supervisor to question the member about the nature of the grievance. The union member has elected to attempt to resolve the dispute through the grievance procedure with representation from the union. So if management tries to 'investigate' your grievance by workplace discussion, refrain from this discussion and refer the supervisor to the local grievance department for clarification. If you are approached by management regarding your grievance, please let the union office know, as this should not be happening.

Part-time Schedules EMPP.

It is CPCs interpretation of their operational needs that motivates their decisions regarding scheduling. It would be great if CPC listened to the union and scheduled employees as we wished, but they don't do that. CPC schedules part-time PO4s for 8 hour shifts, 5 hours shifts and a variety of combinations and they do this without consideration of the union's position regarding the scheduling of part-timers. Our position for Group 1 is stated in Article 39.06:

39.06 Use of Part-time Employees

The Corporation agrees that part-time employees are to be used only for part-time operational requirements and that wherever practicable, such positions shall be combined in order to create full-time positions.

In determining the practicability of combining part-time positions in order

to create full-time positions, undue regard may not be given solely to the difference in wages and benefits between full-time and part-time employees.

For greater certainty benefits shall not include pay for time not worked.

In Solidarity,

**Carol Read
Grievance Officer
Edmonton Local**

From the Health and Safety Officer



Mike Painchaud

Violence in the work place is on the rise. This is a serious concern for the Union and we would like to see management show some leadership. It's really easy to turn around and blame the workers, as we quite often see Canada Post do, but one has to wonder why the work place has deteriorated so suddenly.

We used to have some conflict on the work floor a few years back but nothing like this. The workplace is turning into a poisonous environment that is affecting the lives of all members. It's time for Canada Post to show some leadership and help the Union resolve these problems instead of instigating and blaming.

When the conflict increased a few years back, the past Director showed an interest in working with the Union to resolve the issue in a non disciplinary manner. The solution that was proposed was our Conflict Resolution. I'm sure CPC had some reservations about running a program like this, that didn't focus on discipline, and I know some people in the Union had their doubts (myself included) as to whether this program was going to work. What we ended up with was a program that a lot of people put their time and effort into developing and which achieved great success. We had members who never saw eye to eye working together in a respectful manner. We had many people with smiles on their face as they were at work and most importantly we had people feeling safe to be at work; safe from discrimination, mobbing, bullying and discipline. After the past Director left, CPC discontinued the program and escalated discipline.

The Union approached management with this concern and we were told that this program was specific to Edmonton..."no one else in the country is doing it". I don't find this to be a valid argument, but that's just my opinion.

I believe that the approach Canada Post took, back when we had the conflict increase, was a true show of leadership. I realize that we will not always agree and that we have different agendas but the

situation we have presently is something we have to work towards fixing. Members tell me that they feel supervisors are provoking them into heated conflicts. Supervisors are issuing 24 hour notices to members when we exercise our rights under the collective agreement.

With a properly run conflict resolution process in place I believe that we can prevent most of these situations from escalating. It was successful in the past, whether people want to admit it or not, and I believe it can be successful in the future.

Violence is absolutely unacceptable and we all have a role to play in preventing it from happening. Please talk to a steward or call the Union office if you feel management or other workers are trying to provoke you. Please do not retaliate because you are only doing what they want you to do.

The Union has put forth our position with management on this issue and now it is time for them to step up to the plate and show some real leadership on this issue. It's time for Canada Post to put their arrogance and pride aside.

Mike Painchaud, Health & Safety Officer





Never a Dull Moment at the EDLC

By Tom Olenuk, President

The Edmonton & District Labour Council (EDLC) is the local labour central that deals primarily with municipal government issues. CUPW along with 115 other union locals in the area belongs to the EDLC and supports its work through a monthly per capita paid on its membership. We have unions from just about every economic sector, employed by both private and public sector employers. Our primary job is to lobby municipal governments (city and school boards) on your behalf and ensure that working people's issues are accounted for in municipal decisions. Municipal governments have the biggest impact on your quality of life so it is important that your concerns be heard before decisions are made.

The EDLC also compliments the work of the CLC and the AFL, using our contacts to widen the circle of people who get information from those organizations. We are, so to speak, the feet on the street for the CLC's campaigns. But we also have our own list of priorities which keep us busy. We run an annual school for union activists very March. We have had anywhere from 65 to 160 students attend in a year. We organize the annual Labour Day BBQ for the Unemployed (for the past 19 years): we have seen up to 4,000 people turn out for that event. We mobilize support for unions who have been forced to go on strike; additionally we raise funds to help their strike and organize support rallies to heighten awareness of their struggles and improve picket line morale.

The biggest project we have going right now is "Broken Families" – Edmonton's monument to workers injured and killed on the job. We need \$250,000 to build the monument and so far we have over \$170,000 committed to it. We have approached the national offices of all our member unions, all of the large locals in the area, WCB, the City of Edmonton and the Government of Alberta. Right now we are planning to have the monument finished and dedicated on April 28, 2010.

I have had the privilege of serving as President of the EDLC for over 5 years; and I hope to do so for another 2 years at least. Who wouldn't enjoy a job where you get to tell politicians they're full of it and get paid to do so?

The Letter Carrier Struggle

The 038 review project that started last fall is back up and running. Brother Warren Melnyk is observing this for the union. This is the last of several major route measurement issues the union has been fighting since the LC Support Restructures in late 2006. Not all of them are directly related to the LC Support Restructures. The others have either been resolved or have reached the point where it is down to figuring out who is owed money.

The 038 Review Project is dealing with numerous problems with 038's. Some were caused by AIM implementation, some were there for years and no one noticed, some were caused by poor walk folder maintenance by some supervisors, and others no one is quite sure how they occurred. If Warren has not been to your Depot yet, if you get a chance please check your own walk file and note any errors so you can bring them to his attention when he gets there.

The end result of fixing these errors and increased HH volumes (and time values) is that many routes are now over 8 hours (480 minutes). Article 50 of the collective agreement requires the employer to reduce the workload of a route over 495 minutes and bring it back under 480 minutes. There is a disagreement between the union and the employer in that the employer is only doing so if the carrier requests it in writing. To determine if your route is over 495 minutes, ask the supervisor for the current 075 for the Depot. Check the date. It should change any time they change any 038 in the Depot so it should not be more than a month old. Look for your walk number then look on the far right hand side for the total workload.

Before you make such a request though you should check your 038's yourself to be sure

any previous errors you reported have been corrected. If you don't do so until after they adjust your walk, when the corrections are made your route could be over 480 minutes again. However, unless it is over 495 minutes the employer is not required to bring it back to 480 minutes.

When you report errors, assume that you will have to grieve it at some point and keep detailed records of what errors you reported and to whom. This way if the supervisor does not make the changes, you have that information ready to staple to a grievance form.

And finally the local's website <http://www.cupwedm.net> has been upgraded. Even though the old web site had won awards the webmaster and retired MSC found ways to make it look even better. I hope later this year to add some route measurement 'how to's' for those who have been saying 'what is an 038' and 'I don't know how to check my walk'.

Brian Blair
Chief Steward Stations and Depots



INTERNATIONAL TRADE UNION CONFEDERATION (ITUC)

Decent Work Decent Life Campaign Acts On Financial Crisis In World Social Forum

Belém, 29 January 2009 (Media Release): The Decent Work Decent Life Campaign, led by the International Trade Union Confederation, Solidar, the Global Progressive Forum, World Solidarity and the European Trade Union Confederation, is organizing – two years after the launch of a worldwide campaign in Nairobi, Kenya – three major activities in the 2009 World Social Forum in Belém. The activities will focus on the global welfare state, the campaign itself and on the new global financial architecture.

The Decent Work Decent Life Campaign aims to place Decent Work at the national, European and international level through public campaigning and lobbying. Decent Work is a concept covering equal access to employment, living wages, social protection, freedom from exploitation and union rights at the core of development, economic, trade, financial and social policies.

The financial crisis is threatening the jobs, homes and future of billions of human beings – those who never drew profit from the years of excess, whose work has been underpaid and degraded and who bear no responsibility for what is now happening.

Decent Work Decent Life is a joint campaign led by the International Trade Union Confederation, the Global Progressive Forum, Social Alert and Solidar which aims to:

- Build awareness of Decent Work amongst citizens, decision makers and key institutions;
- Show that Decent Work is the only sustainable way out of poverty and is fundamental to build democracy and social cohesion; and
- Place Decent Work at the core of development, economic, trade, financial and social policies at the national, European and International level.

International Trade Union Confederation

<http://www.ituc-csi.org/>

***CUPW delegates to the World Social Forum were: Brothers Donald Lafleur (National Office) and Ron Rousseau (Whitehorse Local, National Human Rights Committee), and Sisters Tony Macafee (Atlantic Regional Office) and Giuliana Fumagalli (Montreal Local).**

Report from the General Meeting...February 1, 2009

The last general meeting was held Sunday evening from 7pm to 9pm.

Brother Nick Driedger was acclaimed to the Executive as the new Organizing Officer.

The resolutions for the Alberta Federation of Labour convention, April 23 to 26, were adopted.

There was a presentation on the changes to the local website by the webmaster, Doug Elves.

(continued page 12)

Report from the General Membership Meeting, Feb.1, 2009, continued....

Notice of motion to eliminate the position of Recording Secretary and replace it with a Route Measurement Officer, dividing or assigning the duties to the Secretary-Treasurer or the Sargeant-at-Arms Editor, was split into two motions.

The local **voted to create** a new Route Measurement Officer.

The local **defeated** the motion to eliminate the Recording Secretary position.

The Notice of Motion : that the local adopt articles 7.32,7.33,7.34,7.35 and amend 7.36 from the National Constitution and incorporate them into our bylaws, **was tabled until clarification is received** from the National Union.

The Notice of Motion: that article 12.13 be changed to require a majority vote, rather than 2\3 majority for some changes to the by-laws, was **DEFEATED**

The Notice of Motion: That the local hold a one day workshop on the local by-law structure, reviewing our local structure,and the local by-laws be written in clear language, was **CARRIED**

The Notice of Motion to increase payment to a member of the local who uses their personal vehicles for union purposes to an allowance of .52 cents per kilometre for the first 5000 kms and .46 cents per km thereafter per calendar year, was **amended** to match the amount in the national constitution.

Elected to the Edmonton and District Labour Council as delegates for the next year:

Brian Henderson, Tom Olenuk, Bev Ray, Raj Sharma, Ajay Sharma,Lorraine MacKenzie, Sue Wilson and Christine Vincent.

Elected to the Alberta Federation of Labour Human Rights Conference, February 27 and 28:

Raj Sharma, Ramon Antipan, Karen Kennedy, Jean Endruschat, Asma Burney, Nick Driedger, Ajay Sharma, Sue Wilson and alternate is Bev Ray.

Elected to the Edmonton and District Labour Council School, March 6,7,8: Christine Vincent, Jerry Woods, Rick Gates, Lorraine MacKenzie, Ajay Sharma, Jean Endruschat

Elected as Area Council delegates: Yvette Brusseau, Nick Driedger, Rick Gates, alternate Tom Olenuk.

Elected as alternate to the AFL Women's Committee: Michelle Woods

Elected to the local : Women's committee: Cori Longo

Human Rights committee: Ajay Sharma

Organizing committee: Jerry Woods

Health and Safety committee: Jerry Woods

Announced at the meeting: those picked for the weeklong school in Naramata (Feb 17 to 23) are: Sue Wilson, Joanne Banack, Jerry Woods and Brian Mottershead. Asma Burney was invited to attend the Arbitration Course.

New Organizing OfficerNick Driedger

This is my first of hopefully a lot of reports in the InsideOut. At the last meeting there was a mid-term election to fill the empty Organizing Officer position. As the only guy who ran I guess I got the job, but maybe there's something nobody wanted to tell me about the position? Anyways I'd like to start my term out by explaining a little bit about where I plan on taking the Organizing committee and how I hope to help out on the executive.

First off, I would like to thank brothers Rascal Sehmy and Mike Painchaud for leaving me a great committee to work with. They've been incredibly encouraging to me as I learned the ropes of how the Organizing committee works, what the duties of the Organizing Officer are and how to get involved in the local.

Part of what I want to build on is the connection between the shop steward body and the Organizing committee. There's a lot of talk about 2011 but what we do right now and how we organize now is going to decide if we win or lose in three years. We have to mobilize now because the issues we are facing now are the first steps of Moya's Modern Post. The fight in 2011 doesn't start once negotiations start. Whether it's overburdening of letter carriers, cutting positions in the plant, or route measurement for MSCs, there are plenty of issues that need addressing before 2011.

Mobilizing ourselves around local issues now will make it easier for us to play a part in mobilizing on a national scale three years from now. For this reason we need to make sure we have a lot of contact between those on the front lines, the Stewards, and those in the Organizing committee whose job it is to take on campaigns handed to them by the Regional and National offices. The more active the union is the more effective it is so if you are interested in becoming a shop steward or activist contact your nearest shop steward or give the office a call. If you are a shop steward and want to know more about the Organizing committee feel free to call the union office and ask when the next meeting is.

Another important part of the Organizing committees' work is external organizing. There was a time when the

Post Office was entirely public and a lot of Canada's shipping went through us. That time is over. We've seen parts of the post office privatized piece by piece for years and private shipping and courier firms now play a way bigger role in moving things around in this country than when CUPW was first organized. It used to be that when we went to the bargaining table we would be compared to the Police or Firefighters for wage rates. Today these courier companies set the industry standard.

If we want to defend what we have, and build on it for future generations and keep our own job security, we have to look more seriously at building the private sector in our union. What is best for us is what is best for all workers in the transportation industry and we have to bring more of these workers into our own organization.

Because I was elected in a mid-term election I only have a year for my term instead of the usual two years. In that time I hope to do everything I can to leave the committee I'm working with stronger than I found it. I think given the talented and committed people I'm working with that alone is a big enough challenge.



**Nick Driedger is sworn in as Organizing Officer by President, Brian Henderson.
Photo by Jean Endruschat.**

Globalization & India: Some Observations

I recently returned after spending almost a month in the southern part of India where the so-called boom brought about by globalization is apparent. With the city's population of almost 9 million it is hard to notice the economic meltdown just yet, but I think it is just a matter of time before the foreign corporations start to pull out leaving all the displaced people to fend for themselves. I was talking to some of the workers in the lower end of the IT industry who have been given warnings about lay offs. Real Estate that was extremely hot not too long ago is now hard to sell. Property values are falling rapidly and the bankers are talking about lower interest rates so the saving accounts will not multiply like before.

India has been quite proud of its modernization/westernization, but behind the glamour of it all lies a stark reality - the reality of 'inequality'. It seems that everything now is geared for the rich. Capitalism has taken a strong hold on India and its people. We in the West are thriving very well on the backs of the poor from developing countries, wealthy Indians are living and thriving on the backs of their own poor in a very desensitized way, not to mention more than 90% of the population lives below the poverty line.

When I was growing up in the city of Hyderabad it was a medium sized city. The infrastructure was never meant to accommodate 9 million people. Inequality existed then too, but the city offered something for everyone. There was the downtown where the wealthy went for their shopping and then there were small shops and small businesses that thrived along the roadside. There were tailors alongside butchers and bicycle shops that repaired and rented bicycles, there were also little tea shops and cafes and fruit and vegetable vendors. All coexisted and did well.

When I visit the city now I see a huge contrast. The roads have been widened and flyovers built to manage the traffic which consists mainly of cars. Gone are all the small merchants who made a decent living selling their goods at a reasonable price, gone are the little bicycle shops, not too many people ride bikes it is not safe anymore - one has to have either a motor bike or a car - to cause more pollution is fashionable! All the little shops had to be bulldozed to widen the roads. Even the medium sized shops, offices and residences are gone now. In its place huge malls have come up (North American style) with super expensive shops owned by rich corporations for the rich consumers whose buying habits would even put an average North American to shame! The owners of one time small businesses are probably now working and depending on these rich for their livelihood. With this global gloom and doom of failing economies, the poor and displaced would be the first to get thrown out of their jobs. Where? And what would become of them? Nobody would really care.

There was a strike by workers in the oil sector during my visit. Gas stations all across India were shut down for two days. There was a huge outcry in the country about the shut down. Instead of having meaningful negotiations the big bosses gave an ultimatum to the striking workers, come back to work or be fired. Within a day operations were up and running. One has to understand, in India there is no welfare system and the public healthcare system is pathetic (and is getting more so with private hospitals opening up all over). Public education is no better. So in order to give the family a decent living ie. private healthcare and private education one cannot afford to NOT have an income. The credit system that was practically non existent 20 years ago is rampant now, everyone is in debt.

By embracing capitalism India has caused tremendous inequality. According to P.Sainath, a renowned Indian journalist, author and photographer, India has not seen so much inequality since the British colonial days. The days of the British are gone but the American imperialism has got its grips on India - so it seems.

Asma Burney
Chief Shop Steward – Lettermail- EMPP

Wright On!

A Stranger in a Strange Land

“The horror,” Marlon Brando said that in the movie “Apocalypse Now”. Now I know what he meant. Recently, on or about Feb. 1, everything in the coding section (and mech and incoming, for that matter) was turned asunder. The braintrust at Canada Post saw a few square feet of vacant space and decided to tack gen con and directory into an already crowded coding section. Then they added a bunch of part-timers\casuals to handle the extra workload. At first I thought this was a good thing as I might be able to sit more than 2 hours a day. Of course I was wrong. I’m still standing 6 hours a day.

And as usual the poor part-timers get the shaft. Unless things change at the time of this writing, they are now expected to work one 8-hour day per week (on Monday or Friday), regardless of whatever family or work commitments they might have had. That’s a long day for anyone who has a second job or has to drop kids off at school, or whatever.

Mech and incoming combined to become one big “supersection”, which means the people in incoming (formerly) now do the grunt work for the people in mech. And, one supposes, vice versa. Over in the section formally known as incoming, the sorters now sort only city mail while the forward mail gets booted back to coding. Seems counter-productive, no?

And us coders, who now do gen con, also “get” to sort mail in oversize prime. This was formerly the job of mech people! It’s also an excuse for management to have us stand for an additional 2 hours.

So there I was, the proverbial fish out of water, standing there staring at my oversize prime case, trying to figure out where something goes, slowly but surely getting the hang of it, when suddenly, along comes one of the, er, supervisors, and promptly relocates myself and 5 or 6 others to what must have been the Christmas helpers cases and, without instructions, leaves us to our own devices, so to speak. They’re city cases, but 90% of the mail we have to sort is, of course, forward mail! What they call work productivity, we call futile waste of time.

The horror.

- Mike Wright



Inside Out Deadline

April (local election) Issue

Friday, March 13th, noon

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

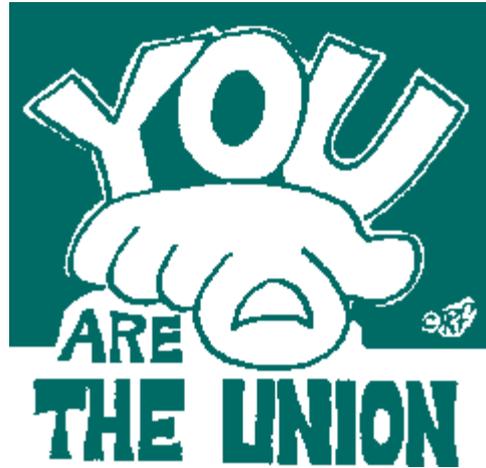
CUPW EDMONTON LOCAL
GENERAL MEMBERSHIP MEETING

Sunday, March 1st, 2009

Commonwealth Stadium noon to 2:00pm

March Events

- March 1-GMM, candidates forum
- March 4-Women’s Committee 6 to 8pm
- March 6(evening),7,8 EDLC school
- March 8-International Women’s Day
- March 8,9,10-CUPW regional 3 day
- March 11-Retirees 10 to 11:30am
- March 13-InsideOut deadline noon
- March 17-St.Patrick’s Day
- March 19th-Executive 1pm
- March 21-International Day for the
Elimination of Racism
- March 27-Take Back the Night March



March 2009

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

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

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THE STRUGGLE CONTINUES.....