

InsideOut

**Canadian Union of Postal Workers
Edmonton Local**

**May
2011**



St. Albert RSMC and Solidarity Supporters

From the Editor.....Karen Kennedy**Ursula Webber**

Lots of retirements these days and it is hard to see good friends disappear from your daily life in the workplace. Ursula Webber, shop steward and long time activist, left from Depot 11 in April for retirement. Several years ago I went in the office with Ursula when she was a coder and angry about something her supervisor had done. I think she surprised herself that day at her ability to communicate the problem and make them see the error of their ways...she became a steward shortly after and the local union became a better place! She represented countless members in interviews and has always been a solid dependable activist and organizer of the Children's Christmas parties for the local!

**Educate**

The local union depends on you to step up and defend the rights in the workplace. Take a course, understand the collective agreement obligations on the employer and on the union. Demand respect and a safe and healthy workplace. YOU can make a difference. Several courses are scheduled in the next month, including a Basic Shop Steward Course May 12, 13 and 14. Call the union office to register.

Retire Your Uniform

As you stare at that mountain of old uniforms and wonder what to do with them, remember that you can recycle them at the local union office. The RSMC do not receive uniforms and the local is happy to connect those in need of a uniform with those who don't need theirs anymore!

Front Yards in Bloom

Now that the snow is almost gone we can think about flowers! The local is involved as a partner with the City of Edmonton and the Edmonton Horticultural Society in this recognition program of beautiful yards in the workplace of letter carriers, MSC's and RSMC's. We encourage you to nominate yards and fax or mail those addresses to the union office where they will be added to the public and community league nominations. If you are interested in being a judge or dropping off signs for nominated yards, please contact the union office. We are arranging for a training session for judging as well, through the Edmonton Horticultural Society. The local Environment Committee is heading up this program. Get involved!

Vote on May 2!

Don't forget to vote on Monday, May 2. Inform yourself and participate in our democratic system in Canada. And remember the law entitles you to 3 consecutive hours during the time the polls are open to go and vote.



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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editor@cupwedm.net

or
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InsideOut
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T5H 2Z6



Message From the President

Our Brothers & Sisters need our help now more than ever.

I encourage you all to be creative in raising funds to help them out. 50/50 draws, etc., Any money collected should be sent to the EDMONTON CUPW Union office, where it will be collected and distributed evenly to these members. Please ensure that any donations sent identify St. Albert RSMC.

On Thursday April 14th, 2011 the Canadian Industrial Relations Board upheld the injunction to order RSMCs of St. Albert back to work. In spite of discussions with Canada Post on Friday April 15th, 2011, CPC chose to act in a spiteful and paternalistic manner when they refused to allow the RSMC to come in on the weekend to clear up the backlog and resume service to their customers. Instead Canada Post brought in Contracted workers to work on the weekend, who left behind mass amounts of parcels carded out and mail without any attempt on delivery being made, as well as handpicking which routes that customers could expect weekend delivery. ALL rural customers were left with no delivery over the weekend and the RSMC were left to deal with the mess on Monday morning.

That's not all. CPC has also seen fit to impose 5 DAY SUSPENSIONS on the RSMC who already are without 3 days pay. There was no reasoning with CPC who had no interest in hearing the impacts on workers who have family's to feed and mortgages to pay. They also singled out 3 Postal Workers in the Urban Operations Unit to include in receiving 5 day suspensions for their participation in blocking replacement workers from the Depot. This is nothing short of outrageous as Canada Post moves to flex their muscle to stifle and bully workers into

silence! CUPW continues discussions to challenge the arbitrary changes CPC was planning on implementing on the routes which sparked the dispute. AND LET'S BE CLEAR. THIS IS NOT THE FIRST PAY CUT THAT THE RSMC'S IN ST. ALBERT HAVE BEEN FACED WITH. Their Schedule "A"s were reduced in the fall of 2010 due to CPC claims that their householders rates were inflated. So this would be the second pay reduction with CPC claiming that "they are sensitive to the impact this has on RSMC and that is why we did not do it all in the fall of 2010, but plan to implement this next cut for parcel values in two phases."

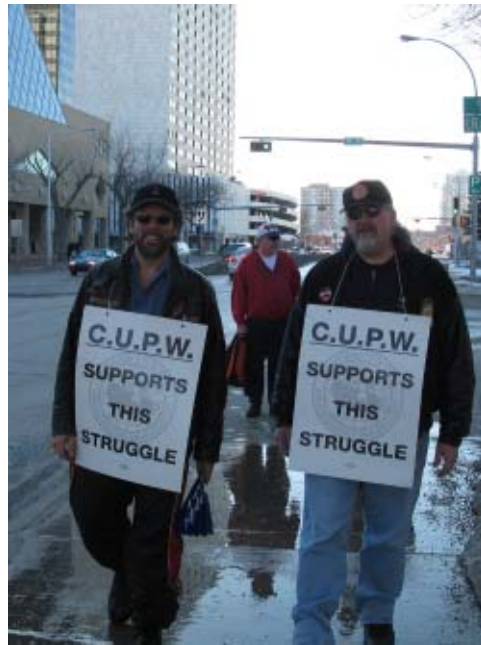
WHAT WOULD YOU DO IF YOUR ABILITY TO PROVIDE FOR YOUR FAMILY WAS UNDER ATTACK?

I applaud the RSMC and all workers that came out to support them as they took a stand against a heartless employer. The tenacity and determination of a few in St. Albert has resonated with workers across this country. THEY HAVE BECOME THE VOICE OF THE RSMC, not willing to be silenced any longer.

On behalf of the RSMC, Thank you to those of you that have already sent letters, photos in support and donations.

President, CUPW Edmonton Local
Bev Ray





Delegates from across the Prairie Region conducted an information picket at the downtown post office late Friday afternoon, March 18 as part of the 3 day regional school activities.



Edmonton and District Labour Council Executive, elected March 21 , including Brother Brian Henderson, second from right, re-elected as President for the next 2 years. Your Edmonton local delegates to the EDLC are : Bev Ray, Sue Wilson, Raj Sharma, Karen Kennedy, Brian Henderson, Cathy Furtak, Mike Painchaud and Rashpal Sehmbly.

THE STRUGGLE CONTINUES.....

You Do The Math

The employer seems to be on a common theme this round of negotiations or at least the tune sure sounds familiar. They are using a lot of catch phrases that sound good but when you explore what they really mean then it starts to sound quite scary. The document on their sick leave proposal is a good example. "Securing our Future" sounds like a valiant goal. But on the second page they say that "1 day = \$10 M per year".

So if each employee used one less sick day the employer would save 10 million dollars. There is nothing in their plan that actually improves your health. So the only way they save money is if you come to work sick.



Every time the employer says "improve the financial health of Canada Post" or we need to do this to "remain competitive" or "increased productivity" then what they are talking about is eliminating jobs. With the sick leave proposal the 10 million is a reduction in the required relief. They also seem to be trying to link employees using their sick leave to the amount of overtime. Don't be fooled by their charade. Each year they promise to do something to minimize the amount of forceback. Then they reduce the amount of staffing and the next year it's the same old game. So every time you hear them talk about "securing our future" then what they really mean is they want to secure their profits by eliminating your job.

Modern Post

Introducing sequenced delivery is not supposed to be part of negotiations. They can do it under the current collective agreement. However because

some of the things they are doing when they implement it are in violation of the current collective agreement then it will be part of negotiations. I have been involved in Route Measurement with the local for about 15 years. I have never seen route measurement is such a sorry state. We have been trying to resolve issues in a number of Depots for some months. The employer is claiming that they cannot produce even the basic documentation for routes. In St. Albert a glitch in their software first

dropped the values that several carriers get to sort and prepare directs. Then they created a new part time route to deal with growth. Then it dropped the values for directs again recent changes to HH values. But some carriers still were not being paid what their route was evaluated for. After 3 months the pay issue is resolved but we are still fighting

to get the HH values corrected. Now there is reason to believe that there are other routes that are not getting paid what the route measurement documents are saying the route is evaluated at.

This should be easy to verify. Just ask your supervisor for a copy of your 080/071 and a print out from SAP of your route attributes. If it's pacing that you are concerned about then ask for the 038 for the postal code in question. Travel time is on your 098 and almost everything else is on your special allowance sheet.

In Winnipeg, where they have implemented sequenced delivery last October, the union only got many of the documents they need to verify the new routes in March. There is no shortage of areas that look very suspicious but without proper documentation then how can anyone, including the employer, tell if it is correct or not. The new

(continued on page 8)

From your Health and Safety Officer

Many people are becoming sensitized to chemicals in the environment and being exposed to scented products can pose a serious health risk. As more information becomes available, action is being taken to protect those with fragrance sensitivities in many workplaces.

It is important not to be personally offended should someone tell you that your perfume or cologne is making him or her sick. They are reacting to the hundreds of chemicals used in scented products, not to you personally. The synthetic compounds acquired from petro-chemicals could also cause future problems for the person wearing the scented products with increased use and exposure. There are concerns for both those who use scented products and those exposed to others' scents.

Fragrance chemical formulations were changed in the 1980's, becoming very powerful and potent. The fragrance industry is unregulated and, as a result, more than 80% of the 4000 chemical ingredients used in the industry have not been tested to determine if they are toxic. These chemicals dissipate into the air rapidly, lingering for long periods of time. The mixture of the chemicals then constantly changes upon coming into contact with other substances. This causes problems, especially indoors where air exchange is inferior.

Fragrances can enter the body through:

Inhalation - the chemicals are in the air and inhaled into the airways and lungs; they then enter the bloodstream that takes the chemicals to other organs.

Olfactory (smell) Pathways - fragrances can go directly to the brain and the nervous system.

Skin Absorption - most cosmetics and body fragrances are applied directly to the skin and eventually absorbed into the bloodstream.

Ingestion - many of the same chemicals are used in foods, i.e., lemon or strawberry flavoured products.

Symptoms can vary from "mild" to "incapacitating"

In the absence of specific legislation addressing the hazards of fragrances, the employer is still required under the general duty clause of the Occupational Health and Safety Act to "take every precaution reasonable in the circumstances for the protection of the worker."

Please be considerate and refrain from the use of fragrances. If you become ill due to fragrances in the workplace be sure to inform your Union Representative, your supervisor and file a claim with the Workers Compensation Board in your province.



Mike Painchaud
(with thanks to a CUPW
National bulletin)

'Friend of the Earth' Environment Award

Created in recognition of the long-time-commitment of the late Brother Tom Olenuk to the environment, this annual award celebrates the contributions of an Edmonton Local individual or individuals, active or retired.

Nominations are now open. Nominations will close June 1, 2011.

Nominate someone who meets one or more of the following criteria:

- has taken a leadership role in promoting respect for the environment
- has shown a long term commitment in this area
- can demonstrate a positive impact in specific areas
- has inspired others

The winner of the award will receive a \$100 gift certificate for purchase of a tree at a local garden centre, and will be featured in the local newsletter, the InsideOut. Winner's names are added to an enduring display in the local office.



Submit your nomination today to the CUPW local office, attention Environment Committee, 11001-107 Street, Edmonton, T5H 2Z6 or phone 780-423-9000

- Happy Earth Day from the Environment Committee, April 22, 2011

(You Do The Math...continued from page 5)

delivery method has greatly increased the amount of time that it takes carriers to sort and prepare householders because you cannot sort them into the case or store them at your case. Now the employer is asking to be able to increase the size and weight and to allow shorter time delivery span. This means that again it will take you longer to do the work but there is nothing in their wording to increase the time value you get.

Ultimately the new collective agreement will define what we get paid and how long our routes are going to be. There are proposals on both sides of the table to make adjustments to our routes. However we cannot make the mistake of assuming that everything else is going to stay the same because we know that is not the case. I know how much harder I have to work to deliver a set of one day householders or a set of oversize householders on my current route. But how much extra time it will take on my new route after sequencing is implemented? I have no idea until I see my new route and try to do it with sequencing.

How long will it take a new relief employee doing oversized, compressed delivery householders on a route they have never done before? And then add force back after the implementation of the modern post routes that we don't have documentation to say are evaluated according to the collective agreement.

The employer wants us to agree to a new collective agreement that is bad enough for the senior employees, because of longer delivery times on routes, but gives the new employees reduced benefits as well. These new employees that we see struggling on the current routes are the future. This is not a new tactic for the

employer. The collective agreement we have now is the result of many picket line struggles by those since retired. We cannot let the new employees down now. Unless the employer changes their tune then we must walk the picket line now so 30 years from now they too can look forward to retirement as well.

Brian Blair
CUPW Edmonton
Route Verification Officer

Grievance Filing Policy of the Edmonton Local

1. In order for a grievance to be filed the "Internal Grievance Investigation Form" and all relevant documents must be received by the Local's Grievance Department within fifteen working days from the date the employee first became aware of the action or circumstances giving rise to the grievance. The employee on behalf of whom the grievance is to be filed is responsible for ensuring the above conditions are met.
2. The Local will assess the merits of a written complaint and if appropriate a grievance will be filed. The Union retains jurisdiction of the grievance.
3. When the Collective Agreement has been violated the Local has the right to file a grievance even if the grievor refuses or declines to use the grievance procedure.

Shop Steward Course

Want to become a **shop steward**?

Want to learn how to protect your co-workers from management?

Want to know how the contract works?

This is a **3 day course** **May 12th, 13th and 14th**
(Thursday, Friday and Saturday)

If you are interested call the union office
780-423-9000

leave your name, work location and shift.

If you have applied in the past, please apply again... phone the office and leave your information.

Deadline for application is May 4th and all applicants will be contacted before **May 6th**

Darcy Griffiths

for the Education Committee

CUPW EDMONTON LOCAL
GENERAL MEMBERSHIP MEETING

Sunday, May 1, 2011

Noon to 2pm

Central Lions Seniors Recreation Centre

1113- 113 Street

Agenda:

Elections

Alberta Federation of Labour Standing Committees Remaining Vacancies:

Environment, 1 alternate

Solidarity and Pride, 1 member, alternate

Human Rights, 1 alternate

Aboriginal Workers, 1 member, alternate

Local Committees:

Temporary Workers Rights , 8 members

Environment, 8 members

Human Rights, 8 members

Education, 1 member

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

Rural Ramblings

Flashpoint St. Albert

Hello to all! As you no doubt have heard, St. Albert recently became the flashpoint that galvanized RSMC's from coast to coast. The St. Albert RSMC's were each given letters at work early on Tuesday, April 12. The letter detailed a radical slash to the pay of the recipients, without any warning or consultation. Adding to the insult, the cuts were retroactive to the day before.

After a quick meeting on the workfloor, the St. Albert 12 adjourned to the nearby Tim Horton's to talk. As the shock wore off, anger set in; they were hurt and angry, and they would take the abuse no longer! At this point, the situation could have been resolved if Canada Post had reacted in a calm, reasoned fashion. All they wanted was a chance to be heard, a chance to discuss this change and how it hurt them.

Instead Canada Post employed heavy-handed tactics and dispatched supervisor Brad and Labour Relations Officer Azam Baccus. In the middle of Tim Horton's they confronted the RSMC's and arrogantly ordered them back to work. No discussion, no interest in hearing what the RSMC had to say. Heated words and the Canada Post team left. As for the RSMC's? Their minds were made up, their resolve hardened. They would not return that day if Canada Post would not even talk to them. They returned to the street outside the depot with little more than homemade signs, and the confidence born of those who know they are on the side of fairness and that which is right.

Upon returning home, I contacted as many people as I could, including many of you I'd only recently met. I'm very proud to say that not one person was unsympathetic to the RSMC in St. Albert. We received pledges from all across the region and across the country...places like Liverpool, Nova Scotia, Oshawa, Ontario, Saskatoon, Saskatchewan, Saanich, British Columbia. Would they be heard, did anyone know, did anyone care? Thanks to all of you, the answer came from all

across the nation, a loud, reverberating, resounding "YES!!!"

I arrived early in St. Albert on Wednesday, bleary-eyed but full of energy for the day ahead. The mood was quiet, yet hopeful. Soon, the texts of support that many of you sent began flashing across our cell screens. Morale, already high, was fortified by the show of support. Workers from other depots arrived to show solidarity, waving signs along the road, spirits were buoyed by happy honks from a supportive public. Suddenly the mood grew pensive; there were replacement workers massing in the Tim Horton's, and word was they were going to rush the line. The local police arrived to keep a close eye on the proceedings. Corporate S&I, already making their presence known, began to film.

The mood was tense. Past President Brian Henderson, in a welcome show of levity, shouted "boo" at the corporate goons to briefly break the tension. Replacement workers approached, but didn't seem game to force the issue.

On Thursday Canada Post sought a court injunction to end the actions of the brave and the few. The decision came, the pickets came down. Although forced back to work, negotiations would be held and they viewed this as a victory. Their concerns would be heard, they would have a say. With their courage the twelve had carried the day.

Early Friday, led by local President Bev Ray, the St. Albert 12 returned back to work. Congratulations from their co workers ringing in their ears, they returned to their cases, picked up their mail and began a new day. They are an example to us all, with their courage and bravery in standing up. St. Albert RSMC's, on behalf of all who showed solidarity with you across the country, I salute you!

Doug Frechette
Chief Shop Steward
RSMC



CUPW Edmonton Route Measurement Workshop

Saturday June 4, 2011

Union Office
11001- 107 St
Edmonton

9:00 AM-1:00 PM

Bring your route measurement concerns to the union office and members of the Route Measurement Committee will be on hand to help you understand the documentation and explain how to fix the problems.

Bring copies of the documents for your route (ask the supervisor for them).
(038, 071, 080, 098 - Special Allowance Sheet)

If you believe you may not be getting paid all the Over Assessment Payments you are entitled to then bring copies of a recent pay stub.

See You There!

Brian Blair
Edmonton Local
Route Verification Officer



Retirees Edmonton Local: Bob Yule, Greg Fiehle, Bob Sylvester, Linda Yeomans, Karen Phelan, Ursula Webber, Karen Hutzcal Presented with cheque by Bev Ray

THE STRUGGLE CONTINUES.....

Wright On

Mr. Wright Returns

A while back I experienced a sort of emptiness in the noggin area. I was given an MRI and the results showed I had no brain! Now how this could have happened I can't really say definitively. Possibly too many years in the post office. Who can say.

So I went on an extended trip to South Africa where surgeons implanted a whole new brain into me. They assured me it was a human brain, but lately I've been scratching my arm pits and craving bananas.

Anyway, on the trip back home I was, as often happens these days, abducted by aliens. I was held hostage for a few months as they conducted experiments on my newly acquired brain (among other things). It was an experience I don't wish to repeat any time soon and I'm slightly irked that after all their experimenting, my I.Q. is about where it was before the surgery. And that's the reason I haven't written for the InsideOut lately.

I'm writing this on December 4th, right in the middle of Christmas rush. I'm currently on midnights because I feel sleep is highly over-rated. And while you're reading this, you may or may not be on the picket line. Depending on (a) when this issue comes out, and (b) whether or not this article will even appear in the InsideOut.

If indeed we are on strike, then hang in there brothers and sisters! We shall overcome! Solidarity forever! Power to the people!

If we are not on strike, disregard that last paragraph.

Now, getting back to the midnight shift thing. They call it the graveyard shift because so many (all?) of us resemble the walking dead, or "zombies" if you will. Zombies, incidentally, used to be my favourite drink. Why, one day, I drank six of them in one sitting. I was the king of the Zombies! Which might explain the "no brain" thing alluded to earlier.

But I digress.

As if the shock of working a new shift wasn't enough, we "coders" were forced to learn the BCS (bar code sorter) in which everyday, every quarter we have to learn a new plan. Let's just say some people are more patient about training you than other people. God knows management won't help. Well, see ya next time, God willing and the creek don't rise.

Mike Wright



Edmonton Local Events Calendar May 2011

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				

May Events

May 1....General Membership Meeting ...noon, Senior Rec Centre, 111 Ave & 113 Street

May Day March....4pm, Corbett hall field, Univ Ave and 112 Street

May 2...deadline for names to Regional for 5 day Advanced Shop Steward June 2 to 7

May 3...Take Back the Workfloor Course

May 4...Strike Prep Course

May 5...Education Committee 6pm

May 5,6,7...Canadian Association of Labour Media Conference

May 8 to 13....Canadian Labour Congress Convention

May 11...Day of Action

Internal Term Meeting 10 am to noon

May 12,13, 14...Basic Shop Steward Course Edmonton Local

May 18...Strike Committee Meeting

May 19....Executive Meeting

May 24....MIDNIGHT IS LEGAL RIGHT TO STRIKE\LOCKOUT*

Inside Out Deadlines

Friday at noon

June Issue May 13th

July\August Issue June 18

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

Executive Edmonton Local CUPW

President (full time union office)... Bev Ray (letter carrier)
 Vice-President... Raj Sharma (EMPP)
 Grievance Officer (full time union office)... Carol Read (letter carrier)
 Secretary-Treasurer (full time union office)... Sue Wilson (RSMC)
 Health and Safety Officer (full time union office)... Mike Painchaud (letter carrier)
 Education Officer... Darcy Griffiths (EMPP offsite pubs and ads)
 Organizing Officer... Nick Driedger (MSC Parcel Hub)
 Route Verification Officer... Brian Blair (letter carrier)
 Editor\Sargeant-at-Arms... Karen Kennedy (registration clerk MSC Parcel Hub)
 Recording Secretary... Bena Pattni (letter carrier)
 Chief Shop Steward MSC... Greg McMaster (MSC Parcel Hub)
 Chief Shop Steward Wickets and Affiliates... Linda Nyznyk (retail clerk)
 Chief Shop Steward RSMC... Doug Frechette (RSMC)
 Chief Shop Steward Bulk... Cathy Furtak (EMPP)
 Chief Shop Steward Letters... Ajay Sharma (EMPP PDSL at Parcel Hub)
 Chief Shop Steward Maintenance... Norm Burns (EMPP maintenance)
 Chief Shop Steward Letter Carriers... Jerry Woods (letter carrier)



Local Executive officers being sworn in at the General Membership meeting April 3, 2011: from left to right: Linda Nyznyk, Mike Painchaud, Doug Frechette, Brian Blair, Cathy Furtak, Norm Burns, Darcy Griffiths, Bena Pattni, Bev Ray. Raj Sharma and Nick Driedger are conducting the ceremony.

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

