

# *InsideOut*

**Canadian Union of Postal Workers  
Edmonton Local**

**MAY 2013**



**During the Alberta Federation of Labour Convention, CUPW and other unions protested at City Hall, objecting to the decision to build the South LRT extension using P3, an attack on union work and job protections. (photo:kennedy)**

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## Message from the Editor...Karen Kennedy

This issue of the InsideOut contains a report on the Alberta Federation of Labour Convention, where a number of postal workers were elected to represent our union over the next 2 years. Cathy Furtak, local Secretary--Treasurer, visited Italy on her holidays and provides a report on the postal services there that offer much more than just mailing a letter. It's time for Front Yards in Bloom once again, and we hope everyone will nominate yards. Let me know if you are interested in getting involved in this program as a volunteer, to assist with judging or to help make decisions on how the program is conducted in Edmonton. The local environment committee is where the work is based.



On a very sad note, a previous member of the Edmonton Local has just passed away. Brother Allan Klemm has succumbed to his illness this week. Allan started at Canada Post in Edmonton in August of 1979. He also worked in the Camrose office and most recently in New Brunswick. Our deepest sympathies to his family.

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

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## From the Secretary- Treasurer...Cathy Furtak

On my recent trip to Europe and after travelling mostly in Italy I was surprised by how many Post Offices that we came across. It seemed that there was a Post Office every kilometre or so and most of these outlets also had bank machines as well. We came across door to door service in a small hillside Sicilian Village of Savoca with no more than 400 residents. This village was very remote but the postie had driven her vehicle to the village and then began her door to door delivery, also in this village in the main square was of course a post office with of course a bank machine.

This was the case not only in Sicily but also across the Amalfi Coast from Naples to Sorrento; it was the case on the island of Capri and in Rome. When I returned home I had some questions so following is some interesting things that maybe Canada Post should really look at. CUPW has been asking Canada Post and the Canadian Government for years to expand services at Canada Post.

While there are differences in our economies Italy has managed to increase the services that they offer and remain a profitable company. With regard to the ownership structure, the Ministry of the Economy and Finance (MEF) owns 100% of Poste Italiane.

Headquartered in Rome, Italy, Poste is the country's leading postal service operator, providing the delivery of mail, as well as express courier, parcel and logistics services in Italy (SDA Express Courier), mass mail printing (Postel) and stamp sales. The company has a universal service obligation (USO) which still exists whereby Poste Italiane has to guarantee mail delivery to all addresses within Italy, even if this carries a financial loss for the operator. It operates a branch network of nearly 14,000 post offices and is one of the largest employers in Italy, with approximately 143,000 employees as of December 2011.

There are 6,500 post offices across Canada a combination of corporate offices (which are slowly but methodically being closed) and dealerships that are operated by private retailers in conjunction with a host retail business, such as drugstores. Canada Post employs approximately 71,000 full and part-

time employees to deliver a full range of delivery, logistics and fulfillment services to customers.

Here are some comparisons between Italy and Canada

Total square area in km's 301,338 sq. km vs 9,984,670 sq km

Total population 61,482,296 vs 35,056,064

Population density 199 per sq km vs. 3 per sq km

So Canada is about 33 times larger than Italy and Canada has about 45 % lower population yet Italy has 7,500 more post offices and employs more than 2 times the staff that Canada Post does. From the reading that I have done on this subject it seems to me that Italy did come to terms with the fact that they needed more than just mail delivery to be a successful profitable company but they did not abandon their obligation to the average Italian citizen by cutting mail delivery and they did not privatize their business. Instead they took the approach of offering more services to their remote communities and larger cities. In the small towns and villages we found the post office to be very busy and a bit of a gathering place for the residents. It was not unusual to see a steady stream of people in and out of the Post Office. There was a steady stream of locals and tourist using the bank machines so even at a service fee of \$1.50 - \$2, 00 per transaction (which most of us will pay for the convenience) there is a potential for profits for Canada Post.

I realize that there are differences between both countries, that the economies are different and that it is not just as simple as saying Canada Post should do





this but if a country that is a member of the European Union (EU)( and we all know that issues the EU is facing) can revamp their business and still remain one of the largest employers in the country and be a successful and profitable asset to the government while maintaining their universal service obligation. I ask why can't or won't Canada Post look at some options. We have been asking them for years.

We are all postal workers and let face it our jobs are currently under attack and with the recent introduction of bill C60 I don't see this attack stopping anytime soon. I would much rather have my job and continue to provide a universal, affordable and efficient public service to all Canadians

There is a link to the 2012 Posteitaliane financial report and a link to the company's web page I found both very interesting and think that it is worth the time for you to look at both sites. There is also a link to an article titled "Canada Post to face \$1B loss by 2020" which I would encourage all postal workers in Canada to read.

As for the service of Posteitaliane I mailed a card on April 23 and it arrived at its destination in Edmonton on May 10..... 17 days not too shabby.

<http://www.cbc.ca/news/business/story/2013/04/23/business-canada-post-conference-board.html>

<http://www.poste.it/>

<http://www.posteitaliane.post/english/about-us/financial-figures.shtml>



# AFL Convention 2013



It was my first time at an Alberta Federation of Labour convention and I have to admit that it went way above my expectations. The way they set up an agenda, all the guest speakers including economists, analysts', different union leader's they brought in from all over the place including the United States and the knowledge they shared with us: it was amazing.

I felt I was the luckiest guy that I was able to attend this convention and I am very thankful to my members and my union for that.

I found this convention an eye-opener. As Union activists we are aware of these issues but not to this depth.

Especially interesting were the details about Bill C377 ( aimed at dismantling the Union's all over the country), TFWP (Temporary Foreign Worker Program), P3's (gradual privatization of public sector), flat tax introduced back in 2001 (making rich people even richer), the way the Harper Conservative government is giving away Albertans' oil at less than 10% royalty (almost free) versus the country of Norway where 78% royalty goes to the government. If we upgrade these oil sands in Alberta, we can create long term jobs for Albertans along with lots of revenue, instead of creating some jobs for the short period while constructing these pipe lines to send our crude oil to US or China. This makes only these oil companies rich who are filthy rich already and leaves nothing for Albertans for the future. Bill C377 's attacks unions , who are the only counter balance we have now against this Harper Conservative government who is taking away the rights from the working class and giving more support to these big corporations.

I would urge my fellow Albertans to wake up and try to understand what's going on. Tell Harper we are the owner of this land and we will not allow you to take our wealth and prosperity away from us. And we will not allow you to take away our unions.

Last but not the least I encourage every member to attend these conventions whenever they get the chance.

Gohar Zaidi



(photo Zaidi)

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

## **The Alberta Federation of Labour: Unions working together to make Alberta a better place**

The Alberta Federation of Labour is a voluntary association of unions and employee organizations that have banded together to achieve common goals. Since 1912, when unionized miners and tradespeople from southern Alberta first agreed to work together under the umbrella of a labour “central,” the Federation has fought hard to improve conditions for working people, their families and their communities.

Among the Federation’s earliest priorities were ending child labour and establishing occupational health and safety regulations - especially in Alberta’s coal fields which, at the time, had the highest workplace mortality rates in the world. In its early years, the AFL was also active in the struggle for a minimum wage and the reduction of work time to a standard 40-hour week.

Today, the Federation continues its tradition of speaking out on the issues that matter most to working people. Often these issues relate directly to the workplace. But the AFL is also active on a wide range of broader social issues - like the need for public education and public health care.

### **Different Unions - Common Priorities**

The AFL is currently made up of 29 unions from both the public and private sectors. Taken together, these unions represent nearly 145,000 workers from across the province. The AFL’s priorities are set at membership conventions held every two years in either Edmonton or Calgary. Every union affiliated to the Federation is entitled to send delegates to conventions in numbers proportionate to their membership.

Between conventions, the AFL is run by its two elected officers - the president and the secretary-treasurer - along with the Executive Council. The Executive Council, which meets between five and eight times a year, is made up of representatives from each affiliated union. Unions with more between 1,000 and 5,000 members are entitled to one seat at the council table and unions with more than 5,000 members have two seats.



Kathleen Mpulubusi, Donald LaFleur (National Officer CUPW), Bev Ray (photo Zaidi)



Brian Henderson, President Edmonton and District Labour Council and CUPW Edmonton member (photo Kennedy)



Sue Wilson ran for Secretary-Treasurer of the AFL (photo Zaidi)



Gil McGowan, President of the AFL at the lunch time rally supporting AUPE (photo Zaidi)



Teri Roland at City Hall protest (photo Kennedy)



Karen Kennedy, Linda Nyznyk, Parminder Pannu, Jerry Woods, , Robert Scobel, Greg McMaster (photo Zaidi)

Despite differences in history and culture, the unions affiliated to the AFL have always been able to identify common priorities and goals - and they have accomplished more as a “team” than if they had acted separately.

The logic behind the AFL is the same logic that underlies all unions - namely that working people are stronger when they stand together than when they stand alone. (from afl.org)

## AFL Executive Committee

Gil McGowan, President, CEP , Siobhan Vipond, Secretary Treasurer, IATSE , Dawn Munro, Vice President, CAW , Todd Romanow, Vice President, CAW , Don Boucher, Vice President, CEP , Sue Pearce, Vice President, CEP , Rh’ena Oake, Vice President, CUPE , Marle Roberts, Vice President, CUPE , **Robert Laliberte, Vice President, CUPW , Bev Ray, Vice President, CUPW** , Elisabeth Ballermann, Vice President, HSAA , Diane Lowe, Vice President, HSAA , Jason Rockwell, Vice President, IAMAW , [vacant], Vice President, IATSE , [vacant], Vice President, IBEW , [vacant], Vice President, IBEW , Gary Savard, Vice President, Ironworkers , Conni Slade, Vice President, BCTGM 252 (Triple-9) , Jay Smith, Vice President, MCWA (Triple-9) , Timothy Hunt, Vice President, PSAC , Brenda Skayman, Vice President, PSAC , John Carpenter, Vice President, TWU , Ivana Niblett, Vice President, TWU , Cathy Logan, Vice

President, UFCW , Theresa McLaren, Vice President, UFCW , Heather Smith, Vice President, UNA , Jane Sustrik, Vice President, UNA , Nick Stewart, Vice President, USW1-207 , [vacant], Vice President, USW , Grace Thostenson, Vice President, UUWA , Amanda Freistadt, Regional Representative, CLC , Alex Furlong, Prairie Regional Director, CLC

## AFL Executive Council

Joyce Pui-Poretta, Workers of Colour, UNA , **Ajay Sharma, Workers of Colour, CUPW** , Denise Palmer, Women-Public Sector, UNA , Cheryl Watamaniuk, Women-Private Sector, UFCW , **Cori Longo, Young Workers, CUPW** , **Sue Wilson, Aboriginal Workers. CUPW** , Ronald Klassen, Aboriginal Workers, UFCW , Keith Purdy, Pride Workers. UFCW , **Angie Freer, Pride Workers, CUPW** , Alex Shevalier, Calgary & District Labour Council, UFCW , **Brian Henderson, Edmonton & District Labour Council, CUPW** , Steve Kelly, Wood Buffalo & District Labour Council, IAMAW , Rick Merrick, Lethbridge & District Labour Council, USW , John Lahey, Medicine Hat & District Labour Council, IAMAW , Barb Miller, Red Deer & District Labour Council, UFCW , Eric Rosendahl, Yellowhead & District Labour Council, CEP



Speaking on the Postal Closures and Reduction in Service: Donald LaFleur, Linda Nyznyk, Nancy Dodsworth, Gord Fischer (photo Zaidi)



Gohar Zaidi and Ajay Sharma (photo Ray)

## Education Report

**The Take Back the Workfloor** Course was held on May 10, 2013.

Facilitators Asma Burney and Nick Driedger led 12 participants in the course, coming from a variety of different workplaces. The course discusses the approach of the employer in the workplace and how it divides members. Those taking the course learned about the power of solidarity and working together, watching out for each other and different techniques to assist in communication with the employer in the workplace.

### **Pension Course**

The local is considering holding **another pension course** in June. If you are interested in taking this one day course, please fill out the application for education form provided in the April InsideOut, and available through the local office. We would love to assist you in learning about your pension and your post retirement benefits.

## **Restructure Update : Depot 2 on deck while Depot 9 Festers**

With the implementation of the LC Depot 1 and Transportation restructures, plus the move of Depots 1 and 11 and the Parcel Hub into the new City Centre Depot, the PT restructures are now complete for Edmonton.

The Volume Count for Wetaskiwin was completed with the observing and other assistance from Dan Murri and Brian Blair.

But management are not through with us yet! The new Volume Count and Restructure schedule, revised periodically, features Edmonton Depot 2 slated for October. No coincidence that Depot 2 is the only Depot where we were able to have route irregularities identified by CUPW during the Volume Count and restructure - only because Arbitration of the Local grievance was able to be scheduled before implementation. Not that there aren't numerous other unresolved issues, and new ones, to be addressed by the Local Route Measurement Committee and activists before the next restructure.

Meanwhile, the next arbitration has dragged on, for Depot 9. One benefit already is the correction of numerous route irregularities - again only because of the direction ordered by Arbitrator Jolliffe, as with Depot 2. However, since the Union's objective for Depot 9 was to have the whole Count and restructure thrown out, and it will soon be a year since implementation, the Corporation needs to re-align their schedule, leave Depot 2 alone, and use the October slot to address the enormous issues at Depot 9 - the worst PT restructure in Edmonton, and the consequent scene of a steady stream of five-day suspensions and sudden resignations.

Greg McMaster  
Route Verification Officer  
CUPW Edmonton Local

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## Front Yards In Bloom

The Front Yards in Bloom program is about to begin. The grass is just starting to get nice and green now, and those early blooms are already out there! This is the time of year when letter carriers, RSMC and MSC's have the best opportunity to recognize a front yard that deserves nomination in the Edmonton Front Yards in Bloom. This nomination process is not restricted to outside workers...if you are an inside worker and would like to nominate in your community in Edmonton, you too can participate!

Nominations are now open and will close on June 30. Please fax in your nominations to the union office so we can submit them to FYIB and have them recognized as coming from CUPW. Another way to nominate is to call 311, or, go on the Front Yards in Bloom website and fill in the form there. Make sure and identify yourself as a postal worker when you call in, and check off that box on the nomination form on the website, [frontyardsinbloom.ca](http://frontyardsinbloom.ca).

CUPW Edmonton local is a partner in this program with the City of Edmonton and the Edmonton Horticultural Society. A program sponsor added last year is the Realtors Association of Edmonton. Yards nominated will receive a yellow sign on the front lawn, indicating someone has appreciated their efforts. The judging process takes place in July, and the award ceremony is held on August 15<sup>th</sup> at City Hall.

Some community Leagues are also involved in this program and are nominating within their communities, and placing the signs. This year a pilot project is underway in Oliver, through the Federation of Community leagues, for Balconies in Bloom. Those nominations are being done through Facebook.

The nomination forms will be distributed in each workplace and are available in the union office. They will help you determine if the yard you are delivering to is a good candidate for one of the special categories: an edible front yard, or natural front yard. The natural front yards are judged in the final stages by the Edmonton Naturalization Group. The edible yard category is judged in the final stages by Sustainable Food Edmonton.

This is a great fun program and reminds our customers that we deliver to every day how much we appreciate their attempts to make the world, and our work environment, a more beautiful place.

**Nominate early...Nominate many! Contact the office if you would like to volunteer.**

“These flowers, which were splendid and sprightly, waking in the dawn of the morning, in the evening will be a pitiful frivolity, sleeping in the cold night's arms”

“Just now the lilac is in bloom, all before my little room: and in my flower beds, I think, smile the carnations and the pink”

“To create a little flower is the labor of ages”



**CUPW EDMONTON LOCAL**  
**GENERAL MEMBERSHIP**  
**MEETING**

**Sunday June 2, 2013**

**6pm to 8 PM**

**Green and Gold Room**  
**Commonwealth Stadium**

(use team store entrance, parking at the LRT lot across the street)

**Agenda:**

**Local Executive Election**  
**Organizing Officer....1 year term (to April 2014)**

**Executive recommendation for Proposed Budget July 1, 2013 to  
June 30,2014**

**Notices of Motion**    1. **SOCIAL COMMITTEE** Social Committee plan events for all member and families using up to \$8000.00 from the social fund and not from the union dues and to have the committee provide information to the June GMM.

2. **WOMEN'S COMMITTEE** Whereas under the National constitution Women at the Regional and National levels of the union are required to be members of the National Women's Committee, Whereas in order to educate, develop leadership and promote the issues impacting women, Whereas we are committed to promoting the issues of women and women in leadership, **Therefore** be it resolved to change the Local Bylaws to be brought in line with the principles of the National Constitution. That all women elected to the Local Executive Officer positions will automatically be members of the Local Women's Committee

**3. INCREASE WAGES FULL TIME OFFICERS** Whereas CUPW National Constitution is based on the principles of justice and fairness;  
**Whereas** the Edmonton Local Bylaws **Art. 7.13.1** states the rate of pay for full time officers based on a forty hour work week;  
**And Whereas, 7.13.2** states that full time officers agree to waive their forty hour week in respect to overtime, any shift differential and weekend premium, but be given an additional \$1.40 hour towards their wages;  
**And Whereas, 7.13.3** states that full time officers are entitled to all rights and benefits under the Collective Agreement, which contradicts **7.13.2** in that no officers are paid for overtime, shift differential or weekend premiums;  
**And Whereas** this section of the local bylaws in fact contributes to full time officers annual income to be below that of other workers. Furthermore, the demands and requirements of the full time officers do not reflect the wages they are paid;  
**Therefore be it resolved** that the Edmonton Local Bylaws be changed and that the rate of pay for Full Time Officers will be equivalent of a Union Representative wage.

**Local Committee elections**

**Human Rights Committee.....8 members, 2 year term**  
**Environment Committee.....8 members, 2 year term**  
**Good & Welfare Committee...1 member**  
**Temporary Workers Committee.....2 members**  
**Election Committee....3 Alternates**  
**Organizing Committee.....2 members**  
**Health and Safety Committee.....2 members**  
**Trustee Committee....1 alternate**

**After the GMM there will be a meeting of the CUPW Association with an election for three (3) directors for a one year term.**

# *Health and Safety*

## **HANDICAPPED PARKING STALLS AT THE EMPP**

I have had several complaints regarding not enough handicapped stalls for workers requiring them. It has made my choice for an article really easy.

Although there are an adequate number of these stalls according to the building code, the EMPP has more disabled workers than parking stalls. This is especially problematic at the shift change between afternoon and midnights.

I have addressed this with the director and here is his response:

...Overall I believe when there is a problem it is at shift crossover. With that in mind I have no problem if an employee (with handicap designation) is a few minutes late if they had to wait for a spot to be cleared from the previous shift. They just need to inform the supervisor upon arrival that they were waiting for a handicap spot to open.

We can try that for awhile and see if that works.

**B**

This should address some of the issues and we will continue to review the number of stalls required as there have also been grievances filed on this issue.

Lorraine MacKenzie  
Health and Safety Officer  
Edmonton Local



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

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## Edmonton Local Executive Committee

President...Bev Ray (full time officer)	Chief Shop Steward – MSC's...Todd Brooks
Vice-President...Raj Sharma	Chief Shop Steward – RSMC's...Sue Wilson
Secretary-Treasurer...Cathy Furtak (full time)	Chief Shop Steward – Affiliate Offices...Mike Painchaud
Grievance Officer...Jerry Woods (full time)	Education Officer...Teri Roland
Health and Safety Officer...Lorraine MacKenzie (full time)	Recording Secretary...Nick Driedger
Chief Shop Steward-Bulk...Gohar Zaidi	Sargent-at-Arms\Editor...Karen Kennedy
Chief Shop Steward – Carriers...Carol Leighton	Organizing Officer...vacant* election June 2
Chief Shop Steward – Letters...Parminder Pannu	Route Verification Officer...Greg McMaster
Chief Shop Steward – Maintenance...Norm Burns	



**The AFL environment committee offered a free draw for a rain barrell, donated by Earth's General Store, during the AFL Convention. The Convention was also powered by BullFrog Power, and seeds native to Alberta were distributed to those supporting the Green Power initiative.**

**The Edmonton Local Office is located at 11001-107 Street.** It is the corner house. The four full time officers may be reached at 780-423-9000 and each has their own voicemail and cell phone. The executive assistant, Trish, will answer the phone and may be able to assist you or put you in touch with an officer. General meetings are held 10 times per year (not February or August) and are the 1<sup>st</sup> Sunday of each month except for January when it is the last Sunday. Meetings that fall on a long weekend are held the next weekend instead.



## Inside Out Deadlines

Friday at noon

June Issue: June 14, 2013



Rally at City Hall protesting P3's.

## What's Coming Up:

June 2...5pm...Women's Committee mtg, Commonwealth entrance

June 2...6pm...General Membership Meeting, Green and Gold Room, Commonwealth

June 9 to 13...Prairie School for Union Women, Saskatchewan

June 20...Local Executive meeting

June 20...Aboriginal Day BBQ at EMPP

July 7....noon, general membership meeting