

InsideOut

**Canadian Union of Postal Workers
Edmonton Local**

October

2009



Local Basic Shop Steward Training August 2009: Left to Right back row: Peggy Maxwell, Joey Slobodian, Nathan Schmidt, Grady Zettl, Liz Johnman, Sacha Longo, Deb Richmond, Naomi Cooper, Tim Dilling, Jeanet Pulongbarit, Rhonda Flynn, Ramon Antipan(facilitator)
Left to Right Front Row: Adam Kearsey, Dave Lore, Emilita B. Bleza, Deneize Stewart, Todd Brooks
Missing: Brian Henderson (facilitator)

Guiding Principles

As the Executive Committee of the Canadian Union of Postal Workers Edmonton Local, the following principles guide our work together as a group:

- We agree to provide one another with a safe environment, one that is free of discrimination, harassment, bullying and violence.
- We agree that our expectations of CUPW Edmonton Local full time Officers will be clearly expressed and reasonable. To achieve this we also agree that Executive Committee members must participate in the work of the CUPW Edmonton Local to the best of their ability.
- We need one another, and we need to trust one another. Therefore, each one of us agree to express this need through respect, co-operation, sensitivity, and honesty.
- We agree that each Executive Committee member has the right to express her or his ideas to other members and to debate issues without fear of personal attack.
- In support of our belief in freedom of expression, each one of us will work hard at listening to each other and to understanding what is being said.
- We agree that at times we must disagree. Despite our differences, we are committed first and foremost to the common good. This involves working hard to achieve unity in action and participation and striving for consensus when making major decisions or taking major actions.
- We will recognize, build on, and share one another's strengths and abilities.
- We will take timely and focused actions on important issues and develop processes to use to facilitate these actions.
- Although we fully recognize the serious nature of our work, we also believe in the importance of enjoying our time together and maintaining a sense of humour.

This respectful 'code of conduct' was adopted by the Executive of the Local in September 2009. Executive members have agreed to use this approach in the way we treat each other.

Karen Kennedy, Editor



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

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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Message From Sister Bev Ray

The warm days of summer are rapidly disappearing but for many of us in the local there was little time to experience those lazy, hazy days. We have been involved in some 20 consultation meetings to address staffing issues at the EMPP, deletion of positions in Retail, restructures for depots MSCs, relief positions for RSMC's and article 6.05 and 6.04 notices for the new facilities for South Edmonton Depot (Depot 4 and Depot 8) and the Spruce Grove\Stony Plain installation. At all consultations we have made certain that members from the workfloor were involved, since it is those members who have the knowledge of their work area and provide great input for the union's alternative proposals to Canada Post Corporation. I want to thank the local executive members, Larry Dionne, Asma Burney, Raj Sharma, Laure Lucyk, Greg McMaster and Brian Blair, as well as all the members who attended and participated in these difficult consultations. I recognize the importance of information from consultations getting back to the workfloor. To correct any problems that may have occurred with this in the past, bulletins on the consultations will be distributed in the bi-weekly bulletin mailings for posting on union bulletin boards in each workplace.

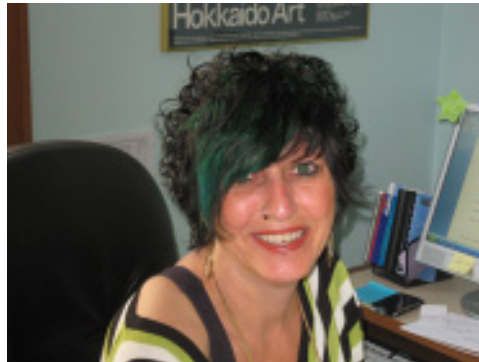
The National President's meeting was held the weekend of September 19th, 2009 in Ottawa with about 300 local presidents and full time and part time officers. Myself, Sue Wilson, Mike Painchaud and Greg McMaster (replacing an injured Carol Read) from our local attended. We received reports on the National Education

Program, Health and Safety, Grievances and Arbitrations, LCRMS and the RSMC Negotiations and Transition Committee. The Modern Post report covered projected implications across the country. The projected impact in Winnipeg is loss of 191 permanent full time positions and 15 part time positions. Locally, we MUST pay attention to the Modern Post and that is why our local executive committee has established a Modern Post working committee. Sister Laure Lucyk will be the executive liaison to the committee. The committee will be elected at the October 4th General membership meeting and is open to all members to participate. Edmonton's implementation has been moved up on the Canada Post schedule. We expect to see the new MLOCR equipment in place by the 3rd quarter of 2010. Be aware that many of the changes that we are seeing emerge are leading up to the Modern Post implementation. For example, the introduction of Edit Books and A62 cases for letter carriers and the deletion of vacant positions.

The National Union provided a draft national work plan focusing on key campaigns and union activities for the next year, including pre-negotiations awareness-action campaign, strategic review campaign, Modern Post campaign, and possible fall federal election campaign. You can expect to see more on this work plan soon, beginning with the 'October Days of Action Campaign'.

The RSMC re-opener ratification meetings were held in September with me, Sister Sue

Wilson, and Sister Peggy Maxwell sharing the responsibility of attending these meetings with our National Director, brother Gord Fischer. Thanks to Sue and Peggy for their support and assistance. Meetings were held in Westlock, Nisku, Wainwright, St. Paul, Wetaskiwin and Edmonton. As always, many issues about work conditions for RSMC's were also addressed. The local is actively working to get the employer locally to agree to a route verification process that involves the RSMC's and union representatives as an initial step prior to the involvement of the National Transition Committee. The National Transition Committee reviews the remuneration for routes, however this structure has enabled the employer to ignore the local and efforts to develop a local agreement for a route verification consultation process similar to that for letter carriers and MSCs. We are committed to pursuing this.



You will read in this issue the Guiding Principles that we adopted by our local executive committee. Now more than ever it is important for everyone to reflect on how we work together and to strengthen our solidarity for the challenges we will be facing. The Intelcom (Private Sector Bargaining Unit) worker's collective agreement expired in the spring. We succeeded in defeating an application for decertification submitted to the Canadian Industrial Relations Board. While this

application was being heard, Intelcom stalled all efforts for the negotiation dates to be scheduled. Finally, the Union has received confirmation that the first date for Intelcom negotiations is scheduled for the first week of October. We must support our sisters and brothers in their efforts to achieve a collective agreement with increased rights and benefits.

During the summer, sister Jean Endruschat and sister Yvette Brusseau each submitted their resignations from the local executive. On behalf of the local, I want to thank both sisters for their hard work on the local executive and acknowledge their ongoing dedication as shop stewards on the workfloor. The election for sister Endruschat's vacancy will be at the October 4th General Meeting. The election for sister Brusseau's vacancy will be at the December 6th General Meeting.

The executive committee visited depot 8 prior to our last executive meeting. It was an opportunity for members to speak directly to the local leadership and the National Director, brother Gord Fischer, and for us to talk with the members about their restructure and the upcoming move. The executive will be visiting workplaces prior to the October executive meeting as well.

In solidarity

Sister Bev Ray, President

Health and Safety

Manulife Decision

The long awaited Manulife arbitration decision has finally arrived. Bulletins have been sent out to your workplaces. The Union was not granted all of the corrective action we sought but I thought I would discuss some important points and specify them to our local.

- The arbitrator said the employer should only ask for diagnosis and use the AMI form when situations warrant it.
- The employer cannot as a matter of course send you out an AMI form.
- The arbitrator supported the union's position that the union shall be involved in all accommodation cases.
- The arbitrator ordered Canada Post to take the necessary steps to ensure that employees are informed of their entitlement to a union representative during all steps of the Manulife process.

If you are contacted by Manulife either by phone or mail, you should insist on

union representation. I usually suggest that members not respond to Manulife's phone calls and to have them provide any information they are requesting from you in writing. If a phone call to Manulife would be beneficial, make sure you never do it without union representation. The office has the capability to set up conference calls to assist you in dealing with Manulife over the phone even if you are at home.

If you are a shop steward and are not sure of what advice to give to a member please be honest with them and have the member contact the union office. Dealings with Manulife can become quite tricky in some cases and assistance from the local or region may be required.

To sum it up, the union was hoping to get more from the arbitrator than what came out of it but his decision did reaffirm that Canada Post has to follow the case law that already exists, which is quite good.

Mike Painchaud
Health & Safety Officer
Edmonton Local



Support to Parents of Children with Special Needs

Ten members use the Special Needs project in the Edmonton Local. Overall we have 45 members on the project from the Prairie Region. The Special Needs project is open to all members who have children up to age 19 who have special needs or disabilities. It helps reduce the emotional, financial and physical stresses on working parents of children with disabilities. Parents who are part of the project receive:

- * Support from Special Needs Advisors familiar with provincial and community resources and services for children with special needs.

- * Financial support for expenses directly related to their child's disability. The funding can be used for such things as respite, child care, transportation and uninsured health expenses.

- * Information and resources, including a newsletter, Member-to-Member Connection. The newsletter contains resource listings, articles, parent letters and offers and requests for specific help.

- * Opportunities to connect with other parents through Member-to-Member Connection and the web site.

- * Support from the project office through a toll-free number.

Similarly, the Moving On project, launched in 2006, supports members who have adult sons and daughters with disabilities who are dependent on their parents for care. 4 members are part of this project from the Edmonton Local. It offers similar supports, including teleconferences for members. In total there are 14 members from the Prairie Region with children over 19 years old participating in this project.

Both projects also advocate for funding and policies to support high quality child care and adult supports that are inclusive for children and adults with disabilities.

Check out these unique projects through the new website:

<http://specialneedsproject.ca/>

or call **1-800-840-5465** for more information. The projects are coordinated by Family Place Resource Centre in Baddeck, Nova Scotia. These are national projects open to all postal workers who have children with special needs.

*thanks to **Jamie Kass**, National Coordinator of the CUPW Child Care Fund, for providing this report for the InsideOut

From the Grievance

Department

I am sure everyone will join me in wishing Sister Carol Read all the best in her recovery from her broken ankle. I have been asked by the Local Executive to fill in for her. I know Carol would want to thank and congratulate Sister Asma Burney for arguing her first case in Arbitration in August, and for her help in the Grievance Office; also I would thank Sister Laure Lucyk for her assistance as well. Asma's case, on impeding of Shop Stewards, was partially sustained by Arbitrator Norman.

We are trying to kick-start Grievance Hearings in the EMPP again. Thanks to Sisters Peggy Maxwell (RSMC), Bev Ray and Brothers Brian Blair and John Parker for all their help with C&D, Retail and RSMC grievances, and Brothers Jim McCauley and Ramon Antipan at the EMPP.

Recent arbitration decisions include an award of 2-1/2 hours Special Leave With Pay unreasonably denied to a Sister on Shift 1 EMPP for an orthodontic specialist appointment for her child, and a declaration that Operations management violated the contract when they scheduled Part Time PO4s for 8 hour shifts for 3 days each, thus creating 3 de facto Full Time positions in Incoming and 3 in Mech (both decisions from Arbitrator Jolliffe).



the elimination of all Full Time 5-ton routes on Afternoon Shift, which we will fight with every means available. For the Parcel Hub, delivery rate sampling began September 21 on 7 routes. Management agreed to leave other times alone, including Commercial Pick-Ups. Union Observers will be present throughout both restructures.

Meanwhile, they are coping with reduced parcel volumes from the world economic crisis by piling available volumes onto Full Time Loop drivers, and taking advantage of Part Timers by putting them in the Plant. Weekend routes are left vacant, and MSCs who do show up are doubled up on SLB/RPO clearances; their parcels delayed until week-days.

Work on an uncovered assignment is callback – overtime at time-&-1/2. Appendix “S” 2.1 (f) provides for unused scheduled hours for Part Time “flex” drivers to be assigned “other MSC duties”. Article 51.03 (a) provides for unassigned MSC (Relief) to be assigned “other MSC(Relief) duties”. Article 11.09 Seniority in Emergency Situations provides for employees to be assigned “any duties normally performed by employees in the Group” (Group 2 are MSCs and Letter Carriers, not the Plant). Further, “fluctuations in mail volumes shall not in themselves be considered emergencies”.

The grievance procedure is a written procedure; to win a grievance requires evidence.

NEWS FROM TRANSPORTATION

Management are restructuring both the Shuttle Unit (5-ton) and Parcel Hub. They are proposing

Greg McMaster
Acting Grievance Officer

Education Action ! Here we are, fall is upon us. It's been a very busy spring and summer for myself and the Local Education Department. On June 5th -7th our National Union selected myself to attend Training for Social Action Trainers, usually held in Philadelphia. It was in Edmonton this year so our local executive also sent Darcy Griffiths, Jullie French and Jackie Heinrichs.

The Local also put on 2 Basic Shop Steward Courses over the summer. From the June 14th - 16th course, Sheila Babey, Jack Seredynski, Dejan Misovic, William Tan, Kelly Duduman, Miguel Antipan, and Erin Semeniuk all stepped forward to defend the member's rights as Shop Stewards. And new Shop Stewards from the August 13th-15th course, are Peggy Lee Maxwell, Grady Zettl, Naomi Cooper, Sachia Longo, Liz Johnman, Nathan Schmidt, Todd Brooks, Dave Lore, Emelita B. Bleza, Jeannet Pulongbarit and Deneize Stewart. I would like to congratulate and thank these new Shop Stewards for their commitment. I would also like to thank Carol Leighton, Brian Henderson and Ramon Antipan as the facilitators for these courses.

While I'm talking about facilitators I want to congratulate Jerry Woods, Bena Pattni and Amir Sheikh who the local selected as Appendix HH (Human Rights) facilitators. As well the region sent Jullie French for level 1 facilitator training in Port Elgin on September 13th-18th.

An IRMA\MSCWSS course was held on August 24th-26th. There was a lot of interest shown in this course and many who took the course are already doing timings. Again, thank-you to Carol Leighton and also a special thanks to Joe Capellupo for facilitating this course. Both have thorough knowledge and experience with the IRMA program and MSC timings.

The Regional week long Advanced Shop Steward course and Collective Agreement

Course are in Naramata, B.C. ,October 17th - 22nd. The Local Education Committee recommended participants and sent them to the regional office for their selection process. The fall regional school is November 7th-9th at the Crown- Plaza in Edmonton , courses include Basic Shop Steward, LCRMS, RSMC Collective Agreement, and Pension and Post-Retirement Benefits. Deadline for applications is October 1, 2009.

I was the lucky winner of the Crown -Plaza Labour Appreciation grand door prize: a meeting room for up to 30 people with complimentary breakfast, coffee, and lunch! Although I received lots of ideas on how this should be used, I've decided to put on a one day pension course. The list for the pension course continues to grow and I believe the members who made many sacrifices over the years in order for us to achieve what is still a good contract, are most deserving of my good luck. Hopefully, by the time you read this, we have a date set and are calling members from the list.

The October 1st-3rd Basic Steward Course has been re-scheduled until October 22nd-24th. Participants can look forward to Greg McMaster (local president for many years) as a facilitator. His knowledge of the contract, the workfloor and the grievance procedure is second to none.

On a final note we will be electing 2 members to the Alberta Federation of Labour annual winter school in January in Jasper. Attend the October 4 General Meeting or provide a note stating that you want to be considered for the election. I attended the school last winter and there is a wide variety of very good courses to choose from if you are elected.

Larry Dionne
Local Education Officer

Peggy Maxwell for Chief Shop Steward Rural and Suburban Mail Carriers (RSMC)

The Rural and Suburban Mail Carriers in our local are finding that issues with the employer are becoming more frequent and more aggressive. We have our own collective agreement and we have rights. On a daily basis RSMC's face challenges because our employer does not own up to the rules.

I would like to change that! HI! I'm Peggy Maxwell, an RSMC from Delton Depot in Edmonton and I am running for the position of Chief Shop Steward of RSMCs for our Edmonton Local. The election will be held on October 4th, 2009 at noon, at the General Membership Meeting.

The Local has taken an active role enveloping the RSMCs in education programs, support, grievances, etc.

I have been focused on the RSMC challenges and have been active in gaining my Union Education.

I would like to welcome all RSMCs to take an active part in our local and learn about their rights.

The RSMC meetings are held the 3rd Saturday of each month at 10:00 am at the Local Office in Edmonton.

I ask that you come out to support me on October 4th.

Peggy Lee Maxwell
RSMC Shop Steward
Delton Depot



Restructure Update

There has not been much to report on the restructure front lately because some of the scheduled restructures were postponed. Depot 8 restructure is complete. The union is waiting to receive the package so we can review it. In the end they managed a slight gain, however many of the walks were over assessed. The Depot will move to a new facility on 99 St just north of 34 Ave at the same time as implementation. Depot 4 is also moving to the new location. Some walks at Depot 4 will require adjustment for the change in travel time.

Depot 8 will likely be the last Depot to be restructured with the 120 point of call mail volume index. For Depot 2 they will use a new way of calculating the index. The employer is calling this an Automated Mail Volume Index. It will use the data that is captured at the plant to track the containers (monos, tubs, and bags) of mail as they are sent from the plant. Like most of the previous versions it should work in theory. However it will have some of the challenges of the original version (prior to 120 POC), in that it is plant based and just because it was processed at the plant does not mean that the mail was sorted and counted at the Depot.

With the new mail volume index they will be going back to a two week count. Although many carriers will say that they much preferred the one week count I think that 2 weeks will give a much more accurate count of the parcels and personal contact items. This may be necessary because of the mechanized sort that is coming in the near future. If the plant is going to sequence even 75% of your mail then any count done at the depot would only be of the other 25%. That portion of the mail tends to fluctuate much more

than the mail that will be sorted by machine. Going to a two week count will increase the cost to the union if we are going to have more than the one observer that the employer pays for.

The employer is beginning to roll out a new process for updating the changes to your walk. They are calling this the **edit book**. It replaces something called an 040 form which was supposed to have been used along with the 039 form, to track the changes to your route. The reason why no one has heard of them is simple. They were never used. The changes were never tracked before. On a regular basis carriers come up to me and say: "My over assessment has changed on my route...can you tell me why?" In most cases the answer is no. In a lot of the cases the supervisor

was not sure either. Errors in the program (which apparently are still happening) have made it almost impossible to tell without spending considerable time reviewing the walk folder and even then it may not match what is in the computer. Then the trick is to figure out which one is right.



To this extent the edit book is a step in the right direction. The supervisor and the carrier both are required to sign the book each week verifying if any changes occurred on the route. The carrier therefore has the ability to control the process. One of the key objectives of this new process is to track what calls are occupied and which are vacant. That is not as easy as it sounds when you are dealing with apartments. There are also still some things that can only be checked by the carrier looking at their walk folder. The roll out is starting at Depot 1 now and it is unclear just how quickly it will be extended to other Depots. As we learn more at the union office

we will pass this on to the Depots.

And finally, it is unclear what volume counts are scheduled after Depot 2 (last date I heard was October). The union has not received a mail volume index for any other depot than Depot 2. They have been requested and are required under the collective agreement so why, if there are other Depots to be volume counted in the next year, have we not received them.

Brian Blair
Chief Steward Stations and Depots

Barry Robinson: Our condolences to the family, friends and co-workers of Brother Barry Robinson, who passed away September 12th, 2009 at 55 years of age. Beloved shop steward at the EMPP, a kind and gentle soul, Barry will be sadly missed. Donations may be made in his memory to the Canadian Mental Health Association – Alberta Division, 328-9707-110 Street, Edmonton, Alberta T5K 2L9.

Yvonne Labonte: Sadly, Sister Yvonne Labonte passed away in June 2009. Our condolences to her family, friends and co-workers at the EMPP.

Message of Thanks

I want to take this opportunity to thank the many people who sent me get well wishes, in cards, flowers and fruit baskets, and with visits. They sure made my recovery faster.

So a great big thanks to every one.

I am doing better and I came back to work at the Union Office in June. So looking forward to seeing everyone and talking to you on the phone.

Yours in Solidarity,

Trish Schlag

Executive Assistant to the Secretary-Treasurer

Parkas, Pants, Shorts, Jackets, Vests, Sweaters, Shirts, Hats....

Thanks to all the generous donations from members with uniforms, we now have a great collection of postal uniforms at the local office to be shared with the RSMC members.

The RSMC members are not entitled to uniforms under their collective agreement.

Drop by and browse...maybe you will find just what you need to save the 'wear and tear' on your own clothing!

And for all you 'closet cleaners', keep it coming!

CUPW
Edmonton Local
General Membership Meeting

Sunday October 4, 2009

Noon to 2pm

Central Lions Senior Citizen Recreation Centre

1113-113 Street

Agenda

Elections:

- Executive vacancy: RSMC Chief Shop Steward – to April 2010
- AFL 2010 Winter School, Jasper, Alberta – 2 members
- Local Human Rights Committee – 3 members
- Local Environment Committee – 1 member
- Local Good & Welfare Committee – 1 member
- Local Health & Safety Committee – 4 members, 2 year term
- Local Trustee Committee – 3 members, 1 Alternate, 2 year term
- Local Women's Committee – 8 members, 2 year term
- Local MODERN POST committee

Meeting of the CUPW Association

Agenda: Elections for 3 members CUPW Association Committee



Shop steward and activist appreciation barbeque in August, backyard at the Union Office. (photo: Larry Dionne)



IRMA Training in August: Left to Right, back row: Wayne Parker, Sheila Babey, Dave Strachuk, Mona Pfennig, Mark DeRocher, Todd Brooks, Gail Trealevan, Joe Capellupo (facilitator), Front: Randy Painchaud, David Lore, Carol Leighton (facilitator), Donna Bursey, Brian Letawsky.

A True Story

Washington, DC Metro Station on a cold January morning in 2007. The man with a violin played six Bach pieces for about 45 minutes. During that time approximately 2 thousand people went through the station, most of them on their way to work. After 3 minutes a middle-aged man noticed there was a musician playing. He slowed his pace and stopped for a few seconds and then hurried to meet his schedule.

4 minutes later:

the violinist received his first dollar: a woman threw the money in the hat and, without stopping, continued to walk.

6 minutes:

A young man leaned against the wall to listen to him, then looked at his watch and started to walk again.

10 minutes:

A 3-year old boy stopped but his mother tugged him along hurriedly. The kid stopped to look at the violinist again, but the mother pushed hard and the child continued to walk, turning his head all the time. This action was repeated by several other children. Every parent, without exception, forced their children to move on quickly.

45 minutes:

The musician played continuously. Only 6 people stopped and listened for a short while. About 20 gave money but continued to walk at their normal pace. The man collected a total of \$32.

1 hour:

He finished playing and silence took over. No one noticed. No one applauded, nor was there any recognition.

No one knew this, but the violinist was Joshua Bell, one of the greatest musicians in the world. He played one of the most intricate pieces ever written, with a violin worth \$3.5 million dollars. Two days before Joshua Bell sold out a theater in Boston where the seats averaged \$100.

This is a true story. Joshua Bell playing incognito in the metro station was organized by the Washington Post as part of a social experiment about perception, taste and people's priorities. The questions raised: in a common place environment at an inappropriate hour, do we perceive beauty? Do we stop to appreciate it? Do we recognize talent in an unexpected context? One possible conclusion reached from this experiment could be this: If we do not have a moment to stop and listen to one of the best musicians in the world, playing some of the finest music ever written, with one of the most beautiful instruments ever made... How many other things are we missing?

-Contributed by Terry MacDonald, AA Committee, Ottawa. Source: internet

Our e-mail address:

union@cupwedm.net

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

Edmonton Local Executive

Full Time President : Bev Ray

Vice-President:: Raj Sharma

Full Time Secretary-Treasurer: Sue Wilson

Full Time Grievance Officer: Carol Read

Full Time Health and Safety Officer: Mike Painchaud

Education Officer: Larry Dionne

Organizing Officer: Nick Driedger

Recording Secretary: vacant (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 and Depots: Brian Blair

Maintenance: Norm Burns

Rural & Suburban Mail Carriers: vacant (Jean Endruschat)

The Executive meets the 3rd Thursday of each month.

Positions are elected each April for 2 year terms.

Inside Out Deadline

November Issue

Friday, Oct. 9th, noon

HAVE YOU MOVED?

ARE YOU PLANNING TO MOVE?

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



Workers at Delton Depot presented a generous donation to Carol West, following the tragic loss of her husband, Pat West, postal worker at the EMPP...photo by Bev Ray

October 1: **Bar Chart Training**

October 4: **General Meeting** noon to 2pm.

October 6: Local **Women's** cmtte 6 to 8pm

October 14: **Retirees** cmtte 10 to 11:30 am, Local **Human Rights** cmtte 4:30pm to 6:30pm

October 15: **Executive** cmtte 9:00am

October 17: **Rural and Suburban Mail Carriers Meeting** 10am to 11:30am

October 22,23,24: Local **Basic Shop Steward training**

October 30: **Shop Stewards EMPP:** 8:30am , or 1pm

OCTOBER

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

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



THE STRUGGLE CONTINUES.....