



OFFICIAL NEWSLETTER OF CUPW 730 / FALL 2023

INSIDE OUT



INSIDE OUT is the monthly publication of the Edmonton Local of CUPW.

This newsletter aspires to educate and inform members and affiliates about our union's activities, opportunities, and challenges, as well as to raise awareness regarding all things labour.

Opinions expressed are those of the author and not necessarily the official views of the Local.

The Communications Committee (responsible for this publication) is always interested in submissions of original articles, photographs, or illustrations. Prospective material must always concern CUPW or the labour movement, but submissions of general interest to the membership will also be considered.

All submissions for publication are subject to the approval of the Local President, and may be edited for brevity, clarity, etc.

To make a submission, or to get involved, contact the Communications Committee at communications730@gmail.com.

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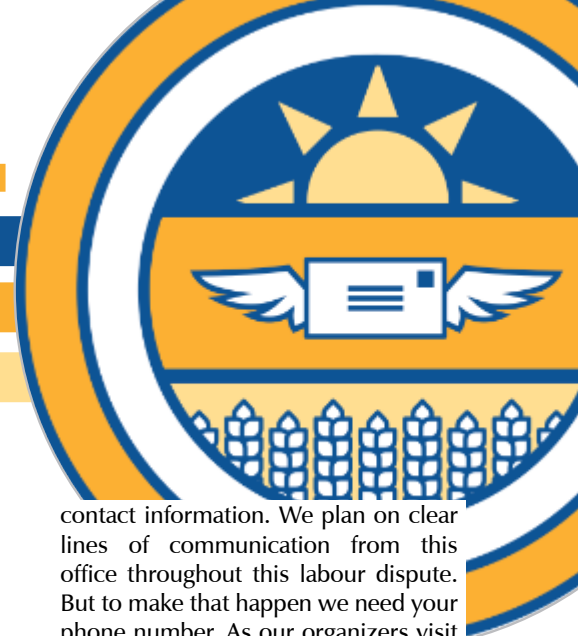
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PRESIDENT'S REPORT FALL 2023



Friends and Comrades,

It's good to see your happy shiny faces again after the shocking short summer. There are a number of things to report on from the Local.

Over the last few months we have completed the latest stage of the Make Them Pay campaign with dropping off a couple thousand postcards addressed to the Federal Minister of Public Services and Procurement. Meanwhile the Route Measurement Committee has been continuing their restructuring marathon. They have finished off the Depot 1 restructure, continued with Sherwood Park and began the Depot 11 restructure. Not to mention the RSMC restructures happening throughout the Local.

We had a number of consultations with management over this time. Each more aggravating than the last. They truly are one of the more tedious tasks required of this position. Despite the contractual obligation, they rarely end up feeling meaningful. Management rarely seems to take our concerns seriously. They would also seem to have a general contempt for following the contract.

From those meetings I have a number of negative reports to bring to you today. Since my last report we have continued to lose jobs within the local. The depots are bleeding positions, both urban and RSMC, with every restructure. And I just received notice that they are eliminating another 14 positions in the plant. These seem par for the course; Canada Post announced their intention to eliminate the parcel hub out of the downtown depot. Forcing the MSCs to pick between becoming letter carriers, or

switching over to 5-ton, displacing members from each.

Despite all this it seems like it was a quiet summer. However, with Autumn arriving, it would seem that someone has found the on-switch. The normal relative quiet that we experience over the summer here in the office has certainly come to an end. September to November every year, is an incredibly busy time of year for the

“ We had a number of consultations with management over this time. Each more aggravating than the last. They truly are one of the more tedious tasks required of this position. Despite the contractual obligation, they rarely end up feeling meaningful. Management rarely seems to take our concerns seriously. They would also seem to have a general contempt for following the contract. ”

Local. This year however, will be more-so. We will have our hands full with strike prep, and the ratification votes happening between Sept 25th and November 5th.

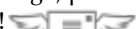
As those plans solidify our organizing committee is preparing to hit the workfloors sharing pertinent information, rallying the troops and almost as importantly, confirming

contact information. We plan on clear lines of communication from this office throughout this labour dispute. But to make that happen we need your phone number. As our organizers visit your workfloors I ask that you help them out to gather up your coworkers, to participate. The more people involved the smoother this all will go.

In the next week or two we will be announcing the times and dates for our ratification votes. Based on our constitution, this final vote solidifies our list of demands that our negotiations team will be taking to the employer come November.

The bulk of our meetings will be held from October 11th to the 15th. During this time we will be hosting meetings throughout Edmonton. Followed by multiple events across our affiliates. We plan to spread the meeting across both the city and the local, making it as convenient as we can to have our members participate.

The more participation we get, will translate to a higher turnout at the votes. A high turnout to the vote is the strongest message that we can send to both the corporation and our own national executive board.

Enough is enough, postal workers need a break! 



THE MYTH OF RESPECT AND FAIRNESS BEING A TWO-WAY STREET

Editor's Note: The author of this article requested that their name be withheld due to fear of retaliation from all levels of management.

From Canada Post's "RESPECT AND FAIRNESS: It's a two way street":

What usually constitutes psychological violence/workplace violence: "Making threats, intimidating, verbally abusing, using blackmail, yelling or shouting at a person"

Does anyone else remember the speech one of the Shift 3 managers gave about how we are "failing on our work commitments"? Or how our jobs are in jeopardy because we're just not working hard/well enough to satisfy our customers? How on Earth are we expected to succeed if we aren't given the resources we need? Like proper staffing, which is another ground for violence covered under the section about "Sabotaging an individual's achievements (by withholding resources necessary to succeed; or inventing errors or allocating information in ways that ensure failure)".

How about the part of this document that says: "What usually constitutes harassment: retaliating against an employee who has launched a complaint, assisted in an investigation or expressed concerns about workplace behaviours"? Isn't this EXACTLY what Shift 3 management did when they refused to hear workers' concerns about health and safety regarding the new Non-Con? And when they refused to hear employee's concerns about having the ability to trade job duties (a form of self accommodation) taken away? Wouldn't you agree that having the "privilege" of trading job duties taken away falls under psychological violence, as defined by this document, when it says "Sabotaging instruments of work and systemically interfering with normal working conditions"?

Why is it that EVERY OTHER SECTION ON EVERY OTHER SHIFT is still able to trade individual job duties but Shift 3 Parcels is not?

Other forms of harassment defined in this document talk about "excluding employees from group activities without valid reasons" and "repeatedly attempting to exclude or isolate a person". Why is it that this summer when every other section on Shift 3 got "treated" with some ice cream, Parcels was the only section who wasn't included?

It's no secret that Canada Post's management team is stacked with bullies but it's a new low to see how they're actively engaging in the bullying and harassment of an entire section (Shift 3 Parcels) and because virtually everyone in that section currently has a five day suspension on their files, nobody is able to speak up for fear of being fired.

IF RESPECT AND FAIRNESS REALLY **IS** A TWO WAY STREET, WHY ISN'T MANAGEMENT BEING HELD EQUALLY ACCOUNTABLE TO THE POLICIES OF NO-BULLYING/NO-HARASSMENT IN THIS DOCUMENT?

WHY ARE WE TOLERATING THIS?



WORKER SOLIDARITY

LABOUR VICTORY AND STRUGGLE, AT HOME AND ABROAD



CUPE 882 – As of September 11th, more than 100 inside workers for the City of Prince Albert have gone on strike. CUPE has been asking the City to return to bargaining since July. Members have twice rejected the City’s offer of 11% over 4-years. Members of Local 882, the lowest paid in the city, are looking for 12%.

United Auto Workers – Representing 150,000 members, the UAW has voted 97% yes to authorize strike action. This would be the first simultaneous strike against the Detroit Three automakers (Ford, General Motors, and Chrysler). UAW’s demands include restoring defined benefit pension plans to all workers, 32-hour work weeks, job security guarantees, and ending the use of temporary workers.

IBEW 636 – Workers at Hydro Ottawa began strike action on June 28th after workers rejected the latest offer from their employer. According to the IBEW, workers have concerns with low levels of staffing that are requiring them to work long hours, which ties into other demands surrounding sleep time, sick leave, and health accommodations.

WGA and SAG-AFTRA – The Writers of America went on strike in May and was joined by the Screen Actors Guild and American Federation of Television and Radio Artists in July. This is a strike against the Alliance of Motion Picture and Television Producers (AMPTP), which is the collective bargaining representative for Hollywood’s major studios and production companies. The WGA strike came to an end on September 27th. The new contract includes, among other gains, increases in minimum wage and compensation, as well as language that prohibits using artificial intelligence in order to reduce or eliminate writers and their pay

Unite Here! Local 40 – Around 200 hotel workers at a Sheraton in Richmond, BC, have been on strike since July. Workers went on strike after 3-years of trying to negotiate a new contract, with one of the major demands being wages that keep up with the cost of living in the region.



Things I Wish I Knew

Keep an eye on your leave balances. It is ultimately our decision to decide what kind of leave we want to use. Sometimes management takes it upon themselves to change how our leave is coded – say, changing it into personal days instead of comp time or whatever other contractually agreed upon leaves we’ve secured in our Collective Agreement.

They do not have the right to do this. If your leave balances seem like they’ve been played around with, please talk to a Shop Steward!

ABOUT THE ISSUE AND COVER

By Kyle Turner, Communications Officer

In Canada, September 30th marks the National Day for Truth and Reconciliation, which is a national day to recognize the impact of the residential school system – among other atrocities – on the Indigenous peoples.

For this issue, two things came together to allow us to have more of a theme in the spirit of truth and reconciliation. First, Edmonton Local activist and frequent InsideOut contributor Kathleen Mpulubusi went to Winnipeg to take part in some actions around missing and murdered Indigenous people. In particular, the calls to dig up the landfills and the work being done at Camp Morgan and Camp Marcedes.

For a very personal account of her experience, check out Kathleen’s article (“Winnipeg Pilgrimage of Hope for Reconciliation,” p. 8).

Second, photographer Darlene Hildebrandt also went on this trip with Kathleen. Darlene was kind enough to let us use one of her photos for the cover of this issue. To see more of Darlene’s photos from the events in Winnipeg, go to

<https://bit.ly/3Zz72PK>

If you are interested in learning more about the Indigenous peoples and the history of colonialism on this land, there are two resources I would like to suggest. One is a course from CUPW that is called Turtle Island. When that is being offered, there will be information in the dispatch and on the bulletin boards.

The second source is the Indigenous Canada course from the University of Alberta. This is a 12-lesson course offered by the Faculty of Native Studies. You can take it for free or pay a modest fee and earn a certificate upon completion. For more information on this, please go to the following link:

<https://bit.ly/3tjbxle>.



Photo credit: Darlene Hildebrandt



Photo credit: Darlene Hildebrandt

WINNIPEG PILGRIMAGE OF HOPE FOR RECONCILIATION: A JOURNEY OF UNDERSTANDING

By Kathleen Mpulubusi

The Premier of Manitoba, Heather Stefanson, and the Winnipeg Police decided not to search the Brady Road and Prairie Green landfills for the remains of Morgan Harris, Mercedes Myran, and an unidentified woman who has been called Mashkode Bizhiki'ikwe, or Buffalo Woman.

The remains of a fourth woman, Rebecca Contois, were found in the Brad Road Landfill last year. All four women are believed to be victims of a serial killer who is currently in custody and awaiting trial. The Winnipeg Police knew in June 2022 that the women's remains were in the landfills but did not share this information until December 2022 when the serial killer was charged.

The police and the Premier concluded that to search the landfills would be too expensive and that there were health and safety issues as well. There are also reports that have stated the health and safety issues can be mitigated and that the whole landfill area would not have to be searched.

The decision of the Premier has been met with widespread and ongoing condemnation in the Indigenous community and beyond. Amnesty International has stated that “the refusal to search the landfills is indefensible and sends the appalling message that the lives of Indigenous women, girls, two-spirit and gender-diverse people are not valued in Canada.” The CEO of the Canadian Museum for Human Rights, Isha Khan, stated that, “It is a universal human value that the remains of the dead should be treated with dignity and their families accorded respect.”

Since December 2022, Camp Morgan – named for Morgan Harris – has been established near the Brady Road Landfill. In July, Camp Mercedes – named for Mercedes Myran – was established on the grounds of the Canadian Museum for Human Rights. Camp Mercedes is at The Forks (the meeting of the Red and Assiniboine

Rivers), a traditional Indigenous meeting place for centuries. (Tragically, remains of other Indigenous people have been recovered from the rivers over the years.)

The families of the victims and the Indigenous community are steadfast in stating they will not move until the government decides to search the landfill and recover the remains so they can be buried in dignity and honour.

On a warm Summer evening, a group of women met. We were Indigenous and non-Indigenous, but united in our outrage and concern about the ongoing situation in Winnipeg. We decided to travel to Winnipeg to give support to the families and the camps. There were 12 women in our group, with only two of us not Indigenous. We wanted to make a statement to show that this is not just a Winnipeg and Indigenous issue but an issue that affects all of us.

I thought, What if it was my daughter in the landfill? Would the government tell me, as a white person, that they would not search? If it was Heather Stefanson's daughter, would they not search? Is there racism at play here? Did the governments think about the cost of rescuing a submarine of billionaires from the Titanic?

To me, this is reconciliation in action. Governments and people talk about reconciliation but what have they done? This is a chance to put substance behind the words. This is a pivotal issue that truly tests the commitment to reconciliation with Indigenous people.

We decided to travel to Winnipeg with red dresses – 156 of them to represent each year of Confederation – and to mount them on crosses as a symbol of remembrance. According to Indigenous tradition, red is the only colour that spirits can see. The red dresses help in calling the spirits of the missing and murdered women and girls back to their loved ones. Red also represents the lifeblood and connection between all people.

We would display them at the camps and demonstrate with them in downtown Winnipeg. We wanted to show the families that we care and support them in their efforts to get justice. No family should have to go through what these families are dealing with. It's hard enough to grieve a violent death in a family, and even harder to have to fight to be able to bury the loved one with respect and dignity.

We agreed that this was a pilgrimage of respect and understanding. We were travelling with open hearts to help the people there and also to raise awareness of this basic injustice. I was travelling with Judith Gale, leader of the Bear Clan in Edmonton. She was the driving force behind our journey – passionate, strong, and committed to helping people however they needed.

Just before Winnipeg, we went to a powwow at the Long Plain First Nation. As part of the powwow, they were doing a Red Dress Special to honour the Harris and Myran families. Both women are from Long Plain. Morgan and Mercedes had children and grandchildren. I met many of their family members. The community had a special ceremony for the families in order to show that the community cared and honoured them. You could feel the love and togetherness of everyone there. This tragedy has touched so many in the community. Pain heaped onto pain.

When we reached Camp Morgan, we met other people that had travelled from other places in order to be there. We spent most of our time sitting and talking, laughing, and crying. There was a peaceful energy and a place of safety. People began relating their own experiences of loss and trauma, of missing and murdered family members. Experiences of residential school trauma or being a part of the Sixties Scoop, where Indigenous children were taken from their families and adopted out to non-Indigenous families.

I know that my father was one of the social workers who took Indigenous

children from their families, firmly believing that he was doing a good thing for the children. I grew up thinking he was right. I know far better now. The harm is immense: the breaking up of families, the loss of culture and language.

There were tears, but lots of support from the Elders and the kokums (grandmothers) there. There was smudging with sage to help cleanse the bad energy. There was also lots of laughter, a necessary release valve.



At the camp, we draped the red dresses on a traditional longhouse that was built there. There were photos of so many missing and murdered people, all with names and traumatized families: Morgan, Rebecca, Mercedes, Rachel, Cheyenne, Skyler, Jessica. The list numbered in the hundreds. We said the names out loud – they are not just numbers.

On Sunday, we mounted the dresses

on crosses and drove into downtown Winnipeg to the intersection of Portage Avenue and Main Street. It's called the windiest corner in Canada and I now know why. We stood on all four corners, holding the red dresses and chanting, “We are not trash,” “Search the landfills,” “The people united will never be defeated,” and, “Bring our sisters home,” among others. Lots of horn honking and thumbs up from people driving by. People rolled down their windows and said, “Thank you.” We also had people who refused to

was so powerful. I felt so strong and connected with everyone. I hope the women knew they were not alone.

We then started walking down Main Street towards the Canadian Museum for Human Rights and Camp Mercedes. At the Camp, we visited with the people there, sitting around the Sacred Fire. We walked down to the Forks to a monument for MMIWG. We placed the dresses around the monument and did prayers.

Walking back to the Camp, we passed by an enclosure set up for the World Police Games. The City of Winnipeg and the Manitoba government spent millions to host these games, but say they can't afford a landfill search? Is it because a landfill search doesn't generate economic activity like sporting events do?

A few months later, I am still unpacking and thinking about all I have learned and felt. I was honoured to be in the presence of such strong, powerful women who have been through so much but are still so welcoming and willing to teach a white, settler woman like me. I was told to look around the circle of everyone around the fire and realize that everyone there has trauma in their families that is still ongoing.

Having an understanding is the first step to developing empathy and compassion. I know my own journal on reconciliation is ongoing. It has been incredibly enriching and powerful. September 30th is National Truth and Reconciliation Day. It's nice to wear an orange shirt, but it's more than that. There are many events happening throughout the day. Go eat stew and bannock. Participate in a Round Dance. Have a conversation with an Indigenous person. Listen and learn.

Postscript: Camps Morgan and Mercedes are still running. There is a provincial election in Manitoba and the vote is October 4rd. Heather Stefanson (Conservative) states she will not allow a landfill search. Both the NDP and Liberal parties say that if they form government they will look at searching the landfills. Stay tuned.



THE TRUTH

by Rozina Khan

(This poem was written while attending the Turtle Island course.)

The truth that is unknown

The truth that is untold

The truth that hurts everytime told

The truth of the dead

The truth of the kids who never had a chance

The truth of the sisters who were never treated like a human alive or dead

The truth of why thousands are dying of overdose and suicide

The truth of our “lets be friends and I’ll help you,” put on a paper as a territory.

The truth of burning our homes

The truth of burning our crops

The truth of starving us on reserves

The truth of taking our children away some who never returned home.

The truth of doing medical experiments on our children and killing most of them in the process.

The truth of why we are called the angry warriors.

The truth of poisoning our land and water

The truth of making us wear an ID tag

The truth of our status taken away.

The truth of Treaty Indian

The truth of colonization

The truth of Indigenous rights taken away or limited

The truth behind why the RCMP was established

The truth of the Indian Act

The truth of justice

The truth of reconciliation

The truth of the Highway of Tears

The truth of Blanket exercise

The truth that is untold

The truth that hurts everytime told.

WINNIPEG PILGRIMAGE 2023



Photo credit: Darlene Hildebrandt



Photo credit: Darlene Hildebrandt



Photo credit: Darlene Hildebrandt

NOTICE OF INTERVIEW

By *Nathen Gerlach*

“Education is the most powerful weapon which you can use to change the world” - Nelson Mandela

A **notice of interview**, *otherwise known as a two-four*, is a notice handed to you by management to notify you of an infraction or failure that you allegedly committed. Management would like to discuss and clarify the issue and get your version of events 24-hours later in their office. What is most important from the moment you receive a notice of interview is that you do two things:

First, make a photocopy of said notice and give it to your Shop Steward. This will give the Steward 24 hours to ask you questions and to think of a defense for you before the both of you go into management’s office the following day. (See Article 10.06 for Urban and Article 10.05 for RSMC for the Right to Representation).

Second, hand in a written request to management to see your personal file. (See Article 10.03 Access to Personal File for Urban and RSMC.) In the event you find an unfavourable letter in your file that is older than 12-months, have management remove it in your presence. (See Article 10.02 (c) for Urban and Article 10.02 (b) for RSMC.)

You can also request to see your file at anytime of the year for whatever reason.

LETTER TO THE EDITOR

This is to address the article on Depot 2 written by Nancy Dodsworth, “Continued Toxicity at Depot 2”, from the April 2023 issue of the InsideOut.

I **was not surprised in the least** over the issues she stated in her article but I was shocked that a manager in this company would say to a Shop Steward that what they have to say “does not matter”. This comment not only disrespected a Steward during the fulfillment of their duty it also sent a very clear message that CUPW and anyone that represents CUPW does not matter to that particular manager.

What happened to managers and up being a supposed non-biased 3rd party? They are supposed to give equal weight to both APOC and CUPW and do so in a respectful, professional manner.

I am also hearing that the Director of Edmonton Operations feels so confident in this manager and their behaviour towards our CUPW representatives that he has entrusted this same manager to be Acting Director in his absence.

Great.

Signed,

A Disgruntled Postal Worker



BANK OF CANADA THREATENS FINANCIAL PAIN IF WAGES CONTINUE TO RISE

By *Robert Hohnstein*

Canadian workers have continued to be ground down between the unforgiving millstones of inflation and increased interest rates. Now workers are being threatened to “moderate”[1] our wage growth of face even more interest rate hikes.

Inflation has been above the 2% target that the Bank of Canada (BoC) has been looking to reach. In August, inflation rose to 4%[2] and is expected to continue to increase for the near future. The BoC forecasts that inflation won't hit 2% until at least mid-2025. The BoC has announced that they are keeping their benchmark interest rates at 5% for the time being and are not looking to lower these rates anytime soon, and, in fact, may look to further increase these rates.[3]

The rationale for the BoC decision to potentially raise the interest rate further is due to the very modest rise of wages by 4-5% on average, which they claim is the key factor worsening inflation and may cause “entrenched inflation” if this trend continues “unmoderated.” A 4-5% increase in wages has been an effective wage cut in the purchasing power of workers all in the context of this same inflation, high interest rates, crisis in attaining affordable housing, the cost of environmental disasters like this Summer's massive wildfires, to name but a few factors.

Furthermore, it has long been debunked that wage growth causes or

entrenches inflation. The fact of the matter is that our inflation was caused by the BoC pumping hundreds of billions of dollars into the economy during the pandemic, the vast majority of it ending up as large corporate handouts and subsidies.

In a new piece by Global, the media has decided to highlight that much of the pressure for increased wages has come from unionized workers demanding that their wages keep up with inflation, pointing to the PSAC strike, the dockworkers strike in BC, and the Metro workers strike in Toronto as recent examples.[4] These strikes are singled out because workers dared to demand that their wages keep up with inflation which is neither unreasonable or even particularly ambitious given that there has been a consistent increase of average profits over the past decade and record profits by the capitalist class over the past couple years.[5]

The media is trying to demonize unionized workers by blaming them for preventing inflation from going down sooner, attempting to drive a wedge between the unorganized and organized workers. From the point of view of the BoC, media, and bosses, this blatant attempt at sowing the seeds of division will hopefully weaken future job actions for all unionized workers, discourage unionization drives, and distract from the fact that the bosses aren't hurting at all. In fact, the bosses have been the biggest recipient of governmental welfare with not so much as an iota of pressure to give back a goddamn dollar they've received to help tackle inflation.

References

[1] <https://www.bankofcanada.ca/2023/09/staying-the-course-2/>

[2] <https://www.cbc.ca/news/business/inflation-cpi-canada-august-1.6971136>

[3] <https://www.bankofcanada.ca/2023/09/fad-press-release-2023-09-06/>

[4] <https://www.youtube.com/watch?v=RlPzyQ-WUmE&t=8s>

[5] <https://cupe.ca/record-high-corporate-profits-behind-inflation>

[6] <https://www.canada.ca/en/employment-social-development/news/2023/07/statement-by-minister-oregan0.html>

While workers are struggling to make ends meeting, the Liberal government has been completely aloof to the rising interest rates and increased inflation, shrugging off all responsibility to the BoC. While in the same breath, they were more than eager to enact the will of the bosses whenever they call, like when they threatened to force a contract on the dockworkers during their strike.[6] Trudeau's “sunny ways” only applies to the capitalist class as they get to enjoy the sun while workers suffer in the flames and hail of economic pain.

If left unchallenged, the BoC, the media, and the government will gladly let us continue to suffer and pay for this crisis, especially as Canada's economy begins to sharply slow down, unemployment begins to rise, affordable housing delves deeper into the realm of fantasy, wages get cut, and the capitalist class gets to enjoy a leisurely swim in the exorbitant profits that come from our daily work. All for the estimation of maybe reducing inflation down to 2% by mid-2025. Thankfully, we can laugh at any official who would naively believe workers will ever willingly roll over and take this.

What does this mean for workers, though? The only way out for the working class is to fight out way out. This means we should indeed “moderate” our wage demands, not by moderating it lower or at the current growth of 4-5%, but to raise the standard wage demands far above inflation and interest rates! The demand for real wage gains, robust Cost of Living Allowance agreements, shorter working weeks without loss of pay, and more militant, bolder strikes amidst an unsightly orgy of profiteering by the capitalist needs to be the order of the day.

Inflationary, interest, and/or price hikes must be left in the dirt. And since the capitalist crisis must be paid for, it is the ruling class, those gambling vampires in the their tall, glass corporate towers and luxurious homes who must foot the bill.





The Make Them Pay campaign has finished its first phase. On August 30th, members from the Edmonton Local and full-time officers put the campaign post cards into the mail to be delivered to the Minister of Public Services and Procurement.

Meetings to discuss phase 2 of the campaign are being scheduled. Information will be posted on union bulletin boards and our Local website, but if you would like to be involved, you can reach out to organize730@gmail.com.

Photo credit: Kyle Turner



Photo credit: Elizabeth Smallwood

EDLC BBQ 2023



HOW AM I SUPPOSED TO DELIVER FLYERS?

Letter Carriers know that flyers are among the most important product according to the Corporation and failure to deliver them properly comes with swift punishment. But, as Nathan explores here, the rules for delivery are actually extremely confusing.

By Nathan Lamarche

I'm confused. Remember red dots? Apparently we're supposed to disregard those for consumer's choice (CC) flyer delivery. (That is, when a customer requests to not receive flyers.) Wait, sorry, what I meant to say was, as per higher-ups in the city, we only listen to red dots if accompanied by an endorsed note from the resident. But if there is no red dot, we still listen to the endorsed note.

Of course, this means there was no point in mentioning red dots because they don't count on their own, so why bring them up? They must mean something? Well, they do in Spruce Grove. And Ontario too.

Ok, so we need an endorsed note. Well, no, we just need a note. But it can't be written directly on the mailbox. It has to be in pen on a note – you obviously can't remove or cover up an old “no flyers” sign when you move in. That would be impossible, you silly goose. And if that note is in an apartment and is the same note that everyone else has, it also doesn't count because if the handwriting was the same, that means it was issued by the apartment. If the handwriting is different, they count. Unless it was initialed, then the handwriting doesn't matter.

What about printed or purchased stickers? They matter and count, but only if they're not on every single mailbox, and if they're on most mailboxes, the supervisor needs to call and confirm with the apartment.

Also handwritten black felt marker notes apply for houses. Or they don't. It depends on your supervisor.

Speaking of what depends on your supervisor, sometimes you'll have a note inside the box, so be sure to ask your supervisor each time you switch routes (have fun with that one, reliefs) because sometimes it'll be “always honour it” and sometimes it'll be “only if it's outside the mailbox and visible from the road, otherwise ignore and deliver.”

Hey, what about old torn notes that are still legible but have clearly been halfway removed? Or maybe the note is faded and it just says “flyers please,” with the no clearly missing? Well, that's pretty funny, isn't it? Ah, the mysteries of life. The key here is to honour it as long as it's legible. But what if it's borderline? Faded? Torn?

“Everyone is equally accountable and responsible for knowing all the rules, no matter how new they are to the Corporation! Except supervisors, who can and will 24 you for the new rule they made up on the spot.”

Well, my dear friends, it's your call. Of course, the auditor may have a different call.

We can tell you now, though, “NF” is not adequate. Except when it is. We accept all variations of “no flyers,” but we only accept “no neighbourhood mail.” Also we only accept “no householders.” Which of those terms is accurate again? Ah, who cares.

The notes have to be consumer-driven, so ones handed out by a community or apartment don't count, except for when they do. Also if a customer tells you they don't want flyers, great. But they need to put the note there themselves, so all “no flyer” signs written on old delivery notification cards or yellow depot stickers don't count and should be removed by your supervisor.

Now, if you meet a customer who has something to say about all this, refer them to the phone number on the side of your vehicle. It's not your fault the rules are so confusing, you're just responsible for magically understanding them all. Now, sometimes you'll encounter a customer who doesn't want to follow all these rules. Maybe they're just used to the old system that hasn't been in place for over a decade. Well, when you see a big ol' letter about flyers written and posted to a mailbox, don't worry – you can't be expected to read all of that! You have deliveries to make!

But you should still know whether it's saying no flyers or not. Remember, though, red dots don't exist. Except when they do. And when they do (they don't), they should be used for businesses because there's no way to tell which of them wants flyers. Well, actually, what you're supposed to do is look in your edit book. Have fun with that one.

Look, at the end of the day, auditors are out there to make sure we do our jobs. I guess. And auditors, well, they sometimes assess the situation differently! No worries, we know for a fact the auditors are on the same page as the supervisors, just like all supervisors are on the same page as each other and agree with each other and the Corporate Manual System 100% of the time.

Really! So if an auditor notices something, they'll report you for it and it goes into their flyer accuracy numbers. We're not really sure how these numbers work because it's pretty common to see them claim that 15% of all flyers don't get delivered, but the Corporation assures us that they are all inline with the numbers from people waiting in their homes to check and make sure they got all their flyers properly. So even though that doesn't make a whole lotta sense, those are the numbers, and they exist.

Now, multi-day coverage – we've all heard the story, if you want to deliver flyers in advance, that's fine! Just clear it with your supervisor and scan all the

days in advance before delivery. Oh, and you need to scan and deliver the days in order. And you need to scan before 11 in the morning or else it'll go on the next day's delivery. And if you scan a day in advance and don't end up doing multiple portions, it's fine, they can sort that out. Also you need to do full coverage, not just two portions. Wait, no. My bad, you can do two portions. No, full coverage.

This is straightforward and clear, why don't you get it yet? You are allowed to do two portions in a day without doing full coverage, but don't you dare take overtime. That's right, even if flyers for that portion added 5-minutes to your day and you ended up taking an hour and a half of OT to cover your full route. You did flyers a day ahead of time and we all know that must have accounted for 100% of your OT.

Now, sometimes the Corporation will want you to do full coverage on a condensed flyer. And you have to do this, except you don't. But they'll tell you that you do. If you choose to, you might get paid more for it, you might not. Who knows? They might also decide to send a temp out to make sure full coverage is done on that flyer. Just that single flyer, nothing else. And there's only gonna be one day's scan on that flyer. Now, you need to scan on all three days if you're not doing full



coverage, but make sure not to scan the same day twice!

It's a really good thing we have flyer size restrictions. Though some supervisors will insist on telling you that those aren't just bad, they spell doom for the company. Yes, that's right: the fact that customers need to pay more for flyers that are beyond the (already generous) size limits. The Corporation itself will collapse into nothingness and nobody will ever find a job again and we're all going to burst

into flames. Ok, in fairness, the supervisor didn't say “burst into flames,” but we figured “armageddon,” which was said, sounded a bit too melodramatic.

It's your responsibility to know these rules, even if they change daily and are entirely subjective and optional based on supervisor discretion. And your discretion too, sometimes – don't forget that part! Unless an auditor disagrees. But it's okay to ask. Never be afraid to ask and get three different answers! If you have any questions, please call the number on the side of your work vehicle. They can round your different-answer-count up by one for every phone call you make.

Everyone is equally accountable and responsible for knowing all the rules, no matter how new they are to the Corporation! Except supervisors, who can and will 24 you for the new rule they made up on the spot.

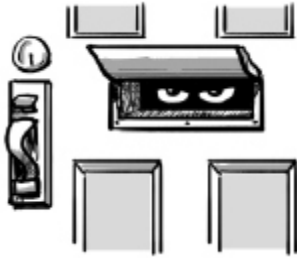
But if you do get a 24, don't worry. Human error doesn't exist. Missing even one point of call is a dire matter, so be sure to take one minute to look into the CMB/apartment box you just delivered to in order to make sure you delivered to it. Besides, if you get a perfect audit, you might win a TV! Assuming you get audited during the month of the draw. You might even get audited five times if you messed up recently, so that's five entries to the draw! Assuming you know you got audited.

Also you will fail any audit if any errors are found, including not delivering to houses you have yet to deliver to; not delivering to houses you did deliver to but the residents emptied their mailbox already; not updating your edit book; full mailboxes; and auditor auditing the wrong portion and marking you at 0%; and violating any of the rules listed or not listed in this article, at your auditor's discretion. Also, reliefs are responsible for up-to-date edit books even when they've only been on the route for one day, so I guess it sucks to be you, huh?

Now, sometimes an auditor may speak to a customer to verify delivery. At these times, you are at the mercy of the customer's honesty. The auditor is also at the mercy of the customer. It's not like a customer would ever get pissed at a stranger rifling through

their mailbox and demanding to know what mail they've received, and then call the police on said auditor for trespassing. (Yes, this has happened.)

None of these rules are made up. Every single rule here “exists” and has been communicated to carriers by supervisors. Flyers are, after all, where the Corporation's money comes from, even though many people just chuck them in the bin immediately and never stop complaining about them. You can tell them to put up a sign, but we all know how they'll respond to that. (“Oh well, it gives me something to do and my wife loves them. It's all her fault,



haha! Besides, I like looking at one or two of them sometimes and they make good kindling, and, oh gosh, look at the time,” before bolting in the other direction to escape us as fast as possible.

It's all very important that we stick to the rules and deliver those flyers, and, as we all know, the rules are very clear and consistent and never change. So if any of you actually manage to learn the rules, please – for the love of everything – tell us what they are.



WORD SEARCH

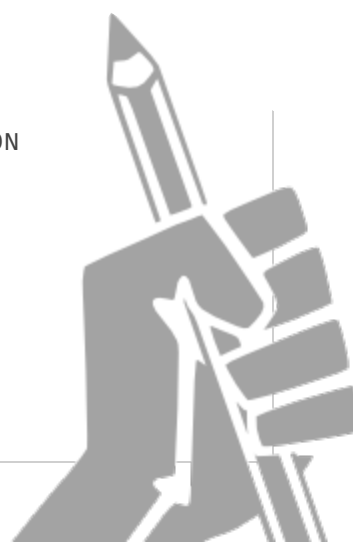
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 SENIORITY
 GRIEVANCE
 STEWARDS
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 ORGANIZING
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 ARBITRATION
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 NEGOTIATIONS
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AGREEMENT
 UNION
 PICKET
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 RIGHTS
 APPENDIX
 COLLECTIVE
 AFFILIATES



Thank you, CUPW members! Front Yards in Bloom has wrapped up for another year. Since 1999, the CUPW Edmonton Local, the Edmonton Horticultural Society, and the City of Edmonton have been partners in running this beautification and recognition program. Other cities have similar programs, but Edmonton's is one of the largest in Canada. Our Local's involvement in this program is very special and has become a long-standing tradition among our customers and members who nominate yards.

This year, 5,377 yards were nominated across the city. Postal workers nominated 1741 yards. Our participation is a feel-good initiative that helps to give our Local a positive image among the public. It's a wonderful way to positively interact with our customers.

This year, for the first time, two of the yards I nominated were award winners! The families were very excited and I was happy to share the moment with them. Next year, as you are out in the neighbourhoods, show your appreciation for the efforts of our local gardeners and nominate a yard!



- Kathleen Mpulubusi



Photo credit: Kathleen Mpulubusi

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