



Calgary Local 710 Newsletter

NC Art 2.02 The highest authority resides and comes from the membership

Vol. #5, Issue #1 – Jan/Mar 2023

Black History Month



John Ware (ca. 1850-1905) was a Black cowboy who forged a successful ranching career despite racism, rough frontier conditions, and having been enslaved. After entering the District of Alberta in 1882 on a trail crew driving thousands of cattle to the site of the Bar U Ranch, he wrangled the herds of large ranching outfits before building his own ranch with his wife Mildred and their children. He achieved success in a white-dominated industry largely controlled by well-financed corporations. Ware's generosity and superior skill as a cowboy earned him an enduring reputation and a prominent place in the mythology of the Canadian West. Famous in the region during his lifetime, stories of John Ware's horsemanship, generosity, and strength are still told today, demonstrating his enduring legacy.



President's Report

Executive

President:

Anna Beale

1st Vice Pres. (Health & Safety): Katrina Alexandropoulos

Alexandropoulos

Secretary Treasurer:

Wycliffe Oduor

2nd Vice Pres. (Grievance):

Wendy Kipta

3rd Vice Pres. (Route
Measurement): Clint Loor

Chief Shop Stewards:
Operations:

Don Svreck

City Services:

Julie Roper

Maintenance:

Benjamin Corpuz

RSMC:

Kim Livingston

Recording Secretary:

Patricia Schmidt

Sergeant-At-Arms:

Mike Polsom

Organizing Officer:

Gilbert Opwonya

Educational Officer:

April Couturier

Executive Vice Pres.:

Kevin Hoople

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www.cupw-sttp.org

Newsletter E-mail:

cupwnewsletter@shaw.ca

Sign up for e-Digest at:

<http://www.cupw.ca/en/cupw-edigest>

-edigest

Office Hours:

Mon-Fri: 7am-5pm



It's the Union who negotiates your wages and benefits. If all of us wanted us to have pizza as a benefit, we would have negotiated to have pizza.

When CPC comes to the negotiating table, they tell our negotiating committee they have a stated amount of money to negotiate with and not a penny more. So, we negotiate for better work life balance, increase in costs of benefits coverages, increases in shift diff, householder rates, all of those monetary and non-monetary things in our Collective Agreement determined by what our members have submitted as demands. When we hear about how little is covered in our benefits compared to other companies and the membership puts demands in for negotiations to increase that coverage, then our membership has determined that those are way more important than getting pizza. When we hear that "XYZ" company got a \$5.00 per hour raise, why can't we? Would you rather have pizza? When we hear that "ABC" union got a 5% raise each year, would you rather have our negotiators negotiate for a better raise or for pizza? Our pension contribution does not increase with pizza but it does increase when we get a raise.

The other part of this is that if CPC has all of this money to spend on pizza, they could put that money aside for negotiations and we could negotiate for a better raise.

And then, CPC has always been trying to get us to work harder and faster. Discipline doesn't work and we have those protections in the Collective Agreement against it so they had to come up with something else: PIZZA. Then they use it as a bribe to say if you get higher productivity, CPC will buy you pizza.

As well, they started to pit groups against each other with pizza. Full timers and Part Timers were given pizza but the temps working in the same section, same shift and doing the same work were not allowed to have pizza. Is this fair? Of course, it isn't.

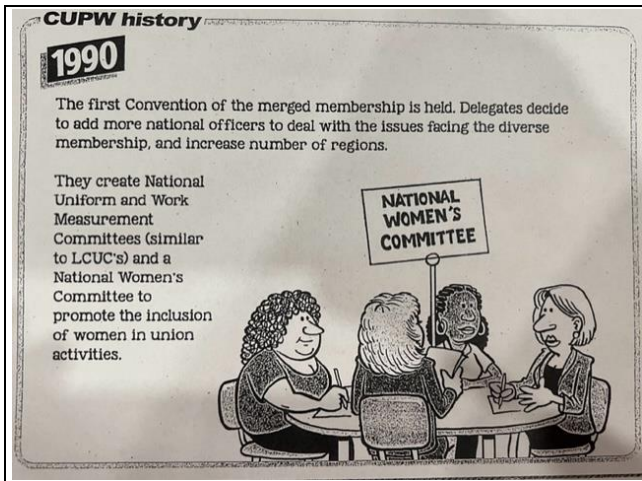
As we head into another round of negotiations this year, ask yourself would you prefer to have pizza once or twice a year, or would you prefer better benefits, better pay and a better pension?

Please wear a Pink Shirt on February 22, 2023.



****Please Note****

*May Day is being celebrated on
May 18th, 2023*



Local Women's Committee report

We had a local women's committee meeting on January 21/23. We talked about the 2023 vision of for the women's committee. It was discussed that we need to focus on how to get more women involved and what are some barriers to prevent women from attending local meetings. Some of the barriers covered were childcare, social and ethnic barriers, and women not knowing when the meetings are held. We welcome any feedback on how to be more inclusive and what other barriers are preventing attendance.

We considered various ways to empower women, including, but not limited to, courses on women under the hood, freezer meal prep and financial planning. We also talked about a joint women's equinox with the Red Deer and Edmonton women's committees. We considered starting a community garden, as well as upcoming campaigns we would like to support such as Pink T-shirt Day Feb 22/23 and International Women's Day March 8/23.

The local women's committee is self-funded so we had discussions on how to raise funds for things like courses, equinox and helping women in need.

The next local women's committee meeting is Feb 7/2023 at 4:30pm. We encourage all members of CUPW 710 who identify as a woman to attend.

Local and Regional Education Courses

Spring Regional Educationals in Edmonton March 10, 11 and 12/2023

Basic Shop Steward
Temporary Workers and their Rights (Urban)
Solidarity Skills level 2

Local Education please watch CUPW bulletin board for updated dates and times

Building worker power – 1 day weekday
Temp know your rights – 3 day
Pension course – 1 day course
Temp know your rights – 3 day
Urban know your rights – 3 day
RSMC know your rights – 3 day
Basic Shop Steward – 3 day
Social Steward – 5 day
Basic LCRMS and 038 – 1 day weekday
Volume count prep course – 1 day weekday

Location for Local Educationals: Calgary Local Union Office; Unit #109, 5621 – 11th Street NE, or otherwise posted. Contact the Local Union Office or the Secretary Treasure to register @ 403-295-2556. Must register six (6) working days before the date of the courses to allow us to book you off. We will restrict selection due to Social Distancing. **ALL DAYS ARE MANDATORY.**

JANUARY 2023

SUN	MON	TUE	WED	THU	FRI	SAT
New Year's Day 01	02	03	04	05	06	07
08	09	10	11	12	13	14
15	16	17	18	19	20	21
				Urban Shop Steward Meetings 8am, 12pm, 3:30pm		Women's Committee 10am
22	23	24	25	26	27	28
Newsletter Meeting 10am RSMC Shop Steward Meeting 2pm		Organizing Meeting		Executive Meeting 5pm		
29	30	31				
GMM 4:30pm		Organizing Meeting 4:30pm				

**** These dates are tentative and subject to change ****

Please note that Union meetings are now done in person, unless otherwise stated on the Bulletin Boards

*Ships don't sink because of the water around them; ships sink because of the water that gets in them.
Don't let what's happening around you get inside you and weigh you down.*

Changes to the Labour code-sick days

This information portrays CPC's position and CUPW has reserved their right to challenge CPC's interpretation after we have had an opportunity to review and analyze CPC's implementation plan in its entirety.

Permanent employees. In the Corporate literature, they refer to permanent employees as 'employees with personal days under a Collective Agreement or terms of employment'. Effective December 31st, 2022, permanent employees received an additional 6 personal days for a total of 13 paid personal days annually.

These 13 personal days are divided into two classifications. One is our original 7 days, to which there are no changes – Urban members can still use them in increments that are less than a day. The second is for the 6 new personal days. These days cannot be carried over, do not get paid out if not used, and can only be used as full days.

Temporary employees. In the Corporate literature, they refer to temps as 'employees who do not have personal days under a Collective Agreement or terms of employment'. Temps will continue to have access to their 5 personal days (3 paid, 2 unpaid) under the Canada Labour Code.

Following a qualifying period of 30-days of continuous service, temps will receive an additional 3 days of CLC Medical Leave. Temps will continue to accrue one additional day of CLC Medical Leave for every continuous month of service up to a maximum of 10 days. These days can be carried over, but they cannot be banked – you can only have and use 10 days of CLC Medical Leave per calendar year and they must be used in full day blocks.

It is important to use the new personal days first, as there is no carry over or payout. If you need to use a personal day, be clear you would like to use the personal days no carry over when you talk to your supervisor. The code for these new days is 9051 for workers who have personal days in the collective agreement – for temps and OCREs the code is 9052.

Changes to Quarantine Leave

Canada Post is changing how you access Quarantine Leave.

What you need to know:

Effective January 30, 2023, to access Quarantine Leave, an employee who has COVID-19 symptoms or who has tested positive will be required to submit either:

1. A certificate from a qualified medical practitioner which confirms that the employee is unable to work due to quarantine; or
2. A photo of their positive COVID-19 test placed on a piece of paper that shows the date of the test, their name, and their signature.

This documentation will be expected upon the employee's return to work and can be provided as a hardcopy in-person or by email or mail if providing it in person is not practical.

If the employee who wants to access Quarantine Leave for COVID-19 does not produce a certificate or a photo of a positive test result as described upon their return to work, they will be given a reasonable timeline to provide it. Failure to provide this will result in the use of personal days or unpaid sick leave for their absence.

FEBRUARY 2023

SUN	MON	TUE	WED	THU	FRI	SAT
			01	02	03	04
						Women's Committee 10am
05	06	07	08	09	10	11
		Women's Committee 4:30pm			Regional Presidents Meeting - Winnipeg	Regional President Meeting - Winnipeg
12	13	Valentine's Day 14	15	16	17	18
				Urban Shop Steward Meetings; 8am, 11am, 3pm		
19	20	Shrove Tuesday 21	Anti-Bullying Day Lent Starts 22	23	24	25
				Executive Meeting 5pm		
26	27	28				
RSMC Shop Steward Meeting 10:00am GMM 1:00pm						

**** These dates are tentative and subject to change ****

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WHAT TO DO IF YOU RECEIVE A 24 HOUR NOTICE OF INTERVIEW...

1. FIND A SHOP STEWARD IMMEDIATELY. THE NAMES OF ALL CURRENT SHOP STEWARDS ARE ON THE CUPW NOTICE BOARDS. IF YOU CANNOT FIND THIS DOCUMENT, PLEASE CALL THE UNION OFFICE 403-295-2556 OR 403-730-7018.
2. PUT IN WRITING TO MANAGEMENT THAT YOU'D LIKE TO SEE YOUR PERSONAL FILE

UNION DUES

The CUPW National Constitution sets the basic dues rate for Urban Operations workers at 300% of the maximum hourly rate for the lowest classification within the bargaining unit.

RSMC dues have been set at 1.71% of the wage portion received by each member, to a monthly maximum equal to the dues for Urban Operation members.

With the current collective agreements, there is a 2% wage increase for the RSMC and Urban Operations bargaining units.

When we take a union job, the union must, by law, represent us. It would be unfair to receive representation and benefits without paying our share.

Our union dues pay for representing thousands of employees against CPC. This is an increasingly difficult and expensive proposition.

Attracting good union representatives, lawyers, and other advocates is a financial challenge. Arbitrators and mediators are expensive.

Administrative, organizing, upgrading and education expenditures continue to rise. A strike fund must be sustained.

The services of the International Union, Canadian Labour Congress, Alberta Federation of Labour, Labour Councils, and other assistance must be remunerated.

Negotiating contracts is very expensive as the union pays lost wages and benefits for the negotiating committees made up of employees from your workplaces.

The costs associated with union representation are indeed many and varied.

With a well-funded union, together we can provide the resistance and pushback needed to continue negotiating union contracts we can all be proud of. Whether it's better wages and benefits, job protection, or quality of life issues like scheduling, union dues are used to provide members with protection they can count on.

CPC pays dues too! Companies pay dues to entities like the Chamber of Commerce, The Canadian Manufacturer Association and other business groups. These organizations represent employer interests and lobby the government to keep our wages, benefits low, and to weaken labour laws, minimum standards and health and safety regulations. Alberta is a prime example where these organizations have lobbied the government to remove minimum wage increment due to "High cost of doing Business"

It is the U and I in UNION that makes us STRONG. Let's work to put together demands that would address our concerns about the state of our Collective Agreement with Canada Post.

"The Labour Movement was the principal force that transformed misery and despair into hope and progress."

Martin Luther King Jr.

Social Steward Conference Jan 2023

What is a Social Steward? They are not specialist or therapists; they're just people who know your work environment. Social Stewards:

- Ensure the wellbeing of the members
- Provide voluntary and confidential assistance
- Respect the individual with reassurance
- Provide peer to peer assistance
- Focus on Prevention & Support
- Offer intervention & Referrals

Special Needs & Moving on Project- Shellie Bird

disabilitysupports.ca & specialneedsproject.ca

This started with the nationwide childcare fund supporting the needs of employees with childcare problems. 5.3 million (16%) Canadians live with some type of disability. Special needs; disability, mental delay, health disorder, needing extra or different ongoing help. Moving on; Adult Children/Grandchildren needing long lasting supports. Including Physical & Mental Challenges, ongoing life skills & activities and primary care. This program helps people to not feel alone with the worries, additional costs, and lack of access to program and services. Individuals receive a small monthly amount of individual funding to help with the financial strain. They also have special needs worker who understand the needs and challenges they come across in daily living.

Social stewards can help to get the word out about the program. They can also assist with the lack of understanding from co-workers and supervisors on the work floor.

Ten years of researching & Supporting Social Stewards – Melanie Dufour-Poirier

“Alone we go fast, together we go far”

We need to work together to boost the efforts in the workplace. The human element needs to be brought back. People are bringing the psychological stress from work, home or vice versa. Healthy and Safety includes Mental health. Social Stewards need to be recognized in the Collective Agreement. Social Stewards need to sit in on meetings on all levels. Mental health issues are not being dealt with because they are not included. Social Stewards should also be a part of the return-to-work process for the mental health aspect. Also, additional training should be offered for Social Stewards.

The union needs to tell members that we are here to help. Social Stewards are important and are underutilized. We are the agents of change. We are intervening on the individual level, and it should be the collective level. Collectively we can prevent things instead of just listening. Social Stewards are bringing more “life” into the union. The unions work makes the workplace more humane.

Working together as a union-Louise Grenier & Christian Bergeron

Why: Social Stewards are the unions eyes and ears in the workplace. They are the link between work organization and mental health.

How: Building alliances

With Whom: Union Executives, Shop Stewards, Healthy & Safety committee, Negotiating committee & Labour Relations committees

Social Stewards need to be recognized and be known on the work floor.

Social Stewards would benefit with more training, Family Violence, Conflict Resolutions, Compassion Training. Also, Mental Health Classes.

“We need to take care of people helping people”

Compassion Fatigue – Madeleine Fortier

Compassion Fatigue, burnout of the caregiver.

Cyber Addiction- Marie-Josée Michaud

Intervention in problematic internet use, the answer- BALANCE

Amy Jullyan & Stacey Glen

GRIEVANCE OFFICE

It has been a very busy quarter with lots of work being performed by and kudos going out to the Executive, facilitators, Stewards, LJHSC, and members. Without all of you this local could not function. So many violations have happened over the last few months that I felt a bit of a breakdown was warranted.



Overtime Bypass/extended hrs. – 24

Unfavorable Letter on file – 17

Availability / another letter on file – 16

[The “Robo-letters, as I call them, sent out to temporary employees for missing their availability quota have started up again – July 2022. So again, they are the top of the list for violations towards our newest members].

Rotation of duties violated – 14

Suspension - 13

Backfilling / cross section – 13

Deterioration workplace/ bullying - 12

RDO overtime bypass – 10

Contractors performing our work – 10

Not paid for work performed – 8

RSMC's violations have been very minimal or corrected on the floor.

One issue that has been repeatedly grieved is multiple day delivery not covered and left for the route owner/relief to ‘sort-in’ and deliver upon their return. This is a valid grievance as that work should have been offered as a callback for letter carriers. If this violation is grieved, you **MUST** submit each day violated, a photocopy of the 15.08 filled out and signed by you showing that the callback work was denied (which the supervisor usually writes across the page) so we can submit as evidence that you worked it and that they denied you pay.

Speaking on the topic of writing a successful grievance, I would encourage members, and the shop stewards assisting them, to include as much supporting documentation as possible with their grievance. This will ensure a better chance of winning the grievance. Be as detailed in your statement as possible with dates, times, places, witness’s involved, and rationale for any monetary recovery requested. Each time a “letter” or “paystub” or “witness” is mentioned in your grievance, a hard copy of that item must accompany the grievance in order to corroborate the written account of events. Witness statements must be signed by the witness and dated. These are very important steps as they become increasingly more difficult to recall, the longer, we wait to provide them.

*And of course, the grievance **MUST** be submitted to the corporation before the 25th working day after the date of the incident. Everyone is individually responsible for reading the contract and knowing their rights. Ignorance of the law(contract) is not a defense.*

“Alone we can do so little; together we can do so much.”

Helen Keller

MARCH 2023

SUN	MON	TUE	WED	THU	FRI	SAT
			01	02	03	04
05	06	07	International Women's Day 08	09	10	11
12	13	14	15	16	17	18
				Urban Shop Steward Meetings: 8am, 11am, 3pm Executive Meeting 5pm		
19	20	21	22	23	24	25
RSMC Shop Steward Meeting 10:00am GMM 1:00pm						
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What is a shop steward?

CUPW National constitution - Article 9.14

The Shop Steward:

- (a) is the link between the Local Executive Committee and the members of his/her work shift;
- (b) promotes the policies of the Union and enforces the Constitution and the decisions of the members taken at Convention, through a referendum or at a general meeting;
- (c) ensures a strong union presence on his/her work shift;
- (d) enforces the collective agreement;
- (e) regularly informs the members of the decision of a general meeting, the activities of the Union, the Union publications and any other item of interest for the Union and the well-being of the members.



Breaking through barriers for workers who have children with special needs

The Special Needs and Moving On Projects provide resources and support for workers at the post office whose children have disabilities. The projects are available to members of CUPW/PSAC. The Special Needs Project is geared to families with young children; the Moving On Project is for adult sons and daughters with special needs. Life is more demanding when you work and have a child with special needs.

Contact the Special Needs Project Office:

CUPW-UPCE/PSAC Special Needs and Moving On Projects

65 High Street, PO Box 237, Baddeck, NS, B0E 1B0 Toll Free: 1-800-840-5465 Tel: 902-295-1357
Fax: 902-295-2296

Web site: <http://specialneedsproject.ca> e-mail: info@specialneedsproject.ca

*Looks what's for sale at the Union office? These are really comfortable. Price \$65.00
Contact the Union office for more information on how to get one or more of these really
comfortable hoodies.*



International Women's Day

March 8 is International Women's Day. It's a global day to recognize and celebrate women's and girls' social, economic, cultural, and political achievements. It's also a time to raise awareness of the progress made towards achieving gender equality and the work remaining to be done.

The beginnings of International Women's Day can be traced back to the early twentieth century. It emerged from the activities of labour movements in North America and Europe and reflected a growing call for women's equal participation in society. International Women's Day first took place on March 19, 1911, in Austria, Denmark, Germany, and Switzerland. That day, over a million women and men attended public events to show their support. Other countries began to observe and celebrate this day in the years that followed. The United Nations recognized 1975 as International Women's Year and began celebrating March 8 as [International Women's Day](#).

Today, International Women's Day is a day of unity, celebration, reflection, advocacy, and action and is celebrated in many countries worldwide

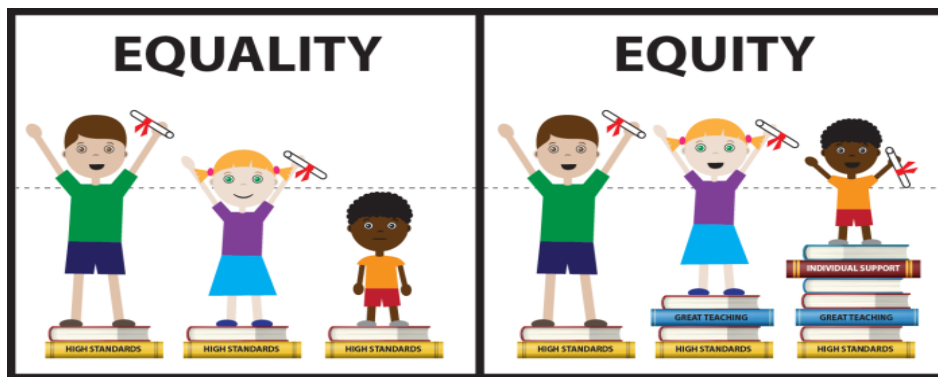
Equality versus Equity: What's the difference as we #EmbraceEquity for IWD 2023 and beyond?

The words *equity* and *equality* are often used interchangeably.

Etymologically, the root word they share is *aequus*, meaning "even" or "fair" or "equal" - which led to *equity being* from the Latin *aequitas*, and *equality* from *aequalitas*. Yet, despite these similarities, *equity* and *equality* are inherently different concepts, and the IWD 2023 [#EmbraceEquity](#) campaign theme seeks to help forge worldwide conversation about this important issue and its impact.

So, what's the difference between *equity* and *equality* - and why is it important to understand and acknowledge this?

Applying equity to women's advancement



Equality focuses on providing all genders with equal opportunities, such as a woman's right to vote. Yet, women often require more than a level playing field. They need to belong in a global culture that actively promotes and supports them in all aspects of their life, from education to the workplace to health.

Gender is intersectional, and women as a group are truly diverse. Policies that benefit white women, for example, may not benefit women of color due to historical or current inequalities. A shift from gender *equality* to the process of gender *equity* is required for meaningful progress.